



City of Bloomington Introduction and Guide for the Equal Opportunity Initiatives and Goals for City Contracts

The City is committed to a diverse workforce and has adopted a policy that incorporates workforce aspirational goals as follows:

- 1) Ensuring non-discrimination in the award and administration of City contracts
- 2) Encouraging a level playing field on which MBEs, WBEs, and DBEs can compete fairly for City contracts.
- 3) Promoting the use of female and minority workers on City projects.
- 4) Ensuring that female and minority participation goals are narrowly tailored in accordance with applicable law.
- 5) Providing appropriate flexibility to businesses in establishing and providing opportunities for female and minority workers.

As part of this commitment, aspirational goals have been set for City Construction Contracts defined as “any contract that exceeds \$50,000, to which the City is a party, for the construction, rehabilitation, alteration, conversion, demolition or repair of buildings, highways, or other improvements to real property”. Accordingly, bid submissions for City Construction Contracts must meet the requirements in Chapter 16 of the City Code (§16-415) to be considered responsive. These requirements can be found online at: (<https://ecode360.com/42071281>).The following are the aspirational goals set under §16-414(C)(1) of the City Code:

- 1) If the bidder will utilize subcontractors, 8% of the total contract amount should be awarded to MBEs, DBEs, and/or WBEs.
- 2) 10% of the total hours should be performed by minority workers and 2% by female workers (or a blend thereof).
- 3) If the aspirational goals are not shown to be met, the contractor may provide written evidence of good faith efforts.
Each bidder must submit an Equal Opportunity Plan (the City’s sample template may be utilized).

Bidders submitting a bid of \$50,000.00 or more on a City Construction Contract must complete and submit the Contract Diversity Goal Form. This form sets forth the bidder’s utilization plan for subcontractors (if any), the bidder’s workforce participation plan, and the good faith efforts taken by the bidder if the aspirational goals are not met. Please carefully review all portions of the Contract Diversity Goal Form as a submission will be non-responsive if the form is not fully completed and uploaded in the Vendor Questionnaire section.

In addition to submission of the Contract Diversity Goal Form, bidders on City Construction Contracts must also submit an Equal Opportunity Plan that complies with the requirements of §16-414(F). Bidders may utilize the City’s template for compliance with this requirement.

If you have specific questions about the Procurement side of this process such as utilizing OpenGov or difficulty downloading or uploading the documents, please contact Procurement at procurement@cityblm.org. If you have questions related to completing the forms, please contact Diversity and Inclusion at mhurt@cityblm.org or gwilson@cityblm.org or call 309-434-2468.