

## Legislation Text

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File #: 2021-063, Version: 1

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### Business Inclusion & Diversity Program Update

Agenda of: February 24, 2021

Item No.: **2021-063**

Amount: N/A

**TO:** The Honorable  
Board of Directors  
Great Lakes Water Authority

**FROM:** Sue F. McCormick  
Chief Executive Officer  
Great Lakes Water Authority

**DATE:** February 24, 2021

**RE: Presentation: Business Inclusion & Diversity Program Update**

#### MOTION

Upon recommendation of Nicolette Bateson, Chief Financial Officer/Treasurer, the Board of Directors (Board) of the Great Lakes Water Authority (GLWA), **receive and file the Business Inclusion & Diversity Program Update**; and authorizes the CEO to take such other action as may be necessary to accomplish the intent of this vote.

#### BACKGROUND

On November 25, 2020, the GLWA Board of Directors approved an amendment to the Procurement Policy allowing for a new Business Inclusion & Diversity (B.I.D.) Program. The B.I.D. Program Team, which includes internal GLWA Team Members as well as external consultants, executed a Phase I launch of the program on February 1, 2021.

#### JUSTIFICATION

In support of an effective Phase I launch for the B.I.D. Program, the following strategic efforts were undertaken by the B.I.D. Program Team.

1. GLWA hosted two vendor focus groups, on December 14, 2020 and January 12, 2021, to gather feedback and reactions from GLWA's vendor community on the B.I.D. Program. Bridgeport Consulting facilitated these meetings that included subject matter experts from twelve companies.
2. Hosted Professional Association focus group on January 25, 2021 that was facilitated by Bridgeport Consulting. The focus group included representatives from nine professional organizations and associations throughout Southeastern Michigan.
3. Updated Procurement forms and documents to meet B.I.D. Program requirements.
4. Updated e-procurement software (Bonfire) to meet B.I.D. Program requirements.
5. Developed materials for Procurement Team training which took place on January 22, 2021 and January 29, 2021.
6. Provided a presentation to the Member Partner Outreach Capital Improvement Plan Workgroup on February 9, 2021 with a question and answer session.

Additionally, the following tasks remain at the top of our priority list as we proceed through Phase II .

- Posting job description for the B.I.D. Program Team Manager.
- Drafting final report and recommendations based on research into the Inclusion & Diversity Programs of other national utilities and public sector entities.
- Developing outreach & education materials to engage internal and external stakeholders.
- Identifying meaningful reporting and performance measures and related baseline measures.

As we enter Phase II, a Phase III vision is beginning to emerge as we look toward calendar year 2022. The extensive research and information sharing among our regional and service sector efforts has generated interest in GLWA's program design. It is expected that Phase III will provide for collaboration with other organizations seeking to expand their program for inclusion and diversity.

### **BUDGET IMPACT**

None.

### **COMMITTEE REVIEW**

The Audit Committee receives monthly updates on the B.I.D. program rollout.

### **SHARED SERVICES IMPACT**

No impact.