

Investing in Portland's Future

PDC

PORTLAND DEVELOPMENT COMMISSION

**DIVERSITY IN CONTRACTING
&
WORKFORCE TRAINING REPORT**

FISCAL YEAR 03/04



FISCAL YEAR 2003/2004 ANNUAL REPORT

TABLE OF CONTENT:

	Page
1. Summary and Key Findings.....	1
• Overall PDC M/W/ESB Utilization	
• Construction Utilization	
• Professional Services Utilization	
• Workforce Training and Hiring Efforts	
• Other Significant Accomplishments for FY 03/04	
2. Background and History	6
3. Partnering	10
4. Summary of PDC Programs.....	13
Good Faith Effort Program	
Workforce Training and Hiring Program	
Prep-Apprentice Training Program (PAT)	
Equal Employment Opportunity Compliance	
Sheltered Market Program	
Technical Assistance Program	
Direct Services Contract Program	
Project Management Training Efforts	
5. PDC Outreach Efforts	15
6. Analysis of 2003/04 Program Results.....	18
7. Future Strategies.....	24
8. 2003/04 Utilization Reports	26

1. Summary and Key Findings

Historically, the Commission has encouraged and facilitated the participation of minority-owned business enterprises (MBE) and women-owned business enterprises (WBE) on its projects and operations. In December of 1997, the Commission adopted a more formalized set of programs targeting emerging small businesses (ESB) as well as M/WBE participation.

On January 1, 2001, the Commission took further measures to be more inclusive of M/W/ESB firms by expanding its ESB Good Faith Effort Program to include M/WBEs. On March 1, 2002, PDC Board of Commissioners increased PDC's M/W/ESB utilization goal from 10 percent to 20 percent. PDC also streamlined its M/W/ESB Good Faith Effort Program to track subcontracting more thoroughly by formulating diversity teams within PDC to troubleshoot an array of project specific concerns more uniformly.

Early in 2002, PDC established the Contracting Advisory Committee (CAC), appointed Tyrone Henry (PDC Contracts Compliance Coordinator) as its chairman, and selected representatives from PDC's Development, Legal, Economic Development and Housing Departments to participate on the committee. The charge of the CAC was to discuss the M/W/ESB Good Faith Effort Program and determine the best approach to broaden subcontracting opportunities in each PDC department and for different types of projects. The CAC hosted meetings with various construction contractors to discuss possible ways to increase M/W/ESB utilization and improve tracking capabilities. Although the Committee completed its work in June 2002 and no longer meets as a group, PDC's M/W/ESB Team continues to consult with PDC staff, general contractors and members of the American Contractors Compliance Association (ACCA) to solicit ideas to broaden opportunities for M/W/ESBs.

Overall Utilization

In FY 03/04, the overall M/W/ESB utilization percentage rose dramatically from the previous year (FY 02/03 21.15 percent Vs. FY 03/04 30.13 percent). The most notable increase in utilization was in the MBE category which jumped sharply from 4.37 percent to 12.4 percent in FY 03/04. Also, even though the overall dollars expended decreased significantly from the previous year, the dollars spent with minority contractors increased by over \$400,000. One contractor in particular, Seabold Construction, worked on five projects that accounted for \$1,429,815 in MBE utilization, equaling 43.76 percent of the entire MBE utilization for the year. Seabold Construction set the standard for establishing similar results with other general contractors bidding on future PDC projects.

The overall M/W/ESB utilization percentage reflects an increase of almost 8 percentage points from the previous year. Total expenditures decreased due to the completion of several large projects in FY 02/03 as well as additional projects nearing completion after having reported their initial M/W/ESB utilization in FY 02/03.

	<u>FY 2002/03</u>		<u>FY 2003/04</u>	
Total PDC Contract Expenditures	\$62,437,662		\$26,221,411	
• Overall PDC M/W/ESB Utilization	21.15%	\$13,205,228	30.13%	\$7,900,113
MBE	4.37%	\$2,725,437	12.46%	\$3,267,064
WBE	3.96%	\$2,472,119	6.89%	\$1,807,869
ESB	12.83%	\$8,007,672	10.77%	\$2,825,180

Construction Utilization

While the total expenditures for construction fell considerably for the reasons mentioned above, the M/W/ESB utilization percentage increased by 14.52 percentage points to a record 36.82 percent and the total number of reported construction projects rose from 24 to 26. Utilization percentages increased for all three M/W/ESB categories.

	<u>FY 2002/03</u>		<u>FY 2003/04</u>	
Total PDC Construction Expenditures	\$57,434,565		\$19,144,969	
• Construction Subcontracting Utilization	22.30%	\$12,809,197	36.82%	\$7,048,923
MBE	4.50%	\$2,585,830	15.87%	\$3,038,480
WBE	4.00%	\$2,298,605	6.40%	\$1,224,902
ESB	13.80%	\$7,924,762	14.55%	\$2,785,541

Professional Services Prime Contractor Utilization

PDC's Professional Service utilization totals increased in dollar volume and in percentage. Both minority and women-owned business categories increased significantly with the emerging small business category dipping slightly. Of the 34 total M/W/ESB Professional Service contracts, 30 were below PDC's "Informal Solicitation" threshold of \$52,394. This point is notable in that the agency's purchasing guidelines allow PDC staff greater flexibility at the "Informal Solicitation" levels. The increase in contracts in general and below the "Informal Solicitation" threshold in particular demonstrates PDC's agency wide commitment to the M/W/ESB community.

	<u>FY 2002/03</u>		<u>FY 2003/04</u>	
Total Expenditures	\$5,003,097		\$6,216,073	
• Professional Services Prime Contractor Utilization	7.92%	\$396,031	11.99%	\$745,561
MBE	2.79%	\$139,607	3.66%	\$227,634
WBE	3.47%	\$173,514	7.69%	\$478,288
ESB	1.66%	\$82,910	.64%	\$39,639

Professional Services Subcontractor Utilization

Beginning July 2003, PDC required all PDC Professional Service Solicitations to follow M/W/ESB Good Faith Effort Program subcontracting guidelines for contracts of \$100,000 or greater when PDC is the contract owner. Expanding M/W/ESB goals to include these large contracts has created more sub consulting opportunities for M/W/ESB firms. As this is a new undertaking, results have been mixed with the combined utilization for five projects equaling 12.28 percent of the contract totals.

FY 2003/04

Total Expenditures	\$860,369	
• Professional Services Subcontractor Utilization	12.28%	\$105,629
MBE	.11%	\$950
WBE	12.17%	\$104,679
ESB	0%	\$0

Workforce Training and Hiring Program

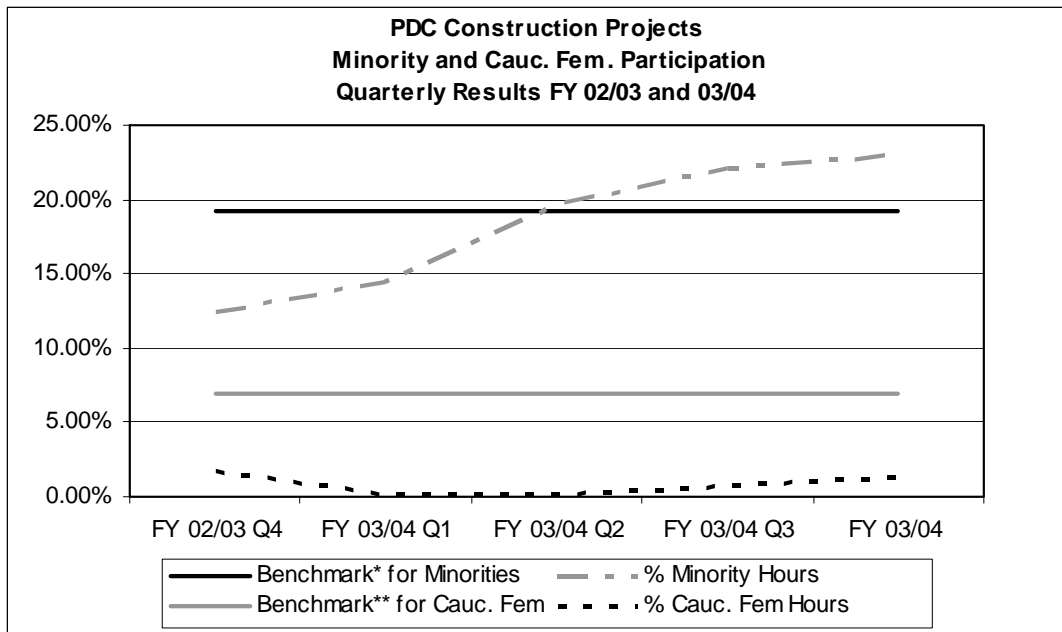
In March 2004, PDC implemented the City's revisions to the Workforce Training & Hiring Program, which raised the minimum apprenticeship requirement from 17 to 20 percent. During FY 03/04, apprentices worked over 111,000 hours, or 21.76 percent of "Total PDC Project Workforce Hours", a slight dip, when compared to FY 02/03. While most projects reported in this fiscal year maintain the 17 percent apprenticeship requirement, in the future, overall apprentice levels will most likely increase as a result of the increased apprenticeship requirements.

During FY 03/04, the City Bureau of Purchases monitored participation on 22 projects – significantly more than the 14 monitored in FY 02/03. While the total hours worked increased by 20,256 hours, minority hours worked nearly doubled from FY 02/03.

For FY 03/04, the 17 percent apprenticeship goal was surpassed and was just a fraction under the new 20 percent goal. Minority / Female Apprenticeship Hours, as a percent of Apprentice Hours, rose slightly, when compared to last year's total, but dipped when measured against the "Total PDC Project Hours" worked. Unfortunately, hours reported for female workers continue to decline. This trend dates back to FY 00/01. Chart 1.0, below, shows the percent of "Minority and Caucasian Female" participation, as compared to benchmarks established from Equal Employment Opportunity data collected by the City of Portland.

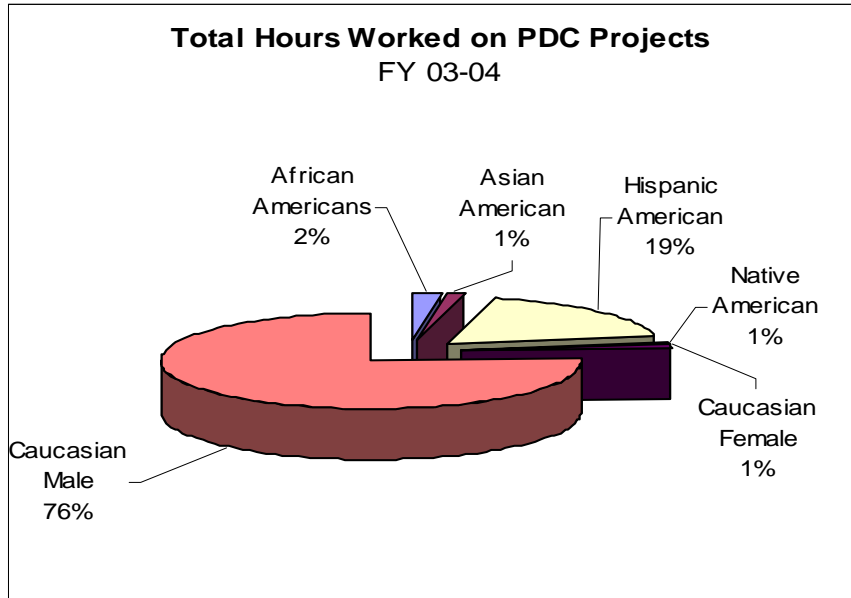
• Workforce Training and Hiring Efforts				
	FY 2002/03		FY 2003/04	
Total PDC Project Workforce Hours	490,812		511,338	
Minority Hours Worked	60,867	12.40%	117,836	23.04%
Caucasian Females	8,286	1.69%	6,618	1.29%
Apprenticeship Hours	123,114	25.08%	111,289	21.76%
Minority / Female Apprenticeship Hours	23,329	4.75%	21,184	4.14%
Minority & Female Apprentice hours as a Percent of Apprentice Hours	18.95%		19.04%	

Chart 1.0



Hours worked by Hispanic Americans more than doubled last fiscal year, as did their percent of participation. Hours worked by African Americans also reflect an increase over the previous fiscal year, although only slightly. Hours for both Native Americans and Asian Americans dipped slightly.

Chart 1.1



• **Other Significant Accomplishments for FY 03/04:**

- ✓ Instituted the Prep-Apprentice Training (PAT) Program on a second project (Villa de Mariposas). This program provides entry level construction work experience for women and minorities on PDC construction projects in preparation for apprenticeship programs. With the Villa de Mariposas nearing completion, results to date indicate the program has been successful in creating opportunities for women and minorities at the pre apprentice level.
- ✓ Participated in the annual Minority Enterprise Development Week Tradeshow.
- ✓ Participated in the annual Oregon Association of Minority Entrepreneurs Tradeshow.
- ✓ Presented at the Native American “Trading at the River” Conference.
- ✓ Served on the advisory board of Oregon Tradeswomen Inc. and participated in the three-day Oregon Tradeswomen Trades Fair.
- ✓ Served on the Oregon Department of Transportation’s ESB Advisory Committee.
- ✓ Served on Youth Employment Institute (YEI alternative H.S.) Advisory Board to encourage more youth to enter the construction trades.
- ✓ Attended the American Contract Compliance Association’s 17th Annual Conference.
- ✓ Created an M/W/ESB informational web page with contracting opportunities and key contact information for M/W/ESB contractors. (www.pdc.us/mwesb).
- ✓ Coordinated outreach efforts with large private firms and general contractors.
- ✓ Participated in the Breakfast of Champions forums.
- ✓ Cultivated joint ventures between majority and M/W/ESB construction firms to accommodate larger projects.

Detailed information about the above accomplishments will be provided in section six of the report.

2. Background and History

Local Government Affirmative Action Contracting

In January 1989, through the case of *Richmond vs. Croson*, the United States Supreme Court determined that states and municipalities would be required to provide findings of discrimination in specific trades and minority groups in order to utilize race or gender-based remedies. This ruling ended the minority and women-owned business utilization goal-oriented programs that required a certain percentage of participation in local and state procurement. While the minority and women-owned business utilization programs prior to the Supreme Court decision were in many cases inadequate and poorly focused, they were relatively simple and inexpensive to maintain. Unfortunately, the court mandate significantly increased the costs and required resources to implement programs. The change in government focus has resulted in a greater understanding of the challenges minorities and women face in their respective industry, along with better program development for the minority and women-owned business community.

Federal Government Affirmative Action Contracting

In June 1995, in *Adarand vs. Peña*, the United States Supreme Court published a decision requiring that minority and women utilization programs be subjected to the same scrutiny for federally-funded projects as the *Richmond v. Croson* decision mandated for local and state publicly-funded projects.

Disparity Study Commissioned

In late 1995, a consortium of ten Oregon local and regional governmental entities commissioned a study to address public construction participation by minorities and women in the various construction trades. The study also addressed the awarding of public contracts for architecture and engineering services associated with construction projects.

The consortium agencies were: Cities of Portland and Gresham, Portland Development Commission, Multnomah and Washington Counties, Metro, Oregon Department of Transportation, Oregon Department of Administrative Services, Oregon State System of Higher Education and Tri-Met. Jurisdictional representatives hoped that the study would provide information to assist them in formulating policies to improve opportunities for minority and women-business owners and laborers working in the regional construction industry. The studies stated objectives were:

- To examine each Consortium member's public construction contracting methods to ascertain whether existing processes were affected by race or gender discrimination.
- To examine the complex world of public procurement systems affecting public contracting and construction-related professional services for all contractors, regardless of race and gender, and highlight opportunities to improve service for all participants.

- To study apprenticeship training and employment in the construction trades and determine whether a substantial nexus between apprenticeship-journey work and construction business ownership exists. To examine whether existing programs are affected by race or gender discrimination, and identify how these programs could be improved.

Disparity Study Findings

It should be stated that the Disparity Study conducted by Mason Tillman Associates, Ltd., although engaged in a rigorous process of interviews, surveys, data collection and workflow analysis, at the time is now 10 years outdated. The study period was from July 1, 1991 through June 30, 1994 covering the Portland metropolitan area. The final report was released in May 1996 and was comprised of thirteen volumes, including detailed statistical and anecdotal historical contracting data for consortium member agencies. Since then, the number of Minority, Women, Emerging Small Business and Disadvantage Business Enterprise Contractors has increased immensely and a current M/W/ESB/DBE availability grid of the M/W/ESB/DBE certification statistics has been provided by the Office of Minority, Women and Emerging Small Business. Although disparity studies are costly and time consuming, the Portland Metropolitan Region is long overdue for an updated study to take place in order that public agencies and private firms might withstand potential legal challenges associated with subcontracting and general contracting bids. M/W/ESB/DBE firms have also evolved in the past decade and are more capable of bonding and performing on larger projects. The Business Advocacy Group (BAG) plans to thoroughly investigate a process for instituting an updated Disparity Study at our February 05 BAG Retreat.

One section in the Executive Summary of the report was written by local historian, Elizabeth McLagan. Ms. McLagan astutely captured the discriminatory actions and attitudes prevalent in the City of Portland's early history. This Executive Summary is available upon request.

The most notable findings of the 1996 Disparity Study are listed below:

- There were estimated 1,894 available construction companies and 471 available architectural and engineering firms in the study area.
- On average, 47 percent of minority and women-business owners reported experiencing harassment, intimidation or unreasonable pressure on the job.
- More than 52 percent of that group had also experienced barriers due to the "good old boy" network, which prevented them from being hired.
- Once contracts were awarded, 53 percent of M/WBE participants who were interviewed reported difficulties with reductions in their scope of work after work commenced.
- In no instance did any consortium member-agency possess complete data on subcontracting and 59 percent of the subcontractors could not be verified.
- It was estimated that less than 25 percent of the contractors utilized during the period studied were state licensed, despite legal requirements that they all be licensed with the state.
- White males received two out of three construction subcontracts and three out of four architecture and engineering subcontracts. The examination of whether contracts were distributed equitably based on availability showed that minority and women-business owners were discriminated against. During the period studied, minority and women-business owners

“lost” an estimated 126 construction contracts worth more than \$2 million, and 55 architectural and engineering contracts worth almost \$4 million.

- Most of the contracts are awarded to the same M/WBE firms, according to a special “high use” analysis that examined firms receiving more than five contracts.

Construction Availability - Resulting from the Disparity Studies analysis, 1,894 construction companies were considered ready, willing and able to provide construction services to the Portland metropolitan area. The following is a demographic breakdown of those identified businesses:

- African American: 71 firms/3.75 percent
- Asian American: 32 firms/1.69 percent
- Hispanic American: 77 firms/4.07 percent
- Native American: 41 firms/2.16 percent
- Caucasian Females: 218 firms/11.51 percent
- Caucasian Males: 1,455 firms/76.82 percent

Architecture and Engineering Availability – There were an estimated 471 ready, willing and able architecture or engineering companies in the Portland metropolitan area. The demographic breakdown of those available businesses shown below:

- African American: 15 firms/3.18 percent
- Asian American: 24 firms/5.10 percent
- Hispanic American: 13 firms/2.76 percent
- Native American: 5 firms/1.06 percent
- Caucasian Female: 93 firms/19.75 percent
- Caucasian Male: 321 firms/68.15 percent

The Commission's Response

In December 1997, through PDC Resolution No. 3971, the Commission adopted an implementation plan to create programs addressing the Disparity Study findings and establish participation in a Workforce Training and Hiring Program to promote future M/W/ESB contractors availability. The Commission’s directives also included development of partnerships with other government agencies and a catalog of detailed outreach activities to be implemented by PDC staff to facilitate established objectives. In December 1998, the first annual Contracting Diversity Report was presented to the Commission with an analysis of program results and confirmation of the positive impact these efforts have had on the Portland community. This report summarizes each of the PDC programs under tab four.

The Commission has changed and refined these programs over the past five years. To update the public on current M/W/ESB/DBE availability throughout the state, PDC has included a grid of the current M/W/ESB/DBE certification statistics from the State of Oregon’s Office of Minority, Women and Emerging Small Businesses.

Table 2.0
The Office of Minority, Women and Emerging Small Business

Current Certifications by Program

Certification Program	Number of Certifications Active on 12/26/01	Number of Certifications Active on 6/7/02	Number of Certifications Active on 2/4/03	Number of Certifications Active on 7/1/03	Number of Certifications Active on 01/1/04	Number of Certifications Active on 7/1/04
Disadvantaged Business Enterprise (Includes those who also have other certifications)	572	544	534	559	544	558
Minority Business Enterprise (Includes those who also have other certifications)	361	357	363	398	407	398
Women Business Enterprise (Includes those who also have other certifications)	650	648	667	721	727	720
Emerging Small Business (Includes those who also have other certifications)	595	615	587	609	620	607
Total Certifications	2,178	2,164	2,151	2,287	2,298	2,283
Total number of firms that are certified	1,417	1,428	1,419	1,495	1,507	1,491

The statistics above reflect multiple certifications by individual firms.

3. Partnering

The Disparity Programs

The funding for the 1995 Disparity Study was provided by a consortium of local jurisdictions and agencies:

*Portland Development Commission
Tri-Met
Oregon Department of Transportation
Department of Administrative Services
Oregon State System of Higher Education*

*City of Portland
City of Gresham
Washington County
Multnomah County
Metro*

PDC collaborated with several of these agencies to implement targeted programs recommended in the Disparity Study. The partnering effort has resulted in better resource utilization, more uniformity in the program implementation and a stronger united front for support for these programs, thus providing all partners a bigger bang for the buck throughout the contracting community.



Investing in Portland's Future



Many of the disparity programs have been implemented in conjunction with other local, regional and state governments and agencies. Through these collaborative efforts, the programs have received wider acceptance and been more successful for each participating organization. In addition, the agencies have coordinated outreach activities and resources to better serve the M/W/ESB community.

Programs

Implemented Jointly

Sheltered Market Program	PDC, City of Portland, Multnomah County
Technical Assistance Program	PDC, City of Portland, Multnomah County
Outreach Events	PDC, Local Unions, BAG, PSU
M/W/ESB Good Faith Effort Program	PDC, City of Portland, Multnomah County
Workforce Training & Hiring Program	PDC, City of Portland, Multnomah County
Regional Workforce Efforts	Approximately 50 public and private partners, including PDC, City of Portland, Multnomah County, Associated General Contractors, Bureau of Labor and Industries, Housing Authority of Portland, Unions, Contractors and

In addition to program coordination, PDC has partnered with other agencies to develop regional strategies that further program goals and taken the lead on many of these strategies.

Regional Consortium for Historically Underutilized Businesses

The Regional Consortium for Historically Underutilized Businesses (RCHUB) was formed in 1997 to address issues related to contracting and employment for minorities and women. As recommended in the Disparity Study, this group provides a vehicle for sharing of information about M/W/ESB program development and impact. The RCHUB meets quarterly with representation from the following agencies:

- Oregon Department of Transportation**
- Oregon Department of Administrative Services**
- Office of Minority, Women and Emerging Small Business**
- Office of the Governor**
- City of Portland**
- Portland Development Commission**
- Port of Portland**
- Metro**
- Tri-Met**
- Multnomah County**
- Washington County**
- Portland Community College**

Business Advocacy Group

The Business Advocacy Group (BAG) is a consortium of representatives from the public and not-for-profit sector, which includes PDC, City of Portland's Bureau of Purchasing, Tri-Met, Multnomah County, Housing Development Center (HDC), Port of Portland, Oregon Department of Transportation, Portland Community College (PCC) and the Housing Authority of Portland (HAP). The BAG promotes the development of a business climate that increases the success of M/W/ESBs as well as Disadvantaged Business Enterprises (DBEs). The BAG sponsors and facilitates at least three outreach events per year to educate M/W/ESB/DBEs and maximize contracting opportunities.

Minority Business Opportunity Committee

The Minority Business Opportunity Committee (MBOC) provides minority and women-owned businesses with contract and procurement opportunities in the public and private sectors. The MBOC also facilitates access to business development resources designed to enhance growth and self-sufficiency in domestic and international market places. Each year MBOCs around the country play host to the nation's largest minority business celebration called the Minority Enterprise Development Week (MED-Week). The MBOC's annual trade fair and luncheon provides minority and women-owned businesses a national stage in which to sport their technical and retail wares to larger conglomerates and the general population with hopes of securing contracts. The MBOC has representatives from most local public agencies as well as a number of prominent local private businesses.

4. Summary of PDC Programs

Good Faith Effort Program

This PDC program was originally created to provide contracting opportunities for state-certified Emerging Small Businesses (ESB) on construction-related projects of \$200,000 or greater and subcontracting of \$100,000 or greater.

On January 1, 2001, the ESB Good Faith Effort (GFE) Program was streamlined to allow PDC to track the subcontracting efforts more thoroughly, tie reporting to funds disbursements (in the event we choose to withhold funds for non-compliance issues) and simplify the reporting requirements for contractors. Other program changes included:

- Program name was changed to M/W/ESB Good Faith Effort Program.
- Monthly reporting requirement was replaced with an initial and final reporting requirement, unless significant changes were made to subcontracts, which then requires an updated subcontractor utilization form be submitted.
- Compliance Forms modified to include Construction Contractors Board Numbers for all subcontractors and the State Certification Numbers for M/W/ESB subcontractors.
- E-mail was added as an option for reporting requirements.
- GFE Forms were simplified to require only tracked information.
- Submission and contact information was clarified to simplify reporting.

On March 1, 2002, another major change was made to the program. PDC's 10 percent M/W/ESB utilization goal was increased to 20 percent. This change has challenged PDC to increase the dollars spent within the M/W/ESB community.

The program continues to require all prime contractors to make every effort in reaching a goal of 20 percent M/W/ESB subcontractor utilization. The contractor is required to provide PDC with GFE supporting documentation if the 20 percent M/W/ESB utilization is not met. Supporting documentation includes outreach efforts to M/W/ESB firms for all subcontracted areas, follow-up contact logs and submission of all M/W/ESB bids for review by PDC.

Starting July 2003, PDC added another component to the GFE Program by requiring the same utilization goals on Requests For Proposals that result in Professional Service Contracts of \$100,000 or greater. In keeping with the tradition of continued improvement of the GFE Program, plans are in affect to revamp the system to become even more inclusive to the M/W/ESB community in FY 04/05

Workforce Training and Hiring Program

The Workforce Training and Hiring Program (WTHP) is administered by the City of Portland's Purchasing Bureau through an interagency agreement with PDC. The purpose of this program is to maximize apprenticeship and employment opportunities for minorities and women in the construction trades on projects. This program applies to direct bid construction of \$200,000 or greater, on PDC construction-related projects other than direct bid construction of \$1,000,000 or

more and subcontracts of \$100,000 or more. Through the WTHP, the prime contractor and qualifying subcontractors are required to provide 20 percent of total hours worked on a project through apprenticeship hours.

Prep-Apprentice Training Program

The City of Portland's Bureau of Purchases, Contractor Development Division, administers the Prep-Apprentice Training (PAT) Program. The PAT Program is an alternative to the requirements of the Workforce Training & Hiring Program, for a developer who enters into a housing loan agreement with PDC, where prevailing wages do not apply. The PAT Program applies *only* to the following trades:

- Residential Framing
- Residential Drywall
- Residential Siding
- Residential Roofing

This program is a way to provide construction work experience and exposure to a construction job site to participants in preparation for apprenticeship programs.

Equal Employment Opportunity Compliance

Every firm completing more than \$2,500 of business with PDC annually must have Equal Employment Opportunity (EEO) certification. The EEO Program is designed to assure that women and minorities have equal employment opportunities. Utilization of an EEO certification program is a requirement for receiving federal funding. PDC participates in the regional EEO certification program managed by the City of Portland's Purchasing Bureau. Certification is granted on an annual basis. If workforce composition does not reflect race and gender census data, a contractor may be required to take affirmative action to increase workforce diversity as a condition of re-certification.

Sheltered Market Program

The Sheltered Market Program was established by the City of Portland's Purchasing Bureau in August 1997, and is designed to maximize opportunities for qualified construction firms on selected projects less than \$200,000. Participating firms must be certified with the State of Oregon as a "Disadvantaged, Minority, Women or Emerging Small Business Enterprise" in specified construction areas. PDC has joined the Purchasing Bureau and Multnomah County to support this program.

Technical Assistance Program

The Disparity Study Implementation Plan adopted in December 1997, specified that, "contingent on budget approval, PDC shall participate in the City's Technical Assistance Program. This program is available to all M/W/ESB firms bidding on or receiving construction contracts.

5. PDC Outreach Efforts

In the Disparity Study Implementation Plan completed in December 1997, PDC Board of Commissioners directed staff to “develop more communication between PDC project staff and contractors and encourage staff attendance at events sponsored by the City or other M/W/ESB representative groups.” These outreach efforts include:

- Distribution of events calendar to PDC staff.
- Develop and manage PDC web site highlight M/W/ESB programs, event calendar, PDC utilization goals, contracting policies, procedures, forms and contracting opportunities.
- Developed an informational “outsourcing” fact sheet and package for service providers.
- Develop and coordinate regular distribution of a contracting opportunities calendar.
- Conduct annual survey of service providers to evaluate effectiveness of PDC outreach efforts.

Over the past six years, PDC’s M/W/ESB Team has met its goals for community outreach and promotion of diversity in construction workforce. Even so, the team has continued to increase those goals and their efforts over the last two years. Examples of these increased efforts include:

- BAG sponsorship of the Office of Minority, Women & Emerging Small Business (OMWESB) certification workshops. These workshops are designed to introduce general contractors to M/W/ESB/DBEs to foster long-term business relationships. Valuable contracting and legal information is also shared at these events, while potential M/W/ESB/DBE firms initiate the state certification process with OMWESB. As a result of these workshops, an average of twenty M/W/ESB/DBE firms have received one or more state certifications per workshop.
- PDC has become a member of the following organizations:
 - *Oregon Association of Minority Entrepreneurs (OAME)*
 - *Oregon Tradeswomen, Inc.*
 - *Native American Chamber of Commerce*
 - *Hispanic Chamber of Commerce*
 - *African American Chamber of Commerce*
 - *Philippine American Chamber of Commerce*
 - *Minority Business Opportunity Committee (MBOC)*
 - *American Contracts Compliance Association (ACCA)*
 - *National Forum for Black Public Administrators (NFBPA)*
 - *Breakfast of Champions*
- PDC has participated in and/or sponsored the following trade shows and events:
 - *Oregon Association of Minority Entrepreneurs Trade Show*
 - *MED Week/MBOC Luncheon and Tradeshow*
 - *State of Oregon Partners in Public Purchasing Trade Show*

- *Oregon Tradeswomen Fair*
- *National Institute of Governmental Purchasing Forums and Trade Shows*
- *Annual State Certification Workshops*
- *Governor's Market Place*
- *Native American Trading at the River Conference*

PDC markets contracting opportunities through various media outlets, websites and public venues:

Local Newspapers

- The Oregonian
- Daily Journal of Commerce
- Asian Reporter
- The Skanner
- Portland Observer
- El Latino de Hoy
- El Hispanic News

Local Clearinghouses

- Oregon Association of Minority Entrepreneurs (OAME)
- Office of Minority, Women and Emerging Small Business
- Institute for Managerial and Professional Women
- Women Construction Owners and Executives
- Coalition of Black Men
- Oregon Council of Hispanic Advancement
- Construction Workforce Clearinghouse
- Building Futures in Industry and Trades/Portland Community College
- Oregon Tradeswomen, Inc.
- Job Corps Placement
- Adult Family Services Step to Success
- South East Works
- North East Workforce Center

Internet Access

- PDC M/W/ESB Assistance: www.pdc.us/mwesb/mwesb.asp
- Good Faith Effort Internet Page:
http://www.pdc.us/pdf/pubs_general/good_faith.pdf
- Construction Trades Information for Minorities & Women:
www.pdc.us/mwesb_construction.asp
- Internet posting of all formal contracting opportunities:
<http://www.pdc.us/login/welcome.asp>

Advertisement of contracting opportunities in local minority newspapers and periodicals not only fulfills the goal of minority contractor solicitation, but also supports minority media publications. Work with organizations such as OAME and the Urban League of Portland provides a networking forum for M/W/ESB input that often also serves as a progress report for outreach

activities. PDC's internet website has increased visibility in the M/W/ESB community and enabled PDC to better circulate information to the community as well as provide public access to current certification and availability information from the State of Oregon for targeted outreach efforts. All of these tools further PDC's M/W/ESB program goals.

6. Analysis of 03/04 Program Results

Good Faith Effort Program

PDC exceeded its goal for 20 percent utilization of state-certified minority and women-owned and emerging small businesses for FY 03/04. In fact, overall utilization was 30.13 percent.

While the total expenditures for FY 03/04 decreased significantly from the previous year, the utilization percentage increase was equally significant. Not only was there an increase in relation to PDC's investment, but also minority and women-owned certifications showed increases in the percentage of participation for both construction and professional service contracts.

This fiscal year, PDC began tracking sub-consultant utilization on Professional Service contracts of \$100,000 or more that resulted from Request For Proposals (RFP). While expenditure totals for Professional Service contracts are significantly less than for construction, the expanded tracking will help raise awareness of the availability of qualified M/W/ESBs in the Professional Service arena. Additional work still needs to be done to refine the program and increase awareness among M/W/ESBs and project staff.

The percentages reported in these tables are based on PDC funding of \$19,144,969 for construction projects, \$6,216,073 for professional services contracts, and \$860,369 for professional services RFP's. The combined total for contracts in FY 03/04 is \$26,221,411.

Table 6.0

Overall PDC M/W/ESB Participation

Project Type	Total PDC Dollars	M/W/ESB Dollars	M/W/ESB Percentage	Comparison to PDC's 20% Goal
Loan Construction	\$14,442,587	\$6,071,005	42.04%	22.04% Over
Direct Bid Construction	\$4,128,062	\$799,086	19.36%	.64% Under
Development Agreements	\$574,320	\$178,831	31.14%	11.14% Over
Professional Services	\$6,216,073	\$745,561	11.99%	8.01% Under
Professional Services RFPs	\$860,369	\$105,629	12.28%	7.72% Under
Totals	\$26,221,411	\$7,900,112	30.13%	10.13% Over

**Table 6.1
Utilization Distribution - Construction**

	MBE	WBE	ESB	Total
Dollars	\$3,038,480	\$1,224,902	\$2,785,541	\$7,048,923
% Utilization	*15.87%	*6.40%	*14.55%	*36.82%

**Utilization percentages are measured against the Total PDC Portion for construction*

**Table 6.2
Utilization Distribution - Professional Services**

	MBE	WBE	ESB	Total
Dollars	\$227,634	\$478,288	\$39,639	\$745,561
% Utilization	*3.66%	*7.69%	*.64%	*11.99%

**Utilization percentages are measured against the Total PDC Portion for Professional Services*

**Table 6.3
Utilization by Ethnicity - Construction**

	African American	Asian American	Hispanic American	Native American	Total
Dollars	\$1,142,482	\$357,847	\$1,503,716	\$0	\$3,004,045
% Utilization	*5.97%	*1.87%	*7.85%	*0%	*15.69%

**Utilization percentages are measured against the Total PDC Portion for construction*

**Table 6.4
Utilization by Ethnicity – Professional Services**

	African American	Asian American	Hispanic American	Native American	Total
Dollars	\$185,609	\$38,263	\$3,762	\$0	\$227,634
% Utilization	*2.99%	*.62%	*.06%	*0%	*3.66%

**Utilization percentages are measured against the Total PDC Portion for Professional Services*

Although many of the utilized firms are certified in more than one category, they are tracked in only one. The hierarchy is as follows: minority-owned, women-owned, and then if not counted in either of the two previous categories, emerging small business.

Workforce Training and Hiring Program

During FY 03-04, the City's Bureau of Purchasing monitored workforce participation on 22 projects, a marked increase in the number of projects when compared to 14 in FY 02/03. During that time, 511,338 hours were worked on PDC projects.

FY 03-04 Construction Activity

Project Name	Prime Contractor
Museum Place South	Howard S. Wright Construction Co.
Swan Island Dairy	Quantum Construction
Fenwick Avenue Apartments	Walsh Construction Co.
8 NW 8 th Avenue	Walsh Construction Co.
Biltmore Hotel	Seabold Construction
Lents Scattered Sites	Seabold Construction
Fountain Place	Seabold Construction
Villa de Mariposas	Seabold Construction
The Garage at Station Place	Andersen Construction
Telegram Building	P&C Construction Co.
Hazelwood Station Apartments	Seabold Construction
The Tower at Station Place	Andersen Construction
Midland Commons	Seabold Construction
Integra Headquarters	Commercial Contractors
Columbia Knoll	Synergy Construction Group LLC
McCormick Pier Central Walkway	Stacy & Witbeck
The Armory	Hoffman Construction Co.
Oregon Transfer Leadbetter Warehouse	McCormack Pacific
SE MLK Boulevard and SE Grand Avenue street improvements	Civil Works NW
Mason Ehrman Building Tenant Improvements	Howard S. Wright Construction Co.
Foster Townhomes	Tom Walsh & Co.
Sharon McCormack Head Start	Yorke & Curtis

PAT Program Pilot Project

The second PAT pilot project, Villa de Mariposas, began in September 2003. Three subcontractors (K&O Contracting, Timberland Construction, and DASI) have committed to complying with the PAT Program requirements. The chart below provides a comparison between the results for Los Jardines de la Paz, the first PAT Program project, and Villa de Mariposas:

	Los Jardines de la Paz	Villa de Mariposas
Total hours worked	8,902	55,309
PAT Participant Hours	734	1,157
Minority/Female Participation	59%	43.38%
# of subs fulfilling PAT Requirements	2	3
# of subs fulfilling Workforce Requirements	0	6
# of Apprenticeship Hours	0	9,701.5

The Mariposa project generated more hours worked than Los Jardines de la Paz. In addition, the new PAT Program specifications reiterated the need for all subs over \$100,000 to provide training through PAT or the Workforce Training and Hiring Program. As a result, apprenticeship hours were reported on the Mariposas project, as well. In addition, both Timberland and Drywall Assembly Systems Incorporated provided training to both apprentices and PAT Program participants on this project.

Equal Employment Opportunity Compliance

Staff continues to work with the City's Purchasing Bureau to ensure that all contractors and firms doing business of more than \$2,500 with PDC annually are EEO certified. This certification requires that the participating businesses sign a statement of non-discriminatory hiring practices and identification of the race and gender makeup of their workforce. A link to the City's on-line database has been created to provide real-time query for PDC. The new intranet link has greatly simplified the EEO verification process.

Sheltered Market Program

PDC staff will continue due diligence to ensure that Sheltered Market contractors are considered for PDC contracts under \$200,000. This collaborative effort with the City of Portland and PDC will hopefully result in an increase in contracting opportunities for Sheltered Market Contractors on PDC projects in FY 04/05.

Technical Assistance Program

In 2001 and 2002, the firm Capital Project Consultants was selected to provide contract-specific and pre and post-award technical assistance for any firm accepted into the Sheltered Market Program. They were also directed to conduct a business assessment for these firms. The Purchasing Bureau, Multnomah County and PDC collectively utilize and fund this program. The assistance provided by Capital Project Consultants is directed toward commercial construction. PDC has also entered into an annual agreement with the Housing Development Center (HDC) to use their Contractor Support Program for residential construction, subcontractor outreach and technical assistance support.

Project Management Training Efforts

Several PDC project managers attended project management training during this reporting period. PDC's Human Resources and Organizational Development staff will continue to coordinate training development, scheduling and assessment activities for PDC staff, as needed.

7. Future Strategies for FY 04/05

PDC met established goals for FY 03/04 even though the total contract dollar value decreased from FY 02/03 \$62,437,662 to FY 03/04 \$26,221,411. The M/W/ESB utilization programs are rapidly changing both statewide and nationally. Federal requirements in this area are moving from statistical data gathering to a more program-involvement approach. Federal administrators are also deliberating on whether to continue with state-run M/W/ESB programs or allow the federal government to initiate one uniform program for all M/W/ESB/DBE across the nation. PDC staff will continue to stay abreast of these changes and make recommendations accordingly. In the coming year, more emphasis will be placed on cultivating strategic relationships with the Columbia Pacific Building Trades Council to pursue a more collaborative effort in reaching out to more women and minorities and prepare them for a career in the trades. We have a list of objectives we plan to pursue this next year:

- Track subcontracting in Professional Services Contracts.
- Review and revise the Prep-Apprentice Training (PAT) program that serves as an alternative to the Workforce Training and Hiring Program in specific trades of residential, non-prevailing wage PDC Housing Department projects.
- Promote successful M/W/ESB general contractors and joint-venture relationships between Majority and M/W/ESB firms in PDC's Quarterly newsletter.
- Develop Good Faith Effort guidelines and outreach strategies for prime contracts and second tier subcontracts.
- Establish an internet-based M/W/ESB second tier tracking system to report and capture more revenue and increase M/W/ESB utilization percentages. This will allow staff to be more responsive to the M/W/ESB community.
- Review and revamp all M/W/ESB "requirement" language in PDC solicitation and agreement documents to form a more consistent agency-wide program that maximizes M/W/ESB utilization opportunities.
- Utilize the national resources of the American Contracts Compliance Association (ACCA) and the National Forum for Black Public Administrators to address current and future M/W/ESB challenges.
- Develop a presentation of Disparity Program training for all PDC staff.
- Increase partnering outreach activities with public, private and not-for-profit organizations to enhance M/W/ESB participation in all areas of contracting.
- Expand efforts with Sheltered Market Contractors on PDC residential and professional services projects.

- Partner with OMWESB and BAG to develop innovative tools to address Joint Venture Certification and make certification less restrictive to D/M/W/ESBs.
- Partner with other public agencies to develop procedures for tracking subcontracting in Professional Services.
- Establish PDC contractor awards based on M/W/ESB utilization performance.
- Coordinate with prime contractors to hold exit interviews with M/W/ESB firms on PDC projects.

8. 03/04 Utilization Reports

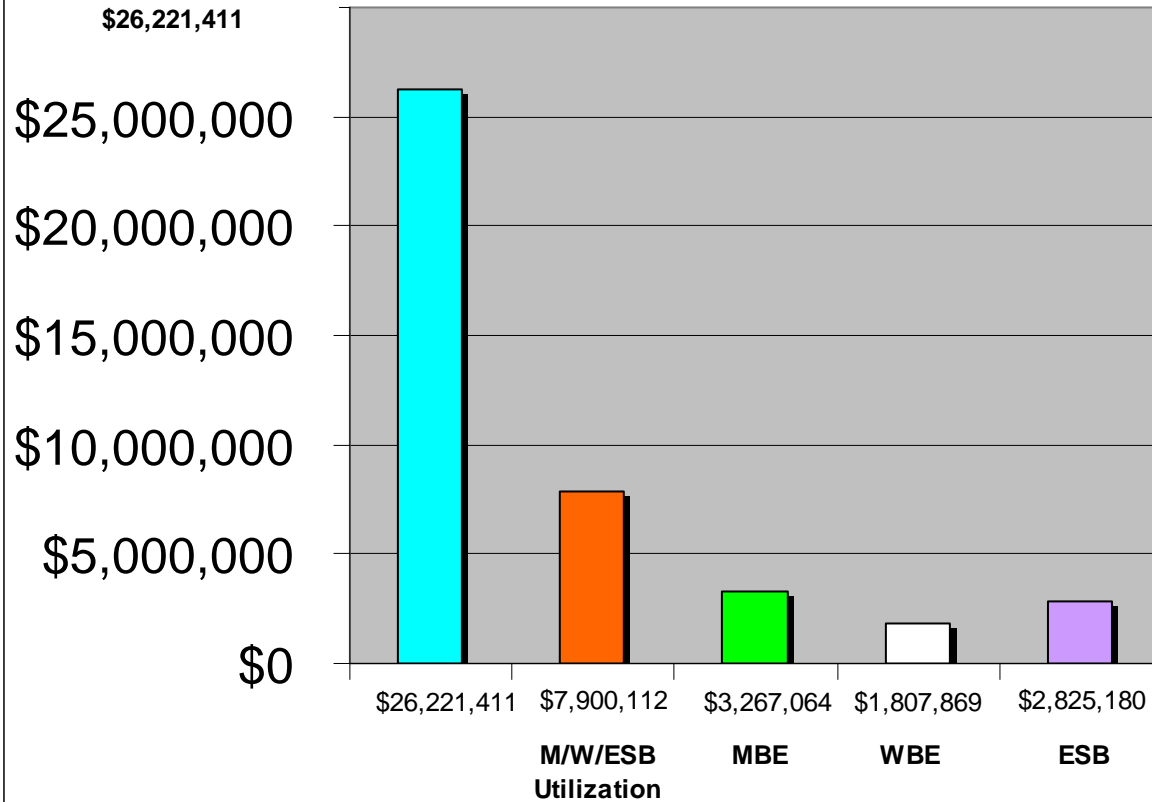
- **Projects list**
- **Overall M/W/ESB Utilization Chart**
- **Overall Utilization Contracting Report**
- **Total Construction Contracting Dollars**
- **Development Agreement Contracting**
- **Direct Bid Contracting**
- **Loan Construction Contracting**
 - **Construction Contracting By Ethnicity**
 - **Development Agreement Contracting By Ethnicity**
 - **Direct Bid Contracting By Ethnicity**
 - **Loan Construction By Ethnicity**
- **Professional Services Contracting Report**
 - **Professional Services Contracting By Ethnicity Report**
- **Professional Services RFP – Contracting Dollars**
 - **Professional Services RFP Contracting By Ethnicity**
- **Workforce Training And Hiring Program Reports**

Projects list

Project Name	Prime Contractor	Page Number for Utilization Report
11th Avenue and Emerson Street	First Cascade Corporation	31, 35
2020 SW 4th Avenue Tenant Improvements	First Cascade Corporation	30, 34
Beyer Court	Longshot Construction	31, 35
Block 76/67 Remedial Investigation	Hart Crowser, Inc.	38, 39
Clinton Ridge	Walsh Construction	31, 35
Creative Services Center T.I.	Howard S. Wright	30, 34
Employment Opportunities Sites	Group Mackenzie	38, 39
Environmental Remediation	Anderson Environmental	30, 34
Fenwick Avenue Apartments	Walsh Construction	31, 35
Foster Town homes	Tom Walsh & Company	31, 35
Fountain Place	Seabold Construction	31, 35
Hazelwood Station	Seabold Construction	31, 35
Holman Building Tenant Improvements	Cedar Mill Construction	30, 34
Integra Telecommunications	Commercial Contractors, Inc.	31, 35
Lents Town Center	Seabold Construction	31, 35
Light Watercraft Dock	Advanced American Diving	30, 34
Lloyd Crossing	Mithune, Inc.	38, 39
McCormick Pier	Stacy & Witbeck	30, 34
Midland Commons	Seabold Construction	30, 34
MLK Street Improvement	Civilworks NW, Inc.	30, 34
Museum Place South	Howard S. Wright	31, 35
North Macadam Environmental Assessment	Parametrix	38, 39
Open Meadows	Lease Crutcher Lewis	31, 35
Oregon Transfer	Perlo McCormack Pacific	30, 34
PCRI - Fab Four Rehab	Oregon Construction Company	31, 35
Plaza De Cedro	West-Trend Construction	31, 35
River Place Environmental Services	URS Corporation	38, 39
Telegram Building	P&C Construction	31, 35
Tistilal Village Apartments	Income Property Management	31, 35
Villa De Clara Vista Réhabilitation	Seabold Construction	31, 35

PDC's Overall Contracting M/W/ESB Utilization 2003/2004

PDC's total expenditures
\$26,221,411



1. Total Contracting Expenditure 100%
2. Overall M/W/ESB Utilization 30.13
3. MBE Utilization 12.46%
4. WBE Utilization 6.89%
5. ESB Utilization 10.77%

**Minority, Women, and
Small Emerging Small Busienss
(M/W/ESB)**

**Portland Development Commission
Overall M/W/ESB Utilization
Reporting Period 7/1/03 Through 6/30/04**

Contracting Type	Total PDC Portion	ESB	%	WBE	%	MBE	%	M/W/ESB	%
Construction	\$19,144,969	\$2,785,541	14.55%	\$1,224,902	6.40%	\$3,038,480	15.87%	\$7,048,923	36.82%
Professional Services	\$6,216,073	\$39,639	.64%	\$478,288	7.69%	\$227,634	3.66%	\$745,561	11.99%
Professional Services RFPs	\$860,369	\$0	0%	\$104,679	12.17%	\$950	.11%	\$105,629	12.28%
Totals	\$26,221,411	\$2,825,180	10.77%	\$1,807,869	6.89%	\$3,267,064	12.46%	\$7,900,113	30.13%

**Portland Development Commission
Total Construction Contracting Dollars
Reporting Period 7/1/03 Through 6/30/04**

Project Type	Total Project	*PDC Portion	ESB	%	WBE	%	MBE	%	Total M/W/ESB	%
Development	\$6,870,835	\$574,320	\$63,724	11.10%	\$0	0.00%	\$115,107	20.04%	\$178,831	31.14%
Direct Bid	\$4,128,062	\$4,128,062	\$55,262	1.34%	\$231,403	5.61%	\$512,421	12.41%	\$799,086	19.36%
Loan Construction	\$97,774,356	\$14,442,587	\$2,666,555	18.46%	\$993,499	6.88%	\$2,410,952	16.69%	\$6,071,006	42.04%
Totals	\$108,773,253	\$19,144,969	\$2,785,541	14.55%	\$1,224,902	6.40%	\$3,038,480	15.87%	\$7,048,923	36.82%

**For some PDC loan funded projects PDC's loan amount exceeds the construction costs. For these projects the figure represented here will be the total construction costs.*

**Portland Development Commission
Development Agreement & Enterprise Zone - Contracting Dollars
Reporting Period 7/1/03 Through-6/30/04**

Project Type	Total Project	PDC Portion	ESB	%	WBE	%	MBE	%	Total M/W/ESB	%
Oregon Transfer Leadbetter Warehouse	\$6,870,835	\$574,320	\$63,724	11.10%	\$0	0.00%	\$115,107	20.04%	\$178,831	31.14%
Totals	\$6,870,835	\$574,320	\$63,724	11.10%	\$0	0.00%	\$115,107	20.04%	\$178,831	31.14%

**Portland Development Commission
Direct Bid Construction - Contracting Dollars
Reporting Period 7/1/03 Through 6/30/04**

Project Name	Total PDC Dollars	ESB	%	WBE	%	MBE	%	Total M/W/ESB	%
*Holman Building T.I.	\$362,163	\$4,370	1.21%	\$0	0.00%	\$0	0.00%	\$4,370	1.21%
2020 SW 4th T.I.	\$148,605	\$6,487	4.37%	\$3,156	2.12%	\$89,252	60.06%	\$98,895	66.55%
Creative Services Center T.I.	\$1,870,000	\$0	0.00%	\$186,835	9.99%	\$34,435	1.84%	\$221,270	11.83%
Environmental Remediation	\$123,197	\$21,954	17.82%	\$10,900	8.85%	\$0	0.00%	\$32,854	26.67%
Light Watercraft Dock	\$356,000	\$0	0.00%	\$0	0.00%	\$85,975	24.15%	\$85,975	24.15%
McCormick Pier Walkway	\$524,900	\$22,451	4.28%	\$30,512	5.81%	\$9,000	1.71%	\$61,963	11.80%
MLK Street Improvement Phase 4	\$743,197	\$0	0.00%	\$0	0.00%	\$293,759	39.53%	\$293,759	39.53%
Totals	\$4,128,062	\$55,262	1.34%	\$231,403	5.61%	\$512,421	12.41%	\$799,086	19.36%

*Project prime contractor is ESB certified

**Portland Development Commission
Loan Construction- Contracting Dollars
Reporting Period 7/1/03 Through 6/30/04**

Project Type	Total Development Cost	Total Construction	PDC Portion	ESB	%	WBE	%	MBE	%	Total M/W/ESB	%
11th & Emerson Duplexes	\$478,000	\$325,000	*\$440,766	\$0	*0.00%	\$0	*0.00%	\$0	*0.00%	\$0	*0.00%
Beyer Court Apartments	\$286,755	\$215,047	*\$286,755	\$43,195	*20.09%	\$0	*0.00%	\$0	*0.00%	\$43,195	*20.09%
Clinton Ridge	\$3,767,515	\$2,677,231	\$877,579	\$0	0.00%	\$29,981	3.42%	\$170,697	19.45%	\$200,678	22.87%
Fenwick Ave. Apartments	\$3,265,211	\$2,329,479	\$1,100,000	\$46,615	4.24%	\$13,850	1.26%	\$101,791	9.25%	\$162,256	14.75%
Foster Townhomes	\$5,294,094	\$3,323,748	\$750,000	\$5,880	0.78%	\$15,300	2.04%	\$335,399	44.72%	\$356,579	47.54%
Fountain Place Apartments	\$6,480,409	\$1,217,405	*\$1,350,500	\$207,010	*17.00%	\$2,872	*0.24%	\$118,242	*9.71%	\$328,124	*26.95%
Hazelwood Station	\$8,174,137	\$4,879,662	\$750,000	\$1,400	0.19%	\$25,415	3.39%	\$604,012	80.53%	\$630,827	84.11%
Integra Telecommunicati ons T.I.	\$1,019,114	\$1,019,114	\$600,000	\$15,427	2.57%	\$152,708	25.45%	\$0	0.00%	\$168,135	28.02%
Lents Town Center	\$5,838,426	\$3,522,320	\$1,038,260	\$557,478	53.69%	\$21,024	2.02%	\$234,200	22.56%	\$812,702	78.28%

Midland Commons	\$5,297,425	\$3,506,014	\$1,161,000	\$0	0.00%	\$0	0.00%	\$184,231	15.87%	\$184,231	15.87%
Museum Place South	\$42,212,415	\$27,080,000	\$3,000,000	\$1,485,244	49.51%	\$473,814	15.79%	\$232,462	7.75%	\$2,191,520	73.05%
Open Meadows Learning Center	\$1,317,595	\$609,000	\$200,000	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%
**PCRI - Fab Four Rehab	\$620,668	\$350,897	*\$399,833	\$18,515	*5.28%	\$7,962	*2.27%	\$6,063	*1.73%	\$32,540	*9.27%
**PCRI - Russet / Morris Rehab	\$800,655	\$524,651	\$297,000	\$47,565	16.02%	\$17,942	6.04%	\$26,528	8.93%	\$92,035	30.99%
***Plaza De Cedro	\$926,823	\$544,495	\$347,744	\$63,314	18.21%	\$16,218	4.66%	\$87,200	25.08%	\$166,732	47.95%
Telegram Building	\$7,345,352	\$5,243,240	\$1,000,000	\$129,912	12.99%	\$0	0.00%	\$20,997	2.10%	\$150,909	15.09%
Tistilal Village Apartments	\$644,937	\$354,455	*\$644,937	\$18,500	*5.22%	\$216,413	*61.06%	\$0	*0.00%	\$234,913	*66.27%
Villa De Clara Vista Rehab	\$4,004,825	\$858,200	*\$4,004,825	\$26,500	*3.09%	\$0	*0.00%	\$289,130	*33.69%	\$315,630	*36.78%
Totals	\$97,774,356	\$58,579,958	*\$18,249,199	\$2,666,555	*18.46%	\$993,499	*6.88%	\$2,410,952	*16.69%	\$6,071,006	*42.04%

*Projects with construction costs greater than PDC's funding will use the "Total Construction" figure as the basis for M/W/ESB utilization

**Project prime contractor is ESB certified

***Project prime contractor is MBE certified

**Portland Development Commission
Construction Contracting by Ethnicity Reporting Period
7/1/03 Through 6/30/04**

Project Type PDC Funds	PDC Funds	African American	%	Asian American	%	Hispanic American	%	Native American	%	Total MBE Utilization	% of Total
Development	\$574,320	\$0	0.00%	\$0	0.00%	\$115,107	20.04%	\$0	0.00%	\$115,107	20.04%
Direct Bid	\$4,128,062	\$373,011	9.04%	\$17,000	0.41%	\$87,975	2.13%	\$0	0.00%	\$477,986	11.58%
Loan Construction	\$14,442,587	\$769,471	5.33%	\$340,847	2.36%	\$1,300,634	9.01%	\$0	0.00%	\$2,410,952	16.69%
Total PDC Funds	\$19,144,969	\$1,142,482	5.97%	\$357,847	1.87%	\$1,503,716	7.85%	\$0	0.00%	\$3,004,045	15.69%

**Portland Development Commission
Development Agreement & Enterprise Zone Contracting by Ethnicity
Reporting Period 7/1/04 through 6/30/04**

Project	African American	Asian American	Hispanic American	Native American	Total MBE Utilization
Oregon Transfer Leadbetter Warehouse	\$0	\$0	\$115,107	\$0	\$115,107
Total	\$0	\$0	\$115,107	\$0	\$115,107

**Portland Development Commission
Direct Bid Contracting by Ethnicity
Reporting Period 7/1/03 Through 6/30/04**

Project Type	African American	Asian American	Hispanic American	Native American	Total MBE Utilization
*Creative Services Center T.I.	\$0	\$0	\$0	\$0	*\$34,435
2020 SW 4th T.I.	\$89,252	\$0	\$0	\$0	\$89,252
Environmental Remediation	\$0	\$0	\$0	\$0	\$0
Holman Building T.I.	\$0	\$0	\$0	\$0	\$0
Light Watercraft Dock	\$0	\$0	\$85,975	\$0	\$85,975
McCormick Pier Walkway	\$0	\$7,000	\$2,000	\$0	\$9,000
MLK Street Improvement Phase 4	\$283,759	\$10,000	\$0	\$0	\$293,759
Totals	\$373,011	\$17,000	\$87,975	\$0	\$512,421

**MBE participant on this project was certified as "Other" and are therefore included in the total but are not represented in any of the specific ethnic categories*

**Portland Development Commission
Loan Contracting by Ethnicity
Reporting Period 7/1/03 Through 6/30/04**

Project Type	African American	Asian American	Hispanic American	Native American	Total MBE Utilization
11th & Emerson Duplexes	\$0	\$0	\$0	\$0	\$0
Beyer Court Apartments	\$0	\$0	\$0	\$0	\$0
Clinton Ridge	\$82,225	\$88,472	\$0	\$0	\$170,697
Fenwick Ave. Apartments	\$0	\$0	\$101,791	\$0	\$101,791
Foster Townhomes	\$5,315	\$143,616	\$186,468	\$0	\$335,399
Fountain Place	\$7,562	\$0	\$110,680	\$0	\$118,242
Hazelwood Station	\$507,436	\$0	\$96,576	\$0	\$604,012
Integra Telecommunications T.I.	\$0	\$0	\$0	\$0	\$0
Lents Town Center	\$17,940	\$0	\$216,260	\$0	\$234,200
Midland Commons	\$5,550	\$0	\$178,681	\$0	\$184,231
Museum Place South	\$143,443	\$0	\$89,019	\$0	\$232,462
Open Meadows Learning Center	\$0	\$0	\$0	\$0	\$0
PCRI Fab Four Rehab	\$0	\$5,450	\$613	\$0	\$6,063
PCRI Russet/Morris	\$0	\$16,109	\$10,419	\$0	\$26,528
Plaza De Cedro	\$0	\$87,200	\$0	\$0	\$87,200
Telegram Building	\$0	\$0	\$20,997	\$0	\$20,997
Tistilal Village Apartments	\$0	\$0	\$0	\$0	\$0
Villa De Clara Vista	\$0	\$0	\$289,130	\$0	\$289,130
Totals	\$769,471	\$340,847	\$1,300,634	\$0	\$2,410,952

**Portland Development Commission
Professional Services
Reporting Period 7/1/03 Through 6/30/04**

Contractor	MBE	% of Total MBE	WBE	% of Total WBE	ESB	% of Total ESB	Total M/W/ESB	% of Total M/W/ESB
Action Words	\$0	0.00%	\$13,728	2.87%	\$0	0.00%	\$13,728	0.22%
Archscape Architecture, LLC	\$0	0.00%	\$0	0.00%	\$5,635	14.22%	\$5,635	0.09%
Bonnie Gee Yosick, LLC	\$1,639	0.72%	\$0	0.00%	\$0	0.00%	\$1,639	0.03%
Brooks Staffing	\$158,090	69.45%	\$0	0.00%	\$0	0.00%	\$158,090	2.54%
Browning Shono Architects	\$8,573	3.77%	\$0	0.00%	\$0	0.00%	\$8,573	0.14%
Carleton Hart Architects, PC	\$2,623	1.15%	\$0	0.00%	\$0	0.00%	\$2,623	0.04%
Cynthia Bankey Architects, Inc	\$0	0.00%	\$1,295	0.27%	\$0	0.00%	\$1,295	0.02%
Elizabeth Raintree, PhD	\$0	0.00%	\$499	0.10%	\$0	0.00%	\$499	0.01%
Emerick Architects, PC	\$0	0.00%	\$2,300	0.48%	\$0	0.00%	\$2,300	0.04%
Faulkner Conrad Group	\$0	0.00%	\$468	0.10%	\$0	0.00%	\$468	0.01%
Ferrarini & Associates, Inc.	\$0	0.00%	\$0	0.00%	\$8,251	20.82%	\$8,251	0.13%
HR Answers, Inc.	\$0	0.00%	\$19,948	4.17%	\$0	0.00%	\$19,948	0.32%
Jeannett M. Launer	\$0	0.00%	\$150,000	31.36%	\$0	0.00%	\$150,000	2.41%
KJM & Associates	\$0	0.00%	\$19,060	3.99%	\$0	0.00%	\$19,060	0.31%
Lango Hansen Landscape Architecture	\$0	0.00%	\$62,747	13.12%	\$0	0.00%	\$62,747	1.01%
Laura lee Symes	\$0	0.00%	\$38,993	8.15%	\$0	0.00%	\$38,993	0.63%
Liz Malliris	\$0	0.00%	\$1,013	0.21%	\$0	0.00%	\$1,013	0.02%
Manda Beckett Design	\$0	0.00%	\$1,650	0.34%	\$0	0.00%	\$1,650	0.03%

PC Ross Group	\$0	0.00%	\$0	0.00%	\$1,013	2.56%	\$1,013	0.02%
Project Management Resources	\$0	0.00%	\$0	0.00%	\$19,865	50.11%	\$19,865	0.32%
RJ & Company Property Maintenance	\$23,879	10.49%	\$0	0.00%	\$0	0.00%	\$23,879	0.38%
Robertson Merryman Barnes, Inc.	\$0	0.00%	\$26,998	5.64%	\$0	0.00%	\$26,998	0.43%
Saber Consulting	\$26,055	11.45%	\$0	0.00%	\$0	0.00%	\$26,055	0.42%
Staffing Solutions	\$0	0.00%	\$126,229	26.39%	\$0	0.00%	\$126,229	2.03%
Strobeck Design	\$0	0.00%	\$950	0.20%	\$0	0.00%	\$950	0.02%
The Bookin Group	\$0	0.00%	\$11,610	2.43%	\$0	0.00%	\$11,610	0.19%
Triad Technology Group	\$711	0.31%	\$0	0.00%	\$0	0.00%	\$711	0.01%
Urban Advisors	\$0	0.00%	\$0	0.00%	\$1,125	2.84%	\$1,125	0.02%
Watsonx2	\$0	0.00%	\$0	0.00%	\$3,750	9.46%	\$3,750	0.06%
PDQ Litho	\$0	0.00%	\$800	0.17%	\$0	0.00%	\$800	0.01%
*The Skanner	\$1,017	0.45%	\$0	0.00%	\$0	0.00%	\$1,017	0.02%
*El Hispanic News	\$1,707	0.75%	\$0	0.00%	\$0	0.00%	\$1,707	0.03%
*The Asian Reporter	\$1,996	0.88%	\$0	0.00%	\$0	0.00%	\$1,996	0.03%
*El Latino De Hoy/Latin Network	\$1,344	0.59%	\$0	0.00%	\$0	0.00%	\$1,344	0.02%
Totals	\$227,634		\$478,288		\$39,639		\$745,561	
Percentage of Total Expenditures		3.66%		7.69%		0.64%		11.99%
						Total Expenditures for Professional Services		\$6,216,073
						M/W/ESB Expenditures		\$745,561
						M/W/ESB as Percentage of Total Expenditures		11.99%

* Minority owned not OMWESB certified

**Portland Development Commission
Professional Services by Ethnicity
Reporting Period 7/1/03 Through 6/30/04**

Total PDC Funds	African American	%	Asian American	%	Hispanic American	%	Native American	%	Total MBE Utilization	% of Total
\$6,216,073	\$185,609	2.99%	\$38,263	0.62%	\$3,762	0.06%	\$0	0.00%	\$227,634	3.66%

**Portland Development Commission
Professional Services RFP - Contracting Dollars
Reporting Period 7/1/03 Through 6/30/04**

Project Name	Total PDC Dollars	ESB	%	WBE	%	MBE	%	M/W/ESB	%
Lloyd Crossing	\$200,000	\$0	0.00%	\$40,000	20.00%	\$0	0.00%	\$40,000	20.00%
North Macadam Environmental Assessment	\$185,000	\$0	0.00%	\$17,920	9.69%	\$0	0.00%	\$17,920	9.69%
River Place Environmental Services	\$217,427	\$0	0.00%	\$43,509	20.01%	\$0	0.00%	\$43,509	20.01%
Employment Opportunities Sites	\$150,000	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%
Block 76/67 Remedial Investigation	\$107,942	\$0	0.00%	\$3,250	3.01%	\$950	0.88%	\$4,200	3.89%
Totals	\$860,369	\$0	0.00%	\$104,679	12.17%	\$950	0.11%	\$105,629	12.28%

**Portland Development Commission
Professional Services RFP Contracting by Ethnicity
Reporting Period 7/1/03 Through 6/30/04**

Project Type	African American	Asian American	Hispanic American	Native American	Total MBE Utilization
Lloyd Crossing	\$0	\$0	\$0	\$0	\$0
North Macadam Environmental Assessment	\$0	\$0	\$0	\$0	\$0
River Place Environmental Services	\$0	\$0	\$0	\$0	\$0
Employment Opportunities Sites	\$0	\$0	\$0	\$0	\$0
Block 76/67 Remedial Investigation	\$0	\$0	\$0	\$0	\$0
Totals	\$0	\$0	\$0	\$0	\$0

Workforce Training & Hiring Participation

Ethnicity	FY02/03	FY03/04
Asian Americans	1.32%	4.02%
African Americans	1.95%	4.19%
Hispanic Americans	12.03%	11.49%
Native Americans	1.54%	1.41%
Caucasian Females	3.30%	2.62%