



The Business Inclusion and Diversity (B.I.D.) Program Year-in-Review Summary includes the following:

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Program Highlights

- To date, GLWA has awarded 87 contracts under the B.I.D. Program requirements totaling \$859.8 million.
- GLWA has also received and reviewed 295 vendor Diversity Plans detailing efforts to maximize the participation of small, minority-owned, and disadvantaged business enterprises in GLWA's procurement process.

Background

Procurement Policy Section 4.6. Business Inclusion and Diversity Plan

GLWA is committed to providing business opportunities to vendors who honor the values of inclusion and diversity in selecting their business partners. To foster these values, the solicitation selection will require vendors to submit, for all solicitations budgeted at \$1 million or more, a Business Inclusion & Diversity Plan that addresses their efforts to include Minority-owned Business Enterprise (MBE), Woman-owned Business Enterprise (WBE), Small Business Enterprise (SBE), and Socially and Economically Disadvantaged Business Enterprise (DBE) subcontractors.

- a. In support of this commitment, the vendor agrees to ensure that, with regard to any contract entered into pursuant to this procurement policy, inclusion and diversity business enterprises will be afforded full opportunity and will not be discriminated against on the basis of race, color, gender, age, disability, religion, ancestry, marital status, sexual orientation, national origin or place of birth. In recognition of this, the vendor will take steps to ensure maximum participation by qualified diversity businesses in a manner and to the degree that it equals or exceeds standards for its other customers and/or clients.



- b. The vendor shall provide methods to maximize opportunity for diversity participation and reporting methods that indicate firms invited, firms recommended for award and other pertinent information.

Procurement Policy Section 4.7. Economic Equity and Development

As a regional water authority, GLWA is committed to providing economic development opportunities to the state of Michigan and Territory Area and in both services provided and as a partner to the business community.

- a. To foster economic development, for all solicitations, solicitation scoring scales will include the following for a business presence:
 - i. State of Michigan 1%
 - ii. Territory Area 1%, with a cumulative total of 2% for Territory Area and state business presence
 - iii. Disadvantaged GLWA Territory business enterprise 1%, with a cumulative total of 3% for Territory Area, state, and disadvantaged business presence within Territory area.
- b. State business presence is defined as those businesses that would be eligible as a Certified Michigan Based Business as defined by the State of Michigan law as administered by the Department of Technology, Management, & Budget.
- c. This section does not prohibit action that must be taken to establish or maintain eligibility for any federal program if ineligibility would result in a loss of federal funds to the state.

Contract Language for B.I.D. Program Requirements

Contract language for B.I.D. Program requirements was added to all GLWA contract templates in August 2022. This language stipulates that when work or services require adherence to GLWA's B.I.D. Program that the Vendor/Contractor will use their best efforts to ensure compliance with the Diversity Plan that they submitted, and which was approved and finalized by GLWA in the executed contract. Contract language also stipulates that GLWA may monitor and assess the Vendor/Contractor's compliance with their Diversity Plan throughout the duration of the contract.



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Vendor Outreach & Communication Efforts

Communication with and support of the Vendor Community continues to be a central focus of the B.I.D. Program Team.

GLWA participates in various local, federal, state, municipal and membership-based organizations Outreach events. During Fiscal Year 2024, the B.I.D. Program Team Members participated in three Vendor Outreach events, hosted by the Detroit Water and Sewer Department, Michigan Public Purchasing Officer's Association (MPPOA), and SBA/American Express' ChallengerHER a minority women focused organization.

The B.I.D. Program Team/GLWA has also hosted virtual vendor introduction meetings where vendors can ask questions about the B.I.D. Program in a one-on-one setting. The B.I.D. Program Team is also a regular participant in GLWA-hosted Capital Improvement Project (CIP) Workgroup meetings, where information and updates on the B.I.D. Program are regularly provided.

In addition, the Vendor Management Team has participated in all GLWA Pre-Bid and Pre-Proposal meetings that have included the B.I.D. Program requirements since the program launch in February 2021. During these meetings a program overview is provided along highlighting the steps to successfully submitting a diversity and inclusion plan for the solicitation being discussed. Vendors are also afforded the opportunity to ask any questions and network with other vendors.

Lastly, GLWA hosted its annual Vendor Outreach event this fall on September 26, 2024, at Center Point Marriott in Pontiac, Michigan. The program for the event will provide information sharing and networking to support the success of the B.I.D. Program.

Program Staffing

GLWA continues to recruit for additional B.I.D. Program staffing. In April 2024, Procurement hired Jeanette Driver as the B.I.D. Manager. We are currently recruiting for a Management Professional role. This role will assist the newly hired B.I.D. Manager with reporting and outreach.

Program Updates

Grant Funding - We are continuing to review the impact of potential federal grant funding opportunities in coordination with the B.I.D. program requirements to assess their compliance with federal guideline requirements.



Federal guideline requirements prohibit the use of location-based preference policies in the award of a contract. Under provision 4.7(a) of GLWA’s Procurement Policy (text included above), percentage points are awarded to the vendor’s overall score based on their geographical presence in the state of Michigan, GLWA’s service area, and in certain designated economically disadvantaged areas within GLWA’s service area.

Ongoing discussions are currently being conducted to determine how best to position GLWA for federal funding opportunities. The goal of these conversations is to reduce the risk of forfeiting funding dollars due to business process or other related compliance matters while also continuing to prioritize our commitment to the values of inclusion and diversity in our procurement process.

Reporting - With the recent implementation of Workday we are evaluating the data tracking and reporting capabilities available and anticipate enhancing delivered reports.

Program Data Summary February 2021 through June 30, 2024

The B.I.D. Program data tables included below recap B.I.D. activity for GLWA procurements budgeted at \$1 million and greater.

Table 1: B.I.D. Eligible Procurements as of June 30, 2024

Table 1 provides an overview of the total number of B.I.D. Program-eligible Procurements awarded, in evaluation, or advertised as active opportunities in GLWA’s Bonfire Procurement Portal. Each vendor who submits a response to a B.I.D. Program-eligible procurement must also submit a Business Inclusion and Diversity Plan. The total number of Diversity Plans that GLWA has received for B.I.D. eligible procurements that have been awarded and that are in evaluation is also provided.

B.I.D. Eligible Procurements	Awarded 2/1/21 - 6/30/24	In Evaluation Phase	Active	Total
Procurement Requiring B.I.D. Submittals	87	9	5	101
Total Number of Diversity Plans Submitted	295	25	-	320



Table 2: Scored Criteria for Awarded Procurements

Table 2 provides a breakdown of the percentage of B.I.D. Program-eligible procurements awarded thus far that met the B.I.D. Program scored criteria. This scored criterion is based on whether the vendor has a business presence in the state of Michigan, GLWA’s Member Partner service area, or a disadvantaged municipality within GLWA’s service area.

B.I.D. Scoring Criteria	Procurements Awarded Meeting B.I.D. Criteria as a % of Total \$ Awards	Total Contract Amount (millions)
Michigan Location	92%	\$ 1,219.5
Member Partner Service Area	80%	\$ 1,064.9
Disadvantaged Service Area	31%	\$ 416.4

Table 3: Member Partner Communities

Table 3 provides a breakdown of the number of awarded contracts to vendors located in GLWA’s Member Partner Service area.

Member Community	Total Contract Count	Total Contract Amount (millions)	% of Total \$ Awarded
City of Detroit	47	\$ 416.4	31.45%
City of Taylor	3	361.3	27.29%
City of Novi	3	94.4	7.13%
City of Auburn Hills	5	76.7	5.79%
City of Livonia	3	59.6	4.50%
City of Troy	3	17.0	1.29%
Clinton Township	1	8.1	0.61%
City of Farmington Hills	2	6.5	0.49%
City of Southfield	2	6.3	0.47%
City of Madison Heights	1	6.0	0.45%
City of Wixom	2	5.1	0.38%
City of Warren	2	4.7	0.35%
City of Riverview	1	1.9	0.14%
Harrison Township	1	1.0	0.08%
Subtotal	76	\$ 848.5	80.43%
Other Michigan	4	0.0	11.68%
Out of State	7	0.0	7.89%
Subtotal	11	\$ 0.1	19.57%
Total	87	\$ 1,324.1	100.00%

Table 4: Economically Disadvantaged Communities

Table 4 provides a breakdown of the number of awarded contracts to vendors who have a business presence in an economically disadvantaged GLWA service territory area. This means that the vendor is located in a municipality designated as having one of the five lowest median household incomes in that respective county as defined by the U.S. Census Bureau every five years.

Economically Disadvantaged Communities	Total Contract Count	Total Contract Amount (in millions)
City of Detroit	47	\$ 416.4

Table 5: Non-Scored Criteria - Disadvantaged, Minority-owned, Women-owned, and Small Businesses

Table 5 provides a breakdown of the percentage of B.I.D. Program-eligible procurements awarded thus far that met the B.I.D. Program Non-Scored Criteria. This Non-Scored Criteria refers to any diversity certifications that the vendor may hold as a Disadvantaged Business Enterprise (DBE), Minority-Owned Business Enterprise (MBE), Women-Owned Business Enterprise (WBE), or Small Business Enterprise (SBE).

Non-Scored Criteria	Awarded as a % of Total \$ Awards	Total Contract Amount (millions)
Awarded to Disadvantaged, Minority-owned, Women-owned, and Small Businesses	27%	\$ 359.3

Table 6: Diversity Certification Percentages

Table 6 provides a breakdown of the vendors who met the certification criteria as SBE (Small Business Enterprise), DBE (Disadvantaged Business Enterprise), MBE (Minority-owned Business Enterprise), and/or WBE (Women-owned Business Enterprise). Note that some firms may have multiple certifications.

Diversity Vendors Awarded	SBE	DBE	MBE	WBE
Percentage of Total B.I.D. \$ Awarded	1%	25%	10%	5%
Total Amount (millions)	\$ 18.5	\$ 333.6	\$ 132.7	\$ 65.2



Table 7: Overall Contracts Awarded

Table 7 provides a breakdown of overall dollars awarded under the B.I.D. Program thus far, distinguishing between firms that met the B.I.D. Program certification criteria (non-scored criteria) and firms that met the three B.I.D. Program geographic criteria (scored criteria).

Overall Contracts Awarded	Total Contract Count	Total Contract Amount (millions)	% of Total \$ Awarded
Eligible Procurements	87	\$ 1,324.1	100%
Met the certification criteria (non-scored criteria)	35	\$ 359.3	27%
Met the three geographic criteria (scored criteria)	47	\$ 416.4	31%

Future Opportunities for GLWA’s B.I.D. Program

One potential future opportunity for the B.I.D. Program may include lowering the dollar threshold for the B.I.D. Diversity Plan requirement to further encourage the participation of small, minority-owned, and disadvantaged business enterprises in GLWA’s service area. Additional future opportunities may include conducting compliance monitoring of Vendors’ Diversity Plans, which will help GLWA to further measure the impact and effectiveness of the B.I.D. Program.



Appendix: Program Data by Fiscal Year

B.I.D. Summary Data	FY 2022	FY 2023	FY 2024
Total Contracts B.I.D. Awarded	31	36	17
Total \$ Awarded	\$ 304,331,004	\$ 455,664,806	\$ 464,246,701
Total # Diversity Plans Submitted	29	36	17
Total # Vendors State of Michigan Qualifying	27	35	15
Total \$ Awarded to State of Michigan Qualifying Vendors	\$ 212,191,922	\$ 450,580,106	\$ 456,955,501
Total # Vendors Member Partner Qualifying	26	33	15
Total \$ Awarded to Member Partner Qualifying Vendors	\$ 207,451,602	\$ 393,118,495	\$ 456,955,501
Total # Vendors Disadvantaged Territory Qualifying	18	19	9
Total \$ Awarded to Disadvantaged Territory Qualifying Vendors	\$ 178,632,248	\$ 138,204,166	\$ 94,053,899
Total # Vendors Meeting 3 (Geographic) Scoring Criteria	18	19	9
Total \$ Awarded to Vendors Meeting 3 (Geographic) Scoring Criteria	\$ 178,632,248	\$ 138,204,166	\$ 94,053,899
Total # Vendors Meeting (Certification) Non-Scored Criteria	21	8	5
Total \$ Awarded to Vendors Meeting (Certification) Non-Scored Criteria	\$ 181,234,371	\$ 111,588,511	\$ 64,604,516