

# Diversity

## 15. Diversity

Minority and Women Business Enterprises: Mission First – 1260 HDC complies with the City’s emphasis on the participation of MBE, WBE and Section 3 concerns. When the use of contractors or subcontractors is called for, Mission First – 1260 HDC understands the importance of affirmative action and the result and good faith efforts associated with that goal. Furthermore, Mission First – 1260 HDC understands the impact its projects have on the neighborhoods in which they are located, relating to the utilization of local workforces. Mission First – 1260 HDC recognizes that it is the policy of the City of Philadelphia to enforce compliance with its policies regarding affirmative action and equal opportunity employment, especially within the local area. The following describes Mission First – 1260 HDC’s commitment to adhering to those policies and its strategy in attempting to employ and/or train lower income residents for the purpose of completing development projects as well as providing jobs, growth and potential income to the neighborhood. The following is Mission First – 1260 HDC’s description of actions it will undertake, good faith documentation during bid solicitation, employment referral procedures, subcontractor assistance policies and specific goals for its projects.

As bid solicitations are prepared, Minority Business Enterprises (MBE), Women Business Enterprises (WBE) and Disabled Business Enterprises (DBE) will be invited to participate in the bid process. 1260 HDC will utilize listings published by the OEO Registry, the Philadelphia Urban Coalition and referrals from the community, including Youth Build and neighborhood action councils. In order to maximize neighborhood participation, 1260 HDC will work to develop a list of qualified workers in the community to enhance its workforce. Its subcontractor bid lists are cross-referenced with the zip codes within the bounded areas as described in the specifications.

If, after these efforts, Mission First – 1260 HDC is still unable to find qualified neighborhood subcontractors, Mission First – 1260 HDC will assist in the formation of sponsor/protégé joint ventures that can pool smaller local firms with larger firms that have better financial and operating resources to complete the specific work. Good faith documentation will be provided as evidence of the above.

Section 3: Mission First – 1260 HDC is a non-profit organization committed to providing low income housing in collaboration with government agencies and community organizations. Mission First – 1260 HDC understands the importance of the Philadelphia Housing Authority’s (PHA) Section 3 employment and economic opportunity policies and the positive effects associated with that goal. Furthermore, Mission First – 1260 HDC understands the impact its projects have on the neighborhoods in which they are located, relating to the utilization of local workforces. Mission First – 1260 HDC recognizes that it is the policy of PHA and of the City of Philadelphia to enforce compliance with its policies regarding employment, especially within the local area.

Mission First – 1260 HDC does not manage or maintain the developments it owns, but contracts with an affiliated nonprofit corporation Columbus Property Management and Development, Inc. (CPM) to provide those services. Mission First – 1260 HDC cannot, therefore, meet Tier I status through hiring new employees who will work on the project directly. CPM is a Section 3 Business Concern, as 30% of its employees are Section 3 residents who live in Philadelphia and are low-income. Mission First – 1260 HDC will meet Tier II status by contracting with CPM to

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provide property management services for the project. The total dollar amount of the property management contract between Mission First – 1260 HDC and CPM will be 8% of the PHA contract amount, which exceeds PHA’s goal of 3% for non-construction contracts.

Mission First – 1260 HDC and CPM were founded to serve chronically mentally ill people, including those who are formerly homeless. A substantial percentage of the residents in the project are likely to be formerly homeless and/or mental health consumers. CPM has committed, to the greatest extent practicable, to hire Section 3 residents from the project to provide maintenance and/or janitorial services. To help ensure Section 3 compliance, when hiring for employment at the project location, CPM will:

- Advertise for the jobs to be filled in the local media.
- Advertise for employment positions by distributing flyers to residents of the project.
- Utilize CPM’s Service Coordinator to notify residents of employment opportunities and assist them in completing job applications.