

Lone Star College Disparity Study

Information Meeting

Presented by:



Agenda

- About Griffin & Strong, P.C.
- Objective & Purpose of the Study
- Methodology & Technical Approach
- Findings & Recommendations
- Study Timeline
- Q&A



ABOUT GRIFFIN & STRONG, P.C.



About Griffin & Strong

Firm specializes in:

- Procurement research
- Training
- Supplier diversity consulting
- Contract compliance
- Program development

Most qualified team in the industry:

- 6 Juris Doctors
- 2 Ph.Ds. in Economics
- Ph.D. in Social Psychology
- Ph.D. in Anthropology

No study conducted by Griffin & Strong has ever been challenged or overturned in court.



In good hands

Project Executive, Rodney K. Strong has unmatched expertise, serving as Director of the City of Atlanta's Department of Contract Compliance, project manager on the first post-Croson disparity study, and as principal architect of the City of Atlanta's distinguished MWBE contracting program.

Principal Investigator, Dr. Vince Eagan is one of the foremost experts nationwide, conducting over 140 studies & successfully defending 6 studies as expert witness.

Senior Economist, Dr. Gregory Price 25 years of economic analysis of discrimination and disparity of employment, private sector contracting, lending and public contracting

OBJECTIVE & PURPOSE OF THE STUDY



The Objective of the Study

A disparity study is an objective research tool used to determine if disparities in a governmental agency's procurement activities exist within certain race, ethnic, and gender groups in the various Industry Categories. It further determines whether those disparities are statistically significant and likely caused by the race and gender status of firm owners.

Disparity studies also utilize the acquisition of anecdotal evidence while examining current policy procedures and practices, and a law review.

The findings of the Procurement Study result in recommendations by the Study team, and if accepted, are intended to be implemented as policy.



Purpose of the Study | The Legal Approach

Disparity Studies form the factual basis for remedial contracting programs

City of Richmond v. J.A. Croson Co.,

- 488 U.S. 469 (1989)

Adarand Constructors, Inc. v. Peña,

- 515 U.S. 200 (1995)
- Strict Scrutiny for race-based programs (Intermediate for gender-based programs)
- Must have a factual basis in evidence
- Methodology dictated by Case Law
- Must have a narrowly tailored remedy (to avoid over- or under-inclusion)

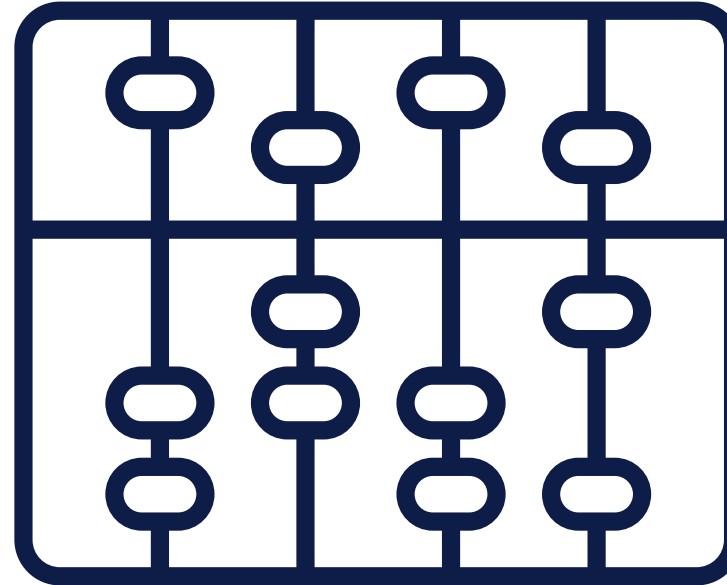


METHODOLOGY & TECHNICAL APPROACH



Technical Approach

1. Legal Analysis
2. Policy Review
3. Data Collection & Cleaning
4. Relevant Market Analysis
5. Utilization Analysis
6. Availability Analysis
7. Disparity Analysis
8. Statistical Analysis
9. Private Sector Analysis
10. Anecdotal Evidence Collection & Analysis
11. Full Report / Findings and Recommendations



Policy Review

A thorough evaluation of LSC's Purchasing Policies, including both document review and staff interviews

Do policies, as written, present a barrier to HUB, MBE, WBE, SBE, VBE and/or SDVBE firms?

What policies can be modified to promote inclusion?

Are those policies understood by staff?

Is there a discrepancy in policy as written and policy as implemented?

Relevant Geographic Market Analysis

- Analyze by location to determine the geographical location of at least 75% of award dollars are spent in each of the major procurement categories. Only firms in the geographic relevant market will be included in the Studies

Utilization/Availability Analysis

Utilization Analysis

- Data is measured for both prime and subcontractors
- Disaggregated by year, work category, then race/gender/ethnic status

Threshold Analysis

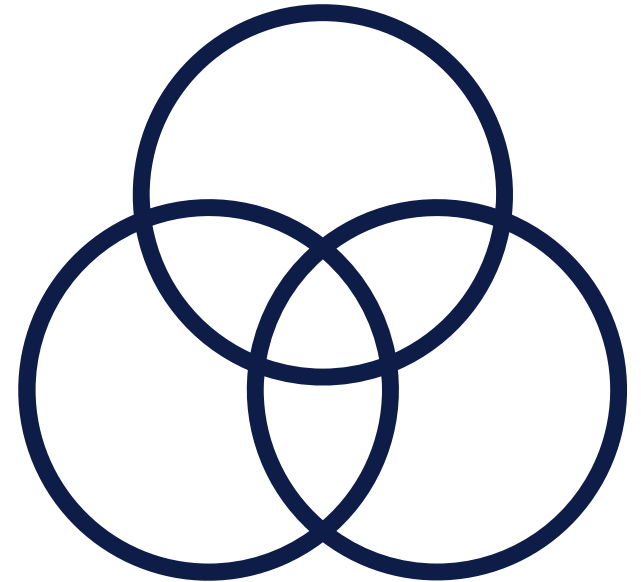
- Details the level of contracting by award interval
- Determines if contract sizing is an issue and any opportunities for small businesses

Availability Analysis

- GSPC will use a “list-based” approach using bidders, vendors, awardees, payees, certified HUB, MBE, WBE, SBE, VBE, SDVBE and third-party government agency lists
- "Ready, Willing, and Able" standard is used to determine availability

Disparity Analysis

- Availability and Utilization are compared to create the Disparity Index (DI) for each race/gender/ethnicity group, disaggregated by procurement categories.
- Statistical Significance Tests (standard deviation).
- Regression analysis to determine if disparities can be explained by factors other than race/ethnicity/gender (e.g., education status or age of firm owner).



Private Sector Analysis



Determines whether race, ethnicity, or gender status has affected the utilization of firms owned by members of these groups in both the public and private sector

Includes:

- Self-employment
- Credit markets
- Building Permit Data

Community Engagement & Anecdotal Evidence

Informational
Meetings

Anecdotal Interviews

Survey of
Business Owners

Public Hearings

Focus Groups

Business, Civic, &
Trade Organization
Meetings

Email & Social Media
Comments

FINDINGS & RECOMMENDATIONS



Findings & Recommendations

FINDINGS:

- Findings summarize key points of each chapter
- Review of the efficacy of race- and gender-neutral remedies, and if they are supported by the Studies, race/gender-conscious remedies

RECOMMENDATIONS:

- Recommendations are based on detailed review of policy, anecdotal evidence, and institutional knowledge
- Recommendations are unique to the Studies
- Best Practices and Innovative Approaches for:
 - Race/Gender Neutral or Race/Gender Conscious Remedies



PROJECT TIMELINE



Timeline

- Workplan/Schedule
- Data Assessment Meeting
- Kick off Meeting
- Collect Quantitative Data

Fall '23

- Anecdotal Interviews Completed
- Additional Anecdotal Evidence Collection
 - Focus Groups, Public Hearings, Organizational Interviews
- Launch Survey of Business Owners

Spring '24 – Summer '24

- Draft Final Report
- Executive Summary
- Final Presentations

Winter '25

Winter '23 – '24

- Informational Meeting Promotion Begins
- Quantitative Data Collection Plan
- Anecdotal Interviews Begin
- Case law Review Begins
- Policy Review Begins
- Website is Launched

Fall '24 – Winter '25

- Data Analysis, Preparation, & Completion
- Draft Report

What happens after the study is completed?

STUDY ROLL OUT PLAN

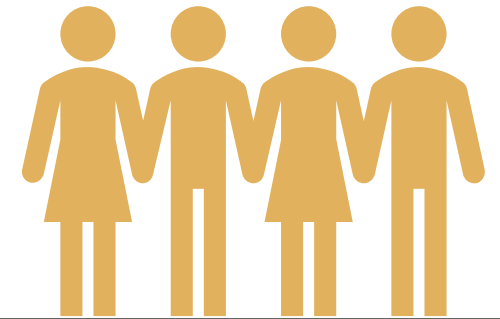
- Review findings & recommendations with advisors
- Consult LSC on release of the Study

IMPLEMENTATION IS KEY

- Presentation of Study should include strong indication on how to move forward

How can the public get involved?

- Participate if contacted for:
 - Anecdotal Interviews
 - Survey of Business Owners
 - Focus Groups
- Attend a Public Hearing and provide your input



How can the public STAY involved?

Study Email Address:

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LSCDisparityStudy.com



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