



Metropolitan Water  
Reclamation District

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# MWRD DIVERSITY





# AFFIRMATIVE ACTION PROGRAM HISTORY-MWRD

MWRD began development of a program to mitigate discrimination in public contracting  
1975

Interim Appendix D Ordinance was adopted by the BOC, suspending all numerical goals for using M/WBEs  
1989

MWRD BOC adopted revised Appendix D currently used.  
June 4, 2015

July 20, 1978 Board of Commissioners (BOC) enacted the Affirmative Action Ordinance, making the MWRD one of the first area agencies to institute an Affirmative Action Program

March 15, 1990 MWRD BOC adopted a new ordinance re-implementing numerical goals

June 4, 2020 Sunset provision goes into effect on current ordinance



## DIVERSITY PURPOSE & MISSION STATEMENT

- ❑ The purpose of the MWRD's Affirmative Action Program is to mitigate the present effects of discrimination based on race, ethnicity or sex in opportunities to participate on the MWRD's contracts and to achieve equitable utilization of M/W/SBEs in Certifications and Compliance.
- ❑ The mission is to ensure competitive and equal opportunities for minority-owned, women-owned and small business enterprises in the award and performance of MWRD contracts.



## GOAL SETTING

THE MWRD SETS GOALS FOR MBE, WBE, SBE & VBE PARTICIPATION BASED ON THE AVAILABILITY OF MBEs, WBEs & VBEs IN THE MWRD'S GEOGRAPHIC AND PROCUREMENT MARKET

INDIVIDUAL CONTRACT GOALS ARE SET ON A CONTRACT-BY-CONTRACT BASIS



# 2020 PARTICIPATION STATISTICS & THE HISPANIC COMMUNITY

Construction contracts –	11.59% of the MBE goal 27.81% of the VBE goal 33.77% of the WBE goal
Professional Services -	13.88% of the total goal
Job Order Contracts -	48.81% of the total goal



# 2021 PARTICIPATION STATISTICS & THE HISPANIC COMMUNITY

Construction contracts – 64.90% of the MBE goal  
3.77% of the VBE goal  
2.05% of the WBE goal

Job Order Contracts - 22.51% of the total goal





QUESTIONS?

