



January 2021
Chelci Hunter, DBELO/Diversity Officer

SUPPLIER DIVERSITY MISSION STATEMENT

IndyGo, a staunch Supplier Diversity advocate, is dedicated to the stewardship of our financial resources by ensuring that our bidding opportunities are inclusive and transparent. Our Supplier Diversity Program is comprised of both a Disadvantaged Business Enterprise (DBE) program, and an “XBE” program (the collective term for Minority-Owned Business Enterprise (MBE), Woman-Owned Business Enterprise (WBE), Veteran-Owned Business Enterprise (VBE) and Disability-Owned Business Enterprise (DOBE)).

The mission of our Supplier Diversity Program is to create a level playing field on which DBEs and XBEs can compete fairly for contracts and subcontracts related to construction, procurement, and professional services. Further, our mission is to build relationships and maximize procurement opportunities for DBEs and XBEs, while strengthening and reflecting the communities we serve.

Est. 2020

DBE PROGRAM (CERTIFICATION)

Eligibility for DBE Certification:

Must be a small business 51% owned and controlled by socially and economically disadvantaged individuals:

- Women
- African Americans
- Hispanic Americans
- Native Americans
- Asian-Pacific Americans
- Subcontinent Asian Americans
- Other minorities found to be disadvantaged by the U.S. Small Business Administration.

Personal net worth must not exceed \$1.32M.

This amount excludes personal home and business assets.

Business annual receipts must not exceed **\$26.29M** over the last three years.

Must be a United States citizen or permanent resident.

The only certifying agency for DBE certifications in Indiana is the Indiana Department of Transportation (INDOT)



DBE PROGRAM (COMPLIANCE)

DBE Certification Compliance:

The DOT DBE program is carried out by state and local transportation agencies under the rules and guidelines in the **Code of Federal Regulations (CFR), Title 49 Part 26.**

IndyGo's overall DBE Goal for 2020-2022 is 10%.

Goals are set on a contract-to-contract basis. It's important to note that not every contract is required to have a goal.

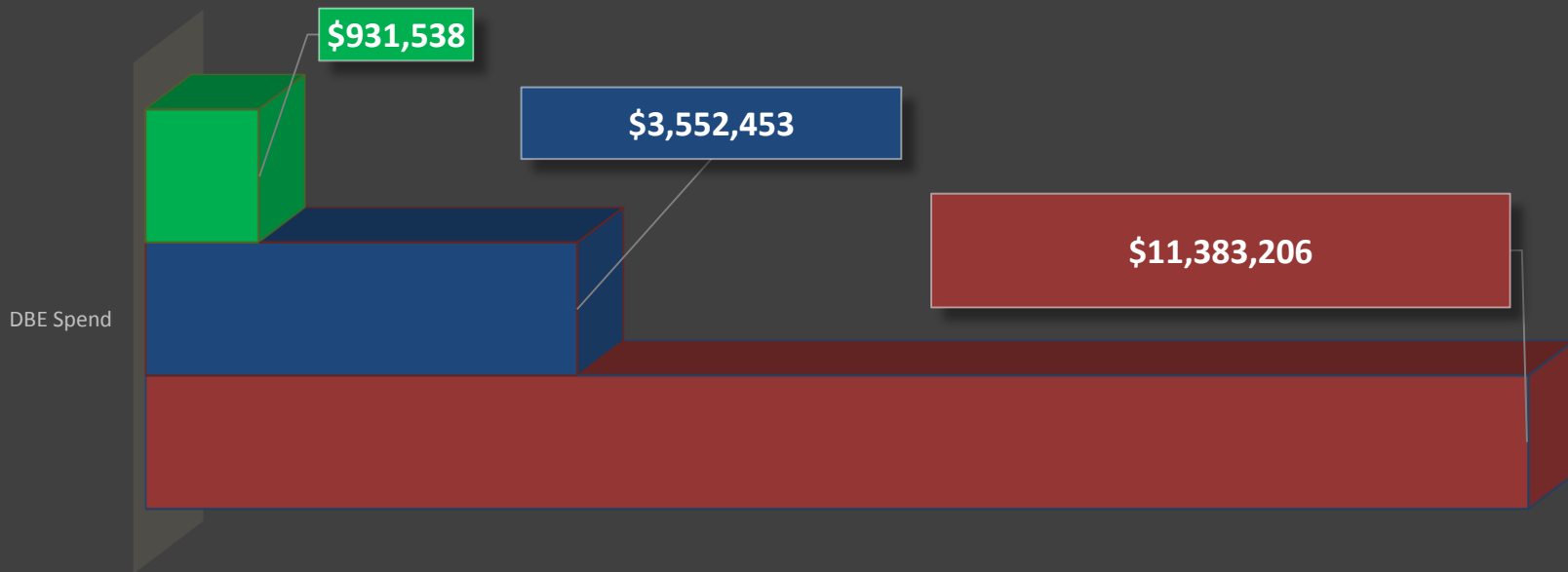
DBE participation is reported twice a year to the FTA. Once on June 1st and the other on December 1st. Both reports cover different periods. This is called the Semi-Annual Uniform Report.



IN THE NUMBERS (DBE)

DBE SPEND BY YEAR

■ 2020 ■ 2019 ■ 2018



XBE PROGRAM

XBE GOALS (PENDING DISPARITY STUDY):

MBE - 15%
WBE - 8%
VBE - 3%
DOBE - 1%

$$\begin{array}{c} \text{MBE} + \text{WBE} + \text{VBE} + \text{DOBE} \\ = \\ \text{XBE} \end{array}$$

Only business certified by the City of Indianapolis Office of Minority and Women Business Development (OMWBD) can be counted when reporting on non-federally funded projects.

XBE Program: Pursuant to City of Indianapolis Code, Section 202-401.

XBE GOALS (FINAL):

MBE – 15%
WBE – 8%
VBE – 3%
DOBE – 1%

The City's Disparity study was conducted in 2019 by BBC Research.

The last full disparity study prior to 2019 was conducted in 1995.

There were also four recommendations:

1. Contract specific goals; similar to the DBE program
2. More participation reviews
3. Unbundling of larger contracts
4. Capacity Building

IndyGo will be submitting an inclusion plan to the City of Indianapolis. The plan is due January 31, 2021.

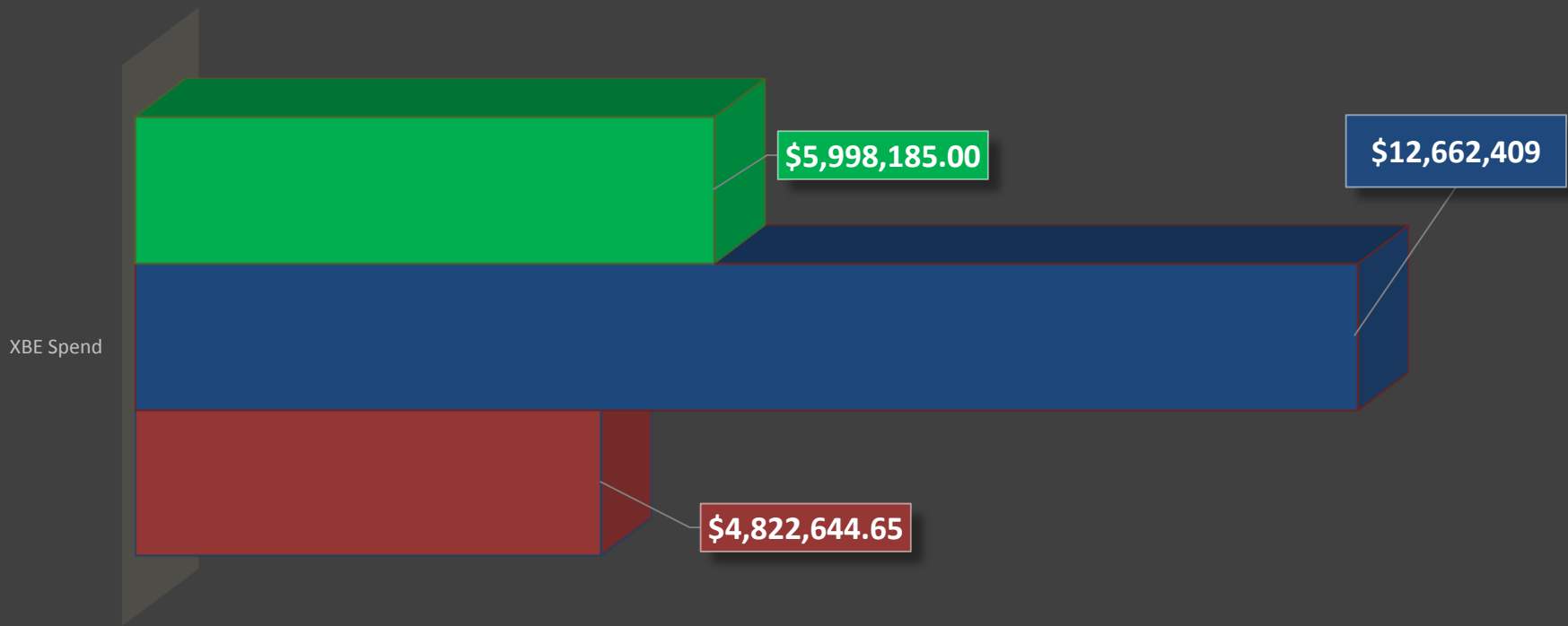
Additional Reminders:

1. XBE goals are only placed on non-federally funded contracts.
2. City of Indianapolis XBE program formally adopted by IndyGo in September 2017.
3. We accept two XBE certifying agency certifications.
 1. City of Indianapolis (MBE, WBE, VBE, and DOBE)
 2. Indiana Department of Administration (MBE, WBE, and VBE) – as of January 2019.
4. Participation is reported to the City once a month. This is called the MSR (Monthly Summary Report)

IN THE NUMBERS (XBE)

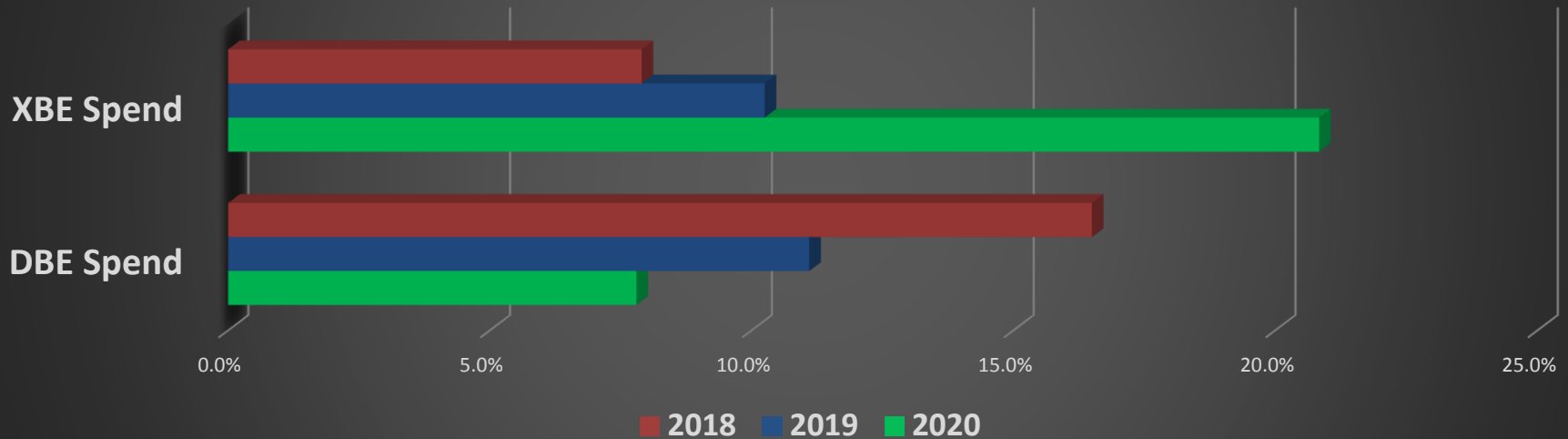
XBE SPEND BY YEAR

■ 2020 ■ 2019 ■ 2018

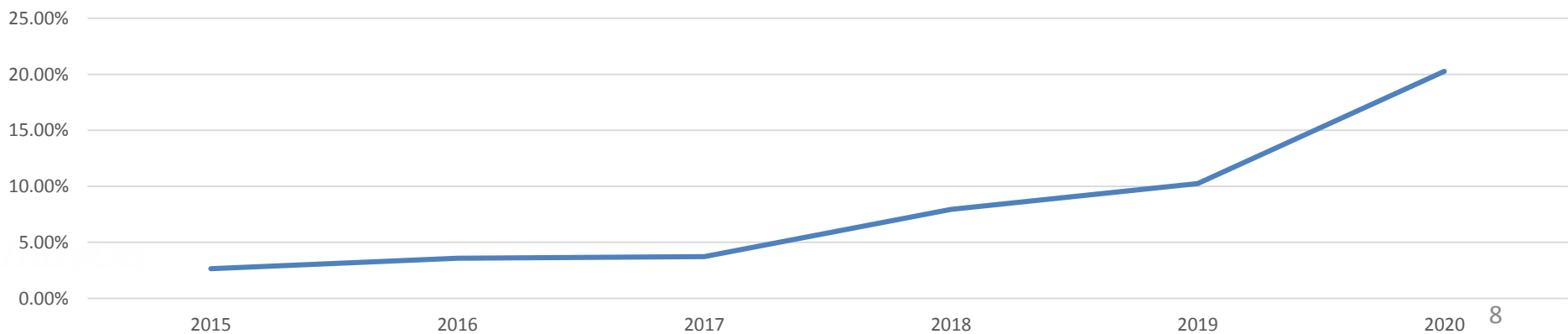


IN THE NUMBERS (PERCENTAGES)

TOTAL DIVERSITY PERCENTAGE



Historical "XBE" Percentage



2020 HIGHLIGHTS

Vendor Development Webinar Series:

June 28, 2020 & August 3, 2020 – Business Development & Doing Business in the New Normal
September 10, 2020 – Business Marketing & Communications
October 28, 2020 – Strengthening Your Supply Chain
November 18, 2020 – Improving Your Proposals & Good Faith Efforts

Purple Line Informational Meetings (VIRTUAL):

December 15, 2020 at 9:00AM
December 16, 2020 at 3:00PM

Internal Staff Education Sessions:

February 10, 2020
February 11, 2020
February 19, 2020

NEW Supplier Diversity Specialist Position (posted November 16th)

Kevin McDuffie Jr. (first day; January 4, 2021)



2020 HIGHLIGHTS CONT.

Stakeholder & Other Engagements:

Library Outreach – January 8, 2020
Champions of Diversity – January 17, 2020
Disparity Study Results – January 22, 2020
Group Stakeholder Meeting – February 7, 2020
OMWBD Working Group – February 18, 2020
Meeting with Concerned Clergy – February 20, 2020
IAA Construction Services – February 28, 2020
IDOA Governor’s Commission Meeting – February 28, 2020
Pride Committee (INTERNAL) – January through June 2020.
Anchor Institutions with Indy Chamber – March 12, 2020
INDOT Contractor Training – March 12, 2020
Group Stakeholder Meeting – March 25, 2020
DBE Best Practices with INDOT & IAA – April 21, 2020
OMWBD Working Group – April 21, 2020
2020 Disparity Study Webinar for IDOA – April 30, 2020
Seeing the Big Picture (IDOA) – May 21, 2020
DBE Best Practices with INDOT & IAA – June 25, 2020
Group Stakeholder Meeting – July 7, 2020
Access to Capital Webinar #1 (INDOT) – July 8, 2020
DBE Best Practices – August 18, 2020
Racial Equity Workshop with the City – August 20, 2020

City of Indianapolis Reverse Trade Show – August 25, 2020
Council Presentation – September 17, 2020
12th Annual Business Conference Week (IDOA) – October 8 , 2020
IAA 2020 Business Diversity Outreach – October 21, 2020
Access to Capital Webinar #3 (INDOT) – October 22, 2020
OMWBD Disparity Study Rollout – November 10, 2020
Doing Business with the Library – November 17, 2020
Access to Capital Webinar #4 (INDOT) – December 3, 2020
Meeting with Concerned Clergy – December 4, 2020
13th Annual Year End Forum (City) – December 9, 2020
Diversity & Inclusion Committee (INTERNAL) – November to Present.

RED LINE PARTICIPATION

Package A

Total Spend: \$39,208,297.70

Total DBE: \$6,217,906.36

DBE Participation: 15.86%

XBE Participation: 16.09%

Certified Firms Utilized:

TC Electric
Earth Images
Traffic Control Specialist
Harmon Steel

Total Red Line DBE: 12.01%

Total Red Line XBE: 14.20%

Package B

Total Spend: \$15,591,109.72

Total DBE: \$366,944.65

DBE Participation: 2.35%

XBE Participation: 9.40%

Certified Firms Utilized:

Chisholm Lumber
Circle City Rebar
Door Services of Indiana
Earth Images
Interior Specialties
Kingdom Steel
MET Construction
Reece Rebholz
Repro-Graphix
Robert Haines
TC Electric

SUPPLIER DIVERSITY



Questions & Answers