



2022 HAMILTON COUNTY DISPARITY STUDY

FINAL REPORT

BBC
RESEARCH &
CONSULTING

Presented by

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STUDY OBJECTIVES



- Participation, availability, and disparities
- Analysis of marketplace conditions
- Qualitative and anecdotal information
- Policy and program recommendations

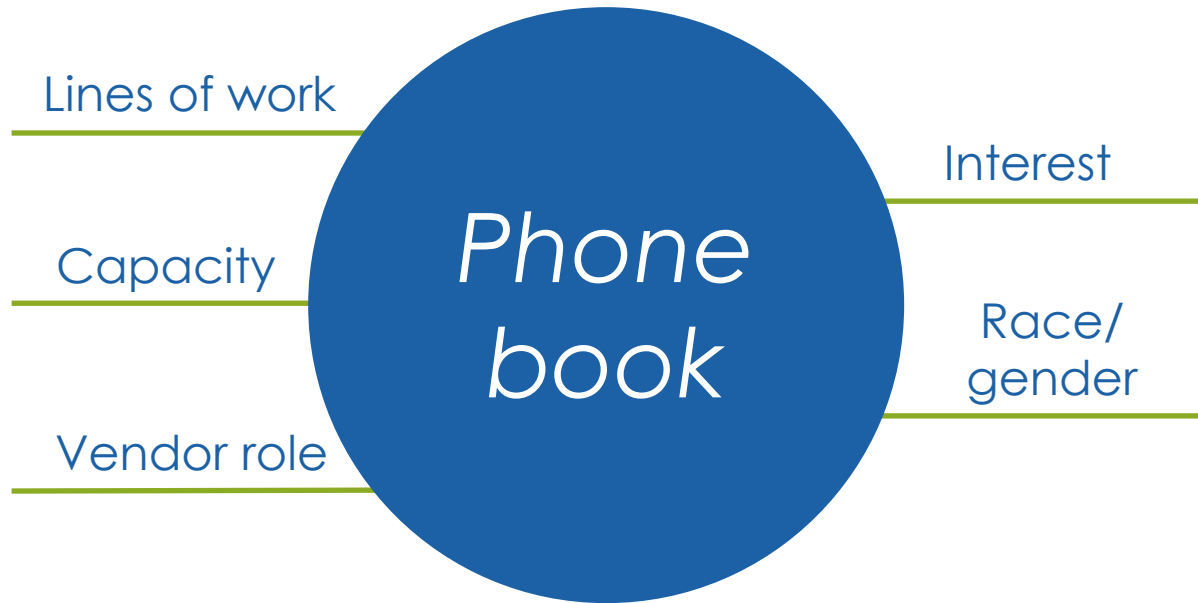
KEY TAKEAWAYS

- Substantial disparities for all relevant groups across different contract sets
- Contract dollars concentrated with small number of businesses
- Current measures have not sufficiently addressed disparities for all groups

AVAILABILITY ANALYSIS

AVAILABILITY

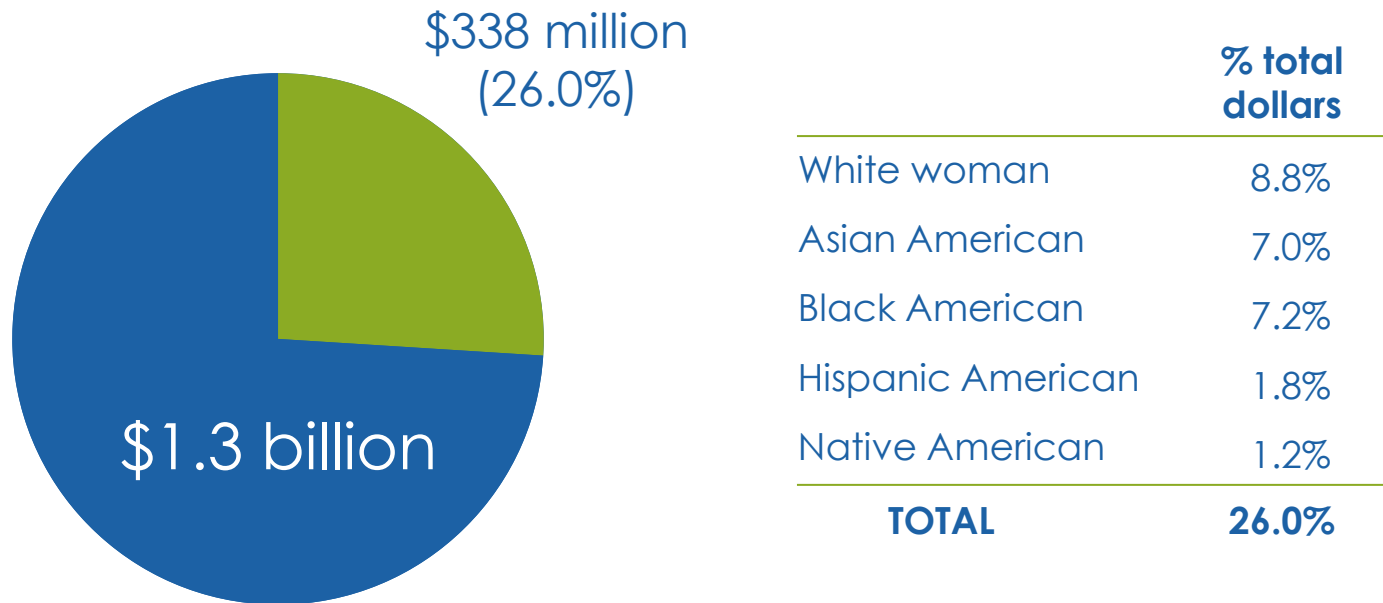
Data gathering included:



minority-/woman-owned
AVAILABILITY

OVERALL AVAILABILITY

COUNTY AND MSDGC COMBINED



The complete study included over \$1.3 Billion in contracts from January 2016 to June 2021, and it determined that minority and women-owned firms could have been awarded \$338 million or 26% of the total, based on their availability.

UTILIZATION ANALYSIS

UTILIZATION

Data gathering included:

Prof. services,
construction,
goods and services

Prime contracts,
subcontracts

01/01/2016 –
06/30/21

Agency
data

Survey
data

Primary lines
of work

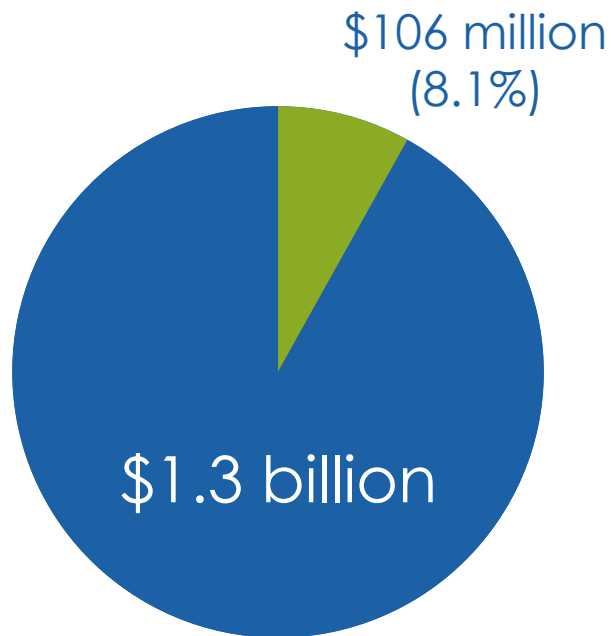
By Race/
gender

minority-/woman-owned

UTILIZATION

OVERALL UTILIZATION

COUNTY AND MSDGC



	% awarded dollars
White woman	5.1%
Asian American	1.3%
Black American	1.5%
Hispanic American	0.1%
Native American	0.0%
TOTAL	8.1%

The complete study included over \$1.3 Billion in contracts from January 2016 to June 2021, and it determined that minority and women-owned firms were awarded only \$106 million or 8.1% of the total (Compared to an availability of \$338 million or 26.0%).

DISPARITY ANALYSIS

DISPARITY ANALYSIS

CALCULATION OF DISPARITY INDEX

$$\frac{\text{Dollars utilized}}{\text{Dollars available}} \times 100 = \text{DISPARITY INDEX}$$

80 or less = **substantial** underutilization

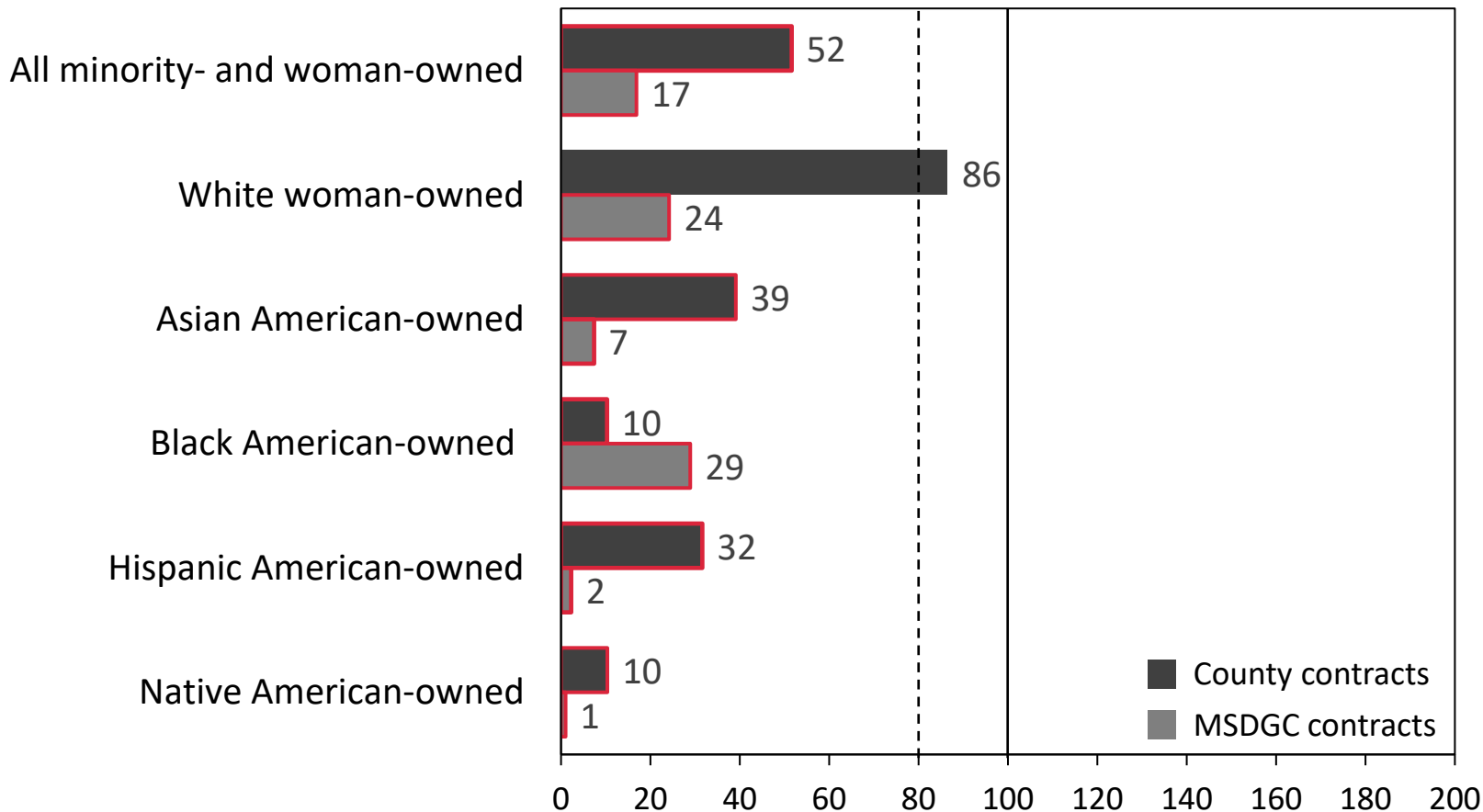
A disparity index of 100 indicates *parity* between utilization and availability. A disparity index of less than 100 indicates that a group is considered to have been underutilized relative to its availability. A disparity index of less than 80 indicates a *substantial underutilization*.

DISPARITY ANALYSIS

by County & MSDGC

disparity index of 80 or less =
substantial underutilization

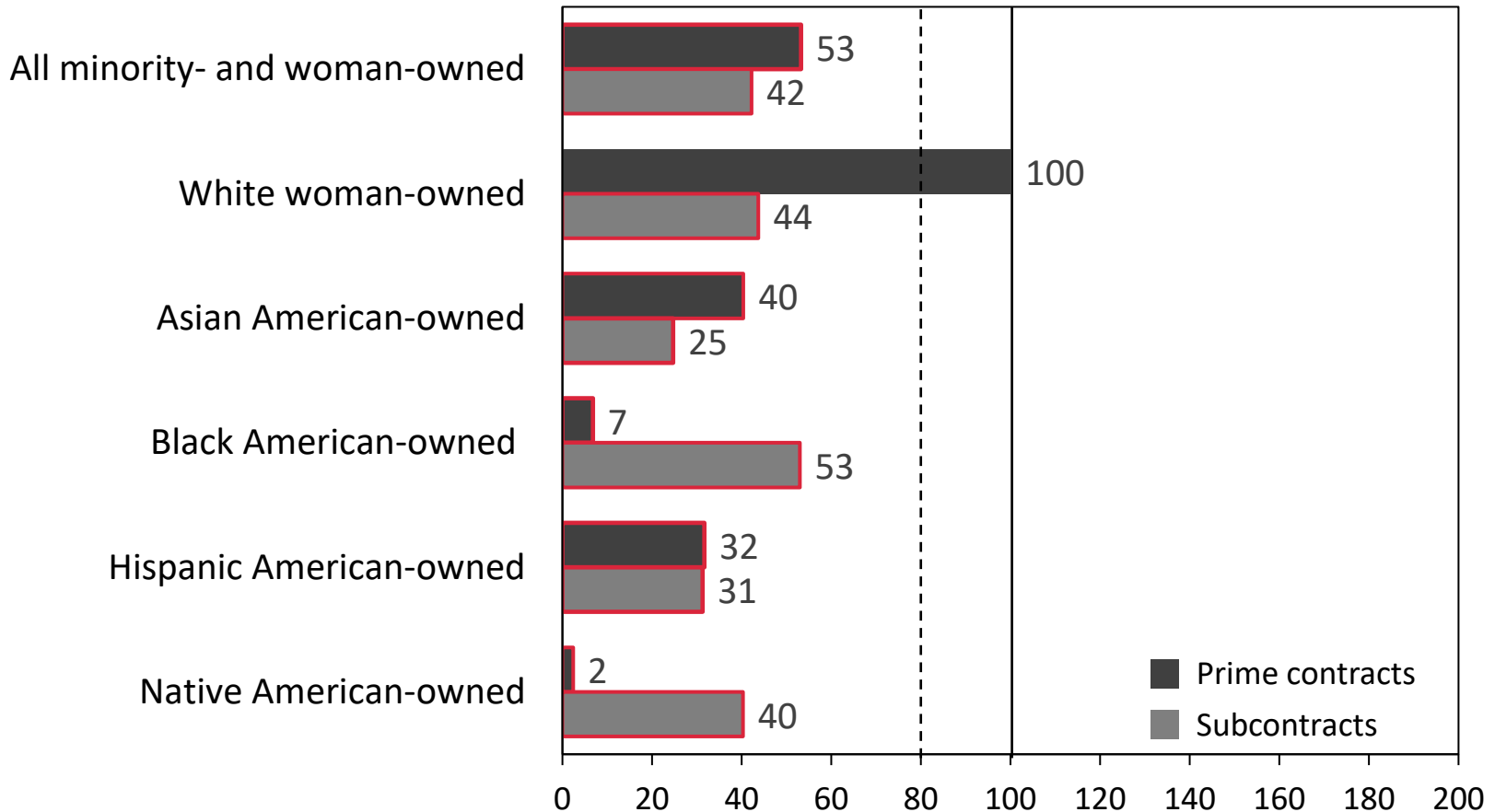
disparity index of 100 = *parity*



For the County and MSDGC, an underutilization in contracts was found in every group and a *substantial underutilization* was found in every group except County contracting with white woman-owned businesses.

DISPARITY ANALYSIS

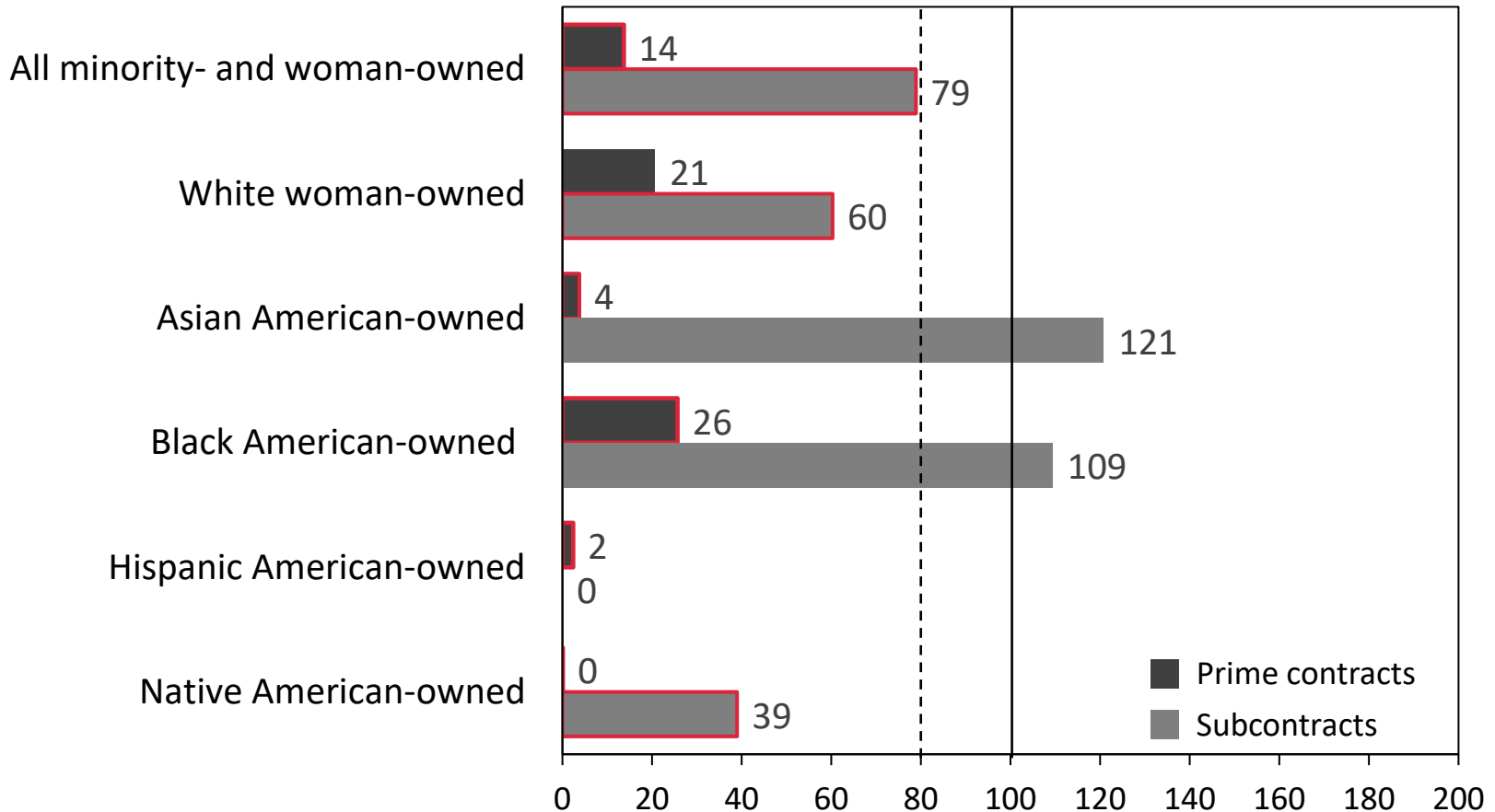
for Prime Contracts and Subcontracts for the County



For the County, a *substantial underutilization* in contracts was found in every group except for Prime contracting with white woman-owned businesses, where parity was achieved.

DISPARITY ANALYSIS

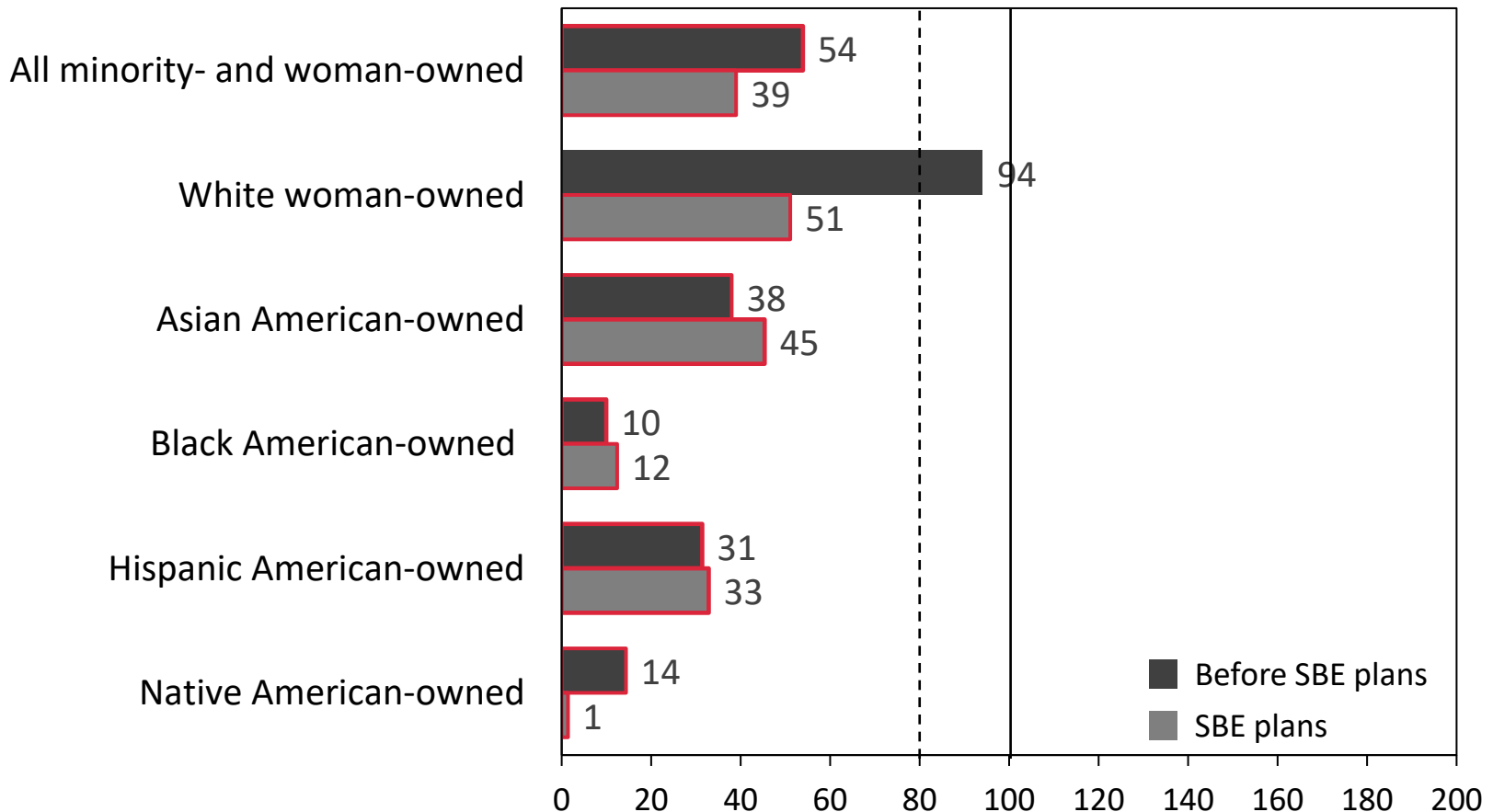
for Prime Contracts and Subcontracts for MSDGC



For MSDGC, a *substantial underutilization* in contracts was found in every group except for Subcontracting with Black American-owned and Asian-American-owned businesses, where parity was achieved.

DISPARITY ANALYSIS

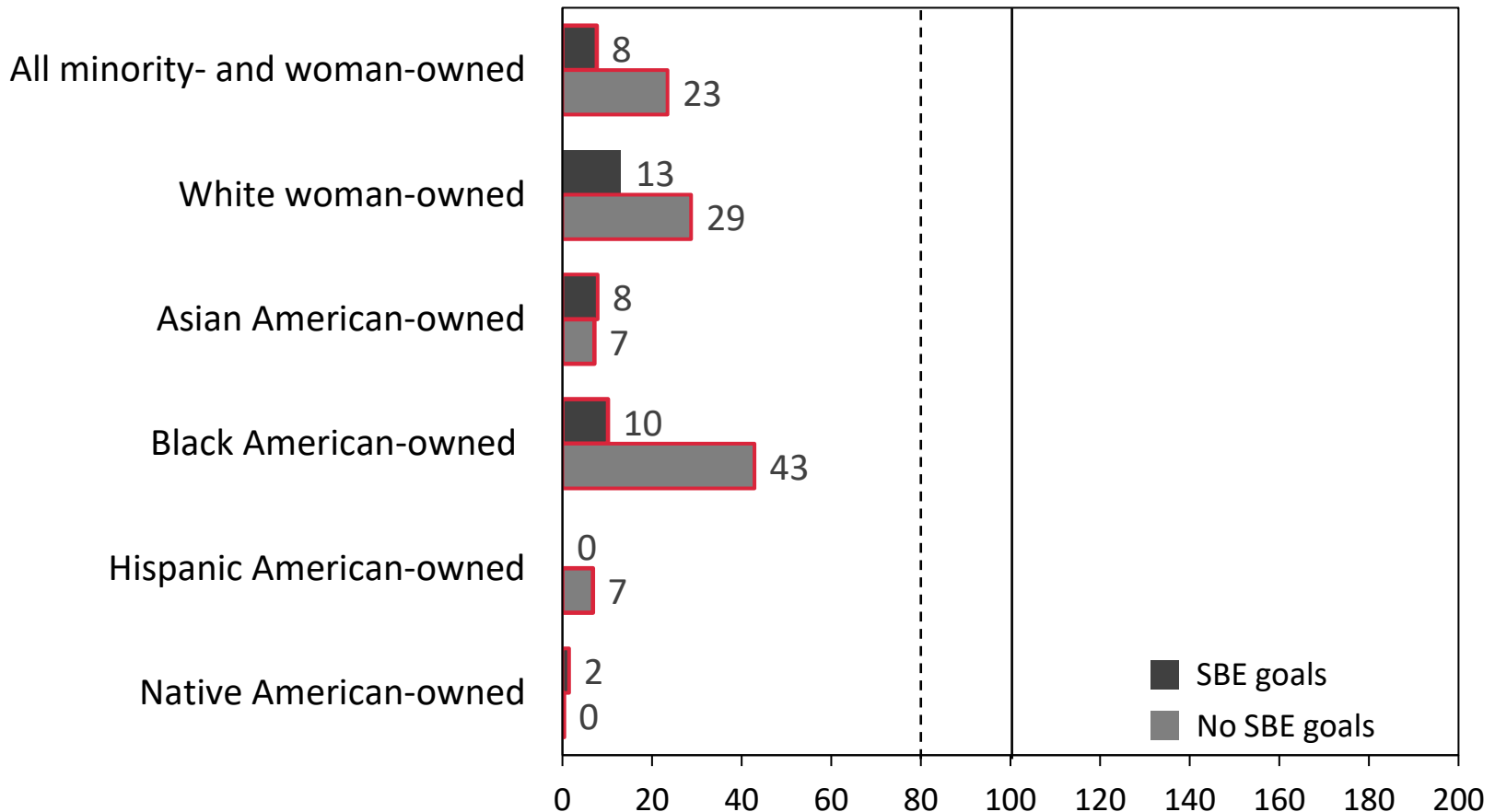
Affect of establishing SBE Plans for the County



A substantial underutilization was found in every group prior to the County requiring that SBE Plans be submitted with bids and after, showing that this race/gender neutral policy did not remedy the *substantial underutilization* of minority and women-owned businesses.

DISPARITY ANALYSIS

Affect of establishing SBE Goals for MSDGC



A substantial underutilization was found in every group where MSDGC set SBE contract goals or did not set SBE contract goals, showing that this race/gender neutral policy did not remedy the *substantial underutilization* of minority and women-owned businesses.

SUBSTANTIAL DISPARITIES

Organization	Contract set	Business group						
		All minority/ white woman	White woman	All minority	Asian American	Black American	Hispanic American	Native American
County and MSDGC	All work	●	●	●	●	●	●	●
Hamilton County	All work	●		●	●	●	●	●
Hamilton County	Before SBE plans	●		●	●	●	●	●
Hamilton County	SBE plans	●	●	●	●	●	●	●
Hamilton County	Construction	●	●	●	●	●	●	●
Hamilton County	Professional services	●		●	●	●	●	
Hamilton County	Goods and services			●	●	●	●	●
Hamilton County	Prime contracts	●		●	●	●	●	●
Hamilton County	Subcontracts	●	●	●	●	●	●	●
Hamilton County	Prime contracts \$100k or more	●		●	●	●	●	●
Hamilton County	Prime contracts less than \$100k	●	●	●	●	●	●	●
MSDGC	All work	●	●	●	●	●	●	●
MSDGC	SBE goals	●	●	●	●	●	●	●
MSDGC	No SBE goals	●	●	●	●	●	●	●

The green dots indicate areas where *substantial underutilization* was found by business group and by each contract type analysis for the County and MSDGC. This graph shows the extent of the substantial underutilization across all areas of the contract analyses which were conducted.

RECOMMENDATIONS

CONSIDERATIONS

The 2022 Hamilton County Final Disparity Study Report includes more than 20 specific recommendations to remedy the substantial disparities found in the report for both the County and MSDGC. These can be found in Chapter 10 of the Disparity Study report. Below are some examples of key considerations included in the chapter:

- Develop overall aspirational goals for the participation of minority- and woman-owned businesses
- Implement contract-specific goals for the participation of minority- and woman-owned businesses
- Implement subcontracting minimums
- Implement price/evaluation preferences
- Require competitive bidding for all professional services
- Establish County prompt pay policies for Primes and Subcontractors

THANK YOU TO ALL OF THE BUSINESSES WHO
PARTICIPATED IN THE DISPARITY STUDY. ANY
QUESTIONS, PLEASE CONTACT ROBERT BELL,
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