

TAB 15: Diversity

Economic Opportunity Plan

The Office for Community Development (OCD) of Catholic Human Services is committed to encouraging fair and non-discriminatory business employment practices, and to expanding employment opportunities for qualified female-, disabled- and minority-owned business enterprises.

Past Experience in Meeting M/WBE Participation Goals

OCD requires contractors to commit to specific economic opportunity goals as they relate to the participation of MBEs, WBEs and DBEs in contracting. In the development of their previous housing projects, OCD either met or exceeded the minority, women and local participation percentages established for the project.

OCD will take the following steps to promote its Economic Opportunity Plan:

- Work with community-based organizations to ensure that all community residents are aware of the project and are afforded the opportunity to bid on available subcontracts or be hired on the job site.
- Inform all contractors of their respective obligation relating to the goals of minority, disabled and female employment and training.
- Request that the contractors seek trade persons through the local hiring halls, National Job Corps Association, PHDC Job Center, Youthbuild programs and other identified clearinghouses for disadvantaged job seekers.
- General contractor will utilize a list of MBE/WBE/DBE contracts and neighborhood hires from the community.

Proposed Plan to Solicit Contractors

OCD has a strong working relationship with local community-based organizations. OCD and Domus will work with these organizations to ensure that community residents are aware of the project and are afforded the opportunity to bid on available subcontracts or be hired on the job site. As part of its overall strength, OCD maintains strong community relationships through their experienced staff and dedicated community outreach efforts.

M/W/DBE Participation Ranges

CHCS has set the following goals for construction:

- Minority, Female and Disabled participation goals, expressed in percentage terms for the Contractor's aggregate workforce in each trade on all construction work, are 18%, 7% and 2% respectively.

Employment Goals

CHCS has set the following goals for construction:

Minority and Female Apprentice and Minority and Female Journeyman participation goals, expressed in percentage terms for the Contractor's aggregate hours worked by all apprentices and across all trades, respectively, are 50%, 32%, 7% and 7%, respectively.