

Austin Independent School District Study

Colette Holt & Associates

2 October 2020

Disparity Study Team

- Colette Holt & Associates
 - Colette Holt, J.D. - Project Manager
 - Nationally recognized expert, educator and author on M/W/DBE issues
 - Steven Pitts, Ph.D. - Economist and Statistician
 - Nationally recognized expert, educator and author on market issues regarding minorities for over 30 years
 - Joanne Lubart, J.D. - Associate Counsel
 - National expert DBE programs
 - Glenn Sullivan - Director of Technology
 - Extensive experience with CHA data collection and website management

Disparity Study Team cont.

- Ilene Grossman, B.A. - Assistant Project Manager/COO
 - Experienced manager of disparity studies
- Victoria Farrell, M.B.A. – Anecdotal Team Manager
 - Experienced researcher and data manager
- Carol Borst - Contract Data Collection Team Manager
 - Experienced coordinator of all contract data collection activities
- Megan Schenck, B.S. – Senior Data Research Specialist
 - Experienced contract data file researcher and trainer of team members

Study Management & Initiation Process

- Public Engagement Strategies
 - Develop and maintain the study website, to include materials to increase public understanding of the study process
 - Answer inquiries from the contracting community
- Internal AISD staff meetings
 - Contract data collection
 - Development of remedies

Purchasing Analyses of District Contracts

- Study period is Fiscal Years 2014 through 2019
- Data collection to determine AISD's utilization
 - Step 1: Gather AISD's prime contracts to create the Sample Contract Data File
 - Step 2: Gather additional data for contracts in the Sample Contract Data File
 - Step 3: Contact primes for missing subcontractor data
 - Collect at least 80% of the contract dollars
 - Step 4: Assign missing race and gender status & NAICS codes

Purchasing Analyses of District Contracts cont.

- Determine AISD's Markets
 - Determine the unconstrained product markets
 - Analyze data for primes, subs & primes & subs together
 - 75% of NAICS codes comprise this market
 - Determine the geographic market for at least 75% of the contracts
 - Determine the product market constrained by geographic market to create Final Contract Data File
- Provide detailed utilization by race, gender, industry codes and location

M/WBE/HUB Availability Analysis

- Create Master List of M/WBEs/HUBs from multiple entities
- Purchase Hoovers/Dun & Bradstreet for initial business universe
- Assign missing race or gender status
- Assign NAICS codes by actual scope of work
- Estimate detailed, unweighted & weighted availability by combined & disaggregated race, gender & industry codes

Disparity Analysis of District Contracts

- Disparity ratio = M/WBE/HUB utilization ÷ availability
- Calculate disparity indices
 - All race & sex groups & all industry groups combined & disaggregated
 - To the extent data are available, calculate disparity indices separately for contracts with & without goals

Narrowly Tailored Remedies & Recommendations

- Remedies and recommendations will include:
 - Race-neutral initiatives to reduce barriers
 - To the extent supported by the findings, race- and gender-conscious measures to ensure full and fair opportunities for all firms
- CHA will provide:
 - Draft Report
 - Final Report, including an executive summary, findings and recommendations
 - Presentation of Final report as directed by AISD



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