



**Massachusetts Bay  
Transportation Authority**

**FY22 STATE FUNDS  
SUPPLIER DIVERSITY REPORT**

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**Summary for the PWDC Board Subcommittee  
October 13, 2022**

# EXECUTIVE SUMMARY

- We are pleased to issue the inaugural state-funds non-federal supplier diversity report for the MBTA covering FY2022. Successfully starting this new initiative was enabled by a variety of departments coming together to collaborate on the launching of this new program. Our efforts were supported by the executive sponsorship of the MBTA's top leadership and board of directors.
- Historically, we recognize that for over two decades the MBTA did not operate a comprehensive supplier diversity program for state-funds to pair alongside our longstanding federal-funded DBE Supplier Diversity program. During the last few decades, the MBTA has conducted several notable state-funded non-federal DEI procurements, i.e. China Rail and Keolis, but we did not have an intentional, comprehensive state-funded supplier diversity program with dedicated staff, policies and reporting.
- Therefore, upstanding this new innovative program required a cross-departmental initiative at MBTA to erect a governing strategy together with new policies, resources, processes, funding, training and methodologies spanning from opportunities in goods & services to design & construction, and across capital, and operating funds for state-funded non-federal purchasing, procurements and contracting.
- Determining this new program's path forward was possible due to the important research and learning that our teams performed by studying the best practices carried out by our sister agencies in the executive branch and the quasi-public organizations in the Commonwealth, as well as, referencing similar programs managed by our peer transportation authorities across the country. To prepare the marketplace, we conducted several conversations with business leaders and advocacy business groups focused on this type of innovative programs.



# FY22 PERFORMANCE & FY23 LOOK AHEAD

- This report provides you with the aggregate summary of state-funded non-federal supplier diversity spend, as well as a breakdown of state-funded supplier diversity spend by Procurement Goods and Services and Capital Programs, our two main departments at the MBTA who convene purchasing and contracting. We utilized FY2019, FY2020 and FY2021 to establish a 3-year baseline benchmark average from which to begin to measure our performance starting with FY2022. As an aggregate for state-funded non-federal purchases and contracting, the MBTA spent \$80M or 5.2% in FY2022, which is an increase from our 3-year baseline benchmark of \$51M or 3.8%.
- Motivated by the recent traction and potential upside of the program, we are determined to build this new initiative. As we shift into year two in FY2023 and beyond of this new program, we aim to continue to grow year-over-year and expedite the scope and reach of the program. A few items stand out for our path forward:
  - Continuing to have Executive and Board support
  - Adding more dedicated resources to manage and grow the program
  - More outreach, trainings and convenings with contractors, consultants, suppliers, vendors
  - Strengthening our monitoring and tracking of performance with ODCR leading the way
  - Further development of opportunities for diverse firms to compete and win prime contracts
  - Rolling out a multi-year Disparity Study for Goods & Services and Design & Construction



# STATE FUNDS SUPPLIER DIVERSITY PROGRAM PURPOSE

*As presented to FMCB Board in 2021 and to the current PWDC Board Subcommittee in early 2022*

- Increasing supplier diversity within our ecosystem of contractors, consultants, suppliers and vendors doing business with the MBTA is part of our growing commitment to DEI internally and externally with our personnel, procurements and policies.
- We aim to more intentionally and increasingly attract and integrate diverse contractors, consultants, suppliers and vendors into our supply chain of goods & services, as well as, for design & construction.
- As such, the MBTA is launching an expanded comprehensive supplier diversity program for state-funded procurements and capital projects to pair alongside our longstanding federal-funded DBE program.
- This initiative will start to ramp up in FY2022, utilizing best practices for supplier diversity and leverage the recently unveiled innovations and expansions from the State Executive Branch and quasi-public state agencies.



# FY22 STATE FUNDS SUPPLIER DIVERSITY PROGRAM GOALS

*As presented to FMCB Board in 2021 and to the current PWDC Board Subcommittee in early 2022*

Our primary goal of the state-funded supplier diversity program is to introduce and ramp up the supplier diversity program for Goods & Services (in Procurements) and Design & Construction (in Capital Programs) for state funded non-federal operating and capital spend:

- Q3-Q4 FY21 assessments, planning and readiness + Board approval
- FY2022 program introduction and ramp-up
- FY2023 expansions and supporting for sustained growth

Our second goal is to introduce and increase the weight afforded to RFP diversity plans as key components of the evaluation criteria, as is permitted by law and informed by best practices on state supplier diversity:

- 25% diversity plans criteria weight afforded to RFPs in selection process starting in FY2022
- Plan and implement a small business program for Goods & Services and Design & Construction



# BASELINE BENCHMARK

## MBTA Benchmark Diversity Scorecard FY 19-21 (Excludes Federal Funding)



MBTA  
Total Spend  
Benchmark FY 19-21  
(Excludes Federal Funding)

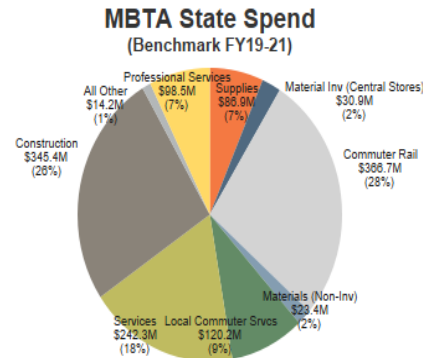
**\$1,328.6M**

DEI Spend Rate  
Benchmark FY 19-21

**3.8%**

### MBTA Benchmark FY 19-21 Diversity Spend

	FY19	FY20	FY21	Benchmark (FY19-21)
Diversity Spend Opportunity	\$1,004.9M	\$1,362.4M	\$1,618.7M	<b>\$1,328.6M</b>
DEI Spend (Primes)	\$16.2M	\$21.8M	\$29.8M	<b>\$22.6M</b>
DEI Spend (Subs)	\$21.3M	\$24.8M	\$39.6M	<b>\$28.6M</b>
Total Diversity Spend	\$37.5M	\$46.6M	\$69.4M	<b>\$51.2M</b>
Diversity %	3.7%	3.4%	4.3%	<b>3.8%</b>



**Spend Benchmark (MBTA Spend)**

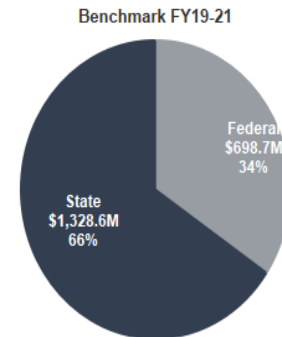
	MBTA FY			Benchmark (FY19-21)
	FY19	FY20	FY21	
	Avg	Avg	Avg	Avg
All Other	\$27.1M	\$10.5M	\$5.1M	<b>\$14.2M</b>
Commuter Rail	\$330.7M	\$374.4M	\$394.9M	<b>\$366.7M</b>
Construction	\$172.2M	\$326.9M	\$537.2M	<b>\$345.4M</b>
Local Commuter Svcs	\$128.8M	\$126.3M	\$105.4M	<b>\$120.2M</b>
Material Inv (Central Stores)	\$34.5M	\$30.6M	\$27.5M	<b>\$30.9M</b>
Materials (Non-Inv)	\$14.6M	\$28.2M	\$27.5M	<b>\$23.4M</b>
Professional Services	\$52.7M	\$95.2M	\$147.7M	<b>\$98.5M</b>
Services	\$178.9M	\$253.5M	\$294.5M	<b>\$242.3M</b>
Supplies	\$65.2M	\$116.7M	\$78.8M	<b>\$86.9M</b>
<b>Annual Avg \$</b>	<b>\$1,004.9M</b>	<b>\$1,362.4M</b>	<b>\$1,618.7M</b>	<b>\$1,328.6M</b>

### MBTA Vendor Diversity Operational Spend By Certification \*\*

	FY19	FY20	FY21	Benchmark (FY19-21)
Opportunity Spend \$	\$1,004.9M	\$1,362.4M	\$1,618.7M	<b>\$1,328.6M</b>
WBE Spend	\$18.70M	\$25.86M	\$36.02M	<b>\$26.86M</b>
WBE %	1.9%	1.9%	2.2%	<b>2.0%</b>
WBE Vendor Count	89	95	113	<b>99</b>
DBE Spend	\$19.3M	\$25.0M	\$40.0M	<b>\$28.1M</b>
DBE %	1.9%	1.8%	2.5%	<b>2.1%</b>
DBE Vendor Count	96	105	138	<b>113</b>
MBE Spend	\$15.1M	\$14.3M	\$20.5M	<b>\$16.7M</b>
MBE %	1.5%	1.1%	1.3%	<b>1.3%</b>
MBE Vendor Count	46	46	51	<b>48</b>
MBE/WBE Spend	\$2.3M	\$3.3M	\$7.5M	<b>\$4.4M</b>
MBE/WBE %	0.2%	0.2%	0.5%	<b>0.3%</b>
MBE/WBE Vendor Count	19	27	36	<b>27</b>
VBE Spend	\$0.3M	\$0.4M	\$0.4M	<b>\$0.3M</b>
VBE %	0.0%	0.0%	0.0%	<b>0.0%</b>
VBE Vendor Count	2	3	3	<b>3</b>
SDVOBE Spend	\$0.0M	\$0.0M	\$0.0M	<b>\$0.0M</b>
SDVOBE %	0.0%	0.0%	0.0%	<b>0.0%</b>
SDVOBE Vendor Count	1	1	1	<b>1</b>
LGBTBE Spend	\$0.0M	\$0.0M	\$0.0M	<b>\$0.0M</b>
LGBTBE %	0.0%	0.0%	0.0%	<b>0.0%</b>
LGBTBE Vendor Count	0	0	0	<b>0</b>
DOBE Spend	\$0.00M	\$0.00M	\$0.00M	<b>\$0.00M</b>
DOBE %	0.0%	0.0%	0.0%	<b>0.0%</b>
DOBE Vendor Count	0	0	0	<b>0</b>
Sub TBD Spend	\$0.0M	\$0.0M	\$0.0M	<b>\$0.0M</b>

	Benchmark FY (19-21)
Single Cert	\$28.2M 74
Multi-Cert	\$22.9M 79

### MBTA State vs Federal Spend



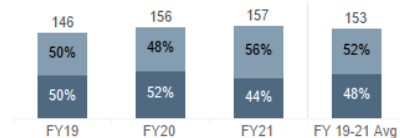
#### Business Enterprise (BE) Categories:

DBE: Disadvantaged Business Enterprise  
 LBG: Lesbian, Gay, Bisexual, Transgender  
 SDVOBE: Service-Disabled Veteran owned  
 MBE: Minority owned  
 VBE: Veteran owned  
 WBE: Women owned

DOBE: Disability-owned

### MBTA Vendor Count

	FY19	FY20	FY21	FY19-21 Avg
All	1,455	1,510	1,374	<b>1,446</b>
Other	91%	91%	90%	<b>91%</b>
DEI Vendor	146	156	157	<b>153</b>
	9%	9%	10%	<b>9%</b>



DEI Vendor Prime/Subs  
 DEIV Subs  
 DEIV Primes

\*\* Note: Vendors with multiple certifications will be counted in each category they are certified in. (i.e. a Minority, Veteran owned would count in both.)

# FY2022 PERFORMANCE

## MBTA Diversity Spend Scorecard FY22 (Excludes Federal Funding)



MBTA  
Total Spend  
(FY22)  
(Excludes Federal Funding)  
**\$1,545.0M**

DEI Spend Rate  
(FY22)  
**5.2%**

• FY22 YTD MBTA-Wide annual spend with Diverse Vendors (DEI) against all other Capital & Operational spend results in a 5.2% diversity spend rate.

### MBTA FY22 Diversity Spend

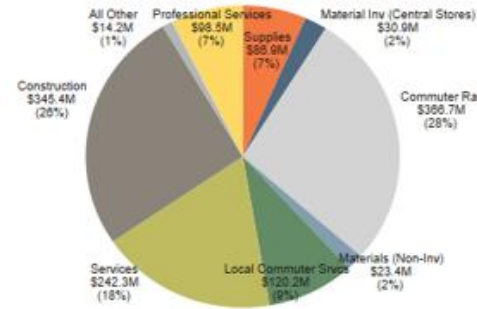
	Benchmark (FY19-21)	FY22
Diversity Spend Opportunity	\$1,328.6M	\$1,545.0M
DEI Spend (Primes)	\$22.6M	\$26.3M
DEI Spend (Subs)	\$28.6M	\$53.7M
Total Diversity Spend	\$51.2M	\$80.0M
Diversity %	3.8%	5.2%

### MBTA Vendor Diversity Operational Spend By Certification \*\*

	FY22	FY22
Opportunity Spend \$	\$1,545.0M	
WBE Spend	\$38.25M	Single Cert \$39.6M
WBE %	2.5%	75
WBE Vendor Count	144	Multi-Cert \$40.4M
DBE Spend	\$44.1M	99
DBE %	2.9%	Total \$80.0M
DBE Vendor Count	183	174
MBE Spend	\$32.1M	
MBE %	2.1%	
MBE Vendor Count	64	
MBE/WBE Spend	\$9.4M	
MBE/WBE %	0.6%	
MBE/WBE Vendor Count	49	
VBE Spend	\$0.3M	
VBE %	0.0%	
VBE Vendor Count	3	
SDVOBE Spend	\$0.3M	
SDVOBE %	0.0%	
SDVOBE Vendor Count	2	
LGBTBE Spend	\$0.0M	
LGBTBE %	0.0%	
LGBTBE Vendor Count	0	
DOBE Spend	\$0.0M	
DOBE %	0.0%	
DOBE Vendor Count	0	

\*\* Note: Vendors with multiple certifications will be counted in each category they are certified in. (i.e. a Minority, Veteran owned would count in both.)

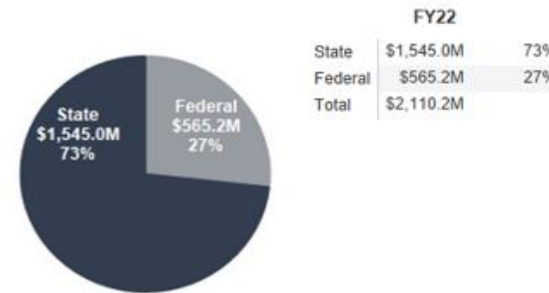
### MBTA State Spend FY22



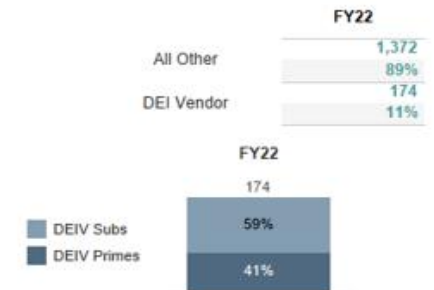
### Spend Benchmark (MBTA Spend)

	FY22
All Other	\$6.8M
Commuter Rail	\$419.3M
Construction	\$447.1M
Local Commuter Svcs	\$115.4M
Material Inv (Central Stores)	\$26.5M
Materials (Non-Inv)	\$36.9M
Professional Services	\$144.9M
Services	\$260.6M
Supplies	\$87.4M
<b>Annual Avg \$</b>	<b>\$1,545.0M</b>

### MBTA State vs Federal Spend



### MBTA Vendor Count



#### Business Enterprise (BE) Categories:

DBE: Disadvantaged Business Enterprise  
LBGT: Lesbian, Gay, Bisexual, Transgender  
SDVOBE: Service-Disabled Veteran owned

MBE: Minority owned  
VBE: Veteran owned  
WBE: Women owned

DOBE: Disability-owned

# PROCUREMENT

FY22 STATE FUNDS  
SUPPLIER DIVERSITY REPORT





# PROCUREMENT

## STATE FUNDS SUPPLIER DIVERSITY PROGRAM GOALS

- Establish 25% supplier diversity criteria weight to RFPs in selection process
- Implement a Supplier Diversity Affidavit to ensure compliance from Primes
- Track all Supplier Diversity Programs (SDP) commitments on awarded

## SUPPLIER DIVERSITY FY2022 ACCOMPLISHMENTS

- Outreach letter sent to approximately 4,120 vendors and gathered feedback received from 142 vendors to help inform building a successful supplier diversity program.
- Onboarded two new Supplier Diversity team members: a Supplier Diversity Analyst and a Supplier Diversity Outreach Coordinator.
- Developed a Supplier Diversity Dashboard to track diversity commitments from awarded.
- Successfully implemented a formal Supplier Diversity program for all Nonfederal RFPs >\$250k and use 25% supplier diversity criteria weight in selection process to intentionally attract more diverse firms.



# RFP EVALUATION CRITERIA

Within all RFPs, the template for technical response evaluation criteria varies based on the requirements in the Scope of Work. Below is an example of evaluation criteria in an RFP.

Technical Response Evaluation Criteria
Bidder Experience, Capabilities, and Qualifications
Technical capabilities of the proposed solution (goods, software)
Product Performance or Warranty Program (goods)
Approach to Contract and Operational Plan (services)
Technology Plan (services)
Staffing Plan (services)
Transition Plan (services)
Project Plan or Implementation Plan (services, software)
Qualifications and Experience of Proposed Resources (consulting)
<b>Supplier Diversity (25% of overall Technical Response scoring with 3 to 5 questions asked)</b>



# BASELINE BENCHMARK FY19--FY21

## Procurement Benchmark Diversity Scorecard FY 19-21 (Excludes Federal Funding)



Procurement  
Total Spend  
Benchmark FY 19-21  
(Excludes Federal Funding)

**\$870.4M**

DEI Spend Rate  
Benchmark FY 19-21

**4.5%**

• Prime/Subcontractors: DEI spend only includes payments to Primes and contractual programs with ABM/TMM cleaning, Keolis, and CRRR MA contracts.

### Procurement Benchmark FY 19-21 Diversity Spend

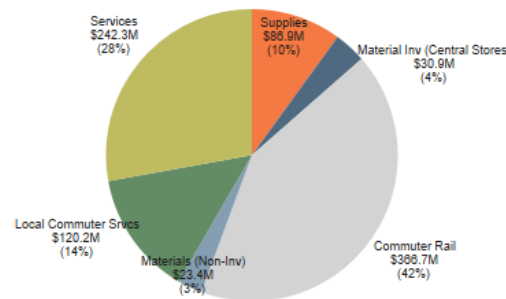
	FY19	FY20	FY21	Benchmark (FY19-21)
Diversity Spend Opportunity	\$752.8M	\$929.8M	\$928.7M	<b>\$870.4M</b>
DEI Spend (Primes)	\$14.2M	\$19.7M	\$27.1M	<b>\$20.3M</b>
DEI Spend (Subs)	\$16.2M	\$16.3M	\$24.3M	<b>\$18.9M</b>
Total Diversity Spend	\$30.3M	\$36.0M	\$51.5M	<b>\$39.3M</b>
Diversity %	4.0%	3.9%	5.5%	<b>4.5%</b>

### Procurement Vendor Diversity Operational Spend By Certification \*\*

	FY19	FY20	FY21	Benchmark (FY19-21)
Opportunity Spend \$	\$752.8M	\$929.8M	\$928.7M	<b>\$870.4M</b>
WBE Spend	\$14.84M	\$20.76M	\$26.16M	<b>\$20.59M</b>
WBE %	2.0%	2.2%	2.8%	<b>2.3%</b>
WBE Vendor Count	71	70	65	<b>69</b>
DBE Spend	\$15.4M	\$18.2M	\$26.2M	<b>\$19.9M</b>
DBE %	2.0%	2.0%	2.8%	<b>2.3%</b>
DBE Vendor Count	70	78	68	<b>72</b>
MBE Spend	\$13.6M	\$12.7M	\$16.0M	<b>\$14.1M</b>
MBE %	1.8%	1.4%	1.7%	<b>1.6%</b>
MBE Vendor Count	33	36	26	<b>32</b>
MBE/WBE Spend	\$0.5M	\$1.0M	\$2.4M	<b>\$1.3M</b>
MBE/WBE %	0.1%	0.1%	0.3%	<b>0.1%</b>
MBE/WBE Vendor Count	5	10	8	<b>8</b>
VBE Spend	\$0.2M	\$0.4M	\$0.4M	<b>\$0.3M</b>
VBE %	0.0%	0.0%	0.0%	<b>0.0%</b>
VBE Vendor Count	2	3	3	<b>3</b>
SDVOBE Spend	\$0.0M	\$0.0M	\$0.0M	<b>\$0.0M</b>
SDVOBE %	0.0%	0.0%	0.0%	<b>0.0%</b>
SDVOBE Vendor Count	0	1	1	<b>1</b>
LGBTBE Spend	\$0.0M	\$0.0M	\$0.0M	<b>\$0.0M</b>
LGBTBE %	0.0%	0.0%	0.0%	<b>0.0%</b>
LGBTBE Vendor Count	0	0	0	<b>0</b>
DOBE Spend	\$0.00M	\$0.00M	\$0.00M	<b>\$0.00M</b>
DOBE %	0.0%	0.0%	0.0%	<b>0.0%</b>
DOBE Vendor Count	0	0	0	<b>0</b>
Sub TBD Spend	\$0.0M	\$0.0M	\$0.0M	<b>\$0.0M</b>

	Benchmark FY (19-21)
Single Cert	<b>\$22.2M</b> 60
Multi-Cert	<b>\$16.9M</b> 59

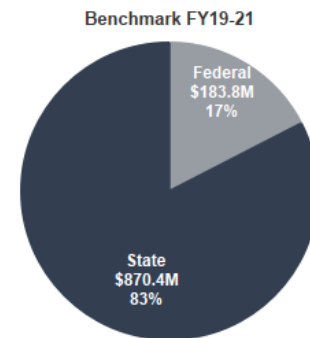
### Procurement State Spend (Benchmark FY19-21)



### Spend Benchmark (Procurement Spend)

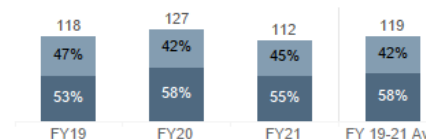
	MBTA FY			Benchmark (FY19-21)
	FY19	FY20	FY21	Avg
Commuter Rail	\$330.7M	\$374.4M	\$394.9M	<b>\$366.7M</b>
Local Commuter Svcs	\$128.8M	\$126.3M	\$105.4M	<b>\$120.2M</b>
Material Inv (Central Stores)	\$34.5M	\$30.6M	\$27.5M	<b>\$30.9M</b>
Materials (Non-Inv)	\$14.6M	\$28.2M	\$27.5M	<b>\$23.4M</b>
Services	\$178.9M	\$253.5M	\$294.5M	<b>\$242.3M</b>
Supplies	\$65.2M	\$116.7M	\$78.8M	<b>\$86.9M</b>
<b>Annual Avg \$</b>	<b>\$752.8M</b>	<b>\$929.8M</b>	<b>\$928.7M</b>	<b>\$870.4M</b>

### Procurement State vs Federal Spend



### Procurement Vendor Count

	FY19	FY20	FY21	FY19-21 Avg
All	1,378	1,427	1,298	1,368
Other	92%	92%	92%	93%
DEI	118	127	112	119
Vendor	8%	8%	8%	7%



### Business Enterprise (BE) Categories:

DBE: Disadvantaged Business Enterprise  
LBGT: Lesbian, Gay, Bisexual, Transgender  
SDVOBE: Service-Disabled Veteran owned

MBE: Minority owned  
VBE: Veteran owned  
WBE: Women owned

DOBE: Disability-owned

DEI Vendor Prime/Subs  
DEIV Subs  
DEIV Primes

\*\* Note: Vendors with multiple certifications will be counted in each category they are certified in. (i.e. a Minority, Veteran owned would count in both.)

# FY2022 PERFORMANCE

## Procurement Diversity Spend Scorecard FY22 (Excludes Federal Funding)



Procurement  
Total Spend  
(FY22)  
(Excludes Federal Funding)  
**\$946.1M**

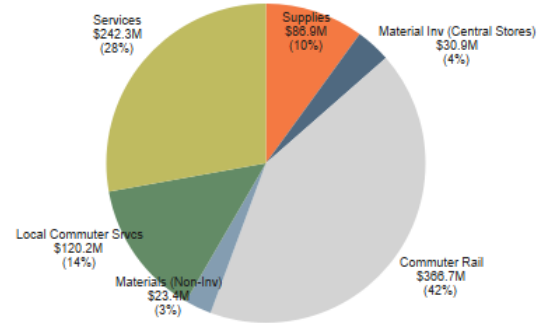
DEI Spend Rate  
(FY22)  
**5.7%**

- FY22 YTD Procurement Department's annual spend opportunity with Diverse Vendors (DEI) against all Opportunity spend results in a 5.7% diversity spend rate.
- Prime/Subcontractors: DEI spend only includes payments to Primes and contractual programs with ABM/TMM cleaning, Keolis, and CRRM MA contracts (\$29.1M YTD to DEI subcontractors).

### Procurement FY22 Diversity Spend

	Benchmark (FY19-21)	FY22
Diversity Spend Opportunity	\$870.4M	\$946.1M
DEI Spend (Primes)	\$20.3M	\$24.9M
DEI Spend (Subs)	\$18.9M	\$29.1M
Total Diversity Spend	\$39.3M	\$53.9M
Diversity %	4.5%	5.7%

### Procurement State Spend FY22



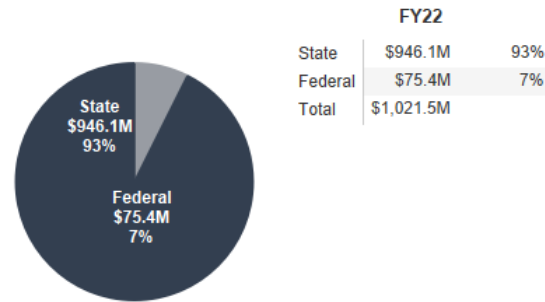
### Spend Benchmark (Procurement Spend)

	FY22
Commuter Rail	\$419.3M
Local Commuter Svcs	\$115.4M
Material Inv (Central Stores)	\$26.5M
Materials (Non-Inv)	\$36.9M
Services	\$260.6M
Supplies	\$87.4M
Annual Avg \$	\$946.1M

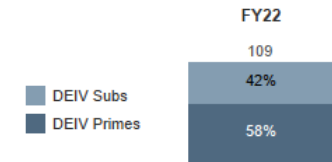
### Procurement Vendor Diversity Operational Spend By Certification \*\*

	FY22	FY22
Opportunity Spend \$	\$946.1M	Single Cert \$29.9M / 55
WBE Spend	\$20.33M	Multi-Cert \$24.1M / 54
WBE %	2.1%	Total \$53.9M / 109
WBE Vendor Count	63	
DBE Spend	\$26.9M	
DBE %	2.8%	
DBE Vendor Count	70	
MBE Spend	\$27.7M	
MBE %	2.9%	
MBE Vendor Count	28	
MBE/WBE Spend	\$2.8M	
MBE/WBE %	0.3%	
MBE/WBE Vendor Count	5	
VBE Spend	\$0.3M	
VBE %	0.0%	
VBE Vendor Count	3	
SDVOBE Spend	\$0.3M	
SDVOBE %	0.0%	
SDVOBE Vendor Count	2	
LGBTBE Spend	\$0.0M	
LGBTBE %	0.0%	
LGBTBE Vendor Count	0	
DOBE Spend	\$0.00M	
DOBE %	0.0%	
DOBE Vendor Count	0	

### Procurement State vs Federal Spend



### Procurement Vendor Count



### Business Enterprise (BE) Categories:

- DBE: Disadvantaged Business Enterprise
- LBGT: Lesbian, Gay, Bisexual, Transgender
- SDVOBE: Service-Disabled Veteran owned
- MBE: Minority owned
- VBE: Veteran owned
- WBE: Women owned
- DOBE: Disability-owned

\*\* Note: Vendors with multiple certifications will be counted in each category they are certified in. (i.e. a Minority, Veteran owned would count in both.)

# CAPITAL

FY22 STATE FUNDS  
SUPPLIER DIVERSITY REPORT



# CAPITAL PROGRAMS

## SUPPLIER DIVERSITY PROGRAM OBSERVATIONS

- The majority of the diversity spend opportunity is in construction due to the higher level of spend in Construction (\$436.6M) versus professional services (\$138.2M).
- The most common certification in the diversity spend is WBE (3.0%) for SDO certification and DBE (2.4%) for federal certifications.
- In addition to identifying programs to increase DEI spending in Capital Program state-funded non-federal opportunities, another key effort is to set up structures and process to track state-funded DEI spending. Currently, the systems for monitoring and reporting state-funded non-federal projects, particularly at the subcontractor level, are limited.

## PROFESSIONAL SERVICES OBSERVATIONS

- Supplier Diversity evaluation developed and incorporated into professional services evaluation criteria, process and contract bid language for 3 contracts in FY22.
- ACEC training session held to educate industry on evaluation criteria and process.
- 25 points assigned to supplier diversity evaluation.



# CAPITAL PROGRAMS

## SMALL BUSINESS ENTERPRISE (SBE) PROGRAM OBSERVATIONS

- In FY2022, an SBE Program for contractors, consultants, suppliers, and vendors working within Capital Programs was re-invented and comprised of prime contract opportunities that are specified exclusively for small businesses.
- In July 2022, the first contract under the SBE program was advertised for construction. This contract is currently in the procurement phase and is expected to be awarded in Fall 2022.
- We anticipate a minimum of five additional SBE contracting opportunities will be identified for procurement in FY2023, establishing a steady project pipeline for the program.

## SUPPLIER DIVERSITY AND SBE PROGRAM RECOMMENDED ACTIONS

- Recommend that MBTA collaborate with other owner organizations on DEI activities (ACEC, colleges, institutions) using an Owner's Working Group to identify DEI activities that will be impactful and beneficial to participants.
- Recommend that the MBTA schedule outreach sessions to broaden the participation of DEI firms beyond DBEs. It is also recommended that the MBTA create a DEI site on its website similar to the new small business program.
- Recommend that MBTA implement a standardized program/platform for tracking and reporting contract data.



# BASELINE BENCHMARK

## Capital Programs Diversity Spend Benchmark FY(19-21) (Excludes Federal Funding) ☰

Capital Programs' Diversity Spend Benchmark FY(19-21) (Excludes Federal Funding)

**\$458.2M**

DEI Spend Rate Benchmark FY(19-21)

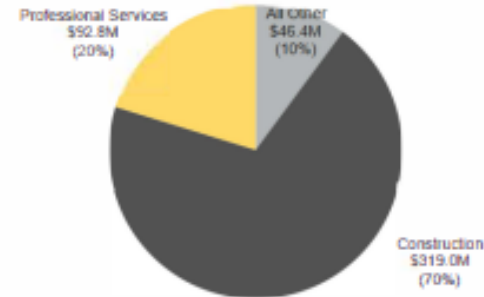
**2.6%**

FY(19 - 21) Capital Programs annual spend with Diverse Vendors (DEI) against all other Capital Spend results in a 2.6% diversity spend rate benchmark.

### Capital Programs FY(19-21) Diversity Spend

	Benchmark (FY19-21)
Diversity Spend Opportunity	\$458.2M
DEI Spend (Primes)	\$2.3M
DEI Spend (Subs)	\$9.6M
Total Diversity Spend	\$11.9M
Diversity %	2.6%

### Diversity Spend (Benchmark FY19-21)



Spend Opportunity (Capital Program Spend)

Benchmark Avg

All Other	\$46.4M
Construction	\$319.0M
Professional Services	\$92.8M
<b>Annual Avg \$</b>	<b>\$458.2M</b>

### Capital Programs Vendor Diversity Operational Spend By Certification \*\*

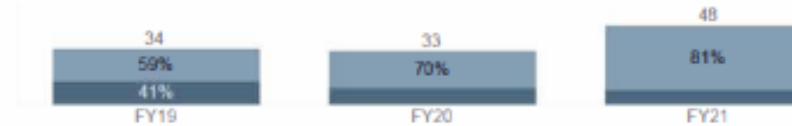
	Benchmark (FY19-21)
Opportunity Spend \$	\$458.2M
WBE Spend	\$6.27M
WBE %	1.4%
WBE Vendor Count	32
DBE Spend	\$8.2M
DBE %	1.7%
DBE Vendor Count	42
MBE Spend	\$2.8M
MBE %	0.5%
MBE Vendor Count	17
MBE/WBE Spend	\$3.1M
MBE/WBE %	0.7%
MBE/WBE Vendor Count	20
VBE Spend	\$0.0M
VBE %	0.0%
VBE Vendor Count	0
SDVOBE Spend	\$0.0M
SDVOBE %	0.0%
SDVOBE Vendor Count	0
LGBTBE Spend	\$0.0M
LGBTBE %	0.0%
LGBTBE Vendor Count	0
DOBE Spend	\$0.00M
DOBE %	0.0%
DOBE Vendor Count	0

■ DEIV Subs  
■ DEIV Primes

### Capital Programs Annual Diverse Vendor Count

	Benchmark (FY19-21)
All Other	116
DEI Vendor	74%
	38
	26%

### Capital Programs Diverse Vendor Count



### Business Enterprise (BE) Categories:

**DBE:** Disadvantaged Business Enterprise     **MBE:** Minority owned     **DOBE:** Disability-owned  
**LBGT:** Lesbian, Gay, Bisexual, Transgender     **VBE:** Veteran owned  
**SDVOBE:** Service-Disabled Veteran owned     **WBE:** Women owned

\*\* Note: Vendors with multiple certifications will be counted in each category they are certified in. (i.e. a Minority, Veteran owned would count in both.)



# FY2022 PERFORMANCE

## Capital Programs Diversity Spend Scorecard FY22 (Excludes Federal Funding)



Capital Programs  
Total Spend  
(FY22)  
(Excludes Federal Funding)

**\$598.9M**

DEI Spend Rate  
(FY22)

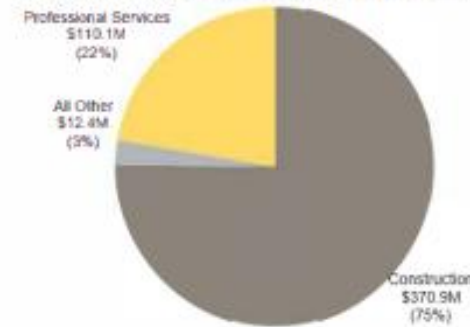
**4.4%**

• FY22 YTD Capital Program's annual spend with Diverse Vendors (DEI) against all other Capital spend results in a 4.4% diversity spend rate.

### Capital Programs FY22 Diversity Spend

	Benchmark (FY19-21)	FY22
Diversity Spend Opportunity	\$493.4M	\$598.9M
DEI Spend (Primes)	\$2.1M	\$1.4M
DEI Spend (Subs)	\$13.4M	\$24.6M
Total Diversity Spend	\$15.4M	\$26.1M
Diversity %	3.1%	4.4%

### Capital Programs State Spend FY22



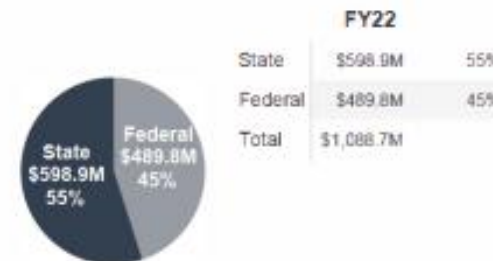
Spend Benchmark  
(Capital Programs Spend)

	FY22
All Other	\$5.8M
Construction	\$447.1M
Professional Services	\$144.9M
<b>Annual Avg \$</b>	<b>\$598.9M</b>

### Capital Programs Vendor Diversity Operational Spend by Certification \*\*

	FY22	FY22
Opportunity Spend \$	\$598.9M	\$9.8M
WBE Spend	\$17.92M	22
WBE %	3.0%	\$16.3M
WBE Vendor Count	83	46
DBE Spend	\$17.2M	\$26.1M
DBE %	2.9%	68
DBE Vendor Count	113	
MBE Spend	\$4.5M	
MBE %	0.7%	
MBE Vendor Count	36	
MBE/WBE Spend	\$9.6M	
MBE/WBE %	1.1%	
MBE/WBE Vendor ..	44	
VBE Spend	\$0.0M	
VBE %	0.0%	
VBE Vendor Count	0	
SDVOBE Spend	\$0.0M	
SDVOBE %	0.0%	
SDVOBE Vendor C..	0	
LGBTBE Spend	\$0.0M	
LGBTBE %	0.0%	
LGBTBE Vendor Cou..	0	
DOBE Spend	\$0.00M	
DOBE %	0.0%	
DOBE Vendor Count	0	

### Capital Programs State vs Feder..



### Capital Programs Vendor..

	FY22
All Other	115
DEI Vendor	68
<b>Total</b>	<b>183</b>
DEIV Subs	85%
DEIV Pri..	

#### Business Enterprise (BE) Categories:

**DBE:** Disadvantaged Business Enterprise  
**LBGT:** Lesbian, Gay, Bisexual, Transgender  
**SDVOBE:** Service-Disabled Veteran owned

**MBE:** Minority owned  
**VBE:** Veteran owned  
**WBE:** Women owned

**DOBE:** Disability-owned

\*\* Note: Vendors with multiple certifications will be counted in each category they are certified in. (i.e. a Minority, Veteran owned would count in both.)

**THANK YOU!**

**QUESTIONS & COMMENTS**

