

Minority, Women and Small Business Enterprise Program Management Oversight Report 2023-2024

History & Overview

- Since 1993, the MWSBE Office has proactively worked to increase the participation of minority, women and small businesses through inclusive procurement activities.
- In 2004, CMS conducted a disparity study that resulted in 21 recommendations.
- In 2005, the Board of Education adopted a new policy and a MWSBE regulation was created, leading to the enhancement of Lawson to track our spend, establishment of MWSBE aspirational goals, expansion of outreach and the revision of the MWSBE procedures manual and database.
- In 2005-2006, the first full year of implementation of all the changes, there was a focused effort to increase CMS utilization of MWSBE firms. The changes resulted in a period of growth until the economic downturn.

Driving Governance

- **CMS Policy DJA**

Minority-owned, women-owned, and small business enterprises (collectively “M/W/SBE”) as well as other responsible vendors shall have a fair and reasonable opportunity to participate in CMS business opportunities

- **General Statutes 143-48**

Purchase and Contract: cooperation in promoting the use of small contractors, minority contractors, physically handicapped contractors, and women contractors

- **General Statutes 143-48.4**

Statewide uniform certification of historically underutilized businesses

- **General Statutes 143-128.2**

Minority Business Participation Goals (defines good faith efforts and the full scope of the law)

- **General Statutes 143-128.3**

Administration (Public Entity Responsibilities)

- **General Statutes 143-128.4**

Historically Underutilized Business (2007 Amendment Definition)

- **General Statutes 143-131**

Informal Bidding: scope of applicable law for construction projects less than \$500,000 (increased from \$300,000 in 2007 legislation)

- **Senate Bill 914, Session Law 2001-496 December, 2001**

To enhance and improve good faith efforts to recruit and select minority businesses for participation in public construction contracts

- **NC Administrative Code – 301 Minority Business Participation Goal**

Rules governing minority participation goals and responsibilities of owners, Historically Underutilized Business (HUB) office, designers, contractors, HUB contractors, and State Construction Office

Aspirational Goals

Category	MBE Goal	WBE Goal	SBE Goal	MWSBE Goal
Construction	10%	6%	5%	21%
Architecture, engineering and surveying	4%	7%	5%	16%
Contracted services (other than construction)	5%	4%	5%	14%
Goods	3%	3%	5%	11%

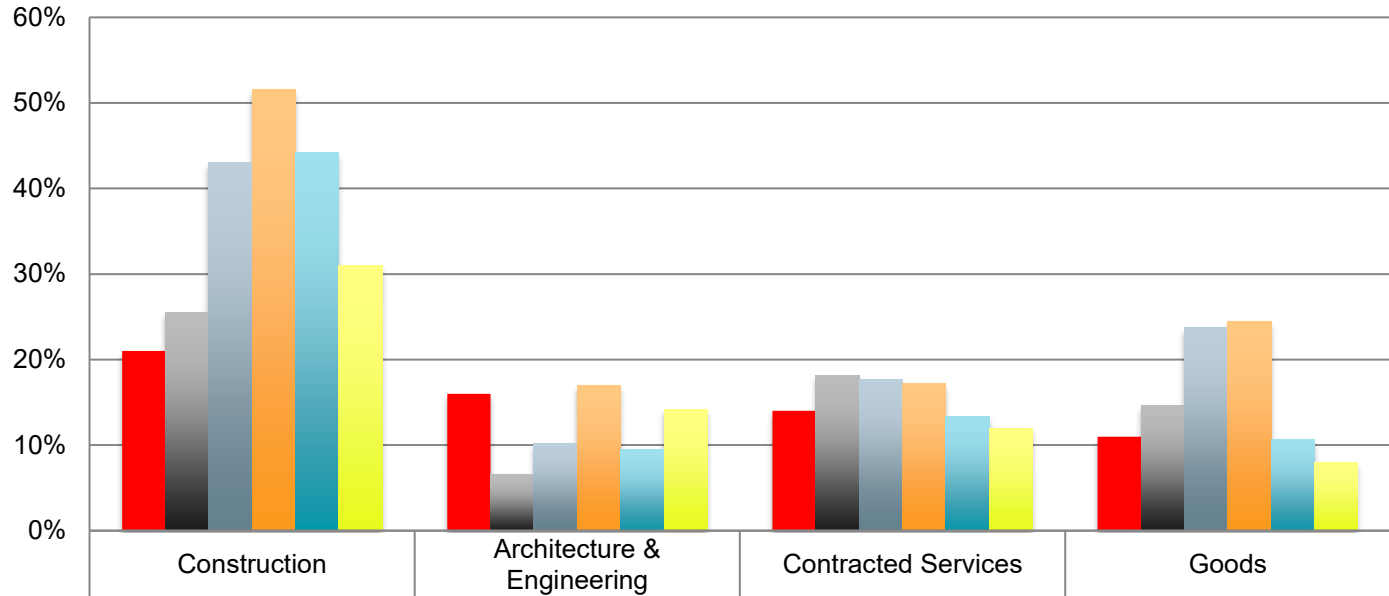


How are we
performing?

Results (2023-2024)

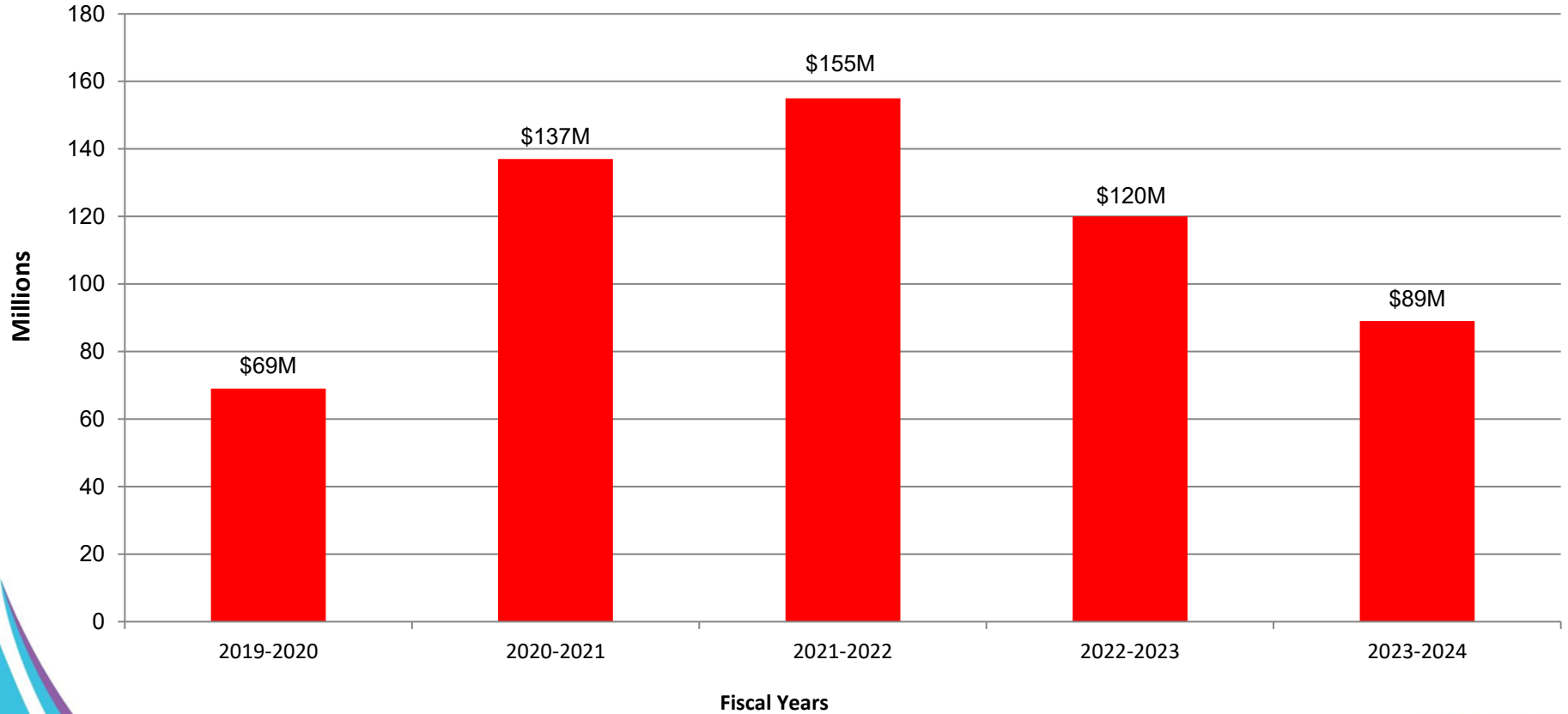
Category	Analyzed	MWSBE Firms
Total eligible expenditures	\$549.1million	\$88.6 million
Construction	\$158.6 million	\$49.2 million
Architecture and Engineering	\$8.9 million	\$1.2 million
Contracted Services	\$190.9 million	\$22.9 million
Goods	\$190.7 million	\$15.2 million

Overall MWSBE Utilization FY 2023-2024

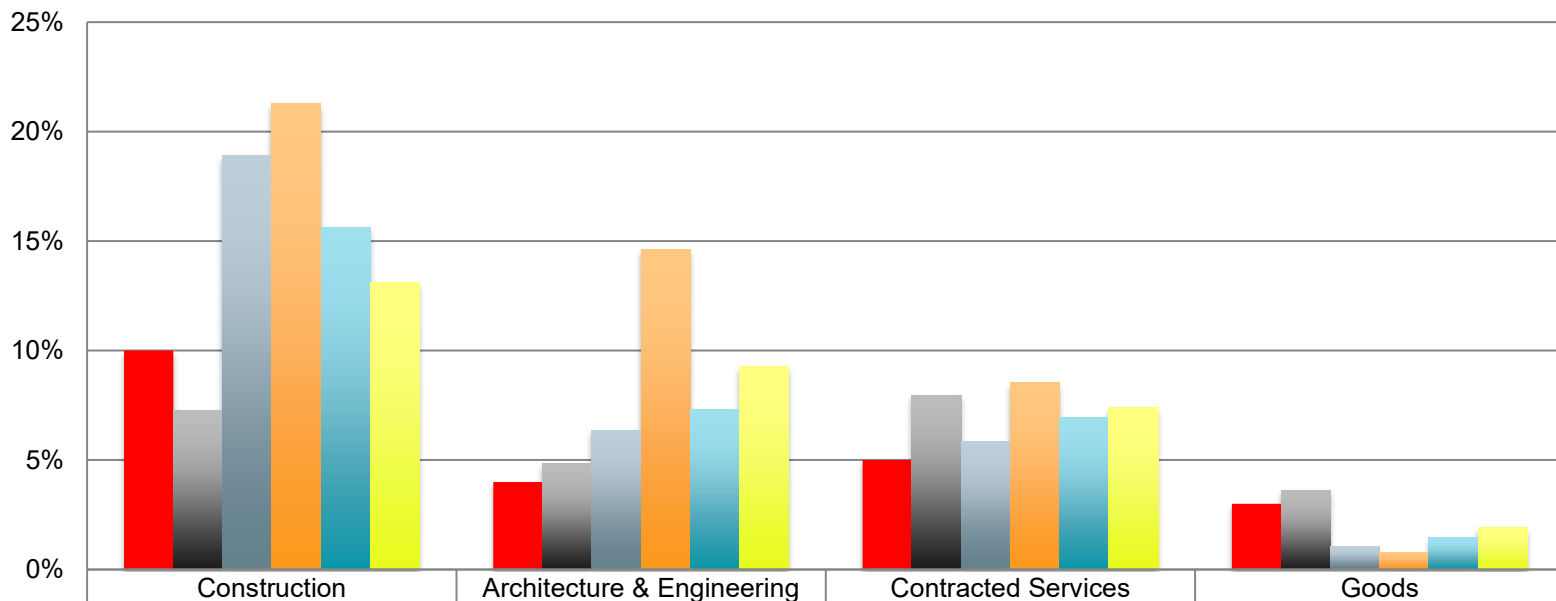


Overall M/W/SBE Goal	21%	16%	14%	11%
Annual % Total 19-20	25.45%	6.60%	18.17%	14.61%
Annual % Total 20-21	43.04%	10.19%	17.67%	23.76%
Annual % Total 21-22	51.62%	16.93%	17.21%	24.48%
Annual % Total 22-23	44.23%	9.51%	13.33%	10.70%
Annual % Total 23-24	31.03%	14.13%	12.00%	7.98%

Overall MWSBE Spend

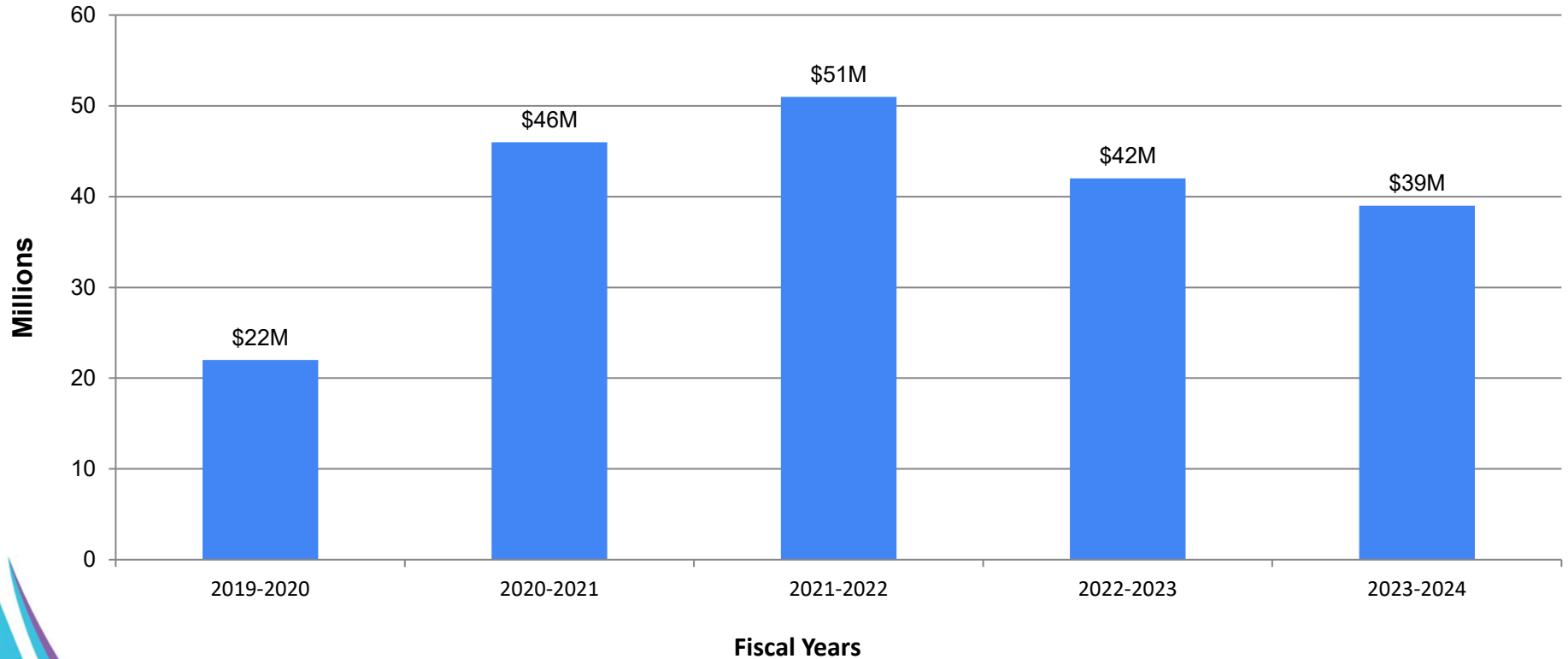


Overall Minority Business Enterprise Utilization FY 2023-2024



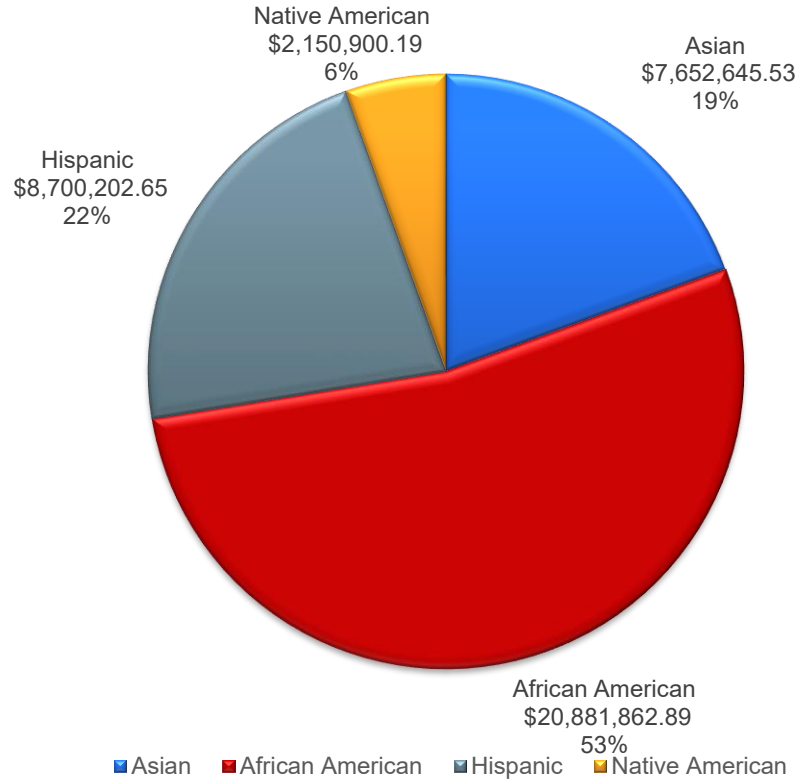
Overall MBE Goal	10%	4%	5%	3%
Annual % Total 19-20	7.28%	4.86%	7.97%	3.63%
Annual % Total 20-21	18.90%	6.37%	5.83%	1.03%
Annual % Total 21-22	21.30%	14.63%	8.53%	0.78%
Annual % Total 22-23	15.62%	7.31%	6.95%	1.45%
Annual % Total 23-24	13.10%	9.29%	7.39%	1.92%

Overall Minority Business Enterprise Spend

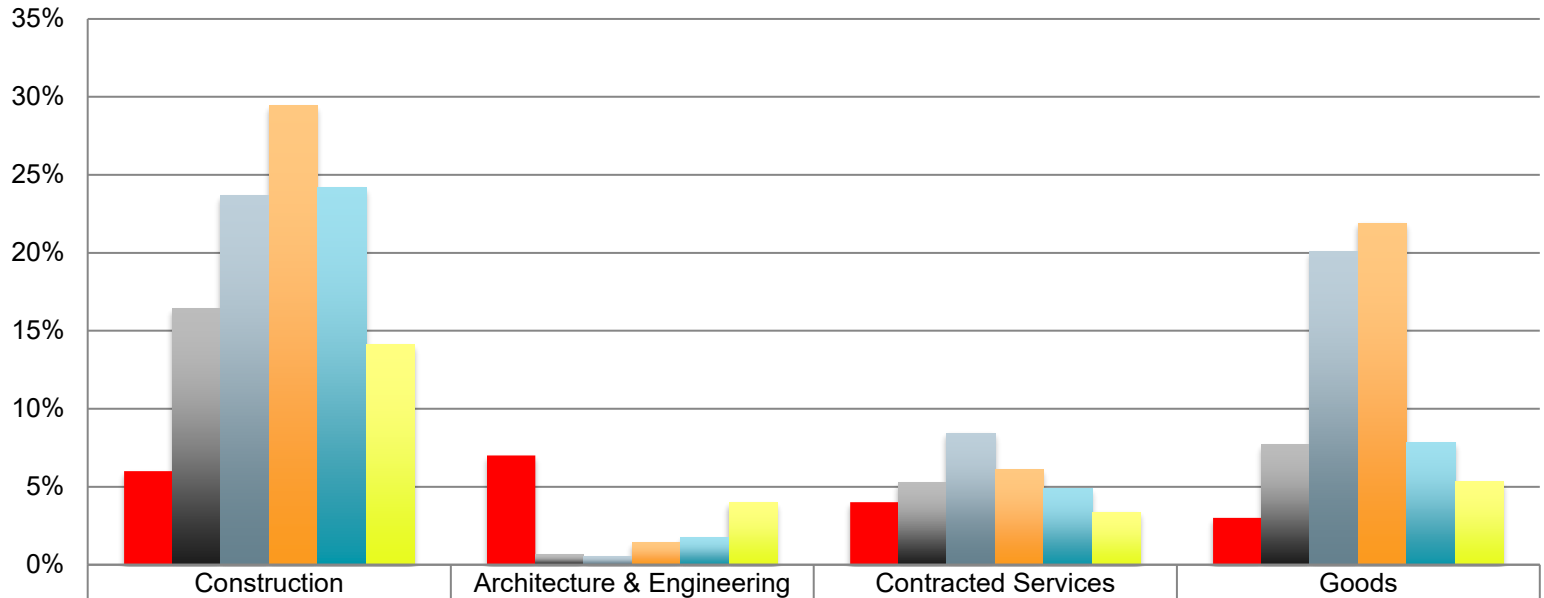


Minority Business Enterprise Spend

Total Spend by Race

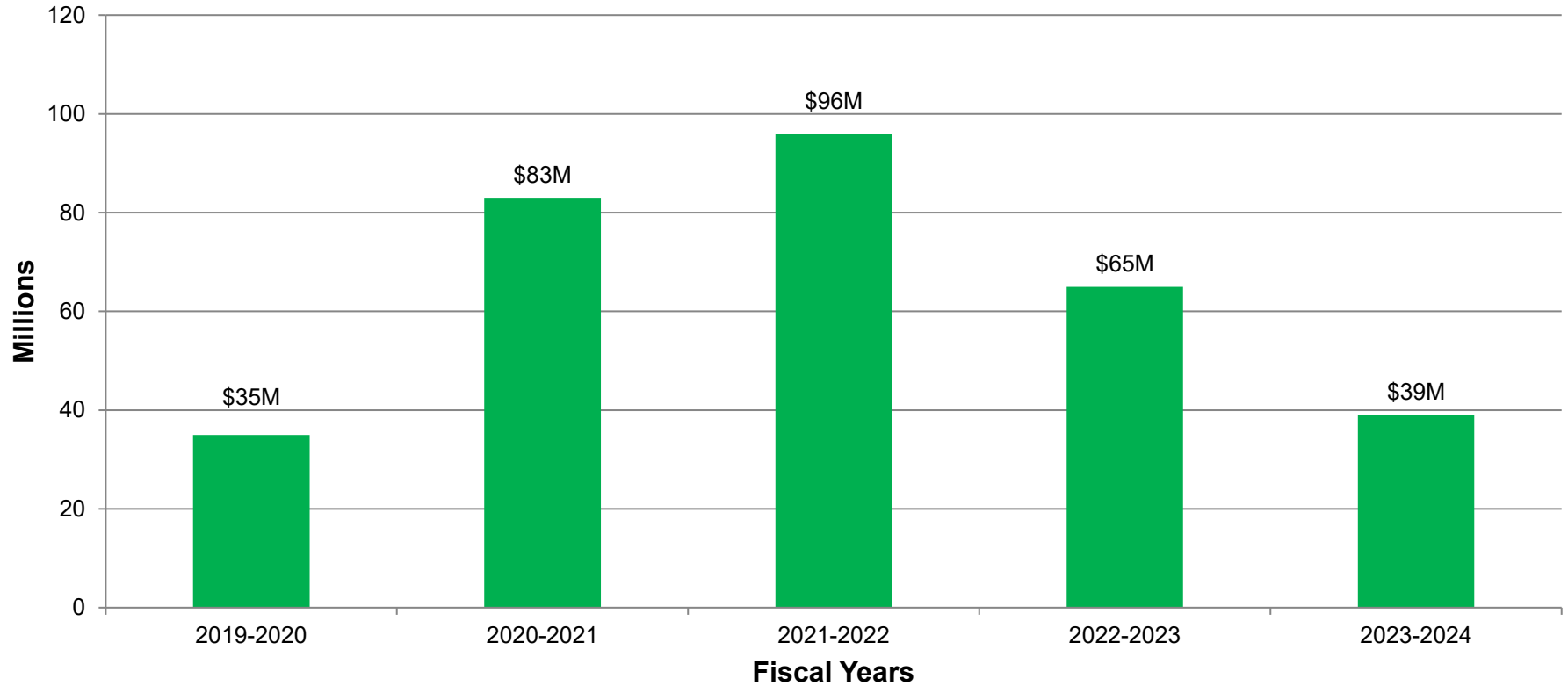


Overall Women Business Enterprise Utilization FY 2023-2024

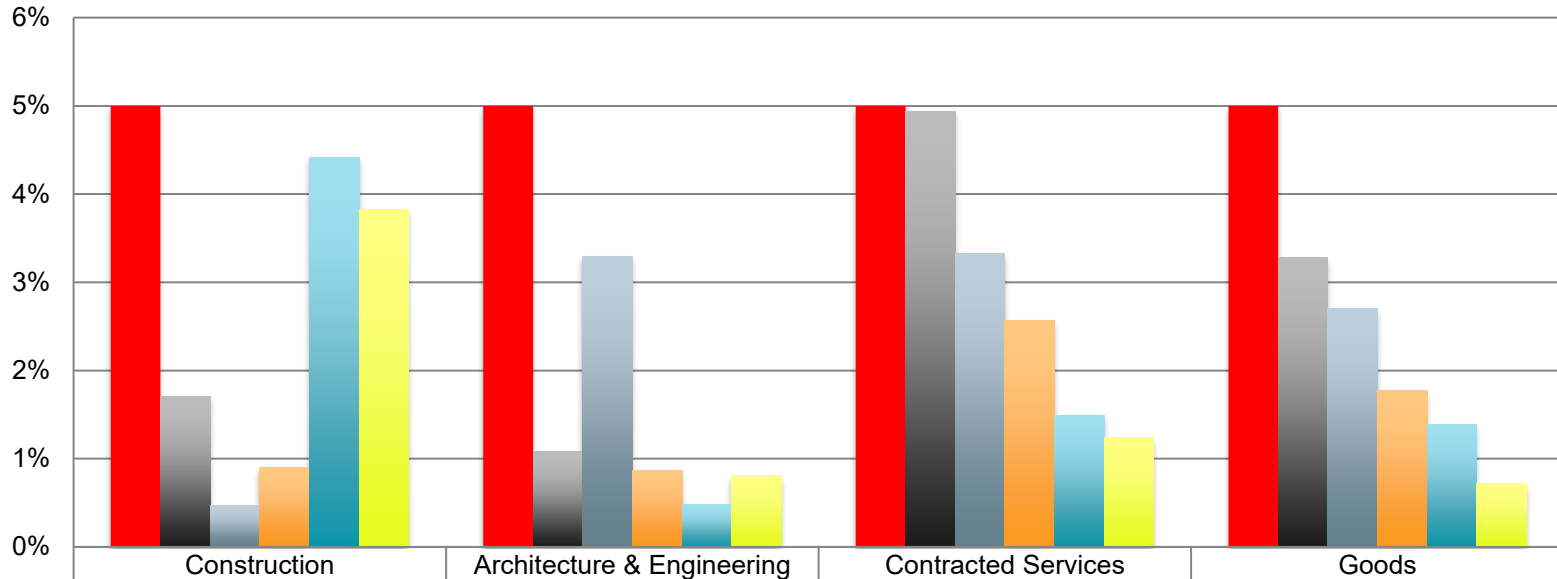


■ Overall WBE Goal	6%	7%	4%	3%
■ Annual % Total 19-20	16.45%	0.65%	5.26%	7.70%
■ Annual % Total 20-21	23.67%	0.54%	8.44%	20.07%
■ Annual % Total 21-22	29.42%	1.43%	6.11%	21.91%
■ Annual % Total 22-23	24.18%	1.72%	4.89%	7.86%
■ Annual % Total 23-24	14.11%	4.02%	3.37%	5.35%

Overall Women Business Enterprise Spend

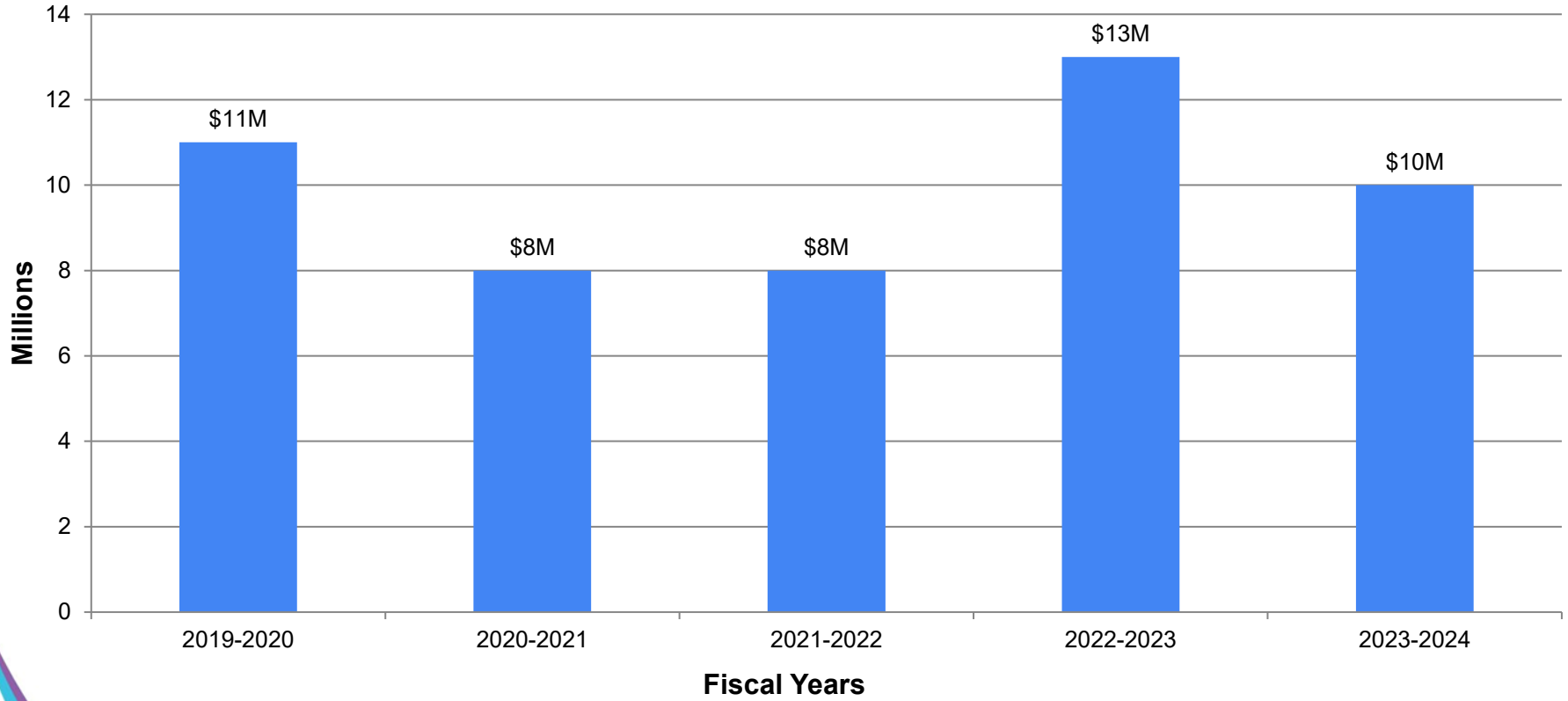


Overall Small Business Enterprise Utilization FY 2023-2024



Overall SBE Goal	5%	5%	5%	5%
Annual % Total 19-20	1.71%	1.08%	4.94%	3.28%
Annual % Total 20-21	0.47%	3.29%	3.33%	2.70%
Annual % Total 21-22	0.90%	0.87%	2.57%	1.77%
Annual % Total 22-23	4.42%	0.48%	1.49%	1.39%
Annual % Total 23-24	3.82%	0.81%	1.24%	0.72%

Overall Small Business Enterprise Spend



Accomplishments

- At 16.14% of eligible spend, CMS achieved \$88.6 million in total MWSBE spending
- Achieved/Exceeded MBE aspirational goals in three of the four categories (construction, architecture/engineering and contracted services)
- Achieved/Exceeded WBE aspirational goals in construction





Keys to Success

CMS Departments and Schools: MWSBE Spend Analysis

Goods

Top Department Spend with MWSBE firms:

1. Data Operations: \$1.3 million
2. Inventory Management: \$3.9 million
3. Maintenance: \$2.2 million
4. Food Warehouse: \$1.3 million

Largest Areas of Spend:

- Technology
- Inventory (furniture, books, classroom supplies)
- Nutrition Services/Food Warehouse
- CTE

68/93 departments or 73% and 181/182 schools or 99% utilized MWSBE firms to procure goods

Contracted Services

Top Department Spend with MWSBE firms:

1. Maintenance: \$13.7 million
2. Transportation: \$5.2 million
3. Driver Education: \$2.4 million
4. Child Nutrition: \$1.5 million

Largest Areas of Spend:

- Building Services
- Technology
- Drivers Ed
- Transportation

67/93 departments or 72% and 130/182 schools or 71% utilized MWSBE firms to procure contracted services



Community Impact

Outreach

- Supplier Diversity Forum
- Mecklenburg County Business Launch Pad
- NC Veteran's Procurement Summit
- Charlotte Corporate Community Roundtable Quarterly Meetings
- Hispanic Contractors of North Carolina Meet & Greets
- Carolinas-Virginia Minority Supplier Development Council MBE Summit, Business Opportunity Conference and Metrolina Quarterly Meetings
- CMS Community Engagement Meetings
- Small Business Month/Charlotte MED Week
- Women's Business Center Conference

Best Practice Sharing

- Mecklenburg County Noontime Knowledge Panel
- AGC Construction Business Academy Panel



Technical Assistance

- ❑ How to do business with Charlotte-Mecklenburg Schools and Other Government Entities
- ❑ Evolution of Branding
- ❑ Emotional Intelligence
- ❑ Building Your Business From the Ground Up
- ❑ Finance Panel



Recognition

Charlotte Minority Enterprise Development Week Honorees



Genesis Construction - Achievement in Construction; Integra Design - Achievement in Professional Services; All Things Professional, Inc. - Achievement in General Services; Miller Services - Achievement in Supply & Manufacturing; Alexsandra Degernes - Diversity Advocate and Cathay Dawkins founder of Black Business Owners of Charlotte, Diversity Agency of the Year. Optima – Workforce Development Advocate of the Year, Central Piedmont Community College Community Partner and Messer Construction – Workforce Development Champion. CMS Board of Education was recognized for 30 years of inclusive practices.



Workforce Development

CMS Workforce Development Mayor's Youth Employment Program

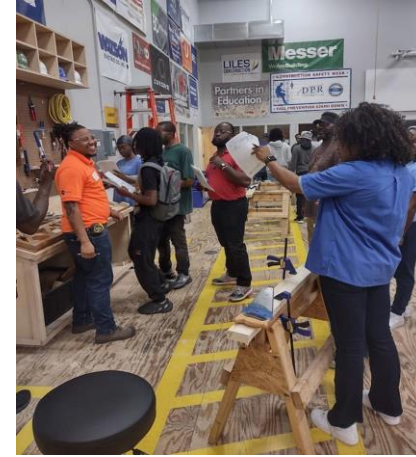
Key Takeaways

1. Diversity, Equity & Inclusion Office
 - Department Roles
 - Program Impact
2. CMS Leadership Meetings
 - Impact on career opportunities
 - Diversity in leadership roles
3. Team Support
 - Business and Professional Behaviors
 - Emotional Intelligence
 - Professional Connections
4. School Environment
 - Inclusive environments for all students
 - Creativity in design and technology



Summary of Workforce Development Related Activities

New Hires	<ul style="list-style-type: none">▪ 35 (Full-Time)▪ 17 (Part-Time)
Internships (Mayor's Youth Employment Program, CPCC Construction program and CMS college graduates)	<ul style="list-style-type: none">▪ 46 (High School)▪ 21 (College)
Activities	<ul style="list-style-type: none">▪ 40 student workshops/site tours



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Questions