

15. Diversity

Minority and Women Business Enterprises

LHDC is committed to ensuring the participation of Minority Business Enterprises, Women Business Enterprises, and Section 3 residents and business concerns in all aspects of Liberty52's development and operations phases. The project team currently consists of **two WBEs**—Stone Sherick Consulting Group (project management/housing consultant) and Ruggiero Plante Land Design, LLC (civil engineer). Furthermore, LHDC works to ensure job opportunities for the disabled to the extent possible in all of its development projects and in ongoing operations. More than fifty-percent of parent company LRI's Board and staff have disabilities. Please find WBE certifications for Ruggiero Plante and Stone Sherick Consulting Group at the end of this section.

The project team also includes a general contractor with a long history of hiring MBE and WBE contractors and with established relationships with many MBE and WBE firms. DALE Corporation achieves a minimum of 30% MBE work force participation on all of its projects, and averages 33% participation. DALE will take the following steps to promote and implement the Economic Opportunity Plan for Liberty52:

- Inform all contractors and subcontractors of their respective obligation relating to the goals of minority, women and disadvantaged employment and training.
- Request that contractors and subcontractors seek trade persons from the local hiring halls, National Job Corps Association, Job Centers and other identified clearinghouses for disadvantaged job seekers.
- DALE CORP or its general contractor will utilize a list of M/W/DSBE contractors certified by any, and all acceptable entities to the Philadelphia Housing Authority and the City of Philadelphia. The names, addresses, telephone numbers, and contact persons of those firms notified will be provided to the Philadelphia Housing Authority and the City of Philadelphia. Each firm exhibiting interest in bidding the project will be provided with complete information about the plans, specifications and requirements of the contract.

- DALE CORP or its general contractor will utilize a list of M/W/DSBE contractors used on previous DALE CORP development projects. The names, addresses, telephone numbers, and contact persons of those firms notified will be provided to the Philadelphia Housing Authority and the City of Philadelphia. Each firm exhibiting interest in bidding the project will be provided with complete information about the plans, specifications and requirements of the contract.
- DALE CORP will utilize the National Association of Minority Contractors national database to identify local and regional minority contractors.
- Should the stated goals for M/W/DSBE participation not be met through the above listed means, DALE CORP will advertise in selected general circulation, media, trade association publications, and minority/women-focused media concerning subcontracting and supplier opportunities. Exact publications and media will be determined based on the type and location of the specific project.
- Upon contract award, DALE CORP will provide the Philadelphia Housing Authority and the City of Philadelphia with a Schedule of Participation by M/W/DSBEs. The Schedule shall serve as a binding commitment and contain:
 1. The names and addresses of M/W/DSBEs that will participate in the contract, identifying for each such business whether it is a minority, women, or disadvantaged owned business.
 2. A description of the work to be performed by each named M/W/DSBE.
 3. The dollar amount of participation reflected by the quotation provided to the contractor by each named M/W/DSBE.
- Upon contract award, DALE CORP will provide the Philadelphia Housing Authority and the City of Philadelphia with a list of M/W/DSBE firms solicited. Included information will be the date of solicitation, contact person's name, method of contact (phone, fax, mail, etc.), and quote received from the firm.
- DALE CORP will make best efforts to negotiate a reasonable bid with certified M/W/DSBEs. All such contacts will be fully documented.

More information on Dale's full MBE/WBE participation plan can be found at the end of this section.

Section 3

DALE has worked on many PHA projects and has extensive experience with Section 3 requirements. They have consistently hit 28% participation on their projects, sometimes achieving a workforce participation rate as high as 57%. DALE and LHDC seek to ensure Section 3 participation to the fullest extent possible and in accordance with all PHA requirements for Liberty52. In order to achieve

that, they have assembled a Section 3 Policy and Implementation Plan outlining procedures, means of solicitation, and more. The full Section 3 Policy and Implementation plan for Liberty52 can be found at the end of this section, along with MBE/WBE Implementation Strategy, and details regarding DALE's impressive track record of meeting and exceeding Section 3 and MBE/WBE participation goals.