

Cook County Disparity Study Public Information Webinar

Colette Holt & Associates

Sandi Llano & Associates, Inc.

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Disparity Study Team

- Colette Holt & Associates
 - Colette Holt, J.D. - Project Manager
 - Nationally recognized expert, educator and author on M/W/DBE issues
 - Steven Pitts, Ph.D. - Economist and Statistician
 - Nationally recognized expert, educator and author on market issues regarding minorities for over 30 years
 - Joanne Lubart, J.D. - Associate Counsel
 - National expert DBE programs
 - Glenn Sullivan - Director of Technology
 - Extensive experience with CHA data collection and website management

Disparity Study Team, cont.

- Ilene Grossman, B.A. - Assistant Project Manager/COO
 - Experienced manager of disparity studies
- Victoria Farrell, M.B.A. – Anecdotal Team Manager
 - Experienced researcher and data manager
- Carol Borst - Contract Data Collection Team Manager
 - Highly experienced coordinator of all contract data collection activities
- Sandi Llano & Associates (WBE)
 - Specializes in D/M/WBE consulting services to government, small and large firms and nonprofits

Disparity Study Objectives

- Comply with constitutional mandate to regularly review evidence supporting race- and gender-based programs
- Develop accurate data for annual and contract goal setting
- Gather feedback for program improvements
- Educate elected officials, County staff, assist agencies and business owners on these issues

Disparity Study Elements

- Study website
 - Home page
 - Meet Our Team
 - Participate
 - Contact Us and Public Comment
- Legal Review
- County's utilization of M/WBEs as a percentage of all dollars
 - Study period is FY 2015 to FY 2019
 - Step 1: Gather the County's prime contracts to create Initial Contact Data File

Disparity Study Elements

- Step 2: Gather any additional data for contracts in the Sample Contract Data Files
- Step 3: Contact primes for missing subcontractor data
 - Collect at least 80% of the contract dollars
 - Assign missing race and gender ownership status
 - Assign missing NAICS codes
- Step 4: Determine geographic and product markets
 - Determine the unconstrained product market
 - Analyze data for primes, subs and combined
 - Determine the geographic market for at least 75% of the contracts
 - Determine product market constrained by geographic market
 - Determine detailed utilization by race, gender and 6-digit NAICS codes

Disparity Study Elements

- Availability of M/WBEs in the County's markets
 - Create Master List of M/WBEs from multiple entities
 - Develop list from the Contract Data File and other County lists
 - Obtain Hoovers/Dun & Bradstreet for initial business universe
 - Assign missing race and gender status and NAICS codes
 - Estimate detailed, unweighted and weighted availability combined and disaggregated by race, gender and industry codes

Disparity Study Elements

- Disparity analysis
 - Disparity ratio = M/WBE utilization ÷ weighted availability
 - 80% or less is substantive, supporting the inference of discrimination
 - Confidence intervals for statistical significance
 - Calculate disparity indices for:
 - All race and sex groups and all industry groups combined, and race and sex disaggregated
 - To the extent data are available, calculate disparity indices separately for contracts with and without goals

Disparity Study Elements

- Economy-wide disparity analyses
 - Compare M/WBEs' revenues to non-M/WBEs' using the Census Bureau's Annual Business Survey
 - Compare M/WBEs' formation rates and business earnings to non-M/WBEs' using the Census Bureau's American Community Survey
 - Critical for evaluation of effectiveness of race- and gender-neutral measures

Disparity Study Elements

- Anecdotal data collection and analysis
 - Electronic survey and small group business owner interviews
 - M/WBEs and non-M/WBEs
 - Explore
 - Barriers to M/WBEs' success in the Cook County area markets
 - Experiences with discrimination
 - Ability to access County prime and subcontracts
 - Possible supportive services or other race- and gender-neutral measures
 - Cook County staff interviews

Disparity Study Elements

- M/WBE Program Review
 - Review policy/program documents
 - Solicit stakeholders', business owners' and County staff's suggestions
 - Topics will include:
 - Outreach to M/WBEs and small firms
 - Program elements
 - Certification standards and processes
 - Annual and contract goal setting
 - Review of bids/proposals
 - Contract monitoring, including commercially useful function evaluations and sub substitutions
 - Barriers to County contracting and subcontracting
 - Contract data collection and reporting processes

Disparity Study Elements

- Recommendations
 - Race- and gender-neutral measures to reduce barriers and increase opportunities
 - Potential narrowly tailored race- and gender-conscious remedies
 - Program eligibility
 - Contract goal setting methodology
 - Bid/proposal evaluation
 - Contract performance policies and processes
 - Monitoring and data collection

Study Participation Information

- Electronic survey of business owners
Spring/Summer 2021
- Business Owner Interviews Spring/Summer
2021
- Study information
 - <http://cookcounty.disparity-study.com>
 - cookcounty-study@mwbellow.com
 - 855-692-3529 (855-MWBELAW)
- Cook County Study Manager
Edward H. Olivieri, Edward.Olivieri@cookcounty.gov



16 Carriage Hills • San Antonio, Texas 78257

433 West Briar Place #11C • Chicago, Illinois 60657

773.255.6844 • colette.holt@mwbelaw.com

www.mwbelaw.com • Twitter: [@mwbelaw](https://twitter.com/mwbelaw)