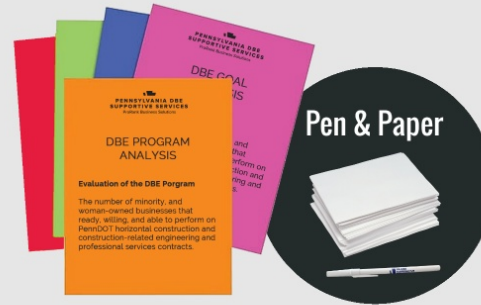


# Tools used in this group session



## TABLET & SPEAKER

Access to online instructions for exercise, materials, additional information on topic subject matter. Access to internet for independent research.



## HARD COPY MATERIALS

Instructions for exercise. Color coded printed materials with summarized information on topic subject matter. Survey for feedback on session. Additional pen and paper for note taking.



## WHITEBOARD

Whiteboard and dry erase markers for presentation by each group to show the results of the collaborative session.


# What to expect in this group session (3 parts; 25 minutes each)



# Submitting Group Session Feedback & Workshop Surveys

Forms can be completed in hard copy format or completed online from **any mobile device with Internet access**.





ProRank Business Solutions

Full Name of Person Submitting Form  
\_\_\_\_\_

Email of Person Submitting Form  
\_\_\_\_\_

Company Name of Person Submitting Form  
\_\_\_\_\_

1) Please rate the following four statements on a scale of 1 to 5, where (1) represents strongly disagree and (5) represents strongly agree. Please circle the appropriate option.

a. I have improved my knowledge and understanding of the subject matter as a result of the assistance that I received from the DBE SSC.      1   2   3   4   5

b. The staff member(s) that assisted was/were polite and courteous.      1   2   3   4   5


c. The staff member(s) that assisted was/were knowledgeable and informative.      1   2   3   4   5

d. My general question(s) were answered. I gained value from this interaction with the DBE Supportive Services Center.      1   2   3   4   5

2) Please provide an overall rating of the workshop from 1 to 5, where (1) represents not satisfied and (5) represents very satisfied.      1   2   3   4   5

3) Please provide any feedback you feel will help to improve the workshop you attended or services offered by the PA DBE Supportive Services Center.  
\_\_\_\_\_  
\_\_\_\_\_


**Event Workshop Survey**

SCAN ME  
  
tinyurl.com/roluhwn

Complete this form from your mobile device!

**Event Workshop**  
**PennDBE Regional Networking Event (East)**

*Collaborative Group Session: Working Lunch*  
*ProRank Business Solutions*



ProRank Business Solutions

Full Name of Person Submitting Form  
\_\_\_\_\_

Email of Person Submitting Form  
\_\_\_\_\_

Company Name of Person Submitting Form  
\_\_\_\_\_

Feedback Topic

Availability Analysis       Utilization Analysis       Disparity Analysis

DBE Goal Analysis       DBE Program Analysis

Topic Suggestions


#1  
\_\_\_\_\_  
\_\_\_\_\_

#2  
\_\_\_\_\_  
\_\_\_\_\_

#3  
\_\_\_\_\_  
\_\_\_\_\_

Location/Session & Date  
\_\_\_\_\_

**Collaborative Group Session Feedback**

SCAN ME  
  
tinyurl.com/u9gr5g7

Complete this form from your mobile device!

**Event Workshop**  
**PennDBE Regional Networking Event (East)**

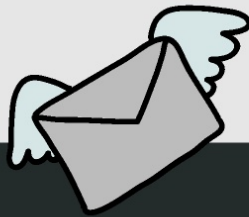
*Collaborative Group Session: Working Lunch*  
*ProRank Business Solutions*

CLICK BELOW TO OPEN & COMPLETE  
<https://tinyurl.com/roluhwn>

CLICK BELOW TO OPEN & COMPLETE  
<https://tinyurl.com/u9gr5g7>

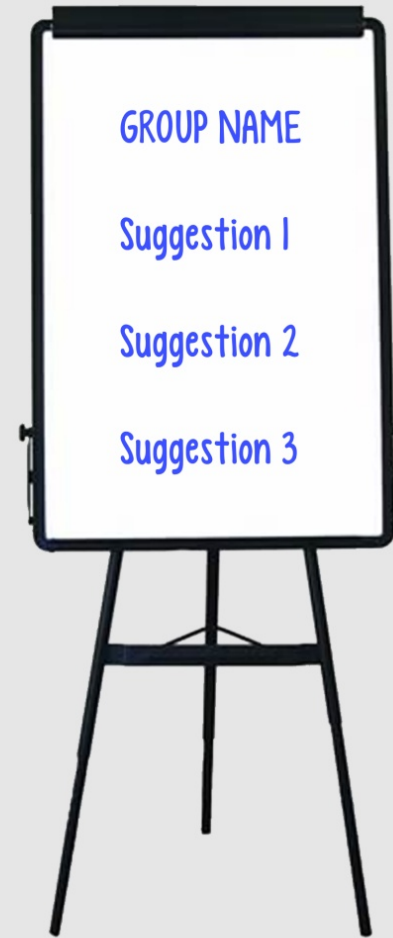
# Ready, set, present!

- **Shortlist** your three best suggestions.
- **Write** them on the whiteboard. Neatly please.
- **Present** your suggestions to the group. You have five minutes. Represent your group well!



## RESULT:

These suggestions will be compiled and provided to PennDOT.



USE THIS FORMAT



HOPEFULLY YOUR  
TEAM MEMBERS  
HAVE NEAT  
HANDWRITING...

## What to expect to get from this group session



- **Feedback** from firms at the ground level.
- **Suggestions** to provide to PennDOT for consideration.
- **Ideas** that can help improve:
  - Overall disparity among DBEs on PennDOT contracts
  - PennDOT DBE Goal Methodology
  - PennDOT DBE Program implementation



**WAYS TO HELP IMPROVE ACCESS FOR DBES AND  
PROMOTE EQUITY IN THE COMMONWEALTH**

# Availability Analysis

## What does "availability" mean?

Availability means the percentage of contract dollars that minority and women owned businesses might be expected to receive based on their availability to perform specific types and sizes of PennDOT's prime contracts and subcontracts.



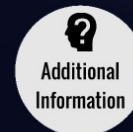
REVIEW



DISCUSS



PRESENT



# GROUP TASK:

Help PennDOT increase DBE availability



**GOAL:** Work together to develop a list of at least 3 written suggestions to help increase PennDOT DBE availability.

- Brainstorm as a group to develop your initial list of suggestions.
- Discuss all suggestions amongst the group.
- Vote and rank the top 3 suggestions.
- Pick a team member to present for group.
- Final feedback will be submitted to PennDOT as DBE focus group suggestions

Please list all additional suggestions as they will be reviewed and submitted to PennDOT as well.

2

12:45-1:10PM (25 MINS)

## DISCUSS



## COLLABORATE & TAKE NOTES

Discuss information with the group. Collaborate to complete the group's tasks. Take notes.

**Designate a presenter to present findings to overall group.**

# 2018 PennDOT Disparity Study Results

Conducted by BBC Research & Consulting

## Availability Analysis

**Figure 5-3.**  
**Overall availability estimates**

Note:

Numbers rounded to nearest tenth of 1 percent and thus may not sum exactly to totals.

For more detail and results by group, see Figure F-2 in Appendix F.

Source:

BBC Research & Consulting availability analysis.

Business group	Availability %
Asian Pacific American-owned	0.3 %
Black American-owned	0.8 %
Hispanic American-owned	0.7 %
Native American-owned	0.1 %
Subcontinent Asian American-owned	0.2 %
Non-Hispanic white woman-owned	8.2 %
<b>Total Minority- and Woman-owned</b>	<b>10.4 %</b>

**QUESTION: What does this mean for DBEs?**



# 2018 PennDOT Disparity Study Results

Conducted by BBC Research & Consulting

## Availability Analysis

**QUESTION**  
 What does this mean for DBEs?

**Figure 5-4. Availability estimates by contract role**

Note:  
 Numbers rounded to nearest tenth of 1 percent and thus may not sum exactly to totals.  
 For more detail, see Figures F-7 and F-8 in Appendix F.

Source:  
 BBC Research & Consulting availability analysis.

Business group	Contract role	
	Prime contracts	Subcontracts
Asian Pacific American-owned	0.3 %	0.3 %
Black American-owned	0.1 %	2.4 %
Hispanic American-owned	0.4 %	1.5 %
Native American-owned	0.1 %	0.1 %
Subcontinent Asian American-owned	0.2 %	0.3 %
Non-Hispanic white woman-owned	4.8 %	16.6 %
<b>Total Minority- and Woman-owned</b>	<b>6.0 %</b>	<b>21.3 %</b>

**Figure 5-5. Availability estimates by funding source**

Note:  
 Numbers rounded to nearest tenth of 1 percent and thus may not sum exactly to totals.  
 For more detail, see Figures F-22 and F-23 in Appendix F.

Source:  
 BBC Research & Consulting availability analysis.

Business group	Funding	
	FHWA	State
Asian Pacific American-owned	0.3 %	0.3 %
Black American-owned	0.8 %	0.6 %
Hispanic American-owned	0.7 %	0.7 %
Native American-owned	0.1 %	0.1 %
Subcontinent Asian American-owned	0.2 %	0.2 %
Non-Hispanic white woman-owned	8.4 %	7.7 %
<b>Total Minority- and Woman-owned</b>	<b>10.6 %</b>	<b>9.6 %</b>

# Additional Information

# Utilization Analysis

*What does "utilization" mean?*

The percentage of contract dollars, including subcontract dollars, that PennDOT spent with minority and woman-owned businesses during the study period.



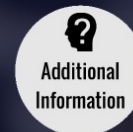
REVIEW



DISCUSS



PRESENT



# GROUP TASK:

Help PennDOT increase DBE utilization



**GOAL:** Work together to develop a list of at least 3 written suggestions to help increase DBE utilization on PennDOT projects.

- Brainstorm as a group to develop your initial list of suggestions.
- Discuss all suggestions amongst the group.
- Vote and rank the top 3 suggestions.
- Pick a team member to present for the group.
- Final feedback will be submitted to PennDOT as DBE focus group suggestions.

Please list all additional suggestions as they will be reviewed and submitted to PennDOT as well.

2

12:45-1:10PM (25 MINS)

## DISCUSS



## COLLABORATE & TAKE NOTES

Discuss information with the group. Collaborate to complete the group's tasks. Take notes.

**Designate a presenter to present findings to overall group.**

# 2018 PennDOT Disparity Study Results

Conducted by BBC Research & Consulting

## Utilization Analysis

**Figure 6-1.**  
**Overall utilization results**

Note:

Numbers rounded to nearest tenth of 1 percent. Numbers may not add to totals.

For more detail, see Figure F-2 in Appendix F.

Source:

BBC Research & Consulting utilization analysis.

**QUESTION:** What does this mean for DBEs?

	Utilization
<b>Minority- and Woman-owned</b>	
Asian Pacific American-owned	0.6 %
Black American-owned	0.7 %
Hispanic American-owned	0.9 %
Native American-owned	0.2 %
Subcontinent Asian American-owned	0.5 %
Non-Hispanic white woman-owned	<u>8.5 %</u>
<b>Total Minority- and Woman-owned</b>	<b>11.5 %</b>
<b>DBEs</b>	
Asian Pacific American-owned	0.4 %
Black American-owned	0.6 %
Hispanic American-owned	0.9 %
Native American-owned	0.2 %
Subcontinent Asian American-owned	0.3 %
Non-Hispanic white woman-owned	<u>4.6 %</u>
<b>Total DBEs</b>	<b>7.1 %</b>

# 2018 PennDOT Disparity Study Results

Conducted by BBC Research & Consulting

## Utilization Analysis

**Figure 6-2.**  
**Utilization results by contract role**

Note:

Numbers rounded to nearest tenth of 1 percent. Numbers may not add to totals.

For more detail, see Figures F-7 and F-8 in Appendix F.

Source:

BBC Research & Consulting utilization analysis.

Business group	Contract role	
	Prime contracts	Subcontracts
Asian Pacific American-owned	0.1 %	2.1 %
Black American-owned	0.1 %	2.1 %
Hispanic American-owned	0.1 %	3.0 %
Native American-owned	0.0 %	0.8 %
Subcontinent Asian American-owned	0.1 %	1.5 %
Non-Hispanic white woman-owned	4.1 %	19.7 %
<b>Total Minority- and Woman-owned</b>	<b>4.5 %</b>	<b>29.1 %</b>

**QUESTION:** What does this mean for DBEs?

# 2018 PennDOT Disparity Study Results

Conducted by BBC Research & Consulting

## Utilization Analysis

**Figure 6-4.**  
**Utilization results by industry**

Note:

Numbers rounded to nearest tenth of 1 percent and thus may not sum exactly to totals.

For more detail and results by group, see Figures F-5 and F-6 in Appendix F.

Source:

BBC Research & Consulting utilization analysis.

Business group	Industry	
	Horizontal construction	Construction-related engineering and professional services
Asian Pacific American-owned	0.6 %	0.8 %
Black American-owned	0.8 %	0.2 %
Hispanic American-owned	0.8 %	1.3 %
Native American-owned	0.3 %	0.1 %
Subcontinent Asian American-owned	0.1 %	2.3 %
Non-Hispanic white woman-owned	<u>8.1 %</u>	<u>10.4 %</u>
<b>Total Minority- and Woman-owned</b>	<b>10.7 %</b>	<b>15.2 %</b>

**QUESTION: What does this mean for DBEs?**





# Disparity Analysis

## *What does "disparity" mean?*

Local marketplace conditions for disadvantaged and diverse businesses.

## *What does "disparity index" mean?*

A disparity index of 100 indicates parity between actual participation, or utilization, and availability. That is, participation of a particular business group was largely in line with its availability. A disparity index of less than 100 indicates a disparity between participation and availability. That is, a particular business group was underutilized relative to its availability. Finally, a disparity index of less than 80 indicates a substantial disparity between participation and availability. That is, a particular business group was substantially underutilized relative to its availability.



**2018 Disparity  
Study Results**

**1**

**REVIEW**



**Group Task**

**2**

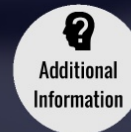
**DISCUSS**



**Whiteboard  
Shortlist**

**3**

**PRESENT**



# GROUP TASK:

Help PennDOT decrease DBE disparity



**GOAL:** Work together to develop a list of at least 3 written suggestions to help decrease DBE disparity on PennDOT projects.

- Brainstorm as a group to develop your initial list of suggestions.
- Discuss all suggestions amongst the group.
- Vote and rank the top 3 suggestions.
- Pick a team member to present for group.
- Final feedback will be submitted to PennDOT as DBE focus group suggestions.

Please list all additional suggestions as they will be reviewed and submitted to PennDOT as well.

2

12:45-1:10PM (25 MINS)

## DISCUSS



## COLLABORATE & TAKE NOTES

Discuss information with the group. Collaborate to complete the group's tasks. Take notes.

**Designate a presenter to present findings to overall group.**

# 2018 PennDOT Disparity Study Results

Conducted by BBC Research & Consulting

## Disparity Analysis

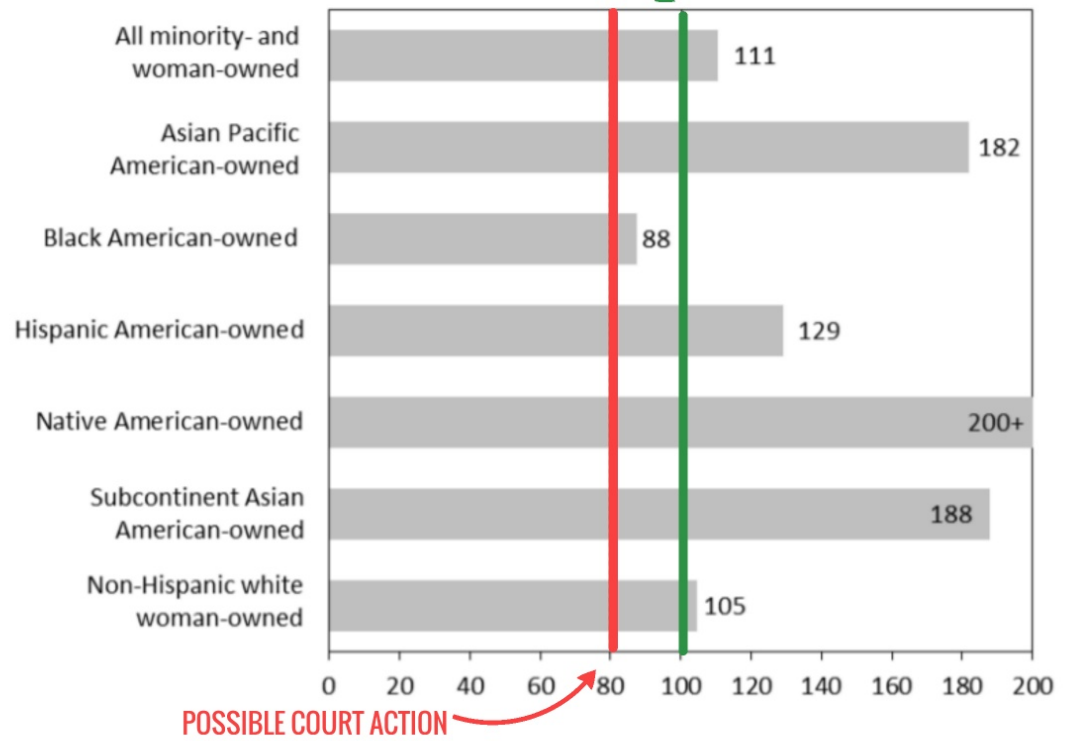
**Figure 7-2.**  
**Disparity indices by group**

Note:  
For more detail, see Figure F-2 in  
Appendix F.

Source:  
BBC Research & Consulting disparity  
analysis.

**QUESTION:** What does  
this mean for DBEs?

PARITY (AVAILABILITY = UTILIZATION)



# 2018 PennDOT Disparity Study Results

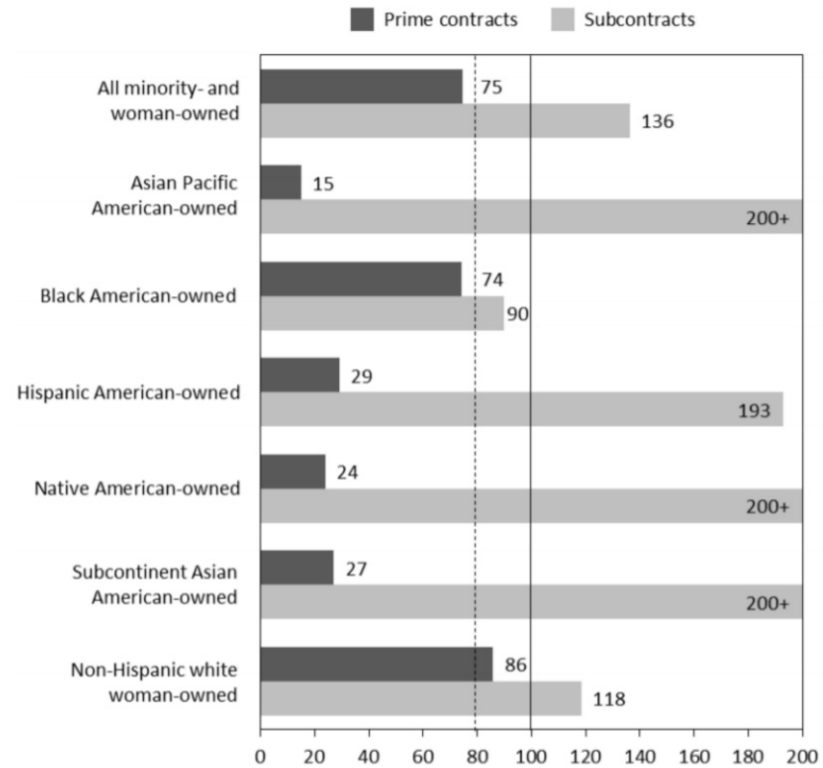
Conducted by BBC Research & Consulting

## Disparity Analysis

**Figure 7-3.**  
**Disparity indices for prime contracts and subcontracts**

Note:  
For more detail, see Figures F-7 and F-8 in Appendix F.

Source:  
BBC Research & Consulting  
disparity analysis.



**QUESTION: What does this mean for DBEs?**

# 2018 PennDOT Disparity Study Results

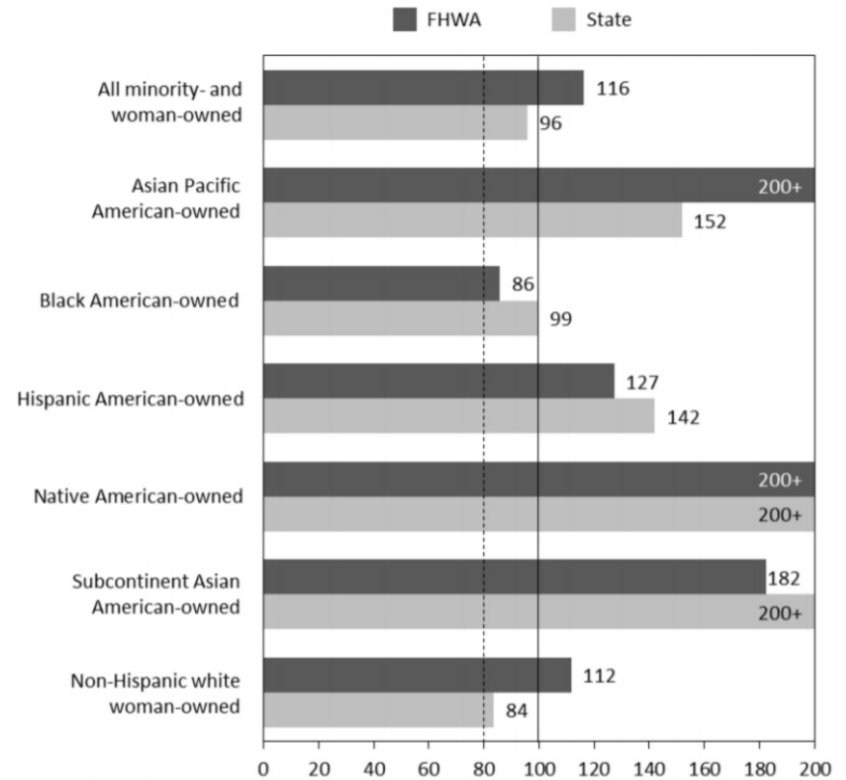
Conducted by BBC Research & Consulting

## Disparity Analysis

**Figure 7-5.**  
**Disparity analysis results**  
**by funding source**

Note:  
For more detail, see Figures  
F-22 and F-23 in Appendix F.

Source:  
BBC Research & Consulting  
disparity analysis.



**QUESTION:**  
What does this  
mean for DBEs?

# 2018 PennDOT Disparity Study Results

Conducted by BBC Research & Consulting

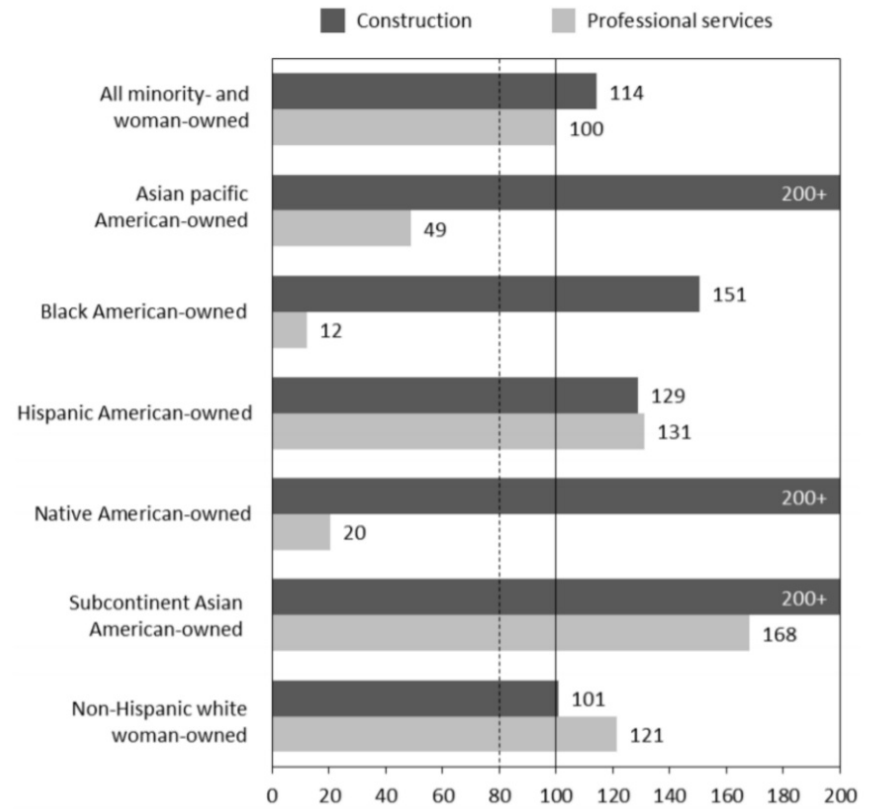
## Disparity Analysis

**Figure 7-6**  
**Disparity analysis results**  
**by relevant industry**

Note:  
For more detail, see Figures  
F-5 and F-6 in Appendix F.

Source:  
BBC Research & Consulting  
disparity analysis.

**QUESTION: What does  
this mean for DBEs?**





# DBE Goal Analysis

*What do the terms "race conscious" and "race neutral" mean?*

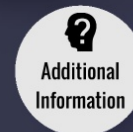
Race and genderneutral measures are measures that are designed to encourage the participation of all small businesses in PennDOT contracting. In contrast, race and genderconscious measures are designed to specifically encourage the participation of minority and womanowned businesses in PennDOT contracting.



REVIEW



DISCUSS



PRESENT



# GROUP TASK:

Help PennDOT strengthen the DBE goal methodology



**GOAL:** Work together to develop a list of at least 3 written suggestions to help strengthen the PennDOT DBE Goal Methodology.

- Brainstorm as a group to develop your initial list of suggestions.
- Discuss all suggestions amongst the group.
- Vote and rank the top 3 suggestions.
- Pick a team member to present for group.
- Final feedback will be submitted to PennDOT as DBE focus group suggestions.

Please list all additional suggestions as they will be reviewed and submitted to PennDOT as well.

2

12:45-1:10PM (25 MINS)

## DISCUSS



Pen & Paper



## COLLABORATE & TAKE NOTES

Discuss information with the group. Collaborate to complete the group's tasks. Take notes.

Designate a presenter to present findings to overall group.

# 2018 PennDOT Disparity Study Results

Conducted by BBC Research & Consulting

## DBE Goal Analysis

**QUESTION:**  
What does  
this mean  
for DBEs?

**Figure 9-1.**  
**Availability components of the base figure**  
**(based on availability of potential DBEs for FHWA-funded transportation contracts)**

Business group	Industry		Total
	Horizontal construction	Construction-related engineering and professional services	
Asian Pacific American-owned	0.5	1.5	0.3
Black American-owned	0.1	1.5	0.7
Hispanic American-owned	0.0	0.9	0.7
Native American-owned	0.7	0.6	0.1
Subcontinent Asian American-owned	0.0	1.1	0.2
Non-Hispanic white woman-owned	8.0	5.7	7.6
<b>Total Minority- and Woman-owned</b>	<b>9.3</b>	<b>11.3</b>	<b>9.7</b>

Note: Numbers rounded to nearest tenth of 1 percent and thus may not sum exactly to totals.

Source: BBC Research & Consulting availability analysis.



# DBE Program Analysis

*What can be done to address disparity within the program?*

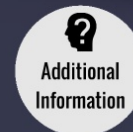
The legal framework surrounding PennDOT's implementation of the Federal DBE Program and the DB Program; Contracting practices and business programs that PennDOT currently has in place. How can they be improved?



REVIEW



DISCUSS



PRESENT

# GROUP TASK:

Help PennDOT improve implementation of the DBE Program



**GOAL:** Work together to develop a list of at least 3 written suggestions to help improve PennDOT DBE Program implementation.

- Brainstorm as a group to develop your initial list of suggestions.
- Discuss all suggestions amongst the group.
- Vote and rank the top 3 suggestions.
- Pick a team member to present for group.
- Final feedback will be submitted to PennDOT as DBE focus group suggestions.

Please list all additional suggestions as they will be reviewed and submitted to PennDOT as well.

2

12:45-1:10PM (25 MINS)

## DISCUSS



Pen & Paper



## COLLABORATE & TAKE NOTES

Discuss information with the group. Collaborate to complete the group's tasks. Take notes.

**Designate a presenter to present findings to overall group.**

# 2018 PennDOT Disparity Study Results

Conducted by BBC Research & Consulting

## DBE Program Analysis

**QUESTION:**  
What does  
this mean  
for DBEs?

**Figure 9-1.**  
**Availability components of the base figure**  
**(based on availability of potential DBEs for FHWA-funded transportation contracts)**

Business group	Industry		Total
	Horizontal construction	Construction-related engineering and professional services	
Asian Pacific American-owned	0.5	1.5	0.3
Black American-owned	0.1	1.5	0.7
Hispanic American-owned	0.0	0.9	0.7
Native American-owned	0.7	0.6	0.1
Subcontinent Asian American-owned	0.0	1.1	0.2
Non-Hispanic white woman-owned	8.0	5.7	7.6
<b>Total Minority- and Woman-owned</b>	<b>9.3</b>	<b>11.3</b>	<b>9.7</b>

Note: Numbers rounded to nearest tenth of 1 percent and thus may not sum exactly to totals.

Source: BBC Research & Consulting availability analysis.

