



DIVERSITY IN CONTRACTING AND WORKFORCE

—
“DIVERSITY IS WHEN YOU GET INVITED TO THE DANCE;
INCLUSION IS WHEN YOU GET ASKED TO THE DANCE;
AND EQUALITY IS WHEN YOU *CHOOSE* THE SONG.”

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PRESENTERS

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HISTORY OF GOVERNMENT DIVERSITY

1960's

- **1965 E.O. 11246 (Johnson) Government contractors “take affirmative action”**
- **Title VI amended strengthening small business in urban areas of high concentrated of unemployed or low-income**
- **1969 E.O. 11458 (Nixon) creates Office of Minority Business Enterprise**

1970's

- **1970 E.O. 11518 (Nixon) SBA emphasis on minority owned and controlled businesses**
- **1971 EO 11458 & 11625 are expanded**
- **1978 Public Law – requires bidders over \$500k goods and \$1M construction to have a plan which percentage goals for utilization of minority businesses**
- **1979 EO 12138 (Carter) requires government agencies “take affirmative action” to support business owned by women**

HISTORY OF GOVERNMENT DIVERSITY

1980's

- **1982 – Surface transportation Act 1982, 10% set aside for small business owned and controlled by socially/ economically disadvantage (DBE)**
- **1983 E.O. 12432 (Reagan) requires all federal agencies to develop goal oriented plans for procurement opportunity to minority business**

1990's

- **1999 Public Law (1999) Veterans Entrepreneurship and Small Business establishes a 3% goal on government contracting**

ILLINOIS LAW - BEP 101

- ✓ **The Business Enterprise Program for Minorities, Females and Persons with Disabilities (BEP)**
- ✓ **Created in 1984 pursuant to the Business Enterprise for Minorities, Females and Persons with Disabilities Program Act (30 ILCS 575)**
- ✓ **Generally establishes a 20% aspirational goal**
- ✓ **20% of the total dollar value of State Contracts to be awarded to businesses owned by minorities, women and persons with disabilities**

ILLINOIS LAW

- ✓ **Of this 20%, 11% to be awarded to businesses owned by minorities, 7% to women-owned businesses and 2% to business owned by persons with disabilities**

What is a sheltered workshop?

- ✓ **A private non-profit, state, or local government institution that provides employment opportunities for individuals who are developmentally, physically, or mentally impaired, to prepare for gainful work in the general economy.**

BEP GOALS- HOW HAVE THE PUBLIC UNIVERSITIES PERFORMED?

- ✓ **The State of Illinois enjoyed its highest BEP total dollar spend since the program's inception - \$607,504,306 which is a 23% jump from FY 2017**
- ✓ **Achievement of BEP goals among the Public Universities has been mixed but poor overall**
- ✓ **Only 3 of the 9 Public Universities have met the 20% BEP Goal**
- ✓ **Western Illinois University (36.7%), Governors State University (34.4%) and Northeastern Illinois University (23.2%) met and exceeded the BEP Goal**

BEP GOALS- HOW HAVE THE PUBLIC UNIVERSITIES PERFORMED?

6 of the 9 Public Universities failed to meet the 20% goal

- ✓ **Chicago State University 1.1%**
- ✓ **Eastern Illinois University 3.3%**
- ✓ **Illinois State University 2.5%**
- ✓ **Northern Illinois University 1.0%**
- ✓ **Southern Illinois University 19.8%**
- ✓ **University of Illinois 5.3%**

VARIOUS PROGRAMS

**MBE –
Minority Business
Enterprise**

Black or African American,
Hispanic or Latino, Asian,
American Indian or Alaska
Native, Native Hawaiian or
Other Pacific Islander

**WBE –
Women Business
Enterprise**

**SBA –
Small Business
Administration (8A)**

**DBE –
Disadvantaged Business
Enterprise**
Socially & Economically
Disadvantaged

**VOB/SDVOB –
Veteran and Service
Disabled Veteran**

**BEP –
Business Enterprise
Program**

BEP CERTIFICATION PROCESS

- **Business Enterprise Program (BEP)**
 - BEP assists businesses owned by minorities, women and people with disabilities gain access to the State of Illinois procurement process. BEP certification with the State of Illinois can also open the door to opportunities with other public and private entities which are looking for diverse suppliers.
- **Program Eligibility:**
 - The business is at least 51% owned and controlled by a minority, woman, or person with disabilities ([30 ILCS 575](#))
 - The owner must be a citizen of the United States or legal permanent resident alien
 - Annual gross sales of less than \$75 million
- **How can I apply?**
 - [Full BEP Certification Application Process](#)
 - Approved certification is valid for 7 years with an annual [No Change Affidavit](#) process
 - [Recognition Certification Application](#)

BEP has agreements with the following agencies and is able to accept certifications from any of the following entities:

 - City of Chicago
 - Chicago Transit Authority (CTA)
 - Illinois Department of Transportation
 - METRA
 - PACE
 - Cook County
 - Chicago Minority Supplier Development Council
 - Mid-States Minority Supplier Development Council
 - Women's Business Development Center
 - Recognition certification is valid for 1 year

SUGGESTIONS ON PROGRAM IMPROVEMENTS

How Do We Fix This?

- ✓ **Planning**

 - ✓ **Procurement Process**

 - ✓ **Review Spending**

- ✓ **Create A More Robust Diversity Department Within Each University**

 - ✓ **Outreach**

 - ✓ **Setting Goals**

 - ✓ **Contract Oversight**

- ✓ **Build a Robust Race Neutral and Race Conscious BEP Program**

- ✓ **Enforcement**

QUESTIONS?