



Post-Disparity Study Recommendations for the City of Austin

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Recommendations

- Race & gender neutral initiatives
 - **Increase contract “unbundling”**
 - **Review surety bonding and insurance requirements**
 - **Adopt a Guaranteed Surety Bonding and Contract Financing Program**
 - **Adopt a Small Business Enterprise Program**
 - **Adopt a Linked Deposit Program**
 - **Expand Mentor-Protégé Program**
 - **Adopt an Internship Program**
 - **Create “control” contracts**
 - **Ensure bidder non-discrimination**

Recommendations

- **Revise and reenact the M/WBE ordinance and Program**
 - **Evidence comparing D/M/WBE utilization on contracts with goals versus contracts without goals**
 - **Revise the M/WBE goals for Construction and Construction-Related Professional Services**
 - **Develop performance measures for program success**
 - **Refine guidelines and procedures for Program violations**
 - **Periodic Program review and sunset**

Recommendations

- Revise the M/WBE goals for Construction and Construction-Related Professional Services

Detailed Industry	African-American	Hispanic	Asian	Native American	White Female	M/WBE	Non-M/WBE
CONSTRUCTION (AWARDS)	1.7	9.8	1.2	1.1	13.8	27.6	72.4
CONSTRUCTION (PAYMENTS)	1.8	9.6	1.2	1.1	13.8	27.5	72.5
CONSTRUCTION (AVERAGE)	1.7	9.7	1.2	1.1	13.8	27.6	72.4
A&E (AWARDS)	1.9	8.9	4.5	0.6	15.7	31.5	68.5
A&E (PAYMENTS)	2.0	9.1	4.2	0.6	15.9	31.8	68.2
A&E (AVERAGE)	1.9	9.0	4.3	0.6	15.8	31.6	68.4
OVERALL (AWARDS)	1.8	9.6	2.0	1.0	14.2	28.6	71.5
OVERALL (PAYMENTS)	1.8	9.5	1.9	1.0	14.3	28.5	71.5
OVERALL (AVERAGE)	1.8	9.6	1.9	1.0	14.3	28.5	71.5

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