



# Disparity Study For the City of Waco

November 1, 2022



# Agenda

City of Waco  
Disparity Study

Team Introduction

Methodology/ Approach

Study Update

Q&A



# Team Introduction



# Nationally Recognized

## Public Sector Consultants

We are nationally recognized leaders in public sector management consulting who equip our clients with thorough, innovative solutions so they can better serve their agency, stakeholders, and community.

**48 Years**

Years of  
Experience  
in Public Sector  
Management  
Consulting

**13K+**

Client  
Partnerships  
Across the  
Globe

**230+**

Successful  
Disparity &  
Equity related  
projects

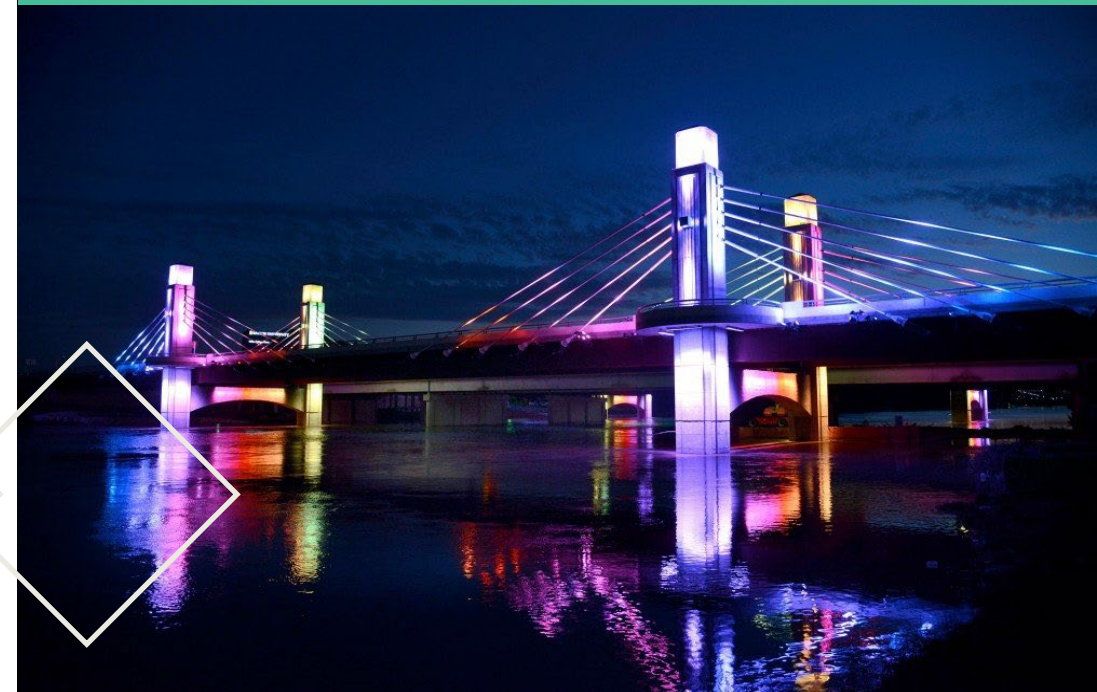
**260+**

Dedicated  
consultants  
across the  
country

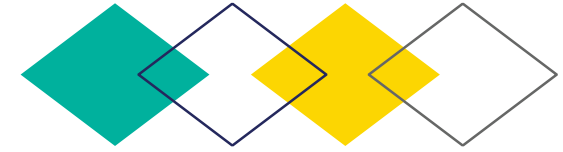
# 48 years

Almost a half century providing  
consulting services

We power the work of the public  
professional to advance the lives of the  
citizens they serve



# Project Leaders



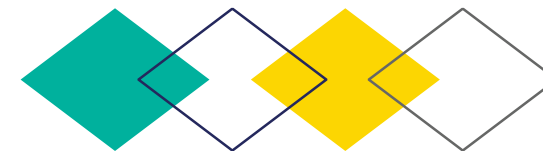
**Andres Bernal, JD**  
Executive in Charge  
Methodological & Quantitative  
Research Leader



**Vernetta Mitchell**  
Co-Project Director/ Qualitative  
Research Team Lead/  
Subconsultant Manager



# Key Staff



**Corlisha Mitchell**  
Sr. Consultant  
*Policy Analysis*



**Juan Osuna**  
Consultant  
*Quantitative Research*



**Haita Toure**  
Consultant  
*Qualitative Research*



**Dr. Fred Seamon**  
Executive VP, *Emeritus*  
*Technical Advisor*

**A Shared Passion for Improving Lives in the Communities We Serve**

# MGT'S Subcontractors

In addition to MGT's core team members, MGT is partnering with the following subcontractors who also share our passion for improving lives in the communities we serve.



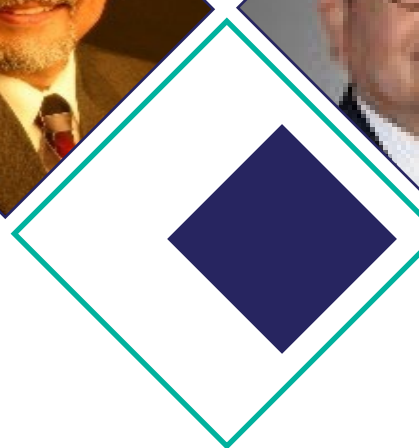
Availability Data  
Collection  
Dr. Edward T Rincon



Anecdotal Research 7  
Analysis  
Mario Trevino  
Pres. Innovative Strategies /  
MDT Strategic Ventures



Legal Contributor  
Marcos G. Ronquillo

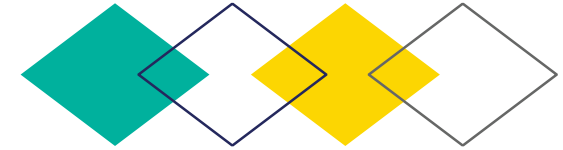




# Disparity Study Methodology



# What is a Disparity Study



*Disparity studies are used to determine whether there is evidence of discrimination in the market in which the City does business that would permit the use of policies to eliminate discrimination and remedy its effects.*

*Disparity studies involve the collection and analysis of quantitative and qualitative data to make this determination.*

*Disparity studies provide actionable results that can be used to **narrowly tailor** or enhance a supplier diversity program.*

# DISPARITY PROJECT FLOWCHART

## Project Initiation

1

•Policy & Legal Review

Procurement and  
Program Policy  
Review

Legal Review

2

•Data Collection,  
Cleaning &  
Analysis

Data Assessment,  
Collection, and  
Preparation

Identify  
Geographic and  
Product Markets

Availability Analysis

Utilization Analysis

Regression  
Analysis

Anecdotal Data  
Collection and  
Analysis

Private Market and  
Non-Goal Disparity  
Analyses

Public Sector  
Disparity Analysis

3

•Recommendations  
& Final Report

Recommendations

Goal Setting

Prepare & Present  
Final Report



**Study update**



# Disparity Study Update

## Overall Project:

- ▶ Program and Procurement Policy review complete
  - ▶ Staff interviews have been completed
  - ▶ Draft chapter is in writing stage
- ▶ Legal chapter is in writing stage
  - ▶ Chapter provides legal background for disparity study (*not legal advice*)
- ▶ Prime contractor data collection is complete and final database preparation is being conducted
- ▶ Subcontractor data collection directly from prime contractors to begin in November

## Anecdotal/Qualitative:

- ▶ Business Engagement Meeting – June 7<sup>th</sup>
- ▶ Focus Groups - November 1<sup>st</sup> & 2<sup>nd</sup>
- ▶ In-depth interviews with local businesses
- ▶ In-depth interviews with trade associations/business organizations
- ▶ A survey of vendors
- ▶ Disparity study website →



# Disparity Study Communication & Outreach

## Targeted Outreach:

- ▶ Emails to Waco vendors and certified firms in the market area to participate in the Business Engagement Meeting and Focus Groups
- ▶ Emails to Professional Organizations to share information regarding the Business Engagement Meeting and Focus Groups

## Community-wide Outreach:

- ▶ Press Release distributed by the City
- ▶ Notice of Business Engagement and Focus Groups
- ▶ Launch of the Disparity Study website

# Current Timeline

STUDY COMPONENTS / TASKS	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
PHASE I								
1. Project Initiation (Complete)								
2. Legal Review								
3. Procurement and Program Policy Review								
4. Data Assessment, Collection, and Preparation								
5. Geographic and Product Markets								
6. Utilization Analysis								
7. Availability Analysis								
8. Public Sector Disparity Analysis								
PHASE II								
9. Private Market and Non-Goals Disparity Analyses								
10. Qualitative/Anecdotal Data Collection and Analysis								
11. Best Practices								
12. Goal Setting								
13. Prepare and Present Final Report								





Q & A

