How Fragile is Your Supply Chain?

Inclusion & Diversity in the Supply Chain Process
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**Disjoined Process**

- Federal Transportation Administration Requirements
  - DBE Office reports to FTA

**DBE Office’s Mission**

- Remove barriers
- Create a level playing field
- Ensure there is inclusion throughout procurement process
- Assist in the development of DBEs and small businesses
<table>
<thead>
<tr>
<th>Issues with Process</th>
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<tbody>
<tr>
<td>Workflow excluded the DBE Office</td>
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<tr>
<td>Limited access to information</td>
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<tr>
<td>DBE participation was not diverse or inclusive</td>
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Working Together
Process of Inclusion

Buy-in From Top Down

<table>
<thead>
<tr>
<th>Board of Directors (BOD)</th>
<th>CEO</th>
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<tbody>
<tr>
<td>Procurement</td>
<td>Budget and Grants</td>
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<tr>
<td>Risk Department</td>
<td>User Department</td>
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</tbody>
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Results of Buy-in

- Commitment from BOD to support small business inclusion
- CEO enforcement of DBE program
- DBE is integral part of the procurement work flow
  - Review all procurements $40k and above to identify subcontracting or prime opportunities for DBE or SBE participation
- Appropriate staff provided
Staff Updates

Identified staff and additional resources needed.

- **Contract Compliance**
  - Monitors contractors and subcontractors for compliance with federal regulations, and reviews invoices to ensure that accurate and timely payments are made to subcontractors.

- **Labor Compliance**
  - Monitors Davis-Bacon and Related Acts and Prevailing Wage requirements.

- **Certification**
  - Verifies eligible firms for Disadvantaged Business Enterprise (DBE) certification and Small Business Enterprise (SBE) verification. The most effective, efficient and timely certifying agency in the country.

- **Outreach**
  - Responsible for bringing awareness to the small business community about Metra’s procurement process.

- **Community Relations**
  - Robust community relations program
Procurement Process Changes

1. All requisitions $40,000 and above are reviewed by OBDCR

2. OBDCR determines if a requisition merits a DBE goal or Small Business set-aside

3. Realistic DBE goals are determined
   - DBE goals are tied to current DBE vendors available and willing in the work specialty

4. DBE goals are **not** set on every project
Results

Before

After