

Race and Equity Pocket Questions

Title and purpose of this initiative: Disparity Study Findings & Recommendations

Department: Economic Development

What are the racial and equity impacts?

Often minority- and women-owned businesses may be disparately impacted by procurement policies due to a lack of capital, lack of capacity, lack of awareness, or overly complicated policies and requirements that may be intimidating or cumbersome to MWBE-owned businesses.

Who is or will experience community burden?

Should the recommendations from this study be implemented, vendors who have historically worked with the Town may see some burden in that they will be competing (hopefully) with more businesses.

Who is or will experience community benefit?

Should the recommendations from this study be implemented, locally-, minority-, and women-owned businesses would receive the most benefit from this study. Generally, however, all businesses would see an improvement in doing work with the Town as these recommendations would help add transparency to the procurement process.

What are the root causes of inequity?

Some root causes of inequity stemmed from a lack of transparency in the process, a comfort level in working with people that we know or look like us and the difficulty in finding and approaching the correct staff member.

What might be the unintended consequences of this action or strategy?

Should these recommendations be implemented, unintended consequences may include a “learning period” by new businesses doing work with the Town (eg. clearly understanding how and when to submit invoices; hiring subcontractors in accordance with Town policies; etc.). This could result to delayed vendor payment or other project delays.

How is your department planning to mitigate any burdens, inequities, and unintended consequences?

Vendor FAQ and training materials may be prepared in advance to help assist new vendors working with the Town of our policies and procedures. This would hopefully help mitigate any delays that might occur with a new vendor.