



EQUITY IN CITY CONTRACTS

FY23 City of Boston Supplier Diversity Update

**Equity in City Contracts:
FY23 City of Boston
Supplier Diversity Update**

Prepared for

The People of the City of Boston

Published on

Friday, November 3, 2023

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INTRODUCTION

Mayor Michelle Wu recognizes that the City has a responsibility to improve the lives of its residents. A [2020 Disparity Study](#), a rigorous qualitative and quantitative analysis of City contracts awarded between 2014-2019, found that the City had fallen short of this responsibility. By creating pathways to economic mobility, we can ensure that our residents can build generational wealth and that our neighborhoods can thrive.

A key lever that the City controls to advance the goal of shared economic progress is its spending power through its contracts. These contracts are an important tool for building the capacity, reputation, and experience of local, small businesses. By awarding a greater share of contracts to Boston’s small businesses, they will be able to grow large enough to hire more residents, pay family-sustaining wages, provide meaningful benefits, and stabilize our neighborhoods.

Mayor Wu has set a vision of a Boston that is resilient, equitable, and sustainable and creates opportunities to build generational wealth. That is why she has charged the Department of Supplier Diversity (DSD) in the Economic Opportunity and Inclusion (EOI) Cabinet and the Procurement Department in the Finance Cabinet to advance the City’s supplier diversity goals by both supporting local, small, diverse firms, and creating policy and programs that support a more equitable, transparent, and data-driven procurement system.

I. BRIEF HISTORY

Since the days of the late Councilor Bruce C. Bolling - the first African American to be elected as president of the Boston City Council and a champion of supplier diversity - the City has engaged in myriad efforts to address long standing gaps in access to its contracts. As early as 1987 and in subsequent iterations, the City has attempted to advance its *“economic development philosophy to maximize economic opportunity for all citizens of Boston and every segment of the business community...”* by awarding contracts to socially and economically disadvantaged and historically underrepresented groups.

Following the rollback of the successful Supplier Diversity program in the early 2000s, local, small business owners and advocates worked with then-Councilor (now Mayor) Michelle Wu and then-Councilor (now Congresswoman) Ayanna

Pressley in 2017 to pass a City ordinance to bring about greater equity in the awarding of City contracts. This ordinance both required the establishment of measurable goals and regular reporting on the City's efforts and results.¹

As mentioned above, the City released the results of the [2020 Disparity Study](#) conducted by BBC Research & Consulting. Through an analysis of 47,000 contracts (categories included construction, construction design, other professional services, support services, and goods and supplies) that the City awarded during the study period of 2014-2019, the study found that spending with white women- and minority-owned businesses represented 8.5% and 2.5% respectively of all City discretionary spending through planned procurements, a combined 11%. Further, 0.4% and 0.8% were awarded to Black and Hispanic businesses, respectively.

This report is an effort to provide transparency and visibility into the City's progress on meeting its supplier diversity goals. The following sections review the latest City spending and award figures and detail new policies, programs, and other efforts to reach said goals.

¹ The City of Boston Code, Ordinances, 4-4.6(f)
https://codelibrary.amlegal.com/codes/boston/latest/boston_ma/0-0-0-417. (Accessed October 25, 2023)

EXECUTIVE SUMMARY

The Equitable Procurement Initiative is a collaboration between the Department of Supplier Diversity (DSD) and the Procurement Department to advance the City of Boston’s supplier diversity goals by both supporting local, small, diverse businesses, and creating policy and programs that support a more equitable, transparent, and data-driven procurement system.

DSD was established in 2021 and charged with creating fair and equitable access to City contracting opportunities for small, local, disadvantaged businesses, specifically women- and minority owned businesses, who were found to be substantially underrepresented in City contract awards and spending.² DSD works in partnership with the Procurement Department, which is responsible for managing the public bidding process for the goods, services, and grants that the City needs to best serve its residents. Both teams are supported in their collaborative work by the Auditing Department, the Department of Innovation and Technology (DoIT), and the Equity and Inclusion Cabinet.

I. KEY RESULTS

Since Mayor Michelle Wu took office in November 2021, the Administration has launched multiple efforts meant to help the City meet its supplier diversity goals. Four important policy steps were taken in 2021 and 2022 to streamline procurement processes for City officials and vendors: (1) the adoption of the Sheltered Market Program pursuant to G.L. ch. 30B § 18, (2) requiring the use of certified businesses as subcontractors on select construction and professional services contracts, (3) the passage of the Inclusive Quote Contract legislation by the Massachusetts State Legislature, and (4) the addition of Economic Opportunity and Inclusion to the Chief Procurement Officer Delegation process. These items will be discussed in greater detail in subsequent sections of this report.

For Fiscal Year (FY) 2023 (July 1, 2022 to June 30, 2023), the City of Boston broadly achieved the following results:

² The Small Business Administration (SBA) defines a “Disadvantaged Business” as a small business that is at least 51 percent owned by one or more individuals who are both socially and economically disadvantaged.

- DSD approved 157 new certified businesses, increasing the total number of City-certified businesses in the directory to 808, a 34.9% increase from the previous fiscal year.
- DSD awarded \$750,000 to 51 certified Boston-based businesses through the ARPA funded Boston Contracting Opportunity Fund.
- The City of Boston awarded a total of \$1.08 billion in contracts that began in FY23, of which **\$151 million or 14% was awarded to certified MBEs and WBEs, a 133% increase from FY20.**³
- Contract spending with certified MBEs and WBEs represented 7.3% of all City of Boston discretionary spending, a 6% increase from FY22.

II. NEXT STEPS

The Department of Supplier Diversity and the Procurement Department continue to support the Citywide adoption of supplier diversity procedures detailed in this report and the development of new policies and programs that encourage the participation of socially and economically disadvantaged and historically underrepresented groups or underserved markets.

³ The City of Boston tracks its progress toward its supplier diversity goals by calculating the percentage (%) and total dollar (\$) value of its a) contract awards to and b) discretionary spending with businesses that are certified by the City of Boston and the Commonwealth's Supplier Diversity Office. **Awards** represent the total dollar value of a contract that a given business is awarded; payments are made to that business as the work associated with the contract is completed. Once an award is made, the associated **spending** may be distributed across multiple years as a result of the business hitting progressive project milestones and submitting invoices for payment. When payments are made to the business, the value of those payments appears as discretionary spending. In this way, award values can be seen as an early indicator of future discretionary spending; however, the actual spending for a given contract may not match the exact value at the time of award.

CONTRACT AWARDS AND SPEND DATA

In this section, we will review the data related to contract awards and discretionary spending with certified minority- and women-owned businesses as compared to awards and spending with non-certified businesses.⁴ The 2020 Disparity Study found that both minority- and women-owned businesses were underrepresented in the City of Boston's contract awards and spending relative to their availability. Because these two groups were found to be underutilized, we track contract awards to and spending with these businesses as a means of assessing our progress towards equity in procurement. Two important notes about this data are that 1) **these numbers do not reflect the total amount of contracts awarded to all minority- and women-owned businesses, as many businesses may have been awarded a contract with the City but are not yet certified**, and 2) subcontracts may also contribute to total awards and spending with certified businesses; however, the data disclosed in this report only capture awards and spending through the City's prime contracts.

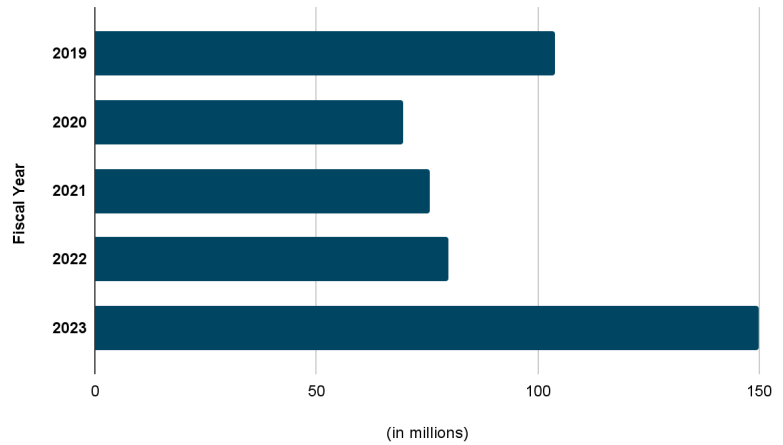
I. CONTRACT AWARD VALUES WITH CERTIFIED MINORITY- AND WOMEN- OWNED BUSINESSES

Figure 1-1 represents the award value for all contracts awarded to certified minority- and women-owned businesses. As stated in an earlier section of this report, award values represent the total dollar value of a contract that a given business is awarded. That means that the business could be paid up to that amount over the life of the contract.

For certified minority- and women-owned businesses, contract award values totaled more than \$150 million dollars for FY23, or fourteen (14) percent of all contracts awarded in this time period. This represents an almost ninety (90) percent increase in award values compared to FY22, which saw contract award values of \$79.8 million dollars.

⁴ The certified businesses this report tracks are in the categories of Minority Business Enterprise (MBE), Minority and Woman Business Enterprise (MWBE), and Woman Business Enterprise (WBE).

Figure 1-1.
Dollar value of contract awards
across M/WBE certification types
in a given fiscal year



This increase in the value of awards to certified businesses is associated with both the increased number of contracts awarded to certified minority- and women-owned businesses in this time period, as well as to their greater award value. Figure 1-2 shows that the number of awards to these businesses totaled 171, compared to 141 and 146 in the 2019 and 2022 fiscal years, respectively.

Figure 1-2.
Number of contracts awarded
across all certification types in
given fiscal year

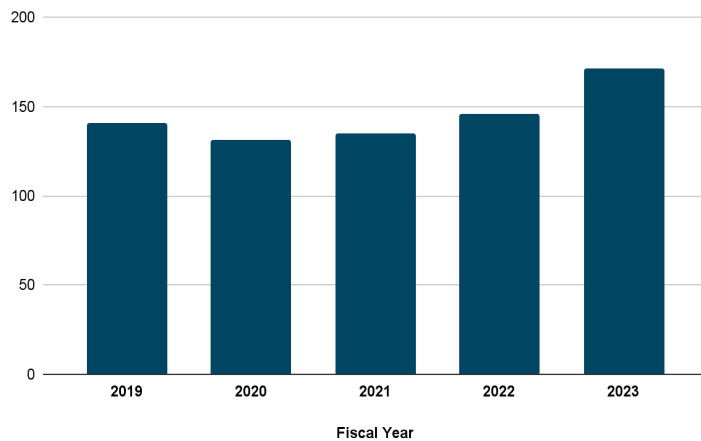


Figure 1-3 includes the above data as well as this data as a percentage of the total amount of awarded contracts with certified and non-certified businesses.

Figure 1-3.
Award value and contracts across MWBE, MBE, WBE certification types.

Fiscal Year	Sum of contract award amounts*	% contract award amount	Count of Contracts	% of count of contracts
2019	\$104 million	11%	141	8%
2020	\$69.5 million	7%	131	9%
2021	\$75.7 million	8%	135	10%
2022	\$79.8 million	6%	146	9%
2023	\$151 million	14%	171	10%

II. DISCRETIONARY SPENDING WITH CERTIFIED MINORITY- AND WOMEN- OWNED BUSINESSES

Below, Figure 1-4 represents the real dollar value of what the City paid to certified M/WBEs and non-certified businesses via contracts that were awarded in that or previous fiscal years. For example, in FY19, the City paid businesses a total of \$683.7 million dollars (\$36.3 million dollars, or 5.3%, was paid to certified M/WBEs). These payments were for contracted work that had been awarded in FY19 or in previous fiscal years, as some contracts span several years.

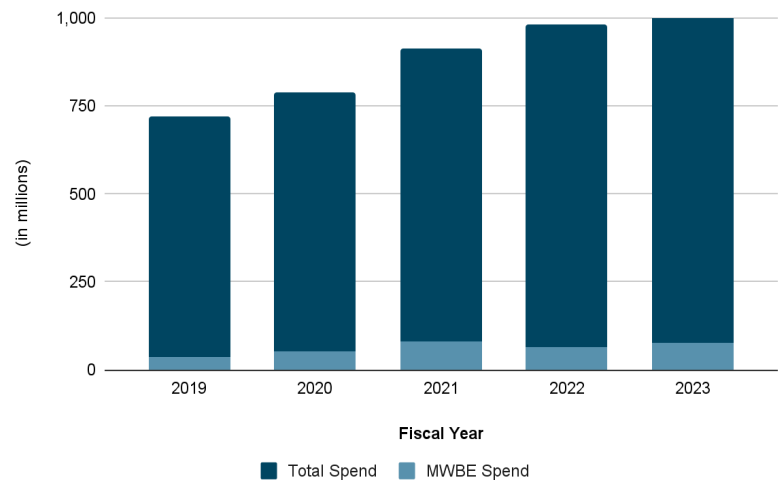


Figure 1-4.
Discretionary spending with certified minority- and women-owned businesses compared with non-certified businesses.

In Figure 1-5, we show the total dollar value of discretionary spending with certified minority- and women-owned businesses as compared with non-certified

businesses, as well as the share of overall discretionary spending those values represent, also expressed as a percent. It is important to note that while percentages fluctuate across the selected five fiscal years, there is a positive, consistent upward trend in spending with certified minority- and women-owned businesses.

Figure 1-5.
Discretionary spending with all certification types as a percentage of total discretionary spend

Fiscal year	Discretionary spending with certified M/WBEs	Total discretionary Spend	% of discretionary spending to certified M/WBEs ⁵
2019	\$36.3 million	\$683.7 million	5%
2020	\$51.7 million	\$736.9 million	7%
2021	\$80.6 million	\$831.80 million	10%
2022	\$63.0 million	\$918.2 million	7%
2023	\$75.1 million	\$1.0 billion	7%

III. CONTRACT AWARD VALUES AND DISCRETIONARY SPENDING WITH ONLY CERTIFIED MINORITY-OWNED BUSINESSES

The most significant change has been in contract awards to certified minority-owned businesses. As shown in Figure 1-6 below, contract award values totaled more than \$125 million dollars for FY23, or twelve (12) percent of all contracts awarded in this time period.

This is more than double the value of all awarded contracts to certified minority-owned businesses both prior to the pandemic in FY19 as well as in FY22.

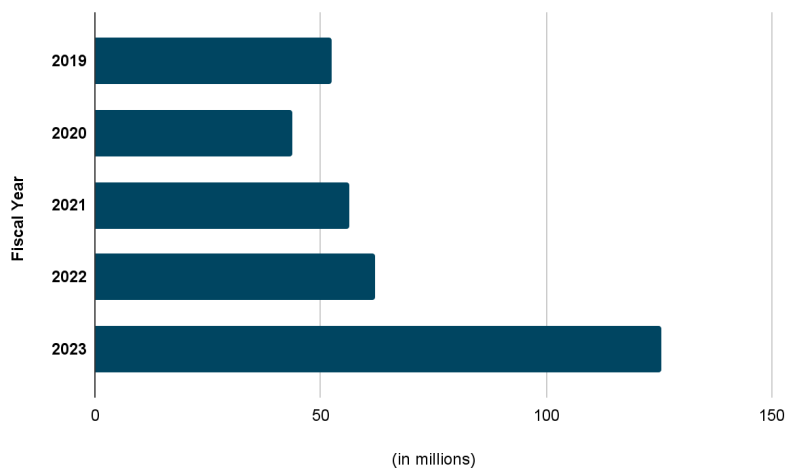


Figure 1-6.
Dollar value of contract awards with certified minority businesses

⁵ Percentages have been rounded to the nearest whole number.

Figure 1-7 below shows awards to certified minority-owned businesses by fiscal year, expressed as both a dollar value and as a share of the total value of all awards to all businesses. Likewise, the figure shows the number of individual contracts awarded to certified minority-owned businesses as well as the share of all contracts that value represents. High dollar value contracts awarded to certified businesses like City Fresh Foods (Boston Public Schools \$17 million dollar contract), Nema (Department of Public Works \$3 million dollar contract), and Shana Bryant Consulting (Streets Cabinet \$1 million contract), account, in part, for the significant increase in the value of awards to certified minority-owned businesses in FY23.

Figure 1-7.
Award value and amount of contracts awarded to certified minority-owned businesses (MBE, MWBE)

Fiscal year	Sum of contract award amounts ⁶	% contract award amount	Count of contracts	% of count of contracts
2019	\$52.5 million	5%	72	4%
2020	\$43.7 million	4%	63	5%
2021	\$56.3 million	6%	73	5%
2022	\$62.1 million	5%	62	4%
2023	\$125.6 million	12%	93	5%

Figure 1-8 shows spending with certified minority-owned businesses by fiscal year, expressed as both a dollar value and as a share of the total value of all spending with all businesses. Not all spending associated with those contracts mentioned above is reflected in discretionary spending as many, like City Fresh Foods, will be paid out over the course of several years.

Figure 1-8.
Discretionary spending with certified minority-owned businesses (MBE, MWBE)

Fiscal year	Discretionary spending with MBEs	Total discretionary Spend	% of discretionary spending to MBEs ⁷
2019	\$18.7 million	\$683.7 million	3%
2020	\$34.4 million	\$736.9 million	5%
2021	\$56.6 million	\$831.80 million	7%
2022	\$37.8 million	\$918.2 million	4%
2023	\$52.5 million	\$1.0 billion	5%

⁶ See footnote 4.

⁷ Percentages rounded to the nearest whole number.

SUPPLIER DIVERSITY PROCEDURES

This section will detail the myriad methods City agencies use to engage small, local businesses in order to help build the pipeline of qualified bidders.

I. BUSINESS CERTIFICATION

The Department of Supplier Diversity is responsible for issuing the proper certifications to businesses that apply for this designation. Figures 2-1 to 2-3 define the different types of certification a business could be considered for.

Figure 2-1.
Ownership-based certification types

Minority Business Enterprise (MBE)	51% or more is owned by a person of color
Woman Business Enterprise (WBE)	51% or more is owned by a woman
Minority and Woman Business Enterprise (MWBE)	51% or more is owned by a woman of color

Figure 2-2.
Size- and location-based certification types

Small Business Enterprise (SBE)	The Small Business Administration (SBA) assigns a size standard to each NAICS code (type of economic activity). Most companies with 500 employees or fewer and with average annual receipts under \$7.5 million, qualify as a small business.
Small Local Business Enterprise (SLBE)	An SBE that is located in Boston.

Figure 2-3.
Other certification types

Veteran-Owned Small Business Enterprise (VOSB)	A small business owned by a veteran of the American armed forces
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Service Disabled Veteran Owned Business Enterprise (SDVOBE)	A small business owned by a veteran with a disability incurred or aggravated in line of duty in the active military, naval, or air service.
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In an effort to add to the number of businesses directly certified by the City, DSD entered into an agreement with the Commonwealth’s Supplier Diversity Office in 2019 that allows for the cross-certification of businesses – or the recognition by either office of those businesses certified by the other.

By the end of FY23, 808 unique businesses were certified with the City of Boston.

This represents a 35 percent increase over the previous fiscal year with DSD certifying 157 new businesses in FY23. Figures 2-4 and 2-5 reflect the total number of certified businesses broken down by category as well as new businesses that were certified in FY23. It is important to note that when added, the number of active certifications in a given fiscal year in each certification category above (i.e. MBE, MWBE, WBE, SBE, SLBE, VBE) may not be equivalent to the count of total certifications for that fiscal year. This is because businesses may apply for multiple types of certification across both ownership and size/location based categories. For example, a business can be both an MBE and an SBE

Figure 2-4.
Total certifications by fiscal year and type

Fiscal Year	MBE	MWBE	WBE	SBE	SLBE	VBE	Total
2021	155	76	157	9	15	10	412
2022	230	145	191	11	22	14	599
2023	325	230	219	9	25	16	808

Figure 2-5.
New certifications by fiscal year and type

Fiscal Year	MBE	MWBE	WBE	SBE	SLBE	VBE	Total
2021	32	26	40	1	2	0	101
2022	75	69	34	2	7	4	187
2023	69	64	17	2	4	3	157

II. POLICY DEVELOPMENT AND IMPLEMENTATION

Much of the progress made by the City is the result of the work conducted by DSD and the Procurement Department in collaboration with other City departments. That work is outlined below.

Sheltered Market Program

The City of Boston's Sheltered Market Program (SMP) – made possible by Section 18 of Massachusetts General Laws Chapter 30B, which permits the establishment of such a program – was piloted in December 2021 and adopted as a permanent program in August 2022. This program allows cities and towns in the Commonwealth, through their Chief Financial Officer or Chief Procurement Officer, to designate specific contracts or types of contracts as open to bids from only disadvantaged vendors. Contracts designated in the SMP continue to follow the competitive bid process. That means businesses must submit a proposal that will be evaluated against all other proposals according to specific criteria. But, in this case, only certain minority- and women-owned businesses are eligible to submit a bid.⁸

Since 2022, the City of Boston has designated seven (7) contracts under its fully authorized Sheltered Market Program. Figure 2-6 shows the contracts along with the awarded business, contract value, and contract description below.

⁸ The [2020 Disparity Study](#) broke down minority participation in City contracts across various categories by race and ethnicity. Because this study serves as the basis for the SMP, it allows for SMP contract participation to be narrowed down to specific racial or ethnic groups based on the industry category. For example, in the Professional Services industry category, only Black-owned businesses were found to be underutilized. Therefore, only Black-owned businesses would be considered eligible to bid on a Professional Services contract designated under the SMP.

Figure 2-6.
Contracts awarded through the Sheltered Market Program

Description	Industry	Awarded Business	Business Type	Contract Value
Comprehensive cleaning services	Support Services	Arimann Building Services	MBE	\$474,050.00
Downtown Events and Coordination	Professional Services	RoseMark Production	MWBE	\$375,000.00
Snow removal for City owned stairs and footpaths (FY23)	Support Services	A&M Home Services & NS Contracting Co.	MBE	\$86,000.00 ⁹
Snow removal for City owned stairs and footpaths¹⁰	Support Services	<i>See footnote below</i>		
Total value:				\$935,050.00

Inclusive Quote Contracts

In 2022, Mayor Wu filed a home rule petition via the City Council entitled “A Petition for a Special Law Re: An Act Relative to 30B,” which in turn was sent to the Massachusetts State Legislature after unanimous passage by Council members. The bill was later approved by the Legislature in July 2022.

The new Inclusive Quote Contract law raised the written quote contract threshold for purchases made by the City of Boston from \$50,000 to \$250,000 (the Massachusetts Small Purchase threshold) when those contracts are with certified disadvantaged businesses. With this new law in place, a City department can reach out to at least three certified disadvantaged businesses for written quotes on contracts valued up to \$250,000.

Compared to procurements through Requests for Proposals or Invitation for Bids

⁹ The smaller figure is a result of the low amount of snowfall Boston received during the 2023 winter season.

¹⁰ This contract was put through the SMP for FY24. Information regarding business(es) selected, business type, and contract value will appear in subsequent reports.

processes, the requests for written quote(s) contract process is significantly simpler and cost-effective for both small, local businesses and City departments. It allows disadvantaged businesses to avoid the high overhead of staff time and legal services required for the preparation of more formal competitive bids; simultaneously, it also allows for City staff to use a simplified process to procure higher values of supplies and services if purchased from small, local, disadvantaged businesses.

Since June 1, 2023, the City has awarded seven (7) Inclusive Quote Contracts (IQC's) and another five (5) IQC's are in process. Figure 2-7 shows the contracts along with the awarded business, contract value, and contract description below.

Figure 2-7.
Contracts awarded through the Inclusive Quote Contract process

Description	Industry	Awarded Business	Business Type	Contract Value
Boston Main Streets Equity Study	Professional Services	Tessi Media LLC	MWBE, SBE	\$120,500.00
Small Biz Business Strategy Tech. Assistance	Professional Services	Revby LLC	MBE, SLBE	\$93,600.00
Small Biz Marketing Tech. Assistance	Professional Services	Depict Brands, Inc	MWBE	\$108,000.00
Small Bus Food Industry Tech. Assistance	Professional Services	Prepshift, Inc.	MWBE, SLBE	\$215,000.00
Small Bus Legal Tech. Assistance	Professional Services	Daily General Counsel, PLLC	WBE	\$183,954.00
Boston Transportation Department Clothing	Goods and Supplies	Prime Time Sports, Incorporated	WBE	\$43,470.00
Consulting Services	Professional Services	JM Goldson LLC	WBE	\$67,600.00
Total value:				\$832,124.00

Figure 2-8.
Contracts soon to be awarded through the Inclusive Quote Contract process

Description	Industry	Awarded Business	Business Type	Contract Value
Neighborhood Placemaking Study	Professional Services	Contracts not yet awarded ¹¹		
BPL Mattapan Branch Wall Repair	Goods and Supplies			
BERDO Reporting and Verification Services	Professional Services			
Web Content Creation	Professional Services			
Printing and Mailing Services	Professional Services			

New Cabinet-level Approvals

The policy and programmatic details in this report signify a strengthened partnership between the Department of Supplier Diversity and the Procurement Department, and an intentional integration of supplier diversity considerations into City procurement processes. Before procurement enters the field, City departments are required to identify certified businesses and conduct outreach to those businesses once the procurement is released publicly. DSD offers direct support to departments in both identifying and conducting outreach to certified businesses.

When departments seek to release an RFP (as opposed to an IFB), they must request permission from the City’s Chief Financial Officer (CFO) in order to do so.¹² This process of approval was recently amended to include the Chief of Economic Opportunity and Inclusion Cabinet (EOI) as a co-approver for RFPs for contracts valued at \$250,000 or more. This gives DSD an opportunity to assess the merits of a procurement for inclusion in special programs like the Sheltered Market Program

¹¹ Information regarding business(es) selected, business type, and contract value will appear in subsequent reports.

¹² The Massachusetts Office of the Inspector General defines an invitation for bids (IFB) or a request for proposals (RFP) as the following, “In a bid process, you award the contract to the qualified bidder who meets your specifications and offers you the best price (M.G.L. c. 30B, § 5(g)). In a proposal process, you award the contract to the offeror submitting the most advantageous proposal, taking into consideration your specified evaluation criteria as well as price (M.G.L. c. 30B, § 6(g)).” [The Chapter 30B Manual: Procuring Supplies, Services, and Real Property](#), May 2023, page 4.

and assist departments in making plans for more robust outreach to certified businesses.

III. GRANT PROGRAMS AND OTHER SUPPORTS

In addition to the policies detailed in previous sections of this report, the Department of Supplier Diversity provides local, small, diverse businesses with a variety of other supports.

Boston Contracting Opportunity Fund

Certified businesses are eligible to receive ARPA (American Rescue Plan Act) grant funding through the annual Boston Contracting Opportunity Fund (BCOF). The fund provides grants of up to \$15,000 to certified businesses based in Boston for capacity building investments that bolster their operational capabilities and levels the playing field for businesses that have been historically excluded from competing for City and other public sector contracts. Since the fund launched in FY21, the City has distributed more than \$2.5 million dollars to certified businesses.

Figure 2-8.
Boston Contracting Opportunity Fund awards by fiscal year

FY	Total Applicants	Total Awardees	Total Awarded	Black-owned (%)	LatinX-owned (%)	MWBE (%)	MBE (%)	WBE (%)
2021	164	56	\$805,000	52%	21%	20%	32%	13%
2022	151	71	\$1,048,951	71%	15%	49%	38%	8%
2023 ¹³	240	51	\$746,000	52%	17%	20%	60%	12%

Pathways to city contracting

DSD also engages small, local businesses through its Pathways to City Contracting Monthly Newsletter, which seeks to connect local, small businesses with relevant upcoming contracting opportunities with both City departments and other public agencies. Pathways to City Contracting Opportunity Fairs bring City buyers and interested businesses together to discuss upcoming City contracts. City departments and non profit partners who provide resources for small businesses who want to build and scale their businesses are also invited to attend and network with business owners.

¹³ Percentages rounded to the nearest whole number.

Certification virtual office hours

In August 2020, DSD launched a virtual office hours program to assist businesses interested in City certification during the COVID-19 pandemic. This offering has continued with office hours being held virtually every Wednesday at 11:00 AM where staff support businesses by helping them prepare for and submit their application.

1:1 Technical Assistance

The DSD team, along with the Vendor Support team in the Procurement Department, provides direct technical assistance to help businesses create vendor accounts and navigate the Supplier Portal, find relevant City contracting opportunities, and access key programs and grants.



Economic Opportunity
and Inclusion



Supplier Diversity



Procurement

CONCLUSION

The progress highlighted in this report was possible in large part due to inclusive policies and programs championed by Mayor Michelle Wu and her Administration, all which are supported by the 2020 Disparity Study. The partnership between the Department of Supplier Diversity and the Procurement Department, in particular, reflects the Administration's intentional approach to closing disparities in City contracting, recognizing the importance of both direct support for small, local, diverse businesses and procedures that promote equity and efficiency in public procurement.

Additionally, DSD has held multiple in-person and virtual events with partners like the Massachusetts Supplier Diversity Office (SDO), Division of Capital Asset Management and Maintenance (DCAMM), Black Economic Council of Massachusetts, Browning the Green Space, and many other community partners that have helped to increase awareness of City programs and connected local, small, diverse businesses to certification and procurement opportunities. What this report makes clear is that accountability, communication, intentionality, partnership, and transparency are the key ingredients to successful and positive outcomes when seeking to reach supplier diversity goals.

The City is committed to regularly reporting on its efforts to create equitable pathways to public contracts. Residents, partners, and other stakeholders can look forward to a comprehensive annual report every winter detailing the efforts of the previous fiscal year, as well as shorter updates throughout the year. The amount and regularity of these reports will be based on staffing and availability of data.

ACKNOWLEDGEMENTS

We wish to thank the following individuals who helped to put this report together or worked to make the contents herein possible.

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Chief Data Officer

INTERGOVERNMENTAL RELATIONS

Clare Kelly
Corporation Counsel

Neil Doherty
Chief of Staff

Ellen Quinn
Director of State Relations

Denise DosSantos
City Council Liaison

Chantal Lima Barbosa
Former City Council Liaison

EXTERNAL PARTNERS

Amplify Latinx
www.amplifylatinx.com

Asian Business Empowerment Council

Black Economic Council of Massachusetts
www.becma.org

Boston Impact Initiative
www.bostonimpact.org

Bloomberg Harvard City Leadership Initiative
www.cityleadership.harvard.edu

Center for Women & Enterprise
www.cweonline.org

CommonWealth Kitchen
www.commonwealthkitchen.org

Foundation for Business Equity
www.fbequity.org

Greater New England Minority Supplier Development Council
www.gnemsdc.org

Initiative for a Competitive Inner City
www.icic.org

Lawyers for Civil Rights
www.lawyersforcivilrights.org

Massachusetts LGBT Chamber of Commerce
www.malgbtcc.org

Massachusetts State Legislature
www.malegislature.gov

Office of the Inspector General
www.mass.gov/orgs/office-of-the-inspector-general

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