



# UConn Supplier Diversity Program (USDP)

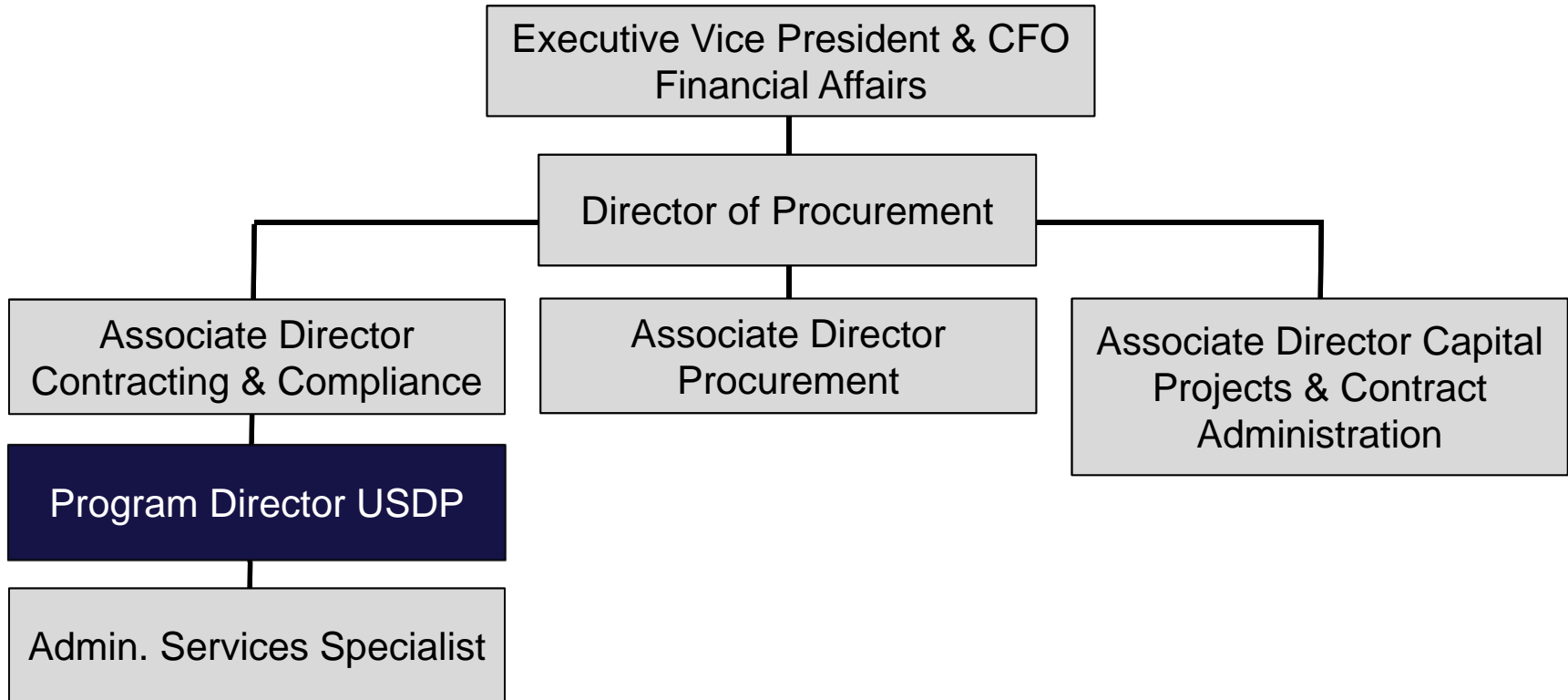
PROCUREMENT SERVICES

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**UConn**

# Reporting Structure



# Agenda

- UConn Supplier Diversity Program (USDP) Overview
- Ongoing USDP Efforts
- Non-Construction-Related Goals & Results
- Construction-Related Goals & Results
- S/MBE Challenges
- Notable Program Milestones
- State Agency Collaborations – Stakeholder Engagement
- Legislative Activity
- Select USDP Strategic Initiatives

# USDP Overview

## USDP Mission and Core Values

To expand enrollment and participation of small/minority businesses on University contracts, by facilitating the opportunity for said businesses to provide valuable, quality, timely goods and services, while building mutually beneficial, respectful, lasting business relationships with the University community.

Encouraging  
Participation

Managing  
Relationships

Educating  
Contractors/  
Vendors and  
University  
Community

Measuring  
Compliance

# On-Going USDP Efforts

## **Encouraging Participation**

- Expos and Matchmaker Events
- Panel Discussions
- S/MBE Vendor Showcasing
- Advocacy to Remove Obstacles

## **Educating Contractors/Vendors and University Community**

- UConn Outreach Events
- Project Meetings
- SD Website
- Encouraging Corrective Action

# On-Going USDP Efforts

## **Managing Relationships**

- State agency collaborations
- Stakeholder engagement
- Legislative meetings
- Memberships and committee participation

## **Measuring Compliance**

- Goal setting
- Reporting
- Tracking results
- Determining means of improvement

# Small/Minority Business Enterprise (S/MBE)

## **Small Business Enterprise (SBE)**

- Principal place of business in Connecticut
- Revenues not exceeding \$15M
- Independent

## **Minority Business Enterprise (MBE)**

- 51% ownership by one or more minority person(s) or
- Is an individual with a disability

# Goal Setting

**State of Connecticut Agencies and political subdivisions of the State must set aside each fiscal year, after approved exemptions by the Department of Administrative Services (DAS):**

- **25% of their budgets** for construction, housing rehabilitation, and purchasing supplies and services to be awarded to certified small business enterprises (SBEs), with
- **25% of this amount** to be awarded to certified minority business enterprises (MBEs).



# Construction-Related S/MBE Utilization Goals

**25% of total project value to SBEs of which 6.25% to SBEs who are also MBEs**



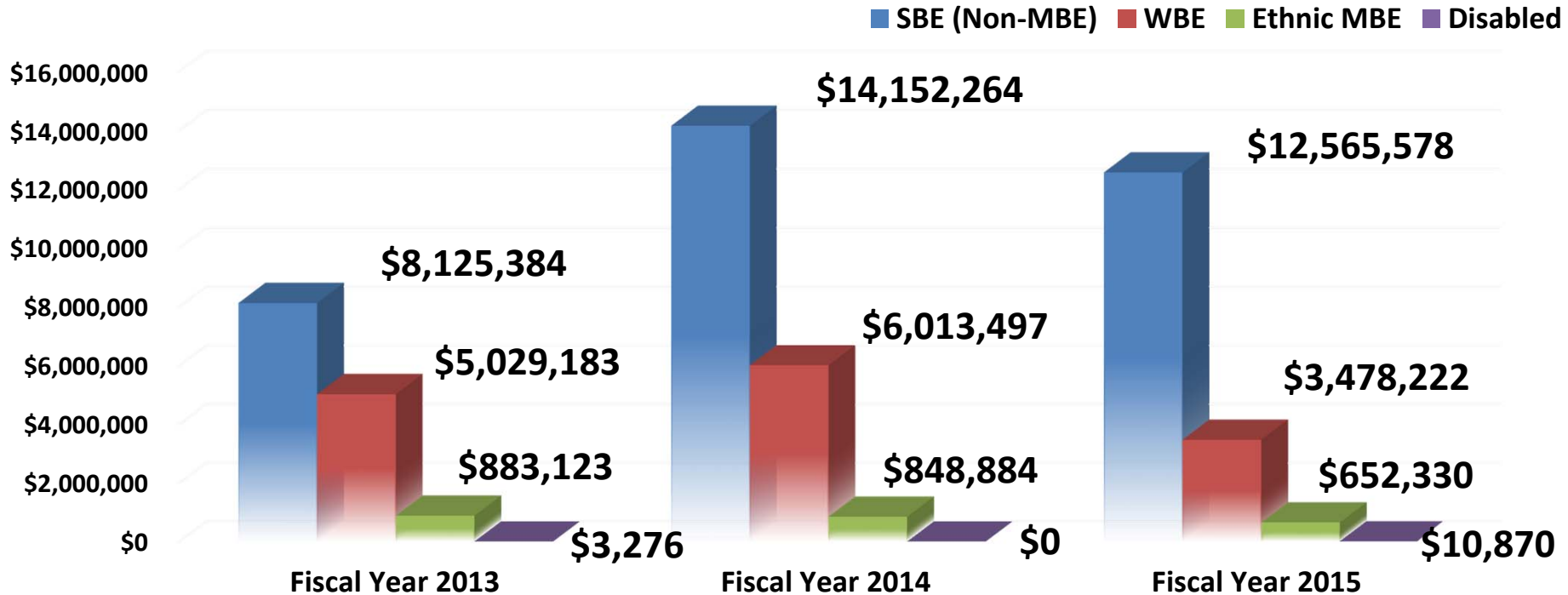
**30% of total project value to SBEs of which 10% to SBEs who are also MBEs**

CGS Sec. 4a60g – FY set-aside program goals for state agencies

For Bioscience and NextGen CT University commitment

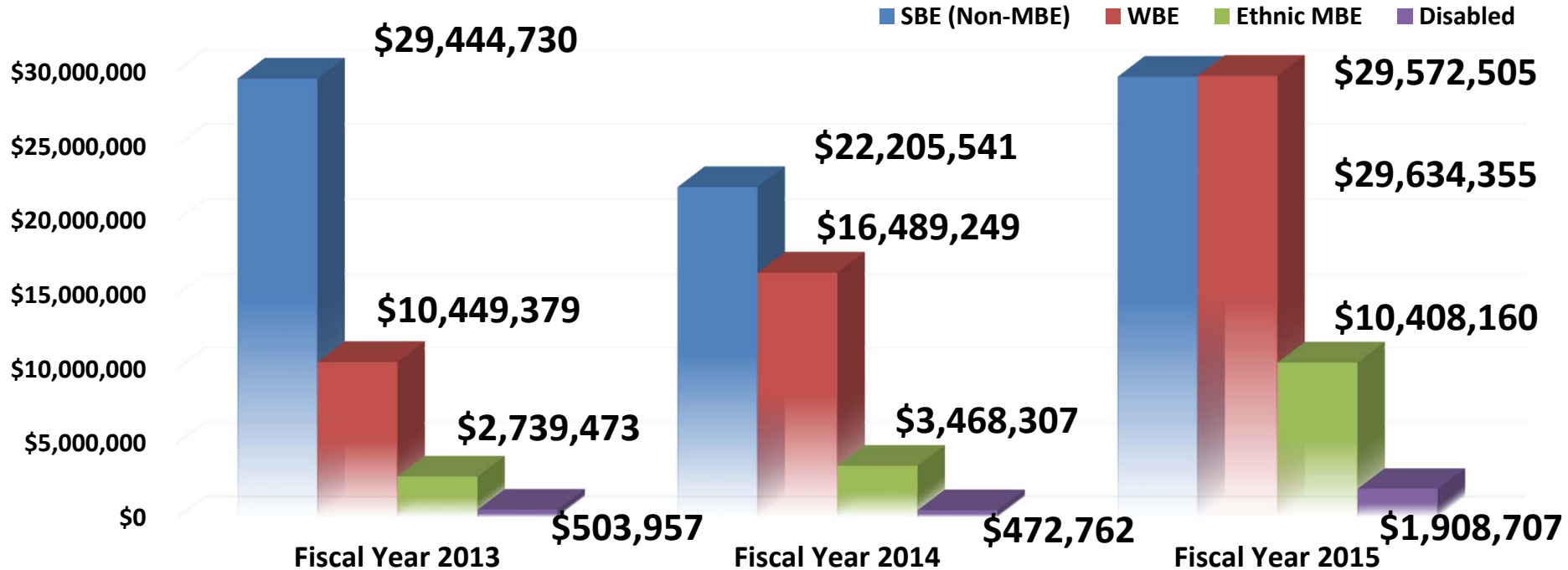
# Actual Results

## Non-Construction – Related S/MBE Utilization



# Actual Results

## Construction – Related S/MBE Utilization



# S/MBE Challenges

## **At the State Level**

- DAS Certification Process Limitations
- Resource Limitations for State Agencies Advocating for S/MBEs

## **At the University Level**

- Navigating UCONN
- University Perceptions
- Familiarity/Pre-established Relationships

## **At the Construction Level**

- Pre-qualification Process
- Bidding Requirements
- Bonding
- Insurance
- Submittal Errors and Payment Delays
- Cash Flow Management
- Back Office Administrative Support Gaps
- Capacity Building

# Notable Program Milestones

## 2012

- Bond Thresholds Synched with Other State Agencies
- S/MBE IT Consulting Services Contracts
- S/MBE Professional Services (Architectural & Engineering) On-Call

## 2013

- Audited Financial Statement Requirement Lowered

## 2014

- Supplemental Professional Services On-Call for Next Gen CT
- S/MBE Janitorial Services at Regional Campuses
- S/MBE Component in the Furnishings, Casework and Seating RFP

## 2015

- S/MBE Trade Contractor On-Call

# Managing Relationships

## **State Agency Collaborations**

- DAS
- CHRO
- CT SBDC
- CT Department of Labor

## **Stakeholder Engagement**

- S/MBE Service Providers
- Community Groups
- Alliances
- Affinity Groups

# Legislative Activity

## **UConn was/will be an active participant in the following:**

- 2012 Public Act 11-229 (Section 9)
- 2012-14 Connecticut Disparity Study – Phases I and II
- 2014 Special Act 14-18
- 2015-16 Connecticut Disparity Study – Phases III

# Select Strategic USDP Initiatives

## Encouraging Participation

- Strengthen visibility on the USDP Website with video and other interactive feedback tools for S/MBEs, UConn departments, contractors/vendors, and service providers
- S/MBE criteria in Professional Services design team selection
- Continue to address S/MBE Challenges

## Educating Contractors/Vendors and University Community

- Increase the level of contact and engagement between buying teams and S/MBE vendors/service providers
- Engage and inform our University Community, including through vendor referrals, feedback mechanisms, and progressive changes to the USDP website, etc.



# Select Strategic USDP Initiatives

## Managing Relationships

- Collaboratively (with other State Agencies) Engage Surety Bonding Programs for additional assistance to S/MBE's with Bonding in the State of Connecticut
- Partner with Affinity Groups and other Stakeholders seeking to assist S/MBE's with Back Office Support, Training, Capacity Building, Mentoring, etc.

## Measuring Compliance

- Steering Committee, led by USDP to represent the different areas of and regularly address the supplier diversity issues pertaining to Procurement Services and the University Community
- Develop a Comprehensive USDP Database capturing all relevant tiers and statistics



Questions?

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