



City of Baltimore

2022 Disparity Study

AUGUST 26, 2022



PREFACE

The City of Baltimore and the Housing Authority of Baltimore City collaborated to conduct a disparity study for their respective agencies. MGT Consulting Group worked with the City and Housing Authority to define and scope of work and study requirements specific to their agencies. During the course of the study, there were elements of both studies where the scope overlapped.



City of Baltimore

2022 Disparity Study

AUGUST 26, 2022

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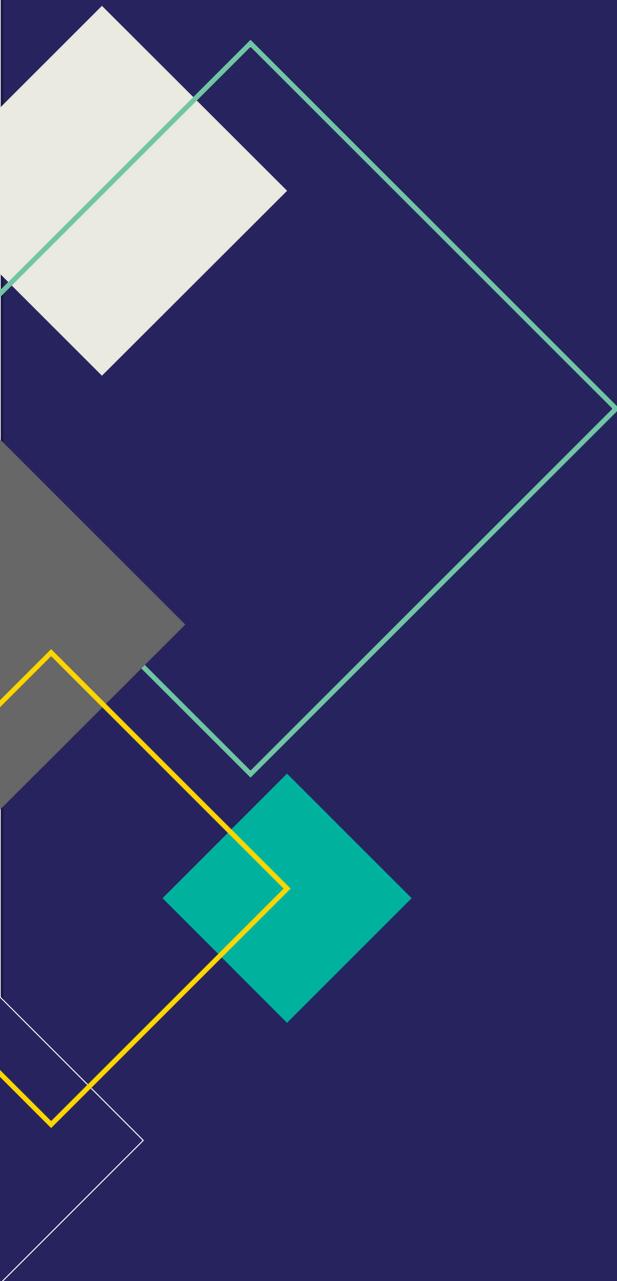
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Executive Summary

Introduction

The City of Baltimore (City) retained MGT of America Consulting, LLC (MGT) to conduct an availability and disparity study to determine if there are any disparities between the utilization of minority-owned businesses (MBE), women-owned businesses (WBE), veteran-owned businesses (VBE), disabled owned businesses (DOBE), and lesbian, gay, transgender, bisexual, queer-owned businesses (LGBTQ) compared to the availability of these firms in the City's marketplace who are ready, willing, and able to perform work. MGT analyzed data for July 1, 2015 (FY16) through June 30, 2019 (FY19) for Construction, Architecture and Engineering, Goods, and Other Services (Including professional services).

The Study analyzed whether a disparity exists between the number of available MBEs, WBEs, VBEs, DOBEs, and LGBTQs providing goods or services in the above business categories (availability) and the number who are contracting with the City as a prime contractor or subcontractor (utilization).

LEGAL FRAMEWORK

When local governments create affirmative action programs in government procurement, they must do so in a manner that comports with the Equal Protection Clause of the Fourteenth Amendment to the United States Constitution. If a governmental program employs race-based classifications, the program must be narrowly tailored and further a compelling interest. See *Richmond v. J.A. Croson Co.*, 488 U.S. 469, 492, 509 (1989) ("*Croson*"). Local governments have a compelling interest "in assuring those public dollars, drawn from the tax contributions of all citizens, do not serve to finance the evil of private prejudice." *Id.* at 492. Additionally, cities that can show they have "essentially become a 'passive participant' in a system of racial exclusion practiced by elements of the local construction industry," are able to "take affirmative steps to dismantle such a system." *Id.* If a governmental program employs gender-based classifications, in those cases the program must demonstrate an "exceedingly persuasive justification." *United States v. Virginia*, 518 U.S. 533 (1996).

The foundational case for evaluating M/WBE programs is *Croson*. *Croson* indicated what types of data might be sufficient to show that a program was narrowly tailored to further a compelling government interest. "Where there is a significant statistical disparity between the number of qualified minority contractors willing and able to perform a particular service and the number of such contractors actually engaged by the locality or the locality's prime contractors, an inference of discriminatory exclusion could arise." *Croson*, 488 U.S. at 509. The appropriate remedy for such an inference is likely not a "rigid numerical quota," *id.* at 508, but could be a program that offers "some form of narrowly tailored racial preference," *id.* at 509.

STUDY SCOPE AND DATA PARAMETERS

The scope of the disparity study included defining the City's market area and analyzing payment and contract data. MGT staff compiled and reconciled electronic data provided by the City to merge prime and subcontractor contract data to create a Master Utilization Database to support the needs of the study. MGT utilized the City's financial data as the primary source of the prime financial data and supplemented

that data with input from the City departments. The prime contract data was combined with the subcontractor data which was collected via a survey of the primes. Based on a common contract ID across both data sets, MGT merged the subcontractor data with the prime data to make up the Master Utilization Database.

MARKET AREA

In determining a relevant market area, MGT abides by a 75 percent majority rule of agency spending with deference to historic programmatic considerations to prescribe an appropriate geographic boundary. To establish the appropriate geographic boundaries for the study, the “relevant” market area was isolated according to the 75 percent standard. These market areas are defined by geographic units such as counties and states, based on the following considerations: 1) the courts have accepted the use of standard geographic units in conducting equal employment opportunity and disparity studies; 2) geographic units are externally determined, so there are no subjective determinations, and 3) U.S. Census and other federal agencies routinely collect data by geographic unit.

The recommended relevant market area includes Baltimore City, Baltimore County, Anne Arundel County, Carroll County, Howard County, Queen Anne’s County, Montgomery County, and Prince George’s County, MD (“Market Area”). **Chapter 4** details the exact localities utilized.

Key Findings

Finding A: M/WBE Utilization (*Chapter 4, Appendix C*)

In **Table E-1**, the utilization analysis shows that non-M/WBE firms are utilized at higher rates than their M/WBE counterparts. The City’s utilization of non-M/WBE firms totaled 70.68 percent, while 29.32 percent went to M/WBE firms. Overall, the highest utilization rates among M/WBE classifications included African American firms accounting for 12.34 percent of dollars spent and nonminority females accounting for 7.52 percent of dollars spent. Nonminority female firms had the greatest utilization in Construction at 8.36 percent or \$21.69 million, followed by Asian American firms in Goods at 6.75 percent or \$42.54 million.¹

¹ Chapter 4, Market Area and Utilization Analyses

TABLE E-1.
UTILIZATION ANALYSIS
BY BUSINESS OWNERSHIP CLASSIFICATION AND BY PROCUREMENT CATEGORIES

BUSINESS OWNERSHIP CLASSIFICATION	ALL	CONSTRUCTION	A&E	GOODS & OTHER SERVICES	PROFESSIONAL SERVICES
African American	\$416,701,494.70	\$334,094,603.56	\$16,100,181.77	\$59,789,747.02	\$6,716,962.35
Asian American	\$79,551,295.77	\$17,660,759.31	\$49,721,104.87	\$7,099,480.35	\$5,069,951.24
Hispanic American	\$207,578,560.55	\$200,939,896.03	\$1,024,797.00	\$5,235,978.52	\$377,889.00
Native American	\$32,182,827.60	\$31,758,301.17	\$63,207.79	\$361,318.64	\$0.00
Total MBE Firms	\$736,014,178.62	\$584,453,560.07	\$66,909,291.43	\$72,486,524.53	\$12,164,802.59
Non-Minority Female	\$254,079,897.55	\$152,992,599.02	\$22,000,510.63	\$67,696,423.81	\$11,390,364.09
Total M/WBE Firms	\$990,094,076.17	\$737,446,159.09	\$88,909,802.06	\$140,182,948.34	\$23,555,166.68
Non-MWBE	\$2,386,832,555.37	\$1,470,766,409.05	\$133,117,431.91	\$643,211,152.93	\$139,737,561.48
TOTAL	\$3,376,926,631.54	\$2,208,212,568.14	\$222,027,233.97	\$783,394,101.27	\$163,292,728.16
BUSINESS OWNERSHIP CLASSIFICATION	ALL (%)	CONSTRUCTION (%)	A&E (%)	GOODS & OTHER SERVICES (%)	PROFESSIONAL SERVICES (%)
African American	12.34%	15.13%	7.25%	7.63%	4.11%
Asian American	2.36%	0.80%	22.39%	0.91%	3.10%
Hispanic American	6.15%	9.10%	0.46%	0.67%	0.23%
Native American	0.95%	1.44%	0.03%	0.05%	0.00%
Total MBE Firms	21.80%	26.47%	30.14%	9.25%	7.45%
Non-Minority Female	7.52%	6.93%	9.91%	8.64%	6.98%
Total M/WBE Firms	29.32%	33.40%	40.04%	17.89%	14.43%
Non-MWBE	70.68%	66.60%	59.96%	82.11%	85.57%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%

Source: Chapter 4, Market Area and Utilization Analysis.

In **Table E-2**, the utilization analysis shows the utilization of DOBE, VOBE, and LGBTQ firms. The highest utilization for VOBE firms can be found in Goods and Other Services with 0.10 percent, for DOBE firms it can be found in Construction with 0.02 percent; and LGBTQ firms did not have any identified utilization.

TABLE E-2.
UTILIZATION ANALYSIS
BY BUSINESS OWNERSHIP CLASSIFICATION AND BY PROCUREMENT CATEGORIES

BUSINESS OWNERSHIP CLASSIFICATION	ALL	CONSTRUCTION	A&E	GOODS & OTHER SERVICES	PROFESSIONAL SERVICES
DOBE	\$633,564.93	\$341,249.01	\$292,315.92	\$0.00	\$0.00
VOBE	\$1,317,829.68	\$269,284.27	\$0.00	\$797,734.52	\$250,810.89
LGBTQ	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$1,951,394.61	\$610,533.28	\$292,315.92	\$797,734.52	\$250,810.89
BUSINESS OWNERSHIP CLASSIFICATION	ALL	CONSTRUCTION	A&E	GOODS & OTHER SERVICES	PROFESSIONAL SERVICES
	(%)	(%)	(%)	(%)	(%)
DOBE	0.02%	0.02%	0.13%	0.00%	0.00%
VOBE	0.04%	0.01%	0.00%	0.10%	0.15%
LGBTQ	0.00%	0.00%	0.00%	0.00%	0.00%

Source: Chapter 4, Market Area and Utilization Analysis.

Finding B: Availability Estimates (Chapter 5, Appendix C)

A reliable estimation of the number of firms *willing* and *able* to provide each of the respective services is an essential element in the determination of disparity. Post-*Croson* case law has not prescribed a single approach to deriving firm availability, and agencies have used various means to estimate pools of available vendors that have withstood legal scrutiny.

MGT calculates availability based on a “custom census” approach. This approach is the most accurate for calculating availability at its most granular level. An in-depth explanation of this approach is provided in **Chapter 4**. Detailed availability results by business category and 4-digit NAICS code are provided in **Appendix C**. The availability estimates by procurement category are illustrated in **Table E-3**.

MGT estimated the availability of IWDBE, VOB, and SDVOB firms directly from the custom census survey to determine the percentage of available firms in the marketplace.

TABLE E-3.
ESTIMATION OF AVAILABLE FIRMS

	AFRICAN AMERICAN	ASIAN AMERICAN	HISPANIC AMERICAN	NATIVE AMERICAN	MBE	NON-MINORITY FEMALE	M/WBE
CONSTRUCTION	9.70%	2.25%	5.64%	0.36%	17.94%	21.50%	39.44%
A&E	10.19%	6.27%	5.74%	0.81%	23.01%	25.45%	48.46%
PROFESSIONAL SERVICES	14.62%	12.14%	3.38%	0.91%	31.05%	16.36%	47.41%
GOODS & SERVICES	12.17%	3.95%	2.48%	1.51%	20.11%	23.02%	43.13%
Total	10.54%	3.39%	4.80%	0.68%	19.41%	21.87%	41.28%

Source: Chapter 4, Market Area and Availability Analysis.

Finding C: Disparity (Chapter 5)

This section includes the results of the disparity ratios calculated in **Chapter 5**. MGT’s disparity index methodology yields an easily calculable value, understandable in its interpretation, and universally comparable. A disparity in utilization within the minority- and female-owned firms can be assessed concerning the utilization of nonminority- and male-owned firms.

These overall results show that among M/WBE firms there is disparity in all categories. Only in Goods do you find no disparity for Hispanic American firms. Additionally, as a total M/WBE classification, all procurement categories find substantial and statistically significant disparity. Detailed disparity results by business category and 4-digit NAICS code are provided in **Appendix C**. Additionally, there was substantially significant disparity for IWDBE, VOB, and SDVOB firms throughout all of the procurement categories except IWDBE firms in Services.

TABLE E-4.
DISPARITY RATIO SUMMARY ANALYSIS

Procurement Category	All	Architecture & Engineering	Construction	Professional Services	Goods & Services
African Americans	No Disparity	Disparity	No Disparity	Disparity	Disparity
Asian Americans	Disparity	No Disparity	Disparity	Disparity	Disparity
Hispanic Americans	No Disparity	Disparity	No Disparity	Disparity	Disparity
Native Americans	No Disparity	Disparity	No Disparity	Disparity	Disparity
Total MBE Firms	No Disparity	No Disparity	No Disparity	Disparity	Disparity
Nonminority Females	Disparity	Disparity	Disparity	Disparity	Disparity
Total M/WBE Firms	Disparity	Disparity	Disparity	Disparity	Disparity
Non-MWBE Firms	No Disparity	No Disparity	No Disparity	No Disparity	No Disparity

BOLD indicates substantial statistically significant disparity.

Commendations

The City of Baltimore is commended for investing the resources and providing the guidance, direction, and support to ensure the delivery of a study that is legally supportable and actionable. The disparity study conducted by MGT resulted in identifying several initiatives currently in place to increase access and opportunities for the City’s diverse community of minority- and women-owned businesses.

Taken overall, the 2022 Disparity Study and efforts being undertaken are significant and important indicators of the City’s commitment to increasing access and opportunities for diverse businesses.

Recommendations

The following recommendations are based on multiple findings and do not necessarily tie to one finding.

RACE- AND GENDER-NEUTRAL:

A: STAFF TRAINING ON BUSINESS FORMATION

To understand common business barriers the City staff that interacts with businesses should understand the functions of business operations from how bidding is completed for each industry to the capital needed for different industries.

B: IMPROVE PAYMENT TERMS ON CITY CONTRACTS

The City should be commended for mandating the prompt payment of 30 days with an approved invoice. However, firms that work on City contracts are frustrated with the processing time of submitted invoices. M/WBE subcontracts are experiencing the direct impact of slow payment cycles by the City because that slower cycle means that subcontractors must wait longer for their payment.

C: IMPLEMENT A CONTRACT COMPLIANCE SOFTWARE SYSTEM

The City should be commended on acquiring a contract compliance system. We recommend that in its implementation all vendors are required to utilize the system to report all subcontract utilization and payments. This system should be utilized by all City departments to enter and monitor their contracts.

D: REORGANIZING THE MINORITY AND WOMEN'S BUSINESS OPPORTUNITY OFFICE

The M/WBE ordinance should be amended to place the Minority and Women's Business Opportunity Office ("MWBOO") under the Office of the Mayor as a standalone agency. The office is currently a small division of the City Law Department, which is and has been a limiting factor with regards to funding.

The Mayor's Office of Minority and Women-Owned Business Development ("MWBD") should be placed in the MWBOO and report directly to the Chief. MWBD should continue its outreach and advocacy functions. The two offices with similar names but different functions have always been a source of confusion for businesses and individuals seeking to do business with the City of Baltimore, and particularly those with M/WBE questions. Combining the two offices will result in a more efficient use of scarce resources

RACE- AND GENDER-BASED

A: M/WBE PREQUALIFICATION REQUIREMENTS

1. The Office of Boards and Commissions ("OBC") should be made a unit within MWBOO. OBC is responsible for prequalifying all construction-related contractors and design consultants seeking to perform services of \$50,000 or greater on Baltimore City contracts. Questions about an M/WBE's technical capability and financial capacity to perform satisfactory work for the City as a prime, and as a subcontractor on certain contracts, can be readily determined if the databases of the two offices are combined. Certification and prequalification of contractors should be a centralized activity.

B: NETWORKING AND PROCUREMENT EVENTS

2. Realizing that the COVID-19 pandemic suspended M/WBE outreach and engagement, the City should create and host events that will provide upcoming procurement opportunities in all industries, not just construction. The City should partner with technical or professional organizations in the area to offer instruction for M/WBEs seeking to scale their business

C: ADOPT ANNUAL ASPIRATIONAL GOALS

Estimates of M/WBE availability in the City's market area provide the starting point for citywide annual aspirational goals for contracting across all industry categories. As the City continues to review its achievement toward the annual aspirational goals, it should assess whether race- and gender-based remedies are necessary for all industry categories. Proposed goals are recommended at 25 percent for MBE firms and 15% for WBE firms. The proposed goals are based on a weighted average of utilization and availability. Aspirational goals are based on an accumulation of all spending within the City and should not be applied rigidly to every individual procurement. Future adjustments to citywide aspirational goals should be based on relative availability and adjusted as needed.

D: CONTINUE THE M/WBE PROGRAM SUNSET REVIEW PROCESS

The City of Baltimore should continue to require the review of the Program to determine if an evidentiary basis to continue every five years and that it should be continued only if there is strong evidence that discrimination continues to disadvantage M/WBEs in the relevant market area.

Conclusion

The City of Baltimore 2022 Disparity Study provides legally supportable factual predicate evidence for a narrowly tailored Supplier Diversity Program. As documented throughout the entirety of the study, disparities throughout the utilization, private sector, and qualitative analyses were ascertained for minority-owned businesses (MBE), and women-owned businesses (WBE) in the City's business markets. There was not enough data to identify disparity of VOB, DOBE, and LGBTQ businesses in the market. Any program efforts must be narrowly tailored to rectify the issues identified in this report.

1 Introduction

1.1 Introduction

The City of Baltimore (City) commissioned a Disparity Study to determine whether there are any disparities between the utilization of minority- and women-owned business enterprises (M/WBE), disabled-owned business enterprises (DOBE), veteran-owned business enterprises (VBE), and LGBTQ-owned business enterprises (LGTBQBE) compared to the availability of these firms in the marketplace who are ready, willing, and able to perform work.

To conduct the study, the City retained MGT Consulting Group, LLC (MGT) to examine M/WBE, DOBE, VBE, and LGBTQ utilization in City contracting, the availability of these firms in the relevant geographic marketplace, and the qualitative evidence of whether discrimination is the cause of any identified disparity. The statistical data was collected and analyzed for the following business categories:

- ◆ Architecture & Engineering
- ◆ Professional Services
- ◆ Construction
- ◆ Goods & Other Services

The Study analyzed contracting opportunities in these procurement categories to identify with particularity whether a statistical disparity exists. A statistical disparity demonstrates whether the City is a passive participant in private-sector discrimination and/or lingering effects of past discrimination exist that give rise to a compelling governmental interest in the City's race- and gender-conscious M/WBE program.

This study would not have been possible without the support and cooperation of the City staff.

1.2 Study Team

MGT Consulting is nationally recognized and experienced in disparity research, public policy, and diverse business inclusion programs. The MGT team assembled to conduct the City's study has extensive social science research experience and experience in all aspects of disparity research. The experience of our team enables us to navigate the challenges, obstacles, and volatility associated with conducting a thorough disparity study, which can derail even the most well-planned and executed study.

Chapter Sections	
1.1	Introduction
1.2	Study Team
1.3	Background
1.4	Overview of Study Approach
1.5	Report Organization
1.6	Business Ownership Classification

1.2.1 MGT Project Team

The team of experts who dedicated their time, attention, and expertise to this study includes:

Dr. Fred Seamon, Executive Vice President/Qualitative Researcher
Ms. Vernetta Mitchell, Director/Project Manager, Qualitative Lead
Mr. Reggie Smith, Vice President/Technical Advisor
Mr. Andres Bernal, Director/Legal Advisor, Quantitative and Qualitative Methodology Lead
Ms. Lara Opheim, Manager/Data Collection Manager
Mr. Justin Peterson, Consultant/Data Analyst

MGT Subconsultants

Chrysalis Collaborations, LLC (WBE)

Chrysalis Collaborations, LLC works with organizations, community members, and government to understand how education, community, human services, housing, health, and employment work on the ground. Chrysalis develops innovative, evidence-based programs and policies that improve employment success and life chances for community members. Chrysalis provides translation of research into practice/policy, training and technical assistance, and technical writing. For this study, Chrysalis Collaborations conducted anecdotal data collection via in-depth business owner interviews and stakeholder interviews. Chrysalis provided great support and insight to the research for individuals with disabilities and LGBTQ concerns.

Laurel Marketing & Design d/b/a LMD Agency (WBE)

For more than 40 years, LMD has evolved from a local graphics shop to the full-service, integrated communications and consulting "change agency" that we are today with regional and national private and public sector clients. For this study, LMD Agency conducted in-depth business owner interviews.

The Melior Group (WBE)

The Melior Group is a strategic consultancy with extensive industry experience and deep roots in marketing research. Founded in 1982 to bring the disciplines of marketing research to service industries, they provide insights that transform questions into answers, by delivering rich and robust results that directly inform strategic decision-making. For this study, the Melior Group assisted the custom census survey and the vendor survey.

Walker Benefit Services (MBE)

Walker Benefit Services, LLC (WBS), established in 1996, is a consulting and communications firm. WBS has over 20 years of experience conducting anecdotal research, including focus groups, interviews, and surveys. They have a team of award-winning, experienced communications consultants with a background in helping organizations communicate with and engage internal stakeholders, including employees, retirees, management, and union leadership, as well as external stakeholders, such as contractors and business owners. For this study, WBS prepared the community outreach plan and conducted community outreach.

SkyBase7

SkyBase 7 is a Florida HUB, DBE, and WBE certified data collection research firm. They work with MGT's clients to build consistent strategies with the brand, deliver results and exceed expectations. Understanding the desired outcome and vision enables us to create strategies and implement relevant and achievable plans. For this project, Skybase7 conducted additional custom census and vendor surveys.

1.3 Background

The City of Baltimore established its M/WBE Program in 1976 and has been in continuous operations since then. The program is authorized and governed by Article 5, Subtitle 28, of the Baltimore City Code. The Minority and Women's Business Opportunity Office (MWBOO) responsibilities per the City Code are detailed in Chapter 3 of this report.² Prior to this study, the City adopted the 2014 disparity study completed by NERA Economic Consulting. The 2014 study reviewed the City's prime contract data and classified it into one of four major categories: (1) Construction (2) Architecture and Engineering (A&E) (3) Other Services, and (4) Commodities.³ MGT used a combination of this data in conjunction with data sourced from D&B Hoovers to estimate growth in available establishments for each of these industries. D&B data indicated that all four industries grew over the last seven years. Construction, representing 11% of the overall growth of the four industries, grew by 15,580 establishments. Architecture and Engineering (13%) grew by 17,941 establishments. Services saw the largest growth (41%) and grew by 58,740 establishments. Finally, commodities were responsible for a large portion of growth (35%) growing by 50,449 establishments.

1.4 Overview of Study Approach

MGT's framework, approach, and methodology for study execution are premised on a set of research questions and assumptions grounded in legal, statistical, econometric, and analytical research that will provide a study that's reliable, valid, and legally defensible. They are:

1. How does case law inform the research methodology in a particular region for a particular client? (**Chapter 2**)
2. Is there statistical evidence of disparity between the availability and utilization of MBE/WBE/DOBE/VBE/LGBTQBE firms? If so, what are the most relevant causal factors that contribute directly or indirectly to the disparities? (**Chapter 4**)
3. Are there statistically significant disparities in the utilization of M/WBEs by primes on projects where there are no M/WBE goals? (**Chapter 6**)
4. Is there qualitative/anecdotal evidence of disparate treatment of minority- and women-owned and DOBE/VBE/LGBTQBE firms? (**Chapter 7**)

The objectives and key results of the study are aligned with current case law and industry standards. The objectives of this study were:

² Chapter 3, Section 3.4, pages 3-10 & 3-11

³ Nera Economic Consulting 2014 pp.24

- ◆ Determine whether the City, either in the past or currently, engages in discriminatory practices in the solicitation and award of contracts in Construction, Architecture and Engineering, Professional Services, & Goods and Other Services to M/WBEs.
- ◆ Determine if a legally justified need exists for the continuation of the M/WBE Program in accordance with the guidelines set forth by the Supreme Court and relevant subsequent cases.

1.5 Report Organization

In addition to this introductory chapter, the City’s 2022 Disparity Study report consists of:

CHAPTER 2	Legal Review
CHAPTER 3	Review of Policies, Procedures, and Programs
CHAPTER 4	Market Area and Availability Analyses
CHAPTER 5	Product Market, Utilization, and Disparity Analyses
CHAPTER 6	Private Sector Analysis
CHAPTER 7	Anecdotal Analysis
CHAPTER 8	Commendations and Recommendations
APPENDICES	The appendices contain additional analyses and supporting documentation and data.

MGT recommends reading the 2022 Disparity Study in its entirety to understand the basis for the findings and conclusions presented in **Chapter 8, Commendations and Recommendations**.

1.6 Business Ownership Classification

Firms included in the utilization analysis have been assigned to business owner classifications according to the definitions provided below.⁴

- ◆ **M/WBE Firms.** In this study, businesses classified as a minority- and woman-owned firms (M/WBE) are firms that are at least 51 percent owned and controlled by members of one of five groups: African Americans, Asian Americans, Hispanic Americans, Native Americans, or nonminority women. These groups were defined according to the United States (U.S.) Census Bureau as follows:
 - **African Americans:** U.S. citizens or lawfully admitted permanent residents having an origin in any of the black racial groups of Africa.
 - **Asian Americans:** U.S. citizens or lawfully admitted permanent residents who originate from the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands.

⁴ Business ownership classification was based on the race, ethnicity, and gender classification of the owner during the study period.

- **Hispanic Americans:** U.S. citizens or lawfully admitted permanent residents of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish or Portuguese cultures or origins regardless of race.
- **Native Americans:** U.S. citizens or lawfully admitted permanent residents who originate from any of the original peoples of North America and who maintain cultural identification through tribal affiliation or community recognition.
- **Nonminority Woman:** U.S. citizens or lawfully admitted permanent residents who are non-Hispanic white females. Minority females were included in their respective minority categories.
- Minority female- and male-owned firms were classified and assigned to their corresponding minority groups. For example, a Hispanic American female- or Hispanic American male-owned firm was assigned to the Hispanic American-owned firm minority group.
 - ◆ **Non-M/WBE Firms.** Firms that were identified as nonminority male or majority-owned were classified as non-M/WBE firms. If there was no indication of business ownership, these firms were also classified as non-M/WBE firms.
 - ◆ **MBE Firms.** All minority-owned firms, regardless of gender.
 - ◆ **WBE Firms.** All nonminority women-owned firms.
 - ◆ **DOBE Firms.** An acronym for individuals with disabilities-owned business enterprise that is at least 51% owned and operated by one or more individuals with disabilities.
 - ◆ **LGBTQ Firms.** An acronym for LGBTQ-owned business enterprise that is at least 51% owned and operated by one or more individuals who are in the LGBTQ community.
 - ◆ **VOBE Firms.** An acronym for veteran-owned business enterprise that is at least 51% owned and operated by one or more individuals who are veterans.

2 Legal Review

2.1 Introduction

This chapter provides legal background for the Disparity Study and a context for the statistical analysis and anecdotal data that are its components. The focus of the review is relevant decisions from the U.S. Supreme Court and the Fourth Circuit Court of Appeals which includes Maryland. This chapter is the customary MGT chapter for the Fourth Circuit on this subject-matter, reviewed for recent cases at the time of publishing this chapter. It is not intended to constitute legal advice to the City of Baltimore (City) on minority and women business enterprise (M/WBE) programs, affirmative action, or any other matter. Instead, it provides a context for the statistical and anecdotal analysis that appears in subsequent chapters of this report.

The Supreme Court decisions in *Richmond v. Croson Company (Croson)*,⁵ *Adarand v. Peña (Adarand)*,⁶ and later cases have established and applied the constitutional standards for an affirmative action program. This chapter identifies and discusses those decisions, summarizing how courts evaluate the constitutionality of race-specific and gender-specific programs. Decisions of the Fourth Circuit offer the most directly binding authority; in particular, the most recent decision involving the North Carolina Department of Transportation’s (NCDOT) M/WBE program in *H.B. Rowe v. Tippett*.⁷ While the Fourth Circuit has not directly addressed an issue involving M/WBE programs since the *Croson* decision, this review considers decisions from other circuits.

By way of a preliminary outline, the courts have determined that an affirmative action program involving governmental procurement of goods or services must meet the following standards:

- ◆ A remedial race-conscious program is subject to strict judicial scrutiny under the Equal Protection Clause of the Fourteenth Amendment to the United States Constitution.
- Strict scrutiny has two basic components: a compelling governmental interest in the program and a narrow tailoring of the program to serve or address the government’s compelling interest.
- To survive the strict scrutiny standard, a remedial race-conscious program must be based on a compelling governmental interest.
 - “Compelling government interest” means the government must prove past or present racial discrimination requiring remedial attention.

Chapter Sections	
2.1	Introduction
2.2	Standards of Review for Race-Specific and Gender-Specific Programs
2.3	Strict Scrutiny Analysis
2.4	Statistical Evidence
2.5	Passive Participation to Discrimination
2.6	Anecdotal Evidence
2.7	Narrowly Tailoring
2.8	Small Business Procurement Preferences
2.9	DBE Programs
2.10	Recent Developments
2.11	Conclusions

⁵ *Richmond v. Croson*, 488 U.S. 469 (1989).

⁶ *Adarand v. Peña*, 515 U.S. 200 (1995).

⁷ *H.B. Rowe v. Tippett*, 2010 WL 2871076 (4th Cir. 2010).

- There must be a specific “strong basis in the evidence” for the compelling governmental interest.
- Statistical evidence is preferred and possibly necessary as a practical matter; anecdotal evidence is permissible and can offer substantial support, but it probably cannot stand on its own.
- Program(s) designed to address the compelling governmental interest must be narrowly tailored to remedy the identified discrimination.
 - “Narrow tailoring” means the remedy must fit the findings.
 - The evidence showing compelling government interest must guide the tailoring very closely.
 - Race-neutral alternatives must be considered first.
 - A lesser standard, intermediate judicial scrutiny, applies to programs that establish gender preferences.
 - To survive the intermediate scrutiny standard, the remedial gender-conscious program must serve important governmental objectives and be substantially related to the achievement of those objectives.
 - The evidence does not need to be as strong and the tailoring does not need to be as specific under the lesser standard.

2.2 Standards of Review for Race-Specific and Gender-Specific Programs

2.2.1 Race-Specific Programs: The *Croson* Decision

Croson established the framework for testing the validity of programs based on racial discrimination. In 1983, the Richmond City Council (Council) adopted a Minority Business Utilization Plan (the Plan) following a public hearing in which seven citizens testified about historical societal discrimination. In adopting the Plan, the Council also relied on a study indicating that “while the general population of Richmond was 50 percent African American, only 0.67 percent of the city’s prime construction contracts had been awarded to minority businesses in the five-year period from 1978 to 1983.”⁸

The evidence before the Council also established that a variety of state and local contractor associations had little or no minority business membership. The Council relied on statements by a Council member whose opinion was that “the general conduct of the construction industry in this area, the state, and around the nation, is one in which race discrimination and exclusion on the basis of race is widespread.”⁹ There was, however, no direct evidence of race discrimination on the part of the city in its contracting activities, and no evidence that the city’s prime contractors had discriminated against minority-owned subcontractors.¹⁰

⁸ Id. at 479-80.

⁹ Id. at 480.

¹⁰ Id.

The Plan required the city's prime contractors to subcontract at least 30 percent of the dollar amount of each contract to one or more minority-owned business enterprises (MBEs). The Plan did not establish any geographic limits for eligibility. Therefore, an otherwise qualified MBE from anywhere in the United States could benefit from the 30 percent set-aside.

J.A. Croson Company, a non-MBE mechanical plumbing and heating contractor, filed a lawsuit against the city of Richmond alleging that the Plan was unconstitutional because it violated the Equal Protection Clause of the Fourteenth Amendment. After a considerable record of litigation and appeals, the Fourth Circuit struck down the Richmond Plan and the Supreme Court affirmed this decision.¹¹ The Supreme Court determined that strict scrutiny was the appropriate standard of judicial review for MBE programs, which means that a race-conscious program must be based on a compelling governmental interest and be narrowly tailored to achieve its objectives. This standard requires a firm evidentiary basis for concluding that the underutilization of minorities is a product of past discrimination.¹²

2.2.2 Gender-Specific Programs

The Supreme Court has not addressed the specific issue of a gender-based classification in the context of a woman-owned business enterprise (WBE) program. *Croson* was limited to the review of an MBE program. In evaluating gender-based classifications, the Court has used what some call "intermediate scrutiny," a less stringent standard of review than the "strict scrutiny" applied to race-based classifications. Intermediate scrutiny requires that classifying persons on the basis of sex "must carry the burden of showing an exceedingly persuasive justification for the classification."¹³

The Fourth Circuit has ruled that the intermediate scrutiny standard is satisfied by "by showing at least that the classification serves important governmental objectives and that the discriminatory means employed are substantially related to the achievement of those objectives."¹⁴ The Fourth Circuit in *H.B. Rowe* agreed with other federal circuits that intermediate scrutiny "can rest safely on something less than the 'strong basis in evidence'."¹⁵ This 'something less' can mean that the statute must "present [] sufficient probative evidence in support of its stated rationale for enacting a gender preference, i.e., . . . the evidence [must be] sufficient to show that the preference rests on evidence-informed analysis rather than on stereotypical generalizations."¹⁶

2.3 Strict Scrutiny Analysis

For government contracting programs, courts have yet to find a compelling governmental interest for affirmative action other than remedying discrimination in the relevant marketplace. In other arenas, diversity has served as a compelling governmental interest for affirmative action. For example, the Ninth Circuit upheld race-based admission standards at an experimental elementary school in order to provide

¹¹ *Id.* at 511.

¹² *Id.* at 493.

¹³ *Mississippi University for Women v. Hogan*, 458 U.S. 718, 724 (1982) (quoting *Kirchberg v. Feenstra*, 450 U.S. 455, 461 (1981)); see also *United States v. Virginia*, 518 U.S. 515, 531 (1996), *Nguyen v. U.S.*, 533 U.S. 53, 60 (2001). For an earlier Fourth Circuit application of intermediate scrutiny see *Adkins v. Rumsfeld*, 464 F.3d 456, 468 (4th Cir. 2006).

¹⁴ *Hogan*, 458 U.S. at 724 (internal quotation marks omitted).

¹⁵ *H.B. Rowe*, at 10 (citing *Engineering Contractors* at 909).

¹⁶ *Id.* at 10 (citing *Engineering Contractors* at 910, *Concrete Works* at 959).

a more real world education experience.¹⁷ More recently, in *Petit v. Chicago*, the Seventh Circuit relied on *Grutter v. Bollinger* (*Grutter*) in stating that urban police departments had “an even more compelling need for diversity” than universities and upheld the Chicago program “under the *Grutter* standards.”¹⁸ The recent holding that other compelling interests may support affirmative action does not yet appear to have any application to public contracting.¹⁹

Croson identified two necessary factors for establishing racial discrimination sufficiently to demonstrate a compelling governmental interest in establishing an M/WBE program. First, there needs to be identified discrimination in the relevant market.²⁰ Second, “the governmental actor enacting the set-aside program must have somehow perpetuated the discrimination to be remedied by the program,”²¹ either actively or at least passively with “the infusion of tax dollars into a discriminatory industry.”²²

Although the Supreme Court in *Croson* did not specifically define the methodology that should be used to establish the evidentiary basis required by strict scrutiny, the Court did outline governing principles. Lower courts have expanded the Supreme Court’s *Croson* guidelines and have applied or distinguished these principles when asked to decide the constitutionality of state, county, and city programs that seek to enhance opportunities for minorities and women.

2.3.1 Post-Enactment Evidence

The Supreme Court in *Croson* found pre-enactment evidence of discrimination insufficient to justify the program. The defendant in *Croson* did not seek to defend its program based on post-enactment evidence. However, following *Croson*, a number of circuits did defend the use of post-enactment evidence to support the establishment of a local public affirmative action program.²³ Some cases required both pre-enactment and post-enactment evidence.²⁴

The Supreme Court case of *Shaw v. Hunt*²⁵ (*Shaw*) raised anew the issue of post-enactment evidence in defending local public sector affirmative action programs. *Shaw* involved the use of racial factors in drawing voting districts in North Carolina. In *Shaw*, the Supreme Court rejected the use of reports providing evidence of discrimination in North Carolina because the reports were not developed before the voting districts were designed. Thus, the critical issue was whether the legislative body believed that discrimination had existed before the districts were drafted.²⁶ Following the *Shaw* decision, two districts courts rejected the use of post-enactment evidence in the evaluation of the constitutionality of local

¹⁷ *Hunter v. Regents of University of California*, 190 F.3d 1061 (9th Cir. 1999).

¹⁸ *Petit v. Chicago*, 352 F.3d 1111 (7th Cir. 2003).

¹⁹ *Grutter v. Bollinger*, 539 U.S. 306 (2003). For an argument that other bases could serve as a compelling interest in public contracting, see Michael K. Fridkin, “The Permissibility of Non-Remedial Justifications for Racial Preferences in Public Contracting,” 24 *N. Ill. U. L. Rev.* 509 (Summer 2004).

²⁰ *Croson*, 488 U.S. at 492, 509-10.

²¹ *Coral Construction v. King County*, 941 F.2d 910, 918 (9th Cir. 1991).

²² *Id.* at 922.

²³ See, e.g., *Engineering Contractors v. Dade County*, 122 F.3d 895 (11th Cir. 1997); *Contractors Association v. Philadelphia*, 6 F.3d 990, 1009 n. 18 (3rd Cir. 1993); *Concrete Works v. Denver*, 36 F.3d 1513 (10th Cir. 1994).

²⁴ See, e.g., *Coral Construction*, 941 F.2d 910, 920.

²⁵ *Shaw v. Hunt*, 517 U.S. 899 (1996).

²⁶ *Id.* at 910.

minority business programs.²⁷ A federal circuit court decision, covering the federal small disadvantaged business enterprise program, stated that, “For evidence to be relevant in a strict scrutiny analysis of the constitutionality of a statute, it must be proven to have been before Congress prior to enactment of the racial classification.”²⁸ The issue of post-enactment evidence was not directly addressed in *H.B. Rowe*, although the NCDOT M/WBE program was upheld based on studies conducted after the program was enacted.

2.3.2 Racial Classifications Subject to Strict Scrutiny

In *Scott v. Jackson*, the city argued that its disadvantaged business program was not a racial classification subject to strict scrutiny because (1) it was based upon disadvantage, not race, and (2) it was a goals program and not a quota. The Fifth Circuit disagreed with the claim that the Jackson program was not a racial classification because the city used the federal Section 8(d), which grants a rebuttable presumption of social and economic disadvantage to firms owned by minorities.²⁹ Such a presumption is subject to strict scrutiny. The Fifth Circuit also noted that strict scrutiny applied not simply when race-conscious measures were required, but also when such measures were authorized or encouraged.³⁰ While this issue was not directly addressed in *H.B. Rowe*, the Fourth Circuit did state in an earlier case that with regard to a claim that an employment affirmative action program was not a racial quota, “In the end, appellees cannot escape the reality that these preferences will deny some persons the opportunity to be a state trooper or to advance as a state trooper solely because they belong to a certain race.”³¹

2.3.3 Staleness of Data and Time Period of Study

A few cases have addressed the issue of how much and how current data must be to satisfy strict scrutiny and how much data must be reviewed to satisfy strict scrutiny. There is no clear guidance from the district courts about how many years should be studied, although there is cautionary language in cases about relying on small samples of data.³² With regard to the age of data the federal appeals court decision of *Rothe* ruled that relying on disparity studies that presented data was not stale with regard to reenacting a federal program in 2006. Whereas agencies could rely on the most current available data, other circuit courts had “relied on studies containing data more than five years old when conducting compelling interest analyses.”³³

2.3.4 Outreach Programs and Strict Scrutiny

There has been some difference amongst the circuit courts as to whether strict scrutiny applies to outreach programs. In *Safeco v. City of White House*, the Sixth Circuit stated that “outreach efforts may

²⁷ *AUC v. Baltimore*, 83 F.Supp.2d 613, 620-22 (D.Md. 2000); *West Tenn. ABC v. Memphis City Schools*, 64 F.Supp.2d 714, 718-21 (W.D. Tenn. 1999).

²⁸ *Rothe v. U.S. Dept. of Defense*, 413 F.3d 1327, 1328 (Fed Cir. 2005).

²⁹ *Scott v. City of Jackson*, 199 F.3d 206, 216-17 (5th 1999).

³⁰ *Id.* at 215 (quoting *Bras v. California Public Utilities Commission*, 59 F.3d 869, 875 (9th Cir. 1995)).

³¹ *Maryland Troopers Assn v. Evans*, 993 F.2d 1072, 1078 (4th Cir. 1993).

³² See, e.g., *AGC v. Columbus*, 936 F.Supp 1363, 1393 (SD Ohio 1996)(rev'd on other grounds).

³³ *Rothe Development Corporation v. United States Department of Defense*, 545 F.3d 1023, 1039 (Fed Cir 2008) (citing district court discussion of staleness in *Western States Paving and Sherbrooke Turf*).

or may not require strict scrutiny.”³⁴ However, the Eleventh Circuit in *Virdi v. DeKalb County School District* in the course of discussing a school district M/WBE program stated that, “strict scrutiny applies to all racial classifications, not just those creating racial preferences.”³⁵ The Fifth Circuit also made clear in *W. H. Scott Construction Company, Inc. v. City of Jackson*, that both goals and quotas grant a preference based on race.³⁶

Nevertheless, in a ruling on summary judgment in *HCA v. Houston Metro* the Fifth Circuit did appear to draw a distinction between an “outreach program... [for which] all that is required of the contractors is that they contact DBEs and give them an opportunity to bid as subcontractors on the project,” and a “coercive quota.”³⁷ The plaintiff had argued that the Houston Metro DBE program was a “coercive quota” and not a goals program because there were serious repercussions for prime contractors if the DBE goals were not satisfied. The Fifth Circuit vacated the district court ruling on the interpretation of Houston Metro’s program as a coercive quota disguised as a goals program (albeit supported by a disparity study criticized by the district court), rather than an outreach program. The implication being that there is difference in material fact between an outreach program supported by a disparity study and a coercive quota based on the same disparity study. Both an outreach program and a coercive quota are subject to strict scrutiny and require a factual predicate, but they do differ with regard to narrow tailoring.

2.4 Statistical Evidence

The Supreme Court in *Croson* stated that “where gross statistical disparities can be shown, they alone in a proper case may constitute *prima facie* proof of a pattern or practice of discrimination.”³⁸ But the statistics must go well beyond comparing the rate of minority presence in the general population to the rate of prime construction contracts awarded to MBEs. The Court in *Croson* objected to such a comparison, indicating that the proper statistical evaluation would compare the percentage of qualified MBEs in the relevant market with the percentage of total municipal construction dollars awarded to them.³⁹

The Supreme Court in *Croson* recognized statistical measures of disparity that compared the number of qualified and available M/WBEs with the rate of state construction dollars actually awarded to M/WBEs in order to demonstrate discrimination in a local construction industry.⁴⁰ To meet this more precise requirement, courts, including the Fourth Circuit, have accepted the use of a disparity index.⁴¹

2.4.1 Determining Availability

To perform proper disparity analysis, the government must determine “availability”— the number of qualified minority contractors willing and able to perform a particular service for the state and local

³⁴ *Safeco Ins. Co. of America v. City of White House*, 191 F.3d 675, 692 (6th Cir. 1999) (citing *Allen v. Alabama State Bd. of Education*, 164 F.3d 1347 (11th Cir. 1999)).

³⁵ *Virdi v. DeKalb County School District*, 135 Fed. Appx. 262, 267 (11th Cir. 2005).

³⁶ *Scott v. City of Jackson*, 199 F.3d 206, 215 (5th Cir. 1999).

³⁷ *Houston Contractors Assn. v. Houston Metro*, 1999 U.S. App. LEXIS 15100 (5th Cir. 1999).

³⁸ *Croson*, 488 U.S. at 501, quoting *Hazelwood School Division v. United States*, 433 U.S. 299, 307-308 (1977).

³⁹ *Id.* at 501.

⁴⁰ *Croson*, 488 U.S. at 503-504.

⁴¹ *H.B. Rowe*, at 11. See also, *Engineering Contractors*, 122 F.3d at 914; *Concrete Works IV*, 321 F.3d at 964-69.

government. In *Croson*, the Court stated, “Where there is a significant statistical disparity between the number of qualified minority contractors willing and able to perform a particular service and the number of such contractors actually engaged by the locality or the locality’s prime contractors, an inference of discriminatory exclusion could arise.”⁴²

An accurate determination of availability also permits the government to meet the requirement that it “determine the precise scope of the injury it seeks to remedy” by its program.⁴³ Following *Croson*’s statements on availability, lower courts have considered how legislative bodies may determine the precise scope of the injury sought to be remedied by an MBE program. Nevertheless, the federal courts have not provided clear guidance on the best data sources or techniques for measuring M/WBE availability.

Different forms of data used to measure availability give rise to particular controversies. In *H.B. Rowe*, subcontractor availability was estimated using NCDOT-approved subcontractors, subcontractor awardees and prime contractors. The plaintiff’s expert argued in the case that subcontractor bidder data should be employed to estimate subcontractor availability rather than a vendor-based approach. The Fourth Circuit in *H.B. Rowe* noted that the available subcontractor bidder data did not change the results of the vendor data.⁴⁴

Further, Courts have permitted the use of census data to measure availability. Census data has the benefit of being accessible, comprehensive, and objective in measuring availability. In *Contractors Association of Eastern Pennsylvania, Inc. v. City of Philadelphia*, the Third Circuit acknowledged some of the limitations of census data, but nonetheless stated that such data could appropriately be used in disparity studies.⁴⁵ In that case, the city’s consultant calculated a disparity using data showing the total amount of contract dollars awarded by the city, the amount that went to MBEs, and the number of African American construction firms. The consultant combined this data with data from the Census Bureau on the number of construction firms in the Philadelphia Standard Metropolitan Statistical Area.⁴⁶ Although the Third Circuit declined to rule on the compelling interest prong, the court’s discussion of the data sources indicated that it may be inclined to accept such data sources.⁴⁷

Another potential data source that could be used to determine minority firm availability is the agency’s bidder data.⁴⁸ However, as pointed out in the National Cooperative Highway Research Program’s Report 644, the bidder list approach has several drawbacks, including the fact that minority firms are likely to be underrepresented in such lists because of current and past discrimination.⁴⁹ Further, *Croson* does not require the use of bidder data to determine availability.⁵⁰ In *Concrete Works IV*, in the context of plaintiff’s

⁴² *Croson*, 488 U.S. at 509 (emphasis added).

⁴³ *Id.*, 488 U.S. at 498.

⁴⁴ *H.B. Rowe*, at 13. In *Concrete Works*, in the context of plaintiffs’ complaint that the city of Denver had not used such information, the Tenth Circuit noted that bid information also has its limits. Firms that bid may not be qualified or able, and firms that do not bid may be qualified and able, to undertake agency contracts. *Concrete Works II*, 36 F.3d at 89-90; *Concrete Works IV*, 321 F.3d at 983-84.

⁴⁵ *Contractors Ass’n of E. Pennsylvania v. City of Philadelphia*, 91 F.3d 586, 605 (3rd Cir. 1996).

⁴⁶ *Id.*

⁴⁷ *Id.*

⁴⁸ George LaNoue, *Who Counts? Determining the Availability of Minority Businesses for Contracting After Croson*, 21 HARV. J. L. AND PUB. POL. 793, 833 (1998).

⁴⁹ Jon Wainright and Colette Holt, *National Cooperative Highway Research Program: Report 644: Guidelines for Conducting a Disparity and Availability Study for the Federal DBE Program* (2010).

⁵⁰ 488 U.S. at 502.

complaint that the City of Denver had not used such information, the Tenth Circuit rejected the plaintiff's claim that the availability data was unreliable because it was not based on the city's bidder data.⁵¹ As the court noted, the usefulness of bid information is limited, since some firms that bid may not be qualified or able to undertake agency contracts, whereas other firms that do not bid may be qualified and able to do so.⁵²

2.4.2 Relevant Market Area

Another issue in availability analysis is the definition of the relevant market area. Specifically, the question is whether the relevant market area should be defined as the area from which a specific percentage of purchases are made, the area in which a specific percentage of qualified, willing and able contractors may be located, or the area determined by a fixed geopolitical boundary.

The Supreme Court has not yet established how the relevant market area should be defined, and the relevant market was not directly addressed in *H.B. Rowe*. However, the study in *Rowe* defined the relevant market as the area in which 75 percent of the dollars was spent by the agency with vendors in a particular procurement category.

2.4.3 Firm Qualifications

Another availability consideration is whether M/WBE firms are qualified to perform the required services. In *Croson*, the Supreme Court noted that although gross statistical disparities may demonstrate prima facie proof of discrimination, "when special qualifications are required to fill particular jobs, comparisons to the general population (rather than to the smaller group of individuals who possess the necessary qualifications) may have little probative value."⁵³ The Court, however, did not define the test for determining whether a firm is qualified. In *H.B. Rowe*, the plaintiff's expert argued that prime contractor assessment of subcontractor qualifications should be used to assess M/WBE subcontractor qualification. But the Fourth Circuit noted that there was no data on prime contractor assessment of subcontractor qualifications.⁵⁴

Willingness

Croson requires that an "available" firm must be not only qualified but also willing to provide the required services. In this context, it can be difficult to determine whether a business is willing. The decision in *H.B. Rowe* did not directly address measures of willingness, but implicitly accepted the vendor-based measures of availability presented in the NCDOT as a measure of willingness.

Ability

Another availability consideration is whether the firms being considered are able to perform a particular service. Those who challenge affirmative action often question whether M/WBE firms have the "capacity" to perform particular services. In *Rowe* the court noted that capacity does not have the same force for

⁵¹ 321 F.3d at 983-84.

⁵² *Id.*

⁵³ *Croson*, 488 U.S. at 501, quoting *Hazelwood School District v. United States*, 433 U.S. 299, 308, n.13 (1977).

⁵⁴ *H.B. Rowe*, at 13.

subcontracts which are relatively small. The NCDOT study provided evidence that more than 90 percent of subcontracts were valued at less than \$500,000.⁵⁵ In addition, the study for NCDOT contained a regression analysis indicating that “African American ownership had a significant negative impact on firm revenue unrelated to firm capacity or experience.”⁵⁶

Disparity Index

In the *Rowe* decision the plaintiff noted that there was not substantial disparity when the percentage of subcontractors were used was compared to their availability. However, the Fourth Circuit noted that “the State pointed to evidence that prime contractors used minority businesses for low value work in order to comply with the Department’s goals.”⁵⁷ Along these lines the Fourth Circuit noted that the average subcontract awarded to nonminority male subcontractors was more than double the size of subcontracts won by MBE subcontractors.⁵⁸

Statistical Significance in Disparity Studies

While courts have indicated that anecdotal evidence may suffice without statistical evidence, no case without statistical evidence has been given serious consideration by any circuit court. In practical effect, courts require statistical evidence. Further, the statistical evidence needs to be held to appropriate professional standards.⁵⁹ In *H.B. Rowe* the court noted that the NCDOT study focused on disparity ratios lower than 80 percent and conducted t-tests of statistical significance.

Non-Goal Evidence

Another question that has arisen in the case law is whether evidence of a decline in M/WBE utilization following a change in or termination of an M/WBE program is relevant and persuasive evidence of discrimination. The Fourth Circuit in *H.B. Rowe* found that a 38 percent decline in M/WBE utilization following the suspension of the program “surely provides a basis for a fact finder to infer that discrimination played some role in prime contractors’ reduced utilization of these groups during the suspension.”⁶⁰ Similarly, the Eighth Circuit in *Sherbrooke Turf Inc. v. Minnesota Department of Transportation* and the Tenth Circuit in *Concrete Works IV* found that such a decline in M/WBE utilization was evidence that prime contractors were not willing to use M/WBEs in the absence of legal requirements.⁶¹

2.5 Passive Participation to Discrimination

In *Croson*, the Supreme Court stated, “It is beyond dispute that any public entity, state or federal, has a compelling interest in assuring that *public* dollars, drawn from the tax contributions of all citizens, do not serve to finance the evil of *private* prejudice.”⁶² *Croson* provided that the government “can use its spending powers to remedy private discrimination, if it identifies that discrimination with the particularity

⁵⁵ *Id.* at 14-15.

⁵⁶ *Id.* at 14.

⁵⁷ *Id.* at 13.

⁵⁸ *Id.* at 12.

⁵⁹ *Contractors Association*, 91 F.3d at 599-601.

⁶⁰ *H.B. Rowe*, at 15.

⁶¹ *Concrete Works* at 985; *Sherbrooke Turf*, 345 F.3d 964, 973 (8th Cir. 2003).

⁶² *Coral Construction*, 941 F.2d at 922 (citing *Croson*, 488 U.S. at 492) (emphasis added).

required by the Fourteenth Amendment.”⁶³ The government agency’s active or passive participation in discriminatory practices in the marketplace may show the compelling interest. Defining passive participation, *Croson* stated, “Thus, if the city could show that it had essentially become a “passive participant” in a system of racial exclusion practiced by elements of the local construction industry, we think it clear that the city could take affirmative steps to dismantle such a system.”⁶⁴

In the *H.B. Rowe* case, WBEs were over-utilized on NCDOT projects, but evidence was presented of very low M/WBE utilization in private sector commercial construction and econometric evidence of disparities in entry into and earnings from self-employment in construction in the Public Use Micro Sample data. The Fourth Circuit criticized the evidence offered by NCDOT for not having a t-test of statistical significance, for not showing that WBEs sought private sector work, and for less anecdotal evidence of private sector discrimination against WBEs than was shown for minorities. The Fourth Circuit contrasted affidavits produced in the *Concrete Works* case of firms testifying they sought private sector work and could not obtain it. The court also stated that NCDOT did not establish the overlap between private sector and public sector work in transportation although the court acknowledged that some of the subcontracting was the same in both sectors. There is negligible private sector highway construction. The econometric evidence of self-employment was not addressed. The Fourth Circuit did acknowledge that,

*We do not suggest that the proponent of a gender-conscious program must always tie private discrimination to public action...Rather, we simply hold where, as here, there exists substantial probative evidence of overutilization in the relevant public sector, a state must present something more than generalized private-sector data unsupported by compelling anecdotal evidence to justify a gender-conscious program.*⁶⁵

The Tenth Circuit decision in *Adarand* concluded that evidence of private sector discrimination provided a compelling interest for a DBE program.⁶⁶ Later cases have reaffirmed that the government has a compelling interest in avoiding the financing of private discrimination with public dollars.⁶⁷

Relying on this language in *Croson*, a number of local agencies have increased their emphasis on evidence of discrimination in the private sector. This strategy has not always succeeded. Evidence of private discrimination presented in litigation was found inadequate in the Philadelphia and Dade County cases⁶⁸ The Third Circuit stated, in discussing low MBE participation in a local contractors association in the city of Philadelphia, “racial discrimination can justify a race-based remedy only if the city has somehow participated in or supported that discrimination.”⁶⁹ Nevertheless, recently in *Concrete Works IV*, the Tenth Circuit upheld the relevance of data from the private marketplace to establish a factual predicate for M/WBE programs.⁷⁰ That is, courts mainly seek to ensure that M/WBE programs are based on findings of

⁶³ See *Croson*; see generally I. Ayres and F. Vars, “When Does Private Discrimination Justify Public Affirmative Action?” 98 *Columbia Law Review* 1577 (1998).

⁶⁴ *Croson*, 488 U.S. at 492.

⁶⁵ *H.B. Rowe*, at 27.

⁶⁶ *Adarand v. Slater*, 228 F.3d 1147 (10th Cir. 2000).

⁶⁷ *Associated General Contractors of Ohio, Inc. v. Drabik*, 214 F.3d 730, 734-35 (6th Cir. 2000); See also *Concrete Works II*, 36 F.3d at 1529; *Coral Construction*, 941 F.2d at 916; *AGC v. New Haven*, 791 F.Supp. 941, 947 (D. Conn. 1992).

⁶⁸ *Contractors Association of Eastern Pennsylvania, Inc.*, 91 F.3d at 602; *Engineering Contractors Association of South Florida, Inc.*, 122 F.3d at 914.

⁶⁹ *Contractors Association of Eastern Pennsylvania, Inc.*, 91 F.3d at 602; see also *Webster*, 51 F. Supp. 2d 1354.

⁷⁰ *Concrete Works IV*, 321 F.3d at 69.

active or passive discrimination in the government contracting marketplace, and not simply attempts to remedy general societal discrimination.

Courts also seek to find a causal connection between a statistical disparity and actual underlying discrimination. In *Engineering Contractors*, one component of the factual predicate was a study comparing entry rates into the construction business for M/WBEs and non-M/WBEs.⁷¹ The analysis provided statistically significant evidence that minorities and women entered the construction business at rates lower than would be expected, given their numerical presence in the population and human and financial capital variables. The study argued that those disparities persisting after the application of appropriate statistical controls were most likely the result of current and past discrimination. Even so, the Eleventh Circuit criticized this study for reliance on general census data and for the lack of particularized evidence of active or passive discrimination by Dade County, holding that the district court was entitled to find that the evidence did not show compelling justification for an M/WBE program.⁷²

The Seventh Circuit has perhaps set a higher bar for connecting private discrimination with government action. The trial court in the Cook County case extensively considered evidence that prime contractors simply did not solicit M/WBEs as subcontractors and considered carefully whether this evidence on solicitation served as sufficient evidence of discrimination, or whether instead it was necessary to provide further evidence that there was discrimination in hiring M/WBE subcontractors.⁷³ The Seventh Circuit held that this evidence was largely irrelevant.⁷⁴ Beyond being anecdotal and partial, evidence that contractors failed to solicit M/WBEs on Cook County contracts was not the same as evidence that M/WBEs were denied the opportunity to bid.⁷⁵ Furthermore, such activities on the part of contractors did not necessarily implicate the County as being a passive participant in such discrimination as might exist because there was no evidence the county knew about it.⁷⁶

Interestingly, some courts have been willing to see capital market discrimination as part of the required nexus between private and public contracting discrimination, even if capital market discrimination could arguably be seen as simply part of broader societal discrimination. In *Adarand v. Slater*, the Tenth Circuit favorably cited evidence of capital market discrimination as relevant in establishing the factual predicate for the federal DBE program.⁷⁷ The same court, in *Concrete Works IV*, found that barriers to business formation were relevant insofar as this evidence demonstrated that M/WBEs were “precluded from the outset from competing for public construction contracts.”⁷⁸ Along related lines, the court also found a regression analysis of census data to be relevant evidence showing barriers to M/WBE formation.⁷⁹

Courts have come to different conclusions about the effects of M/WBE programs on the private sector evidence itself. For instance, is M/WBE participation in public sector projects higher than on private sector

⁷¹ *Engineering Contractors Association of South Florida, Inc.*, 122 F.3d at 921-22.

⁷² *Id.* at 922.

⁷³ *Builders Association of Greater Chicago v. County of Cook*, 123 F. Supp.2d 1087 (ND IL 2000).

⁷⁴ *Builders Association of Greater Chicago v. County of Cook*, 256 F.3d 642, 645 (7th Cir. 2001).

⁷⁵ *Id.*

⁷⁶ *Id.*

⁷⁷ *Adarand v. Slater*, 228 F.3d at 1169-70 (10th Cir. 2000).

⁷⁸ *Concrete Works IV*, 321 F.2d at 977. The district court rejected evidence of credit market discrimination as adequate to provide a factual predicate for an M/WBE program. *Concrete Works v. City and County of Denver*, 86 F. Supp. 2d 1042 (D. Colo. 2000) (*Concrete Works I*).

⁷⁹ *Id.* at 977.

projects simply because the M/WBE program increases M/WBE participation in the public sector, or is such a pattern evidence of private sector discrimination? The Seventh Circuit raised the former concern in the Cook County litigation.⁸⁰ *Concrete Works IV*, on the other hand, expressly cited as evidence of discrimination that M/WBE contractors used for business with the city of Denver were not used by the same prime contractors for private sector contracts.⁸¹

Finally, is evidence of a decline in M/WBE utilization following a change in or termination of an M/WBE program relevant and persuasive evidence of discrimination? The Eighth Circuit in *Sherbrooke Turf Inc. v. Minnesota Department of Transportation* and the Tenth Circuit in *Concrete Works IV* did find that such a decline in M/WBE utilization was evidence that prime contractors were not willing to use M/WBEs in the absence of legal requirements.⁸² Other lower courts have arrived at similar conclusions.⁸³

2.6 Anecdotal Evidence

Most disparity studies present anecdotal evidence along with statistical data. The Supreme Court in *Croson* discussed the relevance of anecdotal evidence and explained: “[E]vidence of a pattern of individual discriminatory acts can, if supported by appropriate statistical proof, lend support to a local government’s determination that broader remedial relief is justified.”⁸⁴

In *H.B. Rowe* there was evidence from a telephone survey, interviews and focus groups. The Fourth Circuit favorably cited survey evidence of a good old boys’ network excluding MBEs from work, double standards in qualifications, primes viewing MBEs as less qualified, dropping MBEs after contract award and the firms changing their behavior when not required to use MBEs. This material was affirmed in interviews and focus groups. The Fourth Circuit also seemed to give some weight to the differences in responses between ethnic/gender groups in regarding the aforementioned barriers. The Fourth Circuit concluded that, “The survey in the 2004 study exposed an informal, racially exclusive network that systematically disadvantaged minority subcontractors.”⁸⁵

The plaintiff argued that this data was not verified. To which the Fourth Circuit responded, “a fact finder could very well conclude that anecdotal evidence need not—and indeed cannot—be verified because it “is nothing more than a witness’ narrative of an incident told from the witness’ perspective and including the witness’ perceptions.”⁸⁶ The Fourth Circuit also commented favorably on the NCDOT study survey oversampling MBEs as long as the sample was random. The Fourth Circuit did state, citing precedent in *Maryland Troopers*, that it was problematic to infer “discrimination from reports of cronyism absent evidence of racial animus.”⁸⁷

⁸⁰ *Builders Association of Greater Chicago*, 256 F.3d at 645.

⁸¹ *Concrete Works IV*, 321 F.3d at 984-85.

⁸² *Concrete Works IV*, 321 F.3d at 985; *Sherbrooke Turf*, 345 F.3d at 973.

⁸³ See, e.g., *Northern Contracting v. Illinois. DOT.*, No. 00-C-4515.

⁸⁴ *Croson*, 488 U.S. at 509.

⁸⁵ *H.B. Rowe*, at 17.

⁸⁶ *H.B. Rowe*, at 15 (quoting *Concrete Works*, 321 F.3d at 989).

⁸⁷ *H.B. Rowe* at 17 (citing *Maryland Troopers*).

In *Engineering Contractors*, the County presented testimony from M/WBE program staff, affidavits from 23 M/WBEs and a survey of Black-owned firms. The Eleventh Circuit acknowledged that the “picture painted by the anecdotal evidence [was] not a good one.”⁸⁸ However, the Eleventh Circuit had a limited discussion of the requirements for anecdotal evidence because the statistical evidence was weak and the Court noted that “only in the rare case will anecdotal evidence suffice standing alone.”⁸⁹

Although *Croson* did not expressly consider the form or level of specificity required for anecdotal evidence, the Ninth Circuit has addressed both issues. In *Coral Construction*, the Ninth Circuit addressed the use of anecdotal evidence alone to prove discrimination. Although King County’s anecdotal evidence was extensive, the court noted the absence in the record of any statistical data in support of the program. Additionally, the court stated, “While anecdotal evidence may suffice to prove individual claims of discrimination, rarely, if ever, can such evidence show a *systemic pattern of discrimination necessary for the adoption of an affirmative action plan.*”⁹⁰ The court concluded, by contrast, that “the combination of convincing anecdotal and statistical evidence is potent.”⁹¹

There is no merit to [the plaintiff’s] argument that witnesses’ accounts must be verified to provide support for Denver’s burden. Anecdotal evidence is nothing more than a witness’ narrative of an incident told from the witness’ perspective and including the witness’ perceptions...Denver was not required to present corroborating evidence and [the plaintiff] was free to present its own witnesses to either refute the incidents described by Denver’s witnesses or to relate their own perceptions on discrimination in the Denver construction industry

Concrete Works IV, 321 F.3d at 989.

Regarding the appropriate form of anecdotal evidence, the Ninth Circuit in *Coral Construction* noted that the record provided by King County was “considerably more extensive than that compiled by the Richmond City Council in *Croson*.”⁹² The King County record contained “affidavits of at least 57 minority or [female] contractors, each of whom complain[ed] in varying degree[s] of specificity about discrimination within the local construction industry”.⁹³ The *Coral Construction* court stated that the M/WBE affidavits “reflect[ed] a broad spectrum of the contracting community” and the affidavits “certainly suggest[ed] that ongoing discrimination may be occurring in much of the King County business community.”⁹⁴

In *Associated General Contractors of California v. Coalition for Economic Equity (AGCC II)*, the Ninth Circuit discussed the specificity of anecdotal evidence required by *Croson*.⁹⁵ Seeking a preliminary injunction, the contractors contended that the evidence presented by the city of San Francisco lacked the specificity required by both an earlier appeal in that case and by *Croson*.⁹⁶ The court held that the City’s findings were based on substantially more evidence than the anecdotes in the two prior cases, and “were clearly

⁸⁸ *Eng’g Contrs. Ass’n of S. Florida, Inc.*, 122 F.3d at 925.

⁸⁹ *Id.*

⁹⁰ *Coral Construction*, 941 F.2d at 919 (emphasis added).

⁹¹ *Id.* See also *AGCC II*, 950 F.2d at 1414-1415.

⁹² *Coral Construction*, 941 F.2d at 917.

⁹³ *Id.* at 917-18.

⁹⁴ *Id.*

⁹⁵ *AGCC II*, 950 F.2d at 1414-1415.

⁹⁶ *Id.* at 1403-1405.

based upon dozens of specific instances of discrimination that are laid out with particularity in the record, as well as significant statistical disparities in the award of contracts.”⁹⁷

The court also ruled that the City was under no burden to identify specific practices or policies that were discriminatory.⁹⁸ Reiterating the City's perspective, the court stated that the City “must simply demonstrate the existence of past discrimination with specificity; there is no requirement that the legislative findings specifically detail each and every instance that the legislative body ha[d] relied upon in support of its decision that affirmative action is necessary.”⁹⁹ Not only have courts found that a municipality does not have to specifically identify all the discriminatory practices impeding M/WBE utilization, but the Tenth Circuit in *Concrete Works IV* also held that anecdotal evidence collected by a municipality does not have to be verified.

2.7 Narrowly Tailoring

The discussion of compelling interest in the court cases has been extensive, but narrow tailoring may be the more critical issue. Many courts have held that even if a compelling interest for the M/WBE program can be found, the program can still be found to not be narrowly tailored.¹⁰⁰ The Fourth Circuit has laid out the following factors in determining whether or not a program was narrowly tailored:

*(1) the necessity of the policy and the efficacy of alternative race neutral policies; (2) the planned duration of the policy; (3) the relationship between the numerical goal and the percentage of minority group members in the relevant population; (4) the flexibility of the policy, including the provision of waivers if the goal cannot be met; and (5) the burden of the policy on innocent third parties.*¹⁰¹

In *H.B. Rowe*, the Fourth Circuit added to this list “overinclusiveness,” defined as the “tendency to benefit particular minority groups that have not been shown to have suffered invidious discrimination.”¹⁰²

2.7.1 Race-Neutral Alternatives

Concerning race-neutral alternatives, the Supreme Court in *Croson* concluded that a governmental entity must demonstrate that it has evaluated the use of race-neutral means to increase minority business participation in contracting or purchasing activities. In *H.B. Rowe*, the Fourth Circuit noted that NCDOT had a Small Business Enterprise program and had undertaken all the race neutral methods suggested by the DOT DBE program regulations. The Court went on to note that the plaintiff had identified “no viable race-neutral alternatives that North Carolina has *failed* to consider and adopt”¹⁰³ (emphasis in the

⁹⁷ *Id.* at 1416. This evidence came from 10 public hearings and “numerous written submissions from the public.” *Id.* at 1414.

⁹⁸ *Id.* at 1416, n.11.

⁹⁹ *Id.* at 1416.

¹⁰⁰ *Contractors Association*, 91 F.3d at 605; *Engineering Contractors*, 122 F.3d at 926-929; *Verdi v. DeKalb County School District*, 135 Fed. Appx 262, 2005 WL 38942 (11th Cir. 2005).

¹⁰¹ *H.B. Rowe*, at 18 (quoting *Belk v. Charlotte-Mecklenburg Bd. of Educ.*, 269 F.3d 305, 344 (4th Cir. 2001)).

¹⁰² *H.B. Rowe*, at 18 (quoting *Alexander*, 95 F.3d at 316).

¹⁰³ *H.B. Rowe*, at 18.

original). The Court further noted that disparities persisted in spite of NCDOT employment of these race neutral initiatives.

2.7.2 Duration of the Remedy

With respect to program duration, in *Adarand v. Peña*, the Supreme Court wrote that a program should be “appropriately limited such that it will not last longer than the discriminatory effects it is designed to eliminate.”¹⁰⁴ In *H.B. Rowe* the Fourth Circuit stated that “the district court found two facts particularly compelling in establishing that it was narrowly tailored: the statute’s provisions (1) setting a specific expiration date and requiring a new disparity study every 5 years.” ... We agree.”¹⁰⁵ Other appellate courts have noted possible mechanisms for limiting program duration: required termination if goals have been met¹⁰⁶ and decertification of MBEs who achieve certain levels of success, or mandatory review of MBE certification at regular, relatively brief periods.¹⁰⁷

2.7.3 Relationship of Goals to Availability

Narrow tailoring under the *Croson* standard requires that remedial goals be in line with measured availability. Merely setting percentages without a carefully selected basis in statistical studies, as the city of Richmond did in *Croson* itself, has played a strong part in decisions finding other programs unconstitutional.¹⁰⁸

In *H.B. Rowe*, the Fourth Circuit found that NCDOT participation goals were related to percentage MBE availability. First, the NCDOT goals were set project by project. Second, there was a report detailing the type of work likely to be subcontracted. Third, the NCDOT goal setting committee checks its database for availability. Finally, Fourth Circuit noted that 10 percent of the NCDOT projects had a zero M/WBE goal.

2.7.4 Flexibility

In *H.B. Rowe*, the Fourth Circuit agreed with the ruling of the federal district court in the case that the NCDOT M/WBE program was flexible, stated that,

The Program contemplates a waiver of project-specific goals when prime contractors make good faith efforts to meet those goals...Good faith efforts essentially require only that the prime contractor solicit and consider bids from minorities. The State does not require or expect the prime contractor to accept any bid from an unqualified bidder, or any bid that is not the lowest bid. Moreover, prime contractors can bank any excess minority participation for use against future goals over the following two years. Given the lenient standard and flexibility of the “good faith” requirement, it comes as little surprise

¹⁰⁴ *Adarand*, 515 U.S. at 238 (internal quotations and citations omitted).

¹⁰⁵ *H.B. Rowe*, at 18 (quoting *H.B. Rowe, Inc.*, 589 F. Supp. 2d at 597).

¹⁰⁶ *Sherbrooke*, 354 F.3d at 972.

¹⁰⁷ *Adarand v. Slater*, 228 F.3d at 1179, 1180.

¹⁰⁸ *Contractors Association*, 91 F.3d at 607 (“The district court also found ... that the ... Ordinance offered only one reference point for the percentages selected for the various set-asides -- the percentages of minorities and women in the general population.”). See also *Builders Association of Greater Chicago*, 256 F.3d at 647.

that as of July 2003, only 13 of 878 good faith submissions-including Rowe’s-had failed to demonstrate good faith efforts.

In contrast, the Third Circuit observed in *Contractors Association* that, “As we have explained, the 15 percent participation goal and the system of presumptions, which in practice require non-black contractors to meet the goal on virtually every contract, result in a 15% set-aside for black contractors in the subcontracting market.”¹⁰⁹

The Fourth Circuit also noted that,

*The State does not require or expect the prime contractor to accept any bid from an unqualified bidder, or any bid that is not the lowest bid. Moreover, prime contractors can bank any excess minority participation for use against future goals over the following two years.*¹¹⁰

It is worth observing that these features of the NCDOT program are more narrowly tailored than the federal DBE program for federally funded transportation projects.¹¹¹

2.7.5 Burden on Third Parties

Narrow tailoring also requires minimizing the burden of the program on third party’s waivers. Good faith compliance is a tool that serves this purpose of reducing the burden on third parties.¹¹² The plaintiff in *H.B. Rowe* argued that the solicitation requirements were burdensome and that it was forced to subcontract out work that could be self-performed. The Fourth Circuit noted that the solicitation requirements could be met with existing staff and the M/WBE program did not require subcontracting out work that could be self-performed.¹¹³

2.7.6 Over-inclusion

Finally, narrow tailoring involves limiting the number and type of beneficiaries of the program. As noted above, there has to be evidence of discrimination to justify a group-based remedy, and over-inclusion of uninjured individuals or groups can endanger the entire program. However, the statute in question limited relief “those racial or ethnicity classifications . . . that have been subjected to discrimination in the relevant marketplace and that have been adversely affected in their ability to obtain contracts with the Department.”¹¹⁴

¹⁰⁹ *Contractors Association*, 91 F.3d at 606.

¹¹⁰ *H.B. Rowe*, at 19.

¹¹¹ Compare federal regulation 49 CFR Part 26 Appendix A(2) with North Carolina regulation 19NCAC 02d.1109(7).

¹¹² 49 CFR, Section 26, Part 53.

¹¹³ *H.B. Rowe*, at 20.

¹¹⁴ N.C. Gen. Stat. § 136-28.4(c)(2).

2.8 Small Business Procurement Preferences

Small business procurement preferences have existed since the 1940s. The first small business program had its origins in the Smaller War Plants Corporation (SWPC), established during World War II.¹¹⁵ The SWPC was created to channel war contracts to small business. In 1947, Congress passed the Armed Forces Procurement Act, declaring, “It is the policy of Congress that a fair proportion of the purchases and contracts under this chapter be placed with small business concerns.”¹¹⁶ Continuing this policy, the 1958 Small Business Act requires that government agencies award a “fair proportion” of procurement contracts to small business concerns.¹¹⁷ The regulations are designed to implement this general policy.¹¹⁸

Section 8(b)(11) of the Small Business Act authorizes the Small Business Administration (SBA) to set aside contracts for placement with small business concerns. The SBA has the power:

*...to make studies and recommendations to the appropriate Federal agencies to insure that a fair proportion of the total purchases and contracts for property and services for the Government be placed with small-business enterprises, to insure that a fair proportion of Government contracts for research and development be placed with small-business concerns, to insure that a fair proportion of the total sales of Government property be made to small-business concerns, and to insure a fair and equitable share materials, supplies, and equipment to small-business concerns.*¹¹⁹

Every acquisition of goods and services anticipated to be between \$2,500 and \$100,000 is set aside exclusively for small business unless the contracting officer has a reasonable expectation of fewer than two bids by small businesses.¹²⁰

There has been only one constitutional challenge to the long-standing federal SBE programs. In *J.H. Rutter Rex Manufacturing v. United States*,¹²¹ a federal vendor unsuccessfully challenged the Army’s small business set-aside as in violation of the due process clause of the Fifth Amendment to the U.S. Constitution, as well as the Administrative Procedures Act and the Armed Forces Procurement Act.¹²² The court held that classifying businesses as small was not a “suspect classification” subject to strict scrutiny. Instead, the court ruled:

Since no fundamental rights are implicated, we need only determine whether the contested socioeconomic legislation rationally relates to a legitimate governmental purpose . . . Our previous discussion adequately demonstrates that the procurement statutes and the regulations promulgated there under are rationally related to the sound

¹¹⁵ See, generally, Thomas J. Hasty III, “Minority Business Enterprise Development and the Small Business Administration’s 8(a) Program: Past, Present, and (Is There a) Future?” *Military Law Review* 145 (Summer 1994): 1-112.

¹¹⁶ 10 U.S.C. § 2301 (1976).

¹¹⁷ 15 USC 631(a).

¹¹⁸ See 32 C.F.R. §§ 1-701.1 to 1-707.7.

¹¹⁹ 15 U.S.C. § 637(b)(11).

¹²⁰ *Federal Acquisition Regulations* 19.502-2.

¹²¹ 706 F.2d 702 (5th Cir. 1983), cert. denied, 464 U.S. 1008 (1983).

¹²² Administrative Procedures Act, 5 U.S.C. §§ 552(a)(1)(E) (1976) and the “fair proportion” language of the Armed Forces Procurement Act, 10 U.S.C. § 2301 et seq. (1976), and the Small Business Act, 15 U.S.C. §631 et seq. (1976).

*legislative purpose of promoting small businesses in order to contribute to the security and economic health of this Nation.*¹²³

A large number of state and local governments have maintained small business preference programs for many years.¹²⁴ No district court cases were found overturning a state and local small business preference program. One reason for the low level of litigation in this area is that there has been no significant organizational opposition to SBE programs. There are no reported cases of litigation against local SBE programs. The legal foundations that have typically sued M/WBE programs have actually promoted SBE procurement preference programs as a race-neutral substitute for M/WBE programs.

There has been one state court case in which an SBE program was struck down as unconstitutional. The Cincinnati SBE program called for maximum practical M/WBE participation and required bidders to use good faith effort requirements to contract with M/WBEs up to government-specified M/WBE availability. Failure to satisfy good faith effort requirements triggered an investigation of efforts to provide opportunities for M/WBE subcontractors. In *Cleveland Construction v. Cincinnati*,¹²⁵ the state court ruled that the Cincinnati SBE program had race and gender preferences and had deprived the plaintiff of constitutionally protected property interest without due process of law. The city acknowledged that it had not offered evidence to satisfy strict scrutiny because it felt that it had been operating a race-neutral program.

2.9 DBE Programs

2.9.1 Over-inclusion Factual Predicate for DBE Programs

The Ninth Circuit in *Western States Paving Co. v. Washington State Department of Transportation* cited the following evidence that Congress considered in finding a factual predicate supporting the federal DBE program:

- ◆ Minority business ownership percentage does not reflect the percentage of the population.
- ◆ MBEs have gross receipts that are on average approximately one-third those of firms owned by non-minorities.
- ◆ MBEs own 9 percent of all businesses but receive only 4.1 percent of federal contracting dollars.
- ◆ WBEs constitute almost a third of all small businesses but receive less than 3 percent of federal contracting dollars.
- ◆ Majority-owned construction firms receive more than 50 times as many loan dollars per dollar of equity capital as Black firms with the same borrowing characteristics.

¹²³ *J. H. Rutter Rex Manufacturing*, at 706 F.2d at 730 (emphasis added). See also *Dandridge v. Williams*, 397 U.S. 471 (1970).

¹²⁴ For example, Florida started a small business preference program in 1985 (FL St Sec. 287); Minnesota, in 1979 (Mn Stat 137.31); New Jersey, in 1993 (N.J.S.A 52:32-17).

¹²⁵ *Cleveland Construction v. Cincinnati*, Case No. A0402638 (Ct Comm Pleas, Hamilton County, Ohio 2005).

- ◆ After many state and local governments stopped their M/WBE programs there was a significant drop in M/WBE utilization in the construction industry.
- ◆ The U.S. Department of Justice study *The Compelling Interest for Affirmative Action in Federal Procurement: A Preliminary Survey* found that discrimination by trade unions, financial lenders, prime contractors, business networks, suppliers, and bonding companies and “old boys’ network.”¹²⁶

The Ninth Circuit also concurred with the ruling of the federal circuit in *Rothe Development Corp. v. Department of Defense*, as well as the Eighth Circuit in *Sherbrooke Turf*, that Congress did not need to possess evidence of discrimination in every state to enact the national DBE program.¹²⁷

2.9.2 “As Applied” Challenge in *Western States Paving*

The Washington DOT DBE program was struck down in *Western States Paving* not because the federal DBE program had no factual predicate and not because the federal DBE program lacked narrow tailored program features. Instead, the Ninth Circuit ruled that the Washington DOT DBE program was not narrowly tailored “as applied.”¹²⁸ While a state does not have to independently provide a factual predicate for its DBE program, the Ninth Circuit found that “it cannot be said that TEA-21 is a narrowly tailored remedial measure unless its application is limited to those States in which the effects of discrimination are actually present.”¹²⁹ In effect, while the Washington DOT was not required to produce a separate factual predicate for a DBE program, it was still required to produce a factual predicate (of sorts) to justify race-conscious elements in the local implementation of its DBE program.

While the Washington DOT conceded that it had no studies of discrimination in highway contracting, it argued that there was evidence of discrimination in the fact that DBEs received 9 percent of subcontracting dollars on state-funded projects where there were no DBE goals and 18 percent of federal funded projects where there were DBE goals. But the Ninth Circuit stated that “even in States in which there has never been discrimination, the proportion of work that DBEs receive on contracts that lack affirmative action requirements will be lower than the share that they obtain on contracts that include such measures because minority preferences afford DBEs a competitive advantage.”¹³⁰

In contrast, the Eighth Circuit in *Sherbrooke Turf* and the Tenth Circuit in *Adarand v. Slater* found that a decline in DBE utilization following a change in or termination of a DBE program was relevant evidence of discrimination in subcontracting.¹³¹ The Tenth Circuit stated that while this evidence “standing alone is not dispositive, it strongly supports the government’s claim that there are significant barriers to minority competition in the public subcontracting.”¹³²

The Ninth Circuit also dismissed the disparity between the proportion of DBE subcontractors and the proportion of DBE dollars on state-funded contracts, because “DBE firms may be smaller and less

¹²⁶ *Western States Paving*, 407 F.3d at 992.

¹²⁷ *Id.* (citing *Rothe Development Corporation v. United States Department of Defense*, 262 F.3d 1306, 1329 (Fed. Cir. 2001)).

¹²⁸ The Ninth Circuit distinguished a previous case which did not involve an ‘as applied’ challenge to the federal DBE program. *Milwaukee County Pavers Association v. Fiedler*, 922 F.2d 419 (7th Cir. 1991). The Seventh Circuit disagreed with the Ninth Circuit’s reading of *Milwaukee County Pavers*. See *Northern Contracting*, 473 F.3d 715, 721 fn. 5 (7th Cir. 2007).

¹²⁹ *Western States Paving*, 407 F. 3d at 998.

¹³⁰ *Western States Paving*, 407 F. 3d at 1000.

¹³¹ *Sherbrooke Turf*, 345 F.3d 964.

¹³² *Adarand v. Slater*, 228 F.3d at 1174; see also *Concrete Works IV*, 321 F.3d at 985.

experienced than non-DBE firms (especially if they are new businesses started by recent immigrants) or they may be concentrated in certain geographic areas of the State, rendering them unavailable for a disproportionate amount of work.”¹³³ The Ninth Circuit quoted the D.C. Circuit in *O’Donnell* to the effect that:

*... minority firms may not have bid on . . . construction contracts because they were generally small companies incapable of taking on large projects; or they may have been fully occupied on other projects; or the District’s contracts may not have been as lucrative as others available in the Washington metropolitan area; or they may not have had the expertise needed to perform the contracts; or they may have bid but were rejected because others came in with a lower price.*¹³⁴

The Ninth Circuit noted further that “if this small disparity has any probative value, it is insufficient, standing alone, to establish the existence of discrimination against DBEs.” The Ninth Circuit contrasted this minor disparity with the Ninth Circuit’s decision in *Associated General Contractors of California, Inc. v. Coalition for Economic Equity*, where “discrimination was likely to exist where minority availability for prime contracts was 49.5% but minority dollar participation was only 11.1%.”¹³⁵

2.10 Recent Developments

Recent years have brought further challenges to race- and gender-conscious preference programs in the transportation-constructing industry. Within the Fifth Circuit, the Southern District of Texas recently considered a challenge to Houston’s M/WBE program in *Kossmann Contracting v. City of Houston*.¹³⁶ The case addressed an equal-protection challenge to the City of Houston’s 2013 Small/Minority Business Enterprise Program for Construction Contracts. The opinion provides an up-to-date discussion of current constitutional standards, relying primarily on *Croson*, more recent Supreme Court guidance, and Fifth Circuit analysis. In the Seventh Circuit, the federal DBE program and the programs of the Illinois Department of Transportation (IDOT) and the Illinois State Toll Highway Authority survived a Fourteenth Amendment equal protection challenge.¹³⁷ A 2015 challenge to the constitutionality of the IDOT DBE was also unsuccessful before the Seventh Circuit.¹³⁸ In 2013, the Ninth Circuit dismissed an appeal, on standing grounds, of a ruling adverse to a constitutional challenge to the California Department of Transportation’s DBE program, stating that the program would survive strict scrutiny. The Court indicated here that the Caltran’s program would survive strict scrutiny by having a strong basis in evidence of discrimination within the California transportation contracting industry; and being narrowly tailored to benefit only those groups that have actually suffered discrimination.¹³⁹

¹³³ *Western States Paving*, 407 F.3d at 1001.

¹³⁴ *Id.* (quoting *O’Donnell Construction Co. v. District of Columbia*, 963 F.2d 420, 426 (D.C. Cir. 1992)).

¹³⁵ *Western States Paving*, 407 F.3d at 1001 (quoting *Associated General Contractors of California, Inc.*, 950 F.2d at 1414).

¹³⁶ *Kossmann Contr. v. City of Houston*, No. H-14-1203, 2016 U.S. Dist. LEXIS 37708 (S.D. Tex. Feb. 16, 2016), *adopted by Kossmann Contr. Co. v. City of Houston*, No. H-14-1203, 2016 U.S. Dist. LEXIS 36758 (S.D. Tex. Mar. 22, 2016).

¹³⁷ *Midwest Fence Corp. v. United States Dep’t of Transp.*, 840 F.3d 932 (7th Cir. 2016).

¹³⁸ *Dunnet Bay Constr. Co. v. Borggren*, 799 F.3d 676 (7th Cir. 2015).

¹³⁹ *Associated Gen. Contractors. of Am., San Diego Chapter, Inc. v. Cal. Dep’t of Transp.*, 713 F.3d 1187, 1190 (9th Cir. 2013).

2.11 Conclusions

As summarized earlier, when governments develop and implement a contracting program that is sensitive to race and gender, they must understand the case law that has developed in the federal courts. These cases establish specific requirements that must be addressed so that such programs can withstand judicial review for constitutionality and prove to be just and fair. Given current trends in the application of the law, local governments must engage in specific fact-finding processes to compile a thorough, accurate, and specific evidentiary foundation to determine whether there is, in fact, discrimination sufficient to justify an affirmative action plan. Further, state and local governments must continue to update this information and revise their programs accordingly.

While the Supreme Court has yet to return to this exact area of law to sort out some of the conflicts, the Fourth Circuit has recently provided some guidance on core standards. Ultimately, MBE and WBE programs can withstand challenges if state and local governments comply with the requirements outlined by the courts.

3 Review of Policies, Procedures, and Programs

3.1 Introduction

Procurement and contracting are essential functions of the City of Baltimore (City). As such, procurement policies, procedures, and programs have a significant impact on City departments, City agencies, and businesses seeking opportunities to provide goods and services required by the City. An important part of a comprehensive disparity study is a review of policies, procedures, and programs. This review is important for several reasons—first, it is a key component of a comprehensive legally supportable disparity study and second the policy review is critical for pinpointing changes that have occurred since the 2014 disparity study. Finally, the review is important for evaluating initiatives to increase participation of minority- and women-owned businesses in the City’s procurement and contracting.

Chapter Sections	
3.1	Introduction
3.2	Methodology
3.3	Procurement Structure and Environment
3.4	Business Inclusion Programs
3.5	Conclusions

MGT’s review of policies and procedures is presented in five major sections. **Section 3.2** describes the methodology used to conduct the review. The remaining sections summarize procurement policies, procedures, programs, and the structure and environment in which procurement and contracting take place. Our review of policies and procedures in this chapter is intended to provide the foundation for the analysis of utilization and availability in **Chapters 4 & 5** and the findings and recommendations in **Chapter 8**.

3.2 Methodology

To conduct the review a multi-faceted approach was used, which included reviewing source documents and regulations related to procurement and contracting. The review also included meetings with staff in the Bureau of Procurement (BOP), Minority and Women’s Business Opportunity Office (MWBOO), and end-user departments including the Department of General Services, Department of Public Works, Department of Transportation, Department of Housing and Community Development, and the Department of Recreation and Parks. MGT used the meetings to better understand service requirements, end-user experiences, and the operational impacts of procurement and contracting policies and procedures. MGT also researched the City’s website to document information and resources available internally to City staff and to businesses seeking opportunities with the City. The policy review was conducted with the cooperation and support of City staff. At no time did MGT not obtain the cooperation and responsiveness that was critical in conducting the policy review. Without the support and cooperation received by MGT, completing the policy review and other components of this study would have been difficult. The policy review included the following:

- ◆ Finalizing the scope of the policy review.
- ◆ Collection and review of procurement/contracting policies and procedures.

- ◆ Collection and review of other information and data pertinent to the policy review and business inclusion programs.
- ◆ Interviews/meetings with City staff to document end-user’s experience and understand operational impacts. Follow-up contacts were made as necessary to obtain additional information.
- ◆ Review of the 2014 disparity study conducted by NERA.
- ◆ Developing key findings and recommendations based on the policy review.

Finally, to fully understand the City’s procurement and contracting process and operations, MGT reviewed the documents and information itemized in **Table 3-1**.

TABLE 3-1. DOCUMENTS REVIEWED DURING POLICY AND PROCEDURES REVIEW

INDEX	DESCRIPTION
Procurement Related Documents	
1.	Baltimore City Board of Estimates-Regulations on Procurement, Protests, Minority and Women-owned Business Enterprise, and Debarment/Suspension
2.	Article 5 Finance, Property, and Procurement
3.	City Council Resolution 19-0169R
4.	Ordinance 20-0605 Minority and Women’s Business Utilization-Emergencies
5.	The Green Book -Department of Public Works Specifications Materials, Highways, Bridges, Utilities, And Incidental Structures 2006
6.	Green Book User Guide 2006
7.	Resolution Relating to Non-Architectural or Engineering Professional Services February 20, 2019
8.	Resolution Relating to Non-Competitive Procurements February 20, 2019
9.	Vendor Registration in CitiBuy
10.	Application for Certification
Other Related Documents	
11.	Maryland Annotated Code
12.	The Minority and Women’s Business Opportunity Office (MWBOO)Annual Report 2020
13.	Annual Goals Revised 6/1/2020
14.	M/WBE Program Annual Participation Goals 4/8/2020
15.	M/WBE Program Annual Size Standard BOE Submission 4/8/2020
16.	Office of the Inspector General Investigative Report Synopsis July 2,2020
17.	Request for Proposal Procurement Assessment and Transformation
	<i>Disparity Studies</i>
18.	NERA, Disadvantaged Business Enterprise Disparity Study, Prepared for the Maryland Department of Transportation (2013)
19.	NERA The State of Minority-and Women-Owned Business Enterprise: Evidence From Baltimore March 2014

3.3 Procurement Structure and Environment

The structure and environment in which procurement and contracting occur was important for understanding the operational impact of procurement policies on city departments and businesses seeking to meet the City’s service requirements. As such the City’s organization structure was important for placing procurement and contracting into proper context and understanding the role of certain entities in the procurement cycle. The following exhibits (**Exhibit 3-1 to 3-3**) show the organization structure for the City, Bureau of Procurement (BOP), and Minority and Women’s Business Opportunity Office (MWBOO). The diagram in **Figure 3-1** shows the linkage between laws, policies, procedures, and resolutions that dictate procurement and contracting by the entities shown in **Exhibit 3-1 to Exhibit 3-3**.

The exhibits convey the size and complexity of Baltimore’s municipal government and the procurement cycle. With a budget of \$3.85 billion, organized around five key priorities: Children and Families, Public Safety, Clean and Healthy Communities, Equitable Neighborhood Development, and Innovative Government,¹⁴⁰ procurement and contracting are a vital activity. As such, organization entities such as the Board of Estimates, Bureau of Procurement, MWBOO, end-user departments, and other entities play a critical role in the procurement cycle.

FIGURE 3-1. PROCUREMENT REGULATIONS



Source: Contracting with the City Regulations, 2021.

¹⁴⁰ Summary of The Adopted Budget Fiscal 2021.

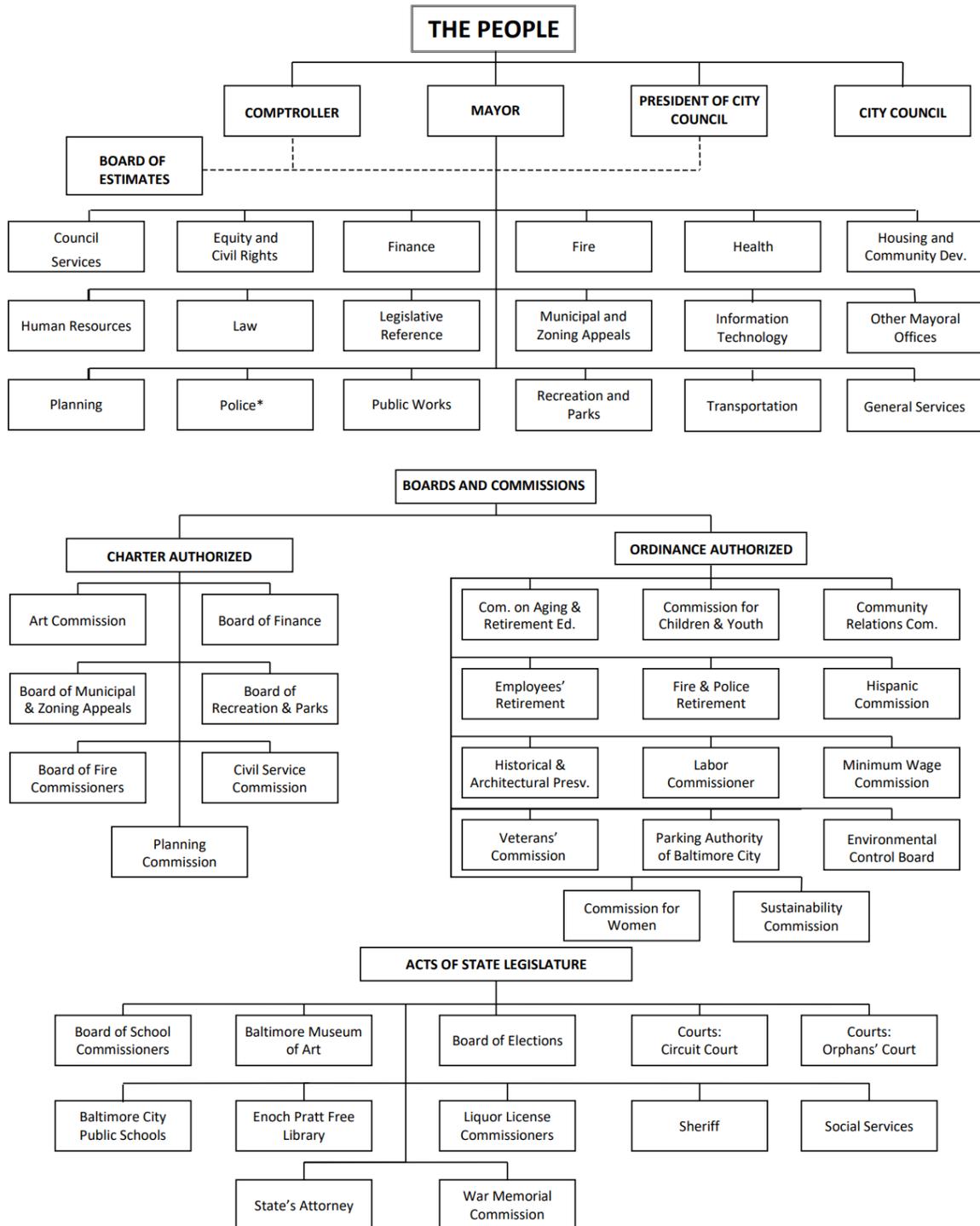
Ideally, procurement systems should be operated in a transparent, cost-effective, and responsive manner to provide goods and supplies, professional services, architectural and engineering services, and construction services. Based on MGT's experience procurement systems are responsible for the following:

- ◆ Obtaining goods and services of good quality at fair and reasonable cost.
- ◆ Maximizing the purchasing value of public funds.
- ◆ Adhering to laws, regulations, processes, and procedures.
- ◆ Obtaining goods and services in a timely and equitable manner.

In acquiring goods and services to meet internal and external needs, a broad spectrum of activities should be carried out according to procurement regulations and policies. For this policy review, interviews and meetings with staff provided valuable insight into procurement and contracting. Discussions with staff focused mainly on procurement and contracting policies and their impact on M/WBE participation and whether there have been major changes since the 2014 disparity study. According to staff, since the 2014 disparity study, there have been few major changes in procurement policies or the procurement cycle.

Based on MGT's review, staff tended to be knowledgeable about the procurement cycle and related policies and regulations as well as requirements pertaining to M/WBE participation. The interviews and meetings with staff revealed awareness and sensitivity to the participation of small, minority and women-owned businesses. In fact, throughout most of MGT's meetings with staff, it was apparent that M/WBE participation is an important priority. Staff comments also revealed an emphasis on ensuring policies and procedures are applied fairly and consistently followed.

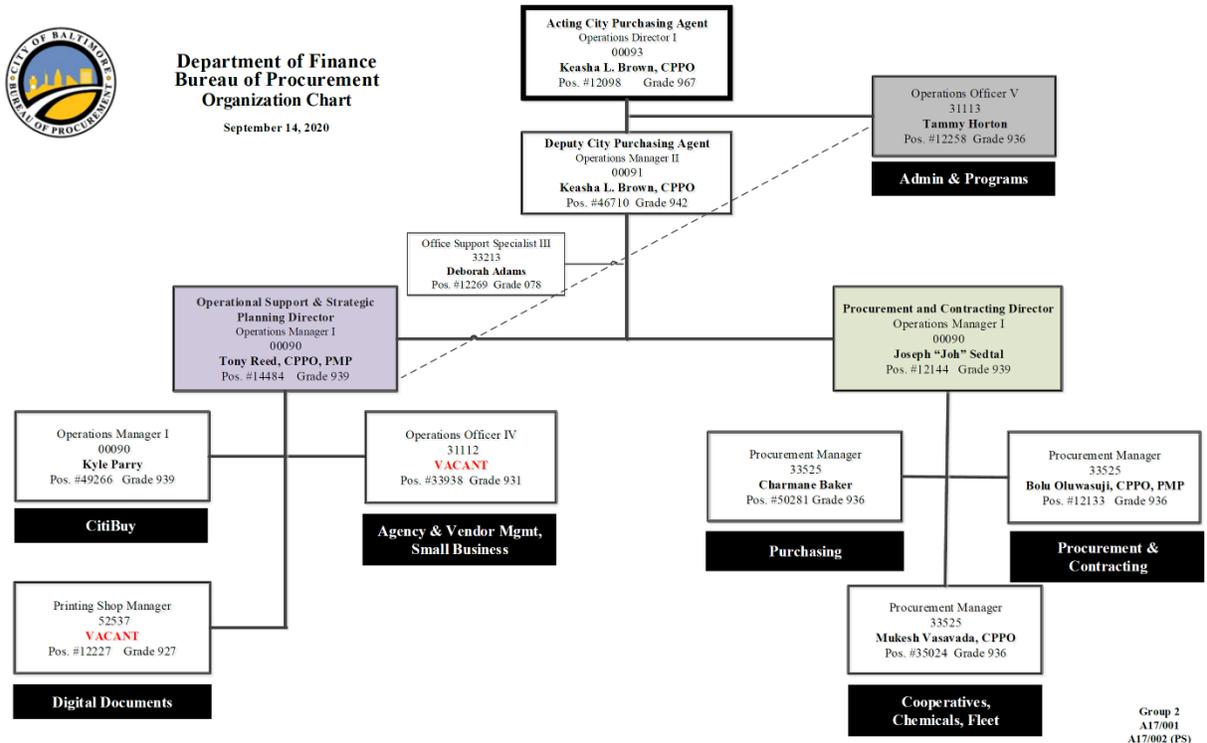
EXHIBIT 3-1. CITY OF BALTIMORE ORGANIZATION CHART



*The Baltimore Police Department was created by an act of State legislature. The Mayor has the statutory right to hire and replace the Police Commissioner.

Source: Summary of the Adopted Budget Fiscal 2021.

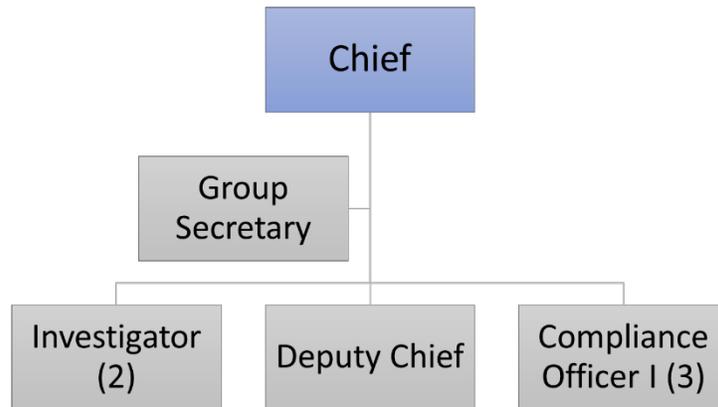
EXHIBIT 3-2. BUREAU OF PROCUREMENT ORGANIZATION CHART



Source: Bureau of Procurement.

As shown in **Exhibit 3-2**, BOP consists of divisions that report to the Purchasing Agent. BOP is housed in the Department of Finance and is the City's central purchasing entity except for construction and public works contracts. These contracts are procured by the Department of Public Works, Department of Transportation, Department of General Services and the Department of Recreation and Parks. As the central purchasing entity, BOP is responsible for purchasing goods and services and obtaining maximum value for each dollar spent. BOP staff responsible for procurement and contracting perform an essential role in the acquisition of goods and services according to established policies and procedures for advertisement, solicitation, and approval.

EXHIBIT 3-3. MINORITY AND WOMEN’S BUSINESS OPPORTUNITY OFFICE ORGANIZATION CHART



Source: Minority and Women’s Business Opportunity Office.¹⁴¹

The organization structure for MWBOO, which is housed in the Law Department, is shown in **Exhibit 3-3**. Organizationally MWBOO is critical in executing the City’s commitment to equity and inclusion as outlined in Article 5, Subtitle 28, of the Baltimore City Code. A detailed discussion of MWBOO is provided in a subsequent section of this chapter.

It was noted that MGT’s procurement policy review for the disparity study followed the Office of the Inspector General’s Investigative Report Synopsis of BOP which cited several inefficiencies, waste, and opportunities for improvement.¹⁴² Also, as the policy review for the disparity study got underway, Mayor Brandon Scott announced plans for reform of the procurement system referring to the City’s procurement process as “outdated, inefficient, and inequitable.” Following the Mayor’s announcement, the “Procurement Assessment and Transformation RFP” was issued “to identify opportunities to streamline the process, ensure proper controls and policies are in place, drive efficiencies, increase stakeholder satisfaction, drive additional savings, and establish a procurement environment suitable for P3 opportunities.”¹⁴³ The Procurement Assessment and Transformation is currently ongoing.

3.3.1 Procurement and Contracting Process

Based on MGT’s experience, an efficient and effective procurement and contracting process is largely dependent on knowledgeable and skilled staff and well executed laws, regulations, and policies. The laws and regulations governing the City’s procurement process components in **Figure 3-1** are found in different sources and various agencies administer different pieces of the process.

The Board of Estimates is authorized to adopt procurement resolutions and regulations. Pursuant to the Baltimore City Charter, the Board of Estimates has the authority to issue procurement regulations as outlined in Baltimore City Board of Estimates “Regulations on Procurement, Protests, Minority and

¹⁴¹ Organizational chart reflective during the current study period.

¹⁴² Office of Inspector General Investigative Report Synopsis July 2, 2020.

¹⁴³ Request for Proposal Procurement Assessment and Transformation Solicitation Number B50006206.

Women-Owned Business Enterprise, and Debarment/Suspension.” The Board of Estimates has the authority to waive regulations for certain procurements or class of procurements. The Board of Estimates regulations apply to all City agencies and to all procurements exceeding \$25,000 in contract value. Included in the Board of Estimates regulations are provisions related to procurement authority for the following:

- ◆ The Department of Finance may procure supplies, materials, equipment, and services other than professional services for using city agencies
- ◆ City agencies have authority to procure professional services
- ◆ The Department of Public Works, Department of General Services, Department of Recreation & Parks, and the Department of Transportation have the authority to procure public works¹⁴⁴

As mentioned, the Bureau of Procurement (BOP) is the central purchasing entity for the City, except for construction or public works contracts. Public works and design-build contracts procured by the Departments of Public Works, Transportation, General Services, or Recreations and Parks are subject to the most current provisions in the “Green Book” (Baltimore Standard Specifications) which is the “Bible” for construction.

Ordinances passed by the Baltimore City Council pertaining to procurement and contracting are codified in the Baltimore City Annotated Code. Included are provisions establishing the Minority and Women Owned Business Enterprise Program. Internal City processes and procedures are established by the Administrative Manual. Any changes, additions, or deletions to the Administrative Manual must be approved by the Board of Estimates.

Table 3-2 shows the types of solicitations utilized by the City outlined in the Board of Estimates Regulations. **Table 3-2** is intended to provide a high-level overview and is not intended to reflect the “nuts and bolts” of each type of solicitation. Based on MGT’s review, ample policy guidance and detail for solicitations are provided in regulations, resolutions, ordinances, and the City’s website.

TABLE 3-2. TYPES OF SOLICITATIONS

Solicitation Type	Description	Solicitation Methods
Formal	Required for procurement valued at more than \$50,000	IFBs Competitive Sealed Bids awarded to the lowest responsive and responsible bidder RFPs, Competitive Sealed Bids awarded to the highest scoring responsive and responsible proposer
Informal	RFI used in the planning phase due to lack of clarity regarding the availability of contractors, specifications, or types of products/ services needed for a project	Nonbinding RFI that does not result in a contract
Professional Services	Include the services of attorneys, physicians, architects, engineers,	Non-Architectural or Engineering Professional Services are subject to the

¹⁴⁴ Baltimore City Board of Estimates-Regulations on Procurement, Protests, Minority, and Women-owned Business Enterprise and Debarment/Suspension.

	consultants, and other recognized professional individuals, associations, corporations, and groups whose services are typically negotiated	guidance memorandum pertaining to implementation of the Resolution of the Board of Estimates Relating to Non-Architectural or Engineering Professional Services dated March 20, 2019
Non-Competitive Procurement	Include procurements that no advantage will result in obtaining competitive responses	Non-Competitive procurements are subject to the Board of Estimates Resolution Relating to Non-Competitive effective July 1, 2019
Emergency Procurement	Procurements that would otherwise require Board approval, but public welfare would be adversely impacted by awaiting approval of the Board	Using agencies may obtain supplies, materials, equipment, services, or public works without formal advertisement and prior approval of the Board

Source: Prepared by MGT.

Regarding the procurement and contracting cycle and the structure and environment in which it takes place, several key points and observations are particularly noteworthy:

- ◆ As indicated the City has ample regulations, resolutions, ordinances, and policies related to the procurement and contracting process. However as reflected by the following on the City’s website “The procurement and contracting process for Baltimore City can be complicated and confusing. The laws and policies governing procurement and contracting are from different sources and various agencies administer different pieces of the process.” The July 2,2020 Inspector General’s Report shined a light on BOP for a “toxic environment” that adversely impacted BOP’s efficiency and effectiveness. However, the recently issued “Procurement Assessment and Transformation RFP” also recognize there are systemic issues that must be addressed including “current procurement code, policies, systems, administrative processes, technology tools, as well as procurement activity and centralized coordination activities within all city agencies and the end-to-end procurement process across the entire enterprise.”¹⁴⁵
- ◆ Throughout the policy review, staff commented on the disruption created by staff shortages and staff vacancies and the impact on coordination and collaboration between entities involved in the procurement cycle.
- ◆ Based on input from end users there are opportunities to streamline the procurement and contracting process. One factor that was frequently mentioned was procurement cycle time which can be dramatically improved to reduce any adverse impact on operations. According to several staff procurement cycle time “conception to birth” can range from 6 to 9 months.
- ◆ From an end-user perspective there may be an opportunity to revisit how M/WBE goals are calculated for certain projects based on availability numbers which are not perceived as realistic for certain types of work.
- ◆ Overall, perceptions and opinions were consistent about improvements needed in systems, processes, and tools that facilitate procurement and contracting particularly related technology

¹⁴⁵ Request for Proposal Procurement Assessment and Transformation Solicitation Number B50006206.

and addressing staff attrition and retention which adversely impact operations. According to staff familiar with the 2014 disparity study some of the same issues pinpointed in the 2014 study are still prevalent and all recommendations from the 2014 study have not been fully implemented. For example, while there has been progress on recommendations related to improving contract and subcontract data collection improvements are still in progress. The 2014 study included recommendations related to prompt payment but there are still major concerns among MWBEs about prompt payment. Other recommendations that have not been fully implemented include reciprocal certification and providing more operational resources for MWBOO to certify and re-certify applicants, set goals, review bids, monitor contractor performance, investigate allegations of fraud and abuse, and provide supportive services.

- ◆ COVID-19 has resulted in adjustments and pivots some of which may continue post-COVID-19.
- ◆ It was evident that ensuring inclusive and equitable purchasing is taken very seriously as well as is enabling minority- and women-owned businesses to participate in procurement and contracting.
- ◆ Overall staff were very open and forthcoming about progress since the last disparity study and opportunities to improve and enhance operations, systems, and processes related to procurement and contracting and the utilization of M/WBEs.

3.4 Business Inclusion Programs

The major impetus for this disparity study is participation and utilization of minority-owned businesses in procurement and contracting. In fact, the City's commitment to inclusion and economic empowerment through greater participation of minority- and women-owned firms was a key factor in conducting this study at this time. MGT's experience has shown that the successful inclusion of small and minority- and women-owned businesses is dependent upon policies and procedures that are consistently followed, strong enforcement and compliance mechanisms, effective outreach, information and assistance, and staff who are supportive and sensitive to the participation and utilization of minority- and women-owned businesses. As discussed throughout this chapter, there are ample regulations and policies in place for procurement and contracting and M/WBE participation. To conduct this component of the policy review in addition to interviews and meetings with MWBOO staff, MGT relied heavily on source documents in **Exhibit 3-1** and the resources and information on the City's website.

3.4.1 M/WBE Program

The City's M/WBE Program was originally established in 1976 and has been in continuous operation since 1976. The M/WBE Program is authorized and governed by Article 5, Subtitle 28, of the Baltimore City Code. The regulations to carry out City policy are included in Board of Estimates Minority and Women-Owned Business Enterprise Regulation. Section III includes provisions for certification, recertification, decertification, good faith efforts, goal setting, utilization requirements, and reporting.¹⁴⁶ Article 5, Subtitle 28, established MWBOO in the Department of Law responsible for the following:

¹⁴⁶ Baltimore City Board of Estimates-Regulations on Procurement, Protests, Minority, and Women-owned Business Enterprise and Debarment/Suspension.

- ◆ Certification of business enterprises
- ◆ Maintaining a directory of certified businesses
- ◆ Providing information and assistance to business enterprises
- ◆ Investigating violations and making recommendations for remedial action
- ◆ Developing and distributing forms, applications, and documents
- ◆ Maintaining statistics towards achieving annual goals recommending policies
- ◆ Monitoring contractors throughout the duration of their contracts
- ◆ Certifying compliance¹⁴⁷

Within the context of the above MWBOO's major role is enforcement of Article 5, Subtitle 28, and Subtitle 29. MWBOO's specific compliance responsibilities include:

- ◆ Setting M/WBE goals and monitoring all City contracts above \$50,000
- ◆ Reviewing budgets and setting goals and monitoring all private contracts of \$50,000 or more
- ◆ Reviewing waiver requests from all agencies
- ◆ Reviewing BOE items for compliance
- ◆ Conducting compliance reviews-bids, renewals, increases, extensions, amendments, change orders over 10 percent¹⁴⁸

MWBOO's specific investigation responsibilities include:

- ◆ Site visits for businesses seeking certification
- ◆ Interviews to confirm minority and/or woman ownership
- ◆ Site visits to verify subcontractor performance
- ◆ Mediation of payment disputes between prime contractors and subcontractors
- ◆ Contract reviews pertaining subcontractor addition, substitution, or decrease in goals
- ◆ Review of non-compliance allegations
- ◆ Release of retainage reviews¹⁴⁹

3.4.2 M/WBE Program Policy

Policies related to the M/WBE Program are governed by Article 5, Subtitle 28, of the Baltimore City Code, Minority and Women's Business Enterprises (M/WBE ordinance). The ordinance is based upon previous disparity study findings documenting discrimination in the City's contracting process by prime contractors against M/WBEs that resulted in significant underutilization of M/WBEs in City contracts. The ordinance

¹⁴⁷ Article 5, Subtitle 28.

¹⁴⁸ The Minority and Women's Business Opportunity Annual Report 2020.

¹⁴⁹ The Minority and Women's Business Opportunity Annual Report 2020.

was passed in an effort to overcome the effects of past discrimination and to prevent ongoing discrimination in the City’s procurement and contracting process. The ordinance has sunset provisions but has been extended by City Council since its passage. Major policy directives in the ordinance include:

- ◆ Establishing annual M/WBE goals
- ◆ Utilizing race and gender remedies in conjunction with the M/WBE Program
- ◆ Setting goals on a per contract basis
- ◆ Limiting eligibility to the Baltimore City Market Area
- ◆ Regular review of minority group categories
- ◆ Criminal penalties for fraudulent misuse
- ◆ Post-bid submission of information about minority and women’s business enterprises¹⁵⁰

In Article 5, Subtitle 28, MBE and WBE subcontracting requirements are set forth in Chapter 2 including definitions for MBE, WBE, minority categories, certified business enterprise, and the authority of the Board of Estimates and Finance Department. Part II of Chapter 2 includes Annual Goals and Certification requirements are found in Part IV Counting MBE and WBE Participation. Utilization requirements for contracts between \$1,000 and \$4,999 are explicitly stated in Part V which include:

- ◆ Providing the contracting agency with a list of certified businesses
- ◆ Soliciting bids from certified businesses

Provisions for contracts between \$5,000 and \$49,999 and contracts of \$50,000 or more are also included in Part IV.¹⁵¹

3.4.3 M/WBE and Program Results

The following exhibits highlight results and key metrics for MWBOO. **Exhibits 3-4** and **3-6** include results for FY 2015 to FY 2019 which encompass the study period for this disparity study.

¹⁵⁰ Article 5, Subtitle 28.

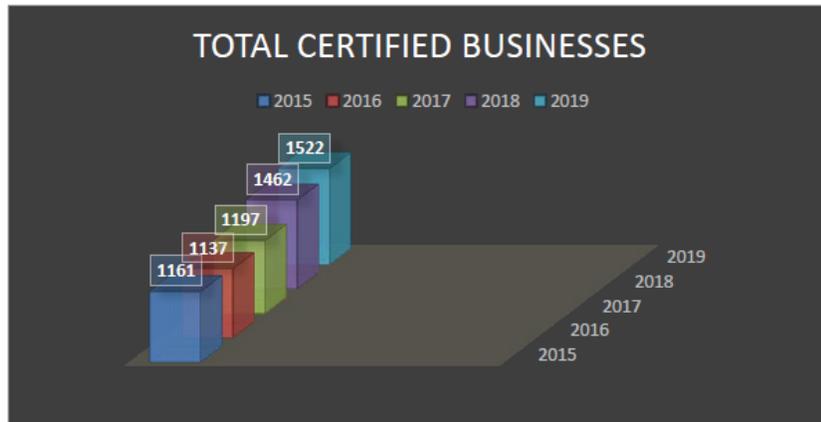
¹⁵¹ Article 5, Subtitle 28.

EXHIBIT 3-4. MWBOO RESULTS



Source: The Minority and Women's Business Opportunity Office Annual Report 2020.

EXHIBIT 3-5. BUSINESS CERTIFICATION RESULTS

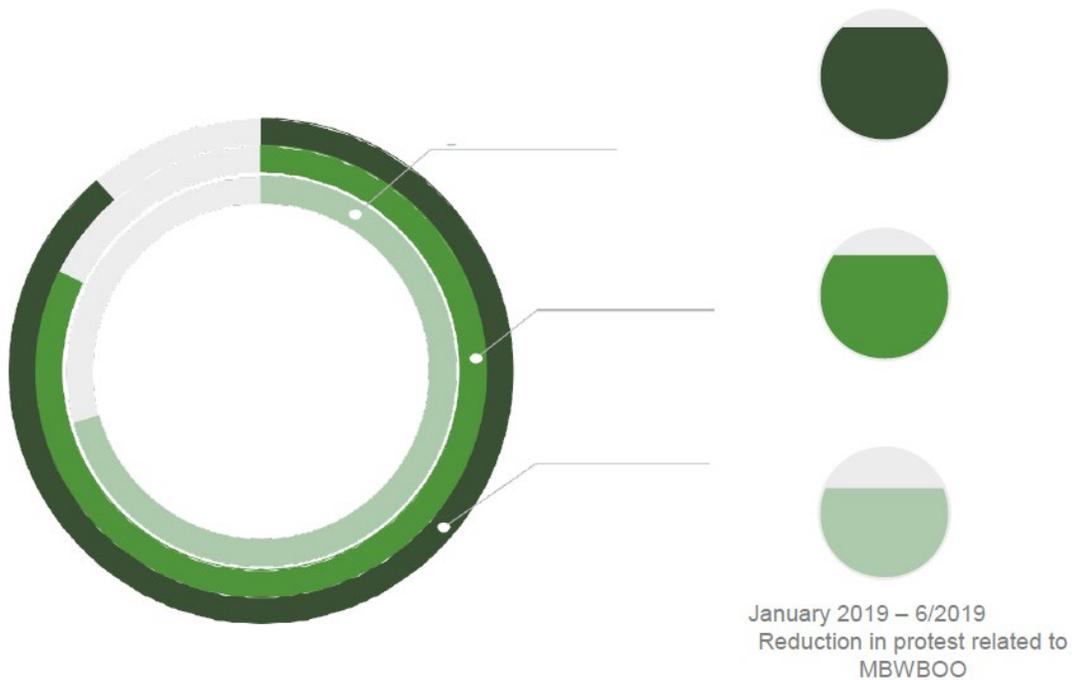


Contributing factors in increased certified businesses

- Factor 1** Shorter application created in 2018 for MDOT certified Businesses
- Factor 2** Large projects with M/WBE goals such as Port Covington
- Factor 3** Increased outreach/collaboration

Source: The Minority and Women’s Business Opportunity Office Annual Report 2020.

EXHIBIT 3-6. PROTEST RESULTS



Source: The Minority and Women’s Business Opportunity Office Annual Report 2020.

The results, which encompass the study period for this disparity study, are significant given comments about resources in the 2014 study. The 2014 disparity study concluded “a legally defensible and administratively successful M/WBE Program cannot be implemented without additional resources” – a conclusion with which MGT is in total agreement. MWBOO is solely responsible for certifying MBEs and WBEs and other key program elements such as annual participation goals, contract participation goals, contract reporting and monitoring, outreach, and supportive services all of which are critical to a legally defensible and administratively successful M/WBE Program. To ensure consistently efficient and effective operations MWBOO will need more resources.

3.4.4 Resources for Doing Business with the City

Navigating the City’s procurement and contracting process is essential for businesses and city departments and agencies. As such, the guidance, direction, and support provided to vendors and city staff is critical. Typically, an organization’s website is the starting point for seeking information about procurement procedures and opportunities. As part of this review, MGT navigated the City’s website to determine what information is provided regarding procurement and contracting processes, resources, and assistance available to all vendors and City staff. MGT paid particular attention to the Office of Mayor’s link “Contracting with the City” and the Bureau of Procurement’s link “Doing Business with the City.” The “Contracting with the City” section is organized into the following:

- ◆ Current Contracts—Available contracting opportunities
- ◆ Background—Contracting process and why there are certain steps and procedures
- ◆ City Contract Basics—What’s required in order to bid or submit proposals on contracts
- ◆ Regulations—Procurement laws, policies, procedures, and resolutions
- ◆ FAQs—Frequently asked questions about City contracting
- ◆ Contact Us—Submitting questions/comments about contracts or the process

BOP’s “Doing Business with the City” provides access to CitiBuy which is the online marketplace for doing business with the City. In fact, all vendors interested in doing business with the City must register in CitiBuy. Also included on the site is access to the Department of Public Works, Department of General Services, and the Department of Transportation construction contracts. In addition, there is a section highlighting BOP’s coordination with MWBOO to ensure MBE/WBE participation. The BOP site also includes a section on training for vendors and City employees. Training offered to vendors include the following:

- ◆ How to do Business with the City of Baltimore
- ◆ How to Find Bidding Opportunities with the City
- ◆ CitiBuy Training-The Basics
- ◆ CitiBuy-Subcontractor Payment Tracking

Training offered to employees include the following:

- ◆ CitiBuy Training-for requisitioners and approvers

- ◆ Procurement 101-for all City employees
- ◆ Procurement 102-for Executives only

Overall, MGT found the information and resources throughout the site and various links to be very useful. The training topics seem particularly helpful and relevant. Vendor reactions and input about the training will be solicited during the anecdotal data collection.

3.5 Conclusions

The City's commitment to M/WBE participation in the City's procurement and contracting is embodied in the regulations and policies discussed throughout this chapter. The City's emphasis on increasing the participation of M/WBEs recognize that procurement and contracting can have a significant impact and can serve multiple purposes. In addition to ensuring city departments and agencies can meet service requirements, procurement and contracting can also be a powerful mechanism for promoting economic empowerment. MGT's review concluded there are regulations and policies that govern all aspects of procurement and contracting. However, there is no "one size fit all" regarding perceptions and opinions about the City's procurement system, which was described by the Mayor as "outdated and inequitable." According to the City's website the City's procurement system is admittedly "confusing and complex," factors which may have played a significant role in the recently issued "Procurement Assessment and Transformation" RFP. Key stakeholders in the procurement cycle such as BOP, MWBOO, and end-user departments recognize there are significant opportunities for improvement, several of which were identified in the 2014 disparity study and are still relevant for the current study. One of the recommendations that has not been fully implemented is providing more operational resources to MWBOO, which, if addressed, would benefit the City and M/WBEs seeking opportunities to do business with the City.

MGT also noted there is dissatisfaction among segments of the M/WBE community as evidenced by rallies and protests organized by major advocacy groups which occurred in March 2021. The protests revolved around limited opportunities for minority firms as both prime and subcontractors and concerns about prompt payment to prime contractors, which prevent timely payment to minority subcontractors. According to advocates and staff these and other related issues are longstanding and not only adversely impact vendors but also departments and agencies that rely on vendors to provide goods and services. The RFP to conduct the comprehensive assessment of the City's procurement system is designed to address many of the concerns and issues that have been longstanding among various segments of the minority business community.

4 Market Area and Utilization Analysis

4.1 Introduction

The market area analysis is essential to establishing the universe of available vendors and spending that will be considered in the identification of any disparate treatment of assorted classifications of firms. Availability is a measure of the numbers and proportions of vendors willing and able to work with an agency, while disparity is an observed statistically significant difference between the utilization of minority- and women-owned firms relative to their respective availability.

Chapter Sections	
4.1	Introduction
4.2	Data Collection and Management
4.3	Market Area Analysis
4.4	Availability Estimations

This chapter presents the results of the relevant geographic market area and availability estimates analyses of firms willing and able to do business in the market area. The specific procurement categories analyzed were Construction, Architecture and Engineering, Professional Services, and Goods and Services.

The relevant geographic market area includes the Baltimore-Columbia-Towson Metropolitan Statistical Area plus Prince George’s and Montgomery counties. Prince George’s and Montgomery counties were added to ensure that the City of Baltimore Relevant Market Area captured over 75 percent of the City’s contractual spending.

City of Baltimore Relevant Market Area	
Baltimore City, MD	Howard County, MD
Baltimore County, MD	Queen Anne’s County, MD
Anne Arundel County, MD	Montgomery County, MD
Carroll County, MD	Prince George’s County, MD

4.2 Data Collection and Management

MGT staff compiled and reconciled electronic data provided by the City to develop a master set of prime and subcontractor contract data into a Master Utilization Database to support the needs of the study. MGT utilized the City’s financial data as the source of prime data and a portion of the subcontractor data that was combined with the subcontractor data collected via a survey of the primes. Based on a common contract ID across both data sets, MGT merged the subcontractor data with the prime data to make up the Master Utilization Database.

4.2.1 Study Period

The preliminary market area analysis is based on contract transactions from July 1, 2014 (FY15) through June 30, 2019 (FY19).

4.2.2 Procurement Categories and Exclusions

MGT analyzed the procurement categories competitively bid by the City, encompassing four sectors: Construction, Architecture and Engineering, Professional Services, & Goods and Other Services. These procurement categories are defined as:

- ◆ Construction: Services provided for the construction, renovation, rehabilitation, repair, alteration, improvement, demolition, and excavation of physical structures, excluding the performance of routine maintenance.
- ◆ Architecture and Engineering: A class of services specifically related to the preparation of plans and specifications for Construction projects.
- ◆ Professional Services: Services that require the provider to possess specialized skills, including the holding of advanced degrees and the exercise of independent judgment.
- ◆ Goods and Other Services: This category includes all purchases of physical items, including but not limited to equipment and materials, excluding land or a permanent interest in land; or services that do not typically require a provider to have experience in a specialized field or hold an advanced degree.

The following types of transactions were excluded from the analysis:

- ◆ Transactions outside of the study period.
- ◆ Transactions associated with non-procurement activities, for example:
 - Administrative items such as utility payments, leases for real estate, or insurance.
 - Salary and fringe benefits, training, parking, postage, or conference fees.
- ◆ Transactions associated with nonprofit organizations, universities, medical facilities, and governmental agencies.

4.3 Market Area Analysis

As prescribed by *Croson* and subsequent cases, a disparity study requires the definition of a market area to ensure that a relevant pool of vendors is considered in analyzing the availability and utilization of firms. If these boundaries are stretched too far, the universe of vendors becomes diluted with firms with no interest or history in working with the governmental entity, and thus their demographics and experiences have little relevance to actual contracting activity or policy. On the other hand, a boundary set too narrowly risks the opposite circumstance of excluding a high proportion of firms who have contracted with, or bid for work with, the governmental entity, and thus may also skew the prospective analyses of disparity.

4.3.1 Methodology

In determining a relevant market area, MGT abides by a 75 percent majority rule of agency spending with deference to historic programmatic considerations to prescribe an appropriate geographic boundary. The use of 75 percent as a measure of determining the relevant market area has been accepted by antitrust cases in the 2nd Circuit and serves as a persuasive precedent. One example is *James C. Jones v. New York County Human Resources Administration (James C. Jones)*, which affirms findings and policies on market area definitions encompassing approximately 75 percent of agency spending. In *James C. Jones*, the court accepted less than 100 percent of data when it was reasonable to assume that the missing data would not significantly change the analysis results. To establish the appropriate geographic boundaries for the study, the “relevant” market area was isolated according to the 75 percent standard. These market areas are defined by geographic units such as counties and states, based on the following considerations: 1) the

courts have accepted counties as a standard geographical unit of analysis in conducting equal employment and disparity analyses; 2) county boundaries are externally determined and, hence, are free from any researcher bias that might result from any arbitrary determinations of boundaries of geographical units of analysis; 3) U.S. Census data and other federal and county data are routinely collected and reported using county boundaries. The following presents the methodology used to determine the overall market area and relevant market area.

- ◆ **Overall Market Area.** To determine the full extent of the market area in which the City utilized firms, MGT staff determined the geographic locations of utilized vendors by their county jurisdictions. The overall market area presents the total dollars awarded for each procurement category included within the scope of the study. The overall market area results by procurement category are presented in Figure 4-1 of this chapter.
- ◆ **Relevant Market Area.** Once the overall market area was established, the relevant market area was determined by examining geographic areas from which the majority of its purchases are procured. Based on the results of the market area analysis conducted for each business category, the recommended relevant market area are the eight (8) counties and independent cities within the City of Baltimore Relevant Market Area.

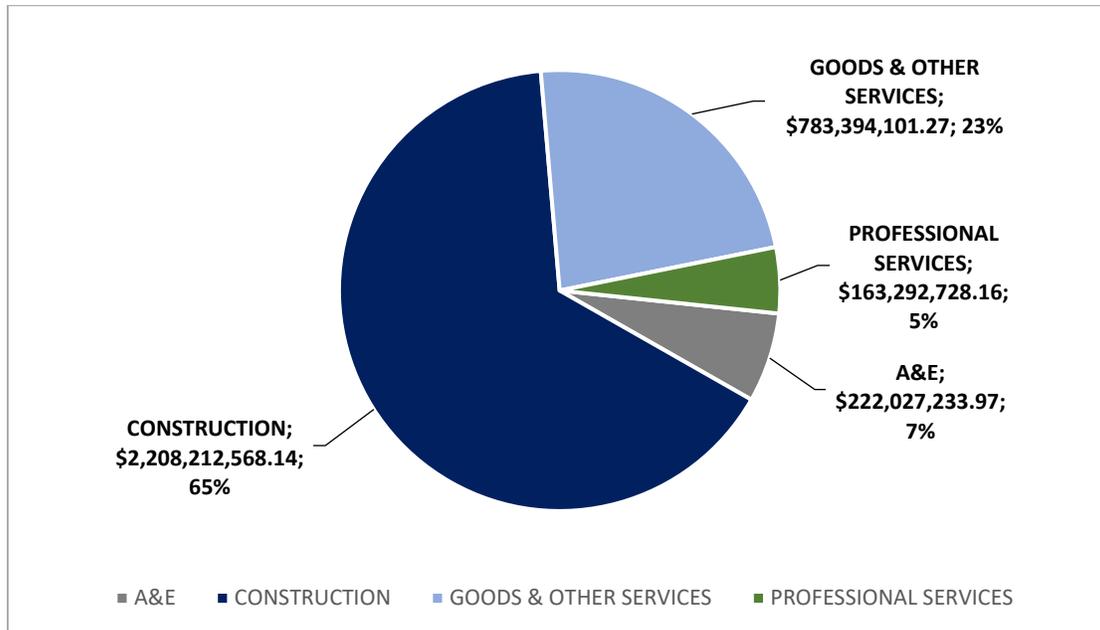
The dollars paid were summarized by county according to the location of each firm and by the services they provided to the City: Construction, Architecture and Engineering, Professional Services, and Goods & Other Services. Corresponding market area analyses showing the dollars awarded by county within each procurement category are presented in **Appendix B**.

4.3.2 Analysis and Identification and Relevant Market Area

As described in the preceding section, an overall market area was first established to account for all relevant City payments, after which more specific regions were analyzed to arrive at a relevant market area to support the goals of the study. Detailed information supporting this market area analysis is presented in **Appendix B** and **Appendix C** to this report.

Figure 4-1 shows that **\$3,376,926,631.54** were paid to firms located within the overall market area.

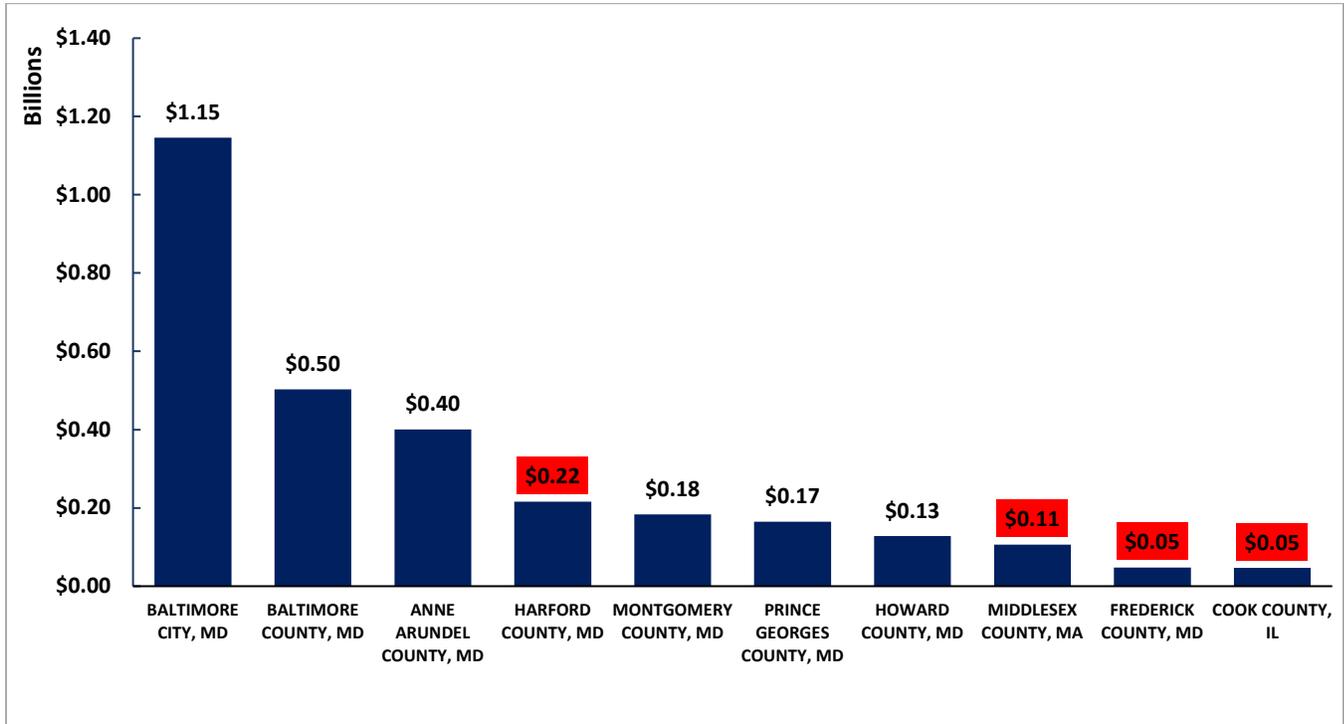
FIGURE 4-1. SUMMARY OF DOLLARS,
TOTAL SPEND BY PROCUREMENT CATEGORY,
OVERALL MARKET AREA



Source: MGT developed a Master Utilization File based on the City’s spending between July 1, 2014 (FY15) through June 30, 2019 (FY19).

In terms of the overall market area, **Figure 4-2** shows the top ten counties with the most contract spending across all procurement categories. Four of the top ten counties (Harford County, MD; Middlesex County, MA; Frederick County, MD; and Cook County, IL) fall outside of the Baltimore Relevant Market Area. The largest category of spend coming from Harford County, MD is **Construction (\$204.1 million)** and is primarily driven by subcontractor spend data. The largest category of spend coming from Frederick County, MD is **Construction (\$38.2 million)** and is primarily driven by subcontractor spend data. The largest category of spend coming from Middlesex County, MA is **Construction (\$102.5 million)** and is entirely driven by subcontractor spend data. The largest category of work coming from Cook County, IL is **Professional Services (\$38.7 million)** and is entirely driven by prime contractor spend data. Overall, these ten counties represent over **87** percent of the overall market area spending.

FIGURE 4-2. MARKET AREA ANALYSIS,
CONTRACTS DISTRIBUTION OF DOLLARS BY COUNTY
TOP TEN COUNTIES BY SPEND



Source: MGT developed a Master Utilization File based on the City's spending between July 1, 2014 (FY15) through June 30, 2019 (FY19).

Narrowing the geographic scope, **Table 4-1** shows that firms located within the relevant market area accounted for **81.55** percent of spend across all procurement categories. When broken down by procurement categories, firms located within the relevant market area accounted for:

- ◆ **86.38** percent of the dollars awarded in Construction;
- ◆ **92.80** percent of the dollars awarded in Architecture and Engineering;
- ◆ **71.13** percent of the dollars awarded in Goods and Other Services; and
- ◆ **50.96** percent of the dollars awarded in Professional Services.

TABLE 4-1. MARKET AREA ANALYSIS,
CONTRACTS DISTRIBUTION OF DOLLARS BY BUSINESS CATEGORY,
BALTIMORE CITY RELEVANT MARKET AREA

CONSTRUCTION	Amount	Percent
<i>Inside City of Baltimore Marketplace MSA</i>	\$1,907,492,472.78	86.38%
Outside City of Baltimore Marketplace MSA	\$300,720,095.36	13.62%
CONSTRUCTION TOTAL	\$2,208,212,568.14	100.00%
ARCHITECTURE & ENGINEERING	Amount	Percent

<i>Inside City of Baltimore Marketplace MSA</i>	\$206,042,498.05	92.80%
Outside City of Baltimore Marketplace MSA	\$15,984,735.92	7.20%
ARCHITECTURE & ENGINEERING TOTAL	\$222,027,233.97	100.00%
GOODS & OTHER SERVICES	Amount	Percent
<i>Inside City of Baltimore Marketplace MSA</i>	\$557,205,526.01	71.13%
Outside City of Baltimore Marketplace MSA	\$226,188,575.26	28.87%
GOODS & OTHER SERVICES TOTAL	\$783,394,101.27	100.00%
PROFESSIONAL SERVICES	Amount	Percent
<i>Inside City of Baltimore Marketplace MSA</i>	\$83,217,284.01	50.96%
Outside City of Baltimore Marketplace MSA	\$80,075,444.15	49.04%
PROFESSIONAL SERVICES TOTAL	\$163,292,728.16	100.00%
ALL BUSINESS CATEGORIES	Amount	Percent
<i>Inside City of Baltimore Marketplace MSA</i>	\$2,753,957,780.85	81.55%
Outside City of Baltimore Marketplace MSA	\$622,968,850.69	18.45%
ALL BUSINESS CATEGORIES TOTAL	\$3,376,926,631.54	100.00%

Source: MGT developed a Master Utilization File based on the City's spending between July 1, 2014 (FY15) through June 30, 2019 (FY19).

Corresponding market area analyses showing the dollars awarded by county for each procurement category are presented in **Appendix B**.

4.4 Availability Estimations

Included in the sections that follow are descriptions of the approach and methodology used by MGT to estimate availability followed by the results of the data collection and estimation process.

4.4.1 Availability Methodology

As noted in **Chapter 2**, the Supreme Court stated in *Croson* that,

“Where there is a significant statistical disparity between the number of qualified minority contractors willing and able to perform a particular service and the number of such contractors engaged by the locality or the locality’s prime contractors, an inference of discriminatory exclusion could arise.”

Availability is defined by courts as to whether a firm is **willing and able** to work with the agency in question, as a method of constructing the universe of firms that might be considered in that agency’s procurement activities. Due to the statistical limitations of deriving a vendor’s ability, MGT will concentrate on the willingness of the vendors and not adjust availability due to capacity.

- ◆ **Willing** is reasonably presumed via the vendors' active pursuit of registration to work with any public (government) agency, which drives the scope of identification for the sources of available firms considered.
- ◆ **Able**, or capability to perform work, is more loosely defined due to two obscuring factors: (1) the scalable nature of firms, which may reasonably add capacity to handle jobs beyond previous performance, and (2) the inherent concern that discrimination may have influenced the historic or existing scale of operation of the firms within the market. Therefore, the only confining measure of "ability" used to cull the universe of available vendors is that they have some presence within the defined market area.

Thus, a reliable estimation of the number of firms *willing* and *able* to provide each of the respective services under the scope of examination is an element in the determination of disparity. Post-*Croson* case law has not prescribed a single, particular approach to deriving vendor availability, and agencies have used a variety of means to estimate pools of available vendors that have withstood legal scrutiny; however, among the array of methods utilized, what is known as a "custom census" has received favorable endorsement. A custom census is characterized as a survey of a representative sample of firms offering the procured goods and services within an organization's relevant market area to determine an estimate of the prospective *universe* of vendors.

MGT's data assessment and evaluation of alternative methods for measuring the numbers of firms of the types and classifications available to work with the City confirmed that a version of a custom census of firms in the relevant market area would provide the most accurate representation of available firms. The custom census approach used by MGT in this instance required the development of representative samples of firms within each of the four procurement categories identified for the study, each of which had to cover the defined eight-county geographic boundaries of the relevant market area.

First, an intensive examination of the City's procurements was required to define the appropriate characteristics of the universe of prospective vendors, in terms of the types of goods and services offered. City procurements were assigned North American Industry Classification System (NAICS) codes that Dun & Bradstreet uses to classify firms' primary lines of business. These industry selections were then used to establish weighting criteria to be used in random selections of vendors to be surveyed. Target response thresholds were established for each industry subsector to ensure a 95 percent confidence interval and +/-5 percent margin of error for findings. Second, a survey was designed and administered to sampled firms by telephone to (1) determine and/or validate the race, ethnicity, and gender of ownership as well as (2) to elicit these representative firms' interest in working with the City.

Results of the survey were then extrapolated to the full scale of the applicable universe to arrive at an estimation of available firms by ethnicity/gender classification and procurement category.

4.4.2 Availability Analysis

Following the methodology prescribed in the previous section, estimates were derived for proportions of available firms for the business ownership classifications, overall, and the four defined procurement categories. A detailed review of availability estimates for each procurement category is provided in Tables 4-2 through 4-6.

Table 4-2 presents availability estimates spanning all procurement categories, in aggregate. We observe that:

- ◆ MBE firms represented 19.41 percent of available vendors
- African American firms represented **10.54** percent of available vendors;
- Asian American firms represented **3.39** percent of available vendors;
- Hispanic American firms represented **4.80** percent of available vendors;
- Native American firms represented **0.68** percent of available vendors;
- ◆ Nonminority female firms represented 21.87 percent of available vendors; and
- ◆ Non-M/WBE firms represented 58.72 percent of available vendors.

TABLE 4-2.
ESTIMATION OF AVAILABLE FIRMS, ALL PROCUREMENT CATEGORIES

BUSINESS OWNERSHIP CLASSIFICATION	% OF AVAILABLE FIRMS
African Americans	10.54%
Asian Americans	3.39%
Hispanic Americans	4.80%
Native Americans	0.68%
Total MBE Firms	19.41%
Nonminority Females	21.87%
Total M/WBE Firms	41.28%
Non-M/WBE Firms	58.72%
TOTAL	100.00%

Source: Custom Census Analysis.

Study Period: July 1, 2014 (FY15) through June 30, 2019 (FY19).

Within the **Architecture & Engineering** category (**Table 4-3**), availability estimates are as follows:

- ◆ MBE firms represented 23.01 percent of available vendors;
- African American firms represented **10.19** percent of available vendors;
- Asian American firms represented **6.27** percent of available vendors;
- Hispanic American firms represented **5.74** percent of available vendors;
- Native American firms represented **0.81** percent of available vendors;
- ◆ Nonminority female firms represented 25.45 percent of available vendors; and
- ◆ Non-M/WBE firms represented 51.54 percent of available vendors.

TABLE 4-3.
ESTIMATION OF AVAILABLE FIRMS, **ARCHITECTURE & ENGINEERING**

BUSINESS OWNERSHIP CLASSIFICATION	% OF AVAILABLE FIRMS
African Americans	10.19%
Asian Americans	6.27%
Hispanic Americans	5.74%
Native Americans	0.81%
Total MBE Firms	23.01%
Nonminority Females	25.45%
Total M/WBE Firms	48.46%
Non-M/WBE Firms	51.54%
TOTAL	100.00%

Source: Custom Census Analysis.
Study Period: July 1, 2014 (FY15) through June 30, 2019 (FY19).

In the **Construction** category, we observe the following availability proportions (**Table 4-4**):

- ◆ MBE firms represented 17.94 percent of available vendors;
- African American firms represented **9.70** percent of available vendors;
- Asian American firms represented **2.25** percent of available vendors;
- Hispanic American firms represented **5.64** percent of available vendors;
- Native American firms represented **0.36** percent of available vendors;
- ◆ Nonminority female firms represented 21.50 percent of available vendors; and
- ◆ Non-M/WBE firms represented 60.56 percent of available vendors.

TABLE 4-4.
ESTIMATION OF AVAILABLE FIRMS, **CONSTRUCTION**

BUSINESS OWNERSHIP CLASSIFICATION	% OF AVAILABLE FIRMS
African Americans	9.70%
Asian Americans	2.25%
Hispanic Americans	5.64%
Native Americans	0.36%
Total MBE Firms	17.94%
Nonminority Females	21.50%
Total M/WBE Firms	39.44%
Non-M/WBE Firms	60.56%
TOTAL	100.00%

Source: Custom Census Analysis.
Study Period: July 1, 2014 (FY15) through June 30, 2019 (FY19).

In **Professional Services (Table 4-5)**, availability estimates were as follows:

- ◆ MBE firms represented 31.05 percent of available vendors;
- African American firms represented **14.62** percent of available vendors;
- Asian American firms represented **12.14** percent of available vendors;
- Hispanic American firms represented **3.38** percent of available vendors;
- Native American firms represented **0.91** percent of available vendors;
- ◆ Nonminority female firms represented 16.36 percent of available vendors; and
- ◆ Non-M/WBE firms represented 52.59 percent of available vendors.

TABLE 4-5.
ESTIMATION OF AVAILABLE FIRMS, **PROFESSIONAL SERVICES**

BUSINESS OWNERSHIP CLASSIFICATION	% OF AVAILABLE FIRMS
African Americans	14.62%
Asian Americans	12.14%
Hispanic Americans	3.38%
Native Americans	0.91%
Total MBE Firms	31.05%
Nonminority Females	16.36%
Total M/WBE Firms	47.41%
Non-M/WBE Firms	52.59%
TOTAL	100.00%

Source: Custom Census Analysis.
Study Period: July 1, 2014 (FY15) through June 30, 2019 (FY19).

Finally, in the **Goods & Services (Table 4-6)**, availability estimates consisted of:

- ◆ MBE firms represented 20.11 percent of available vendors;
- African American firms represented **12.17** percent of available vendors;
- Asian American firms represented **3.95** percent of available vendors;
- Hispanic American firms represented **2.48** percent of available vendors;
- Native American firms represented **1.51** percent of available vendors;
- ◆ Nonminority female firms represented 43.14 percent of available vendors; and
- ◆ Non-M/WBE firms represented 56.86 percent of available vendors.

TABLE 4-6.
ESTIMATION OF AVAILABLE FIRMS, **GOODS & SERVICES**

BUSINESS OWNERSHIP CLASSIFICATION	% OF AVAILABLE FIRMS
African Americans	15.71%
Asian Americans	6.09%
Hispanic Americans	5.35%
Native Americans	0.85%
Total MBE Firms	28.00%
Nonminority Females	19.75%
Total M/WBE Firms	47.75%
Non-M/WBE Firms	52.25%
TOTAL	100.00%

Source: Custom Census Analysis. Due to rounding, it may not add up to 100%
Study Period: July 1, 2014, through June 30, 2019 (FY2015 – FY2019).

4.4.3 Market Area Conclusions

Based on the market area analysis of the City’s procurement activity it was determined that the eight (8) counties in the City of Baltimore Relevant Market Area should be used as the market area. This 8-County and Independent City Market Area represents most of the City’s procurement activity, with 81.55 percent of the payments to vendors within this market area. Individually, all the categories represent a majority of the City’s procurement activity within the corresponding categories. Architecture and Engineering have the highest spending in the market area with 92.80 percent of payments, and Professional Services has the smallest at 50.96 percent. The definition of the relevant market area allows for detailed examinations of contracting activity with local vendors. The following section describes the results of this utilization analysis for the City.

5 Product Market, Utilization, and Disparity Analyses

5.1 Introduction

This chapter presents the results of MGT’s analyses regarding the **product market, utilization** and **disparity**. Utilization data are central to defining this market area and thus are first presented as a means of identifying the market area for consideration, and then are examined within that market area to assess assorted levels of contracting activity as the first step in the quantitative determination of disparity. Consistent with prior chapters, this analysis focuses on procurements in the categories of Construction, Architecture and Engineering, Professional Services, and Goods and Services.

Chapter Sections	
5.1	Introduction
5.2	Utilization Analysis
5.3	Disparity Analyses and Significance Testing
5.4	Conclusions

5.1.1 Analysis and Identification of Product Market

Based on the major categories and description of work on each contract, MGT assigned NAICS codes to each of the payments for both primes and subcontractors. MGT assigned both NAICS code industry groups (4-digit level) and NAICS code industries (6-digit level). **Table 5-1** through **Table 5-5** show the payments and their associated weights for Construction, Architecture and Engineering, Goods and Other Services, and Professional Services. **Appendix B** shows the NAICS code industries (6-digit level) for the four procurement categories.

Overall, City procurements occur in **125** NAICS industry groups. In Construction, City procurements occur in **60** NAICS industry groups. In Architecture and Engineering, City procurements occur in **20** NAICS industry groups. In Goods and Other Services, City procurements occur in **76** NAICS industry groups. In Professional Services, City procurements occur in **42** NAICS industry groups.

Table 5-1 shows that for Construction, over **87** percent of the payments are distributed among only seven industry groups (2371, 2381, 2382, 2389, 2373, 2362, and 2379).

TABLE 5-1. PRODUCT MARKET
DISTRIBUTION OF DOLLARS BY NAICS CODE
CONSTRUCTION

NAICS INDUSTRY GROUP	NAICS DESCRIPTION	AMOUNT	NAICS WEIGHT
2371	Utility system construction	\$851,715,140.42	38.57%
2381	Building foundation and exterior contractors	\$335,044,694.51	15.17%
2382	Building equipment contractors	\$275,061,859.02	12.46%
2389	Other specialty trade contractors	\$174,785,437.57	7.92%
2373	Highway, street, and bridge construction	\$116,788,033.30	5.29%
2362	Nonresidential building construction	\$100,829,359.58	4.57%

NAICS INDUSTRY GROUP	NAICS DESCRIPTION	AMOUNT	NAICS WEIGHT
2379	Other heavy construction	\$73,386,969.69	3.32%
4841	General freight trucking	\$47,345,193.28	2.14%
5413	Architectural and engineering services	\$38,472,339.76	1.74%
2383	Building finishing contractors	\$32,623,393.66	1.48%
4239	Misc. durable goods merchant wholesalers	\$26,838,717.85	1.22%
3273	Cement and concrete product manufacturing	\$22,323,786.66	1.01%
5629	Remediation and other waste services	\$12,690,344.25	0.57%
5613	Employment services	\$11,778,806.08	0.53%
5416	Management and technical consulting services	\$11,037,831.55	0.50%
5617	Services to buildings and dwellings	\$9,472,535.40	0.43%
8111	Automotive repair and maintenance	\$8,325,012.17	0.38%
4236	Appliance and electric goods merchant wholesalers.	\$8,072,194.22	0.37%
3323	Architectural and structural metals mfg.	\$7,457,846.15	0.34%
4842	Specialized freight trucking	\$6,924,805.07	0.31%
4233	Lumber and const. supply merchant wholesalers	\$4,000,280.37	0.18%
4247	Petroleum merchant wholesalers	\$3,481,214.31	0.16%
5419	Other professional and technical services	\$2,886,099.68	0.13%
5321	Automotive equipment rental and leasing	\$2,480,647.11	0.11%
3339	Other general purpose machinery manufacturing	\$2,340,465.18	0.11%
5621	Waste collection	\$2,313,604.66	0.10%
1153	Support activities for forestry	\$2,269,422.50	0.10%
3241	Petroleum and coal products manufacturing	\$2,173,031.74	0.10%
4237	Hardware and plumbing merchant wholesalers	\$1,919,641.35	0.09%
4238	Machinery and supply merchant wholesalers	\$1,866,617.17	0.08%
9261	Administration of economic programs	\$1,741,950.13	0.08%
3329	Other fabricated metal product manufacturing	\$1,683,256.21	0.08%
5619	Other support services	\$1,625,782.60	0.07%
8113	Commercial machinery repair and maintenance	\$1,356,366.33	0.06%
2213	Water, sewage, and other systems	\$1,134,750.00	0.05%
3328	Coating, engraving, and heat-treating metals	\$740,848.00	0.03%
5324	Machinery and equipment rental and leasing	\$678,168.28	0.03%
4543	Direct selling establishments	\$475,081.06	0.02%
4234	Commercial equip. merchant wholesalers	\$342,634.73	0.02%
3279	Other nonmetallic mineral products	\$293,695.00	0.01%
5622	Waste treatment and disposal	\$263,003.95	0.01%
4442	Lawn and garden equipment and supplies stores	\$170,556.12	0.01%
5182	Data processing, hosting and related services	\$157,942.45	0.01%
3399	Other miscellaneous manufacturing	\$146,961.96	0.01%
3332	Industrial machinery manufacturing	\$125,721.00	0.01%
5415	Computer systems design and related services	\$116,073.22	0.01%
5616	Investigation and security services	\$109,201.14	0.00%
5313	Activities related to real estate	\$65,687.37	0.00%
5411	Legal services	\$58,979.00	0.00%
3259	Other chemical products and preparation mfg.	\$39,747.83	0.00%
9221	Justice, public order, and safety activities	\$35,950.70	0.00%
3331	Ag., construction, and mining machinery mfg.	\$35,393.06	0.00%
3372	Office furniture and fixtures manufacturing	\$32,595.00	0.00%
4246	Chemical merchant wholesalers	\$29,628.00	0.00%

NAICS INDUSTRY GROUP	NAICS DESCRIPTION	AMOUNT	NAICS WEIGHT
4235	Metal and mineral merchant wholesalers	\$24,405.24	0.00%
3231	Printing and related support activities	\$8,563.00	0.00%
8112	Electronic equipment repair and maintenance	\$7,755.00	0.00%
5414	Specialized design services	\$4,185.00	0.00%
2372	Land subdivision	\$2,362.50	0.00%
3219	Other wood product manufacturing	\$0.00	0.00%
	TOTAL	\$2,208,212,568.14	

Source: MGT developed a Master Utilization File based on the City's spend between July 1, 2014 (FY15) through June 30, 2019 (FY19).

For Architecture and Engineering, **Table 5-2** shows that nearly all of the payments occurred in one industry group (5413).

TABLE 5-2. PRODUCT MARKET
DISTRIBUTION OF DOLLARS BY NAICS CODE
ARCHITECTURE & ENGINEERING

NAICS INDUSTRY GROUP	NAICS DESCRIPTION	AMOUNT	NAICS WEIGHT
5413	Architectural and engineering services	\$200,829,883.27	90.45%
2362	Nonresidential building construction	\$11,606,000.69	5.23%
2371	Utility system construction	\$5,249,404.35	2.36%
5629	Remediation and other waste services	\$1,484,356.53	0.67%
5416	Management and technical consulting services	\$1,082,521.10	0.49%
5617	Services to buildings and dwellings	\$445,123.17	0.20%
2382	Building equipment contractors	\$274,048.61	0.12%
5419	Other professional and technical services	\$250,570.56	0.11%
5619	Other support services	\$216,168.00	0.10%
2389	Other specialty trade contractors	\$197,767.11	0.09%
5622	Waste treatment and disposal	\$128,932.52	0.06%
5313	Activities related to real estate	\$114,690.82	0.05%
5414	Specialized design services	\$62,777.05	0.03%
2379	Other heavy construction	\$50,756.88	0.02%
5415	Computer systems design and related services	\$25,521.53	0.01%
5182	Data processing, hosting, and related services	\$4,692.50	0.00%
5324	Machinery and equipment rental and leasing	\$3,174.28	0.00%
2381	Building foundation and exterior contractors	\$845.00	0.00%
3231	Printing and related support activities	\$0.00	0.00%
2383	Building finishing contractors	\$0.00	0.00%
	TOTAL	\$222,027,233.97	

Source: MGT developed a Master Utilization File based on the City's spending between July 1, 2014 (FY15) through June 30, 2019 (FY19).

Table 5-3 shows that for Goods and Other Services, over **85** percent of the payments are distributed among only thirteen industry groups (5613, 5617, 4238, 4234, 4543, 5616, 8112, 4246, 3251, 4236, 4233, 8129, and 5629).

TABLE 5-3. PRODUCT MARKET
DISTRIBUTION OF DOLLARS BY NAICS CODE
GOODS & OTHER SERVICES

NAICS INDUSTRY GROUP	NAICS DESCRIPTION	AMOUNT	NAICS WEIGHT
5613	Employment services	\$182,955,265.53	23.35%
5617	Services to buildings and dwellings	\$147,485,800.74	18.83%
4238	Machinery and supply merchant wholesalers	\$76,328,446.22	9.74%
4234	Commercial equip. merchant wholesalers	\$66,722,081.83	8.52%
4543	Direct selling establishments	\$34,395,758.46	4.39%
5616	Investigation and security services	\$33,206,674.33	4.24%
8112	Electronic equipment repair and maintenance	\$30,253,999.30	3.86%
4246	Chemical merchant wholesalers	\$21,513,092.24	2.75%
3251	Basic chemical manufacturing	\$16,819,637.23	2.15%
4236	Appliance and electric goods merchant wholesalers	\$15,322,161.90	1.96%
4233	Lumber and const. supply merchant wholesalers	\$15,145,876.21	1.93%
8129	Other personal services	\$14,265,949.19	1.82%
5629	Remediation and other waste services	\$13,810,275.60	1.76%
4411	Automobile dealers	\$12,867,756.97	1.64%
8111	Automotive repair and maintenance	\$12,234,570.06	1.56%
8113	Commercial machinery repair and maintenance	\$9,592,495.89	1.22%
7223	Special food services	\$7,652,003.82	0.98%
4231	Motor vehicle and parts merchant wholesalers	\$6,596,620.32	0.84%
4232	Furniture and furnishing merchant wholesalers	\$5,761,579.50	0.74%
4461	Health and personal care stores	\$5,290,070.22	0.68%
4855	Charter bus industry	\$4,859,510.52	0.62%
2213	Water, sewage, and other systems	\$4,806,201.82	0.61%
4881	Support activities for air transportation	\$4,192,063.17	0.54%
8123	Dry-cleaning and laundry services	\$3,570,800.02	0.46%
3329	Other fabricated metal product manufacturing	\$3,253,818.57	0.42%
3231	Printing and related support activities	\$3,074,195.30	0.39%
4853	Taxi and limousine service	\$3,041,095.80	0.39%
4413	Auto parts, accessories, and tire stores	\$2,510,759.95	0.32%
5622	Waste treatment and disposal	\$2,304,024.46	0.29%
4237	Hardware and plumbing merchant wholesalers	\$2,106,259.68	0.27%
5182	Data processing, hosting, and related services	\$2,082,002.66	0.27%
4482	Shoe stores	\$1,713,640.99	0.22%
4884	Support activities for road transportation	\$1,574,987.44	0.20%
3345	Electronic instrument manufacturing	\$1,432,187.00	0.18%
5614	Business support services	\$1,247,426.17	0.16%
4412	Other motor vehicle dealers	\$1,151,909.76	0.15%
4441	Building material and supplies dealers	\$1,112,428.34	0.14%
4842	Specialized freight trucking	\$1,107,319.78	0.14%
4442	Lawn and garden equipment and supplies stores	\$931,903.40	0.12%
3312	Steel product mfg. from purchased steel	\$917,928.97	0.12%
1114	Greenhouse and nursery production	\$802,312.25	0.10%
3252	Resin, rubber, and artificial fibers mfg.	\$776,956.07	0.10%
8114	Household goods repair and maintenance	\$770,261.95	0.10%
5621	Waste collection	\$720,451.46	0.09%
4241	Paper and paper product merchant wholesalers	\$715,854.04	0.09%

NAICS INDUSTRY GROUP	NAICS DESCRIPTION	AMOUNT	NAICS WEIGHT
4859	Other ground passenger transportation	\$526,506.44	0.07%
4249	Misc. nondurable goods merchant wholesalers	\$387,166.01	0.05%
4481	Clothing stores	\$314,982.00	0.04%
4511	Sporting goods and musical instrument stores	\$298,165.53	0.04%
5416	Management and technical consulting services	\$278,115.00	0.04%
4242	Druggists' goods merchant wholesalers	\$278,092.26	0.04%
3399	Other miscellaneous manufacturing	\$241,129.10	0.03%
4239	Misc. durable goods merchant wholesalers	\$215,659.23	0.03%
3261	Plastics product manufacturing	\$205,368.84	0.03%
4922	Local messengers and local delivery	\$190,920.59	0.02%
4422	Home furnishings stores	\$190,764.30	0.02%
3311	Iron and steel mills and ferroalloy mfg.	\$182,935.99	0.02%
5619	Other support services	\$179,048.68	0.02%
4244	Grocery and related product wholesalers	\$175,709.17	0.02%
4539	Other miscellaneous store retailers	\$111,157.17	0.01%
4421	Furniture stores	\$97,647.76	0.01%
1152	Support activities for animal production	\$70,060.00	0.01%
3149	Other textile product mills	\$61,042.27	0.01%
4243	Apparel and piece goods merchant wholesalers	\$60,836.40	0.01%
4841	General freight trucking	\$56,550.00	0.01%
5612	Facilities support services	\$50,600.00	0.01%
3211	Sawmills and wood preservation	\$36,314.50	0.00%
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	\$34,887.30	0.00%
4235	Metal and mineral merchant wholesalers	\$33,319.06	0.00%
7115	Independent artists, writers, and performers	\$22,987.50	0.00%
5121	Motion picture and video industries	\$19,950.00	0.00%
7225	Restaurants and other eating places	\$18,967.00	0.00%
5112	Software publishers	\$16,544.00	0.00%
3391	Medical equipment and supplies manufacturing	\$14,581.86	0.00%
3253	Agricultural chemical manufacturing	\$13,920.00	0.00%
4247	Petroleum merchant wholesalers	\$13,758.18	0.00%
	TOTAL	\$783,394,101.27	

Source: MGT developed a Master Utilization File based on the City's spending between July 1, 2014 (FY15) through June 30, 2019 (FY19).

For Professional Services, **Table 5-4** over **85** percent of the payments are distributed among only five industry groups (5415, 6213, 5321, 5413, and 5416). Most of the payments came from one industry group (5415).

TABLE 5-4. PRODUCT MARKET
DISTRIBUTION OF DOLLARS BY NAICS CODE
PROFESSIONAL SERVICES

NAICS INDUSTRY GROUP	NAICS DESCRIPTION	AMOUNT	NAICS WEIGHT
5415	Computer systems design and related services	\$98,119,771.79	60.09%
6213	Offices of other health practitioners	\$16,270,370.41	9.96%
5321	Automotive equipment rental and leasing	\$9,534,932.87	5.84%

NAICS INDUSTRY GROUP	NAICS DESCRIPTION	AMOUNT	NAICS WEIGHT
5413	Architectural and engineering services	\$8,714,281.95	5.34%
5416	Management and technical consulting services	\$6,633,968.88	4.06%
6219	Other ambulatory health care services	\$5,434,130.73	3.33%
5322	Consumer goods rental	\$3,806,071.45	2.33%
2382	Building equipment contractors	\$3,277,491.80	2.01%
5242	Insurance agencies and brokerages	\$2,465,370.00	1.51%
4234	Commercial equip. merchant wholesalers	\$1,466,473.00	0.90%
5412	Accounting and bookkeeping services	\$1,071,914.05	0.66%
5613	Employment services	\$948,599.00	0.58%
2383	Building finishing contractors	\$693,443.55	0.42%
4859	Other ground passenger transportation	\$640,598.00	0.39%
9221	Justice, public order, and safety activities	\$614,393.00	0.38%
6241	Individual and family services	\$572,211.00	0.35%
5418	Advertising, PR, and related services	\$495,885.62	0.30%
5419	Other professional and technical services	\$447,446.16	0.27%
5324	Machinery and equipment rental and leasing	\$443,134.99	0.27%
5239	Other financial investment activities	\$361,939.00	0.22%
2381	Building foundation and exterior contractors	\$278,827.81	0.17%
2389	Other specialty trade contractors	\$223,460.85	0.14%
6216	Home health care services	\$162,335.00	0.10%
4237	Hardware and plumbing merchant wholesalers	\$121,055.81	0.07%
5411	Legal services	\$109,917.30	0.07%
4841	General freight trucking	\$74,882.00	0.05%
4233	Lumber and const. supply merchant wholesalers	\$71,215.24	0.04%
6114	Business, computer, and management training	\$51,584.16	0.03%
3231	Printing and related support activities	\$42,392.82	0.03%
5417	Scientific research and development services	\$39,902.00	0.02%
3261	Plastics product manufacturing	\$29,183.52	0.02%
5323	General rental centers	\$18,916.90	0.01%
6211	Offices of physicians	\$10,550.00	0.01%
4241	Paper and paper product merchant wholesalers	\$10,449.00	0.01%
6117	Educational support services	\$10,020.50	0.01%
6215	Medical and diagnostic laboratories	\$9,843.00	0.01%
6115	Technical and trade schools	\$7,500.00	0.00%
5414	Specialized design services	\$4,666.00	0.00%
6116	Other schools and instruction	\$2,875.00	0.00%
4249	Misc. nondurable goods merchant wholesalers	\$384.00	0.00%
8111	Automotive repair and maintenance	\$340.00	0.00%
5241	Insurance carriers	\$0.00	0.00%
	TOTAL	\$163,292,728.16	

Source: MGT developed a Master Utilization File based on the City's spend between July 1, 2014 (FY15) through June 30, 2019 (FY19).

5.2 Utilization Analysis

The utilization analysis presents a summary of payments within the scope of the study and an initial assessment of the effectiveness of initiatives in promoting the inclusion of M/WBEs in the City's contracting and procurement activities. The City's overall spend during the study period was \$3.376

billion, 58 percent higher than reported utilization in the City’s 2014 study¹⁵² the City’s overall spend was \$1.959 billion.

The utilization analysis is based on the defined relevant market area, as described in the preceding sections of this chapter. The payments data included within this analysis encompass both (1) total dollars paid to primes located within the market area (excluding all subcontracting payments) and (2) dollars allocated to subcontractors located within the market area, independent of their respective prime contractor location. Analysis of these data is broken down by the procurement categories of Construction, Architecture and Engineering, Professional Services, Goods and Other Services. and encompasses payments between July 1, 2014 (FY15) through June 30, 2019 (FY19).

5.2.1 Overall Utilization

Table 5-5 shows the M/WBE utilization amounted to **29.32** percent of total prime and subcontract spending. Corresponding detailed analyses showing the utilization of firms by business ownership classification are presented in **Appendix C**.

TABLE 5-5.
UTILIZATION ANALYSIS BY BUSINESS OWNERSHIP CLASSIFICATION,
ALL PROCUREMENT CATEGORIES

BUSINESS OWNERSHIP CLASSIFICATION	ALL PROCUREMENT CATEGORIES	
	Dollars (\$)	Percent (%)
African American	\$416,701,494.70	12.34%
Asian American	\$79,551,295.77	2.36%
Hispanic American	\$207,578,560.55	6.15%
Native American	\$32,182,827.60	0.95%
Total MBE Firms	\$736,014,178.62	21.80%
Non-Minority Female	\$254,079,897.55	7.52%
Total M/WBE Firms	\$990,094,076.17	29.32%
Non-MWBE	\$2,386,832,555.37	70.68%
TOTAL	\$3,376,926,631.54	100.00%

Source: MGT developed a Master Utilization File based on the City’s spending between July 1, 2014 (FY15) through June 30, 2019 (FY19).

Utilization by Procurement Category

The next series of tables presents the summary results of the prime and subcontract utilization for each procurement category analyzed. In the examination of M/WBE utilization, there are a few M/WBE firms that were awarded large or multiple contracts that resulted in the higher spending for MBE. For construction, two African American firms accounted for 51 percent of the total utilization for African Americans. Three Hispanic American firms were paid 53 percent of the total utilization for Hispanic Americans. One Native American firm accounted for 95 percent of the total utilization for Native

¹⁵² The State of Minority- and Women-Owned Business Enterprise: Evidence from Baltimore; NERA Economic Consulting, 2014, page 185

Americans. In Architecture and Engineering, three Asian American firms accounted for 45 percent of the total utilization of Asian Americans.

Beginning with an examination of **Construction**, **Table 5-6** shows the utilization of M/WBE firms was **33.40** percent. Otherwise, utilization for specific business ownership classifications was:

- ◆ 26.47 percent for MBE firms;
- **15.13** percent for African American firms;
- **0.80** percent for Asian American firms;
- **9.10** percent for Hispanic American firms;
- **1.44** percent for Native American firms;
- ◆ 6.93 percent for Nonminority female firms.

TABLE 5-6.
UTILIZATION ANALYSIS BY BUSINESS OWNERSHIP CLASSIFICATION,
CONSTRUCTION

BUSINESS OWNERSHIP CLASSIFICATION	CONSTRUCTION	
	Dollars (\$)	Percent (%)
African American	\$334,094,603.56	15.13%
Asian American	\$17,660,759.31	0.80%
Hispanic American	\$200,939,896.03	9.10%
Native American	\$31,758,301.17	1.44%
Total MBE Firms	\$584,453,560.07	26.47%
Non-Minority Female	\$152,992,599.02	6.93%
Total M/WBE Firms	\$737,446,159.09	33.40%
Non-MWBE	\$1,470,766,409.05	66.60%
TOTAL	\$2,208,212,568.14	100.00%

Source: MGT developed a Master Utilization File based on the City's spending between July 1, 2014 (FY15) through June 30, 2019 (FY19).

Table 5-7 shows the utilization of M/WBE firms was **40.04** percent in **Architecture and Engineering**. Utilization for specific classifications was:

- ◆ 30.14 percent for MBE firms;
- **7.25** percent for African American firms;
- **22.39** percent for Asian American firms;
- **0.46** percent for Hispanic American firms;
- **0.03** percent for Native American firms;
- ◆ 9.91 percent for Nonminority female firms.

TABLE 5-7.
UTILIZATION ANALYSIS BY BUSINESS OWNERSHIP CLASSIFICATION,
ARCHITECTURE & ENGINEERING

BUSINESS OWNERSHIP CLASSIFICATION	Architecture & Engineering	
	Dollars (\$)	Percent (%)
African American	\$16,100,181.77	7.25%
Asian American	\$49,721,104.87	22.39%
Hispanic American	\$1,024,797.00	0.46%
Native American	\$63,207.79	0.03%
Total MBE Firms	\$66,909,291.43	30.14%
Non-Minority Female	\$22,000,510.63	9.91%
Total M/WBE Firms	\$88,909,802.06	40.04%
Non-MWBE	\$133,117,431.91	59.96%
TOTAL	\$222,027,233.97	100.00%

Source: MGT developed a Master Utilization File based on the City's spend between July 1, 2014 (FY15) through June 30, 2019 (FY19).

Table 5-8 shows the utilization of M/WBE firms was **17.89** percent in **Goods and Other Services**. Individually, the M/WBE utilization was:

- ◆ 9.25 percent for MBE firms;
- 7.63 percent for African American firms;
- 0.91 percent for Asian American firms;
- 0.67 percent for Hispanic American firms;
- 0.05 percent for Native American firms;
- ◆ 8.64 percent for Nonminority female firms.

TABLE 5-8.
UTILIZATION ANALYSIS BY BUSINESS OWNERSHIP CLASSIFICATION,
GOODS & OTHER SERVICES

BUSINESS OWNERSHIP CLASSIFICATION	GOODS & OTHER SERVICES	
	Dollars (\$)	Percent (%)
African American	\$59,789,747.02	7.63%
Asian American	\$7,099,480.35	0.91%
Hispanic American	\$5,235,978.52	0.67%
Native American	\$361,318.64	0.05%
Total MBE Firms	\$72,486,524.53	9.25%
Non-Minority Female	\$67,696,423.81	8.64%
Total M/WBE Firms	\$140,182,948.34	17.89%
Non-MWBE	\$643,211,152.93	82.11%
TOTAL	\$783,394,101.27	100.00%

Source: MGT developed a Master Utilization File based on the City's spend between July 1, 2014 (FY15) through June 30, 2019 (FY19).

Table 5-9 shows the utilization of M/WBE firms was **14.43** percent in **Professional Services**. Individually, the M/WBE utilization was:

- ◆ 7.45 percent for MBE firms;
- 4.11 percent for African American firms;
- 3.10 percent for Asian American firms;
- 0.23 percent for Hispanic American firms;
- 0.00 percent for Native American firms;
- ◆ 6.98 percent for Nonminority female firms.

TABLE 5-9.
UTILIZATION ANALYSIS BY BUSINESS OWNERSHIP CLASSIFICATION,
PROFESSIONAL SERVICES

BUSINESS OWNERSHIP CLASSIFICATION	PROFESSIONAL SERVICES	
	Dollars (\$)	Percent (%)
African American	\$6,716,962.35	4.11%
Asian American	\$5,069,951.24	3.10%
Hispanic American	\$377,889.00	0.23%
Native American	\$0.00	0.00%
Total MBE Firms	\$12,164,802.59	7.45%
Non-Minority Female	\$11,390,364.09	6.98%
Total M/WBE Firms	\$23,555,166.68	14.43%
Non-MWBE	\$139,737,561.48	85.57%
TOTAL	\$163,292,728.16	100.00%

Source: MGT developed a Master Utilization File based on the City's spending between July 1, 2014 (FY15) through June 30, 2019 (FY19).

Table 5-10 shows the utilization of M/WBE firms for **prime contracts** only was **16.75** percent. Individually, the M/WBE utilization was:

- ◆ 11.48 percent for MBE firms;
- 7.24 percent for African American firms;
- 1.42 percent for Asian American firms;
- 2.80 percent for Hispanic American firms;
- 0.02 percent for Native American firms;
- ◆ 5.28 percent for Nonminority female firms.

TABLE 5-10.
UTILIZATION ANALYSIS OF PRIME CONTRACTS

BUSINESS OWNERSHIP CLASSIFICATION	ALL	CONSTRUCTION	A&E	GOODS & OTHER SERVICES	PROFESSIONAL SERVICES
African American	\$144,463,917.51	\$82,478,422.69	\$517,717.13	\$59,789,747.02	\$1,678,030.67
Asian American	\$28,343,329.11	\$2,401,024.53	\$14,007,462.99	\$6,929,290.35	\$5,005,551.24
Hispanic American	\$55,967,489.46	\$50,564,900.94	\$0.00	\$5,235,978.52	\$166,610.00
Native American	\$361,318.64	\$0.00	\$0.00	\$361,318.64	\$0.00
Total MBE Firms	\$229,136,054.72	\$135,444,348.16	\$14,525,180.12	\$72,316,334.53	\$6,850,191.91
Non-Minority Female	\$105,295,500.58	\$19,224,380.30	\$8,830,120.75	\$67,696,423.81	\$9,544,575.72
Total M/WBE Firms	\$334,431,555.30	\$154,668,728.46	\$23,355,300.87	\$140,012,758.34	\$16,394,767.63
Non-MWBE	\$1,661,657,411.15	\$761,415,750.47	\$125,444,582.16	\$643,103,227.93	\$131,693,850.59
TOTAL	\$1,996,088,966.46	\$916,084,478.94	\$148,799,883.03	\$783,115,986.27	\$148,088,618.22
BUSINESS OWNERSHIP CLASSIFICATION	ALL	CONSTRUCTION	A&E	GOODS & OTHER SERVICES	PROFESSIONAL SERVICES
	(%)	(%)	(%)	(%)	(%)
African American	7.24%	9.00%	0.35%	7.63%	1.13%
Asian American	1.42%	0.26%	9.41%	0.88%	3.38%
Hispanic American	2.80%	5.52%	0.00%	0.67%	0.11%
Native American	0.02%	0.00%	0.00%	0.05%	0.00%
Total MBE Firms	11.48%	14.79%	9.76%	9.23%	4.63%
Non-Minority Female	5.28%	2.10%	5.93%	8.64%	6.45%
Total M/WBE Firms	16.75%	16.88%	15.70%	17.88%	11.07%
Non-MWBE	83.25%	83.12%	84.30%	82.12%	88.93%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%

Source: MGT developed a Master Utilization File based on the City's spend between July 1, 2014 (FY15) through June 30, 2019 (FY19).

The data collection and preparations included identifying firms that were identified disabled-, veteran, and LGBTQ-owned firms. Data sources that identify these business ownership classifications were limited because it is not maintained as broadly as minority and women data sources are. The sources used to identify DOBE, VOB, and LGBTQBE business ownership classifications were Anne Arundel County's certified vendor list, Howard County's Disabled-owned Business list, Small Business Administration's Dynamic Small Business Search list, the Maryland LGBT Chamber of Commerce, Maryland Works, Maryland Department of Transportation, and the National LGBT Chamber of Commerce. **Table 5-11** shows the utilization of DOBE, VOB, and LGBTQ firms. Being that there is an overlap of the race, ethnicity, and gender classifications, utilization is shown at the total DOBE, VOB, and LGBTQ classification and not by race, ethnicity, or gender.

- ◆ Overall, 0.02 percent for DOBE firms;
- ◆ Overall, 0.04 percent for VOB firms;
- ◆ Overall, 0.00 percent for LGBTQ firms;
- ◆ Highest percentage of DOBE firms can be found in Architecture and Engineering with 0.13 percent;
- ◆ Highest percentage of VOB firms can be found in Professional Services with 0.15 percent.

TABLE 5-11.
UTILIZATION ANALYSIS OF DOBE, VOBE, AND LGBTQ FIRMS

BUSINESS OWNERSHIP CLASSIFICATION	ALL	CONSTRUCTION	A&E	GOODS & OTHER SERVICES	PROFESSIONAL SERVICES
DOBE	\$633,564.93	\$341,249.01	\$292,315.92	\$0.00	\$0.00
VOBE	\$1,317,829.68	\$269,284.27	\$0.00	\$797,734.52	\$250,810.89
LGBTQ	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$1,951,394.61	\$610,533.28	\$292,315.92	\$797,734.52	\$250,810.89
BUSINESS OWNERSHIP CLASSIFICATION	ALL (%)	CONSTRUCTION (%)	A&E (%)	GOODS & OTHER SERVICES (%)	PROFESSIONAL SERVICES (%)
DOBE	0.02%	0.02%	0.13%	0.00%	0.00%
VOBE	0.04%	0.01%	0.00%	0.10%	0.15%
LGBTQ	0.00%	0.00%	0.00%	0.00%	0.00%

Source: MGT developed a Master Utilization File based on the City's spending between July 1, 2014 (FY15) through June 30, 2019 (FY19). The utilization percentage is calculated using the total spend in Table 5-5.

Utilization Conclusions

The utilization analysis shows that M/WBE firms are utilized at lower rates than their non-M/WBE counterparts. Overall, **29.32** percent of the City's payments went to M/WBE firms, while **70.68** percent went to non-M/WBE firms. While M/WBE utilization is low throughout the views on utilization that have been presented in this chapter, the proportion of firms willing and able to provide services to the City is a critical qualifying context in any determinations of disparity.

5.3 Disparity Analyses and Significance Testing

Building on our understanding of the City's vendor utilization (**Section 5.2**) and the availability estimates presented in the previous chapter (**Chapter 4**), we can use this information to identify potential disparities in City's procurement. A summary of the approach is provided in **Section 5.3.1** followed by the results of these disparity calculations and associated statistical significance testing in **Section 5.3.2**.

5.3.1 Disparity Analysis Methodology

Disparity, in this context, is the analysis of the differences between the utilization of minority- and women-owned firms and the respective availability of those firms. Thus, MGT calculated disparity indices to examine whether minority- and women-owned firms received a proportional share of dollars based on the respective availability of minority- and women-owned firms located in the study's defined relevant market area (as presented in **Chapter 4**).

MGT's disparity index methodology yields a value that is easily calculable, understandable in its interpretation, and universally comparable such that a disparity in utilization within minority- and women-owned firms can be assessed regarding the utilization of nonminority- and male-owned firms. The disparity index gives the evidence necessary to infer that discrimination in the marketplace has occurred.

Where there is a significant statistical disparity between the number of qualified minority contractors willing and able to perform a particular service and the number of such contractors engaged by the locality or the locality's prime contractors, an inference of discriminatory exclusion could arise¹⁵³. The inference of discrimination need not be proven correct by the government. As noted by the Tenth Circuit in upholding Denver's M/WBE Program, strong evidence supporting Denver's determination that necessary remedial action need not have been based upon "irrefutable or definitive" proof of discrimination. It was sufficient that the statistical evidence created an inference of discriminatory motivation, and evidence of marketplace discrimination was properly used to meet strict scrutiny. It is not the government's burden but rather the plaintiff who must prove by a preponderance of the evidence that such proof does not support those inferences¹⁵⁴.

$$\text{Disparity Index} = \frac{\%U_{m,p_i}}{\%A_{m,p_i}} \times 100$$

U_{m,p_i} = utilization of minorities- and women-owned firms_i for procurement_i

A_{m,p_i} = availability of minorities- and women-owned firms_i for procurement_i

The **disparity index** is a simple proportional calculation that divides utilization rates (percent of dollars awarded to firms by class) by their associated availability (percent of firms available to work, within that same class) and multiplies this value by 100. Thus, a disparity index value of zero (0.00) indicates absolutely no utilization and, therefore, absolute disparity. A disparity index of 100 indicates that utilization is perfectly proportionate to availability, therefore indicating the absence of disparity (that is, all things being equal). Alternately, firms are considered **underutilized** if the disparity indices are less than 100 and **overutilized** if the indices are above 100.

Since there is no standardized measurement to evaluate the levels of underutilization or overutilization within a procurement context, MGT's methodology to measure disparity, if disparity is found, is based on the Equal Employment Opportunity Commission's (EEOC) "80 percent rule."¹⁵⁵ In the employment discrimination framework, an employment disparity index below 80 indicates a "substantial disparity." The Supreme Court has accepted the use of the "80 percent rule" in *Connecticut v. Teal (Teal)*, 457 U.S. 440 (1982).¹⁵⁶ Therefore, following a similar pattern, firms are considered substantially underutilized (substantial disparity) if the disparity indices are 80 or less.

Standard deviation tests or testing for **statistical significance**, in this context, is the analysis to determine the significance of the difference between the utilization of minority- and women-owned firms and the availability of those firms. This analysis can determine whether the disparities are substantial or statistically significant, which lends further statistical support to a finding of discrimination. The following explains MGT's methodology.

Standard deviation measures the probability that a result is a random deviation from a predicted result, where the greater the number of standard deviations, the lower the probability the result is a random one. The accepted standard used by Courts in disparity testing has been two standard deviations. That is,

¹⁵³ *Croson*, 488 U.S. at 509; see *Webster*, 51 F.Supp.2d at 1363, 1375.

¹⁵⁴ *Concrete Works of Colo. v. City & Cnty. of Denver*, 321 F.3d 950, 971 (10th Cir. 2003).

¹⁵⁵ Equal Employment Opportunity Commission, *Uniform Guidelines on Employee Selection Procedures*, Section 4, Part D, "Adverse impact and the 'four-fifths rule.'"

¹⁵⁶ In *Teal* and other affirmative action cases, the terms "adverse impact," "disparate impact," and "discriminatory impact" are used interchangeably to characterize values of 80 and below.

if there is a result that falls within two standard deviations, then one can assume that the results are nonsignificant, or that no disparity has been confidently established.

Regarding the use of statistical significance in the disparity study context the National Cooperative Highway Research Program Report 644¹⁵⁷ notes that:

- ♦ “. . . for statistical disparities to be taken as legally dispositive in the discrimination context, they should be (a) statistically significant and (b) “substantively” significant. Substantive significance is taken to mean, for example, a DBE utilization measure that is less than or equal to 80% of the corresponding DBE availability measure.”
- ♦ “In discrimination cases, the courts have usually required p-values of 5% or less to establish statistical significance in a two-sided case.”

Statistical Significance Testing

$$t = \frac{u - a}{\sqrt{\frac{a * (1 - a) * \sum c_i^2}{(\sum c_i)^2}}}$$

u = the ratio of minorities- and women-owned firms' dollars compared to total dollars
 a = the ratio of M/W/DBE firms to all firms
 c_i = the dollar amount.

Note that p-values are used to determine whether the differences between two populations feature legitimate differences (that would be sustained if we continued to collect more observations), or if the variation between them is simply a product of normal random variation between observations that would be washed out if we collected more data. A p-value of less than 0.05 suggests it is highly unlikely that the differences between two groups are just driven by chance. The use of the t-test to calculate p-values for disparity indices was approved by the Fourth Circuit in *H.B. Rowe v. Tippett*, 615 F.3d 233, 244-45 (4th Cir 2010).

Thus, MGT applies two major tests to determine statistical significance: (1) whether the disparity index is less than or equal to 80 percent of respective M/WBE availability, which is labeled “substantial disparity” and (2) whether the disparity index passes the t-test determination of statistical significance. In cases where one, or especially both, measures hold true, a remedy is typically deemed to be justifiable by courts, making these results critical outcomes of the subsequent analyses.

5.3.2 Disparity Analyses and Statistical Significance Testing

Included in this section are inputs and calculations of disparity indices and significance testing for each of the procurement categories and race, ethnic, and gender classifications. Corresponding detailed analyses showing the disparity analysis of firms by race, ethnicity, and gender in each procurement category are presented in Tables 5-13 through 5-17. Additional detailed analysis can be found in **Appendix C**. Analysis of disparities across all procurement categories in **Table 5-12** reveals:

- ♦ Asian American firms were underutilized, with a disparity index of 69.59;

¹⁵⁷ Transportation Research Board of the National Academies, National Cooperative Highway Research Program Report 644, *Guidelines for Conducting a Disparity and Availability Study for the Federal DBE Program* (2010), pages 49-50.

- ◆ Nonminority female firms were underutilized, with a substantial and statistically significant disparity index of 34.41; and
- ◆ M/WBE firms were underutilized, with a substantial and statistically significant disparity index of 71.03.

TABLE 5-12.
DISPARITY INDICES AND SIGNIFICANCE TESTING,
ALL PROCUREMENT CATEGORIES

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
African Americans	12.34%	10.54%	117.05	Overutilization	No	No Disparity
Asian Americans	2.36%	3.39%	69.59	Underutilization	No	Disparity
Hispanic Americans	6.15%	4.80%	127.97	Overutilization	No	No Disparity
Native Americans	0.95%	0.68%	140.13	Overutilization	No	No Disparity
Total MBE Firms	21.80%	19.41%	112.28	Underutilization	No	No Disparity
Nonminority Females	7.52%	21.87%	34.41	Underutilization	Yes	Disparity
Total M/WBE Firms	29.32%	41.28%	71.03	Underutilization	Yes	Disparity
Non-M/WBE Firms	70.68%	58.72%	120.36	Overutilization	No	No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability.

BOLD indicates a substantial level of disparity, which is a statically significant disparity index below 80.00.

The calculation of disparity indices and significance testing for the **Architecture & Engineering** procurement category are depicted in **Table 5-13**. Relevant findings include:

- ◆ African American firms were underutilized, with a disparity index of 71.15;
- ◆ Hispanic American firms were underutilized, with a substantial and statistically significant disparity index of 8.04;
- ◆ Native American firms were underutilized, with a disparity index of 0.00;
- ◆ Nonminority female firms were underutilized, with a substantial and statistically significant disparity index of 38.94; and
- ◆ M/WBE firms were underutilized, with a statistically significant disparity index of 82.63.

TABLE 5-13.
DISPARITY INDICES AND SIGNIFICANCE TESTING,
ARCHITECTURE & ENGINEERING

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
African Americans	7.25%	10.19%	71.15	Underutilization	No	Disparity
Asian Americans	22.39%	6.27%	357.07	Overutilization	No	No Disparity
Hispanic Americans	0.46%	5.74%	8.04	Underutilization	Yes	Disparity
Native Americans	0.03%	0.81%	0.00	Underutilization	No	Disparity
Total MBE Firms	30.14%	23.01%	130.95	Overutilization	No	No Disparity
Nonminority Females	9.91%	25.45%	38.94	Underutilization	Yes	Disparity
Total M/WBE Firms	40.04%	48.46%	82.63	Underutilization	Yes	Disparity
Non-M/WBE Firms	59.96%	51.54%	116.33	Overutilization	No	No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability.

BOLD indicates a substantial level of disparity, which is a statically significant disparity index below 80.00.

Disparity indices and significance testing for **Construction** appear in **Table 5-14**. Noteworthy observations include:

- ◆ Asian American firms were underutilized, with a disparity index of 35.57;
- ◆ Nonminority female firms were underutilized, with a substantial and statistically significant disparity index of 32.22; and
- ◆ M/WBE firms were underutilized, with a disparity index of 84.67.

TABLE 5-14.
DISPARITY INDICES AND SIGNIFICANCE TESTING,
CONSTRUCTION

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
African Americans	15.13%	9.70%	156.02	Overutilization	Yes	No Disparity
Asian Americans	0.80%	2.25%	35.57	Underutilization	No	Disparity
Hispanic Americans	9.10%	5.64%	161.35	Overutilization	No	No Disparity
Native Americans	1.44%	0.36%	404.48	Overutilization	No	No Disparity
Total MBE Firms	26.47%	17.94%	147.52	Overutilization	No	No Disparity
Nonminority Females	6.93%	21.50%	32.22	Underutilization	Yes	Disparity
Total M/WBE Firms	33.40%	39.44%	84.67	Underutilization	No	Disparity
Non-M/WBE Firms	66.60%	60.56%	109.98	Overutilization	No	No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability.

BOLD indicates a substantial level of disparity, which is a statically significant disparity index below 80.00.

Disparity indices and significance testing for the **Professional Services** sector are presented in **Disparity indices** and significance testing for **Construction** appear in **Table 5-14**. Noteworthy observations include:

- ◆ Asian American firms were underutilized, with a disparity index of 35.57;
- ◆ Nonminority female firms were underutilized, with a substantial and statistically significant disparity index of 32.22; and
- ◆ M/WBE firms were underutilized, with a disparity index of 84.67.

TABLE 5-14.
DISPARITY INDICES AND SIGNIFICANCE TESTING,
CONSTRUCTION

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
African Americans	15.13%	9.70%	156.02	Overutilization	Yes	No Disparity
Asian Americans	0.80%	2.25%	35.57	Underutilization	No	Disparity
Hispanic Americans	9.10%	5.64%	161.35	Overutilization	No	No Disparity
Native Americans	1.44%	0.36%	404.48	Overutilization	No	No Disparity
Total MBE Firms	26.47%	17.94%	147.52	Overutilization	No	No Disparity

Nonminority Females	6.93%	21.50%	32.22	Underutilization	Yes	Disparity
Total M/WBE Firms	33.40%	39.44%	84.67	Underutilization	No	Disparity
Non-M/WBE Firms	66.60%	60.56%	109.98	Overutilization	No	No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability.

BOLD indicates a substantial level of disparity, which is a statically significant disparity index below 80.00.

15. Some findings include that:

- ◆ African American firms were underutilized, with a disparity index of 28.14;
- ◆ Asian American firms were underutilized, with a disparity index of 25.58;
- ◆ Hispanic American firms were underutilized, with a disparity index of 6.85;
- ◆ Native American firms were underutilized, with a disparity index of 0.00;
- ◆ MBE firms were underutilized, with a substantial and statistically significant disparity index of 24.00;
- ◆ Nonminority female firms were underutilized, with a disparity index of 42.62; and
- ◆ M/WBE firms were underutilized, with a substantial and statistically significant disparity index of 30.43.

TABLE 5-15.
DISPARITY INDICES AND SIGNIFICANCE TESTING,
PROFESSIONAL SERVICES

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
African Americans	4.11%	14.62%	28.14	Underutilization	No	Disparity
Asian Americans	3.10%	12.14%	25.58	Underutilization	No	Disparity
Hispanic Americans	0.23%	3.38%	6.85	Underutilization	No	Disparity
Native Americans	0.00%	0.91%	0.00	Underutilization	No	Disparity
Total MBE Firms	7.45%	31.05%	24.00	Underutilization	Yes	Disparity
Nonminority Females	6.98%	16.36%	42.62	Underutilization	No	Disparity
Total M/WBE Firms	14.43%	47.41%	30.43	Underutilization	Yes	Disparity
Non-M/WBE Firms	85.57%	52.59%	162.72	Overutilization	No	No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability.

BOLD indicates a substantial level of disparity, which is a statistically significant disparity index below 80.00.

Table 5-16 presents disparity indices and significance testing for the **Goods & Services** sector.

- ◆ African American firms were underutilized, with a disparity index of 62.69;
- ◆ Asian American firms were underutilized, with a disparity index of 22.96;
- ◆ Hispanic American firms were underutilized, with a disparity index of 26.99;
- ◆ Native American firms were underutilized, with a disparity index of 3.05;
- ◆ MBE firms were underutilized, with a disparity index of 46.01;
- ◆ Nonminority female firms were underutilized, with a substantial and statistically significant disparity index of 37.53; and
- ◆ M/WBE firms were underutilized, with a substantial and statistically significant disparity index of 41.48.

TABLE 5-16.
DISPARITY INDICES AND SIGNIFICANCE TESTING,
GOODS & SERVICES

Ethnic/Gender Classification	Utilization	Availability	Disparity Index	Disparity Impact	Statistical Significance	Disparity Conclusion
African Americans	7.63%	12.17%	62.69	Underutilization	No	Disparity
Asian Americans	0.91%	3.95%	22.96	Underutilization	No	Disparity
Hispanic Americans	0.67%	2.48%	26.99	Underutilization	No	Disparity
Native Americans	0.05%	1.51%	3.05	Underutilization	No	Disparity
Total MBE Firms	9.25%	20.11%	46.01	Underutilization	No	Disparity
Nonminority Females	8.64%	23.03%	37.53	Underutilization	Yes	Disparity
Total M/WBE Firms	17.89%	43.14%	41.48	Underutilization	Yes	Disparity
Non-M/WBE Firms	82.11%	56.86%	144.39	Overutilization	No	No Disparity

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability.

BOLD indicates a substantial level of disparity, which is a statically significant disparity index below 80.00.

5.4 Conclusions

The calculations of availability and disparity within this chapter and the preceding depiction of utilization serve as the foundation for the future of the City M/WBE program. These analyses provide the quantitative legal justification for any current or future remedies to assist M/WBE enterprises within the market. As summarized in the table below (**Table 5-17**), disparities between utilization and availability have been observed for most procurement and M/WBE categories included within the scope of the study, both in terms of the order of magnitude (Disparity Indices less than or equal to 80) and statistical significance. The City’s 2014 Disparity Study reported overall disparity results for M/WBE firms.¹⁵⁸

TABLE 5-17. DISPARITY ANALYSIS SUMMARY

Procurement Category	All	Architecture & Engineering	Construction	Professional Services	Goods & Services
African Americans	No Disparity	Disparity	No Disparity	Disparity	Disparity
Asian Americans	Disparity	No Disparity	Disparity	Disparity	Disparity
Hispanic Americans	No Disparity	Disparity	No Disparity	Disparity	Disparity
Native Americans	No Disparity	Disparity	No Disparity	Disparity	Disparity
Total MBE Firms	No Disparity	No Disparity	No Disparity	Disparity	Disparity
Nonminority Females	Disparity	Disparity	Disparity	Disparity	Disparity
Total M/WBE Firms	Disparity	Disparity	Disparity	Disparity	Disparity
Non-MWBE Firms	No Disparity	No Disparity	No Disparity	No Disparity	No Disparity

BOLD indicates a substantial level of disparity, which is a statically significant disparity index below 80.00.

¹⁵⁸ The State of Minority- and Women-Owned Business Enterprise: Evidence from Baltimore; NERA Economic Consulting, 2014, page 190

6 Private Sector Analysis

6.1 Introduction

The **Legal Framework** presented in **Chapter 2** documents how a government entity must have a record of active or passive discrimination to justify remedies promoted through the institution of a minority- and female-owned business enterprise (M/WBE) program. Courts further require a *compelling interest* analysis showing a connection between the government or agency and the public or private discrimination that may exist within their jurisdiction. This chapter focuses on the overarching question:

- ◆ ***Does discrimination exist in the private sector marketplace, giving rise to a compelling governmental interest, thus supporting the City of Baltimore’s (City) and Housing Authority of Baltimore City (HABC) continuance of its M/WBE program to avoid becoming a passive participant in discrimination?***

Chapter Sections	
6.1	Introduction
6.2	Private Sector Disparities in SBO Census Data
6.3	Private Sector Disparities in ABS Census Data
6.4	Analysis of Race, Ethnicity, and Gender Effects on Self-Employment and Earnings
6.5	Conclusions

Passive discrimination describes a circumstance where a public entity resides in a market with measurably disparate circumstances in the public and private sector but fails to take proactive actions to implement remedies within the domain of its control. Substantiating the relevance of an analysis of the private sector courts have favorably looked upon private sector analyses as support to determine *compelling interest* in M/WBE programs:

- ◆ Defining passive participation, Justice O’Connor in *Croson* stated, “if the city could show that it had essentially become a ‘passive participant’ in a system of racial exclusion practiced by elements of the local construction industry, we think it clear that the city could take affirmative steps to dismantle such a system.”¹⁵⁹
- ◆ In *Adarand*, the Tenth Circuit favorably cited evidence of capital market discrimination as relevant in establishing the factual predicate for the federal DBE program.¹⁶⁰
- ◆ *Concrete Works IV* found that barriers to business formation were relevant insofar as the evidence demonstrated that M/WBEs were “precluded from the outset from competing for public construction contracts.”¹⁶¹
- ◆ In *Adarand*, the courts concluded a compelling interest for a government Disadvantaged Business Enterprise (DBE) program in part on evidence of private-sector discrimination.¹⁶²

¹⁵⁹ *Richmond v. J. A. Croson Co.*, 488 U.S. 469, 492 (1989).

¹⁶⁰ *Adarand Constructors, Inc. v. Slater*, 228 F.3d 1147, 1168-70 (10th Cir. 2000).

¹⁶¹ *Concrete Works of Colo. v. City & Cnty. of Denver*, 321 F.3d 950, 977 (10th Cir. 2003).

¹⁶² *Adarand Constructors, Inc. v. Slater*, 228 F.3d 1147 (10th Cir. 2000)

- ◆ Along related lines, a court found regression analysis of census data to be relevant evidence showing barriers to M/WBE formation.¹⁶³

Thus, discriminatory practices in the private marketplace may, in many circumstances, show or serve to support the *compelling interest* required by courts to support an agency’s program to intervene to prevent the agency from becoming a *passive participant* in discrimination.

These decisions support an investigation into this private sector domain to develop a comprehensive framework and set of perspectives traditionally used to justify M/WBE programs. This chapter provides an accumulation of evidence for the overarching question of whether or not the City has a continued compelling interest to maintain its M/WBE program based on circumstances observed in the private sector. This is investigated using three specific sources of data leveraged to address particular questions substantiating the overarching research question regarding disparities in the private sector:

- ◆ **2012 Census Survey of Business Owners (SBO) and 2017 Census Annual Business Survey (ABS) data**, which are used to determine:
 1. *Do marketplace disparities exist in the private sector regarding revenue within similar City procurement categories for firms owned by minorities or females?*
- ◆ **2016-2020 Census American Community Survey (ACS) Public Used Microdata Sample (PUMS) data**, which are used to determine:
 1. *Are racial, ethnic, and gender minority groups less likely than nonminority males (non-M/WBEs) to be self-employed? If so, does race, ethnicity, or gender have a role in the disparity?*
 2. *Does racial, ethnic, and gender status impact self-employed individuals’ wages?*
 3. *Suppose minority and female-owned business enterprises (M/WBEs) and nonminority male-owned firms shared similar traits and marketplace “conditions” (i.e., similar “rewards” in terms of capital and asset accrual), what would be the effect on rates of self-employment by race, ethnicity, and gender?*

In answering these questions, the private sector analysis mirrors many of the same anecdotal comments offered in **Chapter 7, Anecdotal Analysis**, regarding difficulties M/WBE firms have in securing work on private sector projects.

6.2 Private Sector Disparities in SBO Census Data

To answer the overarching research question regarding the existence of disparities in the private sector, as well as the specific question (1) of whether these disparities exist in procurement categories relevant to the City’s and HABC’s contracting domain, MGT obtained and analyzed the U.S. Census Bureau’s 2012 Survey of Business Owners (SBO) data to measure private sector disparities.¹⁶⁴ SBO provides data on economic and demographic characteristics for businesses and business owners by geography (such as states and metropolitan areas), categorized by industries defined by North American Industry

¹⁶³ *Concrete Works IV*, 321 F.3d 950, 967-69 (10th Cir. 2003).

¹⁶⁴ These represent the most recent available data provided through the SBO program and were released in 2016.

Classification System (NAICS) codes, and supporting information including firm receipts (sales),¹⁶⁵ firm employment size, and business ownership classification. The survey has been administered every five years since 1972 as part of the economic census.

The SBO gathers and reports data on (1) firms with paid employees, including workers on the payroll (employer firms), and (2) firms without paid employees, including sole proprietors and partners of unincorporated businesses that do not have any other employees on the payroll (nonemployer firms), as well as (3) in aggregate across all firms. MGT calculated private sector disparity indices to examine whether M/WBE firms in any of these categories received a proportionate share of firm sales based on the availability of M/WBE firms. Disparity indices were reviewed for all firms and employer firms. It should be noted that all of the disparity indices in the SBO tables are statistically significant within a **95 percent** confidence interval.

The following NAICS codes¹⁶⁶ were analyzed because they align with the categories of utilization analyzed for the City

- ◆ NAICS Code 23, Construction
- ◆ NAICS Code 42, Wholesale Trade
- ◆ NAICS Code 54, Professional, Scientific, and Technical Services
- ◆ NAICS Code 56, Administrative and Support and Waste Management and Remediation Services
- ◆ NAICS Code 81, Other Services (Except Public Administration)

6.2.1 Results of Analysis

This private-sector analysis presents disparity results based on the City's and HABC's geographic marketplace. The City marketplace contains the following counties in the Washington metropolitan statistical area: Anne Arundel County, MD, Baltimore City, MD, Baltimore County, MD, Carroll County, MD, Howard County, MD, Montgomery County, MD, Prince George's County, MD, and Queen Anne's County, MD.

6.2.2 City of Baltimore and HABC Marketplace

Tables 6-1 through **6-5** show the measures of private sector disparities based on U.S. Census, 2012 SBO data for the population of available firms in the City of Baltimore and HABC marketplace by race, ethnicity, and gender for construction; wholesale trade; professional, scientific, and technical services; administrative and support and waste management and remediation services; and other services (except public administration).

¹⁶⁵ Sales includes total shipments, receipts, revenue, or business done by the firm.

¹⁶⁶ The two-digit NAICS code level was utilized as those codes are the most prevalent level across all the 2012 SBO data.

Based on the analysis of the U.S. Census, 2012 SBO data, overall, there remains a significant gap between the market share of M/WBE firms and their share of the City of Baltimore and HABC marketplace business population, where data was available.

NAICS Code 23: Construction, City of Baltimore and HABC Marketplace

Table 6-1 shows the availability, sales, and disparity results for construction. The results were derived from those firms which provide construction or construction-related services based on the NAICS Code 23.

There were a total of 22,476 construction firms (all firms¹⁶⁷) in the City of Baltimore in 2012, of which 20.60 percent were owned by minorities and 10.22 percent by nonminority women.

- ◆ African American firms (disparity index of 14.54) were substantially underutilized, accounting for 10.94 percent of all firms and 1.42 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 11.99) were substantially underutilized, accounting for 0.47 percent of all firms and 0.05 percent of sales.
- ◆ Asian American firms (disparity index of 9.12) were substantially underutilized, accounting for 2.97 percent of all firms and 0.27 percent of sales.
- ◆ Hispanic American firms (disparity index of 16.50) were substantially underutilized, accounting for 6.07 percent of all firms and 1.00 percent of sales.
- ◆ Nonminority women firms (disparity index of 78.58) were substantially underutilized, accounting for 10.22 percent of all firms and 8.03 percent of sales.
- ◆ Data available for Native Hawaiian/Pacific Islanders is insufficient for analysis.

There were a total of 6,932 construction employer firms¹⁶⁸ in the City of Baltimore in 2012, of which 7.00 percent were owned by minorities and 11.21 percent by nonminority women firms.

- ◆ African American firms (disparity index of 62.68) were substantially underutilized, accounting for 2.26 percent of employer firms and 1.42 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 40.16) were substantially underutilized, accounting for 0.12 percent of employer firms and 0.05 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 13.21) were substantially underutilized, accounting for 1.05 percent of employer firms and 0.14 percent of sales.
- ◆ Hispanic American firms (disparity index of 24.76) were substantially underutilized, accounting for 3.56 percent of employer firms and 0.88 percent of sales.
- ◆ Nonminority women firms (disparity index of 71.29) were substantially underutilized, accounting for 11.21 percent of employer firms and 7.99 percent of sales.

¹⁶⁷ All firms, a compilation of employer firms and nonemployer firms, were examined since nonemployer firms can provide services at the subcontractor/subconsultant level, as well hire independent contractors to increase capacity.

¹⁶⁸ Employer firms include firms with payroll at any time during 2012.

- ◆ Data for Native Hawaiian/Pacific Islanders was withheld; therefore, disparities were not calculated.
- ◆ firms, Hispanic firms, Native Hawaiian/Pacific Islander firms was insufficient for analysis.

TABLE 6-1. PRIVATE SECTOR CENSUS DISPARITIES
NAICS CODE 23, CONSTRUCTION
U.S. CENSUS 2012 SURVEY OF BUSINESS OWNERS
CITY OF BALTIMORE AND HABC MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	ALL FIRMS (#)	ALL FIRMS, SALES (\$1,000)	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	22,476	18,291,502	6,932	17,441,409
Nonminority Male	20,146	12,048,143	6,124	11,515,812
Minority	4,630	534,097	485	433,843
African American	2,459	290,959	157	247,608
American Indian or Alaska Native	105	10,244	8	8,084
Asian	668	49,580	73	24,258
Hispanic	1,365	183,314	247	153,893
Native Hawaiian or Pacific Islander	33	S	S	S
Nonminority Female ¹	2,298	1,469,508	777	1,393,758
PERCENTAGE OF MARKETPLACE				
All Firms	100.00%	100.00%	100.00%	100.00%
Nonminority Male	89.63%	65.87%	88.34%	66.03%
Minority	20.60%	2.92%	7.00%	2.49%
African American	10.94%	1.59%	2.26%	1.42%
American Indian and Alaska Native	0.47%	0.06%	0.12%	0.05%
Asian	2.97%	0.27%	1.05%	0.14%
Hispanic	6.07%	1.00%	3.56%	0.88%
Native Hawaiian and Pacific Islander	0.15%	N/A	N/A	N/A
Nonminority Female	10.22%	8.03%	11.21%	7.99%
DISPARITY RATIOS				
All Firms		100.00		100.00
Nonminority Male		73.49		74.74
Minority		14.17		35.55
African American		14.54		62.68
American Indian and Alaska Native		11.99		40.16
Asian		9.12		13.21
Hispanic		16.50		24.76
Native Hawaiian and Pacific Islander		-		-
Nonminority Female		78.58		71.29

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2012 Survey of Business Owners (SBO) data.

¹Nonminority Female consists of White Women-owned and White Equally Women-/Male-owned firms.

S denotes findings were withheld as the estimates did not meet U.S. Census publication standards.

N/A denotes data on business ownership classification group was not available

“-” denotes the denominator was zero and thus the values were undefined

Sales includes total shipments, receipts, revenue, or business done by the firm.

Disparity index is the ratio of the percentage of sales to percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

NAICS Code 42: Wholesale Trade, City of Baltimore and HABC Marketplace

Table 6-2 shows the availability, sales, and disparity results for wholesale trade firms. The results were derived from those firms which sell capital or durable goods to other businesses based on NAICS Code 42.

There were a total of 5,765 wholesale trade firms (all firms) in the City of Baltimore in 2012, of which 14.14 percent were owned by minorities and 23.73 percent by nonminority women.

- ◆ African American firms (disparity index of 4.39) were substantially underutilized, accounting for 8.24 percent of employer firms and 0.36 percent of sales.
- ◆ Data available for was insufficient for analysis.
- ◆ Asian American firms (disparity index of 32.57) were substantially underutilized, accounting for 4.82 percent of all firms and 1.57 percent of sales.
- ◆ Hispanic American firms (disparity index of 21.04) were substantially underutilized, accounting for 1.08 percent of all firms and 0.23 percent of sales.
- ◆ Nonminority women firms (disparity index of 22.96) were substantially underutilized, accounting for 23.73 percent of all firms and 5.45 percent of sales.
- ◆ Data available for “Native Hawaiian and Pacific Islander” and “American Indian or Alaskan Native” was insufficient for analysis.

There were a total of 3,098 wholesale trade employer firms in the City of Baltimore in 2012, of which 7.04 percent were owned by minorities and 12.46 percent by nonminority women.

- ◆ African American firms (disparity index of 17.75) were substantially underutilized, accounting for 2.00 percent of employer firms and 0.36 percent of sales.
- ◆ Asian American firms (disparity index of 29.80) were substantially underutilized, accounting for 4.65 percent of employer firms and 1.39 percent of sales.
- ◆ Hispanic American firms (disparity index 57.59) were substantially underutilized, accounting for 0.39 percent of employer firms and 0.22 percent of sales.
- ◆ Nonminority women firms (disparity index of 43.40) were substantially underutilized, accounting for 12.46 percent of employer firms and 5.41 percent of sales.
- ◆ Data available for “Native Hawaiian and Pacific Islander” and “American Indian or Alaskan Native” was insufficient for analysis.

TABLE 6-2. PRIVATE SECTOR CENSUS DISPARITIES
NAICS CODE 42, WHOLESALE TRADE
U.S. CENSUS 2012 SURVEY OF BUSINESS OWNERS,
CITY OF BALTIMORE AND HABC MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	ALL FIRMS (#)	ALL FIRMS, SALES (\$1,000)	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	5,765	53,737,584	3,098	53,570,637
Nonminority Male	4,341	49,381,547	2,662	49,221,020
Minority	815	1,159,779	218	1,051,768
African American	475	194,196	62	190,293
American Indian or Alaska Native ¹	S	S	S	S
Asian ²	278	843,964	144	741,976
Hispanic	62	121,619	12	119,499
Native Hawaiian or Pacific Islander ³	S	S	S	S
Nonminority Female ⁴	1,368	2,927,754	386	2,896,787
PERCENTAGE OF MARKETPLACE				
All Firms	100.00%	100.00%	100.00%	100.00%
Nonminority Male	75.30%	91.89%	85.93%	91.88%
Minority	14.14%	2.16%	7.04%	1.96%
African American	8.24%	0.36%	2.00%	0.36%
American Indian or Alaska Native ¹	N/A	N/A	N/A	N/A
Asian ²	4.82%	1.57%	4.65%	1.39%
Hispanic	1.08%	0.23%	0.39%	0.22%
Native Hawaiian or Pacific Islander ³	N/A	N/A	N/A	N/A
Nonminority Female ⁴	23.73%	5.45%	12.46%	5.41%
DISPARITY RATIOS ⁵				
All Firms		100.00		100.00
Nonminority Male		122.04		106.93
Minority		15.27		27.90
African American		4.39		17.75
American Indian or Alaska Native ¹		-		-
Asian ²		32.57		29.80
Hispanic		21.04		57.59
Native Hawaiian or Pacific Islander ³		-		-
Nonminority Female ⁴		22.96		43.40

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2012 Survey of Business Owners (SBO) data.

¹Nonminority Female consists of White Women-owned and White Equally Women-/Male-owned firms.

S denotes findings were withheld as the estimates did not meet U.S. Census publication standards.

N/A denotes data on business ownership classification group was not available

“-” denotes the denominator was zero and thus the values were undefined

Sales includes total shipments, receipts, revenue, or business done by the firm.

Disparity index is the ratio of the percentage of sales to percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

NAICS Code 54: Professional, Scientific and Technical Services, City of Baltimore and HABC Marketplace

Table 6-3 shows the availability, sales, and disparity results for professional, scientific, and technical services. Professional, scientific, and technical services, which require a high degree of expertise and training, were derived from those firms specializing in performing professional, scientific, and technical

activities (such as legal advice, accounting, architecture, engineering, computer services, consulting services, advertising services) for others in NAICS Code 54.

There were a total of 39,598 professional, scientific, and technical services firms (all firms) in the City of Baltimore in 2012, of which 20.98 percent were owned by minorities and 36.00 percent by nonminority women.

- ◆ African American firms (disparity index of 16.04) were substantially underutilized, accounting for 12.14 percent of all firms and 1.95 percent of sales.
- ◆ American Indian and Alaskan Native firms (disparity index of 0.89) were substantially underutilized accounting for 0.39 percent of all firms and close to 0.00 percent of all sales.
- ◆ Asian American firms (disparity index of 65.93) were substantially underutilized, accounting for 5.89 percent of all firms and 3.88 percent of sales.
- ◆ Hispanic American firms (disparity index of 46.62) were substantially underutilized, accounting for 2.47 percent of all firms and 1.15 percent of sales.
- ◆ Nonminority women firms (disparity index of 22.78) were substantially underutilized, accounting for 36.00 percent of all firms and 8.20 percent of sales.
- ◆ Data available for Native Hawaiian/Pacific Islander was insufficient for analysis.

There were a total of 8,867 professional, scientific, and technical services employer firms in the City of Baltimore in 2012, of which 12.28 percent were owned by minorities and 7.40 percent by nonminority women.

- ◆ African American firms (disparity index of 39.69) were substantially underutilized, accounting for 4.23 percent of employer firms and 1.68 percent of sales.
- ◆ Data available for American Indian or Alaskan Native was insufficient for analysis.
- ◆ Asian American firms (disparity index of 61.72) were substantially underutilized, accounting for 6.19 percent of employer firms and 3.82 percent of sales,
- ◆ Hispanic American firms (disparity index 59.23) were substantially underutilized, accounting for 1.66 percent of employer firms and 0.98 percent of sales.
- ◆ Nonminority women firms (disparity index of 35.28) were grossly underutilized, accounting for 20.97 percent of employer firms and 7.40 percent of sales.
- ◆ Data available for “Native Hawaiian and Pacific Islander” and “American Indian or Alaskan Native” was insufficient for analysis.

TABLE 6-3. PRIVATE SECTOR CENSUS DISPARITIES
NAICS CODE 54, PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES
U.S. CENSUS 2012 SURVEY OF BUSINESS OWNERS,
CITY OF BALTIMORE AND HABC MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	ALL FIRMS (#)	ALL FIRMS, SALES (\$1,000)	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	39,598	28,172,563	8,867	26,312,388
Nonminority Male	25,338	25,599,744	7,005	24,188,156
Minority	8,307	1,968,491	1,089	1,705,504
African American	4,808	548,581	375	441,661
American Indian or Alaska Native ¹	156	993	18	S
Asian ²	2,332	1,093,839	549	1,005,470
Hispanic	980	325,078	147	258,373
Native Hawaiian or Pacific Islander ³	31	S	S	S
Nonminority Female ⁴	14,257	2,311,078	1,859	1,946,421
PERCENTAGE OF MARKETPLACE				
All Firms	100.00%	100.00%	100.00%	100.00%
Nonminority Male	63.99%	90.87%	79.00%	91.93%
Minority	20.98%	6.99%	12.28%	6.48%
African American	12.14%	1.95%	4.23%	1.68%
American Indian or Alaska Native ¹	0.39%	0.00%	0.20%	N/A
Asian ²	5.89%	3.88%	6.19%	3.82%
Hispanic	2.47%	1.15%	1.66%	0.98%
Native Hawaiian or Pacific Islander ³	0.08%	N/A	N/A	N/A
Nonminority Female ⁴	36.00%	8.20%	20.97%	7.40%
DISPARITY RATIOS ⁵				
All Firms		100.00		100.00
Nonminority Male		142.01		116.36
Minority		33.31		52.78
African American		16.04		39.69
American Indian or Alaska Native ¹		0.89		-
Asian ²		65.93		61.72
Hispanic		46.62		59.23
Native Hawaiian or Pacific Islander ³		-		-
Nonminority Female ⁴		22.78		35.28

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2012 Survey of Business Owners (SBO) data.

¹Nonminority Female consists of White Women-owned and White Equally Women-/Male-owned firms.

S denotes findings were withheld as the estimates did not meet U.S. Census publication standards.

N/A denotes data on business ownership classification group was not available

“-” denotes the denominator was zero and thus the values were undefined

Sales includes total shipments, receipts, revenue, or business done by the firm.

Disparity index is the ratio of the percentage of sales to percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

NAICS Code 56: Administrative and Support and Waste Management and Remediation Services, City of Baltimore and HABC Marketplace

Table 6-4 shows the availability, sales, and disparity results for administrative and support and waste management and remediation services (such as office administration, hiring and placing of personnel, document preparation and similar clerical services, solicitation, collection, security and surveillance services, cleaning, and waste disposal services) in NAICS Code 56.

There were a total of 18,615 administrative and support and waste management and remediation services firms (all firms) in the City of Baltimore in 2012, of which 81.93 percent were owned by minorities and 6.70 percent by nonminority women.

- ◆ American Indian or Alaskan Native Firms (disparity 158.28) were not underutilized, accounting for 53.01 percent of all firms and 83.90 percent of sales.
- ◆ Asian American firms (disparity index of 12.01) were substantially underutilized, accounting for 26.06 percent of all firms and 3.13 percent of sales.
- ◆ Native Hawaiian or Pacific Islander firms (disparity index 91.70) were underutilized accounting for 2.87 percent of all firms and 2.63 percent of sales.
- ◆ Nonminority women firms (disparity index of 9.48) were substantially underutilized, accounting for 6.70 percent of all firms and 0.64 percent of sales.
- ◆ Data Available for African American firms and Hispanic American firms was insufficient for analysis.

There were a total of 3,500 administrative and support and waste management and remediation services employer firms in the State of Maryland in 2012, of which 88.94 percent were owned by minorities and 3.17 percent by nonminority women.

- ◆ American Indian or Alaskan Native Firms (disparity 108.82) were not underutilized, accounting for 78.26 percent of all firms and 85.16 percent of sales.
- ◆ Asian American firms (disparity index of 12.01) were substantially underutilized, accounting for 7.57 percent of employer firms and 2.53 percent of sales.
- ◆ Native Hawaiian or Pacific Islander firms (disparity index 86.24) were underutilized accounting for 3.11 percent of all firms and 2.69 percent of sales.
- ◆ Nonminority women firms (disparity index of 6.71) were substantially underutilized, accounting for 3.17 percent of employer firms and 0.21 percent of sales.
- ◆ Data Available for African American firms and Hispanic American firms was insufficient for analysis.

TABLE 6-4. PRIVATE SECTOR CENSUS DISPARITIES
NAICS CODE 56, ADMINISTRATIVE AND SUPPORT/WASTE MANAGEMENT AND REMEDIATION SERVICES
U.S. CENSUS 2012 SURVEY OF BUSINESS OWNERS,
CITY OF BALTIMORE AND HABC MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	ALL FIRMS (#)	ALL FIRMS, SALES (\$1,000)	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	18,615	6,965,371	3,500	6,614,949
Nonminority Male	S	S	S	S
Minority	15,252	6,245,063	3,113	5,978,025
African American	S	S	S	S
American Indian or Alaska Native ¹	9,867	5,843,772	2,739	5,633,116
Asian ²	4,851	218,059	265	167,242
Hispanic	S	S	S	S
Native Hawaiian or Pacific Islander ³	534	183,232	109	177,667
Nonminority Female ⁴	1,247	44,255	111	14,074
PERCENTAGE OF MARKETPLACE				
All Firms	100.00%	100.00%	100.00%	100.00%
Nonminority Male	N/A	N/A	N/A	N/A
Minority	81.93%	89.66%	88.94%	90.37%
African American	N/A	N/A	N/A	N/A
American Indian or Alaska Native ¹	53.01%	83.90%	78.26%	85.16%
Asian ²	26.06%	3.13%	7.57%	2.53%
Hispanic	N/A	N/A	N/A	N/A
Native Hawaiian or Pacific Islander ³	2.87%	2.63%	3.11%	2.69%
Nonminority Female ⁴	6.70%	0.64%	3.17%	0.21%
DISPARITY RATIOS ⁵				
All Firms		100.00		100.00
Nonminority Male		-		-
Minority		109.43		101.61
African American		-		-
American Indian or Alaska Native ¹		158.28		108.82
Asian ²		12.01		33.39
Hispanic		-		-
Native Hawaiian or Pacific Islander ³		91.70		86.24
Nonminority Female ⁴		9.48		6.71

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2012 Survey of Business Owners (SBO) data.

¹Nonminority Female consists of White Women-owned and White Equally Women-/Male-owned firms.

S denotes findings were withheld as the estimates did not meet U.S. Census publication standards.

N/A denotes data on business ownership classification group was not available

“-” denotes the denominator was zero and thus the values were undefined

Sales includes total shipments, receipts, revenue, or business done by the firm.

Disparity index is the ratio of the percentage of sales to percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

NAICS Code 81: Other Services (Except Public Administration), City of Baltimore and HABC Marketplace

Table 6-5 shows the availability, sales, and disparity results for other services (except Public Administration) firms in NAICS Code 81. Firms in this sector primarily engage in equipment and machinery repairing, automotive repair services, electronic and precision equipment repair and maintenance services, providing laundry services, personal care services, and photofinishing services.

There were a total of 29,116 other services (except Public Administration) firms (all firms) in the City of Baltimore in 2012, of which 96.79 percent were owned by minorities and 3.20 percent by nonminority women.

- ◆ African American firms (disparity index of 168.38) were not underutilized, accounting for 44.99 percent of all firms and 75.75 percent of sales.
- ◆ Asian American (disparity index of 17.59) firms were substantially underutilized, accounting for 37.14 percent of all firms and 6.53 percent of sales.
- ◆ Native Hawaiian and Pacific Islander (disparity index of 72.31) firms were substantially underutilized, accounting for 11.45 percent of all firms and 8.28 percent of sales.
- ◆ Nonminority women firms (disparity index of 47.14) were substantially underutilized, accounting for 3.20 percent of all firms and 1.51 percent of sales.
- ◆ Data available for “American Indian and Alaskan Native” firms and Hispanic American firms was insufficient for analysis.

There were a total of 3,645 administrative and support and waste management and remediation services employer firms in the City of Baltimore in 2012, of which 96.16 percent were owned by minorities and 1.10 percent by nonminority women.

- ◆ African American firms (disparity index of 110.18) were not underutilized, accounting for 73.58 percent of all firms and 81.07 percent of sales.
- ◆ Data available for American Indian or Alaskan Native firms was insufficient for analysis.
- ◆ Asian American (disparity index of 45.64) firms were substantially underutilized, accounting for 4.17 percent of all firms and 1.90 percent of sales.
- ◆ Data available for Hispanic American firms was insufficient for analysis.
- ◆ Native Hawaiian and Pacific Islander (disparity index of 41.00) firms were substantially underutilized, accounting for 17.31 percent of all firms and 7.10 percent of sales.
- ◆ Nonminority women firms (disparity index of 25.56) were underutilized, accounting for 1.10 percent of all firms and 1.02 percent of sales.

TABLE 6-5. PRIVATE SECTOR CENSUS DISPARITIES
NAICS CODE 81, OTHER SERVICES (EXCEPT PUBLIC ADMINISTRATION)
U.S. CENSUS 2012 SURVEY OF BUSINESS OWNERS,
CITY OF BALTIMORE AND HABC MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	ALL FIRMS (#)	ALL FIRMS, SALES (\$1,000)	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	29,116	3,421,114	3,645	2,804,218
Nonminority Male	S	S	S	S
Minority	28,180	3,149,875	3,505	2,554,271
African American	13,098	2,591,400	2,682	2,273,378
American Indian or Alaska Native ¹	S	S	S	S
Asian ²	10,815	223,498	152	53,365
Hispanic	S	S	S	S
Native Hawaiian or Pacific Islander ³	3,335	283,351	631	199,044
Nonminority Female ⁴	932	51,626	40	28,484
PERCENTAGE OF MARKETPLACE				
All Firms	100.00%	100.00%	100.00%	100.00%
Nonminority Male	N/A	N/A	N/A	N/A
Minority	96.79%	92.07%	96.16%	91.09%
African American	44.99%	75.75%	73.58%	81.07%
American Indian or Alaska Native ¹	N/A	N/A	N/A	N/A
Asian ²	37.14%	6.53%	4.17%	1.90%
Hispanic	N/A	N/A	N/A	N/A
Native Hawaiian or Pacific Islander ³	11.45%	8.28%	17.31%	7.10%
Nonminority Female ⁴	3.20%	1.51%	1.10%	1.02%
DISPARITY RATIOS ⁵				
All Firms		100.00		100.00
Nonminority Male		-		-
Minority		95.13		94.73
African American		168.38		110.18
American Indian or Alaska Native ¹		-		-
Asian ²		17.59		45.64
Hispanic		-		-
Native Hawaiian or Pacific Islander ³		72.31		41.00
Nonminority Female ⁴		47.14		92.56

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2012 Survey of Business Owners (SBO) data.

¹Nonminority Female consists of White Women-owned and White Equally Women-/Male-owned firms.

S denotes findings were withheld as the estimates did not meet U.S. Census publication standards.

N/A denotes data on business ownership classification group was not available

"-" denotes the denominator was zero and thus the values were undefined

Sales includes total shipments, receipts, revenue, or business done by the firm.

Disparity index is the ratio of the percentage of sales to percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

6.2.3 SBO Conclusion

The SBO analysis shows consistent underutilization of M/WBE firms relative to their availability in the marketplace. The results give credence to the overarching research question that disparities exist for the broader private sector and is compelling for the City to maintain associated remedies to avoid passive participation in discrimination, irrespective of circumstances in the public sector.

Further, each of the five procurement categories analyzed showed substantial disparity among defined M/WBE classes where sufficient data were available.

6.3 Private Sector Disparities in ABS Census Data

As described above, SBO data is a vital resource in helping to answer the overarching research question regarding the existence of disparities in the private sector and the specific question (1) of whether these disparities exist in procurement categories relevant to the City's and HABC's contracting domain. A limitation with the SBO data is, of course, the age of it. In 2017, the Census Bureau replaced the SBO data with the American Business Survey (ABS). Essentially this dataset is the same as the SBO with one caveat. ABS data no longer provides information for all firms, only employer firms. This data is still valuable for determining more recent private sector disparities, but it excludes a sector usually dominated by smaller businesses that are the beneficiary of any M/WBE program.

As with the SBO data, ABS gathers and reports data on (1) firms with paid employees, including workers on the payroll (employer firms). MGT calculated private sector disparity indices to examine whether M/WBE firms in any of these categories received a proportionate share of firm sales based on the availability of M/WBE firms. Disparity indices were reviewed for employer firms. It should be noted that all of the disparity indices in the ABS tables are statistically significant within a **95 percent** confidence interval. The same NAICS codes as the SBO analysis were analyzed for the ABS data and the same marketplace.

6.3.1 Results of Analysis

Tables 6-6 through **6-10** show the measures of private sector disparities based on U.S. Census, 2017 ABS data for the population of available firms in the City of Baltimore and HABC marketplace by race, ethnicity, and gender for construction; wholesale trade; professional, scientific, and technical services; administrative and support and waste management and remediation services; and other services (except public administration).

Based on the analysis of the U.S. Census, 2017 ABS data, overall, there remains a significant gap between the market share of M/WBE firms and their share of the City of Baltimore and HABC marketplace business population, where data was available.

NAICS Code 23: Construction, City of Baltimore and HABC Marketplace

Table 6-6 shows the construction availability, sales, and disparity results (NAICS Code 23).

There were 17,401 construction employer firms¹⁶⁹ in the City of Baltimore and HABC marketplace in 2017.

- ◆ African American firms (disparity index of 60.39) were substantially underutilized, accounting for 2.56 percent of all firms and 1.54 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 45.49) were substantially underutilized, accounting for 0.29 percent of all firms and 0.13 percent of sales.
- ◆ Asian American firms (disparity index of 45.47) were substantially underutilized, accounting for 3.23 percent of all firms and 1.47 percent of sales.
- ◆ Hispanic American firms (disparity index of 30.68) were substantially underutilized, accounting for 11.78 percent of all firms and 3.61 percent of sales.
- ◆ Native Hawaiian and Pacific Islander firm data was extremely minimal and did not allow for a proper analysis.
- ◆ Data for nonminority female firms (disparity index of 51.41) were substantially underutilized, accounting for 13.28 percent of all firms and 6.83 percent of sales.

¹⁶⁹ Employer firms include firms with payroll at any time during 2017.

TABLE 6-6.
PRIVATE SECTOR CENSUS DISPARITIES
NAICS CODE 23, CONSTRUCTION
U.S. CENSUS 2017 ANNUAL BUSINESS SURVEY,
CITY OF BALTIMORE AND HABC MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	17,401	59,983,000
Nonminority Male	11,983	51,834,091
African American	444	925,568
American Indian and Alaska Native	50	78,945
Asian	562	881,560
Hispanic ⁴	2,050	2,168,360
Native Hawaiian and Other Pacific Islander	S	S
Nonminority Female	2,310	4,094,473
PERCENTAGE OF MARKETPLACE		
All Firms	100.00%	100.00%
Nonminority Male	68.86%	86.41%
African American	2.56%	1.54%
American Indian and Alaska Native	0.29%	0.13%
Asian	3.23%	1.47%
Hispanic ⁴	11.78%	3.61%
Native Hawaiian and Other Pacific Islander		
Nonminority Female	13.28%	6.83%
DISPARITY RATIOS ³		
All Firms		100.00
Nonminority Male		125.48
African American		60.39
American Indian and Alaska Native		45.49
Asian		45.47
Hispanic ⁴		30.68
Native Hawaiian and Other Pacific Islander		-
Nonminority Female		51.41

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2017 Annual Business Survey (ABS) data.

¹ Employer firms include firms with payroll at any time during 2017.

² Sales includes total shipments, receipts, revenue, or business done by the firm.

³ Disparity index is the ratio of the percentage of sales to percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

⁴ Hispanic firms are considered an ethnicity in this Census data and therefore may be double counted in race categories, which leads to percentages equaling greater than 100%.

S denotes findings were withheld as the estimates did not meet U.S. Census publication standards.

NAICS Code 42: Wholesale Trade, City of Baltimore and HABC Marketplace

Table 6-7 shows wholesale trade availability, sales, and disparity results (NAICS Code 42).

There was a total of 4,831 wholesale trade employer firms in the City of Baltimore and HABC marketplace in 2017.

- ◆ African American firms (disparity index of 64.94) were substantially underutilized, accounting for 1.43 percent of all firms and 0.93 percent of sales.
- ◆ American Indian and Alaska Native firm data was extraordinarily minimal and therefore did not allow for a proper analysis.
- ◆ Asian American firms (disparity index of 19.96) were substantially underutilized, accounting for 9.42 percent of all firms and 1.88 percent of sales.
- ◆ Hispanic American firms data were minimal and therefore did not allow for a proper analysis.
- ◆ Native Hawaiian and Pacific Islander firm data were minimal and therefore did not allow for a proper analysis.
- ◆ Data for nonminority female firms (disparity index of 26.99) were substantially underutilized, accounting for 19.79 percent of all firms and 5.34 percent of sales.

TABLE 6-7.
PRIVATE SECTOR CENSUS DISPARITIES
NAICS CODE 42, WHOLESALE TRADE
U.S. CENSUS 2017 ANNUAL BUSINESS SURVEY,
CITY OF BALTIMORE AND HABC MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	4,589	85,037,302
Nonminority Male	3,183	78,108,133
African American	65	788,756
American Indian and Alaska Native	0	0
Asian	432	1,598,907
Hispanic ⁴	S	S
Native Hawaiian and Other Pacific Islander	S	S
Nonminority Female	908	4,541,505
PERCENTAGE OF MARKETPLACE		
All Firms	100.00%	100.00%
Nonminority Male	69.36%	91.85%
African American	1.43%	0.93%
American Indian and Alaska Native	0.00%	0.00%
Asian	9.42%	1.88%
Hispanic ⁴		
Native Hawaiian and Other Pacific Islander		
Nonminority Female	19.79%	5.34%
DISPARITY RATIOS ³		
All Firms		100.00
Nonminority Male		132.42
African American		64.94
American Indian and Alaska Native		-
Asian		19.96
Hispanic ⁴		-
Native Hawaiian and Other Pacific Islander		-
Nonminority Female		26.99

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2017 Annual Business Survey (ABS) data.

¹ Employer firms include firms with payroll at any time during 2017.

² Sales includes total shipments, receipts, revenue, or business done by the firm.

³ Disparity index is the ratio of the percentage of sales to percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

⁴ Hispanic firms are considered an ethnicity in this Census data and therefore may be double counted in race categories, which leads to percentages equaling greater than 100%.

S denotes findings were withheld as the estimates did not meet U.S. Census publication standards.

NAICS Code 54: Professional, Scientific, and Technical Services, City of Baltimore and HABC Marketplace

Table 6-8 shows the availability, sales, and disparity results for professional, scientific, and technical services (NAICS Code 54).

There was a total of 43,071 professional, scientific, and technical services employer firms in the City of Baltimore and HABC marketplace in 2017.

- ◆ African American firms (disparity index of 54.71) were substantially underutilized, accounting for 4.05 percent of all firms and 2.21 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 50.33) were substantially underutilized, accounting for 0.42 percent of all firms and 0.21 percent of sales.
- ◆ Asian American firms (disparity index of 57.61) were substantially underutilized, accounting for 11.45 percent of all firms and 6.60 percent of sales.
- ◆ Hispanic American firms (disparity index of 66.52) were substantially underutilized, accounting for 2.32 percent of all firms and 1.55 percent of sales.
- ◆ Native Hawaiian and Pacific Islander firm data were minimal and therefore did not allow for a proper analysis.
- ◆ Data for nonminority female firms (disparity index of 42.37) were substantially underutilized, accounting for 20.02 percent of all firms and 8.48 percent of sales.

TABLE 6-8.
PRIVATE SECTOR CENSUS DISPARITIES
NAICS CODE 54, PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES
U.S. CENSUS 2017 ANNUAL BUSINESS SURVEY,
CITY OF BALTIMORE AND HABC MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	43,071	166,178,141
Nonminority Male	26,592	134,522,471
African American	1,742	3,677,489
American Indian and Alaska Native	181	352,362
Asian	4,931	10,961,954
Hispanic ⁴	1,000	2,567,578
Native Hawaiian and Other Pacific Islander	S	S
Nonminority Female	8,623	14,096,284
PERCENTAGE OF MARKETPLACE		
All Firms	100.00%	100.00%
Nonminority Male	61.74%	80.95%
African American	4.05%	2.21%
American Indian and Alaska Native	0.42%	0.21%
Asian	11.45%	6.60%
Hispanic ⁴	2.32%	1.55%
Native Hawaiian and Other Pacific Islander		
Nonminority Female	20.02%	8.48%
DISPARITY RATIOS ³		
All Firms		100.00
Nonminority Male		131.11
African American		54.71
American Indian and Alaska Native		50.33
Asian		57.61
Hispanic ⁴		66.52
Native Hawaiian and Other Pacific Islander		-
Nonminority Female		42.37

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2017 Annual Business Survey (ABS) data.

¹ Employer firms include firms with payroll at any time during 2017.

² Sales includes total shipments, receipts, revenue, or business done by the firm.

³ Disparity index is the ratio of the percentage of sales to percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

⁴ Hispanic firms are considered an ethnicity in this Census data and therefore may be double counted in race categories, which leads to percentages equaling greater than 100%.

S denotes findings were withheld as the estimates did not meet U.S. Census publication standards.

NAICS Code 56: Administrative and Support and Waste Management and Remediation Services, City of Baltimore and HABC Marketplace

Table 6-9 shows the availability, sales, and disparity results for administrative and support and waste management and remediation services (NAICS Code 56).

There were 11,542 administrative and support and waste management and remediation services employer firms in the City of Baltimore and HABC marketplace in 2017.

- ◆ African American firms (disparity index of 75.11) were substantially underutilized, accounting for 5.65 percent of all firms and 4.24 percent of sales.
- ◆ American Indian and Alaska Native firms (disparity index of 17.60) were substantially underutilized, accounting for 0.63 percent of all firms and 0.11 percent of sales.
- ◆ Asian American firms (disparity index of 78.30) were substantially underutilized, accounting for 3.27 percent of all firms and 2.56 percent of sales.
- ◆ Hispanic American firms (disparity index of 51.00) were substantially underutilized, accounting for 8.95 percent of all firms and 4.56 percent of sales.
- ◆ Native Hawaiian and Pacific Islander marketplace firm data was extremely minimal and therefore did not allow for a proper analysis.
- ◆ Data for nonminority female firms (disparity index of 66.23) were substantially underutilized, accounting for 19.84 percent of all firms and 13.14 percent of sales.

TABLE 6-9.
PRIVATE SECTOR CENSUS DISPARITIES
NAICS CODE 56, ADMINISTRATIVE AND SUPPORT AND WASTE MANAGEMENT AND REMEDIATION
SERVICES, U.S. CENSUS 2017 ANNUAL BUSINESS SURVEY,
CITY OF BALTIMORE AND HABC MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	11,542	31,439,680
Nonminority Male	7,118	23,701,310
African American	651	1,333,207
American Indian and Alaska Native	72	34,605
Asian	377	804,319
Hispanic ⁴	1,032	1,434,500
Native Hawaiian and Other Pacific Islander	S	S
Nonminority Female	2,290	4,131,737
PERCENTAGE OF MARKETPLACE		
All Firms	100.00%	100.00%
Nonminority Male	61.67%	75.39%
African American	5.65%	4.24%
American Indian and Alaska Native	0.63%	0.11%
Asian	3.27%	2.56%
Hispanic ⁴	8.95%	4.56%
Native Hawaiian and Other Pacific Islander		
Nonminority Female	19.84%	13.14%
DISPARITY RATIOS ³		
All Firms		100.00
Nonminority Male		122.24
African American		75.11
American Indian and Alaska Native		17.60
Asian		78.30
Hispanic ⁴		51.00
Native Hawaiian and Other Pacific Islander		-
Nonminority Female		66.23

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2017 Annual Business Survey (ABS) data.

¹ Employer firms include firms with payroll at any time during 2017.

² Sales includes total shipments, receipts, revenue, or business done by the firm.

³ Disparity index is the ratio of the percentage of sales to percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

⁴ Hispanic firms are considered an ethnicity in this Census data and therefore may be double counted in race categories, which leads to percentages equaling greater than 100%.

S denotes findings were withheld as the estimates did not meet U.S. Census publication standards.

NAICS Code 81: Other Services (Except Public Administration), City of Baltimore and HABC Marketplace

Table 6-10 shows the availability, sales, and disparity results for NAICS Code other services (except public administration).

There was a total of 13,056 other services (except public administration) employer firms in the City of Baltimore and HABC marketplace in 2017.

- ◆ African American firms (disparity index of 55.43) were substantially underutilized, accounting for 3.30 percent of all firms and 1.83 percent of sales.
- ◆ American Indian and Alaska Native marketplace firm data was minimal and therefore did not allow for a proper analysis.
- ◆ Asian American firms (disparity index of 74.35) were substantially underutilized, accounting for 16.28 percent of all firms and 12.10 percent of sales.
- ◆ Hispanic American firms (disparity index of 55.87) were substantially underutilized, accounting for 3.56 percent of all firms and 1.99 percent of sales.
- ◆ Native Hawaiian or Pacific Islander marketplace firm data was extremely minimal and therefore did not allow for a proper analysis.
- ◆ Data for nonminority female firms (disparity index of 75.37) were substantially underutilized, accounting for 23.27 percent of all firms and 17.54 percent of sales.

TABLE 6-10.
PRIVATE SECTOR CENSUS DISPARITIES
NAICS CODE 81, OTHER SERVICES (EXCEPT PUBLIC ADMINISTRATION)
U.S. CENSUS 2017 ANNUAL BUSINESS SURVEY,
CITY OF BALTIMORE AND HABC MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	EMPLOYER FIRMS (#)	EMPLOYER FIRMS SALES (\$1,000)
All Firms	13,056	8,778,145
Nonminority Male	6,997	5,841,216
African American	431	160,719
American Indian and Alaska Native	S	S
Asian	2,125	1,062,264
Hispanic ⁴	464	174,502
Native Hawaiian and Other Pacific Islander	S	S
Nonminority Female	3,038	1,539,442
PERCENTAGE OF MARKETPLACE		
All Firms	100.00%	100.00%
Nonminority Male	53.59%	66.54%
African American	3.30%	1.83%
American Indian and Alaska Native		
Asian	16.28%	12.10%
Hispanic ⁴	3.56%	1.99%
Native Hawaiian and Other Pacific Islander		
Nonminority Female	23.27%	17.54%
DISPARITY RATIOS ³		
All Firms		100.00
Nonminority Male		124.16
African American		55.43
American Indian and Alaska Native		-
Asian		74.35
Hispanic ⁴		55.87
Native Hawaiian and Other Pacific Islander		-
Nonminority Female		75.37

Source: MGT Consulting Group, LLC conducted private sector disparities marketplace analyses based on U.S. Census Bureau, 2017 Annual Business Survey (ABS) data.

¹ Employer firms include firms with payroll at any time during 2017.

² Sales includes total shipments, receipts, revenue, or business done by the firm.

³ Disparity index is the ratio of the percentage of sales to percentage of available firms multiplied by 100.00. A disparity index below 80.00 indicates a substantial level of disparity.

⁴ Hispanic firms are considered an ethnicity in this Census data and therefore may be double counted in race categories, which leads to percentages equaling greater than 100%.

S denotes findings were withheld as the estimates did not meet U.S. Census publication standards.

6.3.2 ABS Conclusion

Like the SBO analysis, the ABS analysis shows consistent underutilization of M/WBE firms relative to their availability in the marketplace. These results further help answer the overarching research question that disparities exist for the broader private sector, thus compelling the City to maintain associated remedies to avoid passive participation in discrimination, irrespective of circumstances in the public sector.

As with the SBO results, the ABS results for each of the five procurement categories analyzed showed substantial disparity among defined M/WBE classes where sufficient data were available.

6.4 Analysis of Race, Ethnicity, and Gender Effects on Self-Employment and Earnings

This section examines further evidence regarding the overarching research question of whether disparities exist in the private sector and addresses the three more specific questions:

1. *Are racial, ethnic, and gender minority groups less likely than nonminority males (non-M/WBEs) to be self-employed? If so, does race, ethnicity, or gender have a role in the disparity?*
2. *Does racial, ethnic, and gender status impact self-employed individuals' wages?*
3. *Suppose minority and female-owned business enterprises (M/WBEs) and nonminority male-owned firms shared similar traits and marketplace "conditions" (i.e., similar "rewards" in terms of capital and asset accrual), what would be the effect on rates of self-employment by race, ethnicity, and gender?*

This is achieved by examining the effects of race, ethnicity, and gender, alongside controls for individual economic and demographic characteristics, on individuals' participation in the private sector as self-employed business operators and the effects of these variables on their wages. The analysis is targeted to four categories of private sector business activity (Construction, Professional Services, Goods & Services) that generally align with City procurement categories defined for the study, noting that Construction also encompasses Architecture and Engineering, due to observations in this category being too limited in this subset to support separate analysis.

Adopting the methodology and variables employed by a City of Denver disparity study (see *Concrete Works v. City and County of Denver*¹⁷⁰), MGT used Public Use Microdata Samples (PUMS) data derived from the 2016-2020 American Community Survey (ACS), to which MGT applied appropriate regression statistics to draw conclusions.

6.4.1 Links to Business Formation and Maintenance

Economics research consistently finds group differences by race, ethnicity, and gender in business formation rates.¹⁷¹ MGT knows, for instance, that most minorities and females have a lower median age than nonminority males (ACS PUMS, 2016-2020). In general, the likelihood of being self-employed increases with age (ACS PUMS, 2016-2020). An examination of these variables within the context of a disparity study, therefore, seeks to control for these other important demographic and economic variables in conjunction with race, ethnicity, and gender – since they also influence group rates of business formation – to determine if MGT can assert that inequities specific to minorities and females are demonstrably present to warrant consideration of public sector remedies. Questions about marketplace

¹⁷⁰ *Concrete Works of Colo. v. City & Cnty. of Denver*, 321 F.3d 950 (10th Cir. 2003).

¹⁷¹ See *Journal of Econometrics*, Vol. 61, Issue 1, devoted entirely to the econometrics of labor market discrimination and segregation.

dynamics affecting self-employment—or, more specifically, the odds of forming one’s own business and then excelling (i.e., generate wages growth)—are at the heart of disparity analysis research.

6.4.2 Statistical Models and Methods

MGT employed two multivariate regression techniques to answer the research questions identified for this section: (1) logistic regression and (2) linear regression. Logistic regression is an econometric method that allows for analyzing dichotomous dependent variables. The results can then be translated into log-likelihoods that examine how likely one variable is to be true compared to another variable. Linear regression is an econometric method that helps explain the linear relationship between the dependent variable and the independent variables – how substantially and in what direction each independent variable influences the dependent variable. This will help analyze the direct impact of being part of a specific minority or gender group on wages.

To understand the appropriate application of these regression techniques, it is helpful to explore the variables inherent in these questions in greater detail. There are two general categories of variables employed in the regression techniques: (1) dependent variables and (2) independent variables.

- ◆ Dependent variables are the phenomena to be explained by influences such as age, race, gender, and disability status (i.e., the independent or “explanatory” variables).
- ◆ The first dependent variable is the probability of self-employment status, which is a binary, categorical variable based on two possible values: 0 (not self-employed) versus 1 (self-employed).
- Logistic regression is appropriately used to perform an analysis in which the dependent variable is binary and categorical and therefore was employed to analyze self-employment.¹⁷²
- ◆ The second dependent variable is self-employment wages, a continuous variable with many possible values.
- Continuous variables are best explained using simple linear regression.

6.4.3 The Influences of Race, Ethnicity, and Gender on Self-Employment

To derive a set of variables known to predict employment status (self-employed/not self-employed), MGT used the 2016-2020 U.S. Census ACS 5 percent PUMS data. Logistic regression was used to calculate the probability of being self-employed, the dependent variable, concerning socioeconomic and demographic characteristics selected for their potential to influence the likelihood of self-employment. The sample for the analysis was limited to labor force participants who met the following criteria:

- ◆ Resident of the City of Baltimore and HABC marketplace.

¹⁷² Logistical regression, or logit, models generate predicted probabilities that are almost identical to those calculated by a probit procedure, used in *Concrete Works v. City and County of Denver* case. Logit, however, has the added advantage of dealing more effectively with observations at the extremes of a distribution. For a complete explanation, see *Interpreting Probability Models* (T.F. Liao, Text 101 in the Sage University series).

- ◆ Self-employed in construction, professional services, architecture, and engineering,¹⁷³ or goods and services.
- ◆ Employed full-time (more than 35 hours a week).
- ◆ Eighteen years of age or older.
- ◆ Employed in the private sector.

Next, MGT derived the following variables¹⁷⁴ hypothesized as predictors of employment status:

- ◆ **Race and Gender:** African American, Asian American, Hispanic American, Native American, nonminority woman, nonminority male.
- ◆ **Availability of Capital:** Homeownership, home value, mortgage rate, unearned income, residual income.
- ◆ **Marital Status.**
- ◆ **Ability to Speak English Well.**
- ◆ **Disability Status:** From individuals' reports of health-related disabilities.
- ◆ **Age and Age Squared:** Squaring the age variable acknowledges the positive, curvilinear relationship between each year of age and wages.
- ◆ **Owner's Level of Education.**
- ◆ **Number of Individuals Over the Age of 65 Living in Household.**
- ◆ **Number of Children Under the Age of 18 Living in Household.**

This analysis examined the statistical effects of these variables on the likelihood of being self-employed in the City of Baltimore and HABC marketplace. MGT can interpret a likelihood value of its impact on self-employment from the inverse of this value. The results are interpretable based on the inverse of the “odds ratios.” For example, the “odds ratio” for an African American is 0.638, as seen in the top portion of **Table 6-11**, while the inverse of this is 1.566, as seen in the lower portion of this table. This inverse value means that a nonminority male is 1.566 times more likely to be self-employed than an African American. Comparisons are made to nonminority males as a control group, where the influence of any of the race, ethnicity, or gender variables is considered absent. In this sense, the circumstance of the nonminority male is deemed to be a baseline for what might be expected for self-employment rates for this market – with race, ethnicity, or gender variables being tested for their positive or negative influence. The results in the following tables present rates for the groups after variables such as age and education have been factored out of the equation.

¹⁷³ Due to inadequate sample size for all races in the architecture and engineering PUMS 2015 data, the architecture and engineering categories were merged with the professional services category.

¹⁷⁴ The variables used in this analysis were modeled after those incorporated in the same analysis from *Concrete Works v. City and County of Denver*.

TABLE 6-11.
SELF-EMPLOYMENT ODDS RATIOS AND THEIR INVERSES FOR MINORITY GROUPS RELATIVE TO
NONMINORITY MALES AFTER CONTROLLING FOR DEMOGRAPHIC AND ECONOMIC CHARACTERISTICS

BUSINESS OWNERSHIP CLASSIFICATION	ALL INDUSTRIES	CONSTRUCTION	PROFESSIONAL SERVICES	GOODS & SERVICES
African American Firms	0.638	0.622	0.489	0.836
Hispanic American Firms	0.789	0.767	0.609	0.824
Asian American Firms	0.868	0.778	0.567	1.197
Native American Firms	0.723	0.926	0.311	0.970
Nonminority Female Firms	0.660	0.425	0.456	1.016
INVERSE OF ODDS-RATIOS				
African American Firms	1.566	1.607	2.044	1.196
Hispanic American Firms	1.267	1.304	1.642	1.214
Asian American Firms	1.152	1.285	1.763	0.835
Native American Firms	1.383	1.080	3.219	1.031
Nonminority Female Firms	1.515	2.355	2.193	0.985

Source: PUMS data from 2016-2020 American Community Survey (City of Baltimore and HABC marketplace) and MGT of America Consulting, LLC, calculations using SPSS Statistics software.

Note: Shading and **bold** indicate that the group's estimated "odds ratio" was statistically significant at a 95% confidence interval.¹⁷⁵ The architecture and engineering business industry was excluded from this analysis because of insufficient data.

Are racial, ethnic, and gender minority groups less likely than nonminority males to be self-employed? The findings show that racial, ethnic, and gender minority groups are nearly universally less likely than nonminority males to be self-employed after adjusting for the effects of age, education, etc. For example, nonminority males were 2.044 times more likely than African Americans to be self-employed in Professional Services; and nonminority males were 2.355 times more likely than nonminority females to be self-employed in the Construction industry.

These findings again communicate that discrimination exist in the market concerning the overarching research question. Within this circumstance and in response to the specific research question, it is also evident that racial, ethnic, and gender variables have a statistically significant negative impact on self-employment rates after other factors are controlled for.

6.4.4 The Influences of Race, Ethnicity, and Gender on Individual Earnings

To explore whether there are any measurable impacts on wages, MGT compared self-employed, minority, and female entrepreneurs' wages to those of nonminority males in the City of Baltimore and HABC marketplace, when the effect of other demographic and economic characteristics was controlled or neutralized. MGT used wages as the dependent variable as it includes all income earned for an individual

¹⁷⁵ Statistically significant is the likelihood that a relationship between two or more variables is caused by something other than random chance. MGT incorporates the statistical 95% confidence interval. This means that if the same population is sampled on numerous occasions and interval estimates are made on each occasion, the resulting intervals would bracket the true population parameter in approximately 95% of the cases.

and not just their wages. MGT was able to examine the wages of self-employed individuals of similar education levels, ages, etc., to permit wages comparisons more purely by race, ethnicity, and gender.

First, MGT derived a set of independent variables known to predict wages, including:

- ◆ **Race and Gender:** African American, Asian American, Hispanic American, Native American, nonminority woman, nonminority males.
- ◆ **Availability of Capital:** Homeownership, home value, mortgage rate, unearned income, residual income.
- ◆ **Marital Status.**
- ◆ **Ability to Speak English Well.**
- ◆ **Disability Status:** From individuals’ reports of health-related disabilities.
- ◆ **Age and Age Squared:** Squaring the age variable acknowledges the positive, curvilinear relationship between each year of age and wages.
- ◆ **Owner’s Level of Education.**

MGT used 2016-2020 wages from employment for self-employed individuals for the dependent variable, as reported in the 5 percent PUMS data.

This analysis examined the statistical effects of these variables on income from self-employment for business owners in the City of Baltimore and HABC marketplace. As the linear regression analysis yielded, each number in **Table 6-12** represents a percent change in wages associated with introducing the variable (business ownership classification) in the left-hand column. For example, across all industries, the adjustment factor for an African American is -0.527, meaning that an African American would be predicted to earn 52.70 percent less than a nonminority male, all other variables considered or controlled for.

TABLE 6-12.
EARNINGS ELASTICITIES OF MINORITY GROUPS RELATIVE TO NONMINORITY MALES AFTER
CONTROLLING FOR DEMOGRAPHIC AND ECONOMIC CHARACTERISTICS

BUSINESS OWNERSHIP CLASSIFICATION	ALL INDUSTRIES	CONSTRUCTION	PROFESSIONAL SERVICES	GOODS & SERVICES
African American Firms	-0.527	-0.224	-0.697	-0.478
Hispanic American Firms	-0.587	-0.425	-0.589	-0.620
Asian American Firms	-0.444	-0.398	-0.270	-0.413
Native American Firms	-0.118	0.504	-0.070	-0.229
Nonminority Female Firms	-0.446	-0.193	-0.549	-0.469

Source: PUMS data from 2016-2020 American Community Survey (City of Baltimore and HABC marketplace) and MGT of America Consulting, LLC, calculations using SPSS Statistics software.

Note: Shading and **bold** indicate that the group's estimated “elasticities” were statistically significant at a 95% confidence interval. The architecture and engineering business industry was excluded from this analysis because of insufficient data. The regression “elasticity” means the percent change resulting from being a member of one of the M/WBE groups.

The findings provide further positive evidence that disparities exist in the private sector of the City’s and HABC’s marketplace, compelling the continuation of remedies in the domain of the government’s

influence. The findings also provide affirmative evidence to the more specific questions regarding impacts on wages, demonstrating that self-employed racial, ethnic, and gender minority groups earn less than their nonminority male counterparts, all variables considered.

6.4.5 Disparities in Rates of Self-Employment: How Much Can Be Attributed to Discrimination?

The analyses of self-employment rates and 2016-2020 ACS self-employment wages revealed general disparities between minority and nonminority self-employed individuals whose businesses were located in the City of Baltimore and HABC marketplace.

Table 6-13 presents the results of these analyses. Column A reports observed employment rates for each racial, ethnic, and gender group, calculated directly from the PUMS 2016-2020 data. To obtain values in columns B, MGT calculated two predicted self-employment rates using the following equation:

$$Pr ob(y = 1) = \sum_{k=1}^K (e^{\beta_k x_k} / 1 + e^{\beta_k x_k})$$

Where:

- $Pr ob(y = 1)$ = represents the probability of being self-employed
- β_k = coefficient corresponding to the independent variables used in the logistic regression analysis of self-employment probabilities
- x_k = the mean values of these same variables

The predicted self-employment rate calculation (in column B) presents minority self-employment rates as they would be if minorities were rewarded similarly as nonminority males in the nonminority male market structure, by multiplying the minority means (i.e., characteristics) by the estimated nonminority coefficients for both race and the other independent variables.

TABLE 6-13.
OBSERVED AND PREDICTED SELF-EMPLOYMENT RATES
CITY OF BALTIMORE AND HABC MARKETPLACE

BUSINESS OWNERSHIP CLASSIFICATION	OBSERVED SELF-EMPLOYMENT RATES (A)	PREDICTED SELF-EMPLOYMENT RATES (B)	DISPARITY RATIO (COLUMN A DIVIDED BY COLUMN C) (C)
Overall			
African American Firms	7.57%	12.32%	61.43
Hispanic American Firms	9.90%	14.66%	67.52
Asian American Firms	13.16%	17.88%	73.59
Native American Firms	9.14%	13.45%	67.93
Nonminority Female Firms	8.40%	14.01%	59.96
Construction			
African American Firms	15.49%	25.94%	59.71
Hispanic American Firms	13.11%	23.18%	56.57
Asian American Firms	16.99%	29.10%	58.39
Native American Firms	15.82%	31.69%	49.93
Nonminority Female Firms	7.72%	26.26%	29.39
Professional Services			
African American Firms	6.36%	13.56%	46.92
Hispanic American Firms	7.67%	15.63%	49.04
Asian American Firms	8.81%	17.20%	51.21
Native American Firms	5.08%	14.12%	35.98
Nonminority Female Firms	7.10%	16.68%	42.55
Goods & Services			
African American Firms	7.77%	9.70%	80.08
Hispanic American Firms	9.08%	12.21%	74.39
Asian American Firms	15.09%	14.65%	
Native American Firms	9.19%	9.55%	96.23
Nonminority Female Firms	9.64%	10.49%	91.86

Source: PUMS data from 2016-2020 American Community Survey (City of Baltimore and HABC marketplace) and MGT of America Consulting, LLC, calculations using SPSS Statistics software.

Using these calculations, MGT was able to determine a percentage of the disparities in self-employment between minorities and nonminority males attributable to discrimination by dividing the observed self-employment rate for a particular minority group (column A) by the predicted self-employment rate as it would be if minority groups faced the same market structure as nonminority males (column B).

The findings provide evidence that for M/WBEs, many discriminatory barriers exist to achieving the same level of self-employment rates as their Non-M/WBE counterparts. The results further show that discriminatory factors are the primary cause of these differences in several instances.

6.5 Conclusions

Analysis of the U.S. Census 2012 SBO data, 2017 ABS data, and the PUMS 2016-2020 data demonstrate, in response to the overarching research question driving this analysis, that disparities do exist for M/WBE firms operating in the private sector within the City's and HABC's marketplace. Thus, based on the guidance offered by the courts into this domain, and the results of these analysis, the City and HABC has a compelling interest to continue its current M/WBE program.

To the more specific research questions:

- ◆ Findings from the U.S Census 2012 SBO and 2017 ABS data indicate that there are substantial disparities for most M/WBE firms across industry sectors resembling the procurement categories identified for this study.
- ◆ Findings from the 2016-2020 PUMS data indicate that:
 - M/WBE firms were significantly less likely than nonminority males to be self-employed.
 - Overall, nonminority male firms were over 1.5 times as likely as African Americans to be self-employed.
 - The most egregious business category was Professional Services, where nonminority male firms were over three times as likely as Native Americans to be self-employed.
 - If they were self-employed, M/WBE firms earned significantly less in 2016-2020 than did self-employed nonminority males.
 - Overall, Hispanic firms earned far less than their nonminority male counterparts; 58.70 percent less.
 - The most egregious businesses category is Professional Services, where African American firms earned 69.70 percent less than nonminority male firms.
 - Analysis of observed vs. predicted self-employment rates show that there are instances that discrimination had an impact on these rates. Further, this analysis shows that holding all factors consistent, race, ethnicity, and gender plays a role in lower level of self-employment for M/WBEs.

In light of these findings, credence may be given to the proposition established by Justice O'Connor in *Croson*, which suggested a government could be a passive participant in private-sector discrimination if it did not act to counter these dynamics, at least within the domain of its influence. This evidence stands alongside the disparities observed in public sector contracting to illustrate the substantial discriminatory inequities that continue to exist in the City's and HABC's marketplace, underscoring its compelling interest in continuing to pursue remedies to address these extant gaps.

7 Qualitative Analysis

7.1 Introduction

This chapter presents the qualitative accounts of the conditions and obstacles faced by M/WBE firms in the relevant market area and their experiences working with the City or Housing Authority, their prime vendors, and the private sector. The collection and analysis of the qualitative data focused on firms registered or interested in doing business with the City or Housing Authority helps to explain and provide context for the disparities found in statistical analysis detailed in previous chapters of this report. In conjunction with the quantitative data, MGT also drew inferences from the qualitative data as to the prevalence of obstacles perceived as limiting the participation of M/WBEs and other firms in the City's or Housing Authority's procurement transactions.

The qualitative data collection allowed participants to respond to their experiences with the City, Housing Authority, or both. Qualitative comments in this chapter detail the perceptions and opinions of individuals. The importance of these opinions depends on how much they are corroborated by others' statements and the quantitative data compiled to substantiate these perceptions. Unlike conclusions derived from other analyses in this report, the qualitative analysis does not rely solely on quantitative data. Instead, the analysis in this chapter utilizes qualitative data to describe the context of the examined social, political, and economic environment in which all businesses and other relevant entities applicable to the study operate. This analysis assesses the broad patterns among large groups of businesses based on their business ownership classification and industry.

The collective qualitative activities gathered input from over 414 business owners or company representatives in the relevant market area regarding their opinions and perceptions of their experiences working with City or Housing Authority as prime contractors or City or Housing Authority projects as subcontractors.

7.2 Qualitative Background

Generally, disparity studies set out to determine how and to what extent public sector entities—municipalities and states—utilize private enterprises to procure goods and services needed by state and local governments to discharge governmental responsibilities on behalf of taxpayers. A big part of these studies is collecting and analyzing quantitative data from the entity's procurement and contracting records to determine if race, ethnicity, or gender of business ownership bears any relationship to the extent to which businesses are "chosen" in government contracting and procurement to provide needed goods and services that government cannot deliver on its own. Government purchasing records identifying race, ethnicity, or gender of utilized businesses provide the quantitative record for determining if there are any disparities. To provide context, history, and an account of business owner experiences in

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- 7.10 Stakeholder Engagement
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dealing with the government procurement processes and with one another in a given jurisdiction, qualitative and anecdotal information is also gathered in the form of telephone and online surveys and individual interview sessions. The data collected are intended to explain the quantitative results from purchasing and procurement data to provide insight into purchasing trends that might explain the modus operandi of disparities, how they work, and how and why they have evolved.

MGT's experience conducting disparity studies and analyzing respondents' replies to telephone and qualitative surveys have revealed that according to respondents, race, ethnicity, and gender are an underlying factor in four response trends over time that have prevailed universally from disparity study to disparity study. These trends have been organized around four general disparity barrier themes:

1. Majority-/minority organizational capacity;
2. Majority/minority access to credit, commercial loans, and other financing to grow business capacity;
3. Majority and minority firm longevity (i.e., age);
4. Level of education, training, and experience of majority versus minority business owners.

These four trends have persisted regardless of jurisdiction size, geography, population (urban or rural), or political tendencies and in dozens of jurisdictions. Of course, there is some overlap across trends but whether or not these are mutually exclusive categories or related, in efforts to reduce disparities, their contribution to our understanding of the root causes of majority/minority disparities may be better informed if we perceive them as parts of a much larger discrimination phenomenon, as described throughout this disparity study.

7.3 Methodology

MGT used a combination of surveys, community meetings, focus groups, and in-depth, one-on-one interviews with businesses to collect qualitative data that are analyzed to identify issues and concerns common to businesses in the market area. In addition to the qualitative data collection from area businesses, MGT, the City, and Housing Authority identified area trade associations and business organizations, referred to as stakeholders for this report, whose insights would be valuable to understanding the dynamics and perceptions of the vendor community. MGT conducted in-depth interviews with area trade associations and business organizations to gather anecdotes on their perceptions of the City or Housing Authority's procurement process and the impact of the M/WBE programs on M/WBE and non-M/WBE firms in the market area. While the courts do not require the collection of these anecdotes, input from advocacy and professional development organizations gives a third-party perspective of M/WBE issues. It broadens the collection of M/WBE firms' experiences doing business or attempting to do business with City or Housing Authority.

7.3.1 Community Outreach

MGT worked with City and Housing Authority to create and execute a community outreach plan that included various outreach methods to inform and encourage the business community's involvement and engagement in the qualitative data collection activities. To ensure maximum reach to the relevant market area, MGT developed a master vendor database of firms that incorporated data sets from the City and Housing Authority's vendor database; membership lists provided by area trade associations and business

organizations; and vendor and certification lists collected from other public agencies to establish a base for the outreach efforts. This database was created to ensure that a broad range of firms in the marketplace were notified about the qualitative data collection activities. Outreach to stakeholders (trade associations and business organizations) was beneficial to the outreach efforts because their assistance extended communication efforts to inform and engage the business community in qualitative activities by disseminating community meeting notices and study update notices. Stakeholders were asked to provide their feedback on the M/WBE programs and procurement processes from the perspective of the objectives of City or Housing Authority.

Stakeholders were also asked to provide MGT with a copy of membership or vendor lists used to help build the master vendor outreach database. The organizations and associations included in these efforts are identified in **Appendix I, List of Trade Associations and Business Organizations**.

Outreach methods included:

- ◆ Email blasts to notify stakeholders of qualitative data collection activities and encourage their members to participate.
- ◆ Email blasts to the business community to increase awareness and engagement.

7.3.2 Qualitative Research and Anecdotal Data Collection

MGT's sampling methodology for in-depth interviews and business surveys randomly selected firms from the study's master vendor database¹⁷⁶. The samples were stratified by the number of firms, business ownership classification, and business industry. The database was cross-referenced with previous extractions to avoid contacting businesses multiple times to ensure that firms did not participate in more than one qualitative data collection activity. Receiving single anecdotal accounts from only one business allows for a broader collection of unique experiences. The qualitative analysis is not steered to the particular interests of a small group of participants. Receiving single anecdotal accounts from business only once allows for a broader perspective of unique experiences that allow for the examination of patterns and trends. The interviews provided more latitude for additional information on issues unique to the respondents' experiences than the community meetings or surveys. The interviewer did not attempt to prompt or guide responses from the participants, although follow-up questions were asked to obtain further clarification or information as necessary and appropriate. Before the interviews began, each participant attested that their responses were given freely and were true and accurate reflections of their experience with City or Housing Authority or its prime contractors.

7.3.3 Business Survey

The business survey asked respondents to provide information on business ownership, demographics, and structure; work bid or performed as prime contractors with City or Housing Authority; work bid or performed as subcontractors to City or Housing Authority prime contractors; whether the respondent firm bid or performed work in the private sector; and any perceived barriers to include discrimination to doing business with City or Housing Authority or its primes that the respondents believed they had

¹⁷⁶ See Chapter 5, Product Market, Utilization, and Disparity Analyses for explanation.

experienced during the study period. The survey was administered via telephone and online to a randomly selected list of firms.

MGT attempted to collect data in proportion to the distribution of M/WBEs and non-M/WBEs in the relevant market area. The survey of vendors questionnaire is included in this report as **Appendix E, Business Survey Instrument**. The data from the survey responses were analyzed to determine the types of firms represented in the findings included in this chapter. These survey demographics are included in **Appendix F, Vendor Survey Results**.

7.3.4 Community Meetings

Area businesses and stakeholders were invited to attend virtual community meetings to learn about the study and provide qualitative input on doing business with City or Housing Authority and in the marketplace. Due to the COVID-19 pandemic, MGT conducted two virtual community meetings. The community meetings were open to all businesses in the market area. Firms that participate in the community meetings may not be able to fully expound on their experience due to time limitations. Therefore, they are potentially contacted during other qualitative data collection activities for MGT to gain additional insight into their experiences.

7.3.5 In-Depth Interviews

The in-depth interviews were individual interviews with M/WBE, non-M/WBE, veteran business owners, disabled business owners, and persons that identify as LGBTQ. The in-depth interviews were focused on gathering information about the firms' experiences attempting to conduct business with City or Housing Authority (both directly as a prime or as a subcontractor). During the interviews, MGT gathered demographic information such as the firm's primary line of business, ethnicity, gender, education/training background of the owner, business history, size, and gross revenues during a selected calendar or fiscal year. The in-depth interviews were structured settings where an interviewer or facilitator used an interview guide (**Appendix G**) to obtain input from participants. Their anecdotes are incorporated in **Section 7.5** of this chapter.

7.3.6 Focus Groups

Focus groups permitted conversation with a diverse smaller group of business owners and representatives. MGT conducted five focus groups with area businesses to discuss topics concerning their experience doing business with the City, Housing Authority, primes, and/or in the private marketplace. The focus groups were structured settings where an interviewer or facilitator used an interview guide (**Appendix H**) to obtain input from participants. Their anecdotes are incorporated in **Section 7.5** of this chapter.

7.4 Qualitative Results

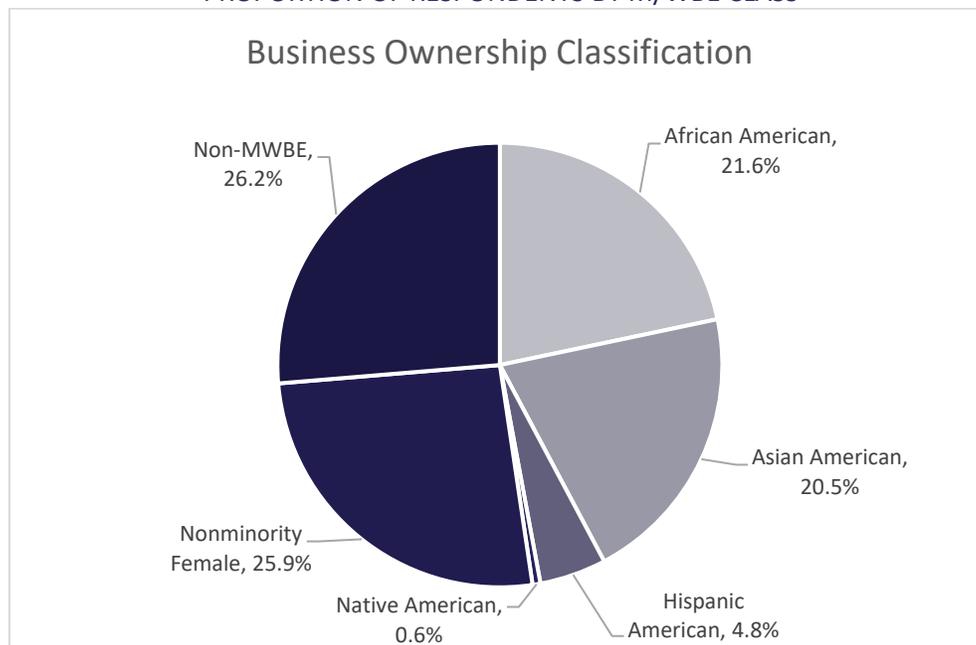
7.4.1 Community Meetings, Interviews, and Focus Groups

During the course of the study, 57 business owners and representatives representing varying industries, including construction, goods, engineering, and consulting participated in either a community meeting, in-depth interview, or focus group. These activities were inclusive of minority, women, LGBTQ, veterans, disabled and non-M/WBE firms.

7.4.2 Business Surveys

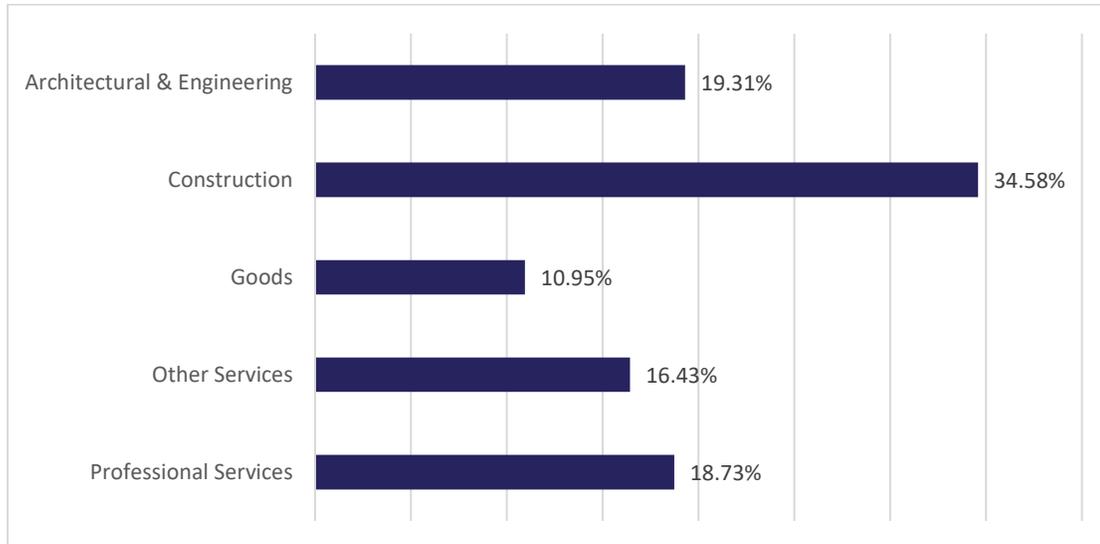
The survey collected 357 responses from firm owners and representatives in City or Housing Authority’s relevant market areas. **Figure 7-1** provides respondents' race, ethnicity, and gender. M/WBE firms accounted for 73 percent of the total respondents. LGBTQ-, Disabled-, and Veteran-owned businesses were captured in their specific ownership classification in Figure 7-1. Survey respondents that were DOBE accounted for 2.31 percent, LGBTQBE accounted for 0.58 percent, and VOB accounted for 6.63 percent. The industries or business categories represented are listed in **Figure 7-2**. Construction was the most prominent industry represented at 35 percent, Architecture and Engineering at 19 percent, Professional Services at 18 percent, Other Services at 16 percent and Goods at 11 percent.

FIGURE 7-1. SURVEY OF VENDORS
DEMOGRAPHICS:
PROPORTION OF RESPONDENTS BY M/WBE CLASS



Source: Business Surveys, SkyBase7 & Online Surveys.

FIGURE 7-2.
SURVEY OF VENDORS
DEMOGRAPHICS:
PROPORTION OF RESPONDENTS BY INDUSTRY



Source: Business Surveys, SkyBase7 & Online Surveys.

7.5 Barriers to Doing Business

Barriers that prevent firms can be assessed in two ways. First is whether the barrier is caused by discrimination or second, if the barriers is a normal hurdle of being in business. In this study, we focus on those barriers that are inferred to be discriminatory. Our research included a line of questions as to what prevents minority and women businesses in gaining contracts as compared to non-minority- owned firms. One such barrier is survey respondents that were subcontractors indicated that primes seldomly solicited their firm to bid on projects without M/WBE goals compared to those with M/WBE goals. The survey sought to determine if prime contractor behavior was the same when projects applied M/WBE goals versus projects without goals. Twenty-three percent of the minority firms responded that they are never or seldomly asked to bid on contracts without M/WBE goals. This occurs with Nonminority Women only three percent of time.

Minority and women businesses that participated in the focus groups and in-depth interviews expressed that barriers they experience are prequalification requirements, bonding, and the informal network of prime vendors and subcontractors that exclude their firm from doing business. **Table 7-1** highlights M/WBE survey respondents expressed the impact of barriers for them compared to non-M/WBE firms. The percentages in the table below represents the percentage of the firms within their business ownership classification. The numerical numbers represent the number of firms that responded that they experience barriers to doing business or attempting to business with the City. **Table 7-2** reflects firms' response to barriers to doing business with the Housing Authority.

TABLE 7-1.
BARRIERS IDENTIFIED BY SURVEY RESPONDENTS
CITY OF BALTIMORE

City of Baltimore	African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE
Prequalification requirements	13.64% 9	19.70% 13	0.00% 0	0.00% 0	3.80% 3	2.53% 2
Bond requirements	10.45% 7	16.67% 10	8.33% 1	0.00% 0	2.53% 2	2.53% 2
Proposal/bid specification	13.43% 9	24.19% 15	8.33% 1	100.00% 1	8.86% 7	3.80% 3
Short or limited time given to prepare bid package or quote	8.96% 6	26.23% 16	23.08% 3	100.00% 1	3.80% 3	3.80% 3
Unnecessarily restrictive contract specifications	13.43% 9	23.81% 15	8.33% 1	100.00% 1	1.27% 1	1.27% 1
Meeting M/WBE program requirements	4.48% 3	8.20% 5	8.33% 1	100.00% 1	1.27% 1	2.53% 2
Identifying M/WBE firms	3.08% 2	8.33% 5	0.00% 0	100.00% 1	0.00% 0	1.27% 1
Selection process/evaluation criteria	7.58% 5	21.67% 13	16.67% 2	100.00% 1	1.27% 1	2.53% 2
Insurance requirements (general liability, professional liability, etc.)	4.55% 3	9.68% 6	7.69% 1	100.00% 1	0.00% 0	1.27% 1
Cost of bidding/proposing	6.06% 4	13.56% 8	8.33% 1	0.00% 0	1.27% 1	1.27% 1
Price of supplies/materials	7.69% 5	10.00% 6	0.00% 0	100.00% 1	1.27% 1	0.00% 0
Competing with large companies	31.34% 21	41.54% 27	33.33% 4	100.00% 1	17.72% 14	8.86% 7
Financing	6.15% 4	14.52% 9	8.33% 1	100.00% 1	0.00% 0	0.00% 0
Lack of experience	4.62% 3	4.92% 3	0.00% 0	0.00% 0	1.27% 1	0.00% 0
Contract too large	16.42% 11	9.68% 6	0.00% 0	0.00% 0	3.80% 3	2.53% 2
Informal network of prime contractors and subcontractors that has excluded my company from doing business	22.73% 15	30.00% 18	15.38% 2	0.00% 0	10.13% 8	6.33% 5
Changes in the scope of work (after work began)	12.12% 8	8.62% 5	15.38% 2	0.00% 0	6.33% 5	1.27% 1
Slow payment or non-payment for project work	28.79% 19	37.10% 23	23.08% 3	100.00% 1	15.19% 12	12.50% 10

Source: Business Surveys, SkyBase7 & Online Surveys.

TABLE 7-2.
BARRIERS IDENTIFIED BY SURVEY RESPONDENTS
HOUSING AUTHORITY OF BALTIMORE CITY

Housing Authority of Baltimore City	African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE
Prequalification requirements	0.00% 0	9.68% 3	20.00% 2	0.00% 0	4.17% 1	0.00% 0
Bond requirements	4.35% 2	13.79% 4	0.00% 0	0.00% 0	4.17% 1	0.00% 0
Proposal/bid specification	11.90% 5	24.14% 7	0.00% 0	0.00% 0	16.67% 4	3.57% 1
Short or limited time given to prepare bid package or quote	4.88% 2	23.08% 6	0.00% 0	0.00% 0	4.35% 1	3.57% 1
Unnecessarily restrictive contract specifications	4.88% 2	11.54% 3	0.00% 0	0.00% 0	4.17% 1	0.00% 0
Meeting M/WBE program requirements	0.00% 0	3.23% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Identifying M/WBE firms	0.00% 0	9.38% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Selection process/evaluation criteria	0.00% 0	24.14% 7	0.00% 0	0.00% 0	0.00% 0	3.57% 1
Insurance requirements (general liability, professional liability, etc.)	2.33% 1	3.13% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Cost of bidding/proposing	0.00% 0	16.13% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Price of supplies/materials	7.14% 3	12.50% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Competing with large companies	13.51% 5	44.44% 12	22.22% 2	0.00% 0	31.82% 7	7.14% 2
Financing	0.00% 0	6.90% 2	11.11% 1	0.00% 0	0.00% 0	0.00% 0
Lack of experience	0.00% 0	3.03% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Contract too large	4.76% 2	9.09% 3	20.00% 2	0.00% 0	0.00% 0	0.00% 0
Informal network of prime contractors and subcontractors that has excluded my company from doing business	2.56% 1	37.93% 11	30.00% 3	0.00% 0	16.67% 4	0.00% 0
Changes in the scope of work (after work began)	4.65% 2	9.68% 3	0.00% 0	0.00% 0	8.33% 2	0.00% 0
Slow payment or non-payment for project work	15.79% 6	30.77% 8	20.00% 2	0.00% 0	13.64% 3	3.70% 1

Source: Business Surveys, SkyBase7 & Online Surveys.

7.6 Discrimination and Disparate Treatment

The qualitative research looked to understand and identify whether M/WBE firms encountered disparate treatment or discrimination working with City or Housing Authority or their primes. While most of the firms that participated in interviews, surveys, or community meetings cannot specifically identify or prove the discrimination, they concur that the act of discrimination is prevalent because it happens too frequently.

In **Tables 7-3** and **7-4**, M/WBE survey respondents further elaborated on how they experienced various forms of disparate treatment when working on City or Housing Authority contracts, either as a prime or subcontractor.

The categories included in the table below were provided as options for describing disparate or discriminatory treatment by primes. Unequal or unfair treatment and double standards in performance were the most frequently cited experiences of M/WBE subcontractor respondents.

TABLE 7-3.
DISCRIMINATORY BEHAVIOR
CITY OF BALTIMORE

City of Baltimore	African American	Asian American/ Pacific Islander	Hispanic American or Latino	Native American/ American Indian	Nonminority Female	Non-M/WBE
Harassment on the jobsite	3.08% 2	3.23% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Unequal or unfair treatment	10.61% 7	9.68% 6	15.38% 2	0.00% 0	1.27% 1	0.00% 0
Double standards in performance	10.61% 7	10.00% 6	0.00% 0	0.00% 0	1.27% 1	0.00% 0
Denial of opportunity to bid	3.08% 2	3.39% 2	8.33% 1	0.00% 0	0.00% 0	0.00% 0
Unfair denial of contract award	3.08% 2	11.48% 7	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Unfair contract termination	6.15% 4	3.23% 2	0.00% 0	0.00% 0	1.27% 1	0.00% 0
Unequal price quotes from suppliers	1.54% 1	8.33% 5	7.69% 1	0.00% 0	0.00% 0	0.00% 0

Source: 2021 Business Surveys SkyBase7 and an online survey.

TABLE 7-4.
DISCRIMINATORY BEHAVIOR
HOUSING AUTHORITY OF BALTIMORE CITY

Housing Authority of Baltimore City	African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE
Harassment on the jobsite	2.33% 1	2.86% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Unequal or unfair treatment	0.00% 0	3.23% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Double standards in performance	0.00% 0	12.50% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Denial of opportunity to bid	2.27% 1	3.13% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Unfair denial of contract award	0.00% 0	9.38% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Unfair contract termination	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Unequal price quotes from suppliers	0.00% 0	6.45% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0

Source: 2021 Business Surveys SkyBase7 and an online survey.

7.7 M/WBE Challenges in the Procurement Process

Small minority, and female-owned firms that participated generally do not bid on public work due to the challenges of identifying opportunities or the documentation required to respond to bids and proposals. Many firms stated that they are successful and prefer competing in the private sector because the process is more straightforward, the requirements are streamlined, and decisions are more direct.

In the successive sections, findings are generally organized around themes of concerns expressed by vendors, with evidence divided between (1) items identified through qualitative input from qualitative research participants (interviews and open-ended comments) and (2) quantitative summaries of perceptions collected through the business surveys. In some cases, content is limited to one category of findings based on the scope of the information collected through either medium.

Companies can specifically target small, minority, and women businesses in the private sector so they don't compete against larger firms. Of the survey respondents that bid as prime or direct vendors to City or Housing Authority, competing with large companies is a huge barrier to doing business with City or Housing Authority. Larger firms have depth of resources and more work where they can be more flexible in their pricing.

A Hispanic-owned professional services firm owner stated that the City's minority and women business program isn't helpful because it does not address the low-bidding requirement. His major suggestions to the city are:

- *To create a system with larger targeted percentages for minority, women, LGBTBE, disabled and veterans and include a price preference for these firms so that they would not be underbid by larger companies that can afford to do so.*
- *Better educating procurement staff so that bid criteria (total contract amount and anticipated salary for various positions) are realistic.*

A Nonminority Women owner of a service firm stated that the City's procurement lacks transparency and consistency in the RFP development. The buyer does not understand what they are asking for and do not take suggestions well. This makes it difficult for businesses to provide appropriate pricing.

An African American owner stated that bid requirements of three years of similar projects and similar size has a direct impact on minority businesses who are not able to win contracts with the City. The City then can continue to work with the same non-minority firms over again.

An Asian American of an engineering firm recommend that the city and Housing Authority distribute a forecast of procurement opportunities so MWBE firms can prepare for and identify potential partners for upcoming bids.

7.8 Prime Contracting Behavior

Participants overwhelmingly agreed that primes that solicit bids for public sector work were not soliciting M/WBE firms for private projects. This was the case for M/WBE firms that were not provided opportunities to bid on public projects without M/WBE goals. Good ole boy or informal networks often exclude M/WBE firms from bidding opportunities. In addition, there are multiple experiences where M/WBE firms stated that when primes receive payment, they do not quickly pay their subcontractors, if at all. **Table 7-5** below details survey respondents' experiences with primes when projects do not include M/WBE goals.

7.8.1 Survey Responses

TABLE 7-5.
PRIMES INCLUSION OF M/WBE FIRMS WITHOUT GOALS

	African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE
Very Often	4 9.09%	4 9.30%	1 11.11%	0 0.00%	3 10.71%	7 17.95%
Sometimes	12 27.27%	7 16.28%	2 22.22%	0 0.00%	4 14.29%	3 7.69%
Seldom	13 29.55%	10 23.26%	2 22.22%	1 100.00%	7 25.00%	1 2.56%
Never	10 22.73%	18 41.86%	3 33.33%	0 0.00%	4 14.29%	14 35.90%
Don't Know	5 11.36%	4 9.30%	1 11.11%	0 0.00%	10 35.71%	14 35.90%

Source: 2021 Business Surveys SkyBase7 and online survey.

Prime behavior is further revealed when they drop M/WBE firms from contracts after award. **Table 7-6** indicates that African American owned businesses are more likely to be dropped from utilization once the contract they are included in is awarded to the prime on both City or Housing Authority and non-City or Housing Authority projects.

TABLE 7-6.
M/WBE FIRMS DROPPED AFTER AWARD

	African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE
Yes	16 22.86%	15 21.43%	4 23.53%	1 50.00%	3 3.41%	0 0.00%
No	51 72.86%	54 77.14%	12 70.59%	1 50.00%	82 93.18%	82 92.13%
Not applicable	1 1.43%	0 0.00%	0 0.00%	0 0.00%	1 1.14%	3 3.37%
Don't know	2 2.86%	1 1.43%	1 5.88%	0 0.00%	2 2.27%	4 4.49%

Source: 2021 Business Surveys SkyBase7 and an online survey.

7.8.2 Experiences from M/WBEs on Prime Behavior

A few of the anecdotes on prime behavior include:

An African American construction owner stated that they experienced racism and unfair treatment from general contractors. The firm's experience includes bid shopping and putting growing MWBE firms out of business by delaying payment and creating other unwanted reasons for not paying subcontractors. This firm recommends:

- *The City closely monitor subcontractor participation to ensure they are being treated fairly and paid on time*
- *Create sole source competitive contracts for minorities on smaller contracts*
- *Do not include LGBTQ, disabled or veteran goals to the program. This would dilute the opportunities for Black businesses.*

An African American construction owner stated that contract work with the Housing Authority under the Section 3 program is better for their company because they can fairly negotiate change orders and their payments are consistent and on time.

A Nonminority woman that owns a services company states that she is encouraged to bid on HABC and City contracts as a subcontractor. The firm owner continued by stating that she is treated fairly by primes which are mostly Caucasian owned.

An African American owner of a goods and services firm stated that a prime wanted them to sign a blank form the day prior to an RFP response was to be submitted. A few months later I got a call from somebody that worked with the City that wanted to see how the project went and if we got paid for what we were supposed to do. The price that the City had was larger than what we were paid. I offered to send my subcontract and they said, "No thanks. That's okay. We appreciate it. Have a good day," and they hung up the phone.

7.9 Financial Barriers

There was a common theme of many frustrations around timing of payments from the City in particular. Participants stated that late payments by the City are excessive which impacts the primes paying their subcontracts. Limited access to capital and inconsistent cash flow impacts M/WBE and small firms' ability to complete projects, apply for and receive bonds, hire employees, and operate their businesses. Similarly, cash flow becomes a barrier for M/WBE firms, notably smaller M/WBE firms, because it limits the amount of work they can bid on. Acquiring bonding for projects continues to be a financial barrier for M/WBE firms that not only want to be become primes but also limits their ability to scale up to larger subcontracts.

An African American owner of a goods and services firm stated they were denied a line of credit by the bank they had been working with for 15 years. They felt the denial was discriminatory and they changed to a small community bank where they secured a line of credit.

An African American owner of a construction firm stated that bonding is a barrier to growing their business. The firm only seeks to bid on projects that meets their limited bonding capacity.

Tables 7-7 and **7-8** illustrate survey responses of firms that stated they have bonding capacity and the aggregate bonding levels of M/WBE firms.

7.9.1 Survey Responses

TABLE 7-7.
FIRMS WITH BONDING

	African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE
Yes	45.21% 33	47.89% 34	58.82% 10	50.00% 1	47.19% 42	47.78% 43
No	35.62% 26	38.03% 27	35.29% 6	50.00% 1	42.70% 38	40.00% 36
Have Not Applied for Bonding	8.22% 6	12.68% 9	5.88% 1	0.00% 0	3.37% 3	1.11% 1

Source: 2021 Business Surveys SkyBase7 and an online survey.

M/WBE survey respondents generally have lower aggregate bonding capacity than non-M/WBE firms, as shown in **Table 7-8** below. The aggregate bonding for M/WBEs decreases as the limits increase.

TABLE 7-8.
BONDING CAPACITY

	African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE
<\$100k	3.03% 1	5.88% 2	0.00% 0	0.00% 0	2.38% 1	0.00% 0
\$100k-\$250k	0.00% 0	2.94% 1	10.00% 1	0.00% 0	0.00% 0	0.00% 0
\$250k-\$500k	9.09% 3	8.82% 3	0.00% 0	0.00% 0	2.38% 1	0.00% 0
\$500k-\$1M	27.27% 9	17.65% 6	20.00% 2	0.00% 0	33.33% 14	16.28% 7
\$1M-\$1.5M	12.12% 4	29.41% 10	30.00% 3	100.00% 1	30.95% 13	30.23% 13
\$1.5M-\$3M	18.18% 6	8.82% 3	10.00% 1	0.00% 0	4.76% 2	11.63% 5
\$3M-\$5M	6.06% 2	8.82% 3	20.00% 2	0.00% 0	11.90% 5	4.65% 2
>\$5M	9.09% 3	8.82% 3	10.00% 1	0.00% 0	9.52% 4	18.60% 8

Source: 2021 Business Surveys SkyBase7 and an online survey.

7.9.2 Discrimination and Disparate Treatment

Comments gathered from interview and community engagement participants highlight their financial barriers to doing business.

A LGBTQBE services firm owner stated that when it became known that they were LGBTQ they lost some business. However, they gained new clients in the LGBTQ community.

An African American construction specialty company stated that they had on a Housing Authority project where the general contractor's superintendent did not like African Americans or women. The superintendent was verbally abusive and suggested that the firm hire a Hispanic crew because the superintendent felt they would do a better job than the African American crew onsite.

7.10 Stakeholder Engagement

7.10.1 Stakeholder Outreach

Outreach to stakeholders (trade associations and business organizations) was beneficial to the outreach efforts because their assistance extended communication efforts to inform and engage the business community in qualitative activities by disseminating community meeting notices and study update

notices. Stakeholders were asked to provide their feedback on the M/WBE programs and procurement processes from the perspective of the objectives of City or Housing Authority.

Generally, the associations and organizations share common assessments on M/WBE business development and barriers.

- ◆ Barriers are technical knowledge of running a business, access to capital – especially for very small or sole proprietor businesses.
- ◆ The City and Housing Authority should host activities and events to encourage relationship building.
- ◆ Establish relationships with area associations and organizations to assist the City and Housing Authority meet their objective of growing businesses.

Involving area trade associations and business organizations (stakeholders) that provide advocacy for and professional development to businesses in similar services in the City or Housing Authority market area is essential to the success of City or Housing Authority’s program objectives. For this study, trade organizations and business associations assisted with outreach and provided insight into minority and women business growth, development, and barriers they face in the marketplace.

7.11 Summary

The evidence from the qualitative and anecdotal activities was consistent with the other evidence reported throughout this study. The qualitative evidence suggests that M/WBEs face discriminatory barriers to full and equitable participation in public and private sector contracts in the City or Housing Authority market area. These activities have yielded the types of evidence that the courts have found to be highly probative in deciding whether an entity such as City or Housing Authority has been or continues to be a passive participant in a discriminatory market area. This is particularly true when considered in conjunction with the other statistical and quantitative evidence provided in this report.

Firms were also split on whether the M/WBE Program aid with M/WBE growth. Those who agreed stated they would not have been invited if not for the program; others say they do not get invited or City or Housing Authority does not provide oversight. Subcontractors do not receive notification of opportunities that would be helpful to reach out to primes.

Qualitative data were collected using multiple methods and included a broad reach of diverse businesses and business industries. Feedback from many businesses had common themes regarding their experiences working or attempting to work with City or Housing Authority, such as competing with large firms, incumbent firms holding legacy contracts, and enforcement of the policies established to eliminate unfair treatment that prevents M/WBE firms from building their businesses. The anecdotes from this broad population of businesses can provide a footprint of policies and procedures that could meet the need of businesses in the market area.

8 Commendations and Recommendations

8.1 Introduction

The City of Baltimore engaged MGT Consulting Group (MGT) to conduct its **Disparity Study** to determine if there is a disparity between the number of viable minority- and woman-owned businesses that are ready, willing, and able to perform Construction, Architecture and Engineering, Professional Services, Goods and Other Services contracts, and the numbers of these same business types who are actually participating in these same types of contracts with the City of Baltimore (City).

Chapter Sections	
8.1	Introduction
8.2	Commendations and Recommendations
8.3	Conclusions

Within the context of studying the City’s procurement practices, the study was conducted in a manner consistent with disparity study best practices, controlling local legal precedents, and constitutional law in order to properly advise the City about the legal basis for potential remedies, if necessary. MGT’s methodology included a review of disparity studies legal framework, a policy and procedures review, analyses of utilization, availability, and statistical disparity, anecdotal research, private sector analyses, and findings, commendations, and recommendations.

Strict scrutiny requires the City’ study to have evidence of M/WBE utilization and the success of M/WBE in gaining business in the marketplace. The results of this study and conclusions drawn are presented in detail in **Chapters 3** through **7** of this report. This chapter summarizes the evidence on the central research question: *Is there factual predicate evidence for the continuation of a race- and gender-conscious M/WBE program for the City?* MGT’s findings and evidence are based on fact finding to analyze the City’s procurement trends and practices between July 1, 2014 (FY15) through June 30, 2019 (FY19); evaluation of the impact of race-and gender-neutral remedial efforts; and evaluation of options for future program development. *MGT found sufficient evidence of disparity to recommend the continuation of a narrowly tailored race- and gender-based procurement program to address identified disparities.*

8.2 Commendations and Recommendations

The City of Baltimore is commended for investing the resources and providing the guidance, direction, and support to ensure the delivery of a study that is legally supportable and actionable. The disparity study conducted by MGT resulted in identifying several initiatives currently in place to increase access and opportunities for the City’s diverse community of minority- and women-owned businesses. Most of the following recommendations are based on multiple findings and do not necessarily tie to one finding. The recommendations are presented according to race- and gender-neutral measures and race- and gender-based measures.

8.2.1 Race – and Gender–Neutral Recommendations

A: Staff Training on Business Formation

To understand common business barriers the City staff that interacts with businesses should understand the functions of business operations from how bidding is completed for each industry to the capital needed for different industries.

B: Improve Payment Terms on City Contracts

The City should be commended for mandating the prompt payment of 30 days with an approved invoice. However, firms that work on City contracts are frustrated with the processing time of submitted invoices. M/WBE subcontracts are experiencing the direct impact of slow payments cycles by the City because that slower cycle means that subcontractors must wait longer for their payment.

C: Implement a Contract Compliance Software System

The City should be commended on acquiring a contract compliance system. We recommend that in its implementation all vendors are required to utilize the system to report all subcontract utilization and payments. This system should be utilized by all City departments to enter and monitor their contracts.

D: Reorganizing the Minority and Women’s Business Opportunity Office

The M/WBE ordinance should be amended to place the Minority and Women’s Business Opportunity Office (“MWBOO”) under the Office of the Mayor as a standalone agency. The office is currently a small division of the City Law Department, which is and has been a limiting factor with regards to funding. As a direct report to the Mayor, the MWBOO will be better positioned to receive the funding needed to carry out its statutorily mandated responsibilities.

The Mayor’s Office of Minority and Women-Owned Business Development (“MWBD”) should be placed in the MWBOO and report directly to the Chief. MWBD should continue its outreach and advocacy functions. The two offices with similar names but different functions have always been a source of confusion for businesses and individuals seeking to do business with the City of Baltimore, and particularly those with M/WBE questions. Combining the two offices will result in a more efficient use of scarce resources.

8.2.2 Race – and Gender– Based Recommendations

A: M/WBE Prequalification Requirements

The Office of Boards and Commissions (“OBC”) should be made a unit within MWBOO. OBC is responsible for prequalifying all construction-related contractors and design consultants seeking to perform services of \$50,000 or greater on Baltimore City contracts. Questions about an M/WBE’s technical capability and financial capacity to perform satisfactory work for the City as a prime, and as a subcontractor on certain contracts, can be readily determined if the databases of the two offices are combined. Certification and prequalification of contractors should be a centralized activity.

B: Networking and Procurement Events

Realizing that the COVID-19 pandemic suspended M/WBE outreach and engagement, the City should create and host events that will provide upcoming procurement opportunities in all industries, not just construction. The City should partner with technical or professional organizations in the area to offer instruction for M/WBEs seeking to scale their business.

C: Adopt Annual Aspirational M/WBE Goals

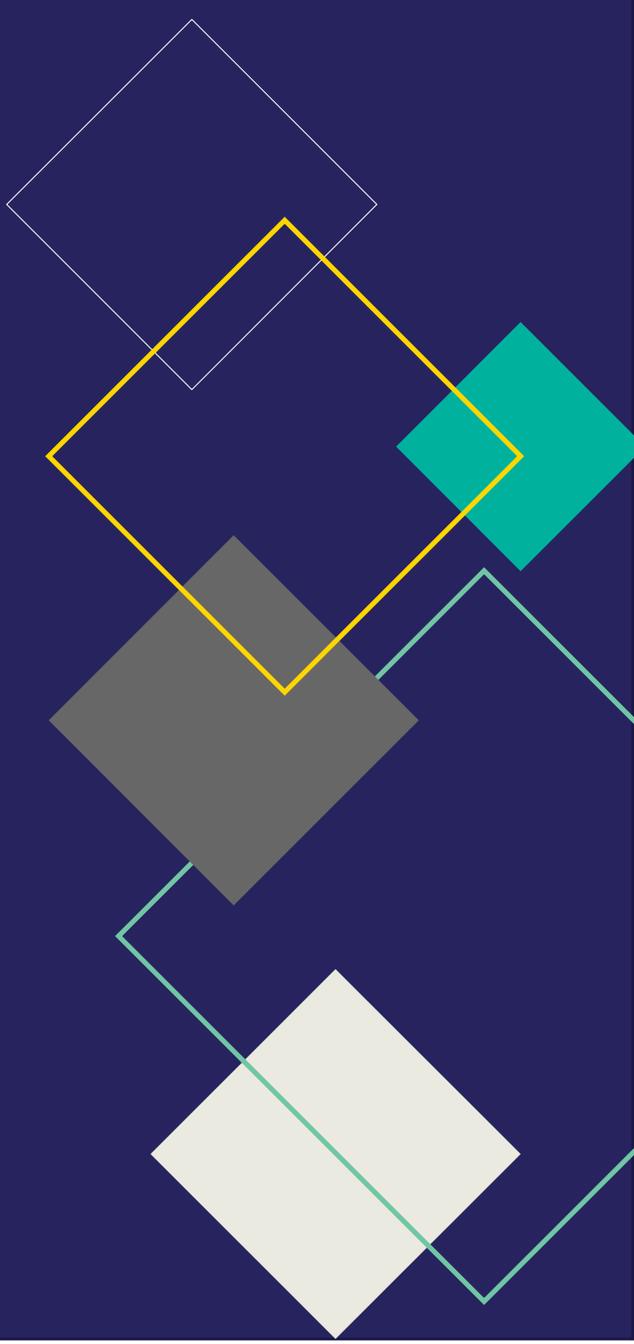
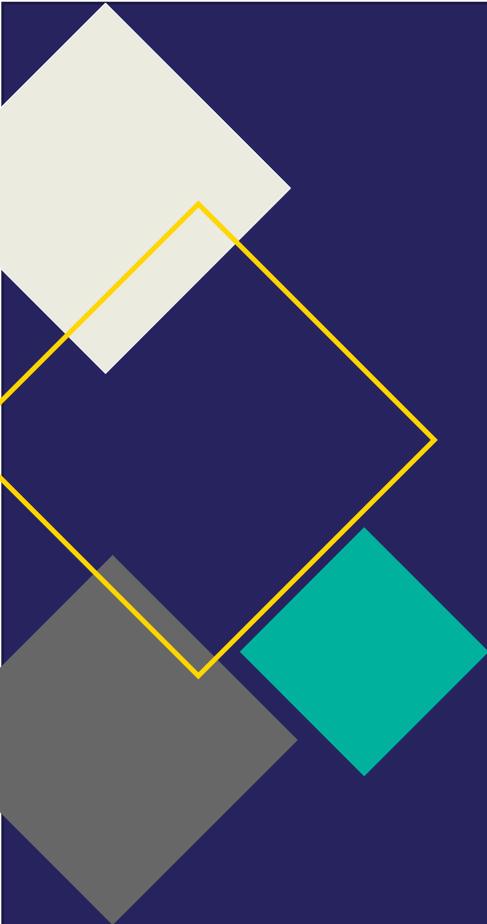
Estimates of M/WBE availability in the City's market area provide the starting point for citywide annual aspirational goals for contracting across all industry categories. As the City continues to review its achievement toward the annual aspirational goals, it should assess whether race- and gender-based remedies are necessary for all industry categories. Proposed goals are recommended at 25 percent for MBE firms and 15% for WBE firms. The proposed goals are based on a weighted average of utilization and availability. Aspirational goals are based on an accumulation of all spending within the City and should not be applied rigidly to every individual procurement. Future adjustments to citywide aspirational goals should be based on relative availability and adjusted as needed.

D: Continue the M/WBE Program Sunset Review Process

The City of Baltimore should continue to require the review of the Program to determine if an evidentiary basis to continue every five years and that it should be continued only if there is strong evidence that discrimination continues to disadvantage M/WBEs in the relevant market area.

8.3 Conclusion

The City of Baltimore 2022 Disparity Study provides legally supportable factual predicate evidence for a narrowly tailored minority and woman-owned program. As documented throughout the entirety of the study, disparities throughout the utilization, private sector, and qualitative analyses were ascertained for minority-owned businesses (MBE), and women-owned businesses (WBE) in the City's business markets. There was not enough data to identify disparity of VOB, DOBE, and LGBTQ businesses in the market. Any program efforts must be narrowly tailored to rectify the issues identified in this report.



City of Baltimore

2022 Disparity Study

AUGUST 26, 2022

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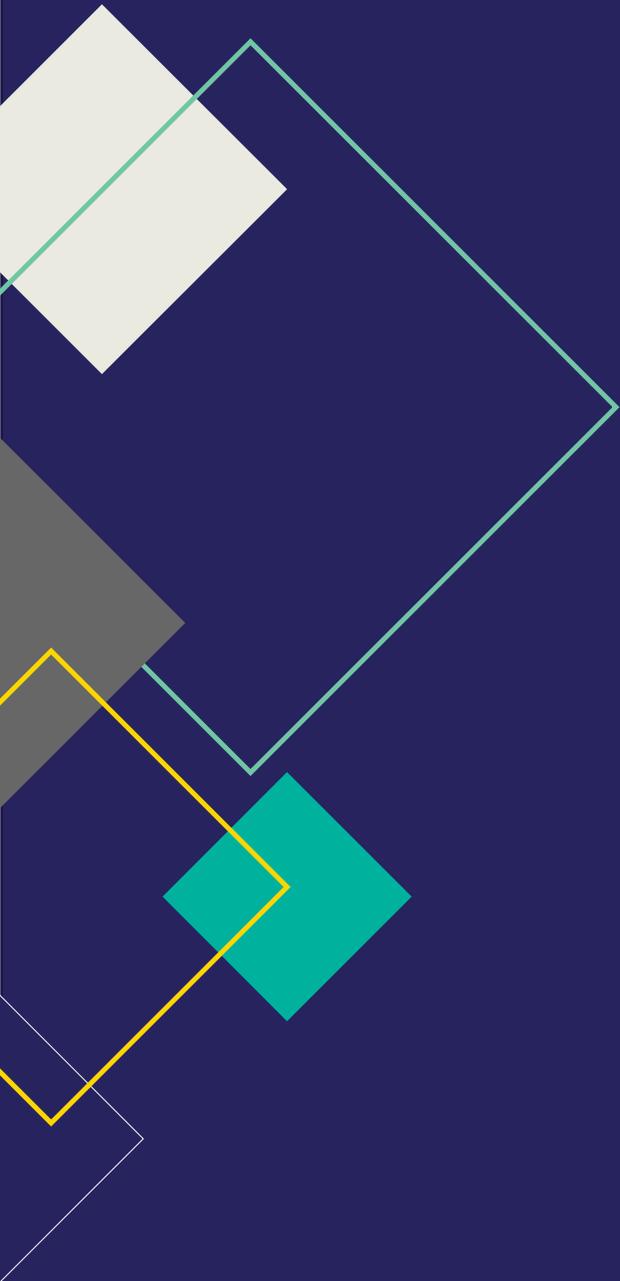


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Appendix A

Glossary of Terms

This glossary contains definitions of common terms and acronyms used throughout the City's **2022 Disparity Study**. Additional and more detailed definitions can be found in various chapters of the report.

Anecdotal	A personal account of experiences of businesses doing business with or attempting to do business with the City collected through surveys, interviews, and public hearings.
Aspirational Goal	A benchmark percentage of spending by an agency with a particular group over a period of time. The aspirational goal is typically an annual goal.
Anecdotal Database	A compiled list of utilized firms, registered vendors, and certification lists developed from several different sources, including Dun & Bradstreet. This list was used to develop the pool of available firms to participate in the anecdotal activities.
Awards	Awards reflect anticipated dollar amounts a prime contractor or vendor are scheduled to receive upon completion of a contract.
Combined Statistical Area	Combined Statistical Area (CSA) are geographic entities defined by the U.S. Office of Management and Budget (OMB) for use by Federal statistical agencies in collecting, tabulating, and publishing Federal statistics.
Contract	All types of the City agreements, to include direct payments and purchase orders, for the procurement of goods and services.
Custom Census	Custom census involves using Dun & Bradstreet as a source of business availability. A short survey is conducted on a random sample of firms supplied by Dun & Bradstreet, requesting specific information, i.e., ethnic and gender status, willingness to work on City projects.
DBE	An acronym for a Disadvantaged Business Enterprise. A DBE is a for-profit business which is at least 51% owned and controlled by one or more socially or economically disadvantaged individuals, whose personal net worth does not exceed the US Department of Transportation's current threshold.
Direct Payment	Payment made to prime contractors or vendors without the development of a contract.
Disparity Index/ Disparity Ratio	The ratio of the percentage of utilization and the percentage of availability for a particular demographic group times 100. Disparities were calculated for primes and subcontractors for each of the business categories.

Disparity Study	A study that reviews and analyzes the utilization and availability of disadvantaged, minority- and women-owned businesses in a particular market area to determine if disparity exists in the awarding of contracts to minority and women business enterprises by a public entity.
Expenditures	Expenditures are payments made by the City to primes and payments made by primes to subcontractors.
Good Faith Efforts	Documented evidence of the primes' efforts to meet established project goals to contract with M/WBE firms.
Intermediate Scrutiny	The second level of federal judicial review to determine whether certain governmental policies are constitutional. Less demanding than "strict scrutiny."
Lowest Responsible, Responsive Bidder	An entity that provides the lowest price, has responded to the needs of the requestor, and has not violated statutory requirements for vendor eligibility.
M/WBE	An acronym for a minority, or woman-owned business enterprise. An MWBE is a business that is at least 51% owned and operated by one or more individuals who are African American, Asian American, Hispanic American, Native American or Nonminority Women.
Master Utilization Database	A database that maintains firms who have conducted business with the City and were paid by the City for goods and services.
MBE	An acronym for a minority-owned business enterprise. An MBE is a business that is at least 51% owned and operated by one or more individuals who are African American, Asian American, Hispanic American, or Native American.
Non-M/WBE	An acronym for firms not identified as minority- or women-owned.
Passive Discrimination	The act of perpetuating discrimination by awarding contracts to firms that discriminate against minority and women-owned firms.
Prima Facie	Evidence which is legally sufficient to establish a fact or a case unless disproved or rebutted.
Prime	The contractor or vendor to whom a purchase order or contract is issued by the City.
Private Sector	The for-profit part of the national economy that is not under direct government control.
Procurement Category	The type of service or good provided under a contract awarded. The categories analyzed are Construction, Architecture and Engineering, Professional Services, Goods and Other Services.

Project Goals	Goals placed on an individual project or contract, as opposed to aspirational goals placed on overall agency spending.
Public Sector	The non-profit part of the economy that is controlled by the government.
PUMS	An acronym for Public Use Microdata Sample. PUMS contains records for a sample of housing units with information on the characteristics of each unit and each person in it. PUMS files are available from the American Community Survey (ACS) and the Decennial Census.
Purchase Order	A commercial document and first official offer issued by a buyer to a seller, indicating types, quantities, and agreed prices for products or services.
Regression Analysis	A technique for modeling and analyzing several variables when the focus is on the relationship between a dependent variable and one or more independent variables. More specifically, regression analysis helps one understand how the typical value of the dependent variable changes when any one of the independent variables is varied, while the other independent variables are held constant. For the purpose of this study, a multivariate regression analysis was used to examine the influence of an owner's race and gender on gross revenues reported by firms participating in a survey of vendors administered during the study.
Relevant Geographic Market	The geographical area where the firms that have been awarded the majority of the City contract dollars are located.
Sole Source	The contracting or purchasing of goods or services, without bidding, when performance or price competition for a product are not available; when a needed product is available from only one source of supply; or when standardization or compatibility is the overriding consideration
Statistically Significant	The likelihood that a result or relationship is caused by something other than mere random chance. Statistical hypothesis testing is traditionally employed to determine if a result is statistically significant or not. This provides a "p-value" representing the probability that random chance could explain the result. In general, a 5% or lower p-value is considered to be statistically significant.
Strict Scrutiny	The highest level of federal judicial review to determine whether certain governmental policies are constitutional. Applies to race-conscious programs.
Subcontractor	A vendor or contractor providing goods or services to a prime contractor or vendor under contract with the City.
Utilization	Examines the expenditures and awards made to primes and subcontractors in the City's geographic market area for each procurement category. The utilization data is presented as the dollars spent or awarded and the percentage of the total dollars by racial, ethnic, and gender classification.

WBE

An acronym for a women-owned business enterprise. A WBE is a business that is at least 51% owned and operated by one or more nonminority women.

Appendix B

Detailed Market Area Analyses

Geographic Product Market

TABLE B-1.
CITY OF BALTIMORE GEOGRAPHIC MARKET AREA
ALL FIRMS

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
BALTIMORE CITY, MD	\$1,145,558,354.05	33.92%	33.92%
BALTIMORE COUNTY, MD	\$502,981,692.55	14.89%	48.82%
ANNE ARUNDEL COUNTY, MD	\$400,184,226.04	11.85%	60.67%
HARFORD COUNTY, MD	\$215,549,922.91	6.38%	67.05%
MONTGOMERY COUNTY, MD	\$183,494,356.78	5.43%	72.49%
PRINCE GEORGES COUNTY, MD	\$165,032,950.11	4.89%	77.37%
HOWARD COUNTY, MD	\$128,015,547.98	3.79%	81.16%
CARROLL COUNTY, MD	\$8,634,350.62	0.26%	81.42%
QUEEN ANNES COUNTY, MD	\$4,506,379.80	0.13%	81.55%
MIDDLESEX COUNTY, MA	\$106,191,060.64	3.14%	84.70%
FREDERICK COUNTY, MD	\$47,411,888.88	1.40%	86.10%
COOK COUNTY, IL	\$46,453,524.15	1.38%	87.48%
DELAWARE COUNTY, PA	\$38,040,743.05	1.13%	88.60%
HARRIS COUNTY, TX	\$34,903,029.70	1.03%	89.64%
YORK COUNTY, PA	\$24,376,340.91	0.72%	90.36%
PRINCE WILLIAM COUNTY, VA	\$14,293,064.58	0.42%	90.78%
CLARKE COUNTY, VA	\$13,917,678.81	0.41%	91.19%
MIDDLESEX COUNTY, NJ	\$13,853,463.58	0.41%	91.60%
BUCKS COUNTY, PA	\$13,329,836.80	0.39%	92.00%
MARICOPA COUNTY, AZ	\$12,666,074.71	0.38%	92.37%
ALLEGHENY COUNTY, PA	\$12,421,951.79	0.37%	92.74%
DISTRICT OF COLUMBIA COUNTY, DC	\$10,993,866.16	0.33%	93.07%
CHARLES COUNTY, MD	\$10,593,688.47	0.31%	93.38%
LANCASTER COUNTY, PA	\$9,230,129.69	0.27%	93.65%
LOS ANGELES COUNTY, CA	\$9,146,406.76	0.27%	93.93%
FAIRFIELD COUNTY, CT	\$8,971,934.18	0.27%	94.19%
FAIRFAX COUNTY, VA	\$8,718,751.35	0.26%	94.45%
JEFFERSON COUNTY, LA	\$8,671,619.51	0.26%	94.71%
BERKS COUNTY, PA	\$7,941,689.53	0.24%	94.94%
MECKLENBURG COUNTY, NC	\$7,757,486.76	0.23%	95.17%
WAYNE COUNTY, MI	\$7,550,757.29	0.22%	95.39%
HUDSON COUNTY, NJ	\$7,392,834.75	0.22%	95.61%
SAN DIEGO COUNTY, CA	\$7,380,331.75	0.22%	95.83%
MONTGOMERY COUNTY, PA	\$6,752,826.44	0.20%	96.03%
LOUDOUN COUNTY, VA	\$5,612,037.90	0.17%	96.20%

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
ONONDAGA COUNTY, NY	\$5,486,201.51	0.16%	96.36%
CALVERT COUNTY, MD	\$4,238,176.41	0.13%	96.49%
NEW CASTLE COUNTY, DE	\$4,154,193.49	0.12%	96.61%
INTERNATIONAL	\$4,109,572.79	0.12%	96.73%
SPOKANE COUNTY, WA	\$4,008,154.95	0.12%	96.85%
DALLAS COUNTY, TX	\$3,993,932.10	0.12%	96.97%
SALT LAKE COUNTY, UT	\$3,969,910.00	0.12%	97.09%
SUSSEX COUNTY, DE	\$3,714,883.63	0.11%	97.20%
HOWARD COUNTY, IN	\$3,204,488.35	0.09%	97.29%
HILLSBOROUGH COUNTY, FL	\$3,086,344.40	0.09%	97.38%
TRAVIS COUNTY, TX	\$3,064,307.94	0.09%	97.47%
OHIO COUNTY, WV	\$2,848,688.04	0.08%	97.56%
MONMOUTH COUNTY, NJ	\$2,721,747.28	0.08%	97.64%
DAUPHIN COUNTY, PA	\$2,642,001.74	0.08%	97.72%
HENNEPIN COUNTY, MN	\$2,599,681.96	0.08%	97.79%
LUZERNE COUNTY, PA	\$2,423,434.00	0.07%	97.86%
BROWARD COUNTY, FL	\$2,220,945.05	0.07%	97.93%
JEFFERSON COUNTY, WV	\$2,137,600.18	0.06%	97.99%
SNYDER COUNTY, PA	\$1,956,745.62	0.06%	98.05%
SAN BERNARDINO COUNTY, CA	\$1,882,872.20	0.06%	98.11%
ROCKLAND COUNTY, NY	\$1,825,877.85	0.05%	98.16%
CECIL COUNTY, MD	\$1,808,477.45	0.05%	98.21%
WORCESTER COUNTY, MA	\$1,794,383.26	0.05%	98.27%
WESTMORELAND COUNTY, PA	\$1,768,103.00	0.05%	98.32%
ALAMEDA COUNTY, CA	\$1,736,451.38	0.05%	98.37%
ERIE COUNTY, NY	\$1,718,072.29	0.05%	98.42%
BOONE COUNTY, WV	\$1,679,857.25	0.05%	98.47%
WAKE COUNTY, NC	\$1,576,533.08	0.05%	98.52%
MERCER COUNTY, NJ	\$1,566,637.59	0.05%	98.57%
HAMILTON COUNTY, TN	\$1,558,200.00	0.05%	98.61%
PORTAGE COUNTY, OH	\$1,553,784.00	0.05%	98.66%
WASHINGTON COUNTY, PA	\$1,491,297.52	0.04%	98.70%
ARLINGTON COUNTY, VA	\$1,475,567.83	0.04%	98.75%
KANE COUNTY, IL	\$1,420,705.00	0.04%	98.79%
HENRICO COUNTY, VA	\$1,386,663.26	0.04%	98.83%
SAN FRANCISCO COUNTY, CA	\$1,264,668.78	0.04%	98.87%
WASHINGTON COUNTY, MD	\$1,196,959.86	0.04%	98.90%
ROWAN COUNTY, NC	\$1,151,344.00	0.03%	98.94%
CONTRA COSTA COUNTY, CA	\$988,740.00	0.03%	98.96%
NEW YORK COUNTY, NY	\$987,368.79	0.03%	98.99%
LARIMER COUNTY, CO	\$889,816.44	0.03%	99.02%
HAMILTON COUNTY, OH	\$889,164.34	0.03%	99.05%
DUPAGE COUNTY, IL	\$860,115.82	0.03%	99.07%
NIAGARA COUNTY, NY	\$855,735.73	0.03%	99.10%
MORRIS COUNTY, NJ	\$833,916.43	0.02%	99.12%
KING COUNTY, WA	\$823,670.89	0.02%	99.15%

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
SOMERSET COUNTY, NJ	\$808,686.35	0.02%	99.17%
FRANKLIN COUNTY, OH	\$780,131.40	0.02%	99.19%
VOLUSIA COUNTY, FL	\$770,736.80	0.02%	99.22%
SUFFOLK COUNTY, NY	\$770,578.22	0.02%	99.24%
VIRGINIA BEACH CITY COUNTY, VA	\$726,138.51	0.02%	99.26%
GUILFORD COUNTY, NC	\$708,614.75	0.02%	99.28%
PHILADELPHIA COUNTY, PA	\$698,883.54	0.02%	99.30%
CRAWFORD COUNTY, PA	\$629,185.53	0.02%	99.32%
NORTHAMPTON COUNTY, PA	\$616,837.00	0.02%	99.34%
ORANGE COUNTY, NY	\$614,332.00	0.02%	99.36%
LIBERTY COUNTY, GA	\$603,582.13	0.02%	99.38%
UNION COUNTY, NC	\$598,900.46	0.02%	99.39%
FORSYTH COUNTY, NC	\$561,613.75	0.02%	99.41%
GWINNETT COUNTY, GA	\$543,361.89	0.02%	99.43%
DANE COUNTY, WI	\$514,880.10	0.02%	99.44%
ATHENS COUNTY, OH	\$508,373.11	0.02%	99.46%
BARNWELL COUNTY, SC	\$505,688.00	0.01%	99.47%
FAYETTE COUNTY, KY	\$505,500.00	0.01%	99.49%
CUMBERLAND COUNTY, PA	\$462,869.00	0.01%	99.50%
FULTON COUNTY, GA	\$457,398.39	0.01%	99.51%
MONTGOMERY COUNTY, OH	\$444,281.66	0.01%	99.53%
CHESAPEAKE CITY COUNTY, VA	\$441,622.99	0.01%	99.54%
PIMA COUNTY, AZ	\$369,600.00	0.01%	99.55%
CHAUTAUQUA COUNTY, NY	\$342,883.22	0.01%	99.56%
CUYAHOGA COUNTY, OH	\$333,425.48	0.01%	99.57%
WINNEBAGO COUNTY, WI	\$332,687.78	0.01%	99.58%
ORANGE COUNTY, FL	\$328,891.46	0.01%	99.59%
BEXAR COUNTY, TX	\$328,592.16	0.01%	99.60%
MONROE COUNTY, NY	\$308,786.00	0.01%	99.61%
CARBON COUNTY, PA	\$298,303.57	0.01%	99.62%
COBB COUNTY, GA	\$279,677.74	0.01%	99.63%
ARAPAHOE COUNTY, CO	\$277,305.04	0.01%	99.63%
ERIE COUNTY, PA	\$272,678.06	0.01%	99.64%
HAMILTON COUNTY, IN	\$271,727.35	0.01%	99.65%
SUFFOLK COUNTY, MA	\$266,759.84	0.01%	99.66%
SONOMA COUNTY, CA	\$265,024.27	0.01%	99.67%
ULSTER COUNTY, NY	\$259,000.00	0.01%	99.67%
CUMBERLAND COUNTY, ME	\$257,959.21	0.01%	99.68%
WAYNE COUNTY, PA	\$257,822.23	0.01%	99.69%
DAVISS COUNTY, KY	\$257,728.20	0.01%	99.70%
WILLIAMSBURG CITY COUNTY, VA	\$250,570.56	0.01%	99.70%
CHEMUNG COUNTY, NY	\$244,631.68	0.01%	99.71%
LOUISA COUNTY, VA	\$243,590.00	0.01%	99.72%
NEW HAVEN COUNTY, CT	\$240,288.92	0.01%	99.73%
CENTRE COUNTY, PA	\$239,862.73	0.01%	99.73%
SACRAMENTO COUNTY, CA	\$225,903.83	0.01%	99.74%

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
TULARE COUNTY, CA	\$218,000.00	0.01%	99.75%
GREENVILLE COUNTY, SC	\$211,567.50	0.01%	99.75%
DAVIDSON COUNTY, NC	\$211,382.86	0.01%	99.76%
TALBOT COUNTY, MD	\$202,624.43	0.01%	99.76%
WATAUGA COUNTY, NC	\$199,375.00	0.01%	99.77%
CHESTER COUNTY, PA	\$198,512.50	0.01%	99.78%
FRANKLIN COUNTY, PA	\$196,597.72	0.01%	99.78%
STARK COUNTY, OH	\$195,504.10	0.01%	99.79%
TULSA COUNTY, OK	\$193,993.01	0.01%	99.79%
FAYETTE COUNTY, PA	\$191,062.36	0.01%	99.80%
CHATTOOGA COUNTY, GA	\$188,891.50	0.01%	99.80%
RAMSEY COUNTY, MN	\$186,347.30	0.01%	99.81%
CAMDEN COUNTY, NJ	\$185,506.22	0.01%	99.82%
RANDOLPH COUNTY, NC	\$178,860.00	0.01%	99.82%
LAKE COUNTY, OH	\$166,450.51	0.00%	99.83%
ADAMS COUNTY, PA	\$162,303.00	0.00%	99.83%
PORTER COUNTY, IN	\$157,529.45	0.00%	99.84%
CLINTON COUNTY, OH	\$157,321.31	0.00%	99.84%
DENVER COUNTY, CO	\$155,587.30	0.00%	99.84%
DAKOTA COUNTY, MN	\$138,218.83	0.00%	99.85%
PINELLAS COUNTY, FL	\$135,727.55	0.00%	99.85%
MADISON COUNTY, AL	\$135,556.68	0.00%	99.86%
KENTON COUNTY, KY	\$134,293.63	0.00%	99.86%
FAUQUIER COUNTY, VA	\$130,625.00	0.00%	99.86%
OTTAWA COUNTY, MI	\$126,060.70	0.00%	99.87%
MOBILE COUNTY, AL	\$122,550.00	0.00%	99.87%
MARION COUNTY, IN	\$121,400.97	0.00%	99.88%
CLARK COUNTY, IN	\$118,940.00	0.00%	99.88%
ATLANTIC COUNTY, NJ	\$110,868.63	0.00%	99.88%
KANAWHA COUNTY, WV	\$110,714.10	0.00%	99.89%
SANTA CLARA COUNTY, CA	\$110,280.00	0.00%	99.89%
PROVIDENCE COUNTY, RI	\$107,493.20	0.00%	99.89%
NORFOLK COUNTY, MA	\$105,321.63	0.00%	99.90%
MUSCATINE COUNTY, IA	\$103,558.35	0.00%	99.90%
MORGAN COUNTY, UT	\$102,810.00	0.00%	99.90%
BUTLER COUNTY, PA	\$101,585.00	0.00%	99.90%
MULTNOMAH COUNTY, OR	\$100,500.00	0.00%	99.91%
WARREN COUNTY, VA	\$98,120.00	0.00%	99.91%
CUMBERLAND COUNTY, NJ	\$96,413.64	0.00%	99.91%
GLOUCESTER COUNTY, NJ	\$94,610.90	0.00%	99.92%
ORANGE COUNTY, CA	\$93,718.40	0.00%	99.92%
LEHIGH COUNTY, PA	\$92,696.99	0.00%	99.92%
DUVAL COUNTY, FL	\$90,262.18	0.00%	99.92%
SAINT TAMMANY COUNTY, LA	\$87,578.34	0.00%	99.93%
MANASSAS CITY COUNTY, VA	\$83,098.53	0.00%	99.93%
MAURY COUNTY, TN	\$81,245.85	0.00%	99.93%

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
NEW LONDON COUNTY, CT	\$80,164.99	0.00%	99.93%
PIERCE COUNTY, WI	\$77,908.95	0.00%	99.94%
EAST BATON ROUGE COUNTY, LA	\$75,392.24	0.00%	99.94%
MILWAUKEE COUNTY, WI	\$73,211.69	0.00%	99.94%
CAMERON COUNTY, TX	\$71,215.24	0.00%	99.94%
RILEY COUNTY, KS	\$70,375.00	0.00%	99.94%
ESSEX COUNTY, NJ	\$70,320.00	0.00%	99.95%
MERCER COUNTY, PA	\$70,060.00	0.00%	99.95%
MACOMB COUNTY, MI	\$64,729.00	0.00%	99.95%
DEKALB COUNTY, GA	\$64,400.00	0.00%	99.95%
ALLEN COUNTY, IN	\$62,731.72	0.00%	99.95%
BERKELEY COUNTY, SC	\$62,006.25	0.00%	99.96%
UNION COUNTY, PA	\$60,000.00	0.00%	99.96%
LIVINGSTON COUNTY, NY	\$54,820.61	0.00%	99.96%
BURLINGTON COUNTY, NJ	\$54,384.93	0.00%	99.96%
RACINE COUNTY, WI	\$52,896.52	0.00%	99.96%
POWHATAN COUNTY, VA	\$50,250.00	0.00%	99.96%
PIERCE COUNTY, WA	\$50,192.40	0.00%	99.97%
HENDRICKS COUNTY, IN	\$47,039.50	0.00%	99.97%
SCOTT COUNTY, IA	\$45,400.00	0.00%	99.97%
JASPER COUNTY, MO	\$44,557.68	0.00%	99.97%
FRANKLIN COUNTY, NC	\$41,656.65	0.00%	99.97%
WICOMICO COUNTY, MD	\$40,340.00	0.00%	99.97%
WASATCH COUNTY, UT	\$38,880.20	0.00%	99.97%
WILLIAMSON COUNTY, TX	\$35,227.50	0.00%	99.97%
PALM BEACH COUNTY, FL	\$33,122.72	0.00%	99.98%
SUMMIT COUNTY, OH	\$31,963.96	0.00%	99.98%
RICHMOND CITY COUNTY, VA	\$30,353.25	0.00%	99.98%
LAFAYETTE COUNTY, LA	\$29,183.52	0.00%	99.98%
ROSS COUNTY, OH	\$29,160.00	0.00%	99.98%
KINGS COUNTY, NY	\$27,870.66	0.00%	99.98%
SEMINOLE COUNTY, FL	\$27,058.00	0.00%	99.98%
OAKLAND COUNTY, MI	\$27,010.00	0.00%	99.98%
RIVERSIDE COUNTY, CA	\$26,725.00	0.00%	99.98%
SALEM COUNTY, NJ	\$25,452.87	0.00%	99.98%
BROWN COUNTY, WI	\$25,395.14	0.00%	99.98%
WAUKESHA COUNTY, WI	\$25,200.00	0.00%	99.98%
BUNCOMBE COUNTY, NC	\$25,116.00	0.00%	99.99%
WINONA COUNTY, MN	\$23,835.77	0.00%	99.99%
ALAMANCE COUNTY, NC	\$22,352.50	0.00%	99.99%
ALACHUA COUNTY, FL	\$22,005.00	0.00%	99.99%
WASHTENAW COUNTY, MI	\$21,815.00	0.00%	99.99%
OCEAN COUNTY, NJ	\$21,690.00	0.00%	99.99%
BERGEN COUNTY, NJ	\$20,416.42	0.00%	99.99%
CLEVELAND COUNTY, OK	\$19,950.00	0.00%	99.99%
DOUGLAS COUNTY, NE	\$19,116.00	0.00%	99.99%

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
CULPEPER COUNTY, VA	\$18,365.00	0.00%	99.99%
ALBEMARLE COUNTY, VA	\$18,226.23	0.00%	99.99%
BOULDER COUNTY, CO	\$18,054.00	0.00%	99.99%
MIAMI DADE COUNTY, FL	\$17,670.86	0.00%	99.99%
NASSAU COUNTY, NY	\$16,739.74	0.00%	99.99%
JOHNSON COUNTY, KS	\$16,404.60	0.00%	99.99%
MADISON COUNTY, NY	\$15,823.40	0.00%	99.99%
HARTFORD COUNTY, CT	\$15,490.20	0.00%	99.99%
RICHMOND COUNTY, GA	\$14,890.18	0.00%	100.00%
PASSAIC COUNTY, NJ	\$14,652.89	0.00%	100.00%
WAUPACA COUNTY, WI	\$14,588.74	0.00%	100.00%
HOWELL COUNTY, MO	\$13,837.00	0.00%	100.00%
LAKE COUNTY, IL	\$12,791.23	0.00%	100.00%
DAVIS COUNTY, UT	\$11,500.00	0.00%	100.00%
DELAWARE COUNTY, OH	\$11,107.25	0.00%	100.00%
SNOHOMISH COUNTY, WA	\$10,020.50	0.00%	100.00%
HANOVER COUNTY, VA	\$8,078.05	0.00%	100.00%
LUCAS COUNTY, OH	\$7,741.72	0.00%	100.00%
HUMBOLDT COUNTY, CA	\$7,557.12	0.00%	100.00%
SANGAMON COUNTY, IL	\$7,463.00	0.00%	100.00%
DANVILLE CITY COUNTY, VA	\$7,343.00	0.00%	100.00%
FRANKLIN COUNTY, VA	\$7,303.20	0.00%	100.00%
LA SALLE COUNTY, IL	\$7,028.74	0.00%	100.00%
OZAUKEE COUNTY, WI	\$6,699.00	0.00%	100.00%
KERN COUNTY, CA	\$4,869.02	0.00%	100.00%
CHARLOTTE COUNTY, FL	\$4,550.79	0.00%	100.00%
NORTHUMBERLAND COUNTY, VA	\$4,275.00	0.00%	100.00%
PLYMOUTH COUNTY, MA	\$4,161.97	0.00%	100.00%
BOONE COUNTY, MO	\$1,121.00	0.00%	100.00%
CHARLESTON COUNTY, SC	\$453.60	0.00%	100.00%
MANATEE COUNTY, FL	\$429.98	0.00%	100.00%
POWESHIEK COUNTY, IA	\$89.10	0.00%	100.00%
TARRANT COUNTY, TX	\$0.00	0.00%	100.00%
KENT COUNTY, DE	\$0.00	0.00%	100.00%
WILLIAMSON COUNTY, TN	\$0.00	0.00%	100.00%
PIKE COUNTY, MO	\$0.00	0.00%	100.00%
MONTGOMERY COUNTY, AL	\$0.00	0.00%	100.00%
BRISTOL COUNTY, MA	\$0.00	0.00%	100.00%
STEARNS COUNTY, MN	\$0.00	0.00%	100.00%
CATAWBA COUNTY, NC	\$0.00	0.00%	100.00%
ELMORE COUNTY, AL	\$0.00	0.00%	100.00%
CLINTON COUNTY, NY	\$0.00	0.00%	100.00%
BARNSTABLE COUNTY, MA	\$0.00	0.00%	100.00%
SAINT LOUIS COUNTY, MO	\$0.00	0.00%	100.00%
ALBANY COUNTY, NY	\$0.00	0.00%	100.00%
SCOTT COUNTY, MN	\$0.00	0.00%	100.00%

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
SAINT MARYS COUNTY, MD	\$0.00	0.00%	100.00%
MEDINA COUNTY, OH	\$0.00	0.00%	100.00%
MONTEREY COUNTY, CA	\$0.00	0.00%	100.00%
Grand Total	\$3,376,926,631.54	100.00%	

TABLE B-2.
CITY OF BALTIMORE GEOGRAPHIC MARKET AREA
CONSTRUCTION FIRMS

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
BALTIMORE CITY, MD	\$947,510,451.14	42.91%	42.91%
BALTIMORE COUNTY, MD	\$294,600,653.01	13.34%	56.25%
HARFORD COUNTY, MD	\$204,061,852.86	9.24%	65.49%
MONTGOMERY COUNTY, MD	\$156,387,362.19	7.08%	72.57%
PRINCE GEORGES COUNTY, MD	\$106,327,713.32	4.82%	77.39%
ANNE ARUNDEL COUNTY, MD	\$104,843,634.32	4.75%	82.14%
HOWARD COUNTY, MD	\$87,257,624.21	3.95%	86.09%
QUEEN ANNES COUNTY, MD	\$3,463,546.55	0.16%	86.24%
CARROLL COUNTY, MD	\$3,039,635.17	0.14%	86.38%
MIDDLESEX COUNTY, MA	\$102,506,474.40	4.64%	91.02%
FREDERICK COUNTY, MD	\$38,168,987.07	1.73%	92.75%
HARRIS COUNTY, TX	\$34,419,064.06	1.56%	94.31%
YORK COUNTY, PA	\$22,720,900.53	1.03%	95.34%
CLARKE COUNTY, VA	\$13,917,678.81	0.63%	95.97%
CHARLES COUNTY, MD	\$10,593,230.22	0.48%	96.45%
LANCASTER COUNTY, PA	\$8,695,638.92	0.39%	96.84%
JEFFERSON COUNTY, LA	\$8,671,619.51	0.39%	97.24%
LOS ANGELES COUNTY, CA	\$7,399,201.20	0.34%	97.57%
CALVERT COUNTY, MD	\$4,238,176.41	0.19%	97.76%
DISTRICT OF COLUMBIA COUNTY, DC	\$4,229,930.00	0.19%	97.95%
HOWARD COUNTY, IN	\$3,204,488.35	0.15%	98.10%
OHIO COUNTY, WV	\$2,848,688.04	0.13%	98.23%
ALLEGHENY COUNTY, PA	\$2,693,595.84	0.12%	98.35%
BERKS COUNTY, PA	\$2,252,543.00	0.10%	98.45%
JEFFERSON COUNTY, WV	\$2,137,600.18	0.10%	98.55%
WORCESTER COUNTY, MA	\$1,794,383.26	0.08%	98.63%
WESTMORELAND COUNTY, PA	\$1,768,103.00	0.08%	98.71%
ALAMEDA COUNTY, CA	\$1,714,545.38	0.08%	98.79%
BOONE COUNTY, WV	\$1,679,857.25	0.08%	98.86%
CECIL COUNTY, MD	\$1,533,897.45	0.07%	98.93%
MERCER COUNTY, NJ	\$1,523,575.49	0.07%	99.00%
WAYNE COUNTY, MI	\$1,497,543.38	0.07%	99.07%
WASHINGTON COUNTY, PA	\$1,491,297.52	0.07%	99.14%
HENNEPIN COUNTY, MN	\$1,400,368.88	0.06%	99.20%
KANE COUNTY, IL	\$1,377,580.00	0.06%	99.26%

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
FAIRFAX COUNTY, VA	\$1,370,940.74	0.06%	99.33%
SAN FRANCISCO COUNTY, CA	\$1,264,668.78	0.06%	99.38%
DELAWARE COUNTY, PA	\$1,247,712.25	0.06%	99.44%
BUCKS COUNTY, PA	\$1,126,335.21	0.05%	99.49%
MONMOUTH COUNTY, NJ	\$1,030,388.00	0.05%	99.54%
HAMILTON COUNTY, OH	\$889,164.34	0.04%	99.58%
DAUPHIN COUNTY, PA	\$797,015.91	0.04%	99.61%
DUPAGE COUNTY, IL	\$733,815.59	0.03%	99.65%
COOK COUNTY, IL	\$729,120.32	0.03%	99.68%
CRAWFORD COUNTY, PA	\$629,185.53	0.03%	99.71%
UNION COUNTY, NC	\$598,900.46	0.03%	99.74%
LOUDOUN COUNTY, VA	\$594,200.00	0.03%	99.76%
CUMBERLAND COUNTY, PA	\$462,869.00	0.02%	99.78%
FULTON COUNTY, GA	\$445,533.61	0.02%	99.80%
CHESAPEAKE CITY COUNTY, VA	\$441,622.99	0.02%	99.82%
VOLUSIA COUNTY, FL	\$412,736.80	0.02%	99.84%
BARNWELL COUNTY, SC	\$293,695.00	0.01%	99.86%
TULARE COUNTY, CA	\$218,000.00	0.01%	99.87%
TRAVIS COUNTY, TX	\$206,810.99	0.01%	99.88%
WATAUGA COUNTY, NC	\$199,375.00	0.01%	99.88%
FRANKLIN COUNTY, PA	\$174,842.00	0.01%	99.89%
ADAMS COUNTY, PA	\$162,303.00	0.01%	99.90%
STARK COUNTY, OH	\$154,962.10	0.01%	99.91%
LAKE COUNTY, OH	\$154,825.51	0.01%	99.91%
HAMILTON COUNTY, IN	\$151,727.35	0.01%	99.92%
NEW CASTLE COUNTY, DE	\$145,649.43	0.01%	99.93%
LUZERNE COUNTY, PA	\$144,970.00	0.01%	99.93%
GUILFORD COUNTY, NC	\$139,977.75	0.01%	99.94%
FAUQUIER COUNTY, VA	\$130,625.00	0.01%	99.95%
CHESTER COUNTY, PA	\$117,895.00	0.01%	99.95%
HENRICO COUNTY, VA	\$113,979.83	0.01%	99.96%
KANAWHA COUNTY, WV	\$94,998.10	0.00%	99.96%
CUMBERLAND COUNTY, NJ	\$85,628.64	0.00%	99.96%
MANASSAS CITY COUNTY, VA	\$83,098.53	0.00%	99.97%
MAURY COUNTY, TN	\$81,245.85	0.00%	99.97%
MARION COUNTY, IN	\$79,326.00	0.00%	99.98%
EAST BATON ROUGE COUNTY, LA	\$75,392.24	0.00%	99.98%
GLOUCESTER COUNTY, NJ	\$73,548.00	0.00%	99.98%
BURLINGTON COUNTY, NJ	\$52,551.25	0.00%	99.98%
MONTGOMERY COUNTY, PA	\$46,211.00	0.00%	99.99%
HENDRICKS COUNTY, IN	\$44,069.26	0.00%	99.99%
WICOMICO COUNTY, MD	\$40,000.00	0.00%	99.99%
MECKLENBURG COUNTY, NC	\$32,613.85	0.00%	99.99%
SALEM COUNTY, NJ	\$25,452.87	0.00%	99.99%
DAVIDSON COUNTY, NC	\$24,000.00	0.00%	99.99%
CULPEPER COUNTY, VA	\$18,365.00	0.00%	100.00%

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
MADISON COUNTY, NY	\$15,823.40	0.00%	100.00%
LEHIGH COUNTY, PA	\$14,169.00	0.00%	100.00%
NEW YORK COUNTY, NY	\$13,804.82	0.00%	100.00%
PHILADELPHIA COUNTY, PA	\$12,572.35	0.00%	100.00%
GREENVILLE COUNTY, SC	\$11,587.50	0.00%	100.00%
LUCAS COUNTY, OH	\$7,741.72	0.00%	100.00%
DANVILLE CITY COUNTY, VA	\$7,343.00	0.00%	100.00%
LA SALLE COUNTY, IL	\$7,028.74	0.00%	100.00%
NORTHUMBERLAND COUNTY, VA	\$4,275.00	0.00%	100.00%
PRINCE WILLIAM COUNTY, VA	\$3,800.00	0.00%	100.00%
LAKE COUNTY, IL	\$2,180.00	0.00%	100.00%
CHARLESTON COUNTY, SC	\$453.60	0.00%	100.00%
TARRANT COUNTY, TX	\$0.00	0.00%	100.00%
BEXAR COUNTY, TX	\$0.00	0.00%	100.00%
Grand Total	\$2,208,212,568.14	100.00%	

TABLE B-3.
CITY OF BALTIMORE GEOGRAPHIC MARKET AREA
ARCHITECTURE & ENGINEERING FIRMS

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
BALTIMORE CITY, MD	\$84,667,697.12	38.13%	38.13%
BALTIMORE COUNTY, MD	\$67,261,358.61	30.29%	68.43%
HOWARD COUNTY, MD	\$22,815,611.91	10.28%	78.70%
MONTGOMERY COUNTY, MD	\$13,728,456.80	6.18%	84.89%
ANNE ARUNDEL COUNTY, MD	\$8,375,787.87	3.77%	88.66%
PRINCE GEORGES COUNTY, MD	\$6,741,874.42	3.04%	91.70%
HARFORD COUNTY, MD	\$1,415,121.64	0.64%	92.33%
CARROLL COUNTY, MD	\$692,344.43	0.31%	92.65%
QUEEN ANNES COUNTY, MD	\$344,245.25	0.16%	92.80%
BUCKS COUNTY, PA	\$5,003,608.09	2.25%	95.05%
LOUDOUN COUNTY, VA	\$4,529,275.29	2.04%	97.09%
DISTRICT OF COLUMBIA COUNTY, DC	\$1,526,504.31	0.69%	97.78%
PORTAGE COUNTY, OH	\$1,253,251.94	0.56%	98.35%
NEW YORK COUNTY, NY	\$972,864.07	0.44%	98.78%
DAUPHIN COUNTY, PA	\$450,532.12	0.20%	98.99%
HENRICO COUNTY, VA	\$432,814.29	0.19%	99.18%
ARLINGTON COUNTY, VA	\$301,117.83	0.14%	99.32%
WILLIAMSBURG CITY COUNTY, VA	\$250,570.56	0.11%	99.43%
FAIRFAX COUNTY, VA	\$222,953.31	0.10%	99.53%
ALLEGHENY COUNTY, PA	\$188,625.75	0.08%	99.62%
PORTER COUNTY, IN	\$157,529.45	0.07%	99.69%
ONONDAGA COUNTY, NY	\$127,551.68	0.06%	99.74%
VIRGINIA BEACH CITY COUNTY, VA	\$118,588.63	0.05%	99.80%
BUTLER COUNTY, PA	\$101,585.00	0.05%	99.84%

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
WAYNE COUNTY, MI	\$98,560.00	0.04%	99.89%
UNION COUNTY, PA	\$60,000.00	0.03%	99.91%
BERKS COUNTY, PA	\$47,065.00	0.02%	99.94%
YORK COUNTY, PA	\$40,577.22	0.02%	99.95%
HENNEPIN COUNTY, MN	\$37,136.08	0.02%	99.97%
LANCASTER COUNTY, PA	\$21,656.52	0.01%	99.98%
BERGEN COUNTY, NJ	\$20,416.42	0.01%	99.99%
FULTON COUNTY, GA	\$11,864.78	0.01%	100.00%
JOHNSON COUNTY, KS	\$4,692.50	0.00%	100.00%
INTERNATIONAL	\$2,190.40	0.00%	100.00%
BURLINGTON COUNTY, NJ	\$1,833.68	0.00%	100.00%
NEW CASTLE COUNTY, DE	\$1,371.00	0.00%	100.00%
SAINT LOUIS COUNTY, MO	\$0.00	0.00%	100.00%
Grand Total	\$222,027,233.97	100.00%	

TABLE B-4.
CITY OF BALTIMORE GEOGRAPHIC MARKET AREA
GOODS & OTHER SERVICES FIRMS

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
ANNE ARUNDEL COUNTY, MD	\$283,870,229.32	36.24%	36.24%
BALTIMORE COUNTY, MD	\$104,302,996.07	13.31%	49.55%
BALTIMORE CITY, MD	\$89,809,406.10	11.46%	61.01%
PRINCE GEORGES COUNTY, MD	\$41,890,978.85	5.35%	66.36%
HOWARD COUNTY, MD	\$17,620,265.39	2.25%	68.61%
HARFORD COUNTY, MD	\$8,223,753.95	1.05%	69.66%
MONTGOMERY COUNTY, MD	\$7,032,108.86	0.90%	70.56%
CARROLL COUNTY, MD	\$4,426,557.47	0.57%	71.12%
QUEEN ANNES COUNTY, MD	\$29,230.00	0.00%	71.13%
DELAWARE COUNTY, PA	\$36,793,030.80	4.70%	75.82%
PRINCE WILLIAM COUNTY, VA	\$14,289,264.58	1.82%	77.65%
MIDDLESEX COUNTY, NJ	\$13,853,463.58	1.77%	79.42%
MARICOPA COUNTY, AZ	\$11,406,722.71	1.46%	80.87%
ALLEGHENY COUNTY, PA	\$9,539,730.20	1.22%	82.09%
FAIRFIELD COUNTY, CT	\$8,971,934.18	1.15%	83.24%
FREDERICK COUNTY, MD	\$8,768,952.49	1.12%	84.35%
MECKLENBURG COUNTY, NC	\$7,716,857.33	0.99%	85.34%
HUDSON COUNTY, NJ	\$7,392,834.75	0.94%	86.28%
BUCKS COUNTY, PA	\$7,199,893.50	0.92%	87.20%
FAIRFAX COUNTY, VA	\$7,072,536.28	0.90%	88.11%
COOK COUNTY, IL	\$7,051,408.81	0.90%	89.01%
MONTGOMERY COUNTY, PA	\$6,677,975.44	0.85%	89.86%
WAYNE COUNTY, MI	\$5,954,653.91	0.76%	90.62%
BERKS COUNTY, PA	\$5,642,081.53	0.72%	91.34%
ONONDAGA COUNTY, NY	\$5,358,649.83	0.68%	92.02%

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
SAN DIEGO COUNTY, CA	\$4,150,846.71	0.53%	92.55%
NEW CASTLE COUNTY, DE	\$3,953,303.20	0.50%	93.06%
SUSSEX COUNTY, DE	\$3,714,883.63	0.47%	93.53%
HILLSBOROUGH COUNTY, FL	\$3,086,344.40	0.39%	93.92%
MIDDLESEX COUNTY, MA	\$2,411,682.64	0.31%	94.23%
LUZERNE COUNTY, PA	\$2,278,464.00	0.29%	94.52%
SNYDER COUNTY, PA	\$1,956,745.62	0.25%	94.77%
ROCKLAND COUNTY, NY	\$1,825,877.85	0.23%	95.01%
BROWARD COUNTY, FL	\$1,806,423.20	0.23%	95.24%
TRAVIS COUNTY, TX	\$1,765,835.00	0.23%	95.46%
MONMOUTH COUNTY, NJ	\$1,691,359.28	0.22%	95.68%
LOS ANGELES COUNTY, CA	\$1,627,805.85	0.21%	95.89%
HAMILTON COUNTY, TN	\$1,558,200.00	0.20%	96.08%
YORK COUNTY, PA	\$1,402,856.41	0.18%	96.26%
DAUPHIN COUNTY, PA	\$1,394,453.71	0.18%	96.44%
ROWAN COUNTY, NC	\$1,151,344.00	0.15%	96.59%
WAKE COUNTY, NC	\$968,711.92	0.12%	96.71%
WASHINGTON COUNTY, MD	\$967,480.79	0.12%	96.84%
HENNEPIN COUNTY, MN	\$929,718.27	0.12%	96.95%
LARIMER COUNTY, CO	\$889,816.44	0.11%	97.07%
NIAGARA COUNTY, NY	\$855,735.73	0.11%	97.18%
SPOKANE COUNTY, WA	\$851,314.95	0.11%	97.29%
HENRICO COUNTY, VA	\$839,869.14	0.11%	97.39%
MORRIS COUNTY, NJ	\$833,916.43	0.11%	97.50%
KING COUNTY, WA	\$819,166.59	0.10%	97.60%
FRANKLIN COUNTY, OH	\$780,131.40	0.10%	97.70%
SUFFOLK COUNTY, NY	\$770,578.22	0.10%	97.80%
PHILADELPHIA COUNTY, PA	\$640,287.87	0.08%	97.88%
ORANGE COUNTY, NY	\$614,332.00	0.08%	97.96%
LIBERTY COUNTY, GA	\$603,582.13	0.08%	98.04%
GUILFORD COUNTY, NC	\$568,637.00	0.07%	98.11%
LANCASTER COUNTY, PA	\$512,834.25	0.07%	98.18%
ATHENS COUNTY, OH	\$508,373.11	0.06%	98.24%
FAYETTE COUNTY, KY	\$505,500.00	0.06%	98.31%
LOUDOUN COUNTY, VA	\$488,562.61	0.06%	98.37%
DALLAS COUNTY, TX	\$412,400.33	0.05%	98.42%
GWINNETT COUNTY, GA	\$383,631.89	0.05%	98.47%
PIMA COUNTY, AZ	\$369,600.00	0.05%	98.52%
HARRIS COUNTY, TX	\$343,535.00	0.04%	98.56%
CHAUTAUQUA COUNTY, NY	\$342,883.22	0.04%	98.61%
ORANGE COUNTY, FL	\$328,891.46	0.04%	98.65%
CUYAHOGA COUNTY, OH	\$314,548.48	0.04%	98.69%
DISTRICT OF COLUMBIA COUNTY, DC	\$312,153.33	0.04%	98.73%
PORTAGE COUNTY, OH	\$300,532.06	0.04%	98.77%
CARBON COUNTY, PA	\$298,303.57	0.04%	98.80%
CECIL COUNTY, MD	\$274,580.00	0.04%	98.84%

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
ERIE COUNTY, PA	\$272,678.06	0.03%	98.87%
SUFFOLK COUNTY, MA	\$266,759.84	0.03%	98.91%
SONOMA COUNTY, CA	\$265,024.27	0.03%	98.94%
ULSTER COUNTY, NY	\$259,000.00	0.03%	98.98%
WAYNE COUNTY, PA	\$257,822.23	0.03%	99.01%
DAVISS COUNTY, KY	\$257,728.20	0.03%	99.04%
WINNEBAGO COUNTY, WI	\$250,244.10	0.03%	99.07%
CHEMUNG COUNTY, NY	\$244,631.68	0.03%	99.10%
LOUISA COUNTY, VA	\$243,590.00	0.03%	99.14%
SACRAMENTO COUNTY, CA	\$216,903.83	0.03%	99.16%
MONROE COUNTY, NY	\$204,718.00	0.03%	99.19%
TALBOT COUNTY, MD	\$202,624.43	0.03%	99.21%
GREENVILLE COUNTY, SC	\$199,980.00	0.03%	99.24%
TULSA COUNTY, OK	\$193,993.01	0.02%	99.27%
FAYETTE COUNTY, PA	\$191,062.36	0.02%	99.29%
CHATTOOGA COUNTY, GA	\$188,891.50	0.02%	99.31%
DAVIDSON COUNTY, NC	\$187,382.86	0.02%	99.34%
RAMSEY COUNTY, MN	\$186,347.30	0.02%	99.36%
CAMDEN COUNTY, NJ	\$185,506.22	0.02%	99.39%
RANDOLPH COUNTY, NC	\$178,860.00	0.02%	99.41%
COBB COUNTY, GA	\$176,141.74	0.02%	99.43%
CLINTON COUNTY, OH	\$157,321.31	0.02%	99.45%
DENVER COUNTY, CO	\$145,987.30	0.02%	99.47%
PINELLAS COUNTY, FL	\$135,727.55	0.02%	99.49%
KENTON COUNTY, KY	\$134,293.63	0.02%	99.50%
CENTRE COUNTY, PA	\$131,043.00	0.02%	99.52%
OTTAWA COUNTY, MI	\$126,060.70	0.02%	99.54%
MOBILE COUNTY, AL	\$122,550.00	0.02%	99.55%
DAKOTA COUNTY, MN	\$121,618.83	0.02%	99.57%
DANE COUNTY, WI	\$120,617.00	0.02%	99.58%
CLARK COUNTY, IN	\$118,940.00	0.02%	99.60%
ATLANTIC COUNTY, NJ	\$110,868.63	0.01%	99.61%
SANTA CLARA COUNTY, CA	\$110,280.00	0.01%	99.63%
PROVIDENCE COUNTY, RI	\$107,493.20	0.01%	99.64%
NORFOLK COUNTY, MA	\$105,321.63	0.01%	99.65%
MUSCATINE COUNTY, IA	\$103,558.35	0.01%	99.67%
MULTNOMAH COUNTY, OR	\$100,500.00	0.01%	99.68%
WARREN COUNTY, VA	\$98,120.00	0.01%	99.69%
INTERNATIONAL	\$93,630.54	0.01%	99.70%
DUVAL COUNTY, FL	\$90,262.18	0.01%	99.72%
SAINT TAMMANY COUNTY, LA	\$87,578.34	0.01%	99.73%
BEXAR COUNTY, TX	\$84,322.63	0.01%	99.74%
NEW LONDON COUNTY, CT	\$80,164.99	0.01%	99.75%
LEHIGH COUNTY, PA	\$78,527.99	0.01%	99.76%
CHESTER COUNTY, PA	\$74,965.40	0.01%	99.77%
ESSEX COUNTY, NJ	\$70,320.00	0.01%	99.78%

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
MERCER COUNTY, PA	\$70,060.00	0.01%	99.79%
ALLEN COUNTY, IN	\$62,731.72	0.01%	99.79%
BERKELEY COUNTY, SC	\$62,006.25	0.01%	99.80%
LIVINGSTON COUNTY, NY	\$54,820.61	0.01%	99.81%
RACINE COUNTY, WI	\$52,896.52	0.01%	99.81%
POWHATAN COUNTY, VA	\$50,250.00	0.01%	99.82%
PIERCE COUNTY, WA	\$50,192.40	0.01%	99.83%
SALT LAKE COUNTY, UT	\$49,910.00	0.01%	99.83%
VIRGINIA BEACH CITY COUNTY, VA	\$49,821.68	0.01%	99.84%
SCOTT COUNTY, IA	\$45,400.00	0.01%	99.85%
JASPER COUNTY, MO	\$44,557.68	0.01%	99.85%
DUPAGE COUNTY, IL	\$44,002.73	0.01%	99.86%
ORANGE COUNTY, CA	\$43,768.40	0.01%	99.86%
KANE COUNTY, IL	\$43,125.00	0.01%	99.87%
MERCER COUNTY, NJ	\$43,062.10	0.01%	99.87%
MARION COUNTY, IN	\$42,074.97	0.01%	99.88%
FRANKLIN COUNTY, NC	\$41,656.65	0.01%	99.88%
STARK COUNTY, OH	\$40,542.00	0.01%	99.89%
WASATCH COUNTY, UT	\$38,880.20	0.00%	99.89%
WILLIAMSON COUNTY, TX	\$35,227.50	0.00%	99.90%
PALM BEACH COUNTY, FL	\$33,122.72	0.00%	99.90%
SUMMIT COUNTY, OH	\$31,963.96	0.00%	99.91%
SOMERSET COUNTY, NJ	\$31,821.18	0.00%	99.91%
ARAPAHOE COUNTY, CO	\$30,735.00	0.00%	99.92%
ROSS COUNTY, OH	\$29,160.00	0.00%	99.92%
KINGS COUNTY, NY	\$27,870.66	0.00%	99.92%
SEMINOLE COUNTY, FL	\$27,058.00	0.00%	99.93%
BROWN COUNTY, WI	\$25,395.14	0.00%	99.93%
BUNCOMBE COUNTY, NC	\$25,116.00	0.00%	99.93%
ERIE COUNTY, NY	\$23,959.54	0.00%	99.94%
WINONA COUNTY, MN	\$23,835.77	0.00%	99.94%
MACOMB COUNTY, MI	\$23,100.00	0.00%	99.94%
RIVERSIDE COUNTY, CA	\$22,987.50	0.00%	99.94%
ALACHUA COUNTY, FL	\$22,005.00	0.00%	99.95%
ALAMEDA COUNTY, CA	\$21,906.00	0.00%	99.95%
OCEAN COUNTY, NJ	\$21,690.00	0.00%	99.95%
GLOUCESTER COUNTY, NJ	\$21,062.90	0.00%	99.96%
CLEVELAND COUNTY, OK	\$19,950.00	0.00%	99.96%
DOUGLAS COUNTY, NE	\$19,116.00	0.00%	99.96%
ALBEMARLE COUNTY, VA	\$18,226.23	0.00%	99.96%
BOULDER COUNTY, CO	\$18,054.00	0.00%	99.97%
MIAMI DADE COUNTY, FL	\$17,670.86	0.00%	99.97%
WAUKESHA COUNTY, WI	\$16,800.00	0.00%	99.97%
NASSAU COUNTY, NY	\$16,739.74	0.00%	99.97%
MONTGOMERY COUNTY, OH	\$16,544.00	0.00%	99.97%
MILWAUKEE COUNTY, WI	\$16,200.00	0.00%	99.98%

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
HARTFORD COUNTY, CT	\$15,490.20	0.00%	99.98%
RICHMOND COUNTY, GA	\$14,890.18	0.00%	99.98%
PASSAIC COUNTY, NJ	\$14,652.89	0.00%	99.98%
WAUPACA COUNTY, WI	\$14,588.74	0.00%	99.98%
JOHNSON COUNTY, KS	\$11,712.10	0.00%	99.99%
LAKE COUNTY, OH	\$11,625.00	0.00%	99.99%
DAVIS COUNTY, UT	\$11,500.00	0.00%	99.99%
DELAWARE COUNTY, OH	\$11,107.25	0.00%	99.99%
CUMBERLAND COUNTY, NJ	\$10,785.00	0.00%	99.99%
LAKE COUNTY, IL	\$10,611.23	0.00%	99.99%
WASHTENAW COUNTY, MI	\$8,142.00	0.00%	99.99%
HANOVER COUNTY, VA	\$8,078.05	0.00%	99.99%
HUMBOLDT COUNTY, CA	\$7,557.12	0.00%	100.00%
FRANKLIN COUNTY, VA	\$7,303.20	0.00%	100.00%
OZAUKEE COUNTY, WI	\$6,699.00	0.00%	100.00%
KERN COUNTY, CA	\$4,869.02	0.00%	100.00%
CHARLOTTE COUNTY, FL	\$4,550.79	0.00%	100.00%
PLYMOUTH COUNTY, MA	\$4,161.97	0.00%	100.00%
HENDRICKS COUNTY, IN	\$2,970.24	0.00%	100.00%
ALAMANCE COUNTY, NC	\$1,420.00	0.00%	100.00%
BOONE COUNTY, MO	\$1,121.00	0.00%	100.00%
NEW YORK COUNTY, NY	\$699.90	0.00%	100.00%
CHARLES COUNTY, MD	\$458.25	0.00%	100.00%
MANATEE COUNTY, FL	\$429.98	0.00%	100.00%
POWESHIEK COUNTY, IA	\$89.10	0.00%	100.00%
KENT COUNTY, DE	\$0.00	0.00%	100.00%
MEDINA COUNTY, OH	\$0.00	0.00%	100.00%
BARNSTABLE COUNTY, MA	\$0.00	0.00%	100.00%
PIKE COUNTY, MO	\$0.00	0.00%	100.00%
SAINT LOUIS COUNTY, MO	\$0.00	0.00%	100.00%
WILLIAMSON COUNTY, TN	\$0.00	0.00%	100.00%
SAINT MARYS COUNTY, MD	\$0.00	0.00%	100.00%
BRISTOL COUNTY, MA	\$0.00	0.00%	100.00%
SCOTT COUNTY, MN	\$0.00	0.00%	100.00%
CONTRA COSTA COUNTY, CA	\$0.00	0.00%	100.00%
ELMORE COUNTY, AL	\$0.00	0.00%	100.00%
ALBANY COUNTY, NY	\$0.00	0.00%	100.00%
CATAWBA COUNTY, NC	\$0.00	0.00%	100.00%
MONTGOMERY COUNTY, AL	\$0.00	0.00%	100.00%
CLINTON COUNTY, NY	\$0.00	0.00%	100.00%
Grand Total	\$783,394,101.27	100.00%	

TABLE B-5.
CITY OF BALTIMORE GEOGRAPHIC MARKET AREA
PROFESSIONAL SERVICES

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
BALTIMORE COUNTY, MD	\$36,816,684.86	22.55%	22.55%
BALTIMORE CITY, MD	\$23,570,799.69	14.43%	36.98%
PRINCE GEORGES COUNTY, MD	\$10,072,383.52	6.17%	43.15%
MONTGOMERY COUNTY, MD	\$6,346,428.93	3.89%	47.04%
ANNE ARUNDEL COUNTY, MD	\$3,094,574.53	1.90%	48.93%
HARFORD COUNTY, MD	\$1,849,194.46	1.13%	50.06%
QUEEN ANNES COUNTY, MD	\$669,358.00	0.41%	50.47%
CARROLL COUNTY, MD	\$475,813.55	0.29%	50.76%
HOWARD COUNTY, MD	\$322,046.47	0.20%	50.96%
COOK COUNTY, IL	\$38,672,995.02	23.68%	74.65%
DISTRICT OF COLUMBIA COUNTY, DC	\$4,925,278.52	3.02%	77.66%
INTERNATIONAL	\$4,013,751.85	2.46%	80.12%
SALT LAKE COUNTY, UT	\$3,920,000.00	2.40%	82.52%
DALLAS COUNTY, TX	\$3,581,531.77	2.19%	84.71%
SAN DIEGO COUNTY, CA	\$3,229,485.04	1.98%	86.69%
SPOKANE COUNTY, WA	\$3,156,840.00	1.93%	88.62%
SAN BERNARDINO COUNTY, CA	\$1,882,872.20	1.15%	89.78%
ERIE COUNTY, NY	\$1,694,112.75	1.04%	90.81%
MIDDLESEX COUNTY, MA	\$1,272,903.60	0.78%	91.59%
MARICOPA COUNTY, AZ	\$1,259,352.00	0.77%	92.37%
ARLINGTON COUNTY, VA	\$1,174,450.00	0.72%	93.08%
TRAVIS COUNTY, TX	\$1,091,661.95	0.67%	93.75%
CONTRA COSTA COUNTY, CA	\$988,740.00	0.61%	94.36%
SOMERSET COUNTY, NJ	\$776,865.17	0.48%	94.83%
NORTHAMPTON COUNTY, PA	\$616,837.00	0.38%	95.21%
WAKE COUNTY, NC	\$607,821.16	0.37%	95.58%
FORSYTH COUNTY, NC	\$561,613.75	0.34%	95.93%
VIRGINIA BEACH CITY COUNTY, VA	\$557,728.20	0.34%	96.27%
FREDERICK COUNTY, MD	\$473,949.32	0.29%	96.56%
MONTGOMERY COUNTY, OH	\$427,737.66	0.26%	96.82%
BROWARD COUNTY, FL	\$414,521.85	0.25%	97.08%
DANE COUNTY, WI	\$394,263.10	0.24%	97.32%
VOLUSIA COUNTY, FL	\$358,000.00	0.22%	97.54%
CUMBERLAND COUNTY, ME	\$257,959.21	0.16%	97.69%
ARAPAHOE COUNTY, CO	\$246,570.04	0.15%	97.85%
BEXAR COUNTY, TX	\$244,269.53	0.15%	98.00%
NEW HAVEN COUNTY, CT	\$240,288.92	0.15%	98.14%
HENNEPIN COUNTY, MN	\$232,458.73	0.14%	98.28%
WASHINGTON COUNTY, MD	\$229,479.07	0.14%	98.43%
YORK COUNTY, PA	\$212,006.75	0.13%	98.56%
BARNWELL COUNTY, SC	\$211,993.00	0.13%	98.69%
GWINNETT COUNTY, GA	\$159,730.00	0.10%	98.78%
HARRIS COUNTY, TX	\$140,430.64	0.09%	98.87%

COUNTY_STATE	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
MADISON COUNTY, AL	\$135,556.68	0.08%	98.95%
HAMILTON COUNTY, IN	\$120,000.00	0.07%	99.03%
LOS ANGELES COUNTY, CA	\$119,399.71	0.07%	99.10%
CENTRE COUNTY, PA	\$108,819.73	0.07%	99.17%
MONROE COUNTY, NY	\$104,068.00	0.06%	99.23%
COBB COUNTY, GA	\$103,536.00	0.06%	99.29%
MORGAN COUNTY, UT	\$102,810.00	0.06%	99.36%
WINNEBAGO COUNTY, WI	\$82,443.68	0.05%	99.41%
DUPAGE COUNTY, IL	\$82,297.50	0.05%	99.46%
PIERCE COUNTY, WI	\$77,908.95	0.05%	99.50%
CAMERON COUNTY, TX	\$71,215.24	0.04%	99.55%
RILEY COUNTY, KS	\$70,375.00	0.04%	99.59%
DEKALB COUNTY, GA	\$64,400.00	0.04%	99.63%
MILWAUKEE COUNTY, WI	\$57,011.69	0.03%	99.66%
NEW CASTLE COUNTY, DE	\$53,869.86	0.03%	99.70%
FAIRFAX COUNTY, VA	\$52,321.02	0.03%	99.73%
ORANGE COUNTY, CA	\$49,950.00	0.03%	99.76%
PHILADELPHIA COUNTY, PA	\$46,023.32	0.03%	99.79%
MACOMB COUNTY, MI	\$41,629.00	0.03%	99.81%
RICHMOND CITY COUNTY, VA	\$30,353.25	0.02%	99.83%
LAFAYETTE COUNTY, LA	\$29,183.52	0.02%	99.85%
MONTGOMERY COUNTY, PA	\$28,640.00	0.02%	99.87%
OAKLAND COUNTY, MI	\$27,010.00	0.02%	99.88%
FRANKLIN COUNTY, PA	\$21,755.72	0.01%	99.90%
ALAMANCE COUNTY, NC	\$20,932.50	0.01%	99.91%
CUYAHOGA COUNTY, OH	\$18,877.00	0.01%	99.92%
DAKOTA COUNTY, MN	\$16,600.00	0.01%	99.93%
KANAWHA COUNTY, WV	\$15,716.00	0.01%	99.94%
HOWELL COUNTY, MO	\$13,837.00	0.01%	99.95%
WASHTENAW COUNTY, MI	\$13,673.00	0.01%	99.96%
SNOHOMISH COUNTY, WA	\$10,020.50	0.01%	99.97%
DENVER COUNTY, CO	\$9,600.00	0.01%	99.97%
SACRAMENTO COUNTY, CA	\$9,000.00	0.01%	99.98%
WAUKESHA COUNTY, WI	\$8,400.00	0.01%	99.98%
MECKLENBURG COUNTY, NC	\$8,015.58	0.00%	99.99%
SANGAMON COUNTY, IL	\$7,463.00	0.00%	99.99%
CHESTER COUNTY, PA	\$5,652.10	0.00%	99.99%
KING COUNTY, WA	\$4,504.30	0.00%	100.00%
RIVERSIDE COUNTY, CA	\$3,737.50	0.00%	100.00%
WICOMICO COUNTY, MD	\$340.00	0.00%	100.00%
FULTON COUNTY, GA	\$0.00	0.00%	100.00%
STEARNS COUNTY, MN	\$0.00	0.00%	100.00%
HARTFORD COUNTY, CT	\$0.00	0.00%	100.00%
MONTEREY COUNTY, CA	\$0.00	0.00%	100.00%
Grand Total	\$163,292,728.16	100.00%	

Product Market Area

TABLE B-6.
CITY OF BALTIMORE PRODUCT MARKET AREA
ALL NAICS CODES

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
237110	Water and Sewer Line and Related Structures Construction	\$842,065,898.93	24.94%	24.94%
238110	Poured Concrete Foundation and Structure Contractors	\$234,217,687.93	6.94%	31.87%
541330	Engineering Services	\$215,724,368.70	6.39%	38.26%
561320	Temporary Help Services	\$195,567,259.61	5.79%	44.05%
238210	Electrical Contractors and Other Wiring Installation Contractors	\$154,933,063.09	4.59%	48.64%
238910	Site Preparation Contractors	\$133,759,379.93	3.96%	52.60%
237310	Highway, Street, and Bridge Construction	\$116,788,033.30	3.46%	56.06%
238220	Plumbing, Heating, and Air-Conditioning Contractors	\$115,157,478.63	3.41%	59.47%
236220	Commercial and Institutional Building Construction	\$110,481,910.71	3.27%	62.74%
561720	Janitorial Services	\$84,247,888.91	2.49%	65.24%
541511	Custom Computer Programming Services	\$76,489,017.45	2.27%	67.50%
237990	Other Heavy and Civil Engineering Construction	\$73,437,726.57	2.17%	69.67%
561730	Landscaping Services	\$65,591,269.21	1.94%	71.62%
238190	Other Foundation, Structure, and Building Exterior Contractors	\$62,479,462.80	1.85%	73.47%
484110	General Freight Trucking, Local	\$47,476,625.28	1.41%	74.87%
238990	All Other Specialty Trade Contractors	\$41,447,285.60	1.23%	76.10%
423430	Computer and Computer Peripheral Equipment and Software Merchant Wholesalers	\$40,344,469.16	1.19%	77.30%
454310	Fuel Dealers	\$34,870,839.52	1.03%	78.33%
423810	Construction and Mining (except Oil Well) Machinery and Equipment Merchant Wholesalers	\$34,194,536.32	1.01%	79.34%
811219	Other Electronic and Precision Equipment Repair and Maintenance	\$28,037,090.68	0.83%	80.17%
423910	Sporting and Recreational Goods and Supplies Merchant Wholesalers	\$26,845,321.16	0.79%	80.97%
423610	Electrical Apparatus and Equipment, Wiring Supplies, and Related Equipment Merchant Wholesalers	\$23,370,442.48	0.69%	81.66%
327320	Ready-Mix Concrete Manufacturing	\$22,241,085.75	0.66%	82.32%
423850	Service Establishment Equipment and Supplies Merchant Wholesalers	\$21,619,108.77	0.64%	82.96%
424690	Other Chemical and Allied Products Merchant Wholesalers	\$21,313,018.64	0.63%	83.59%
561612	Security Guards and Patrol Services	\$20,155,019.73	0.60%	84.18%
423830	Industrial Machinery and Equipment Merchant Wholesalers	\$18,728,876.55	0.55%	84.74%
541350	Building Inspection Services	\$16,874,272.97	0.50%	85.24%
621340	Offices of Physical, Occupational and Speech Therapists, and Audiologists	\$16,268,687.87	0.48%	85.72%
238320	Painting and Wall Covering Contractors	\$16,137,350.31	0.48%	86.20%
237130	Power and Communication Line and Related Structures Construction	\$14,889,395.84	0.44%	86.64%
541512	Computer Systems Design Services	\$14,384,939.32	0.43%	87.07%
812930	Parking Lots and Garages	\$14,228,359.19	0.42%	87.49%

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
423320	Brick, Stone, and Related Construction Material Merchant Wholesalers	\$13,966,412.99	0.41%	87.90%
562998	All Other Miscellaneous Waste Management Services	\$13,254,717.20	0.39%	88.29%
423490	Other Professional Equipment and Supplies Merchant Wholesalers	\$12,883,915.58	0.38%	88.67%
441110	New Car Dealers	\$12,867,756.97	0.38%	89.06%
238120	Structural Steel and Precast Concrete Contractors	\$12,541,666.27	0.37%	89.43%
238140	Masonry Contractors	\$11,526,812.58	0.34%	89.77%
238160	Roofing Contractors	\$11,265,759.00	0.33%	90.10%
325120	Industrial Gas Manufacturing	\$11,245,129.98	0.33%	90.43%
811310	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	\$10,948,862.22	0.32%	90.76%
561621	Security Systems Services (except Locksmiths)	\$10,936,626.97	0.32%	91.08%
423450	Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	\$10,882,533.52	0.32%	91.41%
562910	Remediation Services	\$9,737,040.94	0.29%	91.69%
811111	General Automotive Repair	\$9,357,479.00	0.28%	91.97%
532112	Passenger Car Leasing	\$9,279,439.25	0.27%	92.25%
238290	Other Building Equipment Contractors	\$8,522,857.71	0.25%	92.50%
541380	Testing Laboratories	\$8,470,085.30	0.25%	92.75%
811118	Other Automotive Mechanical and Electrical Repair and Maintenance	\$8,376,056.89	0.25%	93.00%
484220	Specialized Freight (except Used Goods) Trucking, Local	\$7,864,772.14	0.23%	93.23%
722320	Caterers	\$7,652,003.82	0.23%	93.46%
332312	Fabricated Structural Metal Manufacturing	\$7,457,846.15	0.22%	93.68%
541519	Other Computer Related Services	\$7,381,826.24	0.22%	93.90%
541614	Process, Physical Distribution, and Logistics Consulting Services	\$7,132,570.87	0.21%	94.11%
561710	Exterminating and Pest Control Services	\$6,560,974.35	0.19%	94.30%
423120	Motor Vehicle Supplies and New Parts Merchant Wholesalers	\$6,522,270.32	0.19%	94.49%
238310	Drywall and Insulation Contractors	\$6,189,278.86	0.18%	94.68%
423210	Furniture Merchant Wholesalers	\$5,761,579.50	0.17%	94.85%
325180	Other Basic Inorganic Chemical Manufacturing	\$5,574,507.25	0.17%	95.01%
621910	Ambulance Services	\$5,434,130.73	0.16%	95.17%
446110	Pharmacies and Drug Stores	\$5,290,070.22	0.16%	95.33%
541611	Administrative Management and General Management Consulting Services	\$5,246,377.20	0.16%	95.49%
485510	Charter Bus Industry	\$4,859,510.52	0.14%	95.63%
221320	Sewage Treatment Facilities	\$4,806,201.82	0.14%	95.77%
238390	Other Building Finishing Contractors	\$4,750,790.36	0.14%	95.91%
423440	Other Commercial Equipment Merchant Wholesalers	\$4,336,649.50	0.13%	96.04%
488190	Other Support Activities for Air Transportation	\$4,192,063.17	0.12%	96.17%
562920	Materials Recovery Facilities	\$3,875,373.19	0.11%	96.28%
532284	Recreational Goods Rental	\$3,806,071.45	0.11%	96.39%
423720	Plumbing and Heating Equipment and Supplies (Hydronics) Merchant Wholesalers	\$3,612,645.49	0.11%	96.50%
423840	Industrial Supplies Merchant Wholesalers	\$3,598,375.70	0.11%	96.61%
812331	Linen Supply	\$3,570,800.02	0.11%	96.71%

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
424720	Petroleum and Petroleum Products Merchant Wholesalers (except Bulk Stations and Terminals)	\$3,494,972.49	0.10%	96.82%
238350	Finish Carpentry Contractors	\$3,252,066.65	0.10%	96.91%
332911	Industrial Valve Manufacturing	\$3,150,038.28	0.09%	97.01%
541370	Surveying and Mapping (except Geophysical) Services	\$3,128,882.16	0.09%	97.10%
485310	Taxi Service	\$3,041,095.80	0.09%	97.19%
323111	Commercial Printing (except Screen and Books)	\$2,996,208.74	0.09%	97.28%
541990	All Other Professional, Scientific, and Technical Services	\$2,987,546.89	0.09%	97.37%
238330	Flooring Contractors	\$2,883,651.03	0.09%	97.45%
562211	Hazardous Waste Treatment and Disposal	\$2,695,960.93	0.08%	97.53%
238150	Glass and Glazing Contractors	\$2,635,716.50	0.08%	97.61%
562111	Solid Waste Collection	\$2,575,543.67	0.08%	97.68%
811121	Automotive Body, Paint, and Interior Repair and Maintenance	\$2,509,241.33	0.07%	97.76%
532120	Truck, Utility Trailer, and RV (Recreational Vehicle) Rental and Leasing	\$2,480,647.11	0.07%	97.83%
441310	Automotive Parts and Accessories Stores	\$2,469,996.73	0.07%	97.91%
524298	All Other Insurance Related Activities	\$2,465,370.00	0.07%	97.98%
541310	Architectural Services	\$2,376,694.71	0.07%	98.05%
541618	Other Management Consulting Services	\$2,306,094.50	0.07%	98.12%
115310	Support Activities for Forestry	\$2,269,422.50	0.07%	98.18%
518210	Data Processing, Hosting, and Related Services	\$2,244,637.61	0.07%	98.25%
333913	Measuring, Dispensing, and Other Pumping Equipment Manufacturing	\$2,200,006.00	0.07%	98.32%
423390	Other Construction Material Merchant Wholesalers	\$2,189,350.14	0.06%	98.38%
324121	Asphalt Paving Mixture and Block Manufacturing	\$2,173,031.74	0.06%	98.45%
561990	All Other Support Services	\$2,020,999.28	0.06%	98.51%
236210	Industrial Building Construction	\$1,953,449.56	0.06%	98.56%
423310	Lumber, Plywood, Millwork, and Wood Panel Merchant Wholesalers	\$1,916,720.91	0.06%	98.62%
926130	Regulation and Administration of Communications, Electric, Gas, and Other Utilities	\$1,741,950.13	0.05%	98.67%
448210	Shoe Stores	\$1,713,640.99	0.05%	98.72%
541690	Other Scientific and Technical Consulting Services	\$1,623,018.02	0.05%	98.77%
811211	Consumer Electronics Repair and Maintenance	\$1,614,377.64	0.05%	98.82%
332996	Fabricated Pipe and Pipe Fitting Manufacturing	\$1,591,591.32	0.05%	98.87%
561622	Locksmiths	\$1,575,873.92	0.05%	98.91%
488410	Motor Vehicle Towing	\$1,574,987.44	0.05%	98.96%
541620	Environmental Consulting Services	\$1,546,308.74	0.05%	99.00%
334514	Totalizing Fluid Meter and Counting Device Manufacturing	\$1,432,187.00	0.04%	99.05%
441228	Motorcycle, ATV, and All Other Motor Vehicle Dealers	\$1,151,909.76	0.03%	99.08%
423330	Roofing, Siding, and Insulation Material Merchant Wholesalers	\$1,144,887.78	0.03%	99.11%
221310	Water Supply and Irrigation Systems	\$1,134,750.00	0.03%	99.15%
562991	Septic Tank and Related Services	\$1,117,845.05	0.03%	99.18%
561440	Collection Agencies	\$1,102,079.71	0.03%	99.21%
444120	Paint and Wallpaper Stores	\$1,100,595.74	0.03%	99.25%
541211	Offices of Certified Public Accountants	\$1,071,914.05	0.03%	99.28%

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
485991	Special Needs Transportation	\$1,071,803.44	0.03%	99.31%
331210	Iron and Steel Pipe and Tube Manufacturing from Purchased Steel	\$917,928.97	0.03%	99.34%
532412	Construction, Mining, and Forestry Machinery and Equipment Rental and Leasing	\$912,850.01	0.03%	99.36%
541612	Human Resources Consulting Services	\$877,951.56	0.03%	99.39%
444210	Outdoor Power Equipment Stores	\$846,799.76	0.03%	99.42%
541360	Geophysical Surveying and Mapping Services	\$825,250.40	0.02%	99.44%
111421	Nursery and Tree Production	\$802,312.25	0.02%	99.46%
325211	Plastics Material and Resin Manufacturing	\$776,956.07	0.02%	99.49%
811411	Home and Garden Equipment Repair and Maintenance	\$747,285.14	0.02%	99.51%
332812	Metal Coating, Engraving (except Jewelry and Silverware), and Allied Services to Manufacturers	\$740,848.00	0.02%	99.53%
424110	Printing and Writing Paper Merchant Wholesalers	\$658,833.05	0.02%	99.55%
561790	Other Services to Buildings and Dwellings	\$655,289.81	0.02%	99.57%
922160	Fire Protection	\$650,343.70	0.02%	99.59%
541320	Landscape Architectural Services	\$609,450.74	0.02%	99.61%
238170	Siding Contractors	\$594,667.85	0.02%	99.62%
624190	Other Individual and Family Services	\$572,211.00	0.02%	99.64%
811213	Communication Equipment Repair and Maintenance	\$564,966.50	0.02%	99.66%
423710	Hardware Merchant Wholesalers	\$534,311.35	0.02%	99.67%
561611	Investigation Services	\$402,840.43	0.01%	99.69%
339950	Sign Manufacturing	\$388,091.06	0.01%	99.70%
541940	Veterinary Services	\$364,434.16	0.01%	99.71%
523930	Investment Advice	\$361,939.00	0.01%	99.72%
424990	Other Miscellaneous Nondurable Goods Merchant Wholesalers	\$361,641.70	0.01%	99.73%
561740	Carpet and Upholstery Cleaning Services	\$348,037.03	0.01%	99.74%
562112	Hazardous Waste Collection	\$328,963.21	0.01%	99.75%
448190	Other Clothing Stores	\$314,982.00	0.01%	99.76%
541613	Marketing Consulting Services	\$300,115.64	0.01%	99.77%
327999	All Other Miscellaneous Nonmetallic Mineral Product Manufacturing	\$293,695.00	0.01%	99.78%
424210	Drugs and Druggists' Sundries Merchant Wholesalers	\$278,092.26	0.01%	99.78%
541890	Other Services Related to Advertising	\$274,957.62	0.01%	99.79%
444220	Nursery, Garden Center, and Farm Supply Stores	\$255,659.76	0.01%	99.80%
532111	Passenger Car Rental	\$255,493.62	0.01%	99.81%
561613	Armored Car Services	\$245,514.42	0.01%	99.82%
451110	Sporting Goods Stores	\$236,061.26	0.01%	99.82%
424610	Plastics Materials and Basic Forms and Shapes Merchant Wholesalers	\$229,701.60	0.01%	99.83%
541820	Public Relations Agencies	\$220,928.00	0.01%	99.84%
532420	Office Machinery and Equipment Rental and Leasing	\$208,453.26	0.01%	99.84%
326122	Plastics Pipe and Pipe Fitting Manufacturing	\$205,368.84	0.01%	99.85%
492210	Local Messengers and Local Delivery	\$190,920.59	0.01%	99.85%
442210	Floor Covering Stores	\$190,764.30	0.01%	99.86%
331110	Iron and Steel Mills and Ferroalloy Manufacturing	\$182,935.99	0.01%	99.86%

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
531311	Residential Property Managers	\$180,378.19	0.01%	99.87%
484210	Used Household and Office Goods Moving	\$167,352.71	0.00%	99.88%
423990	Other Miscellaneous Durable Goods Merchant Wholesalers	\$165,879.20	0.00%	99.88%
621610	Home Health Care Services	\$162,335.00	0.00%	99.88%
541922	Commercial Photography	\$162,325.35	0.00%	99.89%
541110	Offices of Lawyers	\$161,061.00	0.00%	99.89%
561492	Court Reporting and Stenotype Services	\$145,346.46	0.00%	99.90%
333921	Elevator and Moving Stairway Manufacturing	\$140,459.18	0.00%	99.90%
811113	Automotive Transmission Repair	\$139,101.21	0.00%	99.91%
562119	Other Waste Collection	\$129,549.24	0.00%	99.91%
323117	Books Printing	\$128,942.38	0.00%	99.91%
333249	Other Industrial Machinery Manufacturing	\$113,964.00	0.00%	99.92%
424490	Other Grocery and Related Products Merchant Wholesalers	\$109,698.61	0.00%	99.92%
332991	Ball and Roller Bearing Manufacturing	\$106,161.67	0.00%	99.92%
238340	Tile and Terrazzo Contractors	\$103,700.00	0.00%	99.93%
442110	Furniture Stores	\$97,647.76	0.00%	99.93%
485999	All Other Transit and Ground Passenger Transportation	\$95,301.00	0.00%	99.93%
332999	All Other Miscellaneous Fabricated Metal Product Manufacturing	\$89,283.51	0.00%	99.94%
327331	Concrete Block and Brick Manufacturing	\$82,700.91	0.00%	99.94%
811198	All Other Automotive Repair and Maintenance	\$81,713.92	0.00%	99.94%
423410	Photographic Equipment and Supplies Merchant Wholesalers	\$77,365.63	0.00%	99.94%
423110	Automobile and Other Motor Vehicle Merchant Wholesalers	\$74,350.00	0.00%	99.95%
115210	Support Activities for Animal Production	\$70,060.00	0.00%	99.95%
541921	Photography Studios, Portrait	\$69,450.00	0.00%	99.95%
424410	General Line Grocery Merchant Wholesalers	\$66,010.56	0.00%	99.95%
424120	Stationery and Office Supplies Merchant Wholesalers	\$65,636.99	0.00%	99.95%
561311	Employment Placement Agencies	\$64,400.00	0.00%	99.96%
238130	Framing Contractors	\$62,594.39	0.00%	99.96%
314999	All Other Miscellaneous Textile Product Mills	\$61,042.27	0.00%	99.96%
424340	Footwear Merchant Wholesalers	\$60,836.40	0.00%	99.96%
811122	Automotive Glass Replacement Shops	\$59,390.00	0.00%	99.96%
423510	Metal Service Centers and Other Metal Merchant Wholesalers	\$57,724.30	0.00%	99.96%
453910	Pet and Pet Supplies Stores	\$55,600.59	0.00%	99.97%
453998	All Other Miscellaneous Store Retailers (except Tobacco Stores)	\$55,556.58	0.00%	99.97%
561330	Professional Employer Organizations	\$51,011.00	0.00%	99.97%
561210	Facilities Support Services	\$50,600.00	0.00%	99.97%
423820	Farm and Garden Machinery and Equipment Merchant Wholesalers	\$48,994.80	0.00%	99.97%
611430	Professional and Management Development Training	\$48,740.00	0.00%	99.97%
811212	Computer and Office Machine Repair and Maintenance	\$45,319.48	0.00%	99.97%
423920	Toy and Hobby Goods and Supplies Merchant Wholesalers	\$43,176.72	0.00%	99.98%
441320	Tire Dealers	\$40,763.22	0.00%	99.98%
541720	Research and Development in the Social Sciences and Humanities	\$39,902.00	0.00%	99.98%

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
325998	All Other Miscellaneous Chemical Product and Preparation Manufacturing	\$39,747.83	0.00%	99.98%
812910	Pet Care (except Veterinary) Services	\$37,590.00	0.00%	99.98%
451120	Hobby, Toy, and Game Stores	\$36,988.27	0.00%	99.98%
321113	Sawmills	\$36,314.50	0.00%	99.98%
541410	Interior Design Services	\$36,309.05	0.00%	99.98%
333120	Construction Machinery Manufacturing	\$35,393.06	0.00%	99.98%
541430	Graphic Design Services	\$35,319.00	0.00%	99.99%
452319	All Other General Merchandise Stores	\$34,887.30	0.00%	99.99%
337215	Showcase, Partition, Shelving, and Locker Manufacturing	\$32,595.00	0.00%	99.99%
326199	All Other Plastics Product Manufacturing	\$29,183.52	0.00%	99.99%
424910	Farm Supplies Merchant Wholesalers	\$25,524.31	0.00%	99.99%
451130	Sewing, Needlework, and Piece Goods Stores	\$25,116.00	0.00%	99.99%
811112	Automotive Exhaust System Repair	\$24,377.93	0.00%	99.99%
711510	Independent Artists, Writers, and Performers	\$22,987.50	0.00%	99.99%
512110	Motion Picture and Video Production	\$19,950.00	0.00%	99.99%
722513	Limited-Service Restaurants	\$18,967.00	0.00%	99.99%
532310	General Rental Centers	\$18,916.90	0.00%	99.99%
511210	Software Publishers	\$16,544.00	0.00%	99.99%
423620	Household Appliances, Electric Housewares, and Consumer Electronics Merchant Wholesalers	\$14,890.18	0.00%	99.99%
339116	Dental Laboratories	\$14,581.86	0.00%	99.99%
811490	Other Personal and Household Goods Repair and Maintenance	\$13,923.66	0.00%	100.00%
325312	Phosphatic Fertilizer Manufacturing	\$13,920.00	0.00%	100.00%
811192	Car Washes	\$12,561.95	0.00%	100.00%
444130	Hardware Stores	\$11,832.60	0.00%	100.00%
333241	Food Product Machinery Manufacturing	\$11,757.00	0.00%	100.00%
621112	Offices of Physicians, Mental Health Specialists	\$10,550.00	0.00%	100.00%
611710	Educational Support Services	\$10,020.50	0.00%	100.00%
621511	Medical Laboratories	\$9,843.00	0.00%	100.00%
237120	Oil and Gas Pipeline and Related Structures Construction	\$9,250.00	0.00%	100.00%
811420	Reupholstery and Furniture Repair	\$9,053.15	0.00%	100.00%
423690	Other Electronic Parts and Equipment Merchant Wholesalers	\$9,023.46	0.00%	100.00%
541199	All Other Legal Services	\$7,835.30	0.00%	100.00%
541340	Drafting Services	\$7,500.00	0.00%	100.00%
611513	Apprenticeship Training	\$7,500.00	0.00%	100.00%
423420	Office Equipment Merchant Wholesalers	\$6,256.17	0.00%	100.00%
541513	Computer Facilities Management Services	\$5,583.53	0.00%	100.00%
423860	Transportation Equipment and Supplies (except Motor Vehicle) Merchant Wholesalers	\$5,171.25	0.00%	100.00%
532490	Other Commercial and Industrial Machinery and Equipment Rental and Leasing	\$3,174.28	0.00%	100.00%
611610	Fine Arts Schools	\$2,875.00	0.00%	100.00%
611420	Computer Training	\$2,844.16	0.00%	100.00%
237210	Land Subdivision	\$2,362.50	0.00%	100.00%
424130	Industrial and Personal Service Paper Merchant Wholesalers	\$1,833.00	0.00%	100.00%

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
621399	Offices of All Other Miscellaneous Health Practitioners	\$1,682.54	0.00%	100.00%
424930	Flower, Nursery Stock, and Florists' Supplies Merchant Wholesalers	\$384.00	0.00%	100.00%
541930	Translation and Interpretation Services	\$360.00	0.00%	100.00%
441222	Boat Dealers	\$0.00	0.00%	100.00%
611620	Sports and Recreation Instruction	\$0.00	0.00%	100.00%
488490	Other Support Activities for Road Transportation	\$0.00	0.00%	100.00%
812332	Industrial Launderers	\$0.00	0.00%	100.00%
561421	Telephone Answering Services	\$0.00	0.00%	100.00%
524113	Direct Life Insurance Carriers	\$0.00	0.00%	100.00%
321911	Wood Window and Door Manufacturing	\$0.00	0.00%	100.00%
Grand Total		\$3,376,926,631.54	100.00%	

TABLE B-7.
CITY OF BALTIMORE PRODUCT MARKET AREA
CONSTRUCTION NAICS CODES

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
237110	Water and Sewer Line and Related Structures Construction	\$836,816,494.58	37.90%	37.90%
238110	Poured Concrete Foundation and Structure Contractors	\$234,006,408.93	10.60%	48.49%
238210	Electrical Contractors and Other Wiring Installation Contractors	\$153,440,795.18	6.95%	55.44%
238910	Site Preparation Contractors	\$133,473,748.55	6.04%	61.49%
237310	Highway, Street, and Bridge Construction	\$116,788,033.30	5.29%	66.77%
238220	Plumbing, Heating, and Air-Conditioning Contractors	\$113,220,752.95	5.13%	71.90%
236220	Commercial and Institutional Building Construction	\$98,875,910.02	4.48%	76.38%
237990	Other Heavy and Civil Engineering Construction	\$73,386,969.69	3.32%	79.70%
238190	Other Foundation, Structure, and Building Exterior Contractors	\$62,479,462.80	2.83%	82.53%
484110	General Freight Trucking, Local	\$47,345,193.28	2.14%	84.68%
238990	All Other Specialty Trade Contractors	\$41,311,689.02	1.87%	86.55%
541330	Engineering Services	\$35,767,369.88	1.62%	88.17%
423910	Sporting and Recreational Goods and Supplies Merchant Wholesalers	\$26,838,717.85	1.22%	89.38%
327320	Ready-Mix Concrete Manufacturing	\$22,241,085.75	1.01%	90.39%
238320	Painting and Wall Covering Contractors	\$15,520,513.31	0.70%	91.09%
237130	Power and Communication Line and Related Structures Construction	\$14,889,395.84	0.67%	91.77%
238120	Structural Steel and Precast Concrete Contractors	\$12,541,666.27	0.57%	92.33%
561320	Temporary Help Services	\$11,778,806.08	0.53%	92.87%
238140	Masonry Contractors	\$11,499,908.77	0.52%	93.39%
238160	Roofing Contractors	\$11,224,269.00	0.51%	93.90%
562998	All Other Miscellaneous Waste Management Services	\$10,582,457.68	0.48%	94.38%
238290	Other Building Equipment Contractors	\$8,400,310.89	0.38%	94.76%

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
811118	Other Automotive Mechanical and Electrical Repair and Maintenance	\$8,299,288.89	0.38%	95.13%
423610	Electrical Apparatus and Equipment, Wiring Supplies, and Related Equipment Merchant Wholesalers	\$8,072,194.22	0.37%	95.50%
332312	Fabricated Structural Metal Manufacturing	\$7,457,846.15	0.34%	95.84%
484220	Specialized Freight (except Used Goods) Trucking, Local	\$6,924,805.07	0.31%	96.15%
541614	Process, Physical Distribution, and Logistics Consulting Services	\$6,552,111.40	0.30%	96.45%
561730	Landscaping Services	\$6,131,920.27	0.28%	96.72%
238310	Drywall and Insulation Contractors	\$6,120,853.31	0.28%	97.00%
238390	Other Building Finishing Contractors	\$4,750,790.36	0.22%	97.22%
424720	Petroleum and Petroleum Products Merchant Wholesalers (except Bulk Stations and Terminals)	\$3,481,214.31	0.16%	97.37%
238350	Finish Carpentry Contractors	\$3,252,066.65	0.15%	97.52%
561720	Janitorial Services	\$3,154,841.70	0.14%	97.66%
238330	Flooring Contractors	\$2,875,470.03	0.13%	97.79%
541611	Administrative Management and General Management Consulting Services	\$2,743,143.50	0.12%	97.92%
541990	All Other Professional, Scientific, and Technical Services	\$2,654,324.33	0.12%	98.04%
238150	Glass and Glazing Contractors	\$2,635,716.50	0.12%	98.16%
532120	Truck, Utility Trailer, and RV (Recreational Vehicle) Rental and Leasing	\$2,480,647.11	0.11%	98.27%
562111	Solid Waste Collection	\$2,313,604.66	0.10%	98.38%
115310	Support Activities for Forestry	\$2,269,422.50	0.10%	98.48%
423320	Brick, Stone, and Related Construction Material Merchant Wholesalers	\$2,266,001.60	0.10%	98.58%
333913	Measuring, Dispensing, and Other Pumping Equipment Manufacturing	\$2,200,006.00	0.10%	98.68%
324121	Asphalt Paving Mixture and Block Manufacturing	\$2,173,031.74	0.10%	98.78%
541380	Testing Laboratories	\$1,980,368.97	0.09%	98.87%
236210	Industrial Building Construction	\$1,953,449.56	0.09%	98.96%
562910	Remediation Services	\$1,835,440.25	0.08%	99.04%
926130	Regulation and Administration of Communications, Electric, Gas, and Other Utilities	\$1,741,950.13	0.08%	99.12%
561990	All Other Support Services	\$1,625,782.60	0.07%	99.19%
423720	Plumbing and Heating Equipment and Supplies (Hydronics) Merchant Wholesalers	\$1,385,330.00	0.06%	99.26%
332996	Fabricated Pipe and Pipe Fitting Manufacturing	\$1,379,575.00	0.06%	99.32%
811310	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	\$1,356,366.33	0.06%	99.38%
221310	Water Supply and Irrigation Systems	\$1,134,750.00	0.05%	99.43%
423330	Roofing, Siding, and Insulation Material Merchant Wholesalers	\$1,079,812.78	0.05%	99.48%
423830	Industrial Machinery and Equipment Merchant Wholesalers	\$1,059,154.39	0.05%	99.53%
541620	Environmental Consulting Services	\$934,440.18	0.04%	99.57%
423810	Construction and Mining (except Oil Well) Machinery and Equipment Merchant Wholesalers	\$807,462.78	0.04%	99.61%

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
332812	Metal Coating, Engraving (except Jewelry and Silverware), and Allied Services to Manufacturers	\$740,848.00	0.03%	99.64%
532412	Construction, Mining, and Forestry Machinery and Equipment Rental and Leasing	\$678,168.28	0.03%	99.67%
541690	Other Scientific and Technical Consulting Services	\$662,800.69	0.03%	99.70%
423310	Lumber, Plywood, Millwork, and Wood Panel Merchant Wholesalers	\$626,541.47	0.03%	99.73%
238170	Siding Contractors	\$594,667.85	0.03%	99.76%
423710	Hardware Merchant Wholesalers	\$534,311.35	0.02%	99.78%
454310	Fuel Dealers	\$475,081.06	0.02%	99.80%
541310	Architectural Services	\$445,074.66	0.02%	99.82%
327999	All Other Miscellaneous Nonmetallic Mineral Product Manufacturing	\$293,695.00	0.01%	99.83%
562991	Septic Tank and Related Services	\$272,446.32	0.01%	99.85%
562211	Hazardous Waste Treatment and Disposal	\$263,003.95	0.01%	99.86%
332911	Industrial Valve Manufacturing	\$218,000.00	0.01%	99.87%
423440	Other Commercial Equipment Merchant Wholesalers	\$187,672.63	0.01%	99.88%
444220	Nursery, Garden Center, and Farm Supply Stores	\$170,556.12	0.01%	99.89%
541922	Commercial Photography	\$162,325.35	0.01%	99.89%
518210	Data Processing, Hosting, and Related Services	\$157,942.45	0.01%	99.90%
541320	Landscape Architectural Services	\$157,350.00	0.01%	99.91%
423490	Other Professional Equipment and Supplies Merchant Wholesalers	\$154,962.10	0.01%	99.91%
339950	Sign Manufacturing	\$146,961.96	0.01%	99.92%
333921	Elevator and Moving Stairway Manufacturing	\$140,459.18	0.01%	99.93%
541512	Computer Systems Design Services	\$115,073.22	0.01%	99.93%
541370	Surveying and Mapping (except Geophysical) Services	\$114,676.25	0.01%	99.94%
333249	Other Industrial Machinery Manufacturing	\$113,964.00	0.01%	99.94%
561621	Security Systems Services (except Locksmiths)	\$109,201.14	0.00%	99.95%
238340	Tile and Terrazzo Contractors	\$103,700.00	0.00%	99.95%
561710	Exterminating and Pest Control Services	\$93,833.62	0.00%	99.96%
561790	Other Services to Buildings and Dwellings	\$91,939.81	0.00%	99.96%
332999	All Other Miscellaneous Fabricated Metal Product Manufacturing	\$85,681.21	0.00%	99.96%
327331	Concrete Block and Brick Manufacturing	\$82,700.91	0.00%	99.97%
541618	Other Management Consulting Services	\$77,453.53	0.00%	99.97%
541921	Photography Studios, Portrait	\$69,450.00	0.00%	99.97%
541613	Marketing Consulting Services	\$67,882.25	0.00%	99.98%
531311	Residential Property Managers	\$65,687.37	0.00%	99.98%
238130	Framing Contractors	\$62,594.39	0.00%	99.98%
541110	Offices of Lawyers	\$58,979.00	0.00%	99.99%
325998	All Other Miscellaneous Chemical Product and Preparation Manufacturing	\$39,747.83	0.00%	99.99%
922160	Fire Protection	\$35,950.70	0.00%	99.99%
333120	Construction Machinery Manufacturing	\$35,393.06	0.00%	99.99%
337215	Showcase, Partition, Shelving, and Locker Manufacturing	\$32,595.00	0.00%	99.99%
424690	Other Chemical and Allied Products Merchant Wholesalers	\$29,628.00	0.00%	99.99%

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
423390	Other Construction Material Merchant Wholesalers	\$27,924.52	0.00%	100.00%
811111	General Automotive Repair	\$25,723.28	0.00%	100.00%
423510	Metal Service Centers and Other Metal Merchant Wholesalers	\$24,405.24	0.00%	100.00%
333241	Food Product Machinery Manufacturing	\$11,757.00	0.00%	100.00%
237120	Oil and Gas Pipeline and Related Structures Construction	\$9,250.00	0.00%	100.00%
323111	Commercial Printing (except Screen and Books)	\$8,563.00	0.00%	100.00%
541340	Drafting Services	\$7,500.00	0.00%	100.00%
811212	Computer and Office Machine Repair and Maintenance	\$5,580.00	0.00%	100.00%
541430	Graphic Design Services	\$4,185.00	0.00%	100.00%
237210	Land Subdivision	\$2,362.50	0.00%	100.00%
811219	Other Electronic and Precision Equipment Repair and Maintenance	\$2,175.00	0.00%	100.00%
541519	Other Computer Related Services	\$1,000.00	0.00%	100.00%
321911	Wood Window and Door Manufacturing	\$0.00	0.00%	100.00%
Grand Total		\$2,208,212,568.14	100.00%	

TABLE B-8.
CITY OF BALTIMORE PRODUCT MARKET AREA
ARCHITECTURE & ENGINEERING NAICS CODES

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
541330	Engineering Services	\$177,575,005.82	79.98%	79.98%
541350	Building Inspection Services	\$16,874,272.97	7.60%	87.58%
236220	Commercial and Institutional Building Construction	\$11,606,000.69	5.23%	92.81%
237110	Water and Sewer Line and Related Structures Construction	\$5,249,404.35	2.36%	95.17%
541370	Surveying and Mapping (except Geophysical) Services	\$3,014,205.91	1.36%	96.53%
541310	Architectural Services	\$1,931,620.05	0.87%	97.40%
562998	All Other Miscellaneous Waste Management Services	\$1,479,716.80	0.67%	98.06%
541360	Geophysical Surveying and Mapping Services	\$825,250.40	0.37%	98.44%
541320	Landscape Architectural Services	\$452,100.74	0.20%	98.64%
561730	Landscaping Services	\$445,123.17	0.20%	98.84%
541614	Process, Physical Distribution, and Logistics Consulting Services	\$307,608.88	0.14%	98.98%
541611	Administrative Management and General Management Consulting Services	\$307,440.91	0.14%	99.12%
541990	All Other Professional, Scientific, and Technical Services	\$250,570.56	0.11%	99.23%
561990	All Other Support Services	\$216,168.00	0.10%	99.33%
541690	Other Scientific and Technical Consulting Services	\$210,124.65	0.09%	99.42%
541618	Other Management Consulting Services	\$184,670.71	0.08%	99.51%
541380	Testing Laboratories	\$157,427.38	0.07%	99.58%
238210	Electrical Contractors and Other Wiring Installation Contractors	\$151,501.79	0.07%	99.64%
238990	All Other Specialty Trade Contractors	\$135,596.58	0.06%	99.71%
562211	Hazardous Waste Treatment and Disposal	\$128,932.52	0.06%	99.76%
238290	Other Building Equipment Contractors	\$122,546.82	0.06%	99.82%

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
531311	Residential Property Managers	\$114,690.82	0.05%	99.87%
238910	Site Preparation Contractors	\$62,170.53	0.03%	99.90%
237990	Other Heavy and Civil Engineering Construction	\$50,756.88	0.02%	99.92%
541620	Environmental Consulting Services	\$40,442.56	0.02%	99.94%
541410	Interior Design Services	\$36,309.05	0.02%	99.96%
541613	Marketing Consulting Services	\$32,233.39	0.01%	99.97%
541430	Graphic Design Services	\$26,468.00	0.01%	99.98%
541511	Custom Computer Programming Services	\$25,521.53	0.01%	99.99%
518210	Data Processing, Hosting, and Related Services	\$4,692.50	0.00%	100.00%
562910	Remediation Services	\$4,639.73	0.00%	100.00%
532490	Other Commercial and Industrial Machinery and Equipment Rental and Leasing	\$3,174.28	0.00%	100.00%
238160	Roofing Contractors	\$845.00	0.00%	100.00%
323111	Commercial Printing (except Screen and Books)	\$0.00	0.00%	100.00%
Grand Total		\$222,027,233.97	100.00%	

TABLE B-9.
CITY OF BALTIMORE PRODUCT MARKET AREA
GOODS & OTHER SERVICES NAICS CODES

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
561320	Temporary Help Services	\$182,955,265.53	23.35%	23.35%
561720	Janitorial Services	\$81,093,047.21	10.35%	33.71%
561730	Landscaping Services	\$59,014,225.77	7.53%	41.24%
423430	Computer and Computer Peripheral Equipment and Software Merchant Wholesalers	\$40,344,469.16	5.15%	46.39%
454310	Fuel Dealers	\$34,395,758.46	4.39%	50.78%
423810	Construction and Mining (except Oil Well) Machinery and Equipment Merchant Wholesalers	\$33,387,073.54	4.26%	55.04%
811219	Other Electronic and Precision Equipment Repair and Maintenance	\$28,034,915.68	3.58%	58.62%
423850	Service Establishment Equipment and Supplies Merchant Wholesalers	\$21,619,108.77	2.76%	61.38%
424690	Other Chemical and Allied Products Merchant Wholesalers	\$21,283,390.64	2.72%	64.10%
561612	Security Guards and Patrol Services	\$20,155,019.73	2.57%	66.67%
423830	Industrial Machinery and Equipment Merchant Wholesalers	\$17,669,722.16	2.26%	68.92%
423610	Electrical Apparatus and Equipment, Wiring Supplies, and Related Equipment Merchant Wholesalers	\$15,298,248.26	1.95%	70.88%
812930	Parking Lots and Garages	\$14,228,359.19	1.82%	72.69%
441110	New Car Dealers	\$12,867,756.97	1.64%	74.34%
423490	Other Professional Equipment and Supplies Merchant Wholesalers	\$12,728,953.48	1.62%	75.96%
423320	Brick, Stone, and Related Construction Material Merchant Wholesalers	\$11,700,411.39	1.49%	77.45%
325120	Industrial Gas Manufacturing	\$11,245,129.98	1.44%	78.89%
561621	Security Systems Services (except Locksmiths)	\$10,827,425.83	1.38%	80.27%

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
811310	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	\$9,592,495.89	1.22%	81.50%
423450	Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	\$9,416,060.52	1.20%	82.70%
811111	General Automotive Repair	\$9,331,755.72	1.19%	83.89%
562910	Remediation Services	\$7,896,960.96	1.01%	84.90%
722320	Caterers	\$7,652,003.82	0.98%	85.87%
423120	Motor Vehicle Supplies and New Parts Merchant Wholesalers	\$6,522,270.32	0.83%	86.71%
561710	Exterminating and Pest Control Services	\$6,467,140.73	0.83%	87.53%
423210	Furniture Merchant Wholesalers	\$5,761,579.50	0.74%	88.27%
325180	Other Basic Inorganic Chemical Manufacturing	\$5,574,507.25	0.71%	88.98%
446110	Pharmacies and Drug Stores	\$5,290,070.22	0.68%	89.66%
485510	Charter Bus Industry	\$4,859,510.52	0.62%	90.28%
221320	Sewage Treatment Facilities	\$4,806,201.82	0.61%	90.89%
488190	Other Support Activities for Air Transportation	\$4,192,063.17	0.54%	91.42%
423440	Other Commercial Equipment Merchant Wholesalers	\$4,148,976.87	0.53%	91.95%
562920	Materials Recovery Facilities	\$3,875,373.19	0.49%	92.45%
423840	Industrial Supplies Merchant Wholesalers	\$3,598,375.70	0.46%	92.91%
812331	Linen Supply	\$3,570,800.02	0.46%	93.36%
485310	Taxi Service	\$3,041,095.80	0.39%	93.75%
323111	Commercial Printing (except Screen and Books)	\$2,945,252.92	0.38%	94.13%
332911	Industrial Valve Manufacturing	\$2,932,038.28	0.37%	94.50%
811121	Automotive Body, Paint, and Interior Repair and Maintenance	\$2,508,901.33	0.32%	94.82%
441310	Automotive Parts and Accessories Stores	\$2,469,996.73	0.32%	95.14%
562211	Hazardous Waste Treatment and Disposal	\$2,304,024.46	0.29%	95.43%
423390	Other Construction Material Merchant Wholesalers	\$2,161,425.62	0.28%	95.71%
423720	Plumbing and Heating Equipment and Supplies (Hydronics) Merchant Wholesalers	\$2,106,259.68	0.27%	95.98%
518210	Data Processing, Hosting, and Related Services	\$2,082,002.66	0.27%	96.24%
448210	Shoe Stores	\$1,713,640.99	0.22%	96.46%
811211	Consumer Electronics Repair and Maintenance	\$1,614,377.64	0.21%	96.67%
561622	Locksmiths	\$1,575,873.92	0.20%	96.87%
488410	Motor Vehicle Towing	\$1,574,987.44	0.20%	97.07%
334514	Totalizing Fluid Meter and Counting Device Manufacturing	\$1,432,187.00	0.18%	97.25%
423310	Lumber, Plywood, Millwork, and Wood Panel Merchant Wholesalers	\$1,218,964.20	0.16%	97.41%
562998	All Other Miscellaneous Waste Management Services	\$1,192,542.72	0.15%	97.56%
441228	Motorcycle, ATV, and All Other Motor Vehicle Dealers	\$1,151,909.76	0.15%	97.71%
561440	Collection Agencies	\$1,102,079.71	0.14%	97.85%
444120	Paint and Wallpaper Stores	\$1,100,595.74	0.14%	97.99%
484220	Specialized Freight (except Used Goods) Trucking, Local	\$939,967.07	0.12%	98.11%
331210	Iron and Steel Pipe and Tube Manufacturing from Purchased Steel	\$917,928.97	0.12%	98.23%
444210	Outdoor Power Equipment Stores	\$846,799.76	0.11%	98.33%
562991	Septic Tank and Related Services	\$845,398.73	0.11%	98.44%
111421	Nursery and Tree Production	\$802,312.25	0.10%	98.54%
325211	Plastics Material and Resin Manufacturing	\$776,956.07	0.10%	98.64%
811411	Home and Garden Equipment Repair and Maintenance	\$747,285.14	0.10%	98.74%

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
424110	Printing and Writing Paper Merchant Wholesalers	\$658,833.05	0.08%	98.82%
811213	Communication Equipment Repair and Maintenance	\$564,966.50	0.07%	98.89%
561790	Other Services to Buildings and Dwellings	\$563,350.00	0.07%	98.97%
485991	Special Needs Transportation	\$526,506.44	0.07%	99.03%
561611	Investigation Services	\$402,840.43	0.05%	99.08%
424990	Other Miscellaneous Nondurable Goods Merchant Wholesalers	\$361,641.70	0.05%	99.13%
561740	Carpet and Upholstery Cleaning Services	\$348,037.03	0.04%	99.18%
562112	Hazardous Waste Collection	\$328,963.21	0.04%	99.22%
448190	Other Clothing Stores	\$314,982.00	0.04%	99.26%
541611	Administrative Management and General Management Consulting Services	\$278,115.00	0.04%	99.29%
424210	Drugs and Druggists' Sundries Merchant Wholesalers	\$278,092.26	0.04%	99.33%
562111	Solid Waste Collection	\$261,939.01	0.03%	99.36%
561613	Armored Car Services	\$245,514.42	0.03%	99.39%
339950	Sign Manufacturing	\$241,129.10	0.03%	99.42%
451110	Sporting Goods Stores	\$236,061.26	0.03%	99.45%
424610	Plastics Materials and Basic Forms and Shapes Merchant Wholesalers	\$229,701.60	0.03%	99.48%
332996	Fabricated Pipe and Pipe Fitting Manufacturing	\$212,016.32	0.03%	99.51%
326122	Plastics Pipe and Pipe Fitting Manufacturing	\$205,368.84	0.03%	99.54%
492210	Local Messengers and Local Delivery	\$190,920.59	0.02%	99.56%
442210	Floor Covering Stores	\$190,764.30	0.02%	99.59%
331110	Iron and Steel Mills and Ferroalloy Manufacturing	\$182,935.99	0.02%	99.61%
561990	All Other Support Services	\$179,048.68	0.02%	99.63%
484210	Used Household and Office Goods Moving	\$167,352.71	0.02%	99.65%
423990	Other Miscellaneous Durable Goods Merchant Wholesalers	\$165,879.20	0.02%	99.67%
561492	Court Reporting and Stenotype Services	\$145,346.46	0.02%	99.69%
811113	Automotive Transmission Repair	\$139,101.21	0.02%	99.71%
562119	Other Waste Collection	\$129,549.24	0.02%	99.73%
323117	Books Printing	\$128,942.38	0.02%	99.74%
424490	Other Grocery and Related Products Merchant Wholesalers	\$109,698.61	0.01%	99.76%
332991	Ball and Roller Bearing Manufacturing	\$106,161.67	0.01%	99.77%
442110	Furniture Stores	\$97,647.76	0.01%	99.78%
444220	Nursery, Garden Center, and Farm Supply Stores	\$85,103.64	0.01%	99.79%
811198	All Other Automotive Repair and Maintenance	\$81,713.92	0.01%	99.81%
423410	Photographic Equipment and Supplies Merchant Wholesalers	\$77,365.63	0.01%	99.82%
811118	Other Automotive Mechanical and Electrical Repair and Maintenance	\$76,768.00	0.01%	99.82%
423110	Automobile and Other Motor Vehicle Merchant Wholesalers	\$74,350.00	0.01%	99.83%
115210	Support Activities for Animal Production	\$70,060.00	0.01%	99.84%
424410	General Line Grocery Merchant Wholesalers	\$66,010.56	0.01%	99.85%
423330	Roofing, Siding, and Insulation Material Merchant Wholesalers	\$65,075.00	0.01%	99.86%
314999	All Other Miscellaneous Textile Product Mills	\$61,042.27	0.01%	99.87%
424340	Footwear Merchant Wholesalers	\$60,836.40	0.01%	99.88%
811122	Automotive Glass Replacement Shops	\$59,390.00	0.01%	99.88%
484110	General Freight Trucking, Local	\$56,550.00	0.01%	99.89%

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
453910	Pet and Pet Supplies Stores	\$55,600.59	0.01%	99.90%
453998	All Other Miscellaneous Store Retailers (except Tobacco Stores)	\$55,556.58	0.01%	99.90%
424120	Stationery and Office Supplies Merchant Wholesalers	\$55,187.99	0.01%	99.91%
561210	Facilities Support Services	\$50,600.00	0.01%	99.92%
423820	Farm and Garden Machinery and Equipment Merchant Wholesalers	\$48,994.80	0.01%	99.92%
423920	Toy and Hobby Goods and Supplies Merchant Wholesalers	\$43,176.72	0.01%	99.93%
441320	Tire Dealers	\$40,763.22	0.01%	99.93%
811212	Computer and Office Machine Repair and Maintenance	\$39,739.48	0.01%	99.94%
812910	Pet Care (except Veterinary) Services	\$37,590.00	0.00%	99.94%
451120	Hobby, Toy, and Game Stores	\$36,988.27	0.00%	99.95%
321113	Sawmills	\$36,314.50	0.00%	99.95%
452319	All Other General Merchandise Stores	\$34,887.30	0.00%	99.96%
423510	Metal Service Centers and Other Metal Merchant Wholesalers	\$33,319.06	0.00%	99.96%
424910	Farm Supplies Merchant Wholesalers	\$25,524.31	0.00%	99.97%
451130	Sewing, Needlework, and Piece Goods Stores	\$25,116.00	0.00%	99.97%
811112	Automotive Exhaust System Repair	\$24,377.93	0.00%	99.97%
711510	Independent Artists, Writers, and Performers	\$22,987.50	0.00%	99.98%
512110	Motion Picture and Video Production	\$19,950.00	0.00%	99.98%
722513	Limited-Service Restaurants	\$18,967.00	0.00%	99.98%
511210	Software Publishers	\$16,544.00	0.00%	99.98%
423620	Household Appliances, Electric Housewares, and Consumer Electronics Merchant Wholesalers	\$14,890.18	0.00%	99.98%
339116	Dental Laboratories	\$14,581.86	0.00%	99.99%
811490	Other Personal and Household Goods Repair and Maintenance	\$13,923.66	0.00%	99.99%
325312	Phosphatic Fertilizer Manufacturing	\$13,920.00	0.00%	99.99%
424720	Petroleum and Petroleum Products Merchant Wholesalers (except Bulk Stations and Terminals)	\$13,758.18	0.00%	99.99%
811192	Car Washes	\$12,561.95	0.00%	99.99%
444130	Hardware Stores	\$11,832.60	0.00%	99.99%
811420	Reupholstery and Furniture Repair	\$9,053.15	0.00%	100.00%
423690	Other Electronic Parts and Equipment Merchant Wholesalers	\$9,023.46	0.00%	100.00%
423910	Sporting and Recreational Goods and Supplies Merchant Wholesalers	\$6,603.31	0.00%	100.00%
423420	Office Equipment Merchant Wholesalers	\$6,256.17	0.00%	100.00%
423860	Transportation Equipment and Supplies (except Motor Vehicle) Merchant Wholesalers	\$5,171.25	0.00%	100.00%
332999	All Other Miscellaneous Fabricated Metal Product Manufacturing	\$3,602.30	0.00%	100.00%
424130	Industrial and Personal Service Paper Merchant Wholesalers	\$1,833.00	0.00%	100.00%
488490	Other Support Activities for Road Transportation	\$0.00	0.00%	100.00%
561421	Telephone Answering Services	\$0.00	0.00%	100.00%
424930	Flower, Nursery Stock, and Florists' Supplies Merchant Wholesalers	\$0.00	0.00%	100.00%
441222	Boat Dealers	\$0.00	0.00%	100.00%
812332	Industrial Launderers	\$0.00	0.00%	100.00%
Grand Total		\$783,394,101.27	100.00%	

TABLE B-10.
CITY OF BALTIMORE PRODUCT MARKET AREA
PROFESSIONAL SERVICES NAICS CODES

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
541511	Custom Computer Programming Services	\$76,463,495.92	46.83%	46.83%
621340	Offices of Physical, Occupational and Speech Therapists, and Audiologists	\$16,268,687.87	9.96%	56.79%
541512	Computer Systems Design Services	\$14,269,866.10	8.74%	65.53%
532112	Passenger Car Leasing	\$9,279,439.25	5.68%	71.21%
541519	Other Computer Related Services	\$7,380,826.24	4.52%	75.73%
541380	Testing Laboratories	\$6,332,288.95	3.88%	79.61%
621910	Ambulance Services	\$5,434,130.73	3.33%	82.94%
532284	Recreational Goods Rental	\$3,806,071.45	2.33%	85.27%
524298	All Other Insurance Related Activities	\$2,465,370.00	1.51%	86.78%
541330	Engineering Services	\$2,381,993.00	1.46%	88.24%
541618	Other Management Consulting Services	\$2,043,970.26	1.25%	89.49%
238220	Plumbing, Heating, and Air-Conditioning Contractors	\$1,936,725.68	1.19%	90.67%
541611	Administrative Management and General Management Consulting Services	\$1,917,677.79	1.17%	91.85%
423450	Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	\$1,466,473.00	0.90%	92.75%
238210	Electrical Contractors and Other Wiring Installation Contractors	\$1,340,766.12	0.82%	93.57%
541211	Offices of Certified Public Accountants	\$1,071,914.05	0.66%	94.22%
541612	Human Resources Consulting Services	\$877,951.56	0.54%	94.76%
561320	Temporary Help Services	\$833,188.00	0.51%	95.27%
541690	Other Scientific and Technical Consulting Services	\$750,092.68	0.46%	95.73%
238320	Painting and Wall Covering Contractors	\$616,837.00	0.38%	96.11%
922160	Fire Protection	\$614,393.00	0.38%	96.48%
624190	Other Individual and Family Services	\$572,211.00	0.35%	96.83%
541620	Environmental Consulting Services	\$571,426.00	0.35%	97.18%
485991	Special Needs Transportation	\$545,297.00	0.33%	97.52%
541940	Veterinary Services	\$364,434.16	0.22%	97.74%
523930	Investment Advice	\$361,939.00	0.22%	97.96%
541890	Other Services Related to Advertising	\$274,957.62	0.17%	98.13%
541614	Process, Physical Distribution, and Logistics Consulting Services	\$272,850.59	0.17%	98.30%
532111	Passenger Car Rental	\$255,493.62	0.16%	98.46%
532412	Construction, Mining, and Forestry Machinery and Equipment Rental and Leasing	\$234,681.73	0.14%	98.60%
238910	Site Preparation Contractors	\$223,460.85	0.14%	98.74%
541820	Public Relations Agencies	\$220,928.00	0.14%	98.87%
238110	Poured Concrete Foundation and Structure Contractors	\$211,279.00	0.13%	99.00%
532420	Office Machinery and Equipment Rental and Leasing	\$208,453.26	0.13%	99.13%
541613	Marketing Consulting Services	\$200,000.00	0.12%	99.25%
621610	Home Health Care Services	\$162,335.00	0.10%	99.35%
423720	Plumbing and Heating Equipment and Supplies (Hydronics) Merchant Wholesalers	\$121,055.81	0.07%	99.42%
541110	Offices of Lawyers	\$102,082.00	0.06%	99.49%

NAICS	NAICS DESCRIPTION	PAYMENTS	PERCENT	CUMULATIVE PERCENTAGE
485999	All Other Transit and Ground Passenger Transportation	\$95,301.00	0.06%	99.55%
541990	All Other Professional, Scientific, and Technical Services	\$82,652.00	0.05%	99.60%
484110	General Freight Trucking, Local	\$74,882.00	0.05%	99.64%
423310	Lumber, Plywood, Millwork, and Wood Panel Merchant Wholesalers	\$71,215.24	0.04%	99.69%
238310	Drywall and Insulation Contractors	\$68,425.55	0.04%	99.73%
561311	Employment Placement Agencies	\$64,400.00	0.04%	99.77%
561330	Professional Employer Organizations	\$51,011.00	0.03%	99.80%
611430	Professional and Management Development Training	\$48,740.00	0.03%	99.83%
323111	Commercial Printing (except Screen and Books)	\$42,392.82	0.03%	99.85%
238160	Roofing Contractors	\$40,645.00	0.02%	99.88%
541720	Research and Development in the Social Sciences and Humanities	\$39,902.00	0.02%	99.90%
326199	All Other Plastics Product Manufacturing	\$29,183.52	0.02%	99.92%
238140	Masonry Contractors	\$26,903.81	0.02%	99.94%
532310	General Rental Centers	\$18,916.90	0.01%	99.95%
621112	Offices of Physicians, Mental Health Specialists	\$10,550.00	0.01%	99.96%
424120	Stationery and Office Supplies Merchant Wholesalers	\$10,449.00	0.01%	99.96%
611710	Educational Support Services	\$10,020.50	0.01%	99.97%
621511	Medical Laboratories	\$9,843.00	0.01%	99.97%
238330	Flooring Contractors	\$8,181.00	0.01%	99.98%
541199	All Other Legal Services	\$7,835.30	0.00%	99.98%
611513	Apprenticeship Training	\$7,500.00	0.00%	99.99%
541513	Computer Facilities Management Services	\$5,583.53	0.00%	99.99%
541430	Graphic Design Services	\$4,666.00	0.00%	99.99%
611610	Fine Arts Schools	\$2,875.00	0.00%	100.00%
611420	Computer Training	\$2,844.16	0.00%	100.00%
621399	Offices of All Other Miscellaneous Health Practitioners	\$1,682.54	0.00%	100.00%
424930	Flower, Nursery Stock, and Florists' Supplies Merchant Wholesalers	\$384.00	0.00%	100.00%
541930	Translation and Interpretation Services	\$360.00	0.00%	100.00%
811121	Automotive Body, Paint, and Interior Repair and Maintenance	\$340.00	0.00%	100.00%
611620	Sports and Recreation Instruction	\$0.00	0.00%	100.00%
524113	Direct Life Insurance Carriers	\$0.00	0.00%	100.00%
Grand Total		\$163,292,728.16	100.00%	

Appendix C

Detailed Utilization, Availability, and Disparity Analyses

TABLE C-1.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
CONSTRUCTION
AFRICAN AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	AFRICAN AMERICAN			
		Utilization	Availability	Disparity	Significance
1153	Support activities for forestry	0.00%	0.00%	0.00%	
2213	Water, sewage and other systems	0.00%	0.00%	0.00%	
2362	Nonresidential building construction	5.66%	10.03%	56.42%	¥
2371	Utility system construction	6.06%	11.10%	54.61%	¥
2372	Land subdivision	0.00%	0.00%	0.00%	
2373	Highway, street, and bridge construction	1.67%	5.36%	31.21%	¥
2379	Other heavy construction	0.07%	0.00%	0.00%	
2381	Building foundation and exterior contractors	20.57%	3.83%	0.00%	
2382	Building equipment contractors	18.63%	9.74%	0.00%	
2383	Building finishing contractors	6.69%	6.02%	0.00%	
2389	Other specialty trade contractors	57.36%	9.67%	0.00%	
3219	Other wood product manufacturing	0.00%	0.00%	0.00%	
3231	Printing and related support activities	0.00%	0.46%	0.00%	
3241	Petroleum and coal products manufacturing	0.55%	4.55%	12.10%	¥¥
3259	Other chemical product and preparation mfg.	0.00%	0.00%	0.00%	
3273	Cement and concrete product manufacturing	0.00%	0.00%	0.00%	
3279	Other nonmetallic mineral products	0.00%	0.00%	0.00%	
3323	Architectural and structural metals mfg.	0.00%	0.00%	0.00%	
3328	Coating, engraving, and heat treating metals	0.00%	0.00%	0.00%	
3329	Other fabricated metal product manufacturing	4.76%	0.00%	0.00%	
3331	Ag., construction, and mining machinery mfg.	0.00%	0.00%	0.00%	
3332	Industrial machinery manufacturing	0.00%	0.00%	0.00%	
3339	Other general purpose machinery manufacturing	0.00%	0.00%	0.00%	
3372	Office furniture and fixtures manufacturing	0.00%	0.00%	0.00%	
3399	Other miscellaneous manufacturing	0.00%	5.45%	0.00%	¥¥¥
4233	Lumber and const. supply merchant wholesalers	53.25%	1.29%	0.00%	
4234	Commercial equip. merchant wholesalers	0.00%	4.65%	0.00%	¥¥¥
4235	Metal and mineral merchant wholesalers	0.00%	10.78%	0.00%	¥¥¥
4236	Appliance and electric goods merchant whls.	0.00%	0.49%	0.00%	
4237	Hardware and plumbing merchant wholesalers	0.00%	8.24%	0.00%	¥¥¥
4238	Machinery and supply merchant wholesalers	1.70%	3.33%	50.98%	
4239	Misc. durable goods merchant wholesalers	0.00%	25.28%	0.00%	¥¥¥
4246	Chemical merchant wholesalers	0.00%	0.62%	0.00%	
4247	Petroleum merchant wholesalers	100.00%	100.00%	0.00%	
4442	Lawn and garden equipment and supplies stores	0.00%	0.00%	0.00%	
4543	Direct selling establishments	100.00%	100.00%	0.00%	
4841	General freight trucking	30.52%	30.52%	0.00%	
4842	Specialized freight trucking	14.35%	27.75%	51.71%	¥¥¥
5182	Data processing, hosting and related services	0.00%	12.51%	0.00%	¥¥¥
5313	Activities related to real estate	100.00%	100.00%	0.00%	

NAICS-4	NAICS-4 DESC	AFRICAN AMERICAN			
		Utilization	Availability	Disparity	Significance
5321	Automotive equipment rental and leasing	90.91%	90.91%	0.00%	
5324	Machinery and equipment rental and leasing	1.29%	1.29%	0.00%	
5411	Legal services	36.03%	3.60%	0.00%	
5413	Architectural and engineering services	6.32%	10.05%	62.88%	
5414	Specialized design services	0.00%	11.29%	0.00%	¥¥¥
5415	Computer systems design and related services	87.81%	17.33%	0.00%	
5416	Management and technical consulting services	36.03%	19.76%	0.00%	
5419	Other professional and technical services	26.20%	28.80%	90.98%	
5613	Employment services	94.12%	17.89%	0.00%	
5616	Investigation and security services	0.00%	14.20%	0.00%	¥¥¥
5617	Services to buildings and dwellings	4.60%	18.80%	24.48%	¥¥¥
5619	Other support services	5.06%	35.17%	14.39%	¥¥¥
5621	Waste collection	0.00%	2.63%	0.00%	¥¥
5622	Waste treatment and disposal	0.00%	28.17%	0.00%	¥¥¥
5629	Remediation and other waste services	0.35%	10.96%	3.19%	¥¥¥
8111	Automotive repair and maintenance	99.69%	12.09%	0.00%	
8112	Electronic equipment repair and maintenance	71.95%	26.84%	0.00%	
8113	Commercial machinery repair and maintenance	69.61%	69.61%	0.00%	
9221	Justice, public order, and safety activities	0.00%	0.00%	0.00%	
9261	Administration of economic programs	0.00%	0.00%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-2.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
CONSTRUCTION
ASIAN AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
1153	Support activities for forestry	0.00%	0.00%	0.00%	
2213	Water, sewage and other systems	0.00%	0.00%	0.00%	
2362	Nonresidential building construction	2.29%	5.41%	42.29%	
2371	Utility system construction	0.02%	1.20%	1.35%	
2372	Land subdivision	0.00%	0.00%	0.00%	
2373	Highway, street, and bridge construction	0.09%	2.59%	3.58%	¥
2379	Other heavy construction	0.00%	4.55%	0.00%	¥¥¥
2381	Building foundation and exterior contractors	0.18%	2.73%	6.52%	¥
2382	Building equipment contractors	0.14%	1.67%	8.29%	
2383	Building finishing contractors	0.00%	2.22%	0.00%	¥
2389	Other specialty trade contractors	0.11%	0.62%	18.55%	
3219	Other wood product manufacturing	0.00%	0.00%	0.00%	
3231	Printing and related support activities	0.00%	0.15%	0.00%	
3241	Petroleum and coal products manufacturing	0.00%	0.00%	0.00%	
3259	Other chemical product and preparation mfg.	0.00%	0.00%	0.00%	
3273	Cement and concrete product manufacturing	0.00%	0.00%	0.00%	
3279	Other nonmetallic mineral products	0.00%	0.00%	0.00%	
3323	Architectural and structural metals mfg.	0.00%	0.00%	0.00%	

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
3328	Coating, engraving, and heat treating metals	0.00%	0.00%	0.00%	
3329	Other fabricated metal product manufacturing	0.00%	0.00%	0.00%	
3331	Ag., construction, and mining machinery mfg.	0.00%	0.00%	0.00%	
3332	Industrial machinery manufacturing	0.00%	0.00%	0.00%	
3339	Other general purpose machinery manufacturing	0.00%	0.00%	0.00%	
3372	Office furniture and fixtures manufacturing	0.00%	0.00%	0.00%	
3399	Other miscellaneous manufacturing	0.00%	9.52%	0.00%	¥¥¥
4233	Lumber and const. supply merchant wholesalers	4.98%	2.20%	0.00%	
4234	Commercial equip. merchant wholesalers	0.00%	5.36%	0.00%	¥¥¥
4235	Metal and mineral merchant wholesalers	0.00%	0.00%	0.00%	
4236	Appliance and electric goods merchant whls.	0.00%	6.78%	0.00%	¥¥¥
4237	Hardware and plumbing merchant wholesalers	0.00%	0.00%	0.00%	
4238	Machinery and supply merchant wholesalers	0.00%	6.30%	0.00%	¥¥¥
4239	Misc. durable goods merchant wholesalers	0.00%	25.25%	0.00%	¥¥¥
4246	Chemical merchant wholesalers	0.00%	11.94%	0.00%	¥¥¥
4247	Petroleum merchant wholesalers	0.00%	0.00%	0.00%	
4442	Lawn and garden equipment and supplies stores	0.00%	0.00%	0.00%	
4543	Direct selling establishments	0.00%	0.00%	0.00%	
4841	General freight trucking	0.00%	0.00%	0.00%	
4842	Specialized freight trucking	0.00%	0.44%	0.00%	
5182	Data processing, hosting and related services	0.00%	12.31%	0.00%	¥¥¥
5313	Activities related to real estate	0.00%	0.00%	0.00%	
5321	Automotive equipment rental and leasing	0.00%	0.00%	0.00%	
5324	Machinery and equipment rental and leasing	0.00%	0.00%	0.00%	
5411	Legal services	0.00%	1.74%	0.00%	
5413	Architectural and engineering services	35.20%	6.54%	0.00%	
5414	Specialized design services	0.00%	0.37%	0.00%	
5415	Computer systems design and related services	0.45%	17.12%	2.62%	¥¥¥
5416	Management and technical consulting services	0.33%	3.85%	8.71%	¥¥
5419	Other professional and technical services	0.00%	5.87%	0.00%	¥¥¥
5613	Employment services	0.00%	7.37%	0.00%	¥¥¥
5616	Investigation and security services	0.00%	1.84%	0.00%	
5617	Services to buildings and dwellings	0.00%	0.10%	0.00%	
5619	Other support services	0.00%	2.00%	0.00%	
5621	Waste collection	0.00%	1.32%	0.00%	
5622	Waste treatment and disposal	0.00%	7.17%	0.00%	¥¥¥
5629	Remediation and other waste services	1.21%	1.09%	0.00%	
8111	Automotive repair and maintenance	0.00%	2.83%	0.00%	¥¥
8112	Electronic equipment repair and maintenance	0.00%	10.42%	0.00%	¥¥¥
8113	Commercial machinery repair and maintenance	0.00%	0.00%	0.00%	
9221	Justice, public order, and safety activities	0.00%	0.00%	0.00%	
9261	Administration of economic programs	0.00%	0.00%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-3.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES

CITY OF BALTIMORE MARKETPLACE
CONSTRUCTION
HISPANIC AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
1153	Support activities for forestry	0.00%	0.00%	0.00%	
2213	Water, sewage and other systems	0.00%	0.00%	0.00%	
2362	Nonresidential building construction	0.57%	5.24%	10.83%	¥¥¥
2371	Utility system construction	3.48%	6.22%	55.93%	
2372	Land subdivision	0.00%	0.00%	0.00%	
2373	Highway, street, and bridge construction	27.88%	3.91%	0.00%	
2379	Other heavy construction	0.77%	0.00%	0.00%	
2381	Building foundation and exterior contractors	28.22%	8.65%	0.00%	
2382	Building equipment contractors	2.17%	3.26%	66.33%	
2383	Building finishing contractors	11.90%	11.24%	0.00%	
2389	Other specialty trade contractors	2.27%	8.42%	26.95%	¥¥¥
3219	Other wood product manufacturing	0.00%	0.00%	0.00%	
3231	Printing and related support activities	0.00%	5.41%	0.00%	¥¥¥
3241	Petroleum and coal products manufacturing	83.50%	0.00%	0.00%	
3259	Other chemical product and preparation mfg.	0.00%	0.00%	0.00%	
3273	Cement and concrete product manufacturing	99.63%	0.00%	0.00%	
3279	Other nonmetallic mineral products	0.00%	0.00%	0.00%	
3323	Architectural and structural metals mfg.	0.00%	0.00%	0.00%	
3328	Coating, engraving, and heat treating metals	0.00%	0.00%	0.00%	
3329	Other fabricated metal product manufacturing	0.00%	0.00%	0.00%	
3331	Ag., construction, and mining machinery mfg.	0.00%	0.00%	0.00%	
3332	Industrial machinery manufacturing	0.00%	0.00%	0.00%	
3339	Other general purpose machinery manufacturing	0.00%	0.00%	0.00%	
3372	Office furniture and fixtures manufacturing	0.00%	0.00%	0.00%	
3399	Other miscellaneous manufacturing	0.00%	0.00%	0.00%	
4233	Lumber and const. supply merchant wholesalers	0.00%	2.46%	0.00%	¥
4234	Commercial equip. merchant wholesalers	54.77%	0.10%	0.00%	
4235	Metal and mineral merchant wholesalers	0.00%	0.43%	0.00%	
4236	Appliance and electric goods merchant whls.	0.00%	0.21%	0.00%	
4237	Hardware and plumbing merchant wholesalers	0.00%	0.58%	0.00%	
4238	Machinery and supply merchant wholesalers	0.00%	0.56%	0.00%	
4239	Misc. durable goods merchant wholesalers	0.00%	0.34%	0.00%	
4246	Chemical merchant wholesalers	0.00%	0.00%	0.00%	
4247	Petroleum merchant wholesalers	0.00%	0.00%	0.00%	
4442	Lawn and garden equipment and supplies stores	0.00%	0.00%	0.00%	
4543	Direct selling establishments	0.00%	0.00%	0.00%	
4841	General freight trucking	0.71%	0.71%	0.00%	
4842	Specialized freight trucking	17.83%	6.31%	0.00%	
5182	Data processing, hosting and related services	0.00%	0.34%	0.00%	
5313	Activities related to real estate	0.00%	0.00%	0.00%	
5321	Automotive equipment rental and leasing	0.00%	0.00%	0.00%	
5324	Machinery and equipment rental and leasing	0.00%	0.00%	0.00%	
5411	Legal services	0.00%	1.71%	0.00%	
5413	Architectural and engineering services	0.33%	5.81%	5.76%	¥¥¥
5414	Specialized design services	0.00%	0.25%	0.00%	
5415	Computer systems design and related services	0.00%	2.67%	0.00%	¥¥

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
5416	Management and technical consulting services	0.00%	4.18%	0.00%	¥¥¥
5419	Other professional and technical services	0.00%	2.96%	0.00%	¥¥
5613	Employment services	0.00%	0.42%	0.00%	
5616	Investigation and security services	0.00%	5.24%	0.00%	¥¥¥
5617	Services to buildings and dwellings	32.73%	9.99%	0.00%	
5619	Other support services	0.62%	5.63%	11.01%	¥¥¥
5621	Waste collection	5.15%	0.00%	0.00%	
5622	Waste treatment and disposal	0.00%	0.00%	0.00%	
5629	Remediation and other waste services	0.00%	0.36%	0.00%	
8111	Automotive repair and maintenance	0.31%	4.71%	6.56%	¥¥¥
8112	Electronic equipment repair and maintenance	0.00%	0.22%	0.00%	
8113	Commercial machinery repair and maintenance	2.48%	2.48%	0.00%	
9221	Justice, public order, and safety activities	0.00%	0.00%	0.00%	
9261	Administration of economic programs	0.00%	0.00%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-4.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
CONSTRUCTION
NATIVE AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
1153	Support activities for forestry	0.00%	0.00%	0.00%	
2213	Water, sewage and other systems	0.00%	0.00%	0.00%	
2362	Nonresidential building construction	0.52%	1.70%	30.58%	
2371	Utility system construction	0.00%	0.00%	0.00%	
2372	Land subdivision	0.00%	0.00%	0.00%	
2373	Highway, street, and bridge construction	0.00%	0.00%	0.00%	
2379	Other heavy construction	0.00%	0.00%	0.00%	
2381	Building foundation and exterior contractors	0.26%	0.11%	241.91%	
2382	Building equipment contractors	10.95%	0.32%	0.00%	
2383	Building finishing contractors	0.00%	0.98%	0.00%	
2389	Other specialty trade contractors	0.03%	1.90%	1.74%	
3219	Other wood product manufacturing	0.00%	0.00%	0.00%	
3231	Printing and related support activities	0.00%	0.00%	0.00%	
3241	Petroleum and coal products manufacturing	0.00%	0.00%	0.00%	
3259	Other chemical product and preparation mfg.	0.00%	0.00%	0.00%	
3273	Cement and concrete product manufacturing	0.00%	0.00%	0.00%	
3279	Other nonmetallic mineral products	0.00%	0.00%	0.00%	
3323	Architectural and structural metals mfg.	0.00%	0.00%	0.00%	
3328	Coating, engraving, and heat treating metals	0.00%	0.00%	0.00%	
3329	Other fabricated metal product manufacturing	0.00%	0.00%	0.00%	
3331	Ag., construction, and mining machinery mfg.	0.00%	0.00%	0.00%	
3332	Industrial machinery manufacturing	0.00%	0.00%	0.00%	

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
3339	Other general purpose machinery manufacturing	0.00%	0.00%	0.00%	
3372	Office furniture and fixtures manufacturing	0.00%	0.00%	0.00%	
3399	Other miscellaneous manufacturing	0.00%	4.76%	0.00%	¥¥¥
4233	Lumber and const. supply merchant wholesalers	0.00%	0.00%	0.00%	
4234	Commercial equip. merchant wholesalers	0.00%	1.69%	0.00%	
4235	Metal and mineral merchant wholesalers	0.00%	10.00%	0.00%	¥¥¥
4236	Appliance and electric goods merchant whls.	0.00%	0.00%	0.00%	
4237	Hardware and plumbing merchant wholesalers	0.00%	0.00%	0.00%	
4238	Machinery and supply merchant wholesalers	0.00%	1.26%	0.00%	
4239	Misc. durable goods merchant wholesalers	0.00%	0.00%	0.00%	
4246	Chemical merchant wholesalers	0.00%	0.00%	0.00%	
4247	Petroleum merchant wholesalers	0.00%	0.00%	0.00%	
4442	Lawn and garden equipment and supplies stores	0.00%	0.00%	0.00%	
4543	Direct selling establishments	0.00%	0.00%	0.00%	
4841	General freight trucking	0.00%	0.00%	0.00%	
4842	Specialized freight trucking	0.00%	0.00%	0.00%	
5182	Data processing, hosting and related services	0.00%	0.00%	0.00%	
5313	Activities related to real estate	0.00%	0.00%	0.00%	
5321	Automotive equipment rental and leasing	0.00%	0.00%	0.00%	
5324	Machinery and equipment rental and leasing	0.00%	0.00%	0.00%	
5411	Legal services	0.00%	0.00%	0.00%	
5413	Architectural and engineering services	0.00%	0.77%	0.00%	
5414	Specialized design services	0.00%	0.00%	0.00%	
5415	Computer systems design and related services	0.00%	1.14%	0.00%	
5416	Management and technical consulting services	0.00%	0.04%	0.00%	
5419	Other professional and technical services	0.00%	0.00%	0.00%	
5613	Employment services	0.00%	3.48%	0.00%	¥
5616	Investigation and security services	0.00%	3.31%	0.00%	¥
5617	Services to buildings and dwellings	0.00%	1.02%	0.00%	
5619	Other support services	0.00%	0.01%	0.00%	
5621	Waste collection	0.00%	0.00%	0.00%	
5622	Waste treatment and disposal	0.00%	0.00%	0.00%	
5629	Remediation and other waste services	1.46%	2.04%	71.36%	
8111	Automotive repair and maintenance	0.00%	1.83%	0.00%	
8112	Electronic equipment repair and maintenance	0.00%	0.00%	0.00%	
8113	Commercial machinery repair and maintenance	0.00%	0.00%	0.00%	
9221	Justice, public order, and safety activities	0.00%	0.00%	0.00%	
9261	Administration of economic programs	0.00%	0.00%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-5.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
CONSTRUCTION
MBE FIRMS

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
1153	Support activities for forestry	0.00%	0.00%	0.00%	
2213	Water, sewage and other systems	0.00%	0.00%	0.00%	
2362	Nonresidential building construction	9.03%	22.38%	40.37%	¥¥¥
2371	Utility system construction	9.56%	18.52%	51.60%	¥¥¥
2372	Land subdivision	0.00%	0.00%	0.00%	
2373	Highway, street, and bridge construction	29.65%	11.85%	0.00%	
2379	Other heavy construction	0.84%	4.55%	18.50%	¥¥
2381	Building foundation and exterior contractors	49.23%	15.32%	0.00%	
2382	Building equipment contractors	31.89%	14.99%	0.00%	
2383	Building finishing contractors	18.59%	20.46%	90.87%	
2389	Other specialty trade contractors	59.77%	20.61%	0.00%	
3219	Other wood product manufacturing	0.00%	0.00%	0.00%	
3231	Printing and related support activities	0.00%	6.02%	0.00%	¥¥¥
3241	Petroleum and coal products manufacturing	84.05%	4.55%	0.00%	
3259	Other chemical product and preparation mfg.	0.00%	0.00%	0.00%	
3273	Cement and concrete product manufacturing	99.63%	0.00%	0.00%	
3279	Other nonmetallic mineral products	0.00%	0.00%	0.00%	
3323	Architectural and structural metals mfg.	0.00%	0.00%	0.00%	
3328	Coating, engraving, and heat treating metals	0.00%	0.00%	0.00%	
3329	Other fabricated metal product manufacturing	4.76%	0.00%	0.00%	
3331	Ag., construction, and mining machinery mfg.	0.00%	0.00%	0.00%	
3332	Industrial machinery manufacturing	0.00%	0.00%	0.00%	
3339	Other general purpose machinery manufacturing	0.00%	0.00%	0.00%	
3372	Office furniture and fixtures manufacturing	0.00%	0.00%	0.00%	
3399	Other miscellaneous manufacturing	0.00%	19.74%	0.00%	¥¥¥
4233	Lumber and const. supply merchant wholesalers	58.23%	5.95%	0.00%	
4234	Commercial equip. merchant wholesalers	54.77%	11.81%	0.00%	
4235	Metal and mineral merchant wholesalers	0.00%	21.22%	0.00%	¥¥¥
4236	Appliance and electric goods merchant whls.	0.00%	7.48%	0.00%	¥¥¥
4237	Hardware and plumbing merchant wholesalers	0.00%	8.82%	0.00%	¥¥¥
4238	Machinery and supply merchant wholesalers	1.70%	11.45%	14.83%	¥¥¥
4239	Misc. durable goods merchant wholesalers	0.00%	50.87%	0.00%	¥¥¥
4246	Chemical merchant wholesalers	0.00%	12.56%	0.00%	¥¥¥
4247	Petroleum merchant wholesalers	100.00%	100.00%	0.00%	
4442	Lawn and garden equipment and supplies stores	0.00%	0.00%	0.00%	
4543	Direct selling establishments	100.00%	100.00%	0.00%	
4841	General freight trucking	31.23%	31.23%	0.00%	
4842	Specialized freight trucking	32.18%	34.50%	93.28%	
5182	Data processing, hosting and related services	0.00%	25.15%	0.00%	¥¥¥
5313	Activities related to real estate	100.00%	100.00%	0.00%	
5321	Automotive equipment rental and leasing	90.91%	90.91%	0.00%	
5324	Machinery and equipment rental and leasing	1.29%	1.29%	0.00%	
5411	Legal services	36.03%	7.05%	0.00%	

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
5413	Architectural and engineering services	41.85%	23.17%	0.00%	
5414	Specialized design services	0.00%	11.91%	0.00%	¥¥¥
5415	Computer systems design and related services	88.25%	38.27%	0.00%	
5416	Management and technical consulting services	36.37%	27.83%	0.00%	
5419	Other professional and technical services	26.20%	37.64%	69.61%	¥¥¥
5613	Employment services	94.12%	29.16%	0.00%	
5616	Investigation and security services	0.00%	24.57%	0.00%	¥¥¥
5617	Services to buildings and dwellings	37.33%	29.92%	0.00%	
5619	Other support services	5.68%	42.81%	13.27%	¥¥¥
5621	Waste collection	5.15%	3.95%	0.00%	
5622	Waste treatment and disposal	0.00%	35.34%	0.00%	¥¥¥
5629	Remediation and other waste services	3.02%	14.46%	20.88%	¥¥¥
8111	Automotive repair and maintenance	100.00%	21.46%	0.00%	
8112	Electronic equipment repair and maintenance	71.95%	37.47%	0.00%	
8113	Commercial machinery repair and maintenance	72.08%	72.08%	0.00%	
9221	Justice, public order, and safety activities	0.00%	0.00%	0.00%	
9261	Administration of economic programs	0.00%	0.00%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-6.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
CONSTRUCTION
NONMINORITY FEMALE FIRMS

NAICS-4	NAICS-4 DESC	NONMINORITY FEMALE			
		Utilization	Availability	Disparity	Significance
1153	Support activities for forestry	100.00%	100.00%	0.00%	
2213	Water, sewage and other systems	0.00%	0.00%	0.00%	
2362	Nonresidential building construction	34.69%	26.50%	0.00%	
2371	Utility system construction	1.60%	17.75%	9.01%	¥¥¥
2372	Land subdivision	100.00%	100.00%	0.00%	
2373	Highway, street, and bridge construction	4.30%	25.69%	16.74%	¥¥¥
2379	Other heavy construction	4.26%	26.16%	16.29%	¥¥¥
2381	Building foundation and exterior contractors	2.34%	22.36%	10.47%	¥¥¥
2382	Building equipment contractors	1.01%	20.76%	4.84%	¥¥¥
2383	Building finishing contractors	36.82%	28.32%	0.00%	
2389	Other specialty trade contractors	10.39%	22.00%	47.22%	¥¥¥
3219	Other wood product manufacturing	0.00%	0.00%	0.00%	
3231	Printing and related support activities	100.00%	43.37%	0.00%	
3241	Petroleum and coal products manufacturing	0.00%	0.00%	0.00%	
3259	Other chemical product and preparation mfg.	100.00%	100.00%	0.00%	
3273	Cement and concrete product manufacturing	0.00%	1.52%	0.00%	
3279	Other nonmetallic mineral products	0.00%	0.00%	0.00%	
3323	Architectural and structural metals mfg.	3.19%	3.19%	0.00%	
3328	Coating, engraving, and heat treating metals	0.00%	0.00%	0.00%	

NAICS-4	NAICS-4 DESC	NONMINORITY FEMALE			
		Utilization	Availability	Disparity	Significance
3329	Other fabricated metal product manufacturing	0.33%	29.76%	1.10%	¥¥¥
3331	Ag., construction, and mining machinery mfg.	0.00%	0.00%	0.00%	
3332	Industrial machinery manufacturing	0.00%	0.00%	0.00%	
3339	Other general purpose machinery manufacturing	0.00%	0.00%	0.00%	
3372	Office furniture and fixtures manufacturing	18.02%	18.02%	0.00%	
3399	Other miscellaneous manufacturing	100.00%	37.10%	0.00%	
4233	Lumber and const. supply merchant wholesalers	5.24%	39.30%	13.33%	¥¥¥
4234	Commercial equip. merchant wholesalers	0.00%	28.32%	0.00%	¥¥¥
4235	Metal and mineral merchant wholesalers	0.00%	41.04%	0.00%	¥¥¥
4236	Appliance and electric goods merchant whls.	5.01%	33.60%	14.92%	¥¥¥
4237	Hardware and plumbing merchant wholesalers	65.20%	24.45%	0.00%	
4238	Machinery and supply merchant wholesalers	9.37%	17.70%	52.93%	¥¥¥
4239	Misc. durable goods merchant wholesalers	0.00%	1.12%	0.00%	
4246	Chemical merchant wholesalers	100.00%	35.51%	0.00%	
4247	Petroleum merchant wholesalers	0.00%	0.00%	0.00%	
4442	Lawn and garden equipment and supplies stores	100.00%	100.00%	0.00%	
4543	Direct selling establishments	0.00%	0.00%	0.00%	
4841	General freight trucking	67.60%	67.60%	0.00%	
4842	Specialized freight trucking	19.38%	13.61%	0.00%	
5182	Data processing, hosting and related services	0.00%	36.62%	0.00%	¥¥¥
5313	Activities related to real estate	0.00%	0.00%	0.00%	
5321	Automotive equipment rental and leasing	0.00%	0.00%	0.00%	
5324	Machinery and equipment rental and leasing	0.00%	0.00%	0.00%	
5411	Legal services	0.00%	30.26%	0.00%	¥¥¥
5413	Architectural and engineering services	12.01%	25.46%	47.17%	¥¥¥
5414	Specialized design services	0.00%	38.10%	0.00%	¥¥¥
5415	Computer systems design and related services	0.00%	15.37%	0.00%	¥¥¥
5416	Management and technical consulting services	1.93%	22.47%	8.58%	¥¥¥
5419	Other professional and technical services	51.28%	38.00%	0.00%	
5613	Employment services	5.88%	18.50%	31.78%	¥¥¥
5616	Investigation and security services	0.00%	37.30%	0.00%	¥¥¥
5617	Services to buildings and dwellings	53.90%	28.92%	0.00%	
5619	Other support services	84.68%	31.35%	0.00%	
5621	Waste collection	78.32%	30.92%	0.00%	
5622	Waste treatment and disposal	100.00%	20.00%	0.00%	
5629	Remediation and other waste services	12.51%	36.48%	34.29%	¥¥¥
8111	Automotive repair and maintenance	0.00%	18.98%	0.00%	¥¥¥
8112	Electronic equipment repair and maintenance	0.00%	21.23%	0.00%	¥¥¥
8113	Commercial machinery repair and maintenance	0.00%	0.00%	0.00%	
9221	Justice, public order, and safety activities	0.00%	0.00%	0.00%	
9261	Administration of economic programs	0.00%	0.00%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-7.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
CONSTRUCTION
M/WBE FIRMS

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
1153	Support activities for forestry	100.00%	100.00%	0.00%	
2213	Water, sewage and other systems	0.00%	0.00%	0.00%	
2362	Nonresidential building construction	43.72%	48.87%	89.46%	
2371	Utility system construction	11.16%	36.27%	30.76%	¥¥¥
2372	Land subdivision	100.00%	100.00%	0.00%	
2373	Highway, street, and bridge construction	33.95%	37.55%	90.41%	
2379	Other heavy construction	5.10%	30.71%	16.62%	¥¥¥
2381	Building foundation and exterior contractors	51.57%	37.67%	0.00%	
2382	Building equipment contractors	32.89%	35.76%	92.00%	
2383	Building finishing contractors	55.41%	48.77%	0.00%	
2389	Other specialty trade contractors	70.16%	42.61%	0.00%	
3219	Other wood product manufacturing	0.00%	0.00%	0.00%	
3231	Printing and related support activities	100.00%	49.39%	0.00%	
3241	Petroleum and coal products manufacturing	84.05%	4.55%	0.00%	
3259	Other chemical product and preparation mfg.	100.00%	100.00%	0.00%	
3273	Cement and concrete product manufacturing	99.63%	1.52%	0.00%	
3279	Other nonmetallic mineral products	0.00%	0.00%	0.00%	
3323	Architectural and structural metals mfg.	3.19%	3.19%	0.00%	
3328	Coating, engraving, and heat treating metals	0.00%	0.00%	0.00%	
3329	Other fabricated metal product manufacturing	5.09%	29.76%	17.10%	¥¥¥
3331	Ag., construction, and mining machinery mfg.	0.00%	0.00%	0.00%	
3332	Industrial machinery manufacturing	0.00%	0.00%	0.00%	
3339	Other general purpose machinery manufacturing	0.00%	0.00%	0.00%	
3372	Office furniture and fixtures manufacturing	18.02%	18.02%	0.00%	
3399	Other miscellaneous manufacturing	100.00%	56.84%	0.00%	
4233	Lumber and const. supply merchant wholesalers	63.47%	45.25%	0.00%	
4234	Commercial equip. merchant wholesalers	54.77%	40.13%	0.00%	
4235	Metal and mineral merchant wholesalers	0.00%	62.26%	0.00%	¥¥¥
4236	Appliance and electric goods merchant whls.	5.01%	41.08%	12.20%	¥¥¥
4237	Hardware and plumbing merchant wholesalers	65.20%	33.27%	0.00%	
4238	Machinery and supply merchant wholesalers	11.07%	29.16%	37.97%	¥¥¥
4239	Misc. durable goods merchant wholesalers	0.00%	52.00%	0.00%	¥¥¥
4246	Chemical merchant wholesalers	100.00%	48.08%	0.00%	
4247	Petroleum merchant wholesalers	100.00%	100.00%	0.00%	
4442	Lawn and garden equipment and supplies stores	100.00%	100.00%	0.00%	
4543	Direct selling establishments	100.00%	100.00%	0.00%	
4841	General freight trucking	98.83%	98.83%	0.00%	
4842	Specialized freight trucking	51.56%	48.11%	0.00%	
5182	Data processing, hosting and related services	0.00%	61.77%	0.00%	¥¥¥
5313	Activities related to real estate	100.00%	100.00%	0.00%	
5321	Automotive equipment rental and leasing	90.91%	90.91%	0.00%	
5324	Machinery and equipment rental and leasing	1.29%	1.29%	0.00%	
5411	Legal services	36.03%	37.31%	96.58%	

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
5413	Architectural and engineering services	53.86%	48.64%	0.00%	
5414	Specialized design services	0.00%	50.01%	0.00%	¥¥¥
5415	Computer systems design and related services	88.25%	53.64%	0.00%	
5416	Management and technical consulting services	38.30%	50.30%	76.13%	¥¥¥
5419	Other professional and technical services	77.49%	75.64%	0.00%	
5613	Employment services	100.00%	47.67%	0.00%	
5616	Investigation and security services	0.00%	61.88%	0.00%	¥¥¥
5617	Services to buildings and dwellings	91.23%	58.84%	0.00%	
5619	Other support services	90.36%	74.17%	0.00%	
5621	Waste collection	83.47%	34.87%	0.00%	
5622	Waste treatment and disposal	100.00%	55.34%	0.00%	
5629	Remediation and other waste services	15.53%	50.94%	30.48%	¥¥¥
8111	Automotive repair and maintenance	100.00%	40.45%	0.00%	
8112	Electronic equipment repair and maintenance	71.95%	58.70%	0.00%	
8113	Commercial machinery repair and maintenance	72.08%	72.08%	0.00%	
9221	Justice, public order, and safety activities	0.00%	0.00%	0.00%	
9261	Administration of economic programs	0.00%	0.00%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-8.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
ARCHITECTURE & ENGINEERING
AFRICAN AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	AFRICAN AMERICAN			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential building construction	69.01%	10.03%	0.00%	
2371	Utility system construction	0.00%	11.10%	0.00%	¥¥¥
2379	Other heavy construction	88.44%	0.00%	0.00%	
2381	Building foundation and exterior contractors	0.00%	3.83%	0.00%	¥¥¥
2382	Building equipment contractors	15.04%	9.74%	0.00%	
2389	Other specialty trade contractors	0.00%	9.67%	0.00%	¥¥¥
3231	Printing and related support activities	0.00%	0.46%	0.00%	
5182	Data processing, hosting and related services	0.00%	12.51%	0.00%	¥¥¥
5313	Activities related to real estate	0.00%	0.00%	0.00%	
5324	Machinery and equipment rental and leasing	0.00%	0.00%	0.00%	
5413	Architectural and engineering services	3.32%	10.05%	32.99%	¥¥¥
5414	Specialized design services	42.16%	11.29%	0.00%	
5415	Computer systems design and related services	0.00%	17.33%	0.00%	¥¥¥
5416	Management and technical consulting services	19.87%	19.76%	0.00%	
5419	Other professional and technical services	0.00%	28.80%	0.00%	¥¥¥
5617	Services to buildings and dwellings	0.00%	18.80%	0.00%	¥¥¥
5619	Other support services	96.74%	35.17%	0.00%	
5622	Waste treatment and disposal	0.00%	28.17%	0.00%	¥¥¥
5629	Remediation and other waste services	60.36%	10.96%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-9.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
ARCHITECTURE & ENGINEERING
ASIAN AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential building construction	13.80%	5.41%	0.00%	
2371	Utility system construction	24.44%	1.20%	0.00%	
2379	Other heavy construction	0.00%	4.55%	0.00%	¥¥
2381	Building foundation and exterior contractors	0.00%	2.73%	0.00%	¥¥¥
2382	Building equipment contractors	0.00%	1.67%	0.00%	¥
2389	Other specialty trade contractors	68.56%	0.62%	0.00%	
3231	Printing and related support activities	0.00%	0.15%	0.00%	
5182	Data processing, hosting and related services	0.00%	12.31%	0.00%	¥¥¥
5313	Activities related to real estate	0.00%	0.00%	0.00%	
5324	Machinery and equipment rental and leasing	0.00%	0.00%	0.00%	
5413	Architectural and engineering services	22.71%	6.54%	0.00%	
5414	Specialized design services	0.00%	0.37%	0.00%	

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
5415	Computer systems design and related services	0.00%	17.12%	0.00%	¥¥¥
5416	Management and technical consulting services	60.38%	3.85%	0.00%	
5419	Other professional and technical services	0.00%	5.87%	0.00%	¥¥¥
5617	Services to buildings and dwellings	0.00%	0.10%	0.00%	
5619	Other support services	0.00%	2.00%	0.00%	¥¥
5622	Waste treatment and disposal	0.00%	7.17%	0.00%	¥¥¥
5629	Remediation and other waste services	29.71%	1.09%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-10.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
ARCHITECTURE & ENGINEERING
HISPANIC AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential building construction	2.41%	5.24%	45.89%	¥
2371	Utility system construction	0.00%	6.22%	0.00%	¥¥¥
2379	Other heavy construction	0.00%	0.00%	0.00%	
2381	Building foundation and exterior contractors	0.00%	8.65%	0.00%	¥¥¥
2382	Building equipment contractors	0.00%	3.26%	0.00%	¥¥¥
2389	Other specialty trade contractors	0.00%	8.42%	0.00%	¥¥¥
3231	Printing and related support activities	0.00%	5.41%	0.00%	¥¥¥
5182	Data processing, hosting and related services	0.00%	0.34%	0.00%	
5313	Activities related to real estate	0.00%	0.00%	0.00%	
5324	Machinery and equipment rental and leasing	0.00%	0.00%	0.00%	
5413	Architectural and engineering services	0.37%	5.81%	6.36%	¥¥¥
5414	Specialized design services	0.00%	0.25%	0.00%	
5415	Computer systems design and related services	0.00%	2.67%	0.00%	¥¥¥
5416	Management and technical consulting services	0.00%	4.18%	0.00%	¥¥¥
5419	Other professional and technical services	0.00%	2.96%	0.00%	¥¥¥
5617	Services to buildings and dwellings	0.00%	9.99%	0.00%	¥¥¥
5619	Other support services	1.62%	5.63%	28.76%	¥¥¥
5622	Waste treatment and disposal	0.00%	0.00%	0.00%	
5629	Remediation and other waste services	0.00%	0.36%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-11.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
ARCHITECTURE & ENGINEERING
NATIVE AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential building construction	0.00%	1.70%	0.00%	¥
2371	Utility system construction	0.00%	0.00%	0.00%	
2379	Other heavy construction	0.00%	0.00%	0.00%	
2381	Building foundation and exterior contractors	0.00%	0.11%	0.00%	
2382	Building equipment contractors	23.06%	0.32%	0.00%	
2389	Other specialty trade contractors	0.00%	1.90%	0.00%	¥¥
3231	Printing and related support activities	0.00%	0.00%	0.00%	
5182	Data processing, hosting and related services	0.00%	0.00%	0.00%	
5313	Activities related to real estate	0.00%	0.00%	0.00%	
5324	Machinery and equipment rental and leasing	0.00%	0.00%	0.00%	
5413	Architectural and engineering services	0.00%	0.77%	0.00%	
5414	Specialized design services	0.00%	0.00%	0.00%	
5415	Computer systems design and related services	0.00%	1.14%	0.00%	
5416	Management and technical consulting services	0.00%	0.04%	0.00%	
5419	Other professional and technical services	0.00%	0.00%	0.00%	
5617	Services to buildings and dwellings	0.00%	1.02%	0.00%	
5619	Other support services	0.00%	0.01%	0.00%	
5622	Waste treatment and disposal	0.00%	0.00%	0.00%	
5629	Remediation and other waste services	0.00%	2.04%	0.00%	¥¥

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-12.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
ARCHITECTURE & ENGINEERING
MBE FIRMS

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential building construction	85.22%	22.38%	0.00%	
2371	Utility system construction	24.44%	18.52%	0.00%	
2379	Other heavy construction	88.44%	4.55%	0.00%	
2381	Building foundation and exterior contractors	0.00%	15.32%	0.00%	¥¥¥
2382	Building equipment contractors	38.11%	14.99%	0.00%	
2389	Other specialty trade contractors	68.56%	20.61%	0.00%	
3231	Printing and related support activities	0.00%	6.02%	0.00%	¥¥¥
5182	Data processing, hosting and related services	0.00%	25.15%	0.00%	¥¥¥
5313	Activities related to real estate	0.00%	0.00%	0.00%	
5324	Machinery and equipment rental and leasing	0.00%	0.00%	0.00%	
5413	Architectural and engineering services	26.39%	23.17%	0.00%	
5414	Specialized design services	42.16%	11.91%	0.00%	
5415	Computer systems design and related services	0.00%	38.27%	0.00%	¥¥¥

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
5416	Management and technical consulting services	80.25%	27.83%	0.00%	
5419	Other professional and technical services	0.00%	37.64%	0.00%	¥¥¥
5617	Services to buildings and dwellings	0.00%	29.92%	0.00%	¥¥¥
5619	Other support services	98.36%	42.81%	0.00%	
5622	Waste treatment and disposal	0.00%	35.34%	0.00%	¥¥¥
5629	Remediation and other waste services	90.07%	14.46%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-13.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
ARCHITECTURE & ENGINEERING
NONMINORITY FEMALE FIRMS

NAICS-4	NAICS-4 DESC	NONMINORITY FEMALE			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential building construction	11.05%	26.50%	41.71%	¥¥¥
2371	Utility system construction	29.43%	17.75%	0.00%	
2379	Other heavy construction	0.00%	26.16%	0.00%	¥¥¥
2381	Building foundation and exterior contractors	0.00%	22.36%	0.00%	¥¥¥
2382	Building equipment contractors	20.19%	20.76%	97.25%	
2389	Other specialty trade contractors	31.44%	22.00%	0.00%	
3231	Printing and related support activities	0.00%	43.37%	0.00%	¥¥¥
5182	Data processing, hosting and related services	0.00%	36.62%	0.00%	¥¥¥
5313	Activities related to real estate	100.00%	100.00%	0.00%	
5324	Machinery and equipment rental and leasing	0.00%	0.00%	0.00%	
5413	Architectural and engineering services	9.16%	25.46%	35.98%	¥¥¥
5414	Specialized design services	57.84%	38.10%	0.00%	
5415	Computer systems design and related services	100.00%	15.37%	0.00%	
5416	Management and technical consulting services	13.83%	22.47%	61.53%	¥¥¥
5419	Other professional and technical services	0.00%	38.00%	0.00%	¥¥¥
5617	Services to buildings and dwellings	65.54%	28.92%	0.00%	
5619	Other support services	1.64%	31.35%	5.22%	¥¥¥
5622	Waste treatment and disposal	0.00%	20.00%	0.00%	¥¥¥
5629	Remediation and other waste services	2.27%	36.48%	6.21%	¥¥¥

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-14.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
ARCHITECTURE & ENGINEERING
M/WBE FIRMS

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
2362	Nonresidential building construction	96.27%	48.87%	0.00%	
2371	Utility system construction	53.87%	36.27%	0.00%	
2379	Other heavy construction	88.44%	30.71%	0.00%	
2381	Building foundation and exterior contractors	0.00%	37.67%	0.00%	¥¥¥
2382	Building equipment contractors	58.30%	35.76%	0.00%	
2389	Other specialty trade contractors	100.00%	42.61%	0.00%	
3231	Printing and related support activities	0.00%	49.39%	0.00%	¥¥¥
5182	Data processing, hosting and related services	0.00%	61.77%	0.00%	¥¥¥
5313	Activities related to real estate	100.00%	100.00%	0.00%	
5324	Machinery and equipment rental and leasing	0.00%	0.00%	0.00%	
5413	Architectural and engineering services	35.56%	48.64%	73.10%	¥¥¥
5414	Specialized design services	100.00%	50.01%	0.00%	
5415	Computer systems design and related services	100.00%	53.64%	0.00%	
5416	Management and technical consulting services	94.08%	50.30%	0.00%	
5419	Other professional and technical services	0.00%	75.64%	0.00%	¥¥¥
5617	Services to buildings and dwellings	65.54%	58.84%	0.00%	
5619	Other support services	100.00%	74.17%	0.00%	
5622	Waste treatment and disposal	0.00%	55.34%	0.00%	¥¥¥
5629	Remediation and other waste services	92.33%	50.94%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-15.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
GOODS & OTHER SERVICES
AFRICAN AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	AFRICAN AMERICAN			
		Utilization	Availability	Disparity	Significance
1114	Greenhouse and nursery production	0.00%	0.00%	0.00%	
1152	Support activities for animal production	0.00%	0.00%	0.00%	
2213	Water, sewage and other systems	0.00%	0.00%	0.00%	
3149	Other textile product mills	0.00%	0.00%	0.00%	
3211	Sawmills and wood preservation	0.00%	0.00%	0.00%	
3231	Printing and related support activities	1.05%	0.46%	0.00%	
3251	Basic chemical manufacturing	0.00%	0.00%	0.00%	
3252	Resin, rubber, and artificial fibers mfg.	0.00%	0.00%	0.00%	
3253	Agricultural chemical manufacturing	0.00%	0.00%	0.00%	
3261	Plastics product manufacturing	0.00%	0.00%	0.00%	
3311	Iron and steel mills and ferroalloy mfg.	0.00%	0.00%	0.00%	
3312	Steel product mfg. from purchased steel	0.00%	0.00%	0.00%	
3329	Other fabricated metal product manufacturing	0.00%	0.00%	0.00%	

NAICS-4	NAICS-4 DESC	AFRICAN AMERICAN			
		Utilization	Availability	Disparity	Significance
3345	Electronic instrument manufacturing	0.00%	0.00%	0.00%	
3391	Medical equipment and supplies manufacturing	0.00%	0.00%	0.00%	
3399	Other miscellaneous manufacturing	0.00%	5.45%	0.00%	
4231	Motor vehicle and parts merchant wholesalers	5.75%	5.75%	0.00%	
4232	Furniture and furnishing merchant wholesalers	0.00%	0.00%	0.00%	
4233	Lumber and const. supply merchant wholesalers	0.04%	1.29%	2.86%	
4234	Commercial equip. merchant wholesalers	0.58%	4.65%	12.40%	
4235	Metal and mineral merchant wholesalers	0.00%	10.78%	0.00%	¥
4236	Appliance and electric goods merchant whls.	42.81%	0.49%	0.00%	
4237	Hardware and plumbing merchant wholesalers	0.00%	8.24%	0.00%	
4238	Machinery and supply merchant wholesalers	0.59%	3.33%	17.65%	
4239	Misc. durable goods merchant wholesalers	0.00%	25.28%	0.00%	¥¥¥
4241	Paper and paper product merchant wholesalers	0.00%	2.90%	0.00%	
4242	Druggists' goods merchant wholesalers	0.00%	0.00%	0.00%	
4243	Apparel and piece goods merchant wholesalers	0.00%	0.00%	0.00%	
4244	Grocery and related product wholesalers	35.65%	35.65%	0.00%	
4246	Chemical merchant wholesalers	0.00%	0.62%	0.00%	
4247	Petroleum merchant wholesalers	100.00%	100.00%	0.00%	
4249	Misc. nondurable goods merchant wholesalers	0.00%	0.00%	0.00%	
4411	Automobile dealers	0.00%	16.78%	0.00%	¥¥¥
4412	Other motor vehicle dealers	0.00%	0.00%	0.00%	
4413	Auto parts, accessories, and tire stores	0.00%	10.18%	0.00%	¥
4421	Furniture stores	0.00%	12.50%	0.00%	¥¥
4422	Home furnishings stores	0.00%	0.00%	0.00%	
4441	Building material and supplies dealers	0.00%	0.00%	0.00%	
4442	Lawn and garden equipment and supplies stores	0.00%	0.00%	0.00%	
4461	Health and personal care stores	0.00%	0.00%	0.00%	
4481	Clothing stores	0.00%	0.00%	0.00%	
4482	Shoe stores	11.89%	11.89%	0.00%	
4511	Sporting goods and musical instrument stores	0.00%	0.00%	0.00%	
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	0.00%	0.00%	0.00%	
4539	Other miscellaneous store retailers	0.00%	0.00%	0.00%	
4543	Direct selling establishments	0.00%	0.00%	0.00%	
4841	General freight trucking	0.00%	0.00%	0.00%	
4842	Specialized freight trucking	34.50%	27.75%	0.00%	
4853	Taxi and limousine service	0.00%	0.00%	0.00%	
4855	Charter bus industry	2.32%	0.00%	0.00%	
4859	Other ground passenger transportation	0.00%	0.00%	0.00%	
4881	Support activities for air transportation	0.00%	0.00%	0.00%	
4884	Support activities for road transportation	4.52%	25.21%	17.94%	¥¥¥
4922	Local messengers and local delivery	0.00%	0.00%	0.00%	
5112	Software publishers	0.00%	25.35%	0.00%	¥¥¥
5121	Motion picture and video industries	0.00%	14.56%	0.00%	¥¥
5182	Data processing, hosting and related services	0.00%	12.51%	0.00%	¥¥
5416	Management and technical consulting services	0.00%	19.76%	0.00%	¥¥¥
5612	Facilities support services	0.00%	0.00%	0.00%	
5613	Employment services	3.52%	17.89%	19.65%	¥¥
5614	Business support services	0.00%	19.65%	0.00%	¥¥¥

NAICS-4	NAICS-4 DESC	AFRICAN AMERICAN			
		Utilization	Availability	Disparity	Significance
5616	Investigation and security services	13.32%	14.20%	93.81%	
5617	Services to buildings and dwellings	21.80%	18.80%	0.00%	
5619	Other support services	0.00%	35.17%	0.00%	¥¥¥
5621	Waste collection	0.00%	2.63%	0.00%	
5622	Waste treatment and disposal	3.57%	28.17%	12.69%	¥¥¥
5629	Remediation and other waste services	10.85%	10.96%	99.00%	
7115	Independent artists, writers, and performers	0.00%	31.40%	0.00%	¥¥¥
7223	Special food services	0.50%	12.89%	3.85%	¥
7225	Restaurants and other eating places	0.00%	0.00%	0.00%	
8111	Automotive repair and maintenance	0.28%	12.09%	2.30%	¥
8112	Electronic equipment repair and maintenance	0.25%	26.84%	0.93%	¥¥¥
8113	Commercial machinery repair and maintenance	0.67%	0.67%	0.00%	
8114	Household goods repair and maintenance	0.00%	33.36%	0.00%	¥¥¥
8123	Drycleaning and laundry services	0.01%	0.43%	2.47%	
8129	Other personal services	44.34%	44.34%	0.00%	0

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-16.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
GOODS & OTHER SERVICES
ASIAN AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
1114	Greenhouse and nursery production	0.00%	0.00%	0.00%	
1152	Support activities for animal production	0.00%	0.00%	0.00%	
2213	Water, sewage and other systems	0.00%	0.00%	0.00%	
3149	Other textile product mills	0.00%	0.00%	0.00%	
3211	Sawmills and wood preservation	0.00%	0.00%	0.00%	
3231	Printing and related support activities	0.00%	0.15%	0.00%	
3251	Basic chemical manufacturing	0.00%	0.00%	0.00%	
3252	Resin, rubber, and artificial fibers mfg.	0.00%	0.00%	0.00%	
3253	Agricultural chemical manufacturing	0.00%	0.00%	0.00%	
3261	Plastics product manufacturing	0.00%	0.00%	0.00%	
3311	Iron and steel mills and ferroalloy mfg.	0.00%	0.00%	0.00%	
3312	Steel product mfg. from purchased steel	0.00%	0.00%	0.00%	
3329	Other fabricated metal product manufacturing	0.00%	0.00%	0.00%	
3345	Electronic instrument manufacturing	0.00%	0.00%	0.00%	
3391	Medical equipment and supplies manufacturing	0.00%	0.00%	0.00%	
3399	Other miscellaneous manufacturing	0.00%	9.52%	0.00%	
4231	Motor vehicle and parts merchant wholesalers	0.00%	0.00%	0.00%	
4232	Furniture and furnishing merchant wholesalers	0.00%	0.00%	0.00%	
4233	Lumber and const. supply merchant wholesalers	0.00%	2.20%	0.00%	
4234	Commercial equip. merchant wholesalers	6.66%	5.36%	0.00%	
4235	Metal and mineral merchant wholesalers	0.00%	0.00%	0.00%	
4236	Appliance and electric goods merchant whls.	0.00%	6.78%	0.00%	
4237	Hardware and plumbing merchant wholesalers	0.00%	0.00%	0.00%	

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
4238	Machinery and supply merchant wholesalers	0.00%	6.30%	0.00%	
4239	Misc. durable goods merchant wholesalers	0.00%	25.25%	0.00%	¥¥¥
4241	Paper and paper product merchant wholesalers	0.00%	0.00%	0.00%	
4242	Druggists' goods merchant wholesalers	0.00%	0.00%	0.00%	
4243	Apparel and piece goods merchant wholesalers	0.00%	0.00%	0.00%	
4244	Grocery and related product wholesalers	47.01%	47.01%	0.00%	
4246	Chemical merchant wholesalers	0.00%	11.94%	0.00%	¥
4247	Petroleum merchant wholesalers	0.00%	0.00%	0.00%	
4249	Misc. nondurable goods merchant wholesalers	0.00%	0.00%	0.00%	
4411	Automobile dealers	0.00%	0.00%	0.00%	
4412	Other motor vehicle dealers	0.00%	0.00%	0.00%	
4413	Auto parts, accessories, and tire stores	0.00%	0.00%	0.00%	
4421	Furniture stores	0.00%	0.18%	0.00%	
4422	Home furnishings stores	0.00%	0.00%	0.00%	
4441	Building material and supplies dealers	0.00%	0.00%	0.00%	
4442	Lawn and garden equipment and supplies stores	0.00%	0.00%	0.00%	
4461	Health and personal care stores	0.00%	0.00%	0.00%	
4481	Clothing stores	0.00%	0.00%	0.00%	
4482	Shoe stores	0.00%	0.00%	0.00%	
4511	Sporting goods and musical instrument stores	0.00%	0.00%	0.00%	
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	0.00%	0.00%	0.00%	
4539	Other miscellaneous store retailers	0.00%	0.00%	0.00%	
4543	Direct selling establishments	0.00%	0.00%	0.00%	
4841	General freight trucking	0.00%	0.00%	0.00%	
4842	Specialized freight trucking	0.00%	0.44%	0.00%	
4853	Taxi and limousine service	0.00%	0.00%	0.00%	
4855	Charter bus industry	0.00%	0.56%	0.00%	
4859	Other ground passenger transportation	0.00%	0.00%	0.00%	
4881	Support activities for air transportation	0.00%	0.00%	0.00%	
4884	Support activities for road transportation	0.00%	0.09%	0.00%	
4922	Local messengers and local delivery	4.29%	4.29%	0.00%	
5112	Software publishers	0.00%	2.09%	0.00%	
5121	Motion picture and video industries	0.00%	6.80%	0.00%	
5182	Data processing, hosting and related services	0.00%	12.31%	0.00%	¥
5416	Management and technical consulting services	61.19%	3.85%	0.00%	
5612	Facilities support services	0.00%	0.00%	0.00%	
5613	Employment services	0.00%	7.37%	0.00%	
5614	Business support services	0.00%	3.37%	0.00%	
5616	Investigation and security services	0.00%	1.84%	0.00%	
5617	Services to buildings and dwellings	1.28%	0.10%	0.00%	
5619	Other support services	0.00%	2.00%	0.00%	
5621	Waste collection	0.00%	1.32%	0.00%	
5622	Waste treatment and disposal	0.00%	7.17%	0.00%	
5629	Remediation and other waste services	3.09%	1.09%	0.00%	
7115	Independent artists, writers, and performers	0.00%	6.25%	0.00%	
7223	Special food services	0.00%	0.00%	0.00%	
7225	Restaurants and other eating places	0.00%	0.00%	0.00%	
8111	Automotive repair and maintenance	0.00%	2.83%	0.00%	
8112	Electronic equipment repair and maintenance	0.22%	10.42%	2.10%	¥
8113	Commercial machinery repair and maintenance	0.00%	0.00%	0.00%	

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
8114	Household goods repair and maintenance	1.18%	0.08%	0.00%	
8123	Drycleaning and laundry services	0.20%	0.00%	0.00%	
8129	Other personal services	0.00%	0.00%	0.00%	0

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-17.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
GOODS & OTHER SERVICES
HISPANIC AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
1114	Greenhouse and nursery production	0.00%	0.00%	0.00%	
1152	Support activities for animal production	0.00%	0.00%	0.00%	
2213	Water, sewage and other systems	0.00%	0.00%	0.00%	
3149	Other textile product mills	0.00%	0.00%	0.00%	
3211	Sawmills and wood preservation	0.00%	0.00%	0.00%	
3231	Printing and related support activities	0.00%	5.41%	0.00%	
3251	Basic chemical manufacturing	0.00%	0.00%	0.00%	
3252	Resin, rubber, and artificial fibers mfg.	0.00%	0.00%	0.00%	
3253	Agricultural chemical manufacturing	0.00%	0.00%	0.00%	
3261	Plastics product manufacturing	0.00%	0.00%	0.00%	
3311	Iron and steel mills and ferroalloy mfg.	0.00%	0.00%	0.00%	
3312	Steel product mfg. from purchased steel	0.00%	0.00%	0.00%	
3329	Other fabricated metal product manufacturing	0.00%	0.00%	0.00%	
3345	Electronic instrument manufacturing	0.00%	0.00%	0.00%	
3391	Medical equipment and supplies manufacturing	0.00%	0.00%	0.00%	
3399	Other miscellaneous manufacturing	0.00%	0.00%	0.00%	
4231	Motor vehicle and parts merchant wholesalers	0.00%	0.00%	0.00%	
4232	Furniture and furnishing merchant wholesalers	0.00%	0.00%	0.00%	
4233	Lumber and const. supply merchant wholesalers	0.00%	2.46%	0.00%	
4234	Commercial equip. merchant wholesalers	0.07%	0.10%	70.83%	
4235	Metal and mineral merchant wholesalers	0.00%	0.43%	0.00%	
4236	Appliance and electric goods merchant whls.	0.00%	0.21%	0.00%	
4237	Hardware and plumbing merchant wholesalers	0.00%	0.58%	0.00%	
4238	Machinery and supply merchant wholesalers	0.00%	0.56%	0.00%	
4239	Misc. durable goods merchant wholesalers	0.00%	0.34%	0.00%	
4241	Paper and paper product merchant wholesalers	0.00%	0.00%	0.00%	
4242	Druggists' goods merchant wholesalers	0.00%	0.00%	0.00%	
4243	Apparel and piece goods merchant wholesalers	0.00%	0.00%	0.00%	
4244	Grocery and related product wholesalers	0.00%	0.00%	0.00%	
4246	Chemical merchant wholesalers	0.00%	0.00%	0.00%	
4247	Petroleum merchant wholesalers	0.00%	0.00%	0.00%	
4249	Misc. nondurable goods merchant wholesalers	0.00%	0.00%	0.00%	
4411	Automobile dealers	0.00%	0.17%	0.00%	
4412	Other motor vehicle dealers	0.00%	0.00%	0.00%	
4413	Auto parts, accessories, and tire stores	0.00%	10.00%	0.00%	¥

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
4421	Furniture stores	0.00%	0.00%	0.00%	
4422	Home furnishings stores	0.00%	0.00%	0.00%	
4441	Building material and supplies dealers	0.00%	0.00%	0.00%	
4442	Lawn and garden equipment and supplies stores	0.00%	0.00%	0.00%	
4461	Health and personal care stores	0.00%	0.00%	0.00%	
4481	Clothing stores	0.00%	0.00%	0.00%	
4482	Shoe stores	0.00%	0.00%	0.00%	
4511	Sporting goods and musical instrument stores	0.00%	0.00%	0.00%	
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	0.00%	0.00%	0.00%	
4539	Other miscellaneous store retailers	0.00%	0.00%	0.00%	
4543	Direct selling establishments	0.00%	0.00%	0.00%	
4841	General freight trucking	0.00%	0.00%	0.00%	
4842	Specialized freight trucking	0.00%	6.31%	0.00%	
4853	Taxi and limousine service	0.00%	0.00%	0.00%	
4855	Charter bus industry	0.00%	0.00%	0.00%	
4859	Other ground passenger transportation	0.00%	0.00%	0.00%	
4881	Support activities for air transportation	0.00%	0.00%	0.00%	
4884	Support activities for road transportation	0.00%	0.18%	0.00%	
4922	Local messengers and local delivery	0.00%	0.00%	0.00%	
5112	Software publishers	0.00%	12.91%	0.00%	¥
5121	Motion picture and video industries	0.00%	7.20%	0.00%	
5182	Data processing, hosting and related services	0.00%	0.34%	0.00%	
5416	Management and technical consulting services	0.00%	4.18%	0.00%	
5612	Facilities support services	0.00%	0.00%	0.00%	
5613	Employment services	0.00%	0.42%	0.00%	
5614	Business support services	0.00%	0.08%	0.00%	
5616	Investigation and security services	9.09%	5.24%	0.00%	
5617	Services to buildings and dwellings	1.47%	9.99%	14.68%	
5619	Other support services	0.00%	5.63%	0.00%	
5621	Waste collection	0.00%	0.00%	0.00%	
5622	Waste treatment and disposal	0.00%	0.00%	0.00%	
5629	Remediation and other waste services	0.00%	0.36%	0.00%	
7115	Independent artists, writers, and performers	0.00%	12.50%	0.00%	¥
7223	Special food services	0.00%	0.17%	0.00%	
7225	Restaurants and other eating places	0.00%	0.00%	0.00%	
8111	Automotive repair and maintenance	0.00%	4.71%	0.00%	
8112	Electronic equipment repair and maintenance	0.02%	0.22%	8.46%	
8113	Commercial machinery repair and maintenance	0.00%	0.00%	0.00%	
8114	Household goods repair and maintenance	0.00%	0.17%	0.00%	
8123	Drycleaning and laundry services	0.00%	0.00%	0.00%	
8129	Other personal services	0.00%	0.00%	0.00%	0

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-18.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
GOODS & OTHER SERVICES
NATIVE AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
1114	Greenhouse and nursery production	0.00%	0.00%	0.00%	
1152	Support activities for animal production	0.00%	0.00%	0.00%	
2213	Water, sewage and other systems	0.00%	0.00%	0.00%	
3149	Other textile product mills	0.00%	0.00%	0.00%	
3211	Sawmills and wood preservation	0.00%	0.00%	0.00%	
3231	Printing and related support activities	0.00%	0.00%	0.00%	
3251	Basic chemical manufacturing	0.00%	0.00%	0.00%	
3252	Resin, rubber, and artificial fibers mfg.	0.00%	0.00%	0.00%	
3253	Agricultural chemical manufacturing	0.00%	0.00%	0.00%	
3261	Plastics product manufacturing	0.00%	0.00%	0.00%	
3311	Iron and steel mills and ferroalloy mfg.	0.00%	0.00%	0.00%	
3312	Steel product mfg. from purchased steel	0.00%	0.00%	0.00%	
3329	Other fabricated metal product manufacturing	0.00%	0.00%	0.00%	
3345	Electronic instrument manufacturing	0.00%	0.00%	0.00%	
3391	Medical equipment and supplies manufacturing	0.00%	0.00%	0.00%	
3399	Other miscellaneous manufacturing	0.00%	4.76%	0.00%	
4231	Motor vehicle and parts merchant wholesalers	0.00%	0.00%	0.00%	
4232	Furniture and furnishing merchant wholesalers	0.00%	0.00%	0.00%	
4233	Lumber and const. supply merchant wholesalers	0.00%	0.00%	0.00%	
4234	Commercial equip. merchant wholesalers	0.00%	1.69%	0.00%	
4235	Metal and mineral merchant wholesalers	0.00%	10.00%	0.00%	¥
4236	Appliance and electric goods merchant whls.	0.00%	0.00%	0.00%	
4237	Hardware and plumbing merchant wholesalers	0.00%	0.00%	0.00%	
4238	Machinery and supply merchant wholesalers	0.00%	1.26%	0.00%	
4239	Misc. durable goods merchant wholesalers	0.00%	0.00%	0.00%	
4241	Paper and paper product merchant wholesalers	0.00%	0.00%	0.00%	
4242	Druggists' goods merchant wholesalers	0.00%	0.00%	0.00%	
4243	Apparel and piece goods merchant wholesalers	0.00%	0.00%	0.00%	
4244	Grocery and related product wholesalers	0.00%	0.00%	0.00%	
4246	Chemical merchant wholesalers	0.00%	0.00%	0.00%	
4247	Petroleum merchant wholesalers	0.00%	0.00%	0.00%	
4249	Misc. nondurable goods merchant wholesalers	0.00%	0.00%	0.00%	
4411	Automobile dealers	0.00%	0.00%	0.00%	
4412	Other motor vehicle dealers	0.00%	0.00%	0.00%	
4413	Auto parts, accessories, and tire stores	0.00%	10.00%	0.00%	¥
4421	Furniture stores	0.00%	0.00%	0.00%	
4422	Home furnishings stores	0.00%	0.00%	0.00%	
4441	Building material and supplies dealers	0.00%	0.00%	0.00%	
4442	Lawn and garden equipment and supplies stores	0.00%	0.00%	0.00%	
4461	Health and personal care stores	0.00%	0.00%	0.00%	
4481	Clothing stores	0.00%	0.00%	0.00%	
4482	Shoe stores	0.00%	0.00%	0.00%	
4511	Sporting goods and musical instrument stores	0.00%	0.00%	0.00%	
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	0.00%	0.00%	0.00%	

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
4539	Other miscellaneous store retailers	0.00%	0.00%	0.00%	
4543	Direct selling establishments	0.00%	0.00%	0.00%	
4841	General freight trucking	0.00%	0.00%	0.00%	
4842	Specialized freight trucking	0.00%	0.00%	0.00%	
4853	Taxi and limousine service	0.00%	0.00%	0.00%	
4855	Charter bus industry	0.00%	0.00%	0.00%	
4859	Other ground passenger transportation	0.00%	0.00%	0.00%	
4881	Support activities for air transportation	0.00%	0.00%	0.00%	
4884	Support activities for road transportation	0.00%	0.00%	0.00%	
4922	Local messengers and local delivery	0.00%	0.00%	0.00%	
5112	Software publishers	0.00%	0.35%	0.00%	
5121	Motion picture and video industries	0.00%	0.00%	0.00%	
5182	Data processing, hosting and related services	0.00%	0.00%	0.00%	
5416	Management and technical consulting services	0.00%	0.04%	0.00%	
5612	Facilities support services	0.00%	0.00%	0.00%	
5613	Employment services	0.20%	3.48%	5.67%	
5614	Business support services	0.00%	0.00%	0.00%	
5616	Investigation and security services	0.00%	3.31%	0.00%	
5617	Services to buildings and dwellings	0.00%	1.02%	0.00%	
5619	Other support services	0.00%	0.01%	0.00%	
5621	Waste collection	0.00%	0.00%	0.00%	
5622	Waste treatment and disposal	0.00%	0.00%	0.00%	
5629	Remediation and other waste services	0.00%	2.04%	0.00%	
7115	Independent artists, writers, and performers	0.00%	0.05%	0.00%	
7223	Special food services	0.00%	0.00%	0.00%	
7225	Restaurants and other eating places	0.00%	0.00%	0.00%	
8111	Automotive repair and maintenance	0.00%	1.83%	0.00%	
8112	Electronic equipment repair and maintenance	0.00%	0.00%	0.00%	
8113	Commercial machinery repair and maintenance	0.00%	0.00%	0.00%	
8114	Household goods repair and maintenance	0.00%	0.00%	0.00%	
8123	Drycleaning and laundry services	0.00%	0.00%	0.00%	
8129	Other personal services	0.00%	0.00%	0.00%	0

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-19.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
GOODS & OTHER SERVICES
MBE FIRMS

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
1114	Greenhouse and nursery production	0.00%	0.00%	0.00%	
1152	Support activities for animal production	0.00%	0.00%	0.00%	
2213	Water, sewage and other systems	0.00%	0.00%	0.00%	
3149	Other textile product mills	0.00%	0.00%	0.00%	
3211	Sawmills and wood preservation	0.00%	0.00%	0.00%	
3231	Printing and related support activities	1.05%	6.02%	17.45%	

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
3251	Basic chemical manufacturing	0.00%	0.00%	0.00%	
3252	Resin, rubber, and artificial fibers mfg.	0.00%	0.00%	0.00%	
3253	Agricultural chemical manufacturing	0.00%	0.00%	0.00%	
3261	Plastics product manufacturing	0.00%	0.00%	0.00%	
3311	Iron and steel mills and ferroalloy mfg.	0.00%	0.00%	0.00%	
3312	Steel product mfg. from purchased steel	0.00%	0.00%	0.00%	
3329	Other fabricated metal product manufacturing	0.00%	0.00%	0.00%	
3345	Electronic instrument manufacturing	0.00%	0.00%	0.00%	
3391	Medical equipment and supplies manufacturing	0.00%	0.00%	0.00%	
3399	Other miscellaneous manufacturing	0.00%	19.74%	0.00%	¥¥¥
4231	Motor vehicle and parts merchant wholesalers	5.75%	5.75%	0.00%	
4232	Furniture and furnishing merchant wholesalers	0.00%	0.00%	0.00%	
4233	Lumber and const. supply merchant wholesalers	0.04%	5.95%	0.62%	
4234	Commercial equip. merchant wholesalers	7.31%	11.81%	61.88%	
4235	Metal and mineral merchant wholesalers	0.00%	21.22%	0.00%	¥¥¥
4236	Appliance and electric goods merchant whls.	42.81%	7.48%	0.00%	
4237	Hardware and plumbing merchant wholesalers	0.00%	8.82%	0.00%	
4238	Machinery and supply merchant wholesalers	0.59%	11.45%	5.13%	¥
4239	Misc. durable goods merchant wholesalers	0.00%	50.87%	0.00%	¥¥¥
4241	Paper and paper product merchant wholesalers	0.00%	2.90%	0.00%	
4242	Druggists' goods merchant wholesalers	0.00%	0.00%	0.00%	
4243	Apparel and piece goods merchant wholesalers	0.00%	0.00%	0.00%	
4244	Grocery and related product wholesalers	82.66%	82.66%	0.00%	
4246	Chemical merchant wholesalers	0.00%	12.56%	0.00%	¥¥
4247	Petroleum merchant wholesalers	100.00%	100.00%	0.00%	
4249	Misc. nondurable goods merchant wholesalers	0.00%	0.00%	0.00%	
4411	Automobile dealers	0.00%	16.95%	0.00%	¥¥¥
4412	Other motor vehicle dealers	0.00%	0.00%	0.00%	
4413	Auto parts, accessories, and tire stores	0.00%	30.18%	0.00%	¥¥¥
4421	Furniture stores	0.00%	12.68%	0.00%	¥¥
4422	Home furnishings stores	0.00%	0.00%	0.00%	
4441	Building material and supplies dealers	0.00%	0.00%	0.00%	
4442	Lawn and garden equipment and supplies stores	0.00%	0.00%	0.00%	
4461	Health and personal care stores	0.00%	0.00%	0.00%	
4481	Clothing stores	0.00%	0.00%	0.00%	
4482	Shoe stores	11.89%	11.89%	0.00%	
4511	Sporting goods and musical instrument stores	0.00%	0.00%	0.00%	
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	0.00%	0.00%	0.00%	
4539	Other miscellaneous store retailers	0.00%	0.00%	0.00%	
4543	Direct selling establishments	0.00%	0.00%	0.00%	
4841	General freight trucking	0.00%	0.00%	0.00%	
4842	Specialized freight trucking	34.50%	34.50%	99.99%	
4853	Taxi and limousine service	0.00%	0.00%	0.00%	
4855	Charter bus industry	2.32%	0.56%	0.00%	
4859	Other ground passenger transportation	0.00%	0.00%	0.00%	
4881	Support activities for air transportation	0.00%	0.00%	0.00%	
4884	Support activities for road transportation	4.52%	25.48%	17.75%	¥¥¥
4922	Local messengers and local delivery	4.29%	4.29%	0.00%	
5112	Software publishers	0.00%	40.70%	0.00%	¥¥¥
5121	Motion picture and video industries	0.00%	28.56%	0.00%	¥¥¥

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
5182	Data processing, hosting and related services	0.00%	25.15%	0.00%	¥¥¥
5416	Management and technical consulting services	61.19%	27.83%	0.00%	
5612	Facilities support services	0.00%	0.00%	0.00%	
5613	Employment services	3.71%	29.16%	12.74%	¥¥¥
5614	Business support services	0.00%	23.10%	0.00%	¥¥¥
5616	Investigation and security services	22.41%	24.57%	91.20%	
5617	Services to buildings and dwellings	24.55%	29.92%	82.07%	
5619	Other support services	0.00%	42.81%	0.00%	¥¥¥
5621	Waste collection	0.00%	3.95%	0.00%	
5622	Waste treatment and disposal	3.57%	35.34%	10.11%	¥¥¥
5629	Remediation and other waste services	13.94%	14.46%	96.39%	
7115	Independent artists, writers, and performers	0.00%	50.20%	0.00%	¥¥¥
7223	Special food services	0.50%	13.06%	3.80%	¥¥
7225	Restaurants and other eating places	0.00%	0.00%	0.00%	
8111	Automotive repair and maintenance	0.28%	21.46%	1.29%	¥¥¥
8112	Electronic equipment repair and maintenance	0.49%	37.47%	1.30%	¥¥¥
8113	Commercial machinery repair and maintenance	0.67%	0.67%	0.00%	
8114	Household goods repair and maintenance	1.18%	33.61%	3.50%	¥¥¥
8123	Drycleaning and laundry services	0.21%	0.43%	48.43%	
8129	Other personal services	44.34%	44.34%	0.00%	0

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-20.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
GOODS & OTHER SERVICES
NONMINORITY FEMALE FIRMS

NAICS-4	NAICS-4 DESC	NONMINORITY FEMALE			
		Utilization	Availability	Disparity	Significance
1114	Greenhouse and nursery production	39.70%	39.70%	0.00%	
1152	Support activities for animal production	100.00%	100.00%	0.00%	
2213	Water, sewage and other systems	0.00%	0.00%	0.00%	
3149	Other textile product mills	39.05%	39.05%	0.00%	
3211	Sawmills and wood preservation	0.00%	0.00%	0.00%	
3231	Printing and related support activities	0.00%	43.37%	0.00%	¥¥¥
3251	Basic chemical manufacturing	0.40%	0.40%	0.00%	
3252	Resin, rubber, and artificial fibers mfg.	0.00%	0.00%	0.00%	
3253	Agricultural chemical manufacturing	0.00%	0.00%	0.00%	
3261	Plastics product manufacturing	0.00%	0.00%	0.00%	
3311	Iron and steel mills and ferroalloy mfg.	0.00%	0.00%	0.00%	
3312	Steel product mfg. from purchased steel	0.00%	0.00%	0.00%	
3329	Other fabricated metal product manufacturing	0.00%	29.76%	0.00%	¥¥¥
3345	Electronic instrument manufacturing	0.00%	0.00%	0.00%	
3391	Medical equipment and supplies manufacturing	0.00%	0.00%	0.00%	
3399	Other miscellaneous manufacturing	85.39%	37.10%	0.00%	
4231	Motor vehicle and parts merchant wholesalers	0.00%	0.00%	0.00%	

NAICS-4	NAICS-4 DESC	NONMINORITY FEMALE			
		Utilization	Availability	Disparity	Significance
4232	Furniture and furnishing merchant wholesalers	30.50%	30.50%	0.00%	
4233	Lumber and const. supply merchant wholesalers	0.43%	39.30%	1.09%	¥¥¥
4234	Commercial equip. merchant wholesalers	5.70%	28.32%	20.11%	¥¥¥
4235	Metal and mineral merchant wholesalers	0.00%	41.04%	0.00%	¥¥¥
4236	Appliance and electric goods merchant whls.	0.00%	33.60%	0.00%	¥¥¥
4237	Hardware and plumbing merchant wholesalers	0.00%	24.45%	0.00%	¥¥¥
4238	Machinery and supply merchant wholesalers	0.20%	17.70%	1.11%	¥¥¥
4239	Misc. durable goods merchant wholesalers	0.00%	1.12%	0.00%	
4241	Paper and paper product merchant wholesalers	1.13%	5.57%	20.24%	
4242	Druggists' goods merchant wholesalers	0.00%	0.00%	0.00%	
4243	Apparel and piece goods merchant wholesalers	0.00%	0.00%	0.00%	
4244	Grocery and related product wholesalers	2.77%	2.77%	0.00%	
4246	Chemical merchant wholesalers	0.29%	35.51%	0.82%	¥¥¥
4247	Petroleum merchant wholesalers	0.00%	0.00%	0.00%	
4249	Misc. nondurable goods merchant wholesalers	0.00%	33.33%	0.00%	¥¥¥
4411	Automobile dealers	0.00%	0.27%	0.00%	
4412	Other motor vehicle dealers	0.00%	49.11%	0.00%	¥¥¥
4413	Auto parts, accessories, and tire stores	0.00%	1.63%	0.00%	
4421	Furniture stores	0.00%	12.23%	0.00%	¥¥
4422	Home furnishings stores	0.00%	0.00%	0.00%	
4441	Building material and supplies dealers	0.00%	0.00%	0.00%	
4442	Lawn and garden equipment and supplies stores	0.69%	0.69%	0.00%	
4461	Health and personal care stores	0.12%	0.12%	0.00%	
4481	Clothing stores	0.00%	0.00%	0.00%	
4482	Shoe stores	0.00%	0.00%	0.00%	
4511	Sporting goods and musical instrument stores	1.67%	1.67%	0.00%	
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	0.00%	0.00%	0.00%	
4539	Other miscellaneous store retailers	72.33%	72.33%	0.00%	
4543	Direct selling establishments	0.00%	0.00%	0.00%	
4841	General freight trucking	0.00%	0.00%	0.00%	
4842	Specialized freight trucking	0.00%	13.61%	0.00%	¥¥
4853	Taxi and limousine service	100.00%	100.00%	0.00%	
4855	Charter bus industry	0.39%	99.44%	0.39%	¥¥¥
4859	Other ground passenger transportation	100.00%	100.00%	0.00%	
4881	Support activities for air transportation	0.00%	0.00%	0.00%	
4884	Support activities for road transportation	19.24%	24.70%	77.90%	
4922	Local messengers and local delivery	95.71%	95.71%	0.00%	
5112	Software publishers	0.00%	1.92%	0.00%	
5121	Motion picture and video industries	0.00%	14.56%	0.00%	¥¥
5182	Data processing, hosting and related services	0.09%	36.62%	0.25%	¥¥¥
5416	Management and technical consulting services	0.00%	22.47%	0.00%	¥¥¥
5612	Facilities support services	0.00%	0.00%	0.00%	
5613	Employment services	0.45%	18.50%	2.42%	¥¥¥
5614	Business support services	11.65%	38.88%	29.97%	¥¥¥
5616	Investigation and security services	2.77%	37.30%	7.42%	¥¥¥
5617	Services to buildings and dwellings	33.96%	28.92%	0.00%	
5619	Other support services	29.74%	31.35%	94.84%	
5621	Waste collection	19.10%	30.92%	61.76%	

NAICS-4	NAICS-4 DESC	NONMINORITY FEMALE			
		Utilization	Availability	Disparity	Significance
5622	Waste treatment and disposal	0.09%	20.00%	0.43%	¥¥¥
5629	Remediation and other waste services	6.40%	36.48%	17.54%	¥¥¥
7115	Independent artists, writers, and performers	0.00%	17.87%	0.00%	¥¥¥
7223	Special food services	0.00%	80.07%	0.00%	¥¥¥
7225	Restaurants and other eating places	0.00%	0.00%	0.00%	
8111	Automotive repair and maintenance	4.42%	18.98%	23.26%	¥
8112	Electronic equipment repair and maintenance	3.24%	21.23%	15.27%	¥¥
8113	Commercial machinery repair and maintenance	1.10%	1.10%	0.00%	
8114	Household goods repair and maintenance	0.00%	16.67%	0.00%	¥¥¥
8123	Drycleaning and laundry services	0.13%	16.85%	0.75%	¥¥¥
8129	Other personal services	16.25%	16.25%	0.00%	0

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-21.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
GOODS & OTHER SERVICES
M/WBE FIRMS

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
1114	Greenhouse and nursery production	39.70%	39.70%	0.00%	
1152	Support activities for animal production	100.00%	100.00%	0.00%	
2213	Water, sewage and other systems	0.00%	0.00%	0.00%	
3149	Other textile product mills	39.05%	39.05%	0.00%	
3211	Sawmills and wood preservation	0.00%	0.00%	0.00%	
3231	Printing and related support activities	1.05%	49.39%	2.13%	¥¥¥
3251	Basic chemical manufacturing	0.40%	0.40%	0.00%	
3252	Resin, rubber, and artificial fibers mfg.	0.00%	0.00%	0.00%	
3253	Agricultural chemical manufacturing	0.00%	0.00%	0.00%	
3261	Plastics product manufacturing	0.00%	0.00%	0.00%	
3311	Iron and steel mills and ferroalloy mfg.	0.00%	0.00%	0.00%	
3312	Steel product mfg. from purchased steel	0.00%	0.00%	0.00%	
3329	Other fabricated metal product manufacturing	0.00%	29.76%	0.00%	¥¥¥
3345	Electronic instrument manufacturing	0.00%	0.00%	0.00%	
3391	Medical equipment and supplies manufacturing	0.00%	0.00%	0.00%	
3399	Other miscellaneous manufacturing	85.39%	56.84%	0.00%	
4231	Motor vehicle and parts merchant wholesalers	5.75%	5.75%	0.00%	
4232	Furniture and furnishing merchant wholesalers	30.50%	30.50%	0.00%	
4233	Lumber and const. supply merchant wholesalers	0.47%	45.25%	1.03%	¥¥¥
4234	Commercial equip. merchant wholesalers	13.00%	40.13%	32.40%	¥¥¥
4235	Metal and mineral merchant wholesalers	0.00%	62.26%	0.00%	¥¥¥
4236	Appliance and electric goods merchant whls.	42.81%	41.08%	0.00%	
4237	Hardware and plumbing merchant wholesalers	0.00%	33.27%	0.00%	¥¥¥
4238	Machinery and supply merchant wholesalers	0.78%	29.16%	2.69%	¥¥¥
4239	Misc. durable goods merchant wholesalers	0.00%	52.00%	0.00%	¥¥¥

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
4241	Paper and paper product merchant wholesalers	1.13%	8.48%	13.31%	
4242	Druggists' goods merchant wholesalers	0.00%	0.00%	0.00%	
4243	Apparel and piece goods merchant wholesalers	0.00%	0.00%	0.00%	
4244	Grocery and related product wholesalers	85.43%	85.43%	0.00%	
4246	Chemical merchant wholesalers	0.29%	48.08%	0.61%	¥¥¥
4247	Petroleum merchant wholesalers	100.00%	100.00%	0.00%	
4249	Misc. nondurable goods merchant wholesalers	0.00%	33.33%	0.00%	¥¥¥
4411	Automobile dealers	0.00%	17.22%	0.00%	¥¥¥
4412	Other motor vehicle dealers	0.00%	49.11%	0.00%	¥¥¥
4413	Auto parts, accessories, and tire stores	0.00%	31.81%	0.00%	¥¥¥
4421	Furniture stores	0.00%	24.91%	0.00%	¥¥¥
4422	Home furnishings stores	0.00%	0.00%	0.00%	
4441	Building material and supplies dealers	0.00%	0.00%	0.00%	
4442	Lawn and garden equipment and supplies stores	0.69%	0.69%	0.00%	
4461	Health and personal care stores	0.12%	0.12%	0.00%	
4481	Clothing stores	0.00%	0.00%	0.00%	
4482	Shoe stores	11.89%	11.89%	0.00%	
4511	Sporting goods and musical instrument stores	1.67%	1.67%	0.00%	
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	0.00%	0.00%	0.00%	
4539	Other miscellaneous store retailers	72.33%	72.33%	0.00%	
4543	Direct selling establishments	0.00%	0.00%	0.00%	
4841	General freight trucking	0.00%	0.00%	0.00%	
4842	Specialized freight trucking	34.50%	48.11%	71.71%	
4853	Taxi and limousine service	100.00%	100.00%	0.00%	
4855	Charter bus industry	2.70%	100.00%	2.70%	¥¥¥
4859	Other ground passenger transportation	100.00%	100.00%	0.00%	
4881	Support activities for air transportation	0.00%	0.00%	0.00%	
4884	Support activities for road transportation	23.76%	50.18%	47.35%	¥¥¥
4922	Local messengers and local delivery	100.00%	100.00%	0.00%	
5112	Software publishers	0.00%	42.62%	0.00%	¥¥¥
5121	Motion picture and video industries	0.00%	43.12%	0.00%	¥¥¥
5182	Data processing, hosting and related services	0.09%	61.77%	0.15%	¥¥¥
5416	Management and technical consulting services	61.19%	50.30%	0.00%	
5612	Facilities support services	0.00%	0.00%	0.00%	
5613	Employment services	4.16%	47.67%	8.73%	¥¥¥
5614	Business support services	11.65%	61.98%	18.80%	¥¥¥
5616	Investigation and security services	25.18%	61.88%	40.69%	¥¥¥
5617	Services to buildings and dwellings	58.51%	58.84%	99.44%	
5619	Other support services	29.74%	74.17%	40.09%	¥¥¥
5621	Waste collection	19.10%	34.87%	54.77%	¥
5622	Waste treatment and disposal	3.66%	55.34%	6.62%	¥¥¥
5629	Remediation and other waste services	20.34%	50.94%	39.92%	¥¥¥
7115	Independent artists, writers, and performers	0.00%	68.07%	0.00%	¥¥¥
7223	Special food services	0.50%	93.13%	0.53%	¥¥¥
7225	Restaurants and other eating places	0.00%	0.00%	0.00%	
8111	Automotive repair and maintenance	4.69%	40.45%	11.60%	¥¥¥
8112	Electronic equipment repair and maintenance	3.73%	58.70%	6.35%	¥¥¥
8113	Commercial machinery repair and maintenance	1.77%	1.77%	0.00%	

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
8114	Household goods repair and maintenance	1.18%	50.28%	2.34%	¥¥¥
8123	Drycleaning and laundry services	0.34%	17.28%	1.94%	¥¥¥
8129	Other personal services	60.59%	60.59%	0.00%	0

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-22.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
PROFESSIONAL SERVICES
AFRICAN AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	AFRICAN AMERICAN			
		Utilization	Availability	Disparity	Significance
2381	Building foundation and exterior contractors	14.58%	3.83%	0.00%	
2382	Building equipment contractors	59.09%	9.74%	0.00%	
2383	Building finishing contractors	0.00%	6.02%	0.00%	
2389	Other specialty trade contractors	0.00%	9.67%	0.00%	
3231	Printing and related support activities	3.12%	0.46%	0.00%	
3261	Plastics product manufacturing	0.00%	0.00%	0.00%	
4233	Lumber and const. supply merchant wholesalers	0.00%	1.29%	0.00%	
4234	Commercial equip. merchant wholesalers	100.00%	4.65%	0.00%	
4237	Hardware and plumbing merchant wholesalers	0.00%	8.24%	0.00%	
4241	Paper and paper product merchant wholesalers	100.00%	2.90%	0.00%	
4249	Misc. nondurable goods merchant wholesalers	0.00%	0.00%	0.00%	
4841	General freight trucking	100.00%	100.00%	0.00%	
4859	Other ground passenger transportation	100.00%	100.00%	0.00%	
5239	Other financial investment activities	37.06%	0.29%	0.00%	
5241	Insurance carriers	0.00%	0.00%	0.00%	
5242	Insurance agencies and brokerages	0.00%	13.47%	0.00%	
5321	Automotive equipment rental and leasing	0.00%	0.00%	0.00%	
5322	Consumer goods rental	0.00%	0.00%	0.00%	
5323	General rental centers	0.00%	0.00%	0.00%	
5324	Machinery and equipment rental and leasing	0.00%	0.00%	0.00%	
5411	Legal services	0.00%	3.60%	0.00%	
5412	Accounting and bookkeeping services	100.00%	21.28%	0.00%	
5413	Architectural and engineering services	0.00%	10.05%	0.00%	
5414	Specialized design services	0.00%	11.29%	0.00%	
5415	Computer systems design and related services	0.47%	17.33%	2.72%	¥
5416	Management and technical consulting services	1.84%	19.76%	9.32%	¥
5417	Scientific research and development services	0.00%	0.00%	0.00%	
5418	Advertising, PR, and related services	4.94%	13.50%	36.59%	
5419	Other professional and technical services	0.00%	28.80%	0.00%	¥¥¥
5613	Employment services	0.00%	17.89%	0.00%	¥
6114	Business, computer and management training	0.00%	1.22%	0.00%	
6115	Technical and trade schools	0.00%	27.72%	0.00%	¥¥¥
6116	Other schools and instruction	0.00%	16.82%	0.00%	¥
6117	Educational support services	0.00%	27.63%	0.00%	¥¥¥
6211	Offices of physicians	100.00%	0.10%	0.00%	

NAICS-4	NAICS-4 DESC	AFRICAN AMERICAN			
		Utilization	Availability	Disparity	Significance
6213	Offices of other health practitioners	0.00%	11.26%	0.00%	
6215	Medical and diagnostic laboratories	0.00%	0.00%	0.00%	
6216	Home health care services	0.00%	0.00%	0.00%	
6219	Other ambulatory health care services	13.26%	13.26%	0.00%	
6241	Individual and family services	0.00%	0.00%	0.00%	
8111	Automotive repair and maintenance	0.00%	12.09%	0.00%	
9221	Justice, public order, and safety activities	0.00%	0.00%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-23.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
PROFESSIONAL SERVICES
ASIAN AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
2381	Building foundation and exterior contractors	0.00%	2.73%	0.00%	
2382	Building equipment contractors	0.00%	1.67%	0.00%	
2383	Building finishing contractors	0.00%	2.22%	0.00%	
2389	Other specialty trade contractors	0.00%	0.62%	0.00%	
3231	Printing and related support activities	0.00%	0.15%	0.00%	
3261	Plastics product manufacturing	0.00%	0.00%	0.00%	
4233	Lumber and const. supply merchant wholesalers	0.00%	2.20%	0.00%	
4234	Commercial equip. merchant wholesalers	0.00%	5.36%	0.00%	
4237	Hardware and plumbing merchant wholesalers	0.00%	0.00%	0.00%	
4241	Paper and paper product merchant wholesalers	0.00%	0.00%	0.00%	
4249	Misc. nondurable goods merchant wholesalers	0.00%	0.00%	0.00%	
4841	General freight trucking	0.00%	0.00%	0.00%	
4859	Other ground passenger transportation	0.00%	0.00%	0.00%	
5239	Other financial investment activities	0.00%	25.00%	0.00%	¥¥¥
5241	Insurance carriers	0.00%	0.00%	0.00%	
5242	Insurance agencies and brokerages	0.00%	0.00%	0.00%	
5321	Automotive equipment rental and leasing	0.00%	0.00%	0.00%	
5322	Consumer goods rental	0.00%	0.00%	0.00%	
5323	General rental centers	0.00%	0.00%	0.00%	
5324	Machinery and equipment rental and leasing	0.00%	0.00%	0.00%	
5411	Legal services	0.00%	1.74%	0.00%	
5412	Accounting and bookkeeping services	0.00%	3.81%	0.00%	
5413	Architectural and engineering services	0.35%	6.54%	5.33%	
5414	Specialized design services	0.00%	0.37%	0.00%	
5415	Computer systems design and related services	5.03%	17.12%	29.37%	
5416	Management and technical consulting services	0.61%	3.85%	15.91%	
5417	Scientific research and development services	0.00%	0.00%	0.00%	
5418	Advertising, PR, and related services	0.00%	0.12%	0.00%	
5419	Other professional and technical services	0.00%	5.87%	0.00%	
5613	Employment services	6.79%	7.37%	92.09%	
6114	Business, computer and management training	0.00%	0.46%	0.00%	

NAICS-4	NAICS-4 DESC	ASIAN AMERICAN			
		Utilization	Availability	Disparity	Significance
6115	Technical and trade schools	0.00%	0.20%	0.00%	
6116	Other schools and instruction	0.00%	8.33%	0.00%	
6117	Educational support services	0.00%	0.32%	0.00%	
6211	Offices of physicians	0.00%	0.00%	0.00%	
6213	Offices of other health practitioners	0.00%	11.11%	0.00%	
6215	Medical and diagnostic laboratories	0.00%	0.00%	0.00%	
6216	Home health care services	0.00%	0.00%	0.00%	
6219	Other ambulatory health care services	0.00%	0.00%	0.00%	
6241	Individual and family services	0.00%	0.00%	0.00%	
8111	Automotive repair and maintenance	0.00%	2.83%	0.00%	
9221	Justice, public order, and safety activities	0.00%	0.00%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-24.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
PROFESSIONAL SERVICES
HISPANIC AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
2381	Building foundation and exterior contractors	75.77%	8.65%	0.00%	
2382	Building equipment contractors	0.00%	3.26%	0.00%	
2383	Building finishing contractors	0.00%	11.24%	0.00%	
2389	Other specialty trade contractors	0.00%	8.42%	0.00%	
3231	Printing and related support activities	0.00%	5.41%	0.00%	
3261	Plastics product manufacturing	0.00%	0.00%	0.00%	
4233	Lumber and const. supply merchant wholesalers	0.00%	2.46%	0.00%	
4234	Commercial equip. merchant wholesalers	0.00%	0.10%	0.00%	
4237	Hardware and plumbing merchant wholesalers	0.00%	0.58%	0.00%	
4241	Paper and paper product merchant wholesalers	0.00%	0.00%	0.00%	
4249	Misc. nondurable goods merchant wholesalers	0.00%	0.00%	0.00%	
4841	General freight trucking	0.00%	0.00%	0.00%	
4859	Other ground passenger transportation	0.00%	0.00%	0.00%	
5239	Other financial investment activities	0.00%	0.00%	0.00%	
5241	Insurance carriers	0.00%	0.00%	0.00%	
5242	Insurance agencies and brokerages	0.00%	0.07%	0.00%	
5321	Automotive equipment rental and leasing	0.00%	0.00%	0.00%	
5322	Consumer goods rental	0.00%	0.00%	0.00%	
5323	General rental centers	0.00%	0.00%	0.00%	
5324	Machinery and equipment rental and leasing	0.00%	0.00%	0.00%	
5411	Legal services	0.00%	1.71%	0.00%	
5412	Accounting and bookkeeping services	0.00%	3.69%	0.00%	
5413	Architectural and engineering services	0.00%	5.81%	0.00%	
5414	Specialized design services	0.00%	0.25%	0.00%	
5415	Computer systems design and related services	0.17%	2.67%	6.36%	
5416	Management and technical consulting services	0.00%	4.18%	0.00%	
5417	Scientific research and development services	0.00%	0.00%	0.00%	

NAICS-4	NAICS-4 DESC	HISPANIC AMERICAN			
		Utilization	Availability	Disparity	Significance
5418	Advertising, PR, and related services	0.00%	0.60%	0.00%	
5419	Other professional and technical services	0.00%	2.96%	0.00%	
5613	Employment services	0.00%	0.42%	0.00%	
6114	Business, computer and management training	0.00%	20.00%	0.00%	¥¥
6115	Technical and trade schools	0.00%	0.40%	0.00%	
6116	Other schools and instruction	0.00%	0.06%	0.00%	
6117	Educational support services	0.00%	0.19%	0.00%	
6211	Offices of physicians	0.00%	0.00%	0.00%	
6213	Offices of other health practitioners	0.00%	11.11%	0.00%	
6215	Medical and diagnostic laboratories	0.00%	0.00%	0.00%	
6216	Home health care services	0.00%	0.00%	0.00%	
6219	Other ambulatory health care services	0.00%	0.00%	0.00%	
6241	Individual and family services	0.00%	0.00%	0.00%	
8111	Automotive repair and maintenance	0.00%	4.71%	0.00%	
9221	Justice, public order, and safety activities	0.00%	0.00%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-25.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
PROFESSIONAL SERVICES
NATIVE AMERICAN FIRMS

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
2381	Building foundation and exterior contractors	0.00%	0.11%	0.00%	
2382	Building equipment contractors	0.00%	0.32%	0.00%	
2383	Building finishing contractors	0.00%	0.98%	0.00%	
2389	Other specialty trade contractors	0.00%	1.90%	0.00%	
3231	Printing and related support activities	0.00%	0.00%	0.00%	
3261	Plastics product manufacturing	0.00%	0.00%	0.00%	
4233	Lumber and const. supply merchant wholesalers	0.00%	0.00%	0.00%	
4234	Commercial equip. merchant wholesalers	0.00%	1.69%	0.00%	
4237	Hardware and plumbing merchant wholesalers	0.00%	0.00%	0.00%	
4241	Paper and paper product merchant wholesalers	0.00%	0.00%	0.00%	
4249	Misc. nondurable goods merchant wholesalers	0.00%	0.00%	0.00%	
4841	General freight trucking	0.00%	0.00%	0.00%	
4859	Other ground passenger transportation	0.00%	0.00%	0.00%	
5239	Other financial investment activities	0.00%	0.00%	0.00%	
5241	Insurance carriers	0.00%	0.00%	0.00%	
5242	Insurance agencies and brokerages	0.00%	6.67%	0.00%	
5321	Automotive equipment rental and leasing	0.00%	0.00%	0.00%	
5322	Consumer goods rental	0.00%	0.00%	0.00%	
5323	General rental centers	0.00%	0.00%	0.00%	
5324	Machinery and equipment rental and leasing	0.00%	0.00%	0.00%	
5411	Legal services	0.00%	0.00%	0.00%	
5412	Accounting and bookkeeping services	0.00%	0.00%	0.00%	
5413	Architectural and engineering services	0.00%	0.77%	0.00%	

NAICS-4	NAICS-4 DESC	NATIVE AMERICAN			
		Utilization	Availability	Disparity	Significance
5414	Specialized design services	0.00%	0.00%	0.00%	
5415	Computer systems design and related services	0.00%	1.14%	0.00%	
5416	Management and technical consulting services	0.00%	0.04%	0.00%	
5417	Scientific research and development services	0.00%	0.00%	0.00%	
5418	Advertising, PR, and related services	0.00%	0.11%	0.00%	
5419	Other professional and technical services	0.00%	0.00%	0.00%	
5613	Employment services	0.00%	3.48%	0.00%	
6114	Business, computer and management training	0.00%	0.00%	0.00%	
6115	Technical and trade schools	0.00%	0.00%	0.00%	
6116	Other schools and instruction	0.00%	0.00%	0.00%	
6117	Educational support services	0.00%	0.00%	0.00%	
6211	Offices of physicians	0.00%	0.00%	0.00%	
6213	Offices of other health practitioners	0.00%	0.28%	0.00%	
6215	Medical and diagnostic laboratories	0.00%	0.00%	0.00%	
6216	Home health care services	0.00%	0.00%	0.00%	
6219	Other ambulatory health care services	0.00%	0.00%	0.00%	
6241	Individual and family services	0.00%	0.00%	0.00%	
8111	Automotive repair and maintenance	0.00%	1.83%	0.00%	
9221	Justice, public order, and safety activities	0.00%	0.00%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-26.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
PROFESSIONAL SERVICES
MBE FIRMS

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
2381	Building foundation and exterior contractors	90.35%	15.32%	0.00%	
2382	Building equipment contractors	59.09%	14.99%	0.00%	
2383	Building finishing contractors	0.00%	20.46%	0.00%	¥¥
2389	Other specialty trade contractors	0.00%	20.61%	0.00%	¥¥
3231	Printing and related support activities	3.12%	6.02%	51.75%	
3261	Plastics product manufacturing	0.00%	0.00%	0.00%	
4233	Lumber and const. supply merchant wholesalers	0.00%	5.95%	0.00%	
4234	Commercial equip. merchant wholesalers	100.00%	11.81%	0.00%	
4237	Hardware and plumbing merchant wholesalers	0.00%	8.82%	0.00%	
4241	Paper and paper product merchant wholesalers	100.00%	2.90%	0.00%	
4249	Misc. nondurable goods merchant wholesalers	0.00%	0.00%	0.00%	
4841	General freight trucking	100.00%	100.00%	0.00%	
4859	Other ground passenger transportation	100.00%	100.00%	0.00%	
5239	Other financial investment activities	37.06%	25.29%	0.00%	
5241	Insurance carriers	0.00%	0.00%	0.00%	
5242	Insurance agencies and brokerages	0.00%	20.21%	0.00%	¥¥
5321	Automotive equipment rental and leasing	0.00%	0.00%	0.00%	
5322	Consumer goods rental	0.00%	0.00%	0.00%	
5323	General rental centers	0.00%	0.00%	0.00%	

NAICS-4	NAICS-4 DESC	MBE			
		Utilization	Availability	Disparity	Significance
5324	Machinery and equipment rental and leasing	0.00%	0.00%	0.00%	
5411	Legal services	0.00%	7.05%	0.00%	
5412	Accounting and bookkeeping services	100.00%	28.79%	0.00%	
5413	Architectural and engineering services	0.35%	23.17%	1.50%	¥¥
5414	Specialized design services	0.00%	11.91%	0.00%	
5415	Computer systems design and related services	5.67%	38.27%	14.82%	¥¥¥
5416	Management and technical consulting services	2.45%	27.83%	8.82%	¥¥
5417	Scientific research and development services	0.00%	0.00%	0.00%	
5418	Advertising, PR, and related services	4.94%	14.33%	34.47%	
5419	Other professional and technical services	0.00%	37.64%	0.00%	¥¥¥
5613	Employment services	6.79%	29.16%	23.28%	¥¥
6114	Business, computer and management training	0.00%	21.67%	0.00%	¥¥
6115	Technical and trade schools	0.00%	28.33%	0.00%	¥¥¥
6116	Other schools and instruction	0.00%	25.22%	0.00%	¥¥¥
6117	Educational support services	0.00%	28.14%	0.00%	¥¥¥
6211	Offices of physicians	100.00%	0.10%	0.00%	
6213	Offices of other health practitioners	0.00%	33.76%	0.00%	¥¥¥
6215	Medical and diagnostic laboratories	0.00%	0.00%	0.00%	
6216	Home health care services	0.00%	0.00%	0.00%	
6219	Other ambulatory health care services	13.26%	13.26%	0.00%	
6241	Individual and family services	0.00%	0.00%	0.00%	
8111	Automotive repair and maintenance	0.00%	21.46%	0.00%	¥¥
9221	Justice, public order, and safety activities	0.00%	0.00%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-27.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
PROFESSIONAL SERVICES
NONMINORITY FEMALE FIRMS

NAICS-4	NAICS-4 DESC	NONMINORITY FEMALE			
		Utilization	Availability	Disparity	Significance
2381	Building foundation and exterior contractors	0.00%	22.36%	0.00%	¥¥
2382	Building equipment contractors	0.00%	20.76%	0.00%	¥¥
2383	Building finishing contractors	9.87%	28.32%	34.85%	
2389	Other specialty trade contractors	47.23%	22.00%	0.00%	
3231	Printing and related support activities	96.88%	43.37%	0.00%	
3261	Plastics product manufacturing	0.00%	0.00%	0.00%	
4233	Lumber and const. supply merchant wholesalers	0.00%	39.30%	0.00%	¥¥¥
4234	Commercial equip. merchant wholesalers	0.00%	28.32%	0.00%	¥¥¥
4237	Hardware and plumbing merchant wholesalers	0.00%	24.45%	0.00%	¥¥
4241	Paper and paper product merchant wholesalers	0.00%	5.57%	0.00%	
4249	Misc. nondurable goods merchant wholesalers	100.00%	33.33%	0.00%	
4841	General freight trucking	0.00%	0.00%	0.00%	
4859	Other ground passenger transportation	0.00%	0.00%	0.00%	
5239	Other financial investment activities	0.00%	25.03%	0.00%	¥¥¥
5241	Insurance carriers	0.00%	50.12%	0.00%	¥¥¥

NAICS-4	NAICS-4 DESC	NONMINORITY FEMALE			
		Utilization	Availability	Disparity	Significance
5242	Insurance agencies and brokerages	0.00%	20.03%	0.00%	¥¥
5321	Automotive equipment rental and leasing	0.00%	0.00%	0.00%	
5322	Consumer goods rental	0.00%	0.00%	0.00%	
5323	General rental centers	0.00%	0.00%	0.00%	
5324	Machinery and equipment rental and leasing	0.00%	0.00%	0.00%	
5411	Legal services	38.37%	30.26%	0.00%	
5412	Accounting and bookkeeping services	0.00%	19.28%	0.00%	¥¥
5413	Architectural and engineering services	0.41%	25.46%	1.60%	¥¥¥
5414	Specialized design services	100.00%	38.10%	0.00%	
5415	Computer systems design and related services	9.00%	15.37%	58.58%	
5416	Management and technical consulting services	1.80%	22.47%	8.03%	¥¥
5417	Scientific research and development services	0.00%	0.00%	0.00%	
5418	Advertising, PR, and related services	67.51%	38.21%	0.00%	
5419	Other professional and technical services	8.89%	38.00%	23.41%	¥¥¥
5613	Employment services	93.21%	18.50%	0.00%	
6114	Business, computer and management training	0.00%	43.29%	0.00%	¥¥¥
6115	Technical and trade schools	0.00%	25.00%	0.00%	¥¥¥
6116	Other schools and instruction	0.00%	33.54%	0.00%	¥¥¥
6117	Educational support services	0.00%	5.61%	0.00%	
6211	Offices of physicians	0.00%	35.13%	0.00%	¥¥¥
6213	Offices of other health practitioners	0.01%	25.71%	0.04%	¥¥¥
6215	Medical and diagnostic laboratories	0.00%	0.00%	0.00%	
6216	Home health care services	100.00%	100.00%	0.00%	
6219	Other ambulatory health care services	1.85%	1.85%	0.00%	
6241	Individual and family services	0.00%	0.00%	0.00%	
8111	Automotive repair and maintenance	0.00%	18.98%	0.00%	¥¥
9221	Justice, public order, and safety activities	100.00%	100.00%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

TABLE C-28.
DETAILED UTILIZATION, AVAILABILITY, AND DISPARITY ANALYSES
CITY OF BALTIMORE MARKETPLACE
PROFESSIONAL SERVICES
M/WBE FIRMS

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
2381	Building foundation and exterior contractors	90.35%	37.67%	0.00%	
2382	Building equipment contractors	59.09%	35.76%	0.00%	
2383	Building finishing contractors	9.87%	48.77%	20.23%	¥¥¥
2389	Other specialty trade contractors	47.23%	42.61%	0.00%	
3231	Printing and related support activities	100.00%	49.39%	0.00%	
3261	Plastics product manufacturing	0.00%	0.00%	0.00%	
4233	Lumber and const. supply merchant wholesalers	0.00%	45.25%	0.00%	¥¥¥
4234	Commercial equip. merchant wholesalers	100.00%	40.13%	0.00%	
4237	Hardware and plumbing merchant wholesalers	0.00%	33.27%	0.00%	¥¥¥
4241	Paper and paper product merchant wholesalers	100.00%	8.48%	0.00%	
4249	Misc. nondurable goods merchant wholesalers	100.00%	33.33%	0.00%	

NAICS-4	NAICS-4 DESC	M/WBE			
		Utilization	Availability	Disparity	Significance
4841	General freight trucking	100.00%	100.00%	0.00%	
4859	Other ground passenger transportation	100.00%	100.00%	0.00%	
5239	Other financial investment activities	37.06%	50.32%	73.66%	
5241	Insurance carriers	0.00%	50.12%	0.00%	¥¥¥
5242	Insurance agencies and brokerages	0.00%	40.24%	0.00%	¥¥¥
5321	Automotive equipment rental and leasing	0.00%	0.00%	0.00%	
5322	Consumer goods rental	0.00%	0.00%	0.00%	
5323	General rental centers	0.00%	0.00%	0.00%	
5324	Machinery and equipment rental and leasing	0.00%	0.00%	0.00%	
5411	Legal services	38.37%	37.31%	0.00%	
5412	Accounting and bookkeeping services	100.00%	48.07%	0.00%	
5413	Architectural and engineering services	0.76%	48.64%	1.56%	¥¥¥
5414	Specialized design services	100.00%	50.01%	0.00%	
5415	Computer systems design and related services	14.67%	53.64%	27.36%	¥¥¥
5416	Management and technical consulting services	4.26%	50.30%	8.46%	¥¥¥
5417	Scientific research and development services	0.00%	0.00%	0.00%	
5418	Advertising, PR, and related services	72.45%	52.54%	0.00%	
5419	Other professional and technical services	8.89%	75.64%	11.76%	¥¥¥
5613	Employment services	100.00%	47.67%	0.00%	
6114	Business, computer and management training	0.00%	64.96%	0.00%	¥¥¥
6115	Technical and trade schools	0.00%	53.33%	0.00%	¥¥¥
6116	Other schools and instruction	0.00%	58.76%	0.00%	¥¥¥
6117	Educational support services	0.00%	33.74%	0.00%	¥¥¥
6211	Offices of physicians	100.00%	35.23%	0.00%	
6213	Offices of other health practitioners	0.01%	59.46%	0.02%	¥¥¥
6215	Medical and diagnostic laboratories	0.00%	0.00%	0.00%	
6216	Home health care services	100.00%	100.00%	0.00%	
6219	Other ambulatory health care services	15.10%	15.10%	0.00%	
6241	Individual and family services	0.00%	0.00%	0.00%	
8111	Automotive repair and maintenance	0.00%	40.45%	0.00%	¥¥¥
9221	Justice, public order, and safety activities	100.00%	100.00%	0.00%	

Note: Disparity index values may vary slightly from calculations of depicted figures due to rounding of presented levels of utilization and availability. “¥” indicates an adverse disparity that is statistically significant at the 15% level or better (85% confidence). “¥¥” indicates the disparity is significant at a 10% level or better (90% confidence). “¥¥¥” indicates significance at a 5% level or better (95% confidence).

Appendix D

Private Sector Analysis In Depth Results - (PUMS) Regression Analysis

Results of Logistic Regression, Explanation of Results and Variables, Logistic Regression Output

Below, variable names and operational definitions are provided. When interpreting **Tables D-1 to D-4**, the third column— Exp (B) — is the most informative index with regard to the influence of the independent variables on the likelihood of being self-employed. From the inverse of this value, we can interpret a likelihood value of its effect on self-employment. For example, the Exp (B) for an African American is 0.638 from **Table D-1**, the inverse of this is 1.566. This means that a nonminority male is 1.566 times more likely to be self-employed than an African American. Columns A and B are reported as a matter of convention to give the reader another indicator of both the magnitude of the variable’s effect and the direction of the effect (“-“ suggests the greater the negative B value the more it depresses the likelihood of being self-employed, and vice versa for a positive B value. It is noteworthy that theoretically “race-neutral” variables (e.g., marital status) tend to impact the likelihood of self-employment positively and that the race/ethnicity/gender variables, in general, tend to have a negative effect on self-employment.

Variables

Race, ethnicity, and gender indicator variables:

African American.

Asian American.

Hispanic American.

Native American.

Sex: Nonminority woman or not.

Other indicator variables:

Marital Status: Married or not.

Age.

Age²: age squared. Used to acknowledge the positive, curvilinear relationship between each year of age and self-employment.

Disability: Individuals self-reported health-related disabilities.

Tenure: Owns their own home.

Value: Household property value.

Mortgage: Monthly total mortgage payments.

Unearn: Unearned income, such as interests and dividends.

Resdinc: Household income less individuals’ personal income.

P65: Number of individuals over the age of 65 living in the household.

P18: Number of children under the age of 18 living in the household.

Some College: Some college education.

College Graduate: College degree.

More than College: Professional or graduate degree.

TABLE D-1.
RESULTS OF LOGISTIC REGRESSION
BALTIMORE/HABC MARKETPLACE
OVERALL

	B	Sig.	Exp (B)
African American	-0.398	0.000	0.638
Hispanic American	-0.186	0.000	0.789
Asian American	-0.090	0.015	0.868
Native American	-0.273	0.097	0.723
Sex (1=Female)	-0.364	0.000	0.660
Marital Status (1=Married)	0.169	0.000	0.638
Age	0.093	0.000	1.097
Age ²	-0.001	0.000	0.999
Speaks English Well (1=Yes)	0.316	0.000	1.371
Disability (1=Yes)	-0.028	0.549	0.972
Tenure (1=Yes)	0.278	0.000	1.321
Value	0.000	0.000	1.000
Mortgage	0.000	0.000	1.000
Unearn	0.000	0.000	1.000
Resdinc	0.000	0.034	1.000
P65	0.039	0.072	1.040
P18	0.122	0.000	1.129
Some College (1=Yes)	0.422	0.000	1.525
College Graduate (1=Yes)	0.325	0.003	1.384
More than College (1=Yes)	0.174	0.000	1.191
Number of Observations	115064		
Chi-squared statistic (df=20)	5173.432		
Log Likelihood	-70545.411		

Source: The Public Use Microdata Samples (PUMS) data from 2015-2019 American Community Survey and Calculations using SPSS.

Note: **BOLD** statistically significant at $p < .05$.

Estimation was conducted using the Binary Logistic command on SPSS. The Binary Logistic command performs binary logistic regressions and reports estimated coefficients and odds ratios that measure the effect on the probability of each one-unit increase in the included variables.

TABLE D-2.
RESULTS OF LOGISTIC REGRESSION
BALTIMORE/HABC MARKETPLACE
CONSTRUCTION

	B	Sig.	Exp (B)
African American	-0.398	0.000	0.622
Hispanic American	-0.186	0.000	0.767
Asian American	-0.090	0.075	0.778
Native American	-0.273	0.097	0.926
Sex (1=Female)	-0.364	0.000	0.425
Marital Status (1=Married)	0.169	0.000	0.622
Age	0.093	0.000	1.097
Age ²	-0.001	0.000	0.999
Speaks English Well (1=Yes)	0.316	0.000	1.371
Disability (1=Yes)	-0.028	0.549	0.972
Tenure (1=Yes)	0.278	0.000	1.321
Value	0.000	0.000	1.000
Mortgage	0.000	0.000	1.000
Unearn	0.000	0.000	1.000
Resdinc	0.000	0.034	1.000
P65	0.039	0.072	1.040
P18	0.122	0.000	1.129
Some College (1=Yes)	0.422	0.000	1.525
College Graduate (1=Yes)	0.325	0.003	1.384
More than College (1=Yes)	0.174	0.000	1.191
Number of Observations	115064		
Chi-squared statistic (df=20)	5173.432		
Log Likelihood	-70545.411		

Source: The Public Use Microdata Samples (PUMS) data from 2015-2019 American Community Survey and Calculations using SPSS.

Note: **BOLD** statistically significant at $p < .05$.

Estimation was conducted using the Binary Logistic command on SPSS. The Binary Logistic command performs binary logistic regressions and reports estimated coefficients and odds ratios that measure the effect on the probability of each one-unit increase in the included variables.

TABLE D-3.
RESULTS OF LOGISTIC REGRESSION
BALTIMORE/HABC MARKETPLACE
GOODS

	B	Sig.	Exp (B)
African American	-0.663	0.000	0.489
Hispanic American	-0.445	0.000	0.609
Asian American	-0.515	0.000	0.567
Native American	-1.119	0.009	0.311
Sex (1=Female)	-0.733	0.000	0.456
Marital Status (1=Married)	0.029	0.550	0.489
Age	0.129	0.000	1.137
Age ²	-0.001	0.000	0.999
Speaks English Well (1=Yes)	0.052	0.388	1.054
Disability (1=Yes)	0.151	0.101	1.163
Tenure (1=Yes)	0.435	0.000	1.545
Value	0.000	0.000	1.000
Mortgage	0.000	0.000	1.000
Unearn	0.000	0.004	1.000
Resdinc	0.000	0.648	1.000
P65	0.011	0.788	1.011
P18	0.032	0.490	1.032
Some College (1=Yes)	-0.909	0.129	0.403
College Graduate (1=Yes)	-0.098	0.841	0.907
More than College (1=Yes)	-1.001	0.000	0.368
Number of Observations	34645		
Chi-squared statistic (df=20)	2878.845		
Log Likelihood	-19210.2		

Source: The Public Use Microdata Samples (PUMS) data from 2015-2019 American Community Survey and Calculations using SPSS.

Note: **BOLD** statistically significant at $p < .05$.

Estimation was conducted using the Binary Logistic command on SPSS. The Binary Logistic command performs binary logistic regressions and reports estimated coefficients and odds ratios that measure the effect on the probability of each one-unit increase in the included variables.

TABLE D-4.
RESULTS OF LOGISTIC REGRESSION
BALTIMORE/HABC MARKETPLACE
SERVICES

	B	Sig.	Exp (B)
African American	-0.128	0.002	0.836
Hispanic American	-0.143	0.011	0.824
Asian American	0.231	0.000	1.197
Native American	0.021	0.923	0.970
Sex (1=Female)	0.067	0.081	1.016
Marital Status (1=Married)	0.191	0.000	0.836
Age	0.072	0.000	1.075
Age ²	0.000	0.000	1.000
Speaks English Well (1=Yes)	0.440	0.000	1.553
Disability (1=Yes)	-0.053	0.405	0.948
Tenure (1=Yes)	0.240	0.000	1.271
Value	0.000	0.000	1.000
Mortgage	0.000	0.000	1.000
Unearn	0.000	0.497	1.000
Resdinc	0.000	0.211	1.000
P65	0.055	0.056	1.056
P18	0.138	0.000	1.148
Some College (1=Yes)	0.481	0.000	1.618
College Graduate (1=Yes)	0.380	0.004	1.462
More than College (1=Yes)	0.211	0.000	1.235
Number of Observations	64556		
Chi-squared statistic (df=20)	2106.342		
Log Likelihood	38614.465		

Source: The Public Use Microdata Samples (PUMS) data from 2015-2019 American Community Survey and Calculations using SPSS.

Note: **BOLD** statistically significant at $p < .05$.

Estimation was conducted using the Binary Logistic command on SPSS. The Binary Logistic command performs binary logistic regressions and reports estimated coefficients and odds ratios that measure the effect on the probability of each one-unit increase in the included variables.

Results of Linear Regression, Explanation of Results and Variables

Below, variable names and operational definitions are provided. When interpreting the linear regression **Tables C-5 to C-8**, the first column— Unstandardized B — is the most informative index with regard to the influence of the independent variables on the earnings of a self-employed individual. Each number in this column represents a percent change in earnings. For example, the corresponding number for an African American is -0.539, from **Table C-5**, meaning that an African American will earn 53.9 percent less than a nonminority male. The other four columns are reported in order to give the reader another indicator of both the magnitude of the variable’s effect and the direction of the effect. Std. Error reports the standard deviation in the sampling distribution. Standardized B reports the standard deviation change in the dependent variable from on standard deviation increase in the independent variable. The t and Sig. columns simply report the level and strength of a variable’s significance.

Variables

Race, ethnicity and gender indicator variables:

African American.

Asian American.

Hispanic American.

Native American.

Nonminority Woman.

Other indicator variables:

Marital Status: Married or not.

Disability: Individuals self-reported health-related disabilities.

Age.

Age²: age squared. Used to acknowledge the positive, curvilinear relationship between each year of age and self-employment.

Speaks English Well: Person’s ability to speak English if not a native speaker.

Some College: Some college education.

College Graduate: College degree.

More than College: Professional or graduate degree.

TABLE D-5.
RESULTS OF LINEAR REGRESSION
BALTIMORE/HABC MARKETPLACE
OVERALL

	Unstandardized		Standardized		Sig.
	B	Std. Error	B	t	
African American	-0.527	0.029	-0.160	-17.419	0.000
Hispanic American	-0.587	0.036	-0.156	-15.555	0.000
Asian American	-0.444	0.031	-0.136	-13.529	0.000
Native American	-0.118	0.149	-0.006	-0.756	0.450
Nonminority Women (1=Female)	-0.446	0.006	-0.156	-17.099	0.000
Marital Status (1=Married)	0.277	0.021	0.117	13.196	0.000
Disability (1=Yes)	-0.228	0.042	-0.047	-5.462	0.000
Age	0.073	0.005	0.836	14.526	0.000
Age ²	-0.001	0.000	-0.785	-13.650	0.000
Speaks English Well (1=Yes)	-0.131	0.025	-0.053	-5.229	0.000
Some College (1=Yes)	-0.471	0.070	-0.058	-6.778	0.000
College Graduate (1=Yes)	-0.450	0.096	-0.040	-4.671	0.000
More than College (1=Yes)	-0.532	0.023	-0.197	-23.064	0.000
Constant	9.384	0.122		76.686	0.000

Source: The Public Use Microdata Samples (PUMS) data from 2015-2019 American Community Survey and Calculations using SPSS.

Note: BOLD statistically significant at $p < .05$.

TABLE D-6.
RESULTS OF LINEAR REGRESSION
BALTIMORE/HABC MARKETPLACE
CONSTRUCTION

	Unstandardized		Standardized		Sig.
	B	Std. Error	B	t	
African American	-0.224	0.070	-0.064	-3.029	0.002
Hispanic American	-0.425	0.063	-0.174	-6.460	0.000
Asian American	-0.398	0.084	-0.099	-4.491	0.000
Native American	0.504	0.261	0.038	1.844	0.065
Nonminority Women (1=Female)	-0.184	0.003	-0.050	-2.383	0.017
Marital Status (1=Married)	0.300	0.044	0.144	6.827	0.000
Disability (1=Yes)	-0.225	0.088	-0.054	-2.562	0.010
Age	0.035	0.011	0.441	3.069	0.002
Age ²	0.000	0.000	-0.439	-3.057	0.002
Speaks English Well (1=Yes)	0.056	0.055	0.026	1.011	0.312
Some College (1=Yes)	-0.233	0.102	-0.048	-2.285	0.022
College Graduate (1=Yes)	-0.268	0.159	-0.035	-1.689	0.091
More than College (1=Yes)	-0.206	0.040	-0.107	-5.131	0.000
Constant	10.028	0.277		36.263	0.000

Source: The Public Use Microdata Samples (PUMS) data from 2015-2019 American Community Survey and Calculations using SPSS.

Note: BOLD statistically significant at $p < .05$.

TABLE D-7.
RESULTS OF LINEAR REGRESSION
BALTIMORE/HABC MARKETPLACE
GOODS

	Unstandardized		Standardized		Sig.
	B	Std. Error	B	t	
African American	-0.697	0.057	-0.198	-11.686	0.000
Hispanic American	-0.589	0.088	-0.110	-6.376	0.000
Asian American	-0.270	0.066	-0.072	-3.879	0.000
Native American	-0.070	0.399	-0.003	-0.167	0.867
Nonminority Women (1=Female)	-0.523	0.043	-0.209	-12.304	0.000
Marital Status (1=Married)	0.310	0.041	0.125	7.619	0.000
Disability (1=Yes)	-0.347	0.077	-0.072	-4.474	0.000
Age	0.095	0.011	1.045	8.945	0.000
Age ²	-0.001	0.000	-1.006	-8.614	0.000
Speaks English Well (1=Yes)	-0.171	0.052	-0.062	-3.310	0.001
Some College (1=Yes)	-1.537	0.563	-0.043	-2.730	0.006
College Graduate (1=Yes)	-0.956	0.438	-0.035	-2.182	0.029
More than College (1=Yes)	-0.602	0.103	-0.093	-5.854	0.000
Constant	9.297	0.266		34.895	0.000

Source: The Public Use Microdata Samples (PUMS) data from 2015-2019 American Community Survey and Calculations using SPSS.

Note: BOLD statistically significant at $p < .05$.

TABLE D-8.
RESULTS OF LINEAR REGRESSION
BALTIMORE/HABC MARKETPLACE
SERVICES

	Unstandardized		Standardized		Sig.
	B	Std. Error	B	t	
African American	-0.478	0.035	-0.172	-12.869	0.000
Hispanic American	-0.620	0.046	-0.177	-12.757	0.000
Asian American	-0.413	0.037	-0.156	-10.615	0.000
Native American	-0.229	0.178	-0.015	-1.225	0.221
Nonminority Women (1=Female)	-0.447	0.032	-0.185	-13.967	0.000
Marital Status (1=Married)	0.210	0.026	0.099	7.909	0.000
Disability (1=Yes)	-0.144	0.054	-0.032	-2.676	0.007
Age	0.074	0.006	0.943	12.130	0.000
Age ²	-0.001	0.000	-0.914	-11.782	0.000
Speaks English Well (1=Yes)	-0.108	0.030	-0.051	-3.604	0.000
Some College (1=Yes)	-0.270	0.083	-0.039	-3.237	0.001
College Graduate (1=Yes)	-0.162	0.110	-0.017	-1.466	0.143
More than College (1=Yes)	-0.332	0.028	-0.145	-12.040	0.000
Constant	9.237	0.145		63.855	0.000

Source: The Public Use Microdata Samples (PUMS) data from 2015-2019 American Community Survey and Calculations using SPSS.

Note: BOLD statistically significant at $p < .05$.

Appendix E

Combined Census and Vendor Questionnaire



City of Baltimore/Housing Authority of Baltimore City (HABC) Business Survey

Final Questionnaire

Hello, my name is _____ and I am calling on behalf of the City of Baltimore/Housing Authority of Baltimore City and we are conducting a Disparity Study to learn more about the firms in the market area so that the City and HABC can adequately act to encourage participation in its contracting activities by area firms.

May I speak with &V.4&? IF NOT AVAILABLE OR NO LONGER WITH COMPANY ASK:

Is there someone else I can talk to who could answer some questions about the business and procurement activities?

IF OWNER or OTHER DECISION MAKER IS PUT ON THE LINE: CONTINUE

Are you the owner or an authorized decision maker in your company?

IF NO OR TRANSFERRED TO ANOTHER PARTY (CFO, MANAGER, ETC): Are you able to answer questions concerning ownership and business practices for this company? IF YES, CONTINUE

IF NO: Is there someone else I can talk to who could answer some questions about the business and procurement activities? IF NO, SCHEDULE CALL-BACK?

IF NO OR TRANSFERRED TO ANOTHER PARTY (CFO, MANAGER, ETC): Are you able to answer questions concerning ownership and business practices for this company? IF YES, CONTINUE

IF NO: Is there someone else I can talk to who could answer some questions about the business and procurement activities? IF NO, SCHEDULE CALL-BACK?

IF NEEDED:

The City of Baltimore (City) and Housing Authority of Baltimore City (HABC) has retained MGT Consulting Group to evaluate how the City and HABC buys goods and services; the subcontracting practices of prime contractors/vendors who do business with the City and HABC; and your business experiences in the marketplace. This survey will assist MGT in learning more about business' ease of doing business in the Baltimore marketplace. **Your responses to this research survey will be combined with all other businesses who respond for the overall analysis and used only for this research study. Individual information and your identity are kept private.**

This is a great opportunity for you to provide feedback regarding your experience doing business with or attempting to do business with the City and/or HABC. The survey results could impact program and policy changes for years to come. For participating in this important research study, your firm will be entered in a drawing for a chance to win a \$500 Amazon gift card. Winners will be announced at the end of the study.

If you have any questions or would like more information about this research study, please contact Vernetta Mitchell at (813) 321-1400 ext. 2131 or visit the study website at www.cityofbaltimore-habccdisparitystudy.com.

Thank you for your participation!

**MGT_Baltimore Questionnaire
Final**

Q.1 DO NOT ASK; JUST NOTE

Gender:

[REQUIRE ANSWER]

(5)

Male 1

Female 2

Q.2 May I please have your **NAME** just in case we have any further questions?

[REQUIRE ANSWER]

_____ (6-55)

Q.3 What is your **OFFICIAL TITLE**?

[REQUIRE ANSWER]

(56)

Owner 1

CEO/President 2

Manager/Financial Officer 3

Other 4

[S - IF THE ANSWER IS NOT 4, THEN SKIP TO QUESTION 5]

Q.4 Specify **Other**: OFFICIAL TITLE

[REQUIRE ANSWER]

_____ (57-106)

Q.5 Based on the information we have, I want to confirm this is a **FOR-PROFIT** company, as opposed to a nonprofit, foundation, or government office?

(If the respondent says they are a NON-Profit Business, PLEASE VERIFY THEIR RESPONSE.)

Only local, state, and federal government offices and other foundations such as your local Girls & Boys Clubs, United Way and Churches are considered non-profit.

[REQUIRE ANSWER]

(107)

Yes 1

No 2

Don't Know/Refused 3

[S - IF THE ANSWER IS NOT 1, THEN SKIP TO QUESTION 68]

Q.6 Let me confirm that, based on the information we have from Dun and Bradstreet, the company's **PRIMARY LINE OF BUSINESS** is **[ANSWER TO Q. 85]**:

(READ CORRESPONDING DESCRIPTIVE TEXT IN BOLD)

[REQUIRE ANSWER]

(108)
Yes 1
No 2
Don't Know/Refused 3

[S - IF THE ANSWER IS 1, THEN SKIP TO QUESTION 8]

Q.7 Please **SPECIFY** your company's **PRIMARY TYPE OF WORK**. **(Very Brief Description)**
_____ (109-408)

Q.8 Is your company **at least 51 percent** owned, managed, and controlled by a **WOMAN** or **WOMEN**?

[REQUIRE ANSWER]

(409)
Yes 1
No 2
Don't Know/Refused 3

Q.9 Is your company **at least 51 percent** owned, managed, and controlled by one of the following **RACIAL** or **ETHNIC GROUP(S)**?

[REQUIRE ANSWER]

(410)
African American/Black 1
Asian American or Pacific Islander 2
Caucasian/White 3
Hispanic American or Latino 4
Native American/American Indian 5
Don't Know/Refused 6
Other (Please specify the race or ethnicity of the owner(s)/manager(s)) 7

[S - IF THE ANSWER IS NOT 7, THEN SKIP TO QUESTION 11]

Q.10 Specify **Other**: RACE OR ETHNICITY

[REQUIRE ANSWER]

_____ (411-460)

Q.11 Is your company **at least 51 percent** owned, managed, and controlled by a person or people of the following groups? **(CHECK ALL THAT APPLY)**

[REQUIRE ANSWER]

	Yes	No	Don't Know
Veteran	1	2	3 (461)
Disabled	1	2	3 (462)
LGBT+ (Lesbian, Gay, Bisexual, Transgender, and related groups)	1	2	3 (463)

Q.12 Has your firm **EVER worked with** or **attempted to do work** on a **CITY OF BALTIMORE** or **HOUSING AUTHORITY OF BALTIMORE CITY (HBAC)** contract?

[REQUIRE ANSWER]

	(464)
ONLY with the City of Baltimore	1
ONLY with the Housing Authority OF Baltimore City (HBAC)	2
BOTH the City of Baltimore and the Housing Authority of Baltimore City (HBAC)	3
NEITHER the City of Baltimore NOR the Housing Authority of Baltimore City (HBAC)	4
Don't Know/Refused	5

[S - IF THE ANSWER IS 4-5, THEN SKIP TO QUESTION 67]

Q.13 What is the **HIGHEST LEVEL OF EDUCATION completed** by the primary owner of your company?

[REQUIRE ANSWER]

	(465)
Some high school	1
High school graduate	2
Trade or technical education	3
Some college	4
Associate Degree (AA, AS, etc.)	5
Bachelor's Degree (BA, BS, etc.)	6
Graduate or Professional Degree (MA, PhD, JD, etc.)	7
Don't know/Refused	8

Q.14 What is the **AGE** of the company? **PROBE!** Best guess...

If they don't know age of the company, then ask if they know the year the company was established. If so, note on paper and move on.

Best guess

[REQUIRE ANSWER]

	(466)
0-2 years	1
3-5 years	2
6-10 years	3
11-15 years	4
16-20 years	5
21+ years	6
Don't Know/Refused	7

Q.15 What is the average **NUMBER OF EMPLOYEES** on your company's payroll, including full-time and part-time staff? **PROMPT!** Best guessWould you say the # of employees fall between.. read list below.

[REQUIRE ANSWER]

	(467)
None (Owners only)	1
1 - 4 employees	2
5 - 9 employees	3
10 – 19 employees	4
20 – 49 employees	5
50 - 499 employees	6
500+	7
Don't Know/Refused	8

Q.16 Which of the following ranges best approximates your company's **AVERAGE ANNUAL GROSS REVENUE** over the **last three (3) years**? **PROMPT THEM TO ANSWER!**

Best Guess.. Would you say it falls between....read list below.

[REQUIRE ANSWER]

	(468)
Up to \$50,000	01
\$50,001 to \$100,000	02
\$100,001 to \$300,000	03
\$300,001 to \$500,000	04
\$500,001 to \$1 Million	05
\$1,000,001 to \$3 Million	06
\$3,000,001 to \$5 Million	07
\$5,000,001 to \$10 Million	08
Over \$10 Million	09
Don't Know/Refused	10

[A - IF THE ANSWER TO QUESTION 12 IS 2, THEN SKIP TO QUESTION 18]

Q.17 What **PERCENTAGE** of the company's gross revenue in the **last three (3) years** was earned from contracts or subcontracts on **CITY OF BALTIMORE** projects?

[REQUIRE ANSWER]

	(469)
None	1
1 - 10%	2
11 - 20%	3
21 - 50%	4
51 - 75%	5
76 - 100%	6
Don't Know/Refused	7

[A - IF THE ANSWER TO QUESTION 12 IS 1, THEN SKIP TO QUESTION 19]

Q.18 What **PERCENTAGE** of the company's gross revenue in the **last three (3) years** was earned from the **HOUSING AUTHORITY OF BALTIMORE CITY (HABC)**?

[REQUIRE ANSWER]

	(470)
None	1
1 - 10%	2
11 - 20%	3
21 - 50%	4
51 - 75%	5
76 - 100%	6
Don't Know/Refused	7

Q.19 Thinking about the **last three (3) years**, which of the following ranges best approximates the size of your company's **LARGEST AWARDED CONTRACT** or **SUBCONTRACT**?
PROBE! Would you say it falls between... read list below.

[REQUIRE ANSWER]

	(471-472)
None	001
Up to \$50,000?	002
\$50,001 to \$100,000?	003
\$100,001 to \$200,000?	004
\$200,001 to \$300,000?	005
\$300,001 to \$400,000?	006
\$400,001 to \$500,000?	007
\$500,001 to \$1 million?	008
Over \$1 million?	009
Don't Know/Refused	010

Q.20 Does your company hold any of the following **CERTIFICATIONS**:

READ AND CHECK ALL THAT APPLY.

[REQUIRE ANSWER]

	Yes	No	Don't Know
Minority Business Enterprise (MBE)	1	2	3 (473)
Woman Business Enterprise (WBE)	1	2	3 (474)
Veteran Business Enterprise (VBE)	1	2	3 (475)
Disabled-owned Business Enterprise (DOBE)	1	2	3 (476)
LGBT Business Enterprise (LGBTBE)	1	2	3 (477)
Section 3 HUD (Housing and Urban Development)	1	2	3 (478)
Other (Please specify)	1	2	3 (479)

[A - IF THE ANSWER TO SUB-QUESTION 7 OF QUESTION 20 IS NOT 1, THEN SKIP TO QUESTION 22]

Q.21 Specify **Other**: CERTIFICATIONS

[REQUIRE ANSWER]

_____ (480-779)

[A - IF THE ANSWER TO SUB-QUESTION 3 OF QUESTION 20 IS NOT 1, THEN SKIP TO QUESTION 25]

Q.22 What **impact** does being a **VETERAN-OWNED** company have on your business?

[REQUIRE ANSWER]

(780)

Positive 1

Negative 2

No impact 3

Q.23 Do you think being a **VETERAN REGISTERED BUSINESS** gives your company a **competitive advantage**?

[REQUIRE ANSWER]

(781)
Yes 1
No 2
Don't Know/Refused 3

Q.24 Have you been **treated disparately** (differently) after disclosing that you are a **VETERAN-OWNED** company?

[REQUIRE ANSWER]

(782)
Yes 1
No 2
Don't Know/Refused 3

[A - IF THE ANSWER TO SUB-QUESTION 4 OF QUESTION 20 IS NOT 1, THEN SKIP TO QUESTION 27]

Q.25 Do you feel comfortable or safe disclosing your **DISABILITY** when bidding on or proposing contracts or subcontracts?

[REQUIRE ANSWER]

(783)
Yes 1
No 2
Don't Know/Refused 3

Q.26 Have you been **treated disparately** (differently) after disclosing that you are a **DISABLED-OWNED** company?

[REQUIRE ANSWER]

(784)
Yes 1
No 2
Don't Know/Refused 3

[A - IF THE ANSWER TO SUB-QUESTION 5 OF QUESTION 20 IS NOT 1, THEN SKIP TO QUESTION 29]

Q.27 Do you feel comfortable or safe disclosing your company is a **LGBT Business Enterprise** when bidding on or proposing contracts or subcontracts?

[REQUIRE ANSWER]

(785)
Yes 1
No 2
Don't Know/Refused 3

Q.28 Would **LGBT BUSINESS REGISTRATION** with the **CITY OF BALTIMORE** or **HOUSING AUTHORITY OF BALTIMORE CITY (HABC)** encourage you to do business or attempt to do business with the **City** or **HABC**?

[REQUIRE ANSWER]

(786)
Yes 1
No 2
Don't Know/Refused 3

[A - IF THE ANSWER TO SUB-QUESTION 6 OF QUESTION 20 IS NOT 1, THEN SKIP TO QUESTION 30]

Q.29 Has being certified as a **SECTION 3 HUD FIRM** helped your firm gain access to contract opportunities with the **HOUSING AUTHORITY OF BALTIMORE CITY (HABC)**?

[REQUIRE ANSWER]

(787)
Yes 1
No 2
Don't Know 3

Q.30 Does your business work as a **PRIME CONTRACTOR/VENDOR/CONSULTANT, SUBCONTRACTOR/SUPPLIER** or **BOTH?**

[REQUIRE ANSWER]

(788)
Prime contractor/vendor/consultant 1
Subcontractor/supplier 2
Both prime and subcontractor 3
Don't Know/Refused 4

[S - IF THE ANSWER IS 2, THEN SKIP TO QUESTION 32]
[S - IF THE ANSWER IS 4, THEN SKIP TO QUESTION 33]

Q.31 As a **PRIME CONTRACTOR**, do you solicit **MINORITY-, WOMEN-, VETERAN-, DISABLED-, or LGBT+ BUSINESS ENTERPRISES** on private (non-government) contracts?

[REQUIRE ANSWER]

(789)
Yes 1
No 2
Don't Know/Refused 3

[A - IF THE ANSWER TO QUESTION 30 IS 1 OR 4, THEN SKIP TO QUESTION 33]

Q.32 How often do **PRIME CONTRACTORS** who use your company as a **SUBCONTRACTOR** on public sector or government projects with **M/WBE GOALS** solicit your company on projects (private or public) **WITHOUT M/WBE GOALS**?

[REQUIRE ANSWER]

(790)
Very often 1
Sometimes 2
Seldom 3
Never 4
Don't Know/Refused 5

Q.33 Have you experienced or observed a situation in which a **PRIME CONTRACTOR/VENDOR** includes minority or woman subcontractors on a bid or proposal to satisfy the "**good faith effort**" requirements and then **DROPS** and/or **REPLACES** the company as a subcontractor for no legitimate reason after winning the award?

[REQUIRE ANSWER]

(791)
Yes 1
No 2
Not applicable 3
Don't know/Refused 4

[S - IF THE ANSWER IS NOT 1, THEN SKIP TO QUESTION 35]

Q.34 Please briefly describe the situation.

[REQUIRE ANSWER]

_____ (792-1291)

Q.35 Does your business have **BONDING**?

[REQUIRE ANSWER]

(1292)
Yes 1
No 2
Have not applied for bonding 3
Don't Know/Refused 4

[S - IF THE ANSWER IS NOT 1, THEN SKIP TO QUESTION 37]

Q.36 What is your current **AGGREGATE (Total) BONDING CAPACITY**?

[REQUIRE ANSWER]

(1293)
Below \$100,000? 1
\$100,001 to \$250,000? 2
\$250,001 to \$500,000? 3
\$500,001 to \$1 Million? 4
\$1 Million to \$1.5 Million? 5
\$1.5 Million to \$3 Million? 6
\$3 Million to \$5 Million? 7
Over \$5 Million? 8
Don't know/Refused 9

[A - IF THE ANSWER TO QUESTION 12 IS 2, THEN SKIP TO QUESTION 45]

Q.37 CITY OF BALTIMORE PROJECTS:

Have any of the following been a **BARRIER** to attempting to do work or working on **CITY OF BALTIMORE** projects?

[REQUIRE ANSWER]

	Yes	No	Don't Know/ Refused
Prequalification requirements	01	02	03 (1294-1295)
Bond requirements	01	02	03 (1296-1297)
Proposal/bid specifications	01	02	03 (1298-1299)
Short or limited time given to prepare bid package or quote	01	02	03 (1300-1301)
Unnecessarily restrictive contract specifications	01	02	03 (1302-1303)
Meeting M/WBE program requirements	01	02	03 (1304-1305)
Identifying M/WBE firms	01	02	03 (1306-1307)
Selection process/evaluation criteria	01	02	03 (1308-1309)
Insurance requirements (general liability, professional liability, etc.)	01	02	03 (1310-1311)
Cost of bidding/proposing	01	02	03 (1312-1313)
Price of supplies/materials	01	02	03 (1314-1315)
Competing with large companies	01	02	03 (1316-1317)
Financing	01	02	03 (1318-1319)
Lack of experience	01	02	03 (1320-1321)
Contract too large	01	02	03 (1322-1323)
Informal network of prime contractors and subcontractors that has excluded my company from doing business ("good ole boy" network)	01	02	03 (1324-1325)
Changes in the scope of work (after work began)	01	02	03 (1326-1327)
Slow payment or non-payment for project work	01	02	03 (1328-1329)

Q.38 Have you or your company experienced any of the following **DISCRIMINATORY BEHAVIOR** when attempting to do work or working on **CITY OF BALTIMORE** projects?

[REQUIRE ANSWER]

	CITY OF BALTIMORE		
	Yes	No	Don't Know
Harassment on the jobsite	1	2	3 (1330)
Unequal or unfair treatment	1	2	3 (1331)
Double standards in performance	1	2	3 (1332)
Denial of opportunity to bid	1	2	3 (1333)
Unfair denial of contract award	1	2	3 (1334)
Unfair contract termination	1	2	3 (1335)
Unequal price quotes from suppliers	1	2	3 (1336)
Other: Please explain	1	2	3 (1337)

[A - IF THE ANSWER TO SUB-QUESTION 8 OF QUESTION 38 IS NOT 1, THEN SKIP TO QUESTION 40]

Q.39 Specify Other: DISCRIMINATORY BEHAVIOR EXPERIENCED ON **CITY OF BALTIMORE** PROJECTS

[REQUIRE ANSWER]

_____ (1338-1837)

[A - IF THE ANSWER TO SUB-QUESTION 1 OF QUESTION 38 IS NOT 1, AND...]

[A - IF THE ANSWER TO SUB-QUESTION 2 OF QUESTION 38 IS NOT 1, AND...]

[A - IF THE ANSWER TO SUB-QUESTION 3 OF QUESTION 38 IS NOT 1, AND...]

[A - IF THE ANSWER TO SUB-QUESTION 4 OF QUESTION 38 IS NOT 1, AND...]

[A - IF THE ANSWER TO SUB-QUESTION 5 OF QUESTION 38 IS NOT 1, AND...]

[A - IF THE ANSWER TO SUB-QUESTION 6 OF QUESTION 38 IS NOT 1, AND...]

[A - IF THE ANSWER TO SUB-QUESTION 7 OF QUESTION 38 IS NOT 1, AND...]

[A - IF THE ANSWER TO SUB-QUESTION 8 OF QUESTION 38 IS NOT 1, THEN SKIP TO QUESTION 45]

Q.40 Which of the following do you consider the **REASON(S)** for your company being discriminated against on any **CITY OF BALTIMORE** contracts? **CHECK ALL THAT APPLY**

[REQUIRE ANSWER]

- (1838-1843)
- Owner's Race or Ethnicity 1
 - Owner's Gender 2
 - Owner's Veteran Status 3
 - Owner's Disability 4
 - Owner's Sexual Orientation or Gender Identity 5
 - Other (Please explain) 6

[S - IF THE ANSWER IS NOT 6, THEN SKIP TO QUESTION 42]

Q.41 Specify Other: REASON FOR BEING DISCRIMINATED AGAINST ON **CITY OF BALTIMORE** PROJECTS

[REQUIRE ANSWER]

_____ (1844-2343)

Q.42 Please **BRIEFLY** describe the **DISCRIMINATION** you experienced on a **CITY OF BALTIMORE** project.

[REQUIRE ANSWER]

_____ (2344-2843)

Q.43 Did you **FILE** a **COMPLAINT**? (**City of Baltimore project**)

[REQUIRE ANSWER]

- (2844)
- Yes 1
 - No 2
 - Don't Know/Refused 3

[S - IF THE ANSWER IS NOT 1, THEN SKIP TO QUESTION 45]

Q.44 What was the **RESULT** of filing the **COMPLAINT**? (**City of Baltimore project**)

[REQUIRE ANSWER]

_____ (2845-3344)
[A - IF THE ANSWER TO QUESTION 12 IS 1, THEN SKIP TO QUESTION 53]

Q.45 HOUSING AUTHORITY OF BALTIMORE (HABC) PROJECTS:

Have any of the following been a **BARRIER** to attempting to do work or working on **HOUSING AUTHORITY OF BALTIMORE CITY (HABC)** projects?

[REQUIRE ANSWER]

	Yes	No	Don't Know
Prequalification requirements	01	02	03 (3345-3346)
Bond requirements	01	02	03 (3347-3348)
Proposal/bid specifications	01	02	03 (3349-3350)
Short or limited time given to prepare bid package or quote	01	02	03 (3351-3352)
Unnecessarily restrictive contract specifications	01	02	03 (3353-3354)
Meeting M/WBE program requirements	01	02	03 (3355-3356)
Identifying M/WBE firms	01	02	03 (3357-3358)
Selection process/evaluation criteria	01	02	03 (3359-3360)
Insurance requirements (general liability, professional liability, etc.)	01	02	03 (3361-3362)
Cost of bidding/proposing	01	02	03 (3363-3364)
Price of supplies/materials	01	02	03 (3365-3366)
Competing with large companies	01	02	03 (3367-3368)
Financing	01	02	03 (3369-3370)
Lack of experience	01	02	03 (3371-3372)
Contract too large	01	02	03 (3373-3374)
Informal network of prime contractors and subcontractors that has excluded my company from doing business ("good ole boy" network)	01	02	03 (3375-3376)
Changes in the scope of work (after work began)	01	02	03 (3377-3378)
Slow payment or non-payment for project work	01	02	03 (3379-3380)

Q.46 Have you or your company experienced any of the following **DISCRIMINATORY BEHAVIOR** when attempting to do work or working on **HOUSING AUTHORITY OF BALTIMORE CITY (HABC)** projects?

[REQUIRE ANSWER]

	Yes	No	Don't Know/Refused
Harassment on the jobsite	1	2	3 (3381)
Unequal or unfair treatment	1	2	3 (3382)
Double standards in performance	1	2	3 (3383)
Denial of opportunity to bid	1	2	3 (3384)
Unfair denial of contract award	1	2	3 (3385)
Unfair contract termination	1	2	3 (3386)
Unequal price quotes from suppliers	1	2	3 (3387)
Other: Please explain	1	2	3 (3388)

[A - IF THE ANSWER TO SUB-QUESTION 8 OF QUESTION 46 IS NOT 1, THEN SKIP TO QUESTION 48]

Q.47 Specify **Other**: DISCRIMINATORY BEHAVIOR EXPERIENCED ON **HOUSING AUTHORITY OF BALTIMORE CITY (HABC)** PROJECTS

[REQUIRE ANSWER]

_____ (3389-3888)

[A - IF THE ANSWER TO SUB-QUESTION 1 OF QUESTION 46 IS NOT 1, AND...]

[A - IF THE ANSWER TO SUB-QUESTION 2 OF QUESTION 46 IS NOT 1, AND...]

[A - IF THE ANSWER TO SUB-QUESTION 3 OF QUESTION 46 IS NOT 1, AND...]

[A - IF THE ANSWER TO SUB-QUESTION 4 OF QUESTION 46 IS NOT 1, AND...]

[A - IF THE ANSWER TO SUB-QUESTION 5 OF QUESTION 46 IS NOT 1, AND...]

[A - IF THE ANSWER TO SUB-QUESTION 6 OF QUESTION 46 IS NOT 1, AND...]

[A - IF THE ANSWER TO SUB-QUESTION 7 OF QUESTION 46 IS NOT 1, AND...]

[A - IF THE ANSWER TO SUB-QUESTION 8 OF QUESTION 46 IS NOT 1, THEN SKIP TO QUESTION 53]

Q.48 Which of the following do you consider the **REASON(S)** for your company being discriminated against on any **HOUSING AUTHORITY OF BALTIMORE CITY (HABC)** contracts?

CHECK ALL THAT APPLY

[REQUIRE ANSWER]

- (3889-3894)
- Owner's Race or Ethnicity 1
 - Owner's Gender 2
 - Owner's Veteran Status 3
 - Owner's Disability 4
 - Owner's Sexual Orientation or Gender Identity 5
 - Other (Please explain) 6

[S - IF THE ANSWER IS NOT 6, THEN SKIP TO QUESTION 50]

Q.49 Specify Other: REASON FOR BEING DISCRIMINATED AGAINST ON **HOUSING AUTHORITY OF BALTIMORE CITY (HABC)** PROJECTS

[REQUIRE ANSWER]

_____ (3895-4394)

Q.50 Please **BRIEFLY** describe the **DISCRIMINATION** you experienced on a **HOUSING AUTHORITY OF BALTIMORE CITY (HABC)** project.

[REQUIRE ANSWER]

_____ (4395-4894)

Q.51 Did you **FILE** a **COMPLAINT?** (**Housing Authority of Baltimore City (HABC)** project)

[REQUIRE ANSWER]

- (4895)
- Yes 1
 - No 2
 - Don't Know 3

[S - IF THE ANSWER IS NOT 1, THEN SKIP TO QUESTION 53]

Q.52 What was the **RESULT** of filing the **COMPLAINT?** (Housing Authority of Baltimore City (HABC) project)

[REQUIRE ANSWER]

_____ (4896-5395)

Q.53 PRIVATE SECTOR MARKET:

Have you or your company experienced any **DISCRIMINATORY BEHAVIOR** when attempting to do work or working in the **PRIVATE SECTOR?**

[REQUIRE ANSWER]

(5396)
 Yes 1
 No 2
 Do not work in the Private Sector 3
 Don't Know/Refused 4

[S - IF THE ANSWER IS NOT 1, THEN SKIP TO QUESTION 58]

Q.54 Which of the following **DISCRIMINATORY BEHAVIOR** have you experienced when attempting to do work or working in the **PRIVATE SECTOR** (non-government)?

[REQUIRE ANSWER]

	Yes	No	Don't Know
Harassment on the jobsite	1	2	3 (5397)
Unequal or unfair treatment	1	2	3 (5398)
Double standards in performance	1	2	3 (5399)
Denial of opportunity to bid	1	2	3 (5400)
Unfair denial of contract award	1	2	3 (5401)
Unfair contract termination	1	2	3 (5402)
Unequal price quotes from suppliers	1	2	3 (5403)
Other: Please explain	1	2	3 (5404)

[A - IF THE ANSWER TO SUB-QUESTION 8 OF QUESTION 54 IS NOT 1, THEN SKIP TO QUESTION 56]

Q.55 Specify **Other**: DISCRIMINATORY BEHAVIOR EXPERIENCED ON **PRIVATE SECTOR**
(NON-GOVERNMENT) CONTRACTS OR PROJECTS

[REQUIRE ANSWER]

_____ (5405-5904)

- [A - IF THE ANSWER TO SUB-QUESTION 1 OF QUESTION 54 IS NOT 1, AND...]
- [A - IF THE ANSWER TO SUB-QUESTION 2 OF QUESTION 54 IS NOT 1, AND...]
- [A - IF THE ANSWER TO SUB-QUESTION 3 OF QUESTION 54 IS NOT 1, AND...]
- [A - IF THE ANSWER TO SUB-QUESTION 4 OF QUESTION 54 IS NOT 1, AND...]
- [A - IF THE ANSWER TO SUB-QUESTION 5 OF QUESTION 54 IS NOT 1, AND...]
- [A - IF THE ANSWER TO SUB-QUESTION 6 OF QUESTION 54 IS NOT 1, AND...]
- [A - IF THE ANSWER TO SUB-QUESTION 7 OF QUESTION 54 IS NOT 1, AND...]
- [A - IF THE ANSWER TO SUB-QUESTION 8 OF QUESTION 54 IS NOT 1, THEN SKIP TO QUESTION 58]

Q.56 Which of the following do you consider the **REASON(S)** for your company being discriminated against on **PRIVATE SECTOR** (non-government) contracts or projects?

CHECK ALL THAT APPLY

[REQUIRE ANSWER]

- (5905-5910)
- Owner's Race or Ethnicity 1
 - Owner's Gender 2
 - Owner's Veteran Status 3
 - Owner's Disability 4
 - Owner's Sexual Orientation or Gender Identity 5
 - Other (Please specify) 6

[S - IF THE ANSWER IS NOT 6, THEN SKIP TO QUESTION 58]

Q.57 Specify **Other**: REASON FOR BEING DISCRIMINATED AGAINST ON **PRIVATE SECTOR** (NON-GOVERNMENTAL) PROJECTS

[REQUIRE ANSWER]

_____ (5911-6410)

Q.58 CREDIT ACCESS:

Has your company **APPLIED FOR A LOAN OR BUSINESS CREDIT** in the last 12 months?

[REQUIRE ANSWER]

- (6411)
- Yes 1
 - No 2
 - Don't Know/Refused 3

[S - IF THE ANSWER IS 2, THEN SKIP TO QUESTION 61]

[S - IF THE ANSWER IS 3, THEN SKIP TO QUESTION 66]

Q.59 What was the **REASON(S)** for applying for a **LOAN** or **CREDIT**?

CHECK ALL THAT APPLY

[REQUIRE ANSWER]

- (6412-6417)
- Operating expense 1
 - Business expansion 2
 - Loss of revenue due to COVID-19 3
 - Equipment purchase 4
 - Building purchase 5
 - Other (Please specify) 6

[S - IF THE ANSWER IS NOT 6, THEN SKIP TO QUESTION 63]

Q.60 Specify **Other**: REASON YOU APPLIED FOR A LOAN OR CREDIT

[REQUIRE ANSWER]

_____ (6418-6917)

[D - IF THE ANSWER TO QUESTION 58 IS 1, THEN SKIP TO QUESTION 63]

Q.61 What was your **PRIMARY REASON** for **NOT APPLYING FOR CREDIT**?

[REQUIRE ANSWER]

- (6918)
- Have sufficient financing 1
 - Debt averse 2
 - Credit interest rate too high 3
 - No established business credit 4
 - Other (Please specify) 5

[S - IF THE ANSWER IS NOT 5, THEN SKIP TO QUESTION 66]

Q.62 Specify Other: REASON YOU DID NOT APPLY FOR CREDIT

[REQUIRE ANSWER]

_____ (6919-7418)

[D - IF THE ANSWER TO QUESTION 58 IS 2, THEN SKIP TO QUESTION 66]

[A - IF THE ANSWER TO QUESTION 58 IS NOT 1, THEN SKIP TO QUESTION 66]

Q.63 Was your **LOAN OR CREDIT APPLICATION APPROVED?**

[REQUIRE ANSWER]

(7419)

- Yes 1
- No 2
- Don't Know/Refused 3

[S - IF THE ANSWER IS NOT 2, THEN SKIP TO QUESTION 66]

Q.64 Why do you think your **LOAN OR CREDIT APPLICATION** was **DENIED?**

SELECT ALL THAT APPLY.

[REQUIRE ANSWER]

(7420-7425)

- Insufficient Documentation 1
- Insufficient Business History 2
- Confusion about the Process 3
- Race or Ethnicity of Owner 4
- Gender of Owner 5
- Don't Know/Refused 6
- Other (please specify) 7

[S - IF THE ANSWER IS NOT 7, THEN SKIP TO QUESTION 66]

Q.65 Specify **Other**: REASON WHY YOU THINK YOUR LOAN OR CREDIT APPLICATION WAS DENIED

[REQUIRE ANSWER]

_____ (7426-7925)

Q.66 Do you have any other **FEEDBACK** or **RECOMMENDATIONS** that you would like to share regarding the **CITY of BALTIMORE** or **HOUSING AUTHORITY of BALTIMORE CITY (HBAC)** contracting practices, working with prime firms, working with subcontractors, or the administration

of the M/WBE program? **BE BRIEF. (PROBE)If respondent has no feedback to offer, enter NONE.**

[REQUIRE ANSWER]

_____ (7926-8425)
Q.67 This concludes the survey. On behalf of the **CITY OF BALTIMORE** and the **HOUSING AUTHORITY OF BALTIMORE CITY (HABC)**, thank you for your participation in this important survey.

ONLY PROVIDE THE INFORMATION BELOW IF ASKED FOR IT!

If you have any questions or would like more information about the disparity study, please contact Vernetta Mitchell at (813) 321-1400 ext. 2131or vmitchell@mtgconsulting.com, or visit the study website at <https://cityofbaltimore-habccdisparitystudy.com>.

[D - IF THE ANSWER TO QUESTION 5 IS 1, THEN SKIP TO QUESTION 69]

[A - IF THE ANSWER TO QUESTION 5 IS 1, THEN SKIP TO QUESTION 69]

Q.68 Disqualification **Statement**

Thank you for your input; however, based on your answers, it appears that you **DO NOT** qualify for this survey because we are only seeking input from for-profit companies.

CODE AS INELIGIBLE (i.e. 13).

Q.69 Interviewer Comments

If no additional comments, put #99 in box.

_____ (8426-8925)

Q.70 Procurement Category: **[ANSWER TO Q. 85]**Type of Business

RECODE BASED UPON ABOVE ONLY! DO NOT CHANGE THE LINE OF BUSINESS!

[REQUIRE ANSWER]

- | | |
|--|--------|
| | (8926) |
| Construction | 1 |
| Architectural and Engineering Services | 2 |
| Other Services | 3 |
| Professional Services | 4 |
| Goods and Services | 5 |
| Other Business Category | 6 |

Q.71 RECODE MINORITY STATUS AS SHOWN: **[ANSWER TO Q. 85] DO NOT CHANGE STATUS!**

[REQUIRE ANSWER]

(8927)

M/WBE (Female, Woman-Owned, Minority Owned, Any Minority
Owned Business) 1
NON-M/WBE (NON-M/WBE- White Male Owned-) 2

Q.72 RECODE NAICS AS SHOWN: **[ANSWER TO Q. 85]**

DO NOT CHANGE!

[REQUIRE ANSWER]

(8928-8929)

236116 01
236118 02
236210 03
236220 04
237110 05
237130 06
237310 07
237990 08
238110 09
238140 10
238150 11
238160 12
238190 13
238210 14
238220 15
238290 16
238310 17
238320 18
238330 19
238360 20
238390 21
238910 22
238990 23
423330 24

Q.73 RECODE ETHNICITY/RACE/GENDER AS SHOWN: **&&**

DO NOT CHANGE!

[REQUIRE ANSWER]

(8930)

African American 1

Asian American 2
Hispanic American 3
Native American 4
Non-minority Woman 5
NON/M/WBE 6

Q.74 Telephone Number _____ (8931-8946)
Q.75 Ref Name _____ (8947-8971)
Q.76 Ref # _____ (8972-8976)
Q.77 Business Name _____ (8977-9076)
Q.78 First & Last Name _____ (9077-9106)
Q.79 Contact Title _____ (9107-9131)
Q.80 MGT-County & State _____ (9132-9181)
Q.81 NAICS Code _____ (9182-9191)
Q.82 NAICS Descriptions _____ (9192-9291)
Q.83 Business Category _____ (9292-9341)
Q.84 Minority Status _____ (9342-9371)
Q.85 Ethnicity, Race, Gender _____ (9372-9421)
Q.86 DUNS # _____ (9422-9436)
Q.87 Interviewer _____ (9437-9440)
Q.88 Date _____ (9441-9449)
Q.89 Time _____ (9450-9455)
Q.90 Duration _____ (9456-9461)
Q.91 Call Result _____ (9462-9463)

Appendix F

Vendor Survey Results

			Business Ownership						Total	
			African American	Asian American/ Pacific Islander	Hispanic American or Latino	Native American/ American Indian	Nonminority Female	Non-M/WBE		Don't Know
Q3-What is your OFFICIAL TITLE? * Business Ownership Crosstabulation	Owner	Count	39	30	8	1	33	28	0	139
		% within Q3	15.07%	31.51%	1.37%	0.00%	31.51%	20.55%	0.00%	100.00%
		% within Business Ownership	14.67%	32.39%	5.88%	0.00%	25.56%	16.48%	0.00%	21.04%
	CEO/President	Count	11	23	1	0	23	15	0	73
		% within Q3	15.07%	31.51%	1.37%	0.00%	31.51%	20.55%	0.00%	100.00%
		% within Business Ownership	14.67%	32.39%	5.88%	0.00%	25.56%	16.48%	0.00%	21.04%
	Manager/Financial Officer	Count	13	10	6	1	26	37	1	94
		% within Q3	13.83%	10.64%	6.38%	1.06%	27.66%	39.36%	1.06%	100.00%
		% within Business Ownership	17.33%	14.08%	35.29%	50.00%	28.89%	40.66%	100.00%	27.09%
	Other	Count	12	8	2	0	8	11	0	41
		% within Q3	29.27%	19.51%	4.88%	0.00%	19.51%	26.83%	0.00%	100.00%
		% within Business Ownership	16.00%	11.27%	11.76%	0.00%	8.89%	12.09%	0.00%	11.82%
Total	Count	75	71	17	2	90	91	1	347	
	% within Q3	21.61%	20.46%	4.90%	0.58%	25.94%	26.22%	0.29%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-MBE	Don't Know	
Q8- Is at least 51 percent of your company owned, managed, and controlled by a woman or women? * Business Ownership Crosstabulation	Yes	Count	48	41	10	2	90	3	0	194
		% within Q8	24.74%	21.13%	5.15%	1.03%	46.39%	1.55%	0.00%	100.00%
		% within Business Ownership	64.00%	57.75%	58.82%	100.00%	100.00%	3.30%	0.00%	55.91%
	No	Count	27	30	7	0	0	88	1	153
		% within Q8	17.65%	19.61%	4.58%	0.00%	0.00%	57.52%	0.65%	100.00%
		% within Business Ownership	36.00%	42.25%	41.18%	0.00%	0.00%	96.70%	100.00%	44.09%
Total		Count	75	71	17	2	90	91	1	347
		% within Q8	21.61%	20.46%	4.90%	0.58%	25.94%	26.22%	0.29%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership						Total	
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE		Don't Know
Q9- Is at least 51 percent of your company owned, managed, and controlled by a person or people of one of the following racial or ethnic group(s)? * Business Ownership Crosstabulation	African American	Count	75	0	0	0	0	0	0	75
		% within Q9	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	21.61%
	Asian American/Pacific Islander	Count	0	71	0	0	0	0	0	71
		% within Q9	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.46%
	Caucasian/White	Count	0	0	0	0	90	91	0	181
		% within Q9	0.00%	0.00%	0.00%	0.00%	49.72%	50.28%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	52.16%
	Hispanic American or Latino	Count	0	0	17	0	0	0	0	17
		% within Q9	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	4.90%
	Native American/American Indian	Count	0	0	0	2	0	0	0	2
		% within Q9	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.58%
	Don't Know	Count	0	0	0	0	0	0	1	1
		% within Q9	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.29%
Other	Count	0	0	0	0	0	0	0	0	
	% within Q9	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total		Count	75	71	17	2	90	91	1	347
		% within Q9	21.61%	20.46%	4.90%	0.58%	25.94%	26.22%	0.29%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership						Total	
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE		Don't Know
Q11- Is at least 51 percent of your company owned, managed, and controlled by a person or people of the following groups? Veteran * Business Ownership Crosstabulation	Yes	Count	10	11	1	0	1	0	0	23
		% within Q11	43.48%	47.83%	4.35%	0.00%	4.35%	0.00%	0.00%	100.00%
		% within Business Ownership	13.33%	15.49%	5.88%	0.00%	1.11%	0.00%	0.00%	6.63%
	No	Count	65	60	16	2	89	90	1	323
		% within Q11	20.12%	18.58%	4.95%	0.62%	27.55%	27.86%	0.31%	100.00%
		% within Business Ownership	86.67%	84.51%	94.12%	100.00%	98.89%	98.90%	100.00%	93.08%
	Don't know	Count	0	0	0	0	0	1	0	1
		% within Q11	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	1.10%	0.00%	0.29%
Total		Count	75	71	17	2	90	91	1	347
		% within Q11	21.61%	20.46%	4.90%	0.58%	25.94%	26.22%	0.29%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q11- Is at least 51 percent of your company owned, managed, and controlled by a person or people of the following groups? Disabled * Business Ownership Crosstabulation	Yes	Count	4	3	1	0	0	0	0	8
		% within Q11	50.00%	37.50%	12.50%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	5.33%	4.23%	5.88%	0.00%	0.00%	0.00%	0.00%	2.31%
	No	Count	71	68	16	2	89	91	1	338
		% within Q11	21.01%	20.12%	4.73%	0.59%	26.33%	26.92%	0.30%	100.00%
		% within Business Ownership	94.67%	95.77%	94.12%	100.00%	98.89%	100.00%	100.00%	97.41%
	Don't know	Count	0	0	0	0	1	0	0	1
		% within Q11	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	1.11%	0.00%	0.00%	0.29%
Total		Count	75	75	71	17	2	90	91	1
		% within Q11	21.61%	21.61%	20.46%	4.90%	0.58%	25.94%	26.22%	0.29%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q11- Is at least 51 percent of your company owned, managed, and controlled by a person or people of the following groups? LGBT+ * Business Ownership Crosstabulation	Yes	Count	1	1	0	0	0	0	0	2
		% within Q11	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.33%	1.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.58%
	No	Count	74	70	17	2	90	90	1	344
		% within Q11	21.51%	20.35%	4.94%	0.58%	26.16%	26.16%	0.29%	100.00%
		% within Business Ownership	98.67%	98.59%	100.00%	100.00%	100.00%	98.90%	100.00%	99.14%
	Don't know	Count	0	0	0	0	0	1	0	1
		% within Q11	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	1.10%	0.00%	0.29%
Total		Count	75	71	17	2	90	91	1	347
		% within Q11	21.61%	20.46%	4.90%	0.58%	25.94%	26.22%	0.29%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-MBE	Don't Know	
Q12- Has your firm tried to do business with the City or HABC? * Business Ownership Crosstabulation	Only with the City	Count	49	62	8	1	68	66	1	255
		% within Q12	19.22%	24.31%	3.14%	0.39%	26.67%	25.88%	0.39%	100.00%
		% within Business Ownership	65.33%	87.32%	47.06%	50.00%	75.56%	72.53%	100.00%	73.49%
	Only with the HABC	Count	9	0	4	1	11	10	0	35
		% within Q12	25.71%	0.00%	11.43%	2.86%	31.43%	28.57%	0.00%	100.00%
		% within Business Ownership	12.00%	0.00%	23.53%	50.00%	12.22%	10.99%	0.00%	10.09%
	Both the City and HABC	Count	13	4	4	0	10	14	0	45
		% within Q12	28.89%	8.89%	8.89%	0.00%	22.22%	31.11%	0.00%	100.00%
		% within Business Ownership	17.33%	5.63%	23.53%	0.00%	11.11%	15.38%	0.00%	12.97%
	Neither	Count	1	1	0	0	0	0	0	2
		% within Q12	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%

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	Don't know	% within Business Ownership	1.33%	1.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.58%
		Count	3	4	1	0	1	1	0	10
		% within Q12	30.00%	40.00%	10.00%	0.00%	10.00%	10.00%	0.00%	100.00%
		% within Business Ownership	4.00%	5.63%	5.88%	0.00%	1.11%	1.10%	0.00%	2.88%
Total		Count	75	71	17	2	90	91	1	347
		% within Q12	21.61%	20.46%	4.90%	0.58%	25.94%	26.22%	0.29%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership						Total		
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE		Don't Know	
Q14- What is the age of the company? * Business Ownership Crosstabulation	0-2 years	Count	0	1	0	0	1	0	0	2	
		% within Q14	0.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	100.00%	
		% within Business Ownership	0.00%	1.41%	0.00%	0.00%	1.12%	0.00%	0.00%	0.58%	
	3-5 years	Count	5	5	1	0	2	2	0	15	
		% within Q14	33.33%	33.33%	6.67%	0.00%	13.33%	13.33%	0.00%	100.00%	
		% within Business Ownership	6.67%	7.04%	5.88%	0.00%	2.25%	2.22%	0.00%	4.35%	
	6-10 years	Count	15	13	2	0	5	10	0	45	
		% within Q14	33.33%	28.89%	4.44%	0.00%	11.11%	22.22%	0.00%	100.00%	
		% within Business Ownership	20.00%	18.31%	11.76%	0.00%	5.62%	11.11%	0.00%	13.04%	
	11-15 years	Count	13	13	3	1	24	14	0	68	
		% within Q14	19.12%	19.12%	4.41%	1.47%	35.29%	20.59%	0.00%	100.00%	
		% within Business Ownership	17.33%	18.31%	17.65%	50.00%	26.97%	15.56%	0.00%	19.71%	
	16-20 years	Count	13	15	8	1	13	17	0	67	
		% within Q14	19.40%	22.39%	11.94%	1.49%	19.40%	25.37%	0.00%	100.00%	
		% within Business Ownership	17.33%	21.13%	47.06%	50.00%	14.61%	18.89%	0.00%	19.42%	
	21+ years	Count	29	24	3	0	44	47	1	148	
		% within Q14	19.59%	16.22%	2.03%	0.00%	29.73%	31.76%	0.68%	100.00%	
		% within Business Ownership	38.67%	33.80%	17.65%	0.00%	49.44%	52.22%	100.00%	42.90%	
	Total		Count	75	71	17	2	89	90	1	345
			% within Q14	21.74%	20.58%	4.93%	0.58%	25.80%	26.09%	0.29%	100.00%
			% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership						Total	
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE		Don't Know
Q15- What is the average number of employees on your company's payroll, including full-time and part-time staff? * Business Ownership Crosstabulation	None (owners only)	Count	6	9	0	0	0	3	0	18
		% within Q15	33.33%	50.00%	0.00%	0.00%	0.00%	16.67%	0.00%	100.00%
		% within Business Ownership	8.00%	12.68%	0.00%	0.00%	0.00%	3.30%	0.00%	5.19%
	1 to 4	Count	12	10	3	1	11	8	0	45
		% within Q15	26.67%	22.22%	6.67%	2.22%	24.44%	17.78%	0.00%	100.00%
		% within Business Ownership	16.00%	14.08%	17.65%	50.00%	12.22%	8.79%	0.00%	12.97%
	5 to 9	Count	16	13	2	0	14	13	0	58
		% within Q15	27.59%	22.41%	3.45%	0.00%	24.14%	22.41%	0.00%	100.00%
		% within Business Ownership	21.33%	18.31%	11.76%	0.00%	15.56%	14.29%	0.00%	16.71%
	10 to 19	Count	14	10	4	0	26	24	0	78
		% within Q15	17.95%	12.82%	5.13%	0.00%	33.33%	30.77%	0.00%	100.00%
		% within Business Ownership	18.67%	14.08%	23.53%	0.00%	28.89%	26.37%	0.00%	22.48%
	20 to 49	Count	11	12	5	1	16	17	1	63
		% within Q15	17.46%	19.05%	7.94%	1.59%	25.40%	26.98%	1.59%	100.00%
		% within Business Ownership	14.67%	16.90%	29.41%	50.00%	17.78%	18.68%	100.00%	18.16%
	50 to 499	Count	5	6	2	0	16	16	0	45
		% within Q15	11.11%	13.33%	4.44%	0.00%	35.56%	35.56%	0.00%	100.00%
		% within Business Ownership	6.67%	8.45%	11.76%	0.00%	17.78%	17.58%	0.00%	12.97%
	500+	Count	4	0	0	0	3	5	0	12
		% within Q15	33.33%	0.00%	0.00%	0.00%	25.00%	41.67%	0.00%	100.00%
		% within Business Ownership	5.33%	0.00%	0.00%	0.00%	3.33%	5.49%	0.00%	3.46%
Don't know	Count	7	11	1	0	4	5	0	28	
	% within Q15	25.00%	39.29%	3.57%	0.00%	14.29%	17.86%	0.00%	100.00%	
	% within Business Ownership	9.33%	15.49%	5.88%	0.00%	4.44%	5.49%	0.00%	8.07%	
Total		Count	75	71	17	2	90	91	1	347
		% within Q15	21.61%	20.46%	4.90%	0.58%	25.94%	26.22%	0.29%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q16- What is the average annual revenue of the company over the last three (3) years? * Business Ownership Crosstabulation	Up to \$50,000	Count	3	10	0	0	0	0	0	13
		% within Q16	23.08%	76.92%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	4.00%	14.08%	0.00%	0.00%	0.00%	0.00%	0.00%	3.75%
	\$50,001 to \$100,000	Count	4	0	0	0	3	0	0	7
		% within Q16	57.14%	0.00%	0.00%	0.00%	42.86%	0.00%	0.00%	100.00%
		% within Business Ownership	5.33%	0.00%	0.00%	0.00%	3.33%	0.00%	0.00%	2.02%
	\$100,001 to \$300,000	Count	6	11	2	0	3	4	0	26
		% within Q16	23.08%	42.31%	7.69%	0.00%	11.54%	15.38%	0.00%	100.00%
		% within Business Ownership	8.00%	15.49%	11.76%	0.00%	3.33%	4.40%	0.00%	7.49%
	\$300,001 to \$500,000	Count	5	8	1	0	3	2	0	19
		% within Q16	26.32%	42.11%	5.26%	0.00%	15.79%	10.53%	0.00%	100.00%
		% within Business Ownership	6.67%	11.27%	5.88%	0.00%	3.33%	2.20%	0.00%	5.48%
	\$500,001 to \$1 million	Count	13	16	5	1	35	18	0	88
		% within Q16	14.77%	18.18%	5.68%	1.14%	39.77%	20.45%	0.00%	100.00%
		% within Business Ownership	17.33%	22.54%	29.41%	50.00%	38.89%	19.78%	0.00%	25.36%
	\$1,000,001 to \$3 million	Count	17	8	4	1	17	24	0	71
		% within Q16	23.94%	11.27%	5.63%	1.41%	23.94%	33.80%	0.00%	100.00%
		% within Business Ownership	22.67%	11.27%	23.53%	50.00%	18.89%	26.37%	0.00%	20.46%
	\$3,000,001 to \$5 million	Count	4	5	1	0	12	8	0	30
		% within Q16	13.33%	16.67%	3.33%	0.00%	40.00%	26.67%	0.00%	100.00%
		% within Business Ownership	5.33%	7.04%	5.88%	0.00%	13.33%	8.79%	0.00%	8.65%
	\$5,000,001 to \$10 million	Count	4	4	3	0	5	5	1	22
		% within Q16	18.18%	18.18%	13.64%	0.00%	22.73%	22.73%	4.55%	100.00%
		% within Business Ownership	5.33%	5.63%	17.65%	0.00%	5.56%	5.49%	100.00%	6.34%
Over \$10 million	Count	6	1	0	0	4	10	0	21	
	% within Q16	28.57%	4.76%	0.00%	0.00%	19.05%	47.62%	0.00%	100.00%	
	% within Business Ownership	8.00%	1.41%	0.00%	0.00%	4.44%	10.99%	0.00%	6.05%	

	Don't Know	Count	13	8	1	0	8	20	0	50
		% within Q16	26.00%	16.00%	2.00%	0.00%	16.00%	40.00%	0.00%	100.00%
		% within Business Ownership	17.33%	11.27%	5.88%	0.00%	8.89%	21.98%	0.00%	14.41%
Total		Count	75	71	17	2	90	91	1	347
		% within Q16	21.61%	20.46%	4.90%	0.58%	25.94%	26.22%	0.29%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership						Total	
			African American	Asian American/ Pacific Islander	Hispanic American or Latino	Native American/ American Indian	Nonminority Female	Non-M/WBE		Don't Know
Q17- What percentage of the company's gross revenue between 2015-2019 was earned from contracts or subcontracts on City of Baltimore projects? * Business Ownership Crosstabulation	None	Count	15	21	6	0	19	21	1	83
		% within Q17	18.07%	25.30%	7.23%	0.00%	22.89%	25.30%	1.20%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	26.76%	25.93%	0.00%	29.23%
	1-10%	Count	25	33	5	0	46	46	0	155
		% within Q17	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	64.79%	56.79%	0.00%	54.58%
	11-20%	Count	7	4	1	0	2	4	0	18
		% within Q17	38.89%	22.22%	5.56%	0.00%	11.11%	22.22%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	2.82%	4.94%	0.00%	6.34%
	21-50%	Count	4	3	0	1	3	5	0	16
		% within Q17	25.00%	18.75%	0.00%	6.25%	18.75%	31.25%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	4.23%	6.17%	0.00%	5.63%
	51-75%	Count	2	1	0	0	1	3	0	7
		% within Q17	28.57%	14.29%	0.00%	0.00%	14.29%	42.86%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	1.41%	3.70%	0.00%	2.46%
76-100%	Count	2	1	0	0	0	2	0	5	
	% within Q17	40.00%	20.00%	0.00%	0.00%	0.00%	40.00%	0.00%	100.00%	
	% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	2.47%	0.00%	1.76%	
		Count	7	4	0	0	6	8	0	25

	Don't know	% within Q17	28.00%	16.00%	0.00%	0.00%	24.00%	32.00%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	8.45%	9.88%	0.00%	8.80%
Total		Count	55	63	12	1	71	81	1	284
		% within Q17	19.37%	22.18%	4.23%	0.35%	25.00%	28.52%	0.35%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

		Business Ownership								Total
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q18- What percentage of the company's gross revenue between 2015-2019 was earned from the Housing Authority of Baltimore City? * Business Ownership Crosstabulation	None	Count	21	31	5	1	8	12	1	79
		% within Q18	26.58%	39.24%	6.33%	1.27%	10.13%	15.19%	1.27%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	8.89%	13.19%	0.00%	22.77%
	1-10%	Count	16	5	5	1	16	12	0	55
		% within Q18	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	17.78%	13.19%	0.00%	15.85%
	11-20%	Count	2	0	0	0	0	0	0	2
		% within Q18	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.58%
	21-50%	Count	2	1	0	0	0	0	0	3
		% within Q18	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.86%
	51-75%	Count	1	1	0	0	0	0	0	2
		% within Q18	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.58%
	76-100%	Count	0	1	0	0	0	0	0	1
		% within Q18	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.29%
	Don't know	Count	33	32	7	0	66	67	0	205
		% within Q18	16.10%	15.61%	3.41%	0.00%	32.20%	32.68%	0.00%	100.00%

		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	73.33%	73.63%	0.00%	59.08%
Total		Count	75	71	17	2	90	91	1	347
		% within Q18	21.61%	20.46%	4.90%	0.58%	25.94%	26.22%	0.29%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

		Business Ownership							Total	
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q.19 Thinking about the last three (3) years, which of the following ranges best approximates the size of your company's LARGEST AWARDED CONTRACT or SUBCONTRACT?	None	Count	1	6	1	0	1	2	0	11
		% within Q19	9.09%	54.55%	9.09%	0.00%	9.09%	18.18%	0.00%	100.00%
		% within Business Ownership	1.33%	8.45%	5.88%	0.00%	1.11%	2.20%	0.00%	3.17%
	Up to \$50,000	Count	8	8	0	0	7	2	0	25
		% within Q19	32.00%	32.00%	0.00%	0.00%	28.00%	8.00%	0.00%	100.00%
		% within Business Ownership	10.67%	11.27%	0.00%	0.00%	7.78%	2.20%	0.00%	7.20%
	\$50,001 to \$100,000	Count	3	5	0	0	4	2	1	15
		% within Q19	20.00%	33.33%	0.00%	0.00%	26.67%	13.33%	6.67%	100.00%
		% within Business Ownership	4.00%	7.04%	0.00%	0.00%	4.44%	2.20%	100.00%	4.32%
	\$100,001 to \$200,000	Count	5	5	2	0	4	3	0	19
		% within Q19	26.32%	26.32%	10.53%	0.00%	21.05%	15.79%	0.00%	100.00%
		% within Business Ownership	6.67%	7.04%	11.76%	0.00%	4.44%	3.30%	0.00%	5.48%
	\$200,001 to \$300,000	Count	2	6	1	0	4	4	0	17
		% within Q19	11.76%	35.29%	5.88%	0.00%	23.53%	23.53%	0.00%	100.00%
		% within Business Ownership	2.67%	8.45%	5.88%	0.00%	4.44%	4.40%	0.00%	4.90%
	\$300,001 to \$400,000	Count	7	1	1	0	2	6	0	17
		% within Q19	41.18%	5.88%	5.88%	0.00%	11.76%	35.29%	0.00%	100.00%
		% within Business Ownership	9.33%	1.41%	5.88%	0.00%	2.22%	6.59%	0.00%	4.90%
	\$400,001 to \$500,000	Count	6	6	1	0	11	11	0	35
		% within Q19	17.14%	17.14%	2.86%	0.00%	31.43%	31.43%	0.00%	100.00%
		% within Business Ownership	8.00%	8.45%	5.88%	0.00%	12.22%	12.09%	0.00%	10.09%

	\$500,001 to \$1 million	Count	18	10	4	0	28	20	0	80
		% within Q19	22.50%	12.50%	5.00%	0.00%	35.00%	25.00%	0.00%	100.00%
		% within Business Ownership	24.00%	14.08%	23.53%	0.00%	31.11%	21.98%	0.00%	23.05%
	Over \$1 million	Count	12	17	6	2	20	21	0	78
		% within Q19	15.38%	21.79%	7.69%	2.56%	25.64%	26.92%	0.00%	100.00%
		% within Business Ownership	16.00%	23.94%	35.29%	100.00%	22.22%	23.08%	0.00%	22.48%
	Don't know	Count	13	7	1	0	9	20	0	50
		% within Q19	26.00%	14.00%	2.00%	0.00%	18.00%	40.00%	0.00%	100.00%
		% within Business Ownership	17.33%	9.86%	5.88%	0.00%	10.00%	21.98%	0.00%	14.41%
Total		Count	75	71	17	2	90	91	1	347
		% within Q19	21.61%	20.46%	4.90%	0.58%	25.94%	26.22%	0.29%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q20a-Does your company hold any of the following certifications from a recognized certification agency? Minority Business Enterprise (MBE) * Business Ownership Crosstabulation	Yes	Count	54	59	13	1	23	8		158
		% within Q20a	34.18%	37.34%	8.23%	0.63%	14.56%	5.06%	0.00%	100.00%
		% within Business Ownership	72.00%	83.10%	76.47%	50.00%	25.56%	8.79%	0.00%	45.53%
	No	Count	18	12	4	1	66	82		183
		% within Q20a	9.84%	6.56%	2.19%	0.55%	36.07%	44.81%	0.00%	100.00%
		% within Business Ownership	24.00%	16.90%	23.53%	50.00%	73.33%	90.11%	0.00%	52.74%
	Don't know	Count	3	0	0	0	1	1	1	6
		% within Q20a	50.00%	0.00%	0.00%	0.00%	16.67%	16.67%	16.67%	100.00%
		% within Business Ownership	4.00%	0.00%	0.00%	0.00%	1.11%	1.10%	0.00%	1.73%

Total	Count	75	71	17	2	90	91	1	347
	% within Q20a	21.61%	20.46%	4.90%	0.58%	25.94%	26.22%	0.29%	100.00%
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	Total
Q20b-Does your company hold any of the following certifications from a recognized certification agency? Woman Business Enterprise (WBE) * Business Ownership Crosstabulation	Yes	Count	42	27	8	1	37	1	0	116
		% within Q20b	36.21%	23.28%	6.90%	0.86%	31.90%	0.86%	0.00%	100.00%
		% within Business Ownership	56.00%	38.03%	47.06%	50.00%	41.57%	1.10%	0.00%	33.62%
	No	Count	31	31	9	1	51	87	0	210
		% within Q20b	14.76%	14.76%	4.29%	0.48%	24.29%	41.43%	0.00%	100.00%
		% within Business Ownership	41.33%	43.66%	52.94%	50.00%	57.30%	95.60%	0.00%	60.87%
	No	Count	2	13	0	0	1	3	0	19
		% within Q20b	10.53%	68.42%	0.00%	0.00%	5.26%	15.79%	0.00%	100.00%
		% within Business Ownership	2.67%	18.31%	0.00%	0.00%	1.12%	3.30%	0.00%	5.51%
Total		Count	75	71	17	2	89	91	0	345
		% within Q20b	21.74%	20.58%	4.93%	0.58%	25.80%	26.38%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	Total
Q20c-Does your company hold	Yes	Count	3	5	1	0	1	1	0	11
		% within Q20c	27.27%	45.45%	9.09%	0.00%	9.09%	9.09%	0.00%	100.00%

any of the following certifications from a recognized certification agency? Veteran Business Enterprise (VBE) * Business Ownership Crosstabulation	No	% within Business Ownership	4.00%	7.04%	5.88%	0.00%	1.11%	1.10%	0.00%	3.17%
		Count	60	47	16	1	86	86	0	296
		% within Q20c	20.27%	15.88%	5.41%	0.34%	29.05%	29.05%	0.00%	100.00%
	Don't know	% within Business Ownership	80.00%	66.20%	94.12%	50.00%	95.56%	94.51%	0.00%	85.30%
		Count	12	19	0	1	3	4	1	40
		% within Q20c	30.00%	47.50%	0.00%	2.50%	7.50%	10.00%	2.50%	100.00%
	Total	% within Business Ownership	16.00%	26.76%	0.00%	50.00%	3.33%	4.40%	0.00%	11.53%
		Count	75	71	17	2	90	91	1	347
		% within Q20c	21.61%	20.46%	4.90%	0.58%	25.94%	26.22%	0.29%	100.00%
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q20d-Does your company hold any of the following certifications from a recognized certification agency? Disabled-owned Business Enterprise (DOBE) * Business Ownership Crosstabulation	Yes	Count	2	4	0	0	0	0	0	6
		% within Q20d	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	2.67%	5.63%	0.00%	0.00%	0.00%	0.00%	0.00%	1.73%
	No	Count	59	47	16	1	87	87	0	297
		% within Q20d	19.87%	15.82%	5.39%	0.34%	29.29%	29.29%	0.00%	100.00%
		% within Business Ownership	78.67%	66.20%	94.12%	50.00%	96.67%	95.60%	0.00%	85.59%
	Don't know	Count	14	20	1	1	3	4	1	44
		% within Q20d	31.82%	45.45%	2.27%	2.27%	6.82%	9.09%	2.27%	100.00%
		% within Business Ownership	18.67%	28.17%	5.88%	50.00%	3.33%	4.40%	0.00%	12.68%
Total	Count	75	71	17	2	90	91	1	347	

		% within Q20d	21.61%	20.46%	4.90%	0.58%	25.94%	26.22%	0.29%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q20e-Does your company hold any of the following certifications from a recognized certification agency?LGBT Business Enterprise (LGBTBE) * Business Ownership Crosstabulation	Yes	Count	0	0	0	0	0	1	0	1
		% within Q20e	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	1.10%	0.00%	0.29%
	No	Count	61	48	17	1	87	86	0	300
		% within Q20e	20.33%	16.00%	5.67%	0.33%	29.00%	28.67%	0.00%	100.00%
		% within Business Ownership	81.33%	67.61%	100.00%	50.00%	96.67%	94.51%	0.00%	86.46%
	Don't know	Count	14	23	0	1	3	4	1	46
		% within Q20e	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	18.67%	32.39%	0.00%	50.00%	3.33%	4.40%	0.00%	13.26%
Total		Count	75	71	17	2	90	91	1	347
		% within Q20e	21.61%	20.46%	4.90%	0.58%	25.94%	26.22%	0.29%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q20f-Does your company hold	Yes	Count	3	2	0	0	2	1	0	8
		% within Q20f	37.50%	25.00%	0.00%	0.00%	25.00%	12.50%	0.00%	100.00%

any of the following certifications from a recognized certification agency? Section 3 HUD (Housing and Urban Development) * Business Ownership Crosstabulation	No	% within Business Ownership	4.00%	2.82%	0.00%	0.00%	2.22%	1.10%	0.00%	2.31%
		Count	58	47	16	1	84	86	0	292
		% within Q20f	19.86%	16.10%	5.48%	0.34%	28.77%	29.45%	0.00%	100.00%
	Don't know	% within Business Ownership	77.33%	66.20%	94.12%	50.00%	93.33%	94.51%	0.00%	84.15%
		Count	14	22	1	1	4	4	1	47
		% within Q20f	29.79%	46.81%	2.13%	2.13%	8.51%	8.51%	2.13%	100.00%
		% within Business Ownership	18.67%	30.99%	5.88%	50.00%	4.44%	4.40%	0.00%	13.54%
Total	Count	75	71	17	2	90	91	1	347	
	% within Q20f	21.61%	20.46%	4.90%	0.58%	25.94%	26.22%	0.29%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	

			Business Ownership						Total	
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q20g-Does your company hold any of the following certifications from a recognized certification agency? Other * Business Ownership Crosstabulation	Yes	Count	9	12	3	0	4	3	0	31
		% within Q20g	29.03%	38.71%	9.68%	0.00%	12.90%	9.68%	0.00%	100.00%
		% within Business Ownership	12.00%	16.90%	17.65%	0.00%	4.44%	3.30%	0.00%	8.93%
	No	Count	52	38	13	1	83	83	0	270
		% within Q20g	19.26%	14.07%	4.81%	0.37%	30.74%	30.74%	0.00%	100.00%
		% within Business Ownership	69.33%	53.52%	76.47%	50.00%	92.22%	91.21%	0.00%	77.81%
	Don't know	Count	14	21	1	1	3	5	1	46
		% within Q20g	30.43%	45.65%	2.17%	2.17%	6.52%	10.87%	2.17%	100.00%
		% within Business Ownership	18.67%	29.58%	5.88%	50.00%	3.33%	5.49%	0.00%	13.26%
Total	Count	75	71	17	2	90	91	1	347	
	% within Q20g	21.61%	20.46%	4.90%	0.58%	25.94%	26.22%	0.29%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-MBE	Don't Know	
Q22- What impact does being a VETERAN-OWNED company have on your business? * Business Ownership Crosstabulation	Positive	Count	3	3	1	0	1	0	0	8
		% within Q22	37.50%	37.50%	12.50%	0.00%	12.50%	0.00%	0.00%	100.00%
		% within Business Ownership	75.00%	30.00%	100.00%	0.00%	100.00%	0.00%	0.00%	47.06%
	Negative	Count	0	0	0	0	0	0	0	0
		% within Q22	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	No impact	Count	1	7	0	0.00%	0	1	0.00%	9
		% within Q22	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
		% within Business Ownership	25.00%	70.00%	0.00%	0.00%	0.00%	100.00%	0.00%	52.94%
Total		Count	4	10	1	0	1	1	0	17
		% within Q22	23.53%	58.82%	5.88%	0.00%	5.88%	5.88%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-MBE	Don't Know	
Q23- Do you think being a veteran registered business gives your business a competitive advantage? * Business Ownership Crosstabulation	Yes	Count	2	2	0	0	1	0	0	5
		% within Q23	40.00%	40.00%	0.00%	0.00%	20.00%	0.00%	0.00%	100.00%
		% within Business Ownership	50.00%	20.00%	0.00%	0.00%	100.00%	0.00%	0.00%	29.41%
	No	Count	0	4	1	0	0	1	0	6
		% within Q23	0.00%	66.67%	16.67%	0.00%	0.00%	16.67%	0.00%	100.00%
		% within Business Ownership	0.00%	40.00%	100.00%	0.00%	0.00%	100.00%	0.00%	35.29%
	Don't know	Count	2	4	0	0	0	0	0	6
		% within Q23	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
		% within Business Ownership	50.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	35.29%
Total		Count	4	10	1	0	1	1	0	17
		% within Q23	23.53%	58.82%	5.88%	0.00%	5.88%	5.88%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-MBE	Don't Know	
Q24- Have you been treated disparately (differently) after disclosing that you are a VETERAN-OWNED company? * Business Ownership Crosstabulation	Yes	Count	0	0	0	0	0	0	0	0
		% within Q24	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	No	Count	0	0	0	0	1	1	0	2
		% within Q24	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	100.00%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q24	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	0	0	0	0	1	1	0	2
		% within Q24	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-MBE	Don't Know	
Q25- Do you feel comfortable or safe disclosing your disability when bidding or proposing for contracts or subcontracts? * Business Ownership Crosstabulation	Yes	Count	3	3	1	0	0	0	0	7
		% within Q25	42.86%	42.86%	14.29%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%
	No	Count	0	0	0	0	0	0	0	0
		% within Q25	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q25	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	3	3	1	0	0	0	0	7
		% within Q25	42.86%	42.86%	14.29%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%

			Business Ownership							Total	
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q26- Have you been treated disparately (differently) after disclosing that you are a DISABLED-OWNED company? * Business Ownership Crosstabulation	Yes	Count	3	1	0	0	0	0	0	4	
		% within Q26	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	
		% within Business Ownership	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	
	No	Count	0	0	0	0	0	0	0	0	
		% within Q26	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	Don't know	Count	0	0	0	0	0	0	0.00%	0.00%	0
		% within Q26	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	3	1	0	0	0	0	0	4	
		% within Q26	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	
		% within Business Ownership	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-MBE	Don't Know	
Q27- Do you feel comfortable or safe disclosing your company is LGBT business enterprise when bidding or proposing for contracts or subcontracts? * Business Ownership Crosstabulation	Yes	Count	1	1	0	0	0	1	0	3
		% within Q27	33.33%	33.33%	0.00%	0.00%	0.00%	33.33%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
	No	Count	0	0	0	0	0	0	0	0
		% within Q27	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	1	1	0	0	0	1	0	3
		% within Q27	33.33%	33.33%	0.00%	0.00%	0.00%	33.33%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-MBE	Don't Know	
Q28- Would LGBT business registration with the City or HABC encourage you to do business or attempt to do business with the City or HABC? * Business Ownership Crosstabulation	Yes	Count	1	1	0	0	0	1	0	3
		% within Q28	33.33%	33.33%	0.00%	0.00%	0.00%	33.33%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
	No	Count	0	0	0	0	0	0	0	0
		% within Q28	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	1	1	0	0	0	1	0	3
		% within Q28	33.33%	33.33%	0.00%	0.00%	0.00%	33.33%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q29- Has being certified as a SECTION 3 HUD FIRM helped your firm gain access to contract opportunities with the HOUSING AUTHORITY OF BALTIMORE CITY (HABC)? * Business Ownership Crosstabulation	Yes	Count	3	2	0	0	2	0	0	7
		% within Q29	42.86%	28.57%	0.00%	0.00%	28.57%	0.00%	0.00%	100.00%
		% within Business Ownership	42.86%	11.76%	0.00%	0.00%	50.00%	0.00%	0.00%	22.58%
	No	Count	4	10	0	0	2	2	0	18
		% within Q29	22.22%	55.56%	0.00%	0.00%	11.11%	11.11%	0.00%	100.00%
		% within Business Ownership	57.14%	58.82%	0.00%	0.00%	50.00%	66.67%	0.00%	58.06%
	Don't know	Count	0	5	0	0	0	1	0	6
		% within Q29	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	29.41%	0.00%	0.00%	0.00%	33.33%	0.00%	19.35%
Total		Count	7	17	0	0	4	3	0	31
		% within Q29	22.58%	54.84%	0.00%	0.00%	12.90%	9.68%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	0.00%	0.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total	
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q30- Does your business work as a prime, subcontractor, or supplier? * Business Ownership Crosstabulation	Prime contractor/vendor/consultant	Count	31	28	8	1	61	50	1	180	
		% within Q30	17.22%	15.56%	4.44%	0.56%	33.89%	27.78%	0.56%	100.00%	
		% within Business Ownership	41.33%	39.44%	47.06%	50.00%	67.78%	54.95%	100.00%	51.87%	
	Subcontractor/Supplier	Count	20	15	6	0	13	20	0	74	
		% within Q30	27.03%	20.27%	8.11%	0.00%	17.57%	27.03%	0.00%	100.00%	
		% within Business Ownership	26.67%	21.13%	35.29%	0.00%	14.44%	21.98%	0.00%	21.33%	
	Both prime and subcontractor	Count	23	28	3	1	15	19	0	89	
		% within Q30	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
		% within Business Ownership	30.67%	39.44%	17.65%	50.00%	16.67%	20.88%	0.00%	25.65%	
	Don't know	Count	1	0	0	0	1	2	0	4	
		% within Q30	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
		% within Business Ownership	1.33%	0.00%	0.00%	0.00%	1.11%	2.20%	0.00%	1.15%	
	Total		Count	75	71	17	2	90	91	1	347
			% within Q30	21.61%	20.46%	4.90%	0.58%	25.94%	26.22%	0.29%	100.00%
			% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q31- As a prime, do you solicit minority-, women-, veteran-, LGBT+-, or disabled-business enterprises on private (non-government) contracts? * Business Ownership Crosstabulation	Yes	Count	42	50	11	2	56	50	0	211
		% within Q31	19.91%	23.70%	5.21%	0.95%	26.54%	23.70%	0.00%	100.00%
		% within Business Ownership	77.78%	90.91%	100.00%	100.00%	73.68%	71.43%	0.00%	78.44%
	No	Count	8	3	0	0	16	13	0	40
		% within Q31	20.00%	7.50%	0.00%	0.00%	40.00%	32.50%	0.00%	100.00%
		% within Business Ownership	14.81%	5.45%	0.00%	0.00%	21.05%	18.57%	0.00%	14.87%
	Don't know	Count	4	2	0	0	4	7	1	18
		% within Q31	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	7.41%	3.64%	0.00%	0.00%	5.26%	10.00%	100.00%	6.69%
Total		Count	54	55	11	2	76	70	1	269
		% within Q31	20.07%	20.45%	4.09%	0.74%	28.25%	26.02%	0.37%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q32- How often do PRIME CONTRACTORS who use your company as a SUBCONTRACTOR on public sector or government projects with M/WBE GOALS solicit your company on projects (private or public) WITHOUT M/WBE GOALS? * Business Ownership Crosstabulation	Very Often	Count	4	4	1	0	3	7	0	19
		% within Q32	21.05%	21.05%	5.26%	0.00%	15.79%	36.84%	0.00%	100.00%
		% within Business Ownership	9.09%	9.30%	11.11%	0.00%	10.71%	17.95%	0.00%	11.59%
	Sometimes	Count	12	7	2	0	4	3	0	28
		% within Q32	42.86%	25.00%	7.14%	0.00%	14.29%	10.71%	0.00%	100.00%
		% within Business Ownership	27.27%	16.28%	22.22%	0.00%	14.29%	7.69%	0.00%	17.07%
	Seldom	Count	13	10	2	1	7	1	0	34
		% within Q32	38.24%	29.41%	5.88%	2.94%	20.59%	2.94%	0.00%	100.00%
		% within Business Ownership	29.55%	23.26%	22.22%	100.00%	25.00%	2.56%	0.00%	20.73%
	Never	Count	10	18	3	0	4	14	0	49
		% within Q32	20.41%	36.73%	6.12%	0.00%	8.16%	28.57%	0.00%	100.00%
		% within Business Ownership	22.73%	41.86%	33.33%	0.00%	14.29%	35.90%	0.00%	29.88%
	Don't Know	Count	5	4	1	0	10	14	0	34
		% within Q32	14.71%	11.76%	2.94%	0.00%	29.41%	41.18%	0.00%	100.00%
		% within Business Ownership	11.36%	9.30%	11.11%	0.00%	35.71%	35.90%	0.00%	20.73%
Total		Count	44	43	9	1	28	39	0	164

	% within Q32	26.83%	26.22%	5.49%	0.61%	17.07%	23.78%	0.00%	100.00%
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

		Business Ownership								Total
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q33- Have you experienced or observed a situation in which a PRIME CONTRACTOR/VENDOR includes minority or woman subcontractors on a bid or proposal to satisfy the "good faith effort" requirements and then DROPS and/or REPLACES the company as a subcontractor for no legitimate reason after winning the award? * Business Ownership Crosstabulation	Yes	Count	16	15	4	1	3	0	1	40
		% within Q33	40.00%	37.50%	10.00%	2.50%	7.50%	0.00%	2.50%	100.00%
		% within Business Ownership	22.86%	21.43%	23.53%	50.00%	3.41%	0.00%	100.00%	11.87%
	No	Count	51	54	12	1	82	82	0	282
		% within Q33	18.09%	19.15%	4.26%	0.35%	29.08%	29.08%	0.00%	100.00%
		% within Business Ownership	72.86%	77.14%	70.59%	50.00%	93.18%	92.13%	0.00%	83.68%
	Not applicable	Count	1	0	0	0	1	3	0	5
		% within Q33	20.00%	0.00%	0.00%	0.00%	20.00%	60.00%	0.00%	100.00%
		% within Business Ownership	1.43%	0.00%	0.00%	0.00%	1.14%	3.37%	0.00%	1.48%
	Don't know	Count	2	1	1	0	2	4	0	10
		% within Q33	20.00%	10.00%	10.00%	0.00%	20.00%	40.00%	0.00%	100.00%
		% within Business Ownership	2.86%	1.43%	5.88%	0.00%	2.27%	4.49%	0.00%	2.97%
Total		Count	70	70	17	2	88	89	1	337
		% within Q33	20.77%	20.77%	5.04%	0.59%	26.11%	26.41%	0.30%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q35- Does your business have bonding? * Business Ownership Crosstabulation	Yes	Count	33	34	10	1	42	43	1	164
		% within Q35	20.12%	20.73%	6.10%	0.61%	25.61%	26.22%	0.61%	100.00%
		% within Business Ownership	45.21%	47.89%	58.82%	50.00%	47.19%	47.78%	100.00%	47.81%
	No	Count	26	27	6	1	38	36	0	134
		% within Q35	19.40%	20.15%	4.48%	0.75%	28.36%	26.87%	0.00%	100.00%
		% within Business Ownership	35.62%	38.03%	35.29%	50.00%	42.70%	40.00%	0.00%	39.07%
	Have not applied for bonding	Count	6	9	1	0	3	1	0	20
		% within Q35	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	8.22%	12.68%	5.88%	0.00%	3.37%	1.11%	0.00%	5.83%
	Don't know	Count	8	1	0	0	6	10	0	25
		% within Q35	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	10.96%	1.41%	0.00%	0.00%	6.74%	11.11%	0.00%	7.29%
Total		Count	73	71	17	2	89	90	1	343
		% within Q35	21.28%	20.70%	4.96%	0.58%	25.95%	26.24%	0.29%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q36- What is your current aggregate bonding capacity? * Business Ownership Crosstabulation	<\$100k	Count	1	2	0	0	1	0	0	4
		% within Q36	25.00%	50.00%	0.00%	0.00%	25.00%	0.00%	0.00%	100.00%
		% within Business Ownership	3.03%	5.88%	0.00%	0.00%	2.38%	0.00%	0.00%	2.44%
	\$100k-\$250k	Count	0	1	1	0	0	0	0	2
		% within Q36	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	2.94%	10.00%	0.00%	0.00%	0.00%	0.00%	1.22%
	\$250k-\$500k	Count	3	3	0	0	1	0	0	7
		% within Q36	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	9.09%	8.82%	0.00%	0.00%	2.38%	0.00%	0.00%	4.27%
	\$500k-\$1m	Count	9	6	2	0	14	7	0	38
		% within Q36	23.68%	15.79%	5.26%	0.00%	36.84%	18.42%	0.00%	100.00%
		% within Business Ownership	27.27%	17.65%	20.00%	0.00%	33.33%	16.28%	0.00%	23.17%
	\$1m-\$1.5m	Count	4	10	3	1	13	13	0	44
		% within Q36	9.09%	22.73%	6.82%	2.27%	29.55%	29.55%	0.00%	100.00%
		% within Business Ownership	12.12%	29.41%	30.00%	100.00%	30.95%	30.23%	0.00%	26.83%
	\$1.5m-\$3m	Count	6	3	1	0	2	5	0	17
		% within Q36	35.29%	17.65%	5.88%	0.00%	11.76%	29.41%	0.00%	100.00%
		% within Business Ownership	18.18%	8.82%	10.00%	0.00%	4.76%	11.63%	0.00%	10.37%

	\$3m-\$5m	Count	2	3	2	0	5	2	1	15
		% within Q36	13.33%	20.00%	13.33%	0.00%	33.33%	13.33%	6.67%	100.00%
		% within Business Ownership	6.06%	8.82%	20.00%	0.00%	11.90%	4.65%	100.00%	9.15%
	>\$5m	Count	3	3	1	0	4	8	0	19
		% within Q36	15.79%	15.79%	5.26%	0.00%	21.05%	42.11%	0.00%	100.00%
		% within Business Ownership	9.09%	8.82%	10.00%	0.00%	9.52%	18.60%	0.00%	11.59%
	Don't Know	Count	5	3	0	0	2	8	0	18
		% within Q36	27.78%	16.67%	0.00%	0.00%	11.11%	44.44%	0.00%	100.00%
		% within Business Ownership	15.15%	8.82%	0.00%	0.00%	4.76%	18.60%	0.00%	10.98%
Total	Count	33	34	10	1	42	43	1	164	
	% within Q36	20.12%	20.73%	6.10%	0.61%	25.61%	26.22%	0.61%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

		Business Ownership							Total	
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q37- Thinking about City contracts, have any of the following been a barrier to attempting to do work or working on the City's projects?	Yes	Count	9	13	0	0	3	2	0	27
		% within Q37a	33.33%	48.15%	0.00%	0.00%	11.11%	7.41%	0.00%	100.00%
	% within Business Ownership	13.64%	19.70%	0.00%	0.00%	3.80%	2.53%	0.00%	8.91%	
No	Count	56	52	12	1	76	77	0	274	

Prequalification requirements * Business Ownership Crosstabulation		% within Q37a	20.44%	18.98%	4.38%	0.36%	27.74%	28.10%	0.00%	100.00%
		% within Business Ownership	84.85%	78.79%	100.00%	100.00%	96.20%	97.47%	0.00%	90.43%
	Don't know	Count	1	1	0	0	0	0	0	2
		% within Q37a	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.52%	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.66%
Total	Count	66	66	12	1	79	79	0	303	
	% within Q37a	21.78%	21.78%	3.96%	0.33%	26.07%	26.07%	0.00%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	

		Business Ownership							Total	
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q37b- Thinking about City contracts, have any of the following been a barrier to attempting to do work or working on the City's projects? Bond requirements* Business Ownership Crosstabulation	Yes	Count	7	10	1	0	2	2	0	22
		% within Q37b	31.82%	45.45%	4.55%	0.00%	9.09%	9.09%	0.00%	100.00%
		% within Business Ownership	10.45%	16.67%	8.33%	0.00%	2.53%	2.53%	0.00%	7.38%
	No	Count	59	49	11	1	77	77	0	274
		% within Q37b	21.53%	17.88%	4.01%	0.36%	28.10%	28.10%	0.00%	100.00%
		% within Business Ownership	88.06%	81.67%	91.67%	100.00%	97.47%	97.47%	0.00%	91.95%
	Count	1	1	0	0	0	0	0	2	

	Don't know	% within Q37b	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.49%	1.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	67	60	12	1	79	79	0	298
		% within Q37b	22.48%	20.13%	4.03%	0.34%	26.51%	26.51%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

		Business Ownership							Total	
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q37c- Thinking about City contracts, have any of the following been a barrier to attempting to do work or working on the City's projects? Proposal/bid specifications * Business Ownership Crosstabulation	Yes	Count	9	15	1	1	7	3	0	36
		% within Q37c	25.00%	41.67%	2.78%	2.78%	19.44%	8.33%	0.00%	100.00%
		% within Business Ownership	13.43%	24.19%	8.33%	100.00%	8.86%	3.80%	0.00%	12.00%
	No	Count	57	46	11	0	72	76	0	262
		% within Q37c	21.76%	17.56%	4.20%	0.00%	27.48%	29.01%	0.00%	100.00%
		% within Business Ownership	85.07%	74.19%	91.67%	0.00%	91.14%	96.20%	0.00%	87.33%
	Don't know	Count	1	1	0	0	0	0	0	2
		% within Q37c	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.49%	1.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.67%

Total	Count	67	62	12	1	79	79	0	300
	% within Q37c	22.33%	20.67%	4.00%	0.33%	26.33%	26.33%	0.00%	100.00%
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

		Business Ownership							Total	
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q37d- Thinking about City contracts, have any of the following been a barrier to attempting to do work or working on the City's projects? Short or limited time given to prepare bid package or quote * Business Ownership Crosstabulation	Yes	Count	6	16	3	1	3	3	0	32
		% within Q37d	18.75%	50.00%	9.38%	3.13%	9.38%	9.38%	0.00%	100.00%
		% within Business Ownership	8.96%	26.23%	23.08%	100.00%	3.80%	3.80%	0.00%	10.67%
	No	Count	60	44	10	0	76	76	0	266
		% within Q37d	22.56%	16.54%	3.76%	0.00%	28.57%	28.57%	0.00%	100.00%
		% within Business Ownership	89.55%	72.13%	76.92%	0.00%	96.20%	96.20%	0.00%	88.67%
	Don't know	Count	1	1	0	0	0	0	0	2
		% within Q37d	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.49%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.67%
Total		Count	67	61	13	1	79	79	0	300
		% within Q37d	22.33%	20.33%	4.33%	0.33%	26.33%	26.33%	0.00%	100.00%

	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%
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		Business Ownership							Total	
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q37e- Thinking about City contracts, have any of the following been a barrier to attempting to do work or working on the City's projects? Unnecessarily restrictive contract specifications * Business Ownership Crosstabulation	Yes	Count	9	15	1	1	1	1	0	28
		% within Q37e	32.14%	53.57%	3.57%	3.57%	3.57%	3.57%	0.00%	100.00%
		% within Business Ownership	13.43%	23.81%	8.33%	100.00%	1.27%	1.27%	0.00%	9.30%
	No	Count	57	47	11	0	78	78	0	271
		% within Q37e	21.03%	17.34%	4.06%	0.00%	28.78%	28.78%	0.00%	100.00%
		% within Business Ownership	85.07%	74.60%	91.67%	0.00%	98.73%	98.73%	0.00%	90.03%
	Don't know	Count	1	1	0	0	0	0	0	2
		% within Q37e	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.49%	1.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.66%
Total		Count	67	63	12	1	79	79	0	301
		% within Q37e	22.26%	20.93%	3.99%	0.33%	26.25%	26.25%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q37f- Thinking about City contracts, have any of the following been a barrier to attempting to do work or working on the City's projects? Meeting M/WBE program requirements * Business Ownership Crosstabulation	Yes	Count	3	5	1	1	1	2	0	13
		% within Q37f	23.08%	38.46%	7.69%	7.69%	7.69%	15.38%	0.00%	100.00%
		% within Business Ownership	4.48%	8.20%	8.33%	100.00%	1.27%	2.53%	0.00%	4.35%
	No	Count	63	55	11	0	78	77	0	284
		% within Q37f	22.18%	19.37%	3.87%	0.00%	27.46%	27.11%	0.00%	100.00%
		% within Business Ownership	94.03%	90.16%	91.67%	0.00%	98.73%	97.47%	0.00%	94.98%
	Don't know	Count	1	1	0	0	0	0	0	2
		% within Q37f	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.49%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.67%
Total		Count	67	61	12	1	79	79	0	299
		% within Q37f	22.41%	20.40%	4.01%	0.33%	26.42%	26.42%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q37g- Thinking about City contracts, have any of the following been a barrier to attempting to do work or working on the City's projects? Identifying M/WBE firms * Business Ownership Crosstabulation	Yes	Count	2	5	0	1	0	1	1	10
		% within Q37g	20.00%	50.00%	0.00%	10.00%	0.00%	10.00%	10.00%	100.00%
		% within Business Ownership	3.08%	8.33%	0.00%	100.00%	0.00%	1.27%	100.00%	3.37%
	No	Count	62	54	12	0	79	78	0	285
		% within Q37g	21.75%	18.95%	4.21%	0.00%	27.72%	27.37%	0.00%	100.00%
		% within Business Ownership	95.38%	90.00%	100.00%	0.00%	100.00%	98.73%	0.00%	95.96%
	Don't know	Count	1	1	0	0	0	0	0	2
		% within Q37g	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.54%	1.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.67%
Total		Count	65	60	12	1	79	79	1	297
		% within Q37g	21.89%	20.20%	4.04%	0.34%	26.60%	26.60%	0.34%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

	Business Ownership	Total
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			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q37h- Thinking about City contracts, have any of the following been a barrier to attempting to do work or working on the City's projects? Selection process/evaluation criteria* Business Ownership Crosstabulation	Yes	Count	5	13	2	1	1	2	0	24
		% within Q37h	20.83%	54.17%	8.33%	4.17%	4.17%	8.33%	0.00%	100.00%
		% within Business Ownership	7.58%	21.67%	16.67%	100.00%	1.27%	2.53%	0.00%	8.05%
	No	Count	60	46	10	0	78	77	1	272
		% within Q37h	22.06%	16.91%	3.68%	0.00%	28.68%	28.31%	0.37%	100.00%
		% within Business Ownership	90.91%	76.67%	83.33%	0.00%	98.73%	97.47%	100.00%	91.28%
	Don't know	Count	1	1	0	0	0	0	0	2
		% within Q37h	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.52%	1.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.67%
Total		Count	66	60	12	1	79	79	1	298
		% within Q37h	22.15%	20.13%	4.03%	0.34%	26.51%	26.51%	0.34%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

	Business Ownership	Total
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			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q37i- Thinking about City contracts, have any of the following been a barrier to attempting to do work or working on the City's projects? Insurance requirements (general liability, professional liability, etc.) * Business Ownership Crosstabulation	Yes	Count	3	6	1	1	0	1	0	12
		% within Q37i	25.00%	50.00%	8.33%	8.33%	0.00%	8.33%	0.00%	100.00%
		% within Business Ownership	4.55%	9.68%	7.69%	100.00%	0.00%	1.27%	0.00%	3.99%
	No	Count	62	55	12	0	79	78	1	287
		% within Q37i	21.60%	19.16%	4.18%	0.00%	27.53%	27.18%	0.35%	100.00%
		% within Business Ownership	93.94%	88.71%	92.31%	0.00%	100.00%	98.73%	100.00%	95.35%
	Don't know	Count	1	1	0	0	0	0	0	2
		% within Q37i	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.52%	1.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.66%
Total		Count	66	62	13	1	79	79	1	301
		% within Q37i	21.93%	20.60%	4.32%	0.33%	26.25%	26.25%	0.33%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

	Business Ownership	Total
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			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q37j- Thinking about City contracts, have any of the following been a barrier to attempting to do work or working on the City's projects? Cost of bidding/proposing* Business Ownership Crosstabulation	Yes	Count	4	8	1	0	1	1	0	15
		% within Q37j	26.67%	53.33%	6.67%	0.00%	6.67%	6.67%	0.00%	100.00%
		% within Business Ownership	6.06%	13.56%	8.33%	0.00%	1.27%	1.27%	0.00%	5.05%
	No	Count	61	50	11	1	78	78	1	280
		% within Q37j	21.79%	17.86%	3.93%	0.36%	27.86%	27.86%	0.36%	100.00%
		% within Business Ownership	92.42%	84.75%	91.67%	100.00%	98.73%	98.73%	100.00%	94.28%
	Don't know	Count	1	1	0	0	0	0	0	2
		% within Q37j	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.52%	1.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.67%
Total	Count	66	59	12	1	79	79	1	297	
	% within Q37j	22.22%	19.87%	4.04%	0.34%	26.60%	26.60%	0.34%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q37k- Thinking about City contracts, have any of the following been a barrier to attempting to do work or working on the City's projects? Price of supplies/materials * Business Ownership Crosstabulation	Yes	Count	5	6	0	1	1	0	0	13
		% within Q37k	38.46%	46.15%	0.00%	7.69%	7.69%	0.00%	0.00%	100.00%
		% within Business Ownership	7.69%	10.00%	0.00%	100.00%	1.27%	0.00%	0.00%	4.38%
	No	Count	59	53	12	0	78	79	1	282
		% within Q37k	20.92%	18.79%	4.26%	0.00%	27.66%	28.01%	0.35%	100.00%
		% within Business Ownership	90.77%	88.33%	100.00%	0.00%	98.73%	100.00%	100.00%	94.95%
	Don't know	Count	1	1	0	0	0	0	0	2
		% within Q37k	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.54%	1.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.67%
Total		Count	65	60	12	1	79	79	1	297
		% within Q37k	21.89%	20.20%	4.04%	0.34%	26.60%	26.60%	0.34%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q37I- Thinking about City contracts, have any of the following been a barrier to attempting to do work or working on the City's projects? Competing with large companies* Business Ownership Crosstabulation	Yes	Count	21	27	4	1	14	7	0	74
		% within Q37I	28.38%	36.49%	5.41%	1.35%	18.92%	9.46%	0.00%	100.00%
		% within Business Ownership	31.34%	41.54%	33.33%	100.00%	17.72%	8.86%	0.00%	24.34%
	No	Count	45	37	8	0	65	72	1	228
		% within Q37I	19.74%	16.23%	3.51%	0.00%	28.51%	31.58%	0.44%	100.00%
		% within Business Ownership	67.16%	56.92%	66.67%	0.00%	82.28%	91.14%	100.00%	75.00%
	Don't know	Count	1	1	0	0	0	0	0	2
		% within Q37I	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.49%	1.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.66%
Total		Count	67	65	12	1	79	79	1	304
		% within Q37I	22.04%	21.38%	3.95%	0.33%	25.99%	25.99%	0.33%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q37m- Thinking about City contracts, have any of the following been a barrier to attempting to do work or working on the City's projects? Financing * Business Ownership Crosstabulation	Yes	Count	4	9	1	1	0	0	1	16
		% within Q37m	25.00%	56.25%	6.25%	6.25%	0.00%	0.00%	6.25%	100.00%
		% within Business Ownership	6.15%	14.52%	8.33%	100.00%	0.00%	0.00%	100.00%	5.37%
	No	Count	60	52	11	0	78	79	0	280
		% within Q37m	21.43%	18.57%	3.93%	0.00%	27.86%	28.21%	0.00%	100.00%
		% within Business Ownership	92.31%	83.87%	91.67%	0.00%	100.00%	100.00%	0.00%	93.96%
	Don't know	Count	1	1	0	0	0	0	0	2
		% within Q37m	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.54%	1.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.67%
Total		Count	65	62	12	1	78	79	1	298
		% within Q37m	21.81%	20.81%	4.03%	0.34%	26.17%	26.51%	0.34%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q37n- Thinking about City contracts, have any of the following been a barrier to attempting to do work or working on the City's projects? Lack of experience * Business Ownership Crosstabulation	Yes	Count	3	3	0	0	1	0	0	7
		% within Q37n	42.86%	42.86%	0.00%	0.00%	14.29%	0.00%	0.00%	100.00%
		% within Business Ownership	4.62%	4.92%	0.00%	0.00%	1.27%	0.00%	0.00%	2.35%
	No	Count	61	57	12	1	78	79	1	289
		% within Q37n	21.11%	19.72%	4.15%	0.35%	26.99%	27.34%	0.35%	100.00%
		% within Business Ownership	93.85%	93.44%	100.00%	100.00%	98.73%	100.00%	100.00%	96.98%
	Don't know	Count	1	1	0	0	0	0	0	2
		% within Q37n	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.54%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.67%
Total		Count	65	61	12	1	79	79	1	298
		% within Q37n	21.81%	20.47%	4.03%	0.34%	26.51%	26.51%	0.34%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q37o- Thinking about City contracts, have any of the following been a barrier to attempting to do work or working on the City's projects? Contract too large * Business Ownership Crosstabulation	Yes	Count	11	6	0	0	3	2	0	22
		% within Q37o	50.00%	27.27%	0.00%	0.00%	13.64%	9.09%	0.00%	100.00%
		% within Business Ownership	16.42%	9.68%	0.00%	0.00%	3.80%	2.53%	0.00%	7.33%
	No	Count	55	55	12	1	76	77	0	276
		% within Q37o	19.93%	19.93%	4.35%	0.36%	27.54%	27.90%	0.00%	100.00%
		% within Business Ownership	82.09%	88.71%	100.00%	100.00%	96.20%	97.47%	0.00%	92.00%
	Don't know	Count	1	1	0	0	0	0	0	2
		% within Q37o	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.49%	1.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.67%
Total		Count	67	62	12	1	79	79	0	300
		% within Q37o	22.33%	20.67%	4.00%	0.33%	26.33%	26.33%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q37p- Thinking about City contracts, have any of the following been a barrier to attempting to do work or working on the City's projects? Informal network of prime contractors and subcontractors that has excluded my company from doing business ("good ole boy" network) * Business Ownership Crosstabulation	Yes	Count	15	18	2	0	8	5	1	49
		% within Q37p	30.61%	36.73%	4.08%	0.00%	16.33%	10.20%	2.04%	100.00%
		% within Business Ownership	22.73%	30.00%	15.38%	0.00%	10.13%	6.33%	100.00%	16.39%
	No	Count	50	41	11	1	71	74	0	248
		% within Q37p	20.16%	16.53%	4.44%	0.40%	28.63%	29.84%	0.00%	100.00%
		% within Business Ownership	75.76%	68.33%	84.62%	100.00%	89.87%	93.67%	0.00%	82.94%
	Don't know	Count	1	1	0	0	0	0	0	2
		% within Q37p	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.52%	1.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.67%
Total	Count	66	60	13	1	79	79	1	299	
	% within Q37p	22.07%	20.07%	4.35%	0.33%	26.42%	26.42%	0.33%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q37q- Thinking about City contracts, have any of the following been a barrier to attempting to do work or working on the City's projects? Changes in the scope of work (after work began)* Business Ownership Crosstabulation	Yes	Count	8	5	2	0	5	1	0	21
		% within Q37q	38.10%	23.81%	9.52%	0.00%	23.81%	4.76%	0.00%	100.00%
		% within Business Ownership	12.12%	8.62%	15.38%	0.00%	6.33%	1.27%	0.00%	7.09%
	No	Count	57	52	11	1	74	78	0	273
		% within Q37q	20.88%	19.05%	4.03%	0.37%	27.11%	28.57%	0.00%	100.00%
		% within Business Ownership	86.36%	89.66%	84.62%	100.00%	93.67%	98.73%	0.00%	92.23%
	Don't know	Count	1	1	0	0	0	0	0	2
		% within Q37q	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.52%	1.72%	0.00%	0.00%	0.00%	0.00%	0.00%	0.68%
Total		Count	66	58	13	1	79	79	0	296
		% within Q37q	22.30%	19.59%	4.39%	0.34%	26.69%	26.69%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q37r- Thinking about City contracts, have any of the following been a barrier to attempting to do work or working on the City's projects? Slow payment or non-payment for project work * Business Ownership Crosstabulation	Yes	Count	19	23	3	1	12	10	0	68
		% within Q37r	27.94%	33.82%	4.41%	1.47%	17.65%	14.71%	0.00%	100.00%
		% within Business Ownership	28.79%	37.10%	23.08%	100.00%	15.19%	12.50%	0.00%	22.59%
	No	Count	46	38	10	0	67	70	0	231
		% within Q37r	19.91%	16.45%	4.33%	0.00%	29.00%	30.30%	0.00%	100.00%
		% within Business Ownership	69.70%	61.29%	76.92%	0.00%	84.81%	87.50%	0.00%	76.74%
	Don't know	Count	1	1	0	0	0	0	0	2
		% within Q37r	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.52%	1.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.66%
Total		Count	66	62	13	1	79	80	0	301
		% within Q37r	21.93%	20.60%	4.32%	0.33%	26.25%	26.58%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q38-Have you or your company experienced any of the following DISCRIMINATORY BEHAVIOR when attempting to do work or working on CITY OF BALTIMORE projects? Harassment on the jobsite * Business Ownership Crosstabulation	Yes	Count	2	2	0	0	0	0	0	4
		% within Q38a	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	3.08%	3.23%	0.00%	0.00%	0.00%	0.00%	0.00%	1.34%
	No	Count	62	60	13	1	79	79	0	294
		% within Q38a	21.09%	20.41%	4.42%	0.34%	26.87%	26.87%	0.00%	100.00%
		% within Business Ownership	95.38%	96.77%	100.00%	100.00%	100.00%	100.00%	0.00%	98.33%
	Don't know	Count	1	0	0	0	0	0	0	1
		% within Q38a	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.33%
Total		Count	65	62	13	1	79	79	0	299
		% within Q38a	21.74%	20.74%	4.35%	0.33%	26.42%	26.42%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Yes	Count		7	6	2	0	1	0	0	16

Q38-Have you or your company experienced any of the following DISCRIMINATORY BEHAVIOR when attempting to do work or working on CITY OF BALTIMORE projects? Unequal or unfair treatment * Business Ownership Crosstabulation	No	% within Q38b	43.75%	37.50%	12.50%	0.00%	6.25%	0.00%	0.00%	100.00%
		% within Business Ownership	10.61%	9.68%	15.38%	0.00%	1.27%	0.00%	0.00%	5.33%
		Count	58	56	11	1	78	79	0	283
	Don't know	% within Q38b	20.49%	19.79%	3.89%	0.35%	27.56%	27.92%	0.00%	100.00%
		% within Business Ownership	87.88%	90.32%	84.62%	100.00%	98.73%	100.00%	0.00%	94.33%
		Count	1	0	0	0	0	0	0	1
		% within Q38b	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.33%
		Total	Count	66	62	13	1	79	79	0
% within Q38b	22.00%	20.67%	4.33%	0.33%	26.33%	26.33%	0.00%	100.00%		
% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%		

			Business Ownership						Total	
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE		Don't Know
Q38-Have you or your company experienced any of the following DISCRIMINATORY BEHAVIOR when attempting to do work or working on CITY OF BALTIMORE	Yes	Count	7	6	0	0	1	0	1	15
		% within Q38c	46.67%	40.00%	0.00%	0.00%	6.67%	0.00%	6.67%	100.00%
		% within Business Ownership	10.61%	10.00%	0.00%	0.00%	1.27%	0.00%	100.00%	5.03%
	No	Count	58	54	12	1	78	79	0	282
		% within Q38c	20.57%	19.15%	4.26%	0.35%	27.66%	28.01%	0.00%	100.00%
		% within Business Ownership	87.88%	90.00%	100.00%	100.00%	98.73%	100.00%	0.00%	94.63%
	Don't know	Count	1	0	0	0	0	0	0	1
		% within Q38c	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%

projects? Double standards in performance* Business Ownership Crosstabulation		% within Business Ownership	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.34%
Total	Count		66	60	12	1	79	79	1	298
	% within Q38c		22.15%	20.13%	4.03%	0.34%	26.51%	26.51%	0.34%	100.00%
	% within Business Ownership		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q38-Have you or your company experienced any of the following DISCRIMINATORY BEHAVIOR when attempting to do work or working on CITY OF BALTIMORE projects? Denial of opportunity to bid * Business Ownership Crosstabulation	Yes	Count	2	2	1	0	0	0	0	5
		% within Q38d	40.00%	40.00%	20.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	3.08%	3.39%	8.33%	0.00%	0.00%	0.00%	0.00%	1.69%
	No	Count	62	57	11	1	79	79	1	290
		% within Q38d	21.38%	19.66%	3.79%	0.34%	27.24%	27.24%	0.34%	100.00%
		% within Business Ownership	95.38%	96.61%	91.67%	100.00%	100.00%	100.00%	100.00%	97.97%
	Don't know	Count	1	0	0	0	0	0	0	1
		% within Q38d	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.34%
Total		Count	65	59	12	1	79	79	1	296
		% within Q38d	21.96%	19.93%	4.05%	0.34%	26.69%	26.69%	0.34%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	Total

Q38-Have you or your company experienced any of the following DISCRIMINATORY BEHAVIOR when attempting to do work or working on CITY OF BALTIMORE projects? Unfair denial of contract award * Business Ownership Crosstabulation	Yes	Count	2	7	0	0	0	0	0	9	
		% within Q38e	22.22%	77.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	3.08%	11.48%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.03%
	No	Count	62	54	12	1	79	79			287
		% within Q38e	21.60%	18.82%	4.18%	0.35%	27.53%	27.53%	0.00%	0.00%	100.00%
		% within Business Ownership	95.38%	88.52%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	96.63%
	Don't know	Count	1	0	0	0	0	0	0	0	1
		% within Q38e	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.34%
Total	Count	65	61	12	1	79	79	0		297	
	% within Q38e	21.89%	20.54%	4.04%	0.34%	26.60%	26.60%	0.00%	0.00%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	

		Business Ownership							Total	
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q38-Have you or your company experienced any of the following DISCRIMINATORY BEHAVIOR when attempting to do work or working on CITY OF BALTIMORE	Yes	Count	4	2	0	0	1	0	1	8
		% within Q38f	50.00%	25.00%	0.00%	0.00%	12.50%	0.00%	12.50%	100.00%
		% within Business Ownership	6.15%	3.23%	0.00%	0.00%	1.27%	0.00%	100.00%	2.68%
	No	Count	60	60	12	1	78	79		290
		% within Q38f	20.69%	20.69%	4.14%	0.34%	26.90%	27.24%	0.00%	100.00%
		% within Business Ownership	92.31%	96.77%	100.00%	100.00%	98.73%	100.00%	0.00%	96.99%
	Don't know	Count	1	0	0	0	0	0	0	1
		% within Q38f	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%

projects? Unfair contract termination * Business Ownership Crosstabulation		% within Business Ownership	1.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.33%
Total	Count		65	62	12	1	79	79	1	299
	% within Q38f		21.74%	20.74%	4.01%	0.33%	26.42%	26.42%	0.33%	100.00%
	% within Business Ownership		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q38-Have you or your company experienced any of the following DISCRIMINATORY BEHAVIOR when attempting to do work or working on CITY OF BALTIMORE projects? Unequal price quotes from suppliers * Business Ownership Crosstabulation	Yes	Count	1	5	1	0	0	0	0	7
		% within Q38g	14.29%	71.43%	14.29%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	1.54%	8.33%	7.69%	0.00%	0.00%	0.00%	0.00%	2.36%
	No	Count	62	55	12	1	79	79	0	288
		% within Q38g	21.53%	19.10%	4.17%	0.35%	27.43%	27.43%	0.00%	100.00%
		% within Business Ownership	95.38%	91.67%	92.31%	100.00%	100.00%	100.00%	0.00%	96.97%
	Don't know	Count	2	0	0	0	0	0	0.00%	2
		% within Q38g	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	3.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.67%
Total	Count		65	60	13	1	79	79	0	297
	% within Q38g		21.89%	20.20%	4.38%	0.34%	26.60%	26.60%	0.00%	100.00%
	% within Business Ownership		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

Business Ownership									Total
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			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q38-Have you or your company experienced any of the following DISCRIMINATORY BEHAVIOR when attempting to do work or working on CITY OF BALTIMORE projects? Other * Business Ownership Crosstabulation	Yes	Count	1	0	1	0	0	0	0	2
		% within Q38h	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	2.33%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.86%
	No	Count	41	29	9	0	75	74	0	228
		% within Q38h	17.98%	12.72%	3.95%	0.00%	32.89%	32.46%	0.00%	100.00%
		% within Business Ownership	95.35%	96.67%	90.00%	0.00%	100.00%	100.00%	0.00%	98.28%
	Don't know	Count	1	1	0	0	0	0	0	2
		% within Q38h	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	2.33%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.86%
Total	Count	43	30	10	0	75	74	0	232	
	% within Q38h	18.53%	12.93%	4.31%	0.00%	32.33%	31.90%	0.00%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%	0.00%	100.00%	

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q40-Have you or your company experienced discrimination on City contracts due to the owner's: Race or ethnicity * Business Ownership Crosstabulation	Yes	Count	0	0	0	0	0	0	0	0
		% within Q40a	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	No	Count	0	0	0	0	0	0	0	0
		% within Q40a	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q40a	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	0	0	0	0	0	0	0	0
		% within Q40a	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q40-Have you or your company experienced	Yes	Count	0	0	0	0	0	0	0	0
		% within Q40b	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

discrimination on City contracts due to the owner's: Gender * Business Ownership Crosstabulation	No	% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		Count	0	0	0	0	0	0	0	0
		% within Q40b	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Don't know	% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		Count	0	0	0	0	0	0	0	0
		% within Q40b	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Total	% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Count		0	0	0	0	0	0	0	0	
% within Q40b		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

		Business Ownership							Total	
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q40-Have you or your company experienced discrimination on City contracts due to the owner's: Veteran status * Business Ownership Crosstabulation	Yes	Count	0	0	0	0	0	0	0	0
		% within Q40c	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	No	Count	0	0	0	0	0	0	0	0
		% within Q40c	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

	Don't know	Count	0	0	0	0	0	0	0	0	
		% within Q40c	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	0	0	0	0	0	0	0	0	
		% within Q40c	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

			Business Ownership							Total	
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q40-Have you or your company experienced discrimination on City contracts due to the owner's: Disability* Business Ownership Crosstabulation	Yes	Count	0	0	0	0	0	0	0	0	
		% within Q40d	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	No	Count	0	0	0	0	0	0	0	0	
		% within Q40d	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Don't know	Count	0	0	0	0	0	0	0	0	
		% within Q40d	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	0	0	0	0	0	0	0	0	
		% within Q40d	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		Business Ownership								
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	Total
Q40-Have you or your company experienced discrimination on City contracts due to the owner's: Sexual or gender identity * Business Ownership Crosstabulation	Yes	Count	0	0	0	0	0	0	0	0
		% within Q40e	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	No	Count	0	0	0	0	0	0	0	0
		% within Q40e	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q40e	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	0	0	0	0	0	0	0	0
		% within Q40e	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q43- Did you file a complaint? * Business Ownership Crosstabulation	Yes	Count	2	4	1	0	0	0	0	7
		% within Q43	28.57%	57.14%	14.29%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	9.52%	10.81%	20.00%	0.00%	0.00%	0.00%	0.00%	9.59%
	No	Count	19	33	4	1	4	4	1	66
		% within Q43	28.79%	50.00%	6.06%	1.52%	6.06%	6.06%	1.52%	100.00%
		% within Business Ownership	90.48%	89.19%	80.00%	100.00%	100.00%	100.00%	100.00%	90.41%
Total		Count	21	37	5	1	4	4	1	73
		% within Q43	28.77%	50.68%	6.85%	1.37%	5.48%	5.48%	1.37%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q45- Thinking about HABC contracts, have any of the following been a barrier to attempting to do	Yes	Count	0	3	2	0	1	0	1	7
		% within Q45a	0.00%	42.86%	28.57%	0.00%	14.29%	0.00%	14.29%	100.00%
		% within Business Ownership	0.00%	9.68%	20.00%	0.00%	4.17%	0.00%	0.00%	5.15%

work or working on the HABC's projects? Prequalification requirements * Business Ownership Crosstabulation	No	Count	40	28	8	2	23	28	0	129
		% within Q45a	31.01%	21.71%	6.20%	1.55%	17.83%	21.71%	0.00%	100.00%
		% within Business Ownership	100.00%	90.32%	80.00%	100.00%	95.83%	100.00%	0.00%	94.85%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q45a	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	Count	40	31	10	2	24	28	1	136	
	% within Q45a	29.41%	22.79%	7.35%	1.47%	17.65%	20.59%	0.74%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	

		Business Ownership							Total	
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q45b- Thinking about HABC contracts, have any of the following been a barrier to attempting to do work or working on the HABC's projects? Bond requirements* Business Ownership Crosstabulation	Yes	Count	2	4	0	0	1	0	1	8
		% within Q45b	25.00%	50.00%	0.00%	0.00%	12.50%	0.00%	12.50%	100.00%
		% within Business Ownership	4.35%	13.79%	0.00%	0.00%	4.17%	0.00%	0.00%	5.76%
	No	Count	44	25	9	2	23	28		131
		% within Q45b	33.59%	19.08%	6.87%	1.53%	17.56%	21.37%	0.00%	100.00%
		% within Business Ownership	95.65%	86.21%	100.00%	100.00%	95.83%	100.00%	0.00%	94.24%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q45b	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	46	29	9	2	24	28	1	139
		% within Q45b	33.09%	20.86%	6.47%	1.44%	17.27%	20.14%	0.72%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q45c- Thinking about HABC contracts, have any of the following been a barrier to attempting to do work or working on the HABC's projects? Proposal/bid specifications * Business Ownership Crosstabulation	Yes	Count	5	7	0	0	4	1	0	17
		% within Q45c	29.41%	41.18%	0.00%	0.00%	23.53%	5.88%	0.00%	100.00%
		% within Business Ownership	11.90%	24.14%	0.00%	0.00%	16.67%	3.57%	0.00%	12.69%
	No	Count	37	22	10	1	20	27	0	117
		% within Q45c	31.62%	18.80%	8.55%	0.85%	17.09%	23.08%	0.00%	100.00%
		% within Business Ownership	88.10%	75.86%	100.00%	100.00%	83.33%	96.43%	0.00%	87.31%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q45c	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Total	Count	42	29	10	1	24	28	0	134
		% within Q45c	31.34%	21.64%	7.46%	0.75%	17.91%	20.90%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership						Total	
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE		Don't Know
Q45d- Thinking about HABC contracts, have any of the following been a barrier to attempting to do work or working on the HABC's projects? Short or limited time given to prepare bid package or quote * Business Ownership Crosstabulation	Yes	Count	2	6	0	0	1	1	0	10
		% within Q45d	20.00%	60.00%	0.00%	0.00%	10.00%	10.00%	0.00%	100.00%
		% within Business Ownership	4.88%	23.08%	0.00%	0.00%	4.35%	3.57%	0.00%	7.81%
	No	Count	39	20	9	1	22	27	0	118
		% within Q45d	33.05%	16.95%	7.63%	0.85%	18.64%	22.88%	0.00%	100.00%
		% within Business Ownership	95.12%	76.92%	100.00%	100.00%	95.65%	96.43%	0.00%	92.19%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q45d	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	41	26	9	1	23	28	0	128
		% within Q45d	32.03%	20.31%	7.03%	0.78%	17.97%	21.88%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership						Total	
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE		Don't Know
Q45e- Thinking about HABC contracts, have any	Yes	Count	2	3	0	0	1	0	0	6
		% within Q45e	33.33%	50.00%	0.00%	0.00%	16.67%	0.00%	0.00%	100.00%

of the following been a barrier to attempting to do work or working on the HABC's projects? Unnecessarily restrictive contract specifications * Business Ownership Crosstabulation	No	% within Business Ownership	4.88%	11.54%	0.00%	0.00%	4.17%	0.00%	0.00%	4.62%
		Count	39	23	10	1	23	28	0	124
		% within Q45e	31.45%	18.55%	8.06%	0.81%	18.55%	22.58%	0.00%	100.00%
	Don't know	% within Business Ownership	95.12%	88.46%	100.00%	100.00%	95.83%	100.00%	0.00%	95.38%
		Count	0	0	0	0	0	0	0	0
		% within Q45e	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Total	% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Count		41	26	10	1	24	28	0	130	
% within Q45e		31.54%	20.00%	7.69%	0.77%	18.46%	21.54%	0.00%	100.00%	
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

		Business Ownership								
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	Total	
Q45f- Thinking about HABC contracts, have any of the following been a barrier to attempting to do work or working on the HABC's projects? Meeting M/WBE program requirements *	Yes	Count	0	1	0	0	0	0	1	2
		% within Q45f	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	100.00%
		% within Business Ownership	0.00%	3.23%	0.00%	0.00%	0.00%	0.00%	0.00%	1.42%
	No	Count	45	30	10	1	24	29	0	139
		% within Q45f	32.37%	21.58%	7.19%	0.72%	17.27%	20.86%	0.00%	100.00%
		% within Business Ownership	100.00%	96.77%	100.00%	100.00%	100.00%	100.00%	0.00%	98.58%

Business Ownership Crosstabulation	Don't know	Count	0	0	0	0	0	0	0	0	
		% within Q45f	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	45	31	10	1	24	29	1	141	
		% within Q45f	31.91%	21.99%	7.09%	0.71%	17.02%	20.57%	0.71%	100.00%	
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	

			Business Ownership						Total	
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE		Don't Know
Q45g- Thinking about HABC contracts, have any of the following been a barrier to attempting to do work or working on the HABC's projects? Identifying M/WBE firms * Business Ownership Crosstabulation	Yes	Count	0	3	0	0	0	0	0	3
		% within Q45g	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	9.38%	0.00%	0.00%	0.00%	0.00%	0.00%	2.16%
	No	Count	43	29	10	1	24	29		136
		% within Q45g	31.62%	21.32%	7.35%	0.74%	17.65%	21.32%	0.00%	100.00%
		% within Business Ownership	100.00%	90.63%	100.00%	100.00%	100.00%	100.00%	0.00%	97.84%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q45g	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	43	32	10	1	24	29	0	139
		% within Q45g	30.94%	23.02%	7.19%	0.72%	17.27%	20.86%	0.00%	100.00%

	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%
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			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q45h- Thinking about HABC contracts, have any of the following been a barrier to attempting to do work or working on the HABC's projects? Selection process/evaluation criteria* Business Ownership Crosstabulation	Yes	Count	0	7	0	0	0	1	0	8
		% within Q45h	0.00%	87.50%	0.00%	0.00%	0.00%	12.50%	0.00%	100.00%
		% within Business Ownership	0.00%	24.14%	0.00%	0.00%	0.00%	3.57%	0.00%	6.02%
	No	Count	41	22	9	1	24	27	1	125
		% within Q45h	32.80%	17.60%	7.20%	0.80%	19.20%	21.60%	0.80%	100.00%
		% within Business Ownership	100.00%	75.86%	100.00%	100.00%	100.00%	96.43%	100.00%	93.98%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q45h	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	Count	41	29	9	1	24	28	1	133	
	% within Q45h	30.83%	21.80%	6.77%	0.75%	18.05%	21.05%	0.75%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q45i- Thinking about HABC contracts, have any	Yes	Count	1	1	0	0	0	0	0	2
		% within Q45i	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%

of the following been a barrier to attempting to do work or working on the HABC's projects? Insurance requirements (general liability, professional liability, etc.) * Business Ownership Crosstabulation	No	% within Business Ownership	2.33%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%	1.44%	
		Count	42	31	10	1	24	28	1	137	
		% within Q45i	30.66%	22.63%	7.30%	0.73%	17.52%	20.44%	0.73%	100.00%	
	Don't know	% within Business Ownership	97.67%	96.88%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	98.56%
		Count	0	0	0	0	0	0	0	0	
		% within Q45i	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total	Count	43	32	10	1	24	28	1	139		
	% within Q45i	30.94%	23.02%	7.19%	0.72%	17.27%	20.14%	0.72%	100.00%		
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%		
			Business Ownership								
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	Total	
Q45j- Thinking about HABC contracts, have any of the following been a barrier to attempting to do work or working on the HABC's projects? Cost of bidding/proposing* Business Ownership Crosstabulation	Yes	Count	0	5	0	0	0	0	0	5	
		% within Q45j	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	
		% within Business Ownership	0.00%	16.13%	0.00%	0.00%	0.00%	0.00%	0.00%	3.65%	
	No	Count	42	26	9	2	24	28	1	132	
		% within Q45j	31.82%	19.70%	6.82%	1.52%	18.18%	21.21%	0.76%	100.00%	
		% within Business Ownership	100.00%	83.87%	100.00%	100.00%	100.00%	100.00%	100.00%	96.35%	
	Don't know	Count	0	0	0	0	0	0	0	0	
% within Q45j		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		

		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	42	31	9	2	24	28	1	137
		% within Q45j	30.66%	22.63%	6.57%	1.46%	17.52%	20.44%	0.73%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
		Business Ownership								Total
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q45k- Thinking about HABC contracts, have any of the following been a barrier to attempting to do work or working on the HABC's projects? Price of supplies/materials * Business Ownership Crosstabulation	Yes	Count	3	4	0	0	0	0	0	7
		% within Q45k	42.86%	57.14%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	7.14%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	5.04%
	No	Count	39	28	10	1	24	29	1	132
		% within Q45k	29.55%	21.21%	7.58%	0.76%	18.18%	21.97%	0.76%	100.00%
		% within Business Ownership	92.86%	87.50%	100.00%	100.00%	100.00%	100.00%	100.00%	94.96%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q45k	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	Count	42	32	10	1	24	29	1	139	
	% within Q45k	30.22%	23.02%	7.19%	0.72%	17.27%	20.86%	0.72%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

		Business Ownership								Total
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			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q45l- Thinking about HABC contracts, have any of the following been a barrier to attempting to do work or working on the HABC's projects? Competing with large companies* Business Ownership Crosstabulation	Yes	Count	5	12	2	0	7	2	0	28
		% within Q45l	17.86%	42.86%	7.14%	0.00%	25.00%	7.14%	0.00%	100.00%
		% within Business Ownership	13.51%	44.44%	22.22%	0.00%	31.82%	7.14%	0.00%	22.40%
	No	Count	32	15	7	1	15	26	1	97
		% within Q45l	32.99%	15.46%	7.22%	1.03%	15.46%	26.80%	1.03%	100.00%
		% within Business Ownership	86.49%	55.56%	77.78%	100.00%	68.18%	92.86%	100.00%	77.60%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q45l	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	37	27	9	1	22	28	1	125
		% within Q45l	29.60%	21.60%	7.20%	0.80%	17.60%	22.40%	0.80%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership						Total	
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q45m- Thinking about HABC contracts, have any of the following been a barrier to attempting to do work or working on	Yes	Count	0	2	1	0	0	0	0	3
		% within Q45m	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	6.90%	11.11%	0.00%	0.00%	0.00%	0.00%	2.24%
	No	Count	43	27	8	1	23	29	0	131

the HABC's projects? Financing * Business Ownership Crosstabulation		% within Q45m	32.82%	20.61%	6.11%	0.76%	17.56%	22.14%	0.00%	100.00%
		% within Business Ownership	100.00%	93.10%	88.89%	100.00%	100.00%	100.00%	0.00%	97.76%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q45m	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	Count	43	29	9	1	23	29	0	134	
	% within Q45m	32.09%	21.64%	6.72%	0.75%	17.16%	21.64%	0.00%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	
		Business Ownership								
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	Total
Q45n- Thinking about HABC contracts, have any of the following been a barrier to attempting to do work or working on the HABC's projects? Lack of experience * Business Ownership Crosstabulation	Yes	Count	0	1	0	0	0	0	0	1
		% within Q45n	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.71%
	No	Count	42	32	10	2	24	29	1	140
		% within Q45n	30.00%	22.86%	7.14%	1.43%	17.14%	20.71%	0.71%	100.00%
		% within Business Ownership	100.00%	96.97%	100.00%	100.00%	100.00%	100.00%	100.00%	99.29%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q45n	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	Count	42	33	10	2	24	29	1	141	

	% within Q45n	29.79%	23.40%	7.09%	1.42%	17.02%	20.57%	0.71%	100.00%
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership						Total	
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE		Don't Know
Q45o- Thinking about HABC contracts, have any of the following been a barrier to attempting to do work or working on the HABC's projects? Contract too large * Business Ownership Crosstabulation	Yes	Count	2	3	2	0	0	0	0	7
		% within Q45o	28.57%	42.86%	28.57%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	4.76%	9.09%	20.00%	0.00%	0.00%	0.00%	0.00%	5.07%
	No	Count	40	30	8	2	23	28	0	131
		% within Q45o	30.53%	22.90%	6.11%	1.53%	17.56%	21.37%	0.00%	100.00%
		% within Business Ownership	95.24%	90.91%	80.00%	100.00%	100.00%	100.00%	0.00%	94.93%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q45o	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Total		Count	42	33	10	2	23	28	0
		% within Q45o	30.43%	23.91%	7.25%	1.45%	16.67%	20.29%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership						Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know

Q45p- Thinking about HABC contracts, have any of the following been a barrier to attempting to do work or working on the HABC's projects? Informal network of prime contractors and subcontractors that has excluded my company from doing business ("good ole boy" network) * Business Ownership Crosstabulation	Yes	Count	1	11	3	0	4	0	0	19
		% within Q45p	5.26%	57.89%	15.79%	0.00%	21.05%	0.00%	0.00%	100.00%
		% within Business Ownership	2.56%	37.93%	30.00%	0.00%	16.67%	0.00%	0.00%	14.39%
	No	Count	38	18	7	2	20	28	0	113
		% within Q45p	33.63%	15.93%	6.19%	1.77%	17.70%	24.78%	0.00%	100.00%
		% within Business Ownership	97.44%	62.07%	70.00%	100.00%	83.33%	100.00%	0.00%	85.61%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q45p	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	Count	39	29	10	2	24	28	0	132	
	% within Q45p	29.55%	21.97%	7.58%	1.52%	18.18%	21.21%	0.00%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	

		Business Ownership							Total	
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q45q- Thinking about HABC contracts, have any of the following been a barrier to attempting to do work or working on the HABC's projects? Changes in the	Yes	Count	2	3	0	0	2	0	0	7
		% within Q45q	28.57%	42.86%	0.00%	0.00%	28.57%	0.00%	0.00%	100.00%
		% within Business Ownership	4.65%	9.68%	0.00%	0.00%	8.33%	0.00%	0.00%	5.04%
	No	Count	41	28	10	2	22	29	0	132
		% within Q45q	31.06%	21.21%	7.58%	1.52%	16.67%	21.97%	0.00%	100.00%

scope of work (after work began)* Business Ownership Crosstabulation		% within Business Ownership	95.35%	90.32%	100.00%	100.00%	91.67%	100.00%	0.00%	94.96%	
	Don't know	Count	0	0	0	0	0	0	0	0	
		% within Q45q	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	43	31	10	2	24	29	0	139	
		% within Q45q	30.94%	22.30%	7.19%	1.44%	17.27%	20.86%	0.00%	100.00%	
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	

			Business Ownership						Total	
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE		Don't Know
Q45r- Thinking about HABC contracts, have any of the following been a barrier to attempting to do work or working on the HABC's projects? Slow payment or non-payment for project work * Business Ownership Crosstabulation	Yes	Count	6	8	2	0	3	1	0	20
		% within Q45r	30.00%	40.00%	10.00%	0.00%	15.00%	5.00%	0.00%	100.00%
		% within Business Ownership	15.79%	30.77%	20.00%	0.00%	13.64%	3.70%	0.00%	16.13%
	No	Count	32	18	8	1	19	26	0	104
		% within Q45r	30.77%	17.31%	7.69%	0.96%	18.27%	25.00%	0.00%	100.00%
		% within Business Ownership	84.21%	69.23%	80.00%	100.00%	86.36%	96.30%	0.00%	83.87%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q45r	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	38	26	10	1	22	27	0	124

	% within Q45r	30.65%	20.97%	8.06%	0.81%	17.74%	21.77%	0.00%	100.00%
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q46-Have you or your company experienced any of the following DISCRIMINATORY BEHAVIOR when attempting to do work or working on HABC projects? Harassment on the jobsite * Business Ownership Crosstabulation	Yes	Count	1	1	0	0	0	0	0	2
		% within Q46a	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	2.33%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	1.39%
	No	Count	42	34	11	2	24	29	0	142
		% within Q46a	29.58%	23.94%	7.75%	1.41%	16.90%	20.42%	0.00%	100.00%
		% within Business Ownership	97.67%	97.14%	100.00%	100.00%	100.00%	100.00%	0.00%	98.61%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q46a	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	43	35	11	2	24	29	0	144
		% within Q46a	29.86%	24.31%	7.64%	1.39%	16.67%	20.14%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q46-Have you or your company experienced any of the following DISCRIMINATORY BEHAVIOR when attempting to do work or working on HABC projects? Unequal or unfair treatment * Business Ownership Crosstabulation	Yes	Count	0	1	0	0	0	0	0	1
		% within Q46b	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	3.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.73%
	No	Count	42	30	10	2	23	29	0	136
		% within Q46b	30.88%	22.06%	7.35%	1.47%	16.91%	21.32%	0.00%	100.00%
		% within Business Ownership	100.00%	96.77%	100.00%	100.00%	100.00%	100.00%	0.00%	99.27%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q46b	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	42	31	10	2	23	29	0	137
		% within Q46b	30.66%	22.63%	7.30%	1.46%	16.79%	21.17%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q46-Have you or your company experienced any of the following DISCRIMINATORY BEHAVIOR when attempting to do work or working on HABC projects? Double standards in performance* Business Ownership Crosstabulation	Yes	Count	0	4	0	0	0	0	0	4
		% within Q46c	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	2.90%
	No	Count	42	28	10	2	23	29	0	134
		% within Q46c	31.34%	20.90%	7.46%	1.49%	17.16%	21.64%	0.00%	100.00%
		% within Business Ownership	100.00%	87.50%	100.00%	100.00%	100.00%	100.00%	0.00%	97.10%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q46c	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	42	32	10	2	23	29	0	138
		% within Q46c	30.43%	23.19%	7.25%	1.45%	16.67%	21.01%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	Total

Q46-Have you or your company experienced any of the following DISCRIMINATORY BEHAVIOR when attempting to do work or working on HABC projects? Denial of opportunity to bid * Business Ownership Crosstabulation	Yes	Count	1	1	0	0	0	0	0	2	
		% within Q46d	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	2.27%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.41%
	No	Count	43	31	10	2	24	29	1	140	
		% within Q46d	30.71%	22.14%	7.14%	1.43%	17.14%	20.71%	0.71%	100.00%	
		% within Business Ownership	97.73%	96.88%	100.00%	100.00%	100.00%	100.00%	100.00%	98.59%	
	Don't know	Count	0	0	0	0	0	0	0	0	
		% within Q46d	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	Total	Count	44	32	10	2	24	29	1	142	
% within Q46d		30.99%	22.54%	7.04%	1.41%	16.90%	20.42%	0.70%	100.00%		
% within Business Ownership		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%		

		Business Ownership							Total	
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q46-Have you or your company experienced any of	Yes	Count	0	3	0	0	0	0	0	3
		% within Q46e	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

the following DISCRIMINATORY BEHAVIOR when attempting to do work or working on HABC projects? Unfair denial of contract award * Business Ownership Crosstabulation	No	% within Business Ownership	0.00%	9.38%	0.00%	0.00%	0.00%	0.00%	0.00%	2.13%	
		Count	44	29	10	2	24	29	0	138	
		% within Q46e	31.88%	21.01%	7.25%	1.45%	17.39%	21.01%	0.00%	100.00%	
	Don't know	% within Business Ownership	100.00%	90.63%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	97.87%
		Count	0	0	0	0	0	0	0	0	
		% within Q46e	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	Count	44	32	10	2	24	29	0	141		
	% within Q46e	31.21%	22.70%	7.09%	1.42%	17.02%	20.57%	0.00%	100.00%		
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	

		Business Ownership							Total		
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/ American Indian	Nonminority Female	Non- M/WBE	Don't Know			
Q46-Have you or your company experienced any of the following DISCRIMINATORY BEHAVIOR when attempting to do work or working on	Yes	Count	0	0	0	0	0	0	0	0	
		% within Q46f	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		Count	43	34	10	2	24	29	0	142	

HABC projects? Unfair contract termination * Business Ownership Crosstabulation		% within Q46f	30.28%	23.94%	7.04%	1.41%	16.90%	20.42%	0.00%	100.00%	
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%
	Don't know	Count	0	0	0	0	0	0	0	0	0
		% within Q46f	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	Count	43	34	10	2	24	29	0	142		
	% within Q46f	30.28%	23.94%	7.04%	1.41%	16.90%	20.42%	0.00%	100.00%		
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%		

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q46-Have you or your company experienced any of the following DISCRIMINATORY BEHAVIOR when attempting to do work or working on HABC projects? Unequal price quotes from suppliers * Business	Yes	Count	0	2	0	0	0	0	0	2
		% within Q46g	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	6.45%	0.00%	0.00%	0.00%	0.00%	0.00%	1.43%
	No	Count	44	29	10	2	24	29	138	
		% within Q46g	31.88%	21.01%	7.25%	1.45%	17.39%	21.01%	100.00%	
		% within Business Ownership	100.00%	93.55%	100.00%	100.00%	100.00%	100.00%	0.00%	98.57%

Ownership Crosstabulation	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q46g	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	Count	44	31	10	2	24	29	0	140	
	% within Q46g	31.43%	22.14%	7.14%	1.43%	17.14%	20.71%	0.00%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q46-Have you or your company experienced any of the following DISCRIMINATORY BEHAVIOR when attempting to do work or working on HABC projects? Other * Business Ownership Crosstabulation	Yes	Count	0	0	0	0	0	0	0	0
		% within Q46h	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	No	Count	32	17	10	2	22	27	0	110
		% within Q46h	29.09%	15.45%	9.09%	1.82%	20.00%	24.55%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%	0.00%	100.00%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q46h	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	32	17	10	2	22	27	0	110
		% within Q46h	29.09%	15.45%	9.09%	1.82%	20.00%	24.55%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	0.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q48-Have you or your company experienced discrimination on HABC contracts due to the owner's: Race or ethnicity * Business Ownership Crosstabulation	Yes	Count	1	6	0	0	0	0	0	7
		% within Q48a	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	4.17%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	10.29%
	No	Count	23	26	3	1	3	5	0	61
		% within Q48a	37.70%	42.62%	4.92%	1.64%	4.92%	8.20%	0.00%	100.00%
		% within Business Ownership	95.83%	81.25%	100.00%	100.00%	100.00%	100.00%	0.00%	89.71%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q48a	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	24	32	3	1	3	5	0	68
		% within Q48a	35.29%	47.06%	4.41%	1.47%	4.41%	7.35%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q48-Have you or your company experienced discrimination on HABC contracts due to the owner's: Gender * Business Ownership Crosstabulation	Yes	Count	0	3	0	0	0	0	0	3
		% within Q48b	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	10.71%	0.00%	0.00%	0.00%	0.00%	0.00%	4.92%
	No	Count	21	25	3	1	3	5		58
		% within Q48b	36.21%	43.10%	5.17%	1.72%	5.17%	8.62%	0.00%	100.00%
		% within Business Ownership	100.00%	89.29%	100.00%	100.00%	100.00%	100.00%	0.00%	95.08%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q48b	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	21	28	3	1	3	5	0	61
		% within Q48b	34.43%	45.90%	4.92%	1.64%	4.92%	8.20%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q48-Have you or your company experienced discrimination on HABC contracts due to the	Yes	Count	0	0	0	0	0	0	0	0
		% within Q48c	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

owner's: Veteran status * Business Ownership Crosstabulation	No	Count	0	0	0	0	0	0	0	0	
		% within Q48c	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Don't know	Count	0	0	0	0	0	0	0	0	0
		% within Q48c	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	Count	0	0	0	0	0	0	0	0	0	
	% within Q48c	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

		Business Ownership								Total
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/ American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q48-Have you or your company experienced discrimination on HABC contracts due to the owner's: Disability* Business Ownership Crosstabulation	Yes	Count	0	0	0	0	0	0	0	0
		% within Q48d	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	No	Count	0	0	0	0	0	0	0	0
		% within Q48d	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q48d	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	0	0	0	0	0	0	0	0
		% within Q48d	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

		Business Ownership								Total
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q48-Have you or your company experienced discrimination on HABC contracts due to the owner's: Sexual or gender identity * Business Ownership Crosstabulation	Yes	Count	0	0	0	0	0	0	0	0
		% within Q48e	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	No	Count	0	0	0	0	0	0	0	0
		% within Q48e	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q48e	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	Count	0	0	0	0	0	0	0	0	
	% within Q48e	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

			Business Ownership						Total	
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE		Don't Know
Q51- Did you file a complaint? * Business Ownership Crosstabulation	Yes	Count	2	4	1	0	0	0	0	7
		% within Q51	28.57%	57.14%	14.29%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	11.11%	11.11%	33.33%	0.00%	0.00%	0.00%	0.00%	10.61%
	No	Count	16	32	2	1	3	4	1	59
		% within Q51	27.12%	54.24%	3.39%	1.69%	5.08%	6.78%	1.69%	100.00%
		% within Business Ownership	88.89%	88.89%	66.67%	100.00%	100.00%	100.00%	100.00%	89.39%
Total		Count	18	36	3	1	3	4	1	66
		% within Q51	27.27%	54.55%	4.55%	1.52%	4.55%	6.06%	1.52%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership						Total	
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE		Don't Know
Q53-Have you or your company experienced any DISCRIMINATORY BEHAVIOR when attempting to do work or working in the PRIVATE SECTOR? * Business	Yes	Count	7	0	2	0	5	0	0	14
		% within Q53	50.00%	0.00%	14.29%	0.00%	35.71%	0.00%	0.00%	100.00%
		% within Business Ownership	14.29%	0.00%	14.29%	0.00%	5.88%	0.00%	0.00%	5.32%
	No	Count	37	28	12	1	70	77	0	225
		% within Q53	16.44%	12.44%	5.33%	0.44%	31.11%	34.22%	0.00%	100.00%

Ownership Crosstabulation		% within Business Ownership	75.51%	93.33%	85.71%	100.00%	82.35%	91.67%	0.00%	85.55%
		Do not work in the private sector	Count	3	1	0	0	10	6	0
% within Q53	15.00%		5.00%	0.00%	0.00%	50.00%	30.00%	0.00%	100.00%	
% within Business Ownership	6.12%		3.33%	0.00%	0.00%	11.76%	7.14%	0.00%	7.60%	
Don't know	Count	2	1	0	0	0	1	0	4	
	% within Q53	50.00%	25.00%	0.00%	0.00%	0.00%	25.00%	0.00%	100.00%	
	% within Business Ownership	4.08%	3.33%	0.00%	0.00%	0.00%	1.19%	0.00%	1.52%	
Total	Count	49	30	14	1	85	84	0	263	
	% within Q53	18.63%	11.41%	5.32%	0.38%	32.32%	31.94%	0.00%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	

		Business Ownership							Total	
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q54- Which of the following DISCRIMINATORY BEHAVIOR have you experienced when attempting to do work or working in the PRIVATE SECTOR (non-government)? Harrassment on the jobsite *	Yes	Count	4	8	1	1	1	0	0	15
		% within Q54a	26.67%	53.33%	6.67%	6.67%	6.67%	0.00%	0.00%	100.00%
		% within Business Ownership	12.90%	25.81%	20.00%	100.00%	11.11%	0.00%	0.00%	18.29%
	No	Count	27	23	4	0	8	4	1	67
		% within Q54a	40.30%	34.33%	5.97%	0.00%	11.94%	5.97%	1.49%	100.00%
		% within Business Ownership	87.10%	74.19%	80.00%	0.00%	88.89%	100.00%	100.00%	81.71%

Business Ownership Crosstabulation										
Total	Count	31	31	5	1	9	4	1	82	
	% within Q54a	37.80%	37.80%	6.10%	1.22%	10.98%	4.88%	1.22%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

		Business Ownership								Total
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q54- Which of the following DISCRIMINATORY BEHAVIOR have you experienced when attempting to do work or working in the PRIVATE SECTOR (non-government)? Unequal or unfair treatment * Business Ownership Crosstabulation	Yes	Count	12	15	2	0	3	1	1	34
		% within Q54b	35.29%	44.12%	5.88%	0.00%	8.82%	2.94%	2.94%	100.00%
		% within Business Ownership	37.50%	42.86%	40.00%	0.00%	33.33%	25.00%	100.00%	39.08%
	No	Count	20	20	3	1	6	3	0	53
		% within Q54b	37.74%	37.74%	5.66%	1.89%	11.32%	5.66%	0.00%	100.00%
		% within Business Ownership	62.50%	57.14%	60.00%	100.00%	66.67%	75.00%	0.00%	60.92%
Total		Count	32	35	5	1	9	4	1	87
		% within Q54b	36.78%	40.23%	5.75%	1.15%	10.34%	4.60%	1.15%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q54- Which of the following DISCRIMINATORY BEHAVIOR have you experienced when attempting to do work or working in the PRIVATE SECTOR (non-government)? Double standards in performance * Business Ownership Crosstabulation	Yes	Count	10	12	2	0	0	0	1	25
		% within Q54c	40.00%	48.00%	8.00%	0.00%	0.00%	0.00%	4.00%	100.00%
		% within Business Ownership	31.25%	34.29%	40.00%	0.00%	0.00%	0.00%	100.00%	28.74%
	No	Count	22	20	3	1	9	4	0	59
		% within Q54c	37.29%	33.90%	5.08%	1.69%	15.25%	6.78%	0.00%	100.00%
		% within Business Ownership	68.75%	57.14%	60.00%	100.00%	100.00%	100.00%	0.00%	67.82%
Total		Count	32	32	5	1	9	4	1	84
		% within Q54c	38.10%	38.10%	5.95%	1.19%	10.71%	4.76%	1.19%	100.00%
		% within Business Ownership	100.00%	91.43%	100.00%	100.00%	100.00%	100.00%	100.00%	96.55%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q54- Which of the following DISCRIMINATORY BEHAVIOR have you experienced when attempting to do work or	Yes	Count	5	10	1	0	2	0	0	18
		% within Q54d	27.78%	55.56%	5.56%	0.00%	11.11%	0.00%	0.00%	100.00%
		% within Business Ownership	15.63%	28.57%	20.00%	0.00%	22.22%	0.00%	0.00%	20.69%
	No	Count	25	21	4	1	7	4	1	63
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

working in the PRIVATE SECTOR (non-government)? Denial of opportunity to bid * Business Ownership Crosstabulation	% within Q54d	39.68%	33.33%	6.35%	1.59%	11.11%	6.35%	1.59%	100.00%
	% within Business Ownership	78.13%	60.00%	80.00%	100.00%	77.78%	100.00%	100.00%	72.41%
Total	Count	30	31	5	1	9	4	1	81
	% within Q54d	37.04%	38.27%	6.17%	1.23%	11.11%	4.94%	1.23%	100.00%
	% within Business Ownership	93.75%	88.57%	100.00%	100.00%	100.00%	100.00%	100.00%	93.10%

		Business Ownership							Total	
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q54- Which of the following DISCRIMINATORY BEHAVIOR have you experienced when attempting to do work or working in the PRIVATE SECTOR (non-government)? Unfair denial of contract award * Business Ownership Crosstabulation	Yes	Count	4	13	2	0	1	0	0	20
		% within Q54e	20.00%	65.00%	10.00%	0.00%	5.00%	0.00%	0.00%	100.00%
		% within Business Ownership	12.50%	37.14%	40.00%	0.00%	11.11%	0.00%	0.00%	22.99%
	No	Count	26	21	3	1	8	5	1	65
		% within Q54e	40.00%	32.31%	4.62%	1.54%	12.31%	7.69%	1.54%	100.00%
		% within Business Ownership	81.25%	60.00%	60.00%	100.00%	88.89%	125.00%	100.00%	74.71%
Total	Count	30	34	5	1	9	5	1	85	
	% within Q54e	35.29%	40.00%	5.88%	1.18%	10.59%	5.88%	1.18%	100.00%	

	% within Business Ownership	93.75%	97.14%	100.00%	100.00%	100.00%	125.00%	100.00%	97.70%
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			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q54- Which of the following DISCRIMINATORY BEHAVIOR have you experienced when attempting to do work or working in the PRIVATE SECTOR (non-government)? Unfair contract termination * Business Ownership Crosstabulation	Yes	Count	1	4	1	0	1	1	0	8
		% within Q54f	12.50%	50.00%	12.50%	0.00%	12.50%	12.50%	0.00%	100.00%
		% within Business Ownership	3.13%	11.43%	20.00%	0.00%	11.11%	25.00%	0.00%	9.20%
	No	Count	29	27	4	1	8	3	1	73
		% within Q54f	39.73%	36.99%	5.48%	1.37%	10.96%	4.11%	1.37%	100.00%
		% within Business Ownership	90.63%	77.14%	80.00%	100.00%	88.89%	75.00%	100.00%	83.91%
Total		Count	30	31	5	1	9	4	1	81
		% within Q54f	37.04%	38.27%	6.17%	1.23%	11.11%	4.94%	1.23%	100.00%
		% within Business Ownership	93.75%	88.57%	100.00%	100.00%	100.00%	100.00%	100.00%	93.10%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q54- Which of the following DISCRIMINATORY	Yes	Count	4	9	2	0	1	0	1	17
		% within Q54g	23.53%	52.94%	11.76%	0.00%	5.88%	0.00%	5.88%	100.00%

BEHAVIOR have you experienced when attempting to do work or working in the PRIVATE SECTOR (non-government)? Unequal price quotes from suppliers * Business Ownership Crosstabulation	No	% within Business Ownership	12.50%	25.71%	40.00%	0.00%	11.11%	0.00%	100.00%	19.54%
		Count	26	22	3	1	8	4	0	64
		% within Q54g	40.63%	34.38%	4.69%	1.56%	12.50%	6.25%	0.00%	100.00%
		% within Business Ownership	81.25%	62.86%	60.00%	100.00%	88.89%	100.00%	0.00%	73.56%
Total		Count	30	31	5	1	9	4	1	81
		% within Q54g	37.04%	38.27%	6.17%	1.23%	11.11%	4.94%	1.23%	100.00%
		% within Business Ownership	93.75%	88.57%	100.00%	100.00%	100.00%	100.00%	100.00%	93.10%

		Business Ownership								Total
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q54- Which of the following DISCRIMINATORY BEHAVIOR have you experienced when attempting to do work or working in the PRIVATE SECTOR (non-government)? Other * Business Ownership Crosstabulation	Yes	Count	0	2	0	0	2	0	0	4
		% within Q54h	0.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	5.71%	0.00%	0.00%	22.22%	0.00%	0.00%	4.60%
	No	Count	15	12	3	1	5	2	1	39
		% within Q54h	38.46%	30.77%	7.69%	2.56%	12.82%	5.13%	2.56%	100.00%
		% within Business Ownership	46.88%	34.29%	60.00%	100.00%	55.56%	50.00%	100.00%	44.83%
Total	Count	15	14	3	1	7	2	1	43	

	% within Q54h	34.88%	32.56%	6.98%	2.33%	16.28%	4.65%	2.33%	100.00%
	% within Business Ownership	46.88%	40.00%	60.00%	100.00%	77.78%	50.00%	100.00%	49.43%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q56- Which of the following do you consider the REASON(S) for your company being discriminated against on PRIVATE SECTOR (non-government) contracts or projects? Race or ethnicity * Business Ownership Crosstabulation	Yes	Count	1	6	0	0	0	0	0	7
		% within Q56a	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	4.17%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	10.29%
	No	Count	23	26	3	1	3	5	0	61
		% within Q56a	37.70%	42.62%	4.92%	1.64%	4.92%	8.20%	0.00%	100.00%
		% within Business Ownership	95.83%	81.25%	100.00%	100.00%	100.00%	100.00%	0.00%	89.71%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q56a	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	24	32	3	1	3	5	0	68
		% within Q56a	35.29%	47.06%	4.41%	1.47%	4.41%	7.35%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q56-Which of the following do you consider the REASON(S) for your company being discriminated against on PRIVATE SECTOR (non-government) contracts or projects? Gender * Business Ownership Crosstabulation	Yes	Count	0	3	0	0	0	0	0	3
		% within Q56b	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	10.71%	0.00%	0.00%	0.00%	0.00%	0.00%	4.92%
	No	Count	21	25	3	1	3	5	0	58
		% within Q56b	36.21%	43.10%	5.17%	1.72%	5.17%	8.62%	0.00%	100.00%
		% within Business Ownership	100.00%	89.29%	100.00%	100.00%	100.00%	100.00%	0.00%	95.08%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q56b	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	21	28	3	1	3	5	0	61
		% within Q56b	34.43%	45.90%	4.92%	1.64%	4.92%	8.20%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q56-Which of the following do you consider the REASON(S) for your company being discriminated against on PRIVATE SECTOR (non-government) contracts or projects? Veteran status * Business Ownership Crosstabulation	Yes	Count	0	0	0	0	0	0	0	0
		% within Q56c	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	No	Count	0	0	0	0	0	0	0	0
		% within Q56c	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q56c	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	0	0	0	0	0	0	0	
		% within Q56c	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q56-Which of the following do you consider the REASON(S) for your company being discriminated against on PRIVATE SECTOR (non-government) contracts or projects? Disability* Business Ownership Crosstabulation	Yes	Count	0	0	0	0	0	0	0	0
		% within Q56d	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	No	Count	0	0	0	0	0	0	0	0
		% within Q56d	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q56d	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	Count	0	0	0	0	0	0	0	0	
	% within Q56d	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q56-Which of the following do you consider the REASON(S) for your company being discriminated against on PRIVATE SECTOR (non-government) contracts or projects? Sexual or gender identity * Business Ownership Crosstabulation	Yes	Count	0	0	0	0	0	0	0	0
		% within Q56e	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	No	Count	0	0	0	0	0	0	0	0
		% within Q56e	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q56e	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	Count	0	0	0	0	0	0	0	0	
	% within Q56e	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q58- Have you applied for a loan or business credit in the last 12 months? * Business Ownership Crosstabulation	Yes	Count	20	22	3	1	10	10	1	67
		% within Q58	29.85%	32.84%	4.48%	1.49%	14.93%	14.93%	1.49%	100.00%
		% within Business Ownership	66.67%	81.48%	100.00%	100.00%	55.56%	40.00%	100.00%	63.81%
	No	Count	43	44	14	1	71	65	0	238
		% within Q58	18.07%	18.49%	5.88%	0.42%	29.83%	27.31%	0.00%	100.00%
		% within Business Ownership	143.33%	162.96%	466.67%	100.00%	394.44%	260.00%	0.00%	226.67%
	Don't know	Count	10	5	0	0	8	15	0	38
		% within Q58	26.32%	13.16%	0.00%	0.00%	21.05%	39.47%	0.00%	100.00%
		% within Business Ownership	33.33%	18.52%	0.00%	0.00%	44.44%	60.00%	0.00%	36.19%
Total		Count	30	27	3	1	18	25	1	105
		% within Q58	28.57%	25.71%	2.86%	0.95%	17.14%	23.81%	0.95%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q59- What was the reason for applying for a	Yes	Count	1	6	0	0	0	0	0	7
		% within Q59a	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%

loan or credit? Operating Expense* Business Ownership Crosstabulation	No	% within Business Ownership	4.17%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	10.29%
		Count	23	26	3	1	3	5	0	61
		% within Q59a	37.70%	42.62%	4.92%	1.64%	4.92%	8.20%	0.00%	100.00%
	Don't know	% within Business Ownership	95.83%	81.25%	100.00%	100.00%	100.00%	100.00%	0.00%	89.71%
		Count	0	0	0	0	0	0	0	0
		% within Q59a	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Total	% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Count		24	32	3	1	3	5	0	68	
% within Q59a		35.29%	47.06%	4.41%	1.47%	4.41%	7.35%	0.00%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	

		Business Ownership							Total	
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/ American Indian	Nonminority Female	Non- M/WBE	Don't Know		
Q59- What was the reason for applying for a loan or credit? Business expansion* Business Ownership Crosstabulation	Yes	Count	1	6	0	0	0	0	0	7
		% within Q59b	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	4.17%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	10.29%
	No	Count	23	26	3	1	3	5	0	61
		% within Q59b	37.70%	42.62%	4.92%	1.64%	4.92%	8.20%	0.00%	100.00%
		% within Business Ownership	95.83%	81.25%	100.00%	100.00%	100.00%	100.00%	0.00%	89.71%
		Count	0	0	0	0	0	0	0	0

	Don't know	% within Q59b	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	24	32	3	1	3	5	0	68
		% within Q59b	35.29%	47.06%	4.41%	1.47%	4.41%	7.35%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q59- What was the reason for applying for a loan or credit? Loss of revenue due to COVID-19* Business Ownership Crosstabulation	Yes	Count	1	6	0	0	0	0	0	7
		% within Q59c	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	4.17%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	10.29%
	No	Count	23	26	3	1	3	5	0	61
		% within Q59c	37.70%	42.62%	4.92%	1.64%	4.92%	8.20%	0.00%	100.00%
		% within Business Ownership	95.83%	81.25%	100.00%	100.00%	100.00%	100.00%	0.00%	89.71%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q59c	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	24	32	3	1	3	5	0	68
		% within Q59c	35.29%	47.06%	4.41%	1.47%	4.41%	7.35%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q59- What was the reason for applying for a loan or credit? Equipment purchase * Business Ownership Crosstabulation	Yes	Count	1	6	0	0	0	0	0	7
		% within Q59d	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	4.17%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	10.29%
	No	Count	23	26	3	1	3	5	0	61
		% within Q59d	37.70%	42.62%	4.92%	1.64%	4.92%	8.20%	0.00%	100.00%
		% within Business Ownership	95.83%	81.25%	100.00%	100.00%	100.00%	100.00%	0.00%	89.71%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q59d	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	24	32	3	1	3	5	0	68
		% within Q59d	35.29%	47.06%	4.41%	1.47%	4.41%	7.35%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q59- What was the reason for applying for a	Yes	Count	1	6	0	0	0	0	0	7
		% within Q59e	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%

loan or credit? Building purchase* Business Ownership Crosstabulation	No	% within Business Ownership	4.17%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	10.29%
		Count	23	26	3	1	3	5	0	61
		% within Q59e	37.70%	42.62%	4.92%	1.64%	4.92%	8.20%	0.00%	100.00%
	Don't know	% within Business Ownership	95.83%	81.25%	100.00%	100.00%	100.00%	100.00%	0.00%	89.71%
		Count	0	0	0	0	0	0	0	0
		% within Q59e	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Total	% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Count		24	32	3	1	3	5	0	68	
% within Q59e		35.29%	47.06%	4.41%	1.47%	4.41%	7.35%	0.00%	100.00%	
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

		Business Ownership							Total	
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q59- What was the reason for applying for a loan or credit? Other* Business Ownership Crosstabulation	Yes	Count	1	6	0	0	0	0	0	7
		% within Q59f	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	4.17%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	10.29%
	No	Count	23	26	3	1	3	5	0	61
		% within Q59f	37.70%	42.62%	4.92%	1.64%	4.92%	8.20%	0.00%	100.00%
		% within Business Ownership	95.83%	81.25%	100.00%	100.00%	100.00%	100.00%	0.00%	89.71%
			Count	0	0	0	0	0	0	0

	Don't know	% within Q59f	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	24	32	3	1	3	5	0	68
		% within Q59f	35.29%	47.06%	4.41%	1.47%	4.41%	7.35%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q61- What was your primary reason for not applying for credit? * Business Ownership Crosstabulation	Have sufficient financing	Count	34	32	11	1	61	58	0	197
		% within Q61	17.26%	16.24%	5.58%	0.51%	30.96%	29.44%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	85.92%	86.57%	0.00%	82.08%
	Debt Averse	Count	3	5	1	0	2	3	0	14
		% within Q61	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	2.82%	4.48%	0.00%	5.83%
	Credit interest rate too high	Count	2	3	1	0	7	5	0	18
		% within Q61	11.11%	16.67%	5.56%	0.00%	38.89%	27.78%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	9.86%	7.46%	0.00%	7.50%
	No established business credit	Count	3	4	0	0	1	0	0	8
		% within Q61	37.50%	50.00%	0.00%	0.00%	12.50%	0.00%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	1.41%	0.00%	0.00%	3.33%
	Other	Count	1	0	1	0	0	1	0	3
		% within Q61	33.33%	0.00%	33.33%	0.00%	0.00%	33.33%	0.00%	100.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	1.49%	0.00%	1.25%
Total	Count	43	44	14	1	71	67	0	240	
	% within Q61	17.92%	18.33%	5.83%	0.42%	29.58%	27.92%	0.00%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q63- Was your loan or credit approved? * Business Ownership Crosstabulation	Yes	Count	20	14	3	1	10	9	1	58
		% within Q63	34.48%	24.14%	5.17%	1.72%	17.24%	15.52%	1.72%	100.00%
		% within Business Ownership	100.00%	63.64%	100.00%	100.00%	100.00%	90.00%	100.00%	86.57%
	No	Count	0	8	0	0	0	1	0	9
		% within Q63	0.00%	88.89%	0.00%	0.00%	0.00%	11.11%	0.00%	100.00%
		% within Business Ownership	0.00%	36.36%	0.00%	0.00%	0.00%	10.00%	0.00%	13.43%
Total		Count	20	22	3	1	10	10	1	67
		% within Q63	29.85%	32.84%	4.48%	1.49%	14.93%	14.93%	1.49%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q64- Why do you think your loan or credit application was denied? Insufficient Documentation* Business Ownership Crosstabulation	Yes	Count	1	6	0	0	0	0	0	7
		% within Q64a	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	4.17%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	10.29%
	No	Count	23	26	3	1	3	5	0	61
		% within Q64a	37.70%	42.62%	4.92%	1.64%	4.92%	8.20%	0.00%	100.00%

		% within Business Ownership	95.83%	81.25%	100.00%	100.00%	100.00%	100.00%	0.00%	89.71%	
		Don't know	Count	0	0	0	0	0	0	0	0
		% within Q64a	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	Count		24	32	3	1	3	5	0	68	
	% within Q64a		35.29%	47.06%	4.41%	1.47%	4.41%	7.35%	0.00%	100.00%	
	% within Business Ownership		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q64- Why do you think your loan or credit application was denied? Insufficient Business Process* Business Ownership Crosstabulation	Yes	Count	1	6	0	0	0	0	0	7
		% within Q64b	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	4.17%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	10.29%
	No	Count	23	26	3	1	3	5	0	61
		% within Q64b	37.70%	42.62%	4.92%	1.64%	4.92%	8.20%	0.00%	100.00%
		% within Business Ownership	95.83%	81.25%	100.00%	100.00%	100.00%	100.00%	0.00%	89.71%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q64b	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Total		Count	24	32	3	1	3	5	0

	% within Q64b	35.29%	47.06%	4.41%	1.47%	4.41%	7.35%	0.00%	100.00%
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	Total
Q64- Why do you think your loan or credit application was denied?Confusion about the process* Business Ownership Crosstabulation	Yes	Count	1	6	0	0	0	0	0	7
		% within Q64c	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	4.17%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	10.29%
	No	Count	23	26	3	1	3	5	0	61
		% within Q64c	37.70%	42.62%	4.92%	1.64%	4.92%	8.20%	0.00%	100.00%
		% within Business Ownership	95.83%	81.25%	100.00%	100.00%	100.00%	100.00%	0.00%	89.71%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q64c	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	Count	24	32	3	1	3	5	0	68	
	% within Q64c	35.29%	47.06%	4.41%	1.47%	4.41%	7.35%	0.00%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	

			Business Ownership							
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	Total

Q64-Why do you think your loan or credit application was denied?Race or ethnicity of owner* Business Ownership Crosstabulation	Yes	Count	1	6	0	0	0	0	0	7
		% within Q64d	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	4.17%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	10.29%
	No	Count	23	26	3	1	3	5	0	61
		% within Q64d	37.70%	42.62%	4.92%	1.64%	4.92%	8.20%	0.00%	100.00%
		% within Business Ownership	95.83%	81.25%	100.00%	100.00%	100.00%	100.00%	0.00%	89.71%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q64d	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	Count	24	32	3	1	3	5	0	68	
	% within Q64d	35.29%	47.06%	4.41%	1.47%	4.41%	7.35%	0.00%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	

		Business Ownership							Total	
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q64- Why do you think your loan or credit application was denied? Gender of owner* Business Ownership Crosstabulation	Yes	Count	1	6	0	0	0	0	0	7
		% within Q64e	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	4.17%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	10.29%
	No	Count	23	26	3	1	3	5	0	61
		% within Q64e	37.70%	42.62%	4.92%	1.64%	4.92%	8.20%	0.00%	100.00%

		% within Business Ownership	95.83%	81.25%	100.00%	100.00%	100.00%	100.00%	0.00%	89.71%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q64e	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	24	32	3	1	3	5	0	68
		% within Q64e	35.29%	47.06%	4.41%	1.47%	4.41%	7.35%	0.00%	100.00%
		% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

		Business Ownership								Total
		African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know		
Q64- Why do you think your loan or credit application was denied? Don't know/refused* Business Ownership Crosstabulation	Yes	Count	1	6	0	0	0	0	0	7
		% within Q64f	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	4.17%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	10.29%
	No	Count	23	26	3	1	3	5	0	61
		% within Q64f	37.70%	42.62%	4.92%	1.64%	4.92%	8.20%	0.00%	100.00%
		% within Business Ownership	95.83%	81.25%	100.00%	100.00%	100.00%	100.00%	0.00%	89.71%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q64f	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total		Count	24	32	3	1	3	5	0	68

	% within Q64f	35.29%	47.06%	4.41%	1.47%	4.41%	7.35%	0.00%	100.00%
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%

			Business Ownership							Total
			African American	Asian American/Pacific Islander	Hispanic American or Latino	Native American/American Indian	Nonminority Female	Non-M/WBE	Don't Know	
Q64- Why do you think your loan or credit application was denied? Other* Business Ownership Crosstabulation	Yes	Count	1	6	0	0	0	0	0	7
		% within Q64f	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
		% within Business Ownership	4.17%	18.75%	0.00%	0.00%	0.00%	0.00%	0.00%	10.29%
	No	Count	23	26	3	1	3	5	0	61
		% within Q64f	37.70%	42.62%	4.92%	1.64%	4.92%	8.20%	0.00%	100.00%
		% within Business Ownership	95.83%	81.25%	100.00%	100.00%	100.00%	100.00%	0.00%	89.71%
	Don't know	Count	0	0	0	0	0	0	0	0
		% within Q64f	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		% within Business Ownership	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	Count	24	32	3	1	3	5	0	68	
	% within Q64f	35.29%	47.06%	4.41%	1.47%	4.41%	7.35%	0.00%	100.00%	
	% within Business Ownership	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%	

Appendix G

In-Depth Interview Guide

Pre-Interview Questions via Qualtrics – Firms that agree to participate in an interview will be provided link to complete pre-interview questions. The pre-interview will provide clarity and focus on specific questions for the interviewee.

SURVEY INTRODUCTION

The City of Baltimore (City) and Housing Authority of Baltimore City (HABC) has retained MGT Consulting Group to conduct a Disparity Study. The disparity study is a research study to determine the effectiveness of the City's and HABC's contracting practices and policies to encourage minority, women, LGBTQ+, veterans, and disabled-owned business to participate in their procurements. The purpose of this pre-interview survey is to learn more about your firm and streamline the interview to questions around your specific business experiences with the City and/or HABC. Your responses to this research survey and interview responses will be aggregated for the overall analysis and used only for the disparity study. Individual information is kept confidential.

Your firm has been randomly selected to participate in an interview of businesses to evaluate how the City/HABC buys goods and services; the subcontracting practices of prime contractors/vendors who do business with the City/HABC; and information about doing business or attempting to do business with the City/HABC and/or prime contracting.

The survey and subsequent interview should be completed by the company's Owner, CEO, President, Vice President, or other decision-making authority with in-depth knowledge of the company. Questions in this survey relate to company ownership, contracting, and experience in doing business with the City or HABC.

This is a great opportunity for you to provide feedback regarding your experience doing business with or attempting to do business with the City/HABC. The survey will only take approximately 10 minutes of your time to complete. For participating in this important research study, your firm will be entered in a drawing for a chance to win a \$500 Amazon gift card. Winners will be announced at the end of the study.

Please provide Company Name

What is your title?

- Owner
- CEO/President
- Manager/Financial Officer
- Other (What is your official title?)

Please provide your name just in case we have any further questions.

Is at least 51 percent of your company owned, managed, and controlled by a woman or women?

- Yes
- No
- Don't know

Is at least 51 percent of your company owned, managed, and controlled by a person or people of one of the following racial or ethnic group(s)?

- African American
- Asian American or Pacific Islander
- Caucasian/White
- Hispanic American or Latino
- Native American/American Indian
- Don't know
- Other - (Please specify the race or ethnicity of the owner(s)/manager(s): _____

Is at least 51 percent of your company owned, managed, and controlled by a person or people of the following groups:

- LGBTQA+
- Disabled
- Veteran

What is the highest level of education completed by the primary owner of your company?

- Some high school
- High school graduate
- Trade or technical education
- Associate Degree (AA, AS, etc.)
- Bachelor's Degree (BA, BS, etc.)
- Graduate or Professional Degree (MA, PhD, JD, etc.)
- Don't know

What is your company's primary line of business?

- Construction (for example: highway, general construction, excavating, mechanical, carpentry, site work, electrical, etc.)
 - Architectural and Engineering Services (for example: Architecture, civil engineering, environmental engineering, etc.)
 - Professional Services (for example: accounting, legal services, construction management, IT consulting, consultant, etc.)
 - Other Services (for example: maintenance services, janitorial, security, auto repair, etc.)
 - Goods (for example: furniture, computers, books, etc.)
 - Other Please explain your company's primary line of business.
-

What is the age of the company?

- 0-2 years
- 3-5 years
- 6-10 years
- 11-15 years
- 16-20 years

- 21+ years
- What is the average annual revenue of the company?
- <\$100k
- \$100k-\$500k
- \$500k-\$1M
- \$1M-\$5M
- \$5M-\$10M
- >\$10M

Do you bid or propose as:

- A prime
- A subcontractor
- Both

Between July 2014 and June 2019, have you been awarded a contract, subcontract, work order, or purchase order on a project or projects for:

- City of Baltimore
- Housing Authority of Baltimore County
- Both

Does your company hold any of the following certifications?

	Yes	No	I don't know
A. Minority Business Enterprise (MBE)			
B. Woman Business Enterprise (WBE)			
C. LGBTQA+			
D. Veteran Business Enterprise (VBE)			
E. Section 3			
F. Disabled-owned Business Enterprise (DOBE)			
G. Other			

Have any of the following been a barrier to attempting to do work or working on the City's or HABC's projects?

	Yes	No	Don't know
A. Prequalification requirements			
B. Bond requirements			
C. Proposal/bid specifications			
D. Short or limited time given to prepare bid package or quote			
E. Unnecessarily restrictive contract specifications			
F. Meeting MWBE/Section 3 program requirements			
G. Identifying MWBE/Section 3 firms			
H. Selection process/evaluation criteria			
I. Insurance requirements (general liability, professional liability, etc.)			
J. Cost of bidding/proposing			
K. Price of supplies/materials			
L. Competing with large companies			
M. Financing			
N. Lack of experience			
O. Contract too large			
P. Informal network of prime contractors and subcontractors that has excluded my company from doing business ("good ole boy" network)			
Q. Changes in the scope of work (after work began)			
R. Slow payment or non-payment for project work			

Have you ever witnessed or experienced any of the following?

Slow or non-payment.

Denial of opportunity to bid.

Unfair rejection of bid.

Bid shopping.

Bid manipulation.

Double standards for minority- or women-owned firms when performing work.

Unfair treatment regarding approval of work for minorities or women owned firms.

Unfavorable work environment for minorities or women (e.g., harassment based on race or gender on jobsites).

Any "fronts" or false reporting of good faith efforts or use of certified subs.

Unfair treatment by the City or HABC.

IN-DEPTH INTERVIEW PHONESCRIPT

READ: Hello. My name is _____ and I am calling on behalf of the City of Baltimore (City) and the Housing Authority of Baltimore City (HABC) to speak with businesses that do business or has attempted to do business with the City and HABC.

Is this _____ (Company's name)? IF COMPANY NAME VERIFIED, CONTINUE.

Are you the owner or an authorized decision maker in your company? [IF NO] May I speak with that person? [IF NO, SCHEDULE CALL-BACK]?

IF TRANSFERRED TO ANOTHER PARTY (CFO, MANAGER, ETC): READ INTRO AGAIN then ask Are you able to answer questions concerning business practices of this company? IF YES, CONTINUE.

The City of Baltimore and the Housing Authority of Baltimore City has hired MGT Consulting Group to conduct a Disparity Study to assess the City and HABC's contracting practices and Minority and Women Business Enterprise Programs.

Gathering feedback and input from businesses is one of the most important elements of the study - collecting information from firms in the Baltimore region about working in the private and public markets, and about firms' experience with the City and HABC. The results of the study will provide guidance regarding any potential changes to the agencies contracting practices and/or the MWBE Programs.

Your company was randomly selected to participate in an in-depth interview. The interview will last approximately 45 minutes.

When can we schedule your interview to receive your input and recommendations on doing business with the City or HABC?

DAY OF IN-DEPTH INTERVIEW INTRO

Thank you for agreeing to participate. Your input is very important to outcome of the disparity study. Your responses to this interview will be aggregated for the overall analysis and used only for this research study. Individual information or identifying characteristics about your company will not be published.

If you have any questions regarding the disparity study or this interview, I will be happy to provide you contact information at the end of the interview.

By participating in this interview, you acknowledge that:

The opinions and perceptions you will provide are given freely and represent an accurate reflection of your experience doing business or attempting to do business with the City and HABC.

You have not been coerced or received any remuneration for your comments.
You understand that neither your name nor your firm's name will be published in the report.
Your participation in this interview has no direct benefits to your firm or to MGT.
This is a great opportunity for you to provide feedback regarding your experience doing business with or attempting to do business with the City and HABC.
Thank you for your participation!

IN-DEPTH INTERVIEW QUESTIONNAIRE

COMPANY INFORMATION

First, please tell me about your company. Tell me about the type of work you do, etc.
How did you start your business? Why did you start your business?
What challenges did you face starting a business in your line of work?
Are there additional challenges for minorities or women starting businesses in your line of work in your region?
Have you or others experienced any barriers to entering your industry?
Have you changed the type of work you do over time? If so, why?
Have there been any changes in the size of the firm over time?
Is your firm a seasonal business?
What led to your decision to bid as a prime (or as a sub or both)?
What determines the types and sizes of projects you will consider bidding on?
Do you work on both public sector and private sector work? Tell me more about your choice.
What are the key factors that contribute to your firm's success? (relationships, equipment, financing, materials cost, insurance, etc.)
Tell me about your experience applying for credit for your business.
Have you applied for credit in the last year?
If, yes, why did you apply for a loan?
If, yes, were you approved? Did you receive the full amount requested?
If you were not approved, why do you think that is?
If you did not apply, did you feel discouraged from applying? If yes, why?
Did you experience any discrimination in the loan application process?
If yes, please tell me about it.
Have you experienced discrimination when trying to work or working on the City or HABC contracts?
If yes, please tell me about what happened and by whom.

CITY OR HABC

How do you learn about bid opportunities for the City or HABC?
Are there barriers to learning about prime or subcontract bidding opportunities?
Tell me about bidding for City or HABC projects. Have you won?
If not, why do you think you were not awarded the project?
Were you treated fairly during the bidding process?
If not, please tell me about that.

Tell me about your experience working on City or HABC projects. *(be specific about the agencies)*

Were you treated fairly when you were working on the project?

If not, please tell me what happened.

Have you experienced discrimination when trying to work or working on City or HABC projects?

If yes, please tell me about what happened.

Is there a level playing field for minority- and women-owned firms in your industry City or HABC?

Do you think minority- or women-owned firms face challenges not faced by other businesses? Why or why not?

If there are any barriers or disadvantages for certified, minority- and women-owned firms, do you have suggestions for initiatives to address them?

FOR PRIMES:

How do you hire firms as subcontractors? How are they selected?

Do you make any efforts to include certified firms in public contracts?

If so, why?

How?

Describe challenges or barriers that you might have faced when hiring and/or working with small, minority- or woman-owned businesses.

How are prime contractors/consultants encouraged to include subcontractors, M/WBE-certified firms or small businesses?

MWBE/SECTION 3 PROGRAM

Please tell me about your experience with the MWBE or Section 3 Program.

What is your opinion about the effectiveness of the program(s)?

Does the program(s) make it harder or easier to do business?

How?

Without the Program, do you think small, or minority and woman owned firms would be successful in obtaining work on City or HABC projects?

Why or why not?

Will including certified LGBTQ+, DOBE, or VBE firms the City's program assist in meeting goals?

What aspect of the Program are most helpful?

What aspect of the Program to you find the least helpful?

What business assistance and other programs does the City or HABC offer in its program(s)? *(assistance with bonding, mentor/protégé, financing, technical assistance, networking events, etc.)*

Do you have any recommendations on how the City or HABC can improve the tracking and utilization of MWBE or Section 3 firms on City or HABC projects and purchases?

In your opinion, what are the biggest obstacles faced by [MWBE or Section 3 businesses in securing prime contracts or subcontracts with the City or HABC?

PRIVATE MARKET EXPERIENCES

FOR PRIME FIRMS:

Do you make any efforts to include MWBE-certified firms on private contracts?

If so, why? How?

If not, why?

Do you use the same subs when you bid on private market contracts as you do on your bids for public projects?

If no, why?

FOR SUBS: Do primes who solicit bids from you on their public projects solicit bids from you for their private contract work?

If no, why do you think that is?

FOR ALL FIRMS:

Have you experienced discrimination when trying to work or working in the private market?

If yes, please tell me about what happened.

Have you seen or experienced any unfair treatment or disadvantages for minority- or women-owned firms in your field in the City or HABC market?

Do you think there is a “good ol’ boy” network operating in the City or HABC market?

If so, how does it manifest?

How does it impact competition?

Is there anything else that you would like to share about the City or HABC, the MWBE or Section 3 Programs, or contracting in Baltimore region?

This concludes the interview. On behalf of the City and HABC, thank you for your participation.

If you have any questions or would like more information about the disparity study, please contact Vernetta at (850) 386-3191 or vmitchell@mgtconsulting.com, or visit the study website at www.cityofbaltimore-habcdisparitystudy.com

Appendix H

City of Baltimore Stakeholder Interview Guide

INTRODUCTION

Hello, my name is _____ and I am calling on behalf of the City of Baltimore and Housing Authority of Baltimore City to gather input from area trade associations and business organization concerning the state of minority and women businesses in the Baltimore region. MGT Consulting Group is conducting a disparity study to examine the procurement of services and goods by the City and Housing, the implementation of its M/WBE programs, and information about doing business in the public and private market. It is also important to include information from the local professional organizations that serve the business community, therefore we also conduct stakeholder interviews.

Your organization has been selected to participate in a stakeholder interview. During the interview, I will ask you to share information about:

services you provide to your members or the general business community,
your relationship or interactions with the City and/or HABC,
issues or concerns held by your organization or your members regarding doing business or attempting to do business with the City and/or HABC or their primes, and
suggested recommendations to improve the city's and/or HABC's procurement process or M/WBE program implementation.

I'd like to schedule a date and time to talk with you to conduct this very important interview. Our meeting should last about an hour. When can we schedule your interview?

Name of Organization:	Industry Type:
_____	_____
Date of Confirmation Call:	Interview Date:
_____	_____

Date of Interview _____

Interviewer's Name _____

Interviewee Information	
Organization Name	
Interviewee Name	
Interviewee Title	
Interviewee Phone #	
Interviewee Email	
Type of Organization	

Please describe your organization's mission and strategic objectives.

What is your organization's catchment area?

How long has your organization been in existence?

How would you describe the economic state of minority- and women-owned firms in the Baltimore region?

Are you seeing any trends in business growth or decline?

If so, what is happening?

Does your organization recognize or identify LGBT-, veteran- and/or disabled-owned and operated firms?

Does your organization provide professional or business development program or services for your members that addresses industry best practices, economic growth, business sustainability, etc.?

If so, what are your cornerstone programs and what has been the impact to your members?

Does your organization have a working relationship or partnership with the City and/or Housing Authority? For example, work together to host events or share information, staff are members, etc.

If so, how do you work with the City and/or Housing Authority?

Which department(s) do you work with? *(This includes any committees, councils, boards, etc.)*

[IF ORG IS NON-TYPE GROUP] Does your organization recruit M/WBE firms as a part of your membership campaigns? If so, what are some of the methods you use?

Does this include person with disabilities, LGBT and veteran owned businesses?

In the industry your organization represents, what barriers are there to entry into self-employment?

Are the barriers different for firms that are owned by minorities or women than for firms owned by non-minorities?

What about LGBT-, veteran- and/or person with disability-owned business enterprises. Do they face the same or different barriers?

Do you feel that minority, and women firms face greater challenges operating their business and being competitive than non-minority firms? *(Receiving and maintaining insurance, bonding, and financing, cost of materials, etc.)*

Please tell me more about that.

Would the challenges be different or the same for LGBTBE?

Do firms owned by people with disabilities face any different challenges?

What do you consider to most interfere with your members ability to do business in the **private sector**? *(Barriers to doing business, such as licensing, “good old boy” network, financing, stereotypes, etc.)*

What recommendations would you suggest on ways firms may overcome these barriers?

Are you familiar with the M/WBE program administered by the City or HABC?

If so, what is your general knowledge about these programs?

Are you aware of any services offered to your members under these programs?

What recommendations do you have for improvement of the City’s and/or HABC’s M/WBE program?

What is your general knowledge about the City's/HABC's procurement and contracting practices?

What are some of the most challenging aspects of the contracting practices your member face?

What recommendations do you have for improvements to the procurement and contracting practices?

Have your members expressed any concerns with their ability to work or difficulty working with the City's and/or HABC?

Do their concerns influence their willingness to do business with the City or HABC?

What processes or practices would you suggest to address their concerns?

What barriers do you feel your members face when doing business or trying to do business with the City/HABC or their primes?

What are your recommendations on how firms can overcome these barriers?

What actions do you think the City/HABC can take to minimize barriers?

Are there any other issues that you think are important for the study to address? Why is the issue significant?

On behalf of the City and HABC, thank you for your participation in this interview. If you would like more information on the Study contact MGT Consulting Group, Ms. Vernetta Mitchell at (850) 386-3191 or email at vmitchell@mgtconsulting.com. The city contact is Mr. Christopher Lundy at christopher.lundy@baltimorecity.gov. The HABC contact is Steve Suit at Steve.Suit@habc.org.

Appendix I

List of Trade Associations and Business Organizations

100 Black Men of Greater Washington, DC	Charles County Minority Business Advocacy Council's	Maryland Chamber of Commerce
African-American Chamber of Commerce of Montgomery County	DC Chamber of Commerce	Maryland Commission on Indian Affairs
Alliance for Hispanic Commercial Contractors - MidAtlantic	Georgetown University	Maryland Construction Network
Anne Arundel County Economic Development Authority	Greater Baltimore Black Chamber of Commerce	Maryland Department of Business & Economic Development
Asian Pacific American Chamber of Commerce	Greater Baltimore Committee	Maryland Hispanic Chamber of Commerce
Associated General Contractors of Metro DC	Greater Bowie Chamber of Commerce	Maryland LGBT Chamber of Commerce
Baltimore Washington Corridor Chamber	Greater Prince George's Business Roundtable	Maryland Minority Contractors Association
Black Chamber of Commerce - Anne Arundel County	Greater Washington Board of Trade	Maryland Procurement Technical Assistance Program (PTAP)
Bowie Business Innovation Center	Greater Washington Hispanic Chamber of Commerce	Maryland Small Business Development Center
Calvert County Chamber of Commerce	Greater Washington Urban League	Maryland Small Business Reserve
Calvert County Minority Business Alliance	Hispanic Chamber of Commerce of Montgomery County	Maryland Washington Minority Companies Association, Inc.
Capital Region Minority Supplier Development Council	Howard County Chamber of Commerce	Maryland Works
Center for Business Inclusion & Diversity	Howard County Economic Development Authority	Maryland-India Business Roundtable
Charles County Chamber of Commerce	KoBE	Maryland-National Capital Building Industry Association
	Laurel Board of Trade	Minority Business Development Agency - Baltimore Business Center
	Maryland State Department of Education	
	Maryland Black Chamber of Commerce	

Minority Business Development Agency - Washington DC Business Center	Towson University University of Baltimore
Montgomery County Department of Economic Development	University of Maryland University System of Maryland
National Association for the Advancement of Colored People - Maryland Conference	US Black Chambers, Inc. US Pan Asian American Chamber of Commerce
National Association of Minority Contractors - DC Chapter	Women Business Owners of Montgomery County
National Association of Women Business Owners - Baltimore Regional	Women Business Owners of Prince George's County
National Association of Women Business Owners - Greater DC	Women Construction Owners & Executives, USA (WCOE)
National Association of Women in Construction - Baltimore	Women of Prince George's Women Presidents' Educational Organization- DC
National Association of Women in Construction - DC	Women's Business Enterprise Council
National LGBT Chamber of Commerce	
Northern Virginia Black Chamber of Commerce	
Prince George's Chamber of Commerce	
Prince George's Community College - Center for Innovation & Entrepreneurship	
Prince George's Contractors and Business Association	
Southern Maryland Black Chamber of Commerce	
The Enterprise Center	
The Links, Inc	