



BUSINESS DIVERSITY SUMMIT

EQUITY INITIATIVES IN THE PROCUREMENT PROCESS

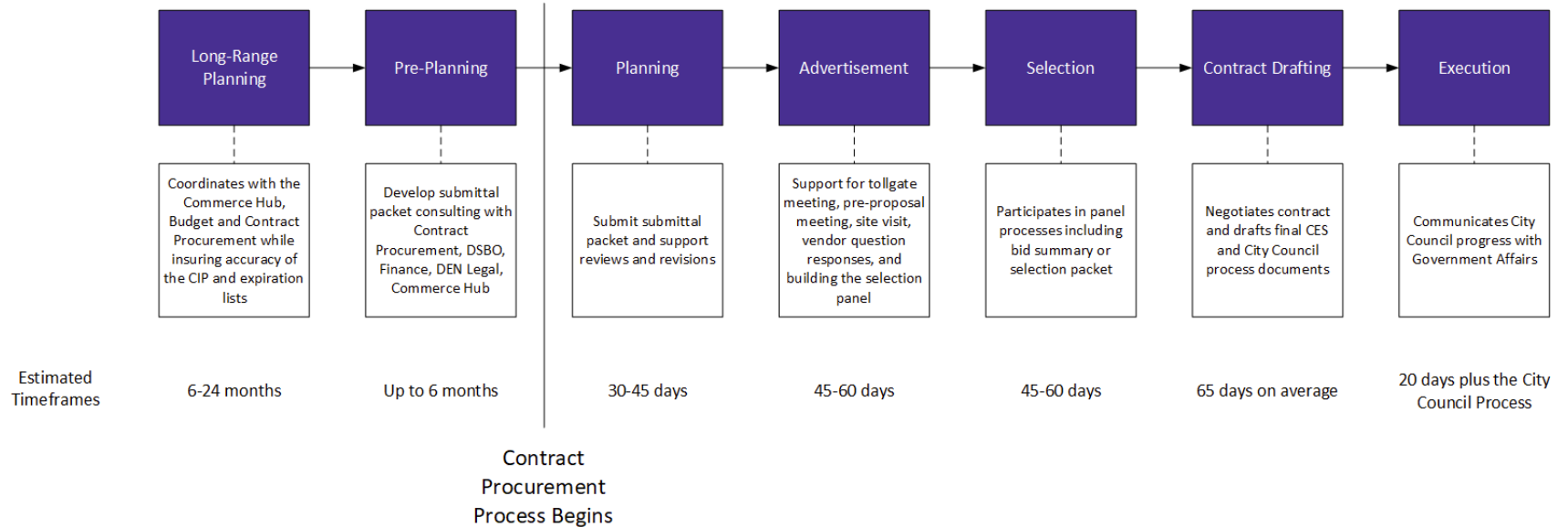
TEGAN KISSANE

SENIOR DIRECTOR, BUSINESS MANAGEMENT SERVICES

EMMANUEL HANGAR

MANAGER, SPECIAL PROJECTS AND TRAINING,
BUSINESS MANAGEMENT SERVICES

BACKGROUND



KNOWN BARRIERS

- Access to Transparent Information
- Inconsistent Requirements
- Size and Scope of Projects
- Lack of Partnering Opportunities

INITIATIVES IN RESPONSE:

- Procurement Equity, Diversity, Inclusion, and Accessibility Initiative
 - Operationalizing Equity, Diversity, Inclusion, and Accessibility (EDIA) in our competitive procurements
 - New procedures fundamentally change DEN's expectations with proposer submittals
 - EDIA Plan
 - City Values Statement (MWBE as Primes)
- Contract Procurement Streamlining Initiative



Equity, Diversity, Inclusion, and Accessibility in Procurement Initiative



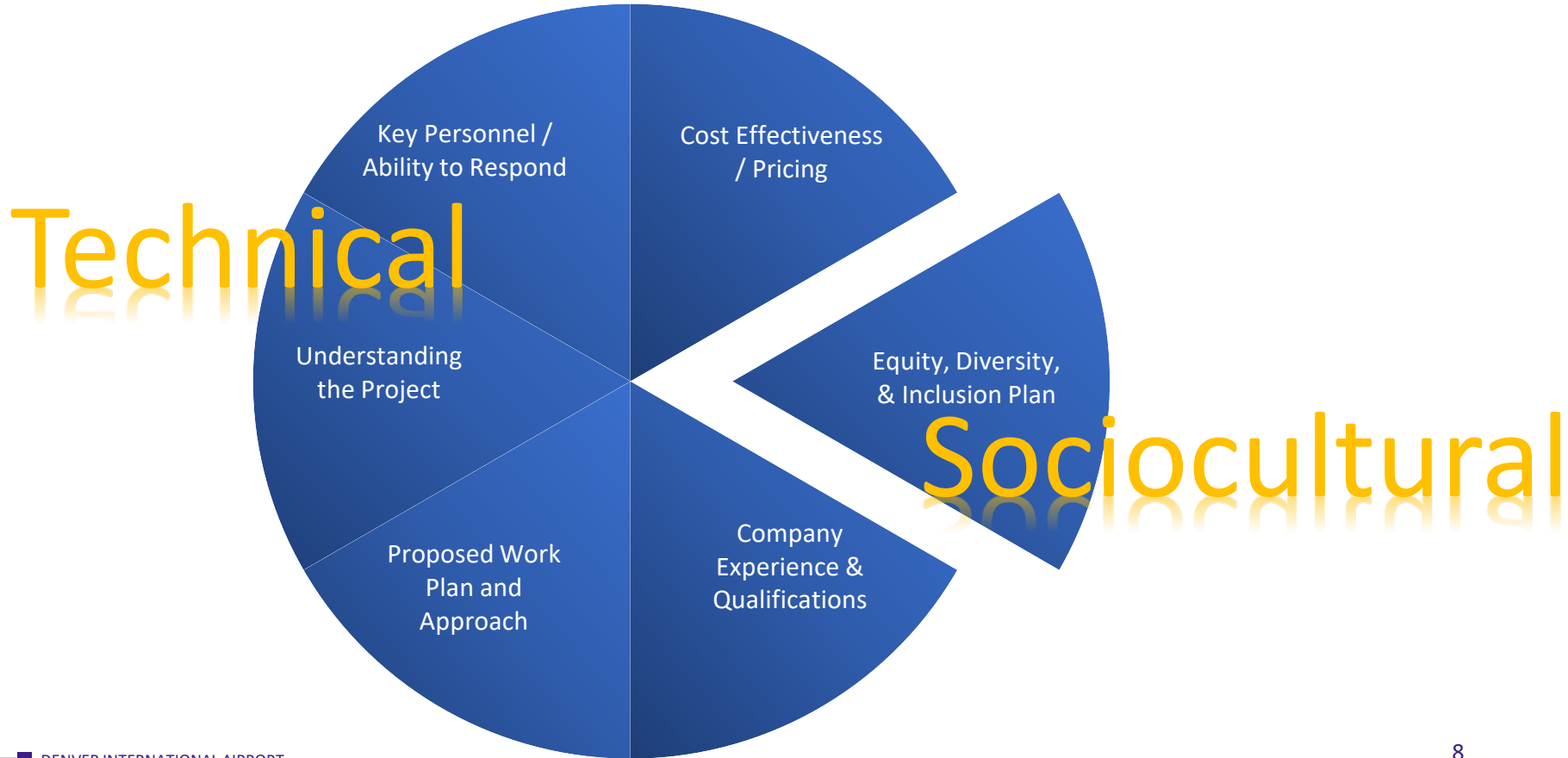
- Operationalizing Equity, Diversity, Inclusion, and Accessibility (EDIA) into our competitive procurements
- EDIA committee formed to undertake development of EDIA language and procedures
- New procedures fundamentally change DEN's expectations with proposer submittals

MWBE EDIA PLAN:

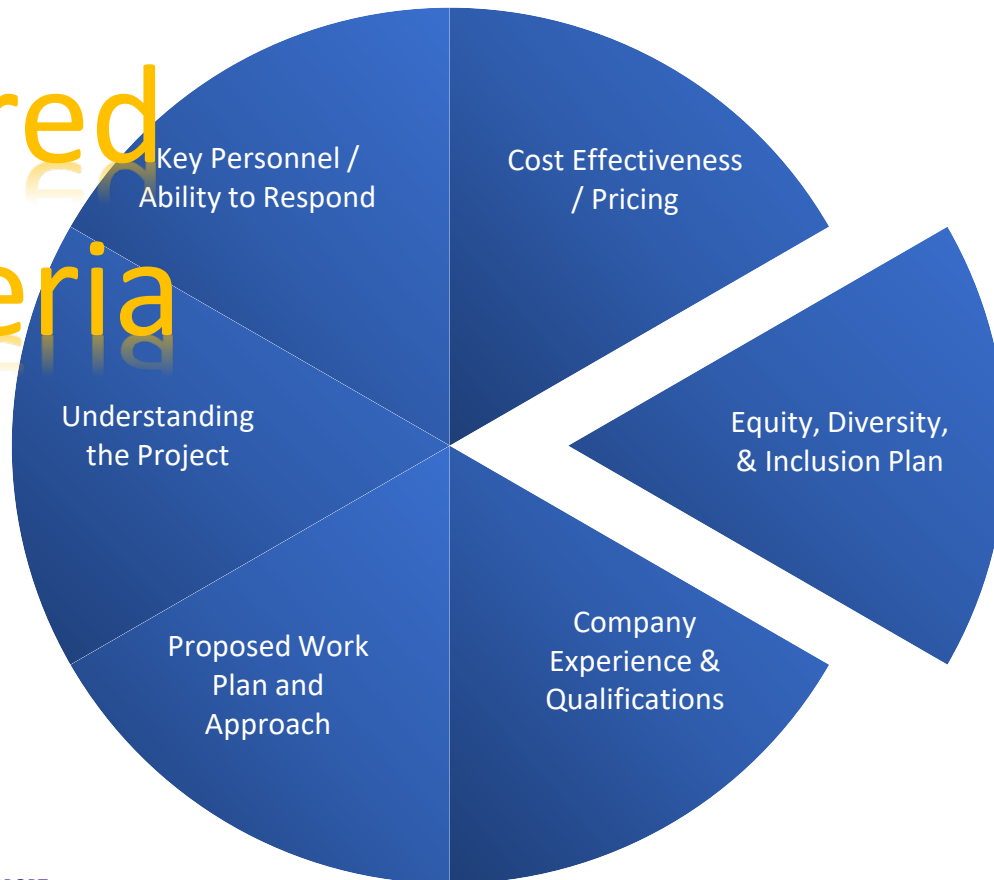
- Formerly referred to as the Small Business Utilization Plan.
- Applicable when MWBE/DBE goals assigned, including 0% goals, or SBE defined pool
- DSBO will provide oversight for finalizing the plan with selected proposer
- DSBO is responsible for compliance to the plan per DSBO Ordinance

EDIA PLAN:

- Must be gender/race neutral
- Applicable when no goals assigned
- Division has oversight for finalizing plan with selected proposer, with Culture & Strategy and DSBO as resources.
- Division is responsible for compliance to the plan as specified in terms of the contract



Scored Criteria



Equity, Diversity, & Inclusion Plan SCORED CRITERIA

1. Small Business Utilization Strategies
2. Technical Assistance & Support Services
3. Procurement Process
4. Communication & Vendor Management
5. Past Performance
6. Future Initiatives

- DEN **highly encourages** non-M/WBE firms that have historically proposed as prime contractors to serve as subcontractors to M/WBE firms on this contract with DEN
- Focus of this partnership should be for the contracting partners to build a meaningful relationship that is not merely transactional to meet a numerical goal
- Objective is intended to:
 - Afford the M/WBE firm the opportunity to learn from the large contractor/consultant
 - Grow the M/WBE firm's financial capacity
 - Build the M/WBE firm's portfolio
 - Increase the M/WBE firm's capability to perform new commercially useful functions for future contracts

- **Diversity requirement in panel composition**
- **Contract Procurement** is responsible for the final panel composition that is recommended to the CEO for each procurement. The selection of the panel is made in partnership with:
 - **Division Project Manager:**
 - Recommends 3 DEN SMEs for the panel
 - Identifies 1 SVP for the panel
 - **Airline Affairs:**
 - Recommends 1 airline member for the panel
 - **The DEN Commerce Hub:**
 - Recommends 1 community member for the panel

What has changed in the Community Panelists (CP) process?

Formalized process for both internal and external

Internal

- Community Panelist (CP) Form Request that will be posted to the intranet for easy access
 - Internal CP Request Form
 - CP Application
 - CP Post Evaluation Survey
 - Recommendation and utilization of the CP
- Creating dashboard to track data
- Communicating with the Hub early to start process earlier
- Implementing a communication plan with internal DEN

External

- Diversifying Outreach - Increasing outreach to more industry and trade partners
- Website update
- Utilizing Social Media

“THROUGH EQUITABLE PROCUREMENTS, the City is committed to working on **removing barriers** and **increasing access** to City contracting opportunities for **ALL BUSINESSES...**”



OTHER INITIATIVES AND PROJECTS



Contract Procurement Streamlining Initiative

- Reduce total days from submittal to contract execution
- Remove duplicative approvals throughout the process
- New Project Submittal Packet developed
- Update process to broadcast future opportunities
- Procured more than **\$2B** in contracts in 2022
- Currently Procuring more than **\$200M** in 2023

- Vendor Debrief
- Opportunities Page
- Post-Procurement Survey
- Visibility

QUESTIONS



CONTACT

Tegan Kissane

Senior Director, Business Management Services

Tegan.Kissane@FlyDenver.com

Emmanuel Hangar

Manager, Special Projects and Training, Business Management Services

Emmanuel.Hangar@FlyDenver.com