

## **DIVERSITY OUTREACH PLAN – Bonus of up to 25% of proposer’s base score**

All Proposers, including DBE firms submitting as prime, must submit the following information in their proposals; however, CTA will evaluate and score the information submitted by firms in the competitive range. The total percentage received under this section will be applied to the total base scores of those firms as a bonus. Adjustments to the proposed plans/commitments may be negotiated between the CTA and Proposer prior to award of the Contract, and the final plans/commitments will be incorporated into the Contract as part of the awarded Proposer’s DBE and Workforce commitment documents. In reviewing and evaluating the responses to this section, the CTA will consider the following factors:

### **Disadvantaged Business Enterprise (DBE)**

- 1. DBE Utilization Plan (Maximum of 7%):** Proposer must submit a plan that clearly articulates the methods it will use to reach out to the DBE community and to utilize a diverse pool of DBE firms for subcontracting opportunities throughout the term of this Contract. The plan should include innovative and aggressive strategies, including but not limited to outreach, community partner engagement, Mentor/Protégé plan and/or training, and informational events for potential DBEs who are either certified or eligible for certification that may be impacted by or benefit from the Project.

**Proposer must include a detailed timeline of the proposed outreach efforts provided in their plan.**

- 2. Past DBE Performance (Maximum of 4%):** Proposer must submit detailed information pertaining to its performance in the area of Disadvantaged Business Enterprise (DBE) compliance on the firm’s **five (5) most recent contracts in which there was a DBE goal** (pursuant to 49 CFR Part 26). Information should include the contract/requisition number, project name, DBE contract goal, actual attainment, percentage breakdown of work subcontracted to DBEs to achieve the actual attainment and evidence of good faith efforts if any.

If the Proposer does not have the requisite previous performance with respect to DBE compliance, the Proposer must submit the information listed above with respect to its Minority Business Enterprise (MBE) or Women Business Enterprise (WBE) compliance on the firm’s five most recent contracts with other public agencies. M/WBE contracts should only be included if and when the Proposer has less than five (5) DBE contracts.

**If any of the projects listed were performed for an agency other than CTA, Proposer must include the agencies’ contact information (project manager’s name, direct number and email) for each project listed.**

### **Workforce**

- 3. Workforce Outreach and Training Plan (Maximum of 7%):** Proposer must submit a detailed plan for obtaining a diverse workforce and coordinating workforce recruitment, apprenticeship, and workforce training opportunities for this Project. Specifically, the Proposer must describe their plan for attaining the Workforce Goals listed in the Workforce Special Conditions. Proposer may implement their workforce outreach and training plan independently or in coordination with existing workforce development programs. Strong

consideration will be given to plans with innovative strategies to reach out to potential trainees and hires in economically disadvantaged and/or underrepresented communities.

**Proposer must include a detailed timeline of the proposed workforce initiatives provided in their plan.**

- 4. Past Workforce Goal(s) Performance (Maximum of 4%):** Proposer must submit detailed information pertaining to its performance in the area of workforce development goal compliance on the firm's **five (5) most recent contracts in which there was at least one workforce goal** (i.e. WIOA goal, residency goal, apprentice goal, project footprint goal, etc.). Information should include the contract/requisition number, project name, contract owner information (e.g. agency name and point of contact), workforce contract goal(s), actual attainment, and evidence of good faith efforts if any. The workforce goal and attainment must be reported as percentages of total labor hours. If Proposer does not have the requisite previous performance with respect to workforce goal compliance, Proposer must submit a detailed description of workforce development initiatives the Proposer has initiated or participated in.

**If any of the projects listed were performed for an agency other than CTA, Proposer must include the agencies' contact information (project manager's name, direct number and email) for each project listed.**

#### **Minority Deposit Institutions (MDIs)/Community Banking**

- 5. Utilization of MDIs/Community Banks (Maximum of 3%):** Proposer must commit to deposit a designated percentage of the cumulative amount of payments received under the Contract to one or more MDIs and/or Community Banks. Preference will be given where the MDIs and/or Community Banks are located in economically disadvantaged areas, as defined by CTA ([https://www.transitchicago.com/assets/1/28/Disadvantaged\\_Zip\\_Code\\_Listings.pdf](https://www.transitchicago.com/assets/1/28/Disadvantaged_Zip_Code_Listings.pdf)). In addition, Proposer must include innovative ways in which they or their subcontractors will partner with MDIs and/or Community Banks. Information about MDIs and Community Banks can be found at:

**MDIs:** <https://www.fdic.gov/regulations/resources/minority/mdi.html>

**MDI Credit Unions:** <https://www.ncua.gov/support-services/credit-union-resources-expansion/resources/minority-depository-institution-preservation>

**Community Banks:** <https://www.fdic.gov/resources/community-banking/index.html>.

**Proposer shall indicate the proposed percentage to be deposited over the course of the Contract, the name(s) of the proposed MDI(s) and/or Community Bank(s) along with the branch location, and detail the innovative strategies.**