



CAPITAL REGION
WATER



BUSINESS DIVERSITY PROGRAM REPORT 2017-2021

5-YEAR BUSINESS DIVERSITY PROGRAM REPORT

A NOTE FROM THE BOARD OF DIRECTORS

On behalf of Capital Region Water's Board, we wish to express a sincere thank you to the businesses, community stakeholders, and staff that have demonstrated a commitment to ensuring the growth and success of our Business Diversity Program.

It is hard to believe that it has been five years since this plan was adopted in September of 2016. We are proud of the information contained in this report, but we are not content. We reaffirm our commitment to the goals of the program and a shared vision beyond construction contracting and compliance.

Capacity building has afforded growth opportunities for minority, women, and disadvantaged business enterprises which have translated into actual dollars spent. We've made difficult decisions, particularly to ensure that the spirit of the program is realized.

In collaboration with senior leadership, we recommit to funding and supporting the Business Diversity Program and growing its reach throughout the organization.

As an anchor institution in this community, we recognize the opportunity to invest here not only in our physical infrastructure with capital investments but our human capital as well. As in the past, when this program was first beginning, we welcome our community's feedback. We look forward to moving forward with you.

CAPITAL REGION WATER OVERVIEW

We are a municipal authority that improves, maintains, and operates the water system and infrastructure of the greater Harrisburg area—from raindrop to river.

Capital Region Water is the steward for drinking water, wastewater, and stormwater services for the City of Harrisburg and portions of surrounding municipalities including Penbrook, Paxtang, and Steelton Boroughs, as well as Susquehanna, Swatara, and Lower Paxton Townships. We assumed ownership and operation of Harrisburg's water systems in late 2013 with a commitment to operating openly and transparently, in a fiscally responsible, proactive, and sustainable manner, and with a community focus.

MISSION

Capital Region Water is a dedicated team of professionals devoted to customer satisfaction and stewardship of our community's water systems from raindrop to river. We strive to be a leading, innovative, and efficient water utility, focused on serving our community.

BUSINESS DIVERSITY PROGRAM OVERVIEW

Our Business Diversity Program was developed after recognizing that our continued commitment to investing in community infrastructure requires millions of dollars in contract agreements over the next several decades. It's our policy to ensure minority, women, and other disadvantaged business enterprises (M/W/DBE) have an equal opportunity to receive and participate in all project-related construction contracts.

Capital Region Water's Minority/Women/Disadvantaged Business Enterprise Plan was adopted in September 2016. Our goal is to level the playing field by preventing discrimination in the award and administration of contracts. Business enterprises owned by minorities, women, veterans, service-disabled veterans, or LGBT individuals can compete fairly for Capital Region Water contracts and subcontracts.

Through this program, we remove the barriers to participation and strive to maximize M/W/DBE utilization. We create opportunities for businesses and assist in their development by capacity building, networking, and identifying non-construction-related projects. Capital Region Water and the Diversity Program Manager ensure bid opportunities are made available to all businesses.

This plan applies to all construction contracts that exceed the bidding threshold established for municipal authorities in Pennsylvania (\$21,900 in 2022).

For more information about the program, certification requirements, and bid opportunities, visit www.capitalregionwater.com.



KEY MILESTONES

Business Diversity at Capital Region Water



The Minority/Women/Disadvantaged Business Enterprise Plan was adopted in 2016.



A full time staff manager and consultant were hired to administer the program.



15% MBE and 5% WBE participation thresholds became the standard participation for construction contracts.



Request For Proposals (RFP) integrated business diversity language to include a 15% threshold for professional service contracts.



The change order process was amended to reflect direct M/W/DBE impacts and utilization.



The bidding requirements for emergency and maintenance contracts were amended to include M/W/DBE utilization.

M/W/DBE SPEND AT A GLANCE

47

Construction Projects

\$16,443,730

Committed to M/W/DBE in 5 years

The following data is representative of our awarded construction-related contracts from 2017 to 2021. These capital improvement projects include updating and investing in infrastructure to advance our capabilities in providing safe and reliable water services. Awarded contracts account for those that met and/or exceeded the public bidding threshold for the respective year. Associated professional services are also included. These critical, long-term investments support our economic vitality and promote healthy, sustainable neighborhoods.



2017

Total Value/Commitment

Capital Improvement Projects

\$ 9,362,618.20

Committed to M/W/DBE

\$1,930,697.51

- MBE \$351,774.51
- W/DBE \$1,578,923.00

Engineering/Professional Services

\$ 1,412,714.75

Committed to M/W/DBE

\$68,475.00

- MBE \$28,475.00
- W/DBE \$40,000.00

10 Total

Awarded projects

29%

Average Project
Participation



Total Value/Commitment

Capital Improvement Projects

\$25,142,729.50

Committed to M/W/DBE

\$3,579,220.39

- MBE \$1,240,201.00
- W/DBE \$2,339,019.39

Engineering/Professional Services

\$3,643,993.00

Committed to M/W/DBE

\$363,807.00

- MBE \$77,700.00
- W/DBE \$286,107.00



Total Value/Commitment

Capital Improvement Projects

\$ 5,767,764.75

Committed to M/W/DBE

\$1,060,893.87

- MBE \$350,138.00
- W/DBE \$710,755.87

Engineering/Professional Services

\$1,181,050.00

Committed to M/W/DBE

\$136,859.44

- MBE \$114,100.00
- W/DBE \$22,759.44

14 Total

Awarded projects

9.2%

Average Project Participation

9 Total

Awarded projects

18.4%

Average Project Participation



Total Value/Commitment

Capital Improvement Projects

\$9,706,101.10

Committed to M/W/DBE

\$1,457,095.19

- MBE \$1,098,464.59
- W/DBE \$358,630.60

Engineering/Professional Services

\$1,759,397.00

Committed to M/W/DBE

\$803,383.00

- MBE \$664,323.00
- W/DBE \$139,060.00



Total Value/Commitment

Capital Improvement Projects

\$ 19,529,516.70

Committed to M/W/DBE

\$3,236,514.90

- MBE \$1,852,057.52
- W/DBE \$1,384,457.38

Engineering/Professional Services

\$2,033,775.00

Committed to M/W/DBE

\$743,248.86

- MBE \$603,028.86
- W/DBE \$140,220.00

7 Total

Awarded projects

13.4%

Average Project Participation

8 Total

Awarded projects

14%

Average Project Participation

“



I don't see many people who look like me (a black female) in this industry, so I MUST thank Capital Region Water for providing an opportunity for our business to grow, jobs to showcase our skills and talents, and to help us understand how we can be a valuable partner to CRW and the communities they serve. This growth has enabled us to invest in new equipment and expand our capabilities!



Wendy Dowe
SkyPixGroup

”

M/W/DBE MINIMUM PARTICIPATION LEVELS

Capital Region Water has established minimum participation levels (MPLs) of 15% MBE and 5% W/DBE participation for all construction-related projects that exceed the bidding threshold. Prime bidders are evaluated according to the procedures of the Minority/Women/Disadvantaged Business Enterprise Plan as bidders must demonstrate an effort to meet established MPLs. The scope of Capital Region Water's business diversity program includes professional services. A 15% MPL is applied to our engineering professional service contracts.

M/W/DBE CERTIFICATION REQUIREMENTS

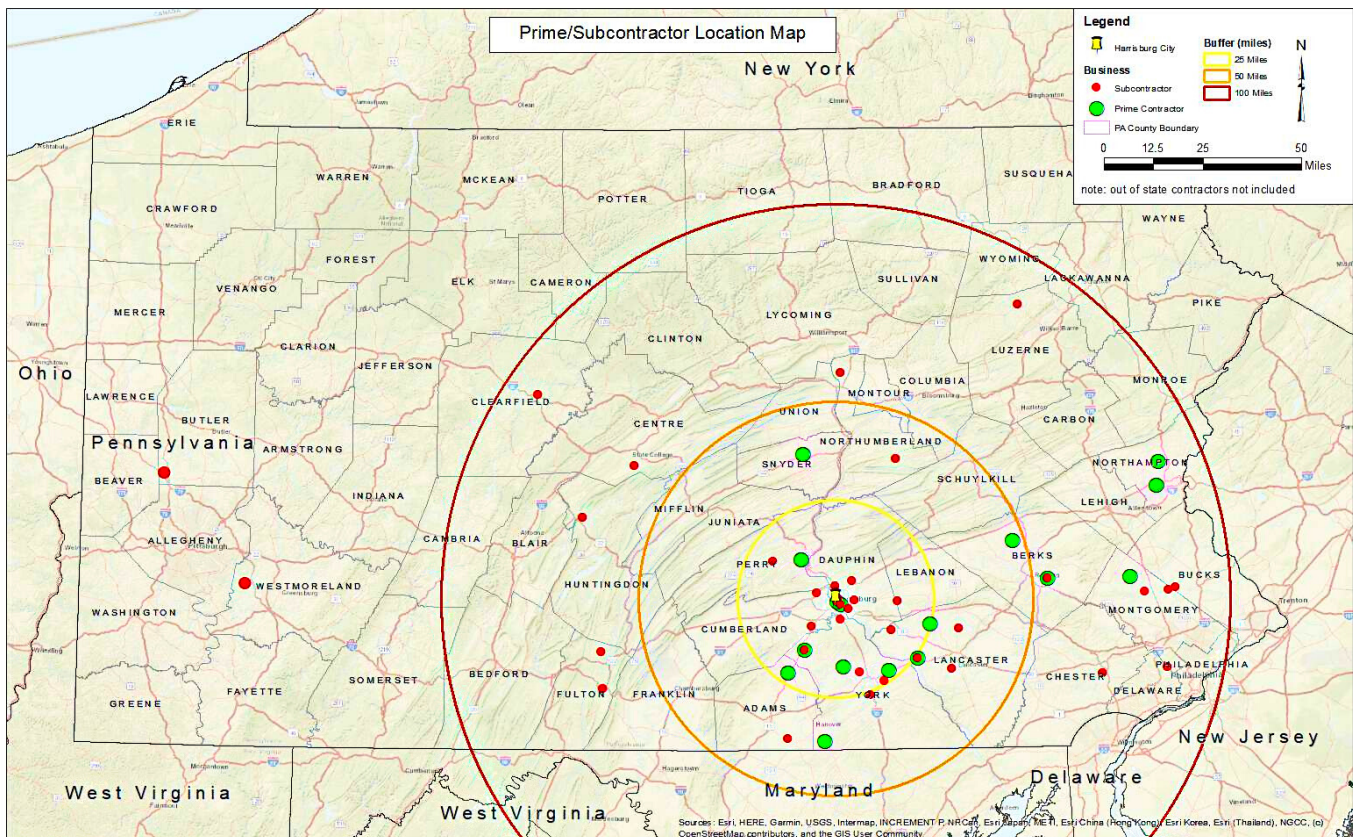
Capital Region Water accepts certifications from the following entities:

- PAUCP – DBE Certification Management System*
- Woman's Business Enterprise National Council (WBENC)
- National Minority Supplier Development Council (NMSDC)
- United States Small Business Administration (SBA) 8(a) Program*
- Vets First Verification Program at vetbiz.gov
- US Business Leadership Network (USBLN)
- National Gay & Lesbian Chamber of Commerce (NGLCC)
- and / or Department of General Services (DGS)

*These are disadvantaged business certifications which are accepted for Minority Business Enterprise (MBE) and Woman Business Enterprise (WBE) only. Additional proof of ethnicity and/or gender must be submitted at time of verification.

KEEPING IT LOCAL.

Capital Region Water is fully committed to providing opportunities to local minority, women, and disadvantaged business enterprises in all of our projects. As the steward of our community's water system, CRW administers millions of dollars in construction projects. We created this plan to help level the playing field on which minority and women-owned business enterprises can compete. Many of these prime and subcontractors are competing right here at home.



“



Capital Region Water has truly been committed to increasing DBE participation in the City of Harrisburg. Cosmos opened its Harrisburg office in January 2017. The opportunities provided by CRW allowed Cosmos to hire 3 full-time employees, 4 part-time employees, and maintain our Harrisburg office. Over the five year period, Cosmos has performed over \$900,000 in subcontracting opportunities with CRW on a wide array of projects.



Frederick Douglas
President of Cosmos
Technologies Inc.

”

DEFINITIONS

Disadvantaged Business Enterprise (DBE)

A business enterprise that meets any of the following definitions:

Minority Business Enterprise (MBE)

A Business Enterprise that is:

- a sole proprietorship, owned and controlled by a minority person; or
- a partnership or joint venture of business enterprises controlled by minority persons in which 51% of the beneficial ownership interest is held by minorities; or
- a corporation or other entity controlled by minority persons in which at least 51% of the voting interest and 51% of the beneficial ownership interest are held by minorities.

Women's Business Enterprise (WBE)

A Business Enterprise that is:

- a sole proprietorship, owned and controlled by a woman; or
- A partnership or joint venture of Business Enterprises controlled by women in which 51% of the beneficial ownership interest is held by women; or
- a corporation or other entity controlled by women in which at least 51% of the voting interest and 51% of the beneficial ownership interest are held by women.

LGBT Business Enterprise

A Business Enterprise that is:

- a sole proprietorship, owned and controlled by a LGBT Person; or
- a partnership or joint venture of Business Enterprises controlled by LGBT Persons in which 51% of the beneficial ownership interest is held by LGBT Persons; or
- a corporation or other entity controlled by LGBT Persons in which at least 51% of the voting interest and 51% of the beneficial ownership interest are held by LGBT Persons.

DEFINITIONS

Service-Disabled Veteran Business Enterprise

A Business Enterprise that is:

- a sole proprietorship, owned and controlled by a service-disabled veteran; or
- a partnership or joint venture of business enterprises controlled by service-disabled veterans in which 51% of the beneficial ownership interest is held by service-disabled veterans; or
- a corporation or other entity controlled by service-disabled veterans in which at least 51% of the voting interest and 51% of the beneficial ownership interest are held by service-disabled veterans.

Veteran Business Enterprise

A Business Enterprise that is:

- a sole proprietorship, owned and controlled by a veteran; or
- a partnership or joint venture of business enterprises controlled by veterans in which 51% of the beneficial ownership interest is held by veterans; or
- a corporation or other entity controlled by veterans in which at least 51% of the voting interest and 51% of the beneficial ownership interest are held by veterans.

Prime Contractor

The contractor who is responsible for the completion of a project, under contract with the owner (i.e., Capital Region Water) of the job. The obligation of the prime contractor is to complete a project and can hire multiple subcontractors to do the same.

Subcontractor

A secondary contractor works with the Prime Contractor to supply labor, equipment, materials, or supplies.

Professional Services

Those which involve quality as the paramount concern and require a recognized professional and special expertise. Personal services or professional services are not defined under the MAA. A municipal authority need not competitively bid on personal or professional service contracts.

“



Working with CRW has been an enjoyable partnership, in which my team and I were able to expand our knowledge and skill set in landscaping and green infrastructure practices. My partnership with CRW has also afforded me the ability to become GSI certified through the NGICP as one of the first minority-owned certified companies in the area. Moving forward I anticipate continued growth in our partnership and the opportunity to continue to be involved in the beautification of the Harrisburg community.



Quintin Jones

Q. Jones, Inc.

”

MEET JARVIS BROWN

Diversity Program Manager

Jarvis is committed to the integrity, success, and growth of the M/W/DBE Plan in his review of contractors' bids - a process complicated by high expectations and limited time. Jarvis demonstrates a unique ability to find the right path and has demonstrated a strong commitment to our core values and strives to make our organization better by setting an amazing example for the rest of our team.



"Rebuilding Harrisburg's infrastructure is a partnership. CRW's Business Diversity Program ensures that minority, women & disadvantaged business enterprises have an equal opportunity to participate in all project-related construction contracts."

- Jarvis Brown

LOOKING TO THE FUTURE

A MESSAGE FROM OUR CEO

Capital Region Water's Business Diversity Program was born out of opportunity and a recognition that Harrisburg was rebuilding from its pipes up. In 2016, leadership acknowledged the significant financial investment necessary to restore, rehab, and sustain our water systems. A commitment to ensuring that businesses owned by women and minorities would have equal opportunity to participate in all project-related construction contracts was codified with the business diversity program. Our first award was made in 2017, and 46 additional project awards have followed. More than 50 diverse businesses have participated as subcontractors in completing these projects.

Over the last few years, we have held steady, often making some tough decisions to send the message that we are unwavering in our commitment to ensure the success of the program. Not compromising on our mission to steward these systems from raindrop to river or forgetting our core values – tapping into the community since every drop counts – ensure we stay focused on building the economy of our community. Our mission and purpose have only been strengthened. The challenges brought by the pandemic and our country's past due reckoning with our racially divided past underscore the criticality of our program goals as we build to a more just future.

As we look to the next five years and beyond, I challenge myself, our staff, and the Board to reach farther. We remain dedicated to capacity building to ensure barriers are removed and a level playing field exists outside of our program. We look forward to reviewing the Harrisburg Disparity Study being undertaken by the collaborative efforts of the City, County, and Impact Harrisburg to see how we can strengthen our program. Capital Region Water will continue to lead by example and work deliberately in partnership with other governmental entities and community agencies. We'll hold ourselves accountable for the commitments we make. We expect that our stakeholders will as well.

Together, we'll build on this foundation for future growth in our community in the most equitable way.



Charlotte Katzenmoyer
Chief Executive Officer, Capital Region Water



CAPITAL REGION™

WATER