



Elements:

- Disadvantaged, Minority, Women and Emerging Small Business participation (DMWESB)
- Outreach to DMWESBs
- Workforce Training and Hiring (apprentices)
- Title VI

Unique to this project:

(Title VI of the 1964 Civil Rights Act (42 U.S.C. 2000d-1) and related regulations, the President's Executive Order on Environmental Justice, the U.S. DOT Order, and the FHWA Order)

Title VI states that "No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance." Title VI bars intentional discrimination as well as disparate impact discrimination (i.e., a neutral policy or practice that has a disparate impact on protected groups)

ODOT Disparity Study- limits DBE goal to two ethnic groups

ODOT will set DBE and workforce goals

ODOT, Department of Justice (DOJ) and FHWA review and approval of specifications, contracts, etc.

Phase 1- Pre-Solicitation (Completed)

Included DMWESB participation and workforce criteria in Engineering Services and CMGC Request for Proposals (RFPs) by assigning 10% of overall points

- Requested proposers to provide commitments and methods for including DMWESBs, provide a plan for outreach, and measurements for success.
- Requested proposers to provide commitments and methods for including apprentices and a diverse workforce

Commitments made by TY Lin International (A&E) and Slayden Construction (CMGC) become part of their contractual requirements. A more detailed and comprehensive plan for Slayden Construction will be required prior to starting early work packages

Convened first DMWESB outreach event at David Evans & Associates, close to 100 DMWESBs attended. Three DMWESBs were highlighted on Channel 6 news.

Advertised CMGC RFP in minority publications



Three proposers held outreach meetings at OAME and other locations to inform DMWESBs of upcoming opportunities on Sellwood Bridge project

Phase 2- Post-Award and Contract Negotiations (In progress)

Ty Lin International (A&E)

Contract includes:

- 15% DMWESB goal for total value of the contract (12 firms)
- mentoring of DMWESBs with assessments, mentor/mentee teams, and one-on-one technical mentoring
- three technical assistance classes for larger DMWESB audience to be conducted in the community
- internships for women and minority engineering students
- community engagement: attendance at business community meetings and events
- payment tracking and reporting for DMWESBs

Slayden Construction (CMGC)

Finalizing contract provisions for:

Detailed Subcontracting and Diversity Plan agreed upon prior to early work packages that will include:

- aspirational target for DMWESB participation
- identify work packages and categories (values of contracts broken into smaller packages)
- method for soliciting bids
- outreach plan and meetings
- technical assistance
- internships
- community engagement
- reporting and documentation

Apprentice efforts, similar to the County's Workforce Training & Hiring Program, to be finalized and included in all subcontracts prior to early work packages.



CMGC to perform outreach to DMWESBs throughout project design phase and prior to early work packages and beyond

CMGC contractor to meet all Title VI requirements

Phase 3- Design

CMGC contractor in collaboration with County staff finalizes Subcontracting Plan (September, 2011) that includes:

- aspirational target for DMWESB utilization
- identify work packages and categories (values of contracts broken into smaller packages)
- method for soliciting bids
- outreach plan and meetings
- technical assistance/mentoring
- internships
- community engagement
- workforce apprentices and workforce diversity
- reporting and documentation

Separate from CMGC Subcontracting and Diversity Plan, ODOT will assign DBE and workforce goals for the project

CMGC contractor conducts outreach, attends community meetings and gives presentations regarding the project, bid packages and opportunities

ODOT, DOJ, and FHWA may want to approve CMGC Subcontracting Plan

Phase 4- Construction

CMGC contractor implements Subcontracting Plan:

- solicits bids in identified packages and categories using approved solicitation methods
- conducts outreach
- technical assistance efforts implemented
- provides reporting and documentation to County
- specific provisions in all subcontracts
- internships
- attends business community meetings and events

County staff oversees implementation of plan, conducts site visits, and reviews reporting and documentation

County staff monitors progress