



MSD Diversity Programs



Metropolitan St. Louis Sewer District

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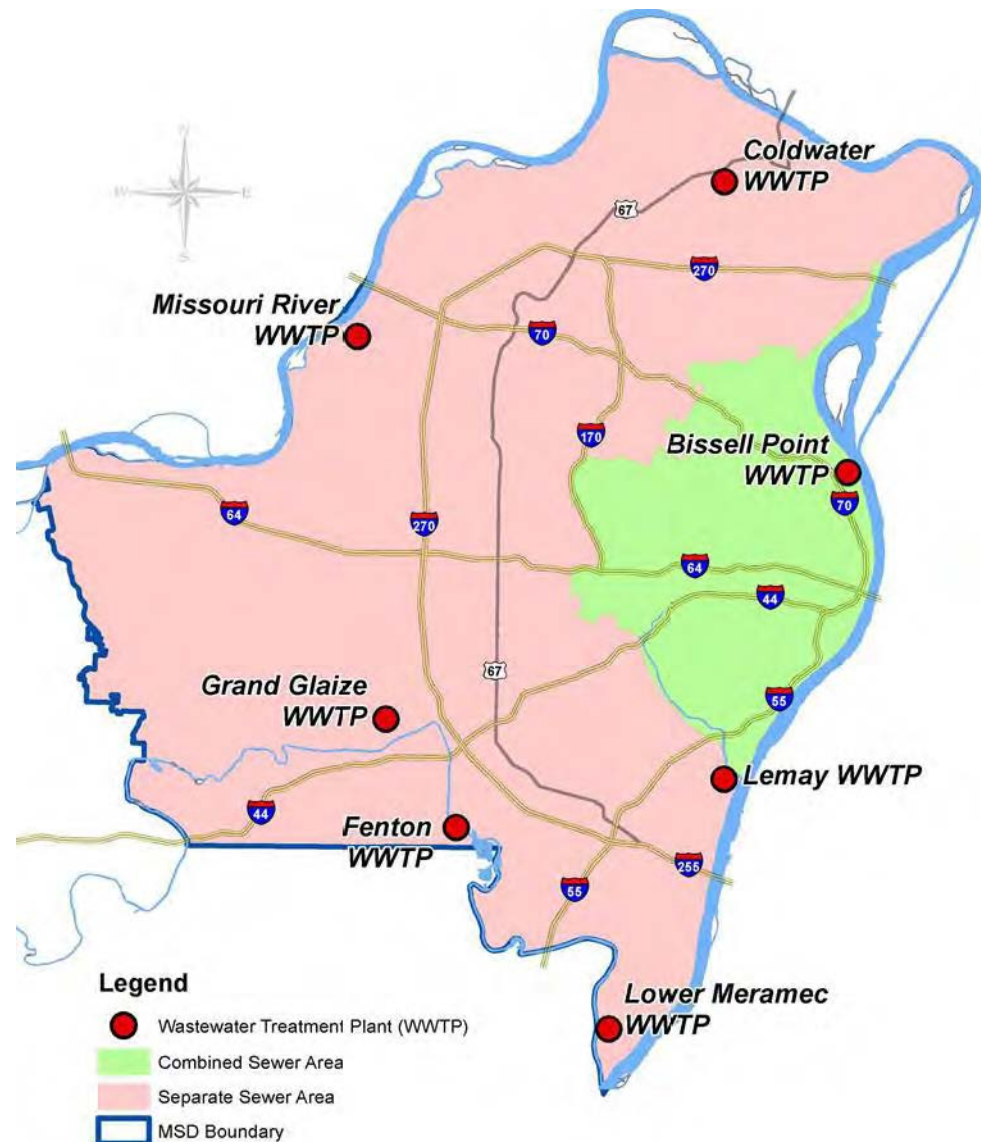
Today's Agenda

- 🔹 Overview of MSD Diversity
- 🔹 Diversity Journey
- 🔹 Opportunities for Inclusion at MSD
- 🔹 Questions



MSD System Overview & Details

- Two utilities: wastewater and stormwater
- 520 square mile service area
- ~1,300,000 customers
- 90 municipalities served
- 7 treatment plants
- 350+ million gallons/day wastewater treated
- 4,744 miles of sanitary sewers
- 1,806 miles of combined sewers
- 3,028 miles of stormwater sewers



MSD Diversity Mission

💧 “Aid in efforts to continuously improve the health, safety, and water environment of our residents and ratepayers through business practices that represent a commitment to inclusivity and equality.”

CORE VALUES

- 💧 INTEGRITY
- 💧 COMMUNITY
- 💧 TEAMWORK
- 💧 INNOVATION
- 💧 EMPLOYEES
- 💧 CUSTOMERS



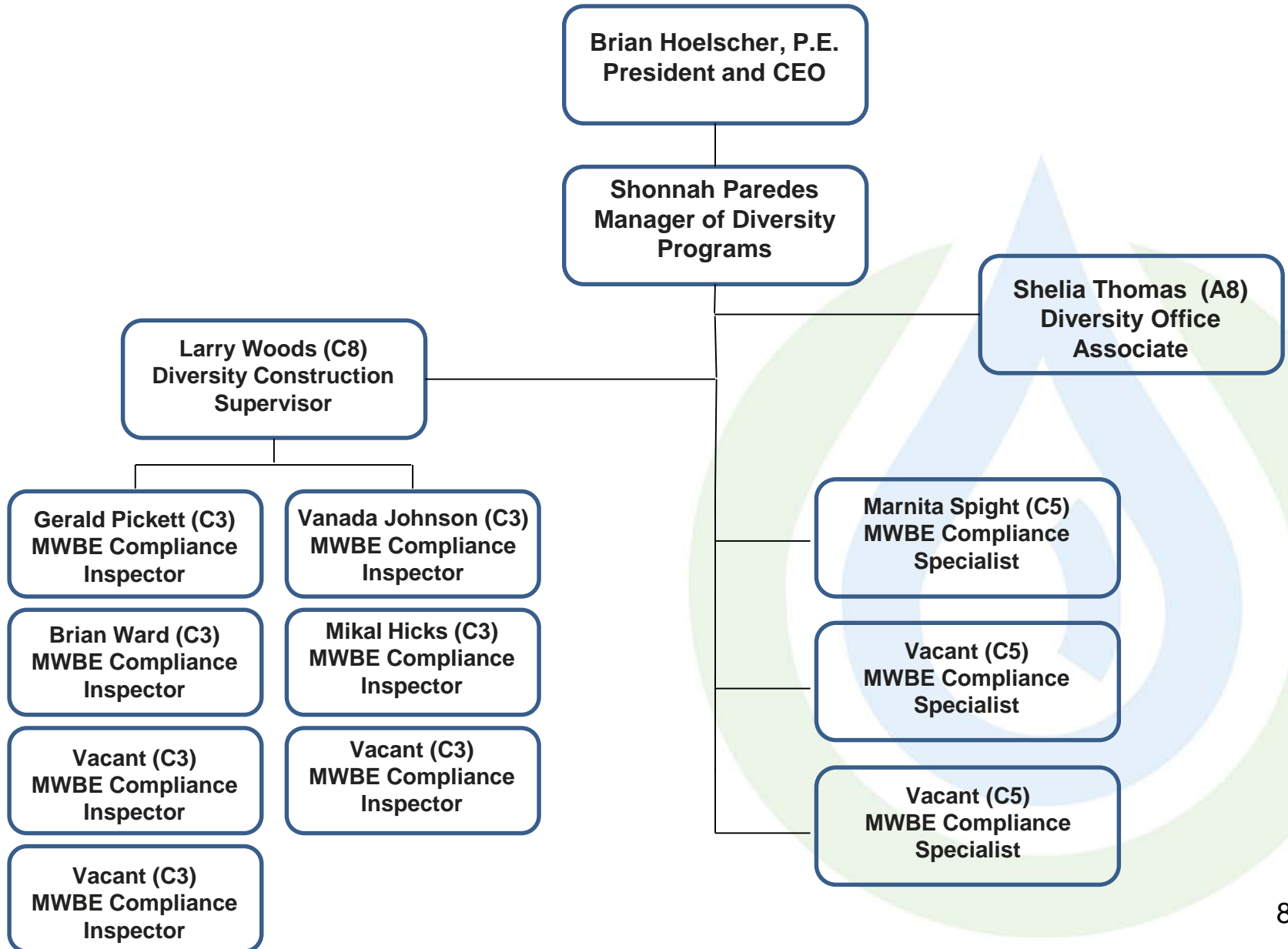
Journey From Study to Significant Impact

- 💧 2012 was a pivotal year for Diversity at MSD
 - Commissioned Disparity Study
 - Consent Decree
- 💧 2013
 - New Goals for Diversity Program
 - Community Benefits Agreement
 - Increased Diversity Staff
- 💧 2014
 - First Source Hiring Program & Building Union Diversity Program (BUD)
 - Capital available through Contractor Loan Fund
- 💧 2015
 - SIUE Scholarships for ERTC for Treatment Plant Operators
 - Partnered with St. Louis Internship Program
- 💧 2016
 - MSD Diversity Reporting System
- 💧 2018-2019
 - Update Disparity Study

MSD Disparity Study Update

	Event	Date
MSD	MSD Board Authorizes Disparity Study Update – Ordinance no 15031	10/2018
MSD and Mason Tillman	Kick Off Meeting with MSD Mgmt. and Staff	2/2019
MSD	MSD collect and deliver CIRP contract data for study period (January 1, 2013-December 31, 2017)	3-4/2019
MSD and Mason Tillman	3 MSD outreach sessions to construction and professional services contractors	3/2019
Mason Tillman	Analysis performed on: Prime Contractor, Subcontractor, Availability, Prime Contracts, and Subcontracts	4-9/2019
Mason Tillman	Draft Final Disparity Study Update Report	11/2019
MSD	Provide Comments on Draft Final Report	12/2019
Mason Tillman	Issue final disparity study and employment reports	1/2020

Diversity Organization





- 🌿 Opportunities for inclusion at MSD is extensive and long term
 - 🌿 MSD plans to invest billions of dollars over the next 20+ years
 - 🌿 Planning
 - 🌿 Designing
 - 🌿 Community Rainscaping
 - 🌿 System Improvements
 - 🌿 Maintenance and Repairs
 - 🌿 Small Contractor Programs

Areas of Opportunities

- ④ Prime Contractors for CIRP construction must be pre-qualified to bid on MSD projects
 - Private Inflow Removal (PIR)
 - City Shed Projects
 - Repair and Maintenance
 - Pump Stations and Storage Tanks
 - Green Infrastructure
 - Tunnels
- ④ Prime Contractors for CIRP design work must be pre-qualified to bid on MSD projects
- ④ Informal Pre Qualification Process - Small Contractor Program
 - Projects under \$25K
 - No Bonding
- ④ You can bid on a supply, service, or routine construction repair projects without being pre-approved
 - Register as a vendor/supplier directly with MSD

MSD Diversity Programs

MSD Utilization and Workforce

<u>Programs</u>	<u>Utilization Goals</u>	<u>Workforce Goals*</u>
1. Building Const.	30% MBE (African American/Hispanic)	30% Minority/7% Women
2. Non-Building Const.	17% MBE (African American)	30% Minority/7% Women
3. State Funded Const.	10% MBE / 10% WBE	14.7% Minority/6.9% Women
4. Federal Funded Const.	10% MBE / 5% WBE	14.7% Minority / 6.9% Women
5. Design/Build	No Design Utilization Goals	18% Minority / 32% Women
-Non-Bldg. Const.	17% MBE (African American)	30% Minority/7% Women
-Building Const.	30% MBE (African American/Hispanic)	30% Minority/7% Women
6. Design	No Design Utilization Goals	18% Minority / 32% Women
7. Goods and Services	No Utilization Goals	18% Minority / 32% Women

Workforce Goals*

No GFE is required on workforce at the time of bid. For contracts exceeding \$500,000, workforce plan is due after notification of contract award.

Questions?

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