



# City of Cincinnati Disparity Study 2025

February 25, 2025



- 1. Develop a Project Timeline and Framework**
- 2. Review Existing Models and Standards**
- 3. Assist in Drafting the RFP Document**
- 4. Provide Support for RFP Finalization**
- 5. Provide support to the City's Study Selection Committee**

# Timetable for Disparity Study Consultant Selection

## 1<sup>st</sup> Phase



<u>Activity</u>	<u>Weeks</u>	<u>Target Date</u>
RFP Creation Process	Done -----	
Release of RFP	X	March 3, 2025
Proposals Due	X+4	March 28, 2025
Short-list Interviews	X+11	May 16, 2025
Consultant Selection	X+12	May 23, 2025
Administration Approval	X+13	May 30, 2025
Contract Negotiations Concluded	X+15	June 13, 2025

# Timetable for Disparity Study Execution

## 2<sup>nd</sup> Phase

<u>Activity</u>	<u>Weeks</u>	<u>Target Date</u>
Disparity Study Start Date	X	July 1, 2025
Disparity Study Final Draft	X+48	May 29, 2026
Disparity Study Final Document	X+52	June 26, 2026
Presentation to City Council	X+54	July10, 2026
Public Presentation	X+54	July 10, 2026

**Study Parameters:**

- **Include All Races/Ethnicities and Genders**
- **Contractor Roles – All Primes and Subcontractors**
- **Categories of Contractors**  
**Construction, Professional Services, Other Services, and Supplies**
- **Contract Sizes**  
**TOTAL** (ALL above \$5,000) and
  - \$5,000 to 49,999
  - \$50,000 to 249,999
  - \$250,000 and above
- **Geographic Market (RGMA)**  
**75% or more of Contract Dollars**

# Disparity Study RFP

## SCOPE OF SERVICES

### ■ Project Management Plan

- According to the requirements of the RFP
- Strategy for diverse stakeholder engagement efforts must be designed and implemented
- Greater transparency and periodic/timely updates

### ■ Legal Review and Analysis

### ■ Availability Review and Analysis

- Include ALL minority and women-owned businesses (certified and non-certified)

### ■ Utilization Review and Analysis

- Payments only (not Awards)
- By TOTAL and size of contract
- Missing subcontractor data gaps are filled by Consultant

### ■ Disparity Review and Analysis

# Disparity Study RFP

## SCOPE OF SERVICES



- **Current and Past Procurement Practice Review (includes DEI Review)**
- **Marketplace Conditions Analysis (Private Sector Review)**
- **Anecdotal Evidence**
- **Review of Race or Gender-Neutral Programs and Initiatives**
  - **Required to address VBE, DOBEs, and LGBTQ+ potential program capabilities.** Includes the rationale and benefits to the City, types of certifications, types of preferences, and examples of programs in use.
  - **Required to provide an understanding of Co-Operative businesses** and their relationship to SCOTUS Croson decision in provision of benefits as well as providing any information on any Agencies which provide benefits to these type of businesses.
- **Recommendations and Remedies**

# Disparity Study RFP PROPOSALS



- Overall, more **specific and greater details**: company credentials, staffing plan & personnel, and experience performing disparity studies sections
- Adds reference section



## **Provide support to the City's Study Selection Committee**

**Provide tools and expertise to assist the City's Study Selection Committee** in the evaluation and selection of the Disparity Study Consultant, including: 1. A Disparity Study RFP Side-by-Side Comparison tool for analyzing proposer differences and similarities. 2. A Disparity Study RFP Scoring Criteria Matrix for evaluation and scoring of proposers.

Ensure these tools are designed for maximum usability while maintaining neutrality, as **SRL Consulting will not participate as a committee member.**

Serve as **an "as-needed" advisor** to the Department of Economic Inclusion and the Study Selection Committee through June 30, 2025.

SRL Consulting will **conduct one in-person training session** for the Department of Economic Inclusion staff members and one for the Study Selection Committee (Disparity Study 101).



# Questions?

