



Office of Mayor Charlie Hales
City of Portland

REPORT TO COUNCIL

DATE: March 12, 2014

TO: City Council

FROM: Mayor Charlie Hales

SUBJECT: Report on Building Equity in Construction

I am pleased to submit for your consideration and acceptance a report on the Building Equity in Construction Project.

It is funded by the NW Health Foundation to build healthy communities by promoting workforce equity and quality employment opportunities in the construction industry for women and people of color. The project is a collaborative project between Constructing Hope, Oregon Tradeswomen, Inc., Portland Community College and the Urban League of Portland. It is our vision that through entrance into the high-wage, highly-skilled construction trades, people of color and diverse women will move out of poverty and into the middle class. Barriers to acceptance and success are eliminated through a collaborative effort rooted in community that engages owners, contractors and other stakeholders.

Members from the project will be addressing City Council on the topic of training funds provided through the Community Benefits Agreement (CBA). 50 community members gain access to apprenticeship in construction because of the City of Portland's investment.

This presentation is an opportunity for the project to thank the City of Portland for its support and give an overview of its success.

Sincerely,

Charlie Hales
Mayor of Portland

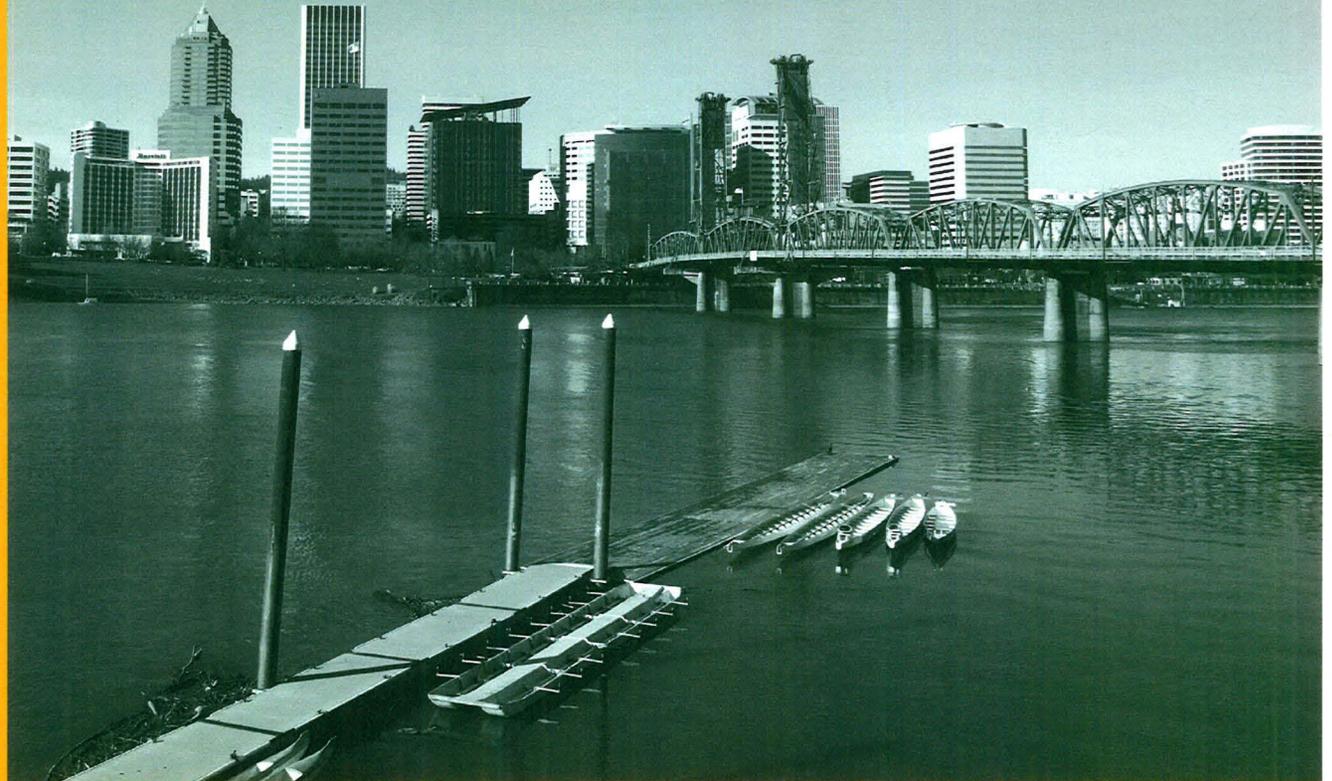
What is the CBA?

The CBA (Community Benefits Agreement) is an agreement between the community, labor unions, and public or private institutions which ensures that workforce diversity and community inclusion are integral parts of project planning and bidding processes for all contractors. The CBA strengthens our communities, brings fair benefits to all workers and community members, promotes the training and placement of women, people of color and young people, and helps to grow the demand for minority and women-owned businesses.



Community
Benefits
Agreement

Community Benefits Agreement



cbanw.org

For an Equitable Economy

Why do we need a CBA?

Before the CBA was implemented, federal standards required contractors to hire just 6.9% women and 4.5% minorities (out of their total workforce) for city or county projects. This leads to a public project workforce which lacks diversity and doesn't accurately represent the very population it serves. Furthermore, minority and women owned businesses have experienced difficulty getting public contracts due to their inability to compete with the larger, established firms.



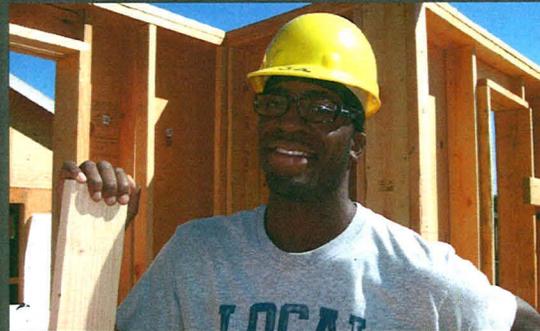
Who created the CBA?

The CBA was created by the Metropolitan Alliance for Workforce Equity (MAWE), which represents a historic partnership between the NW Carpenters, Operating Engineers, Building Trades, Businesses, Pre-Apprenticeship Programs and Community-Based Organizations. MAWE has a deeply held respect for community expertise, and community organizations have been equal partners in the creation of the CBA.

What does the CBA do?

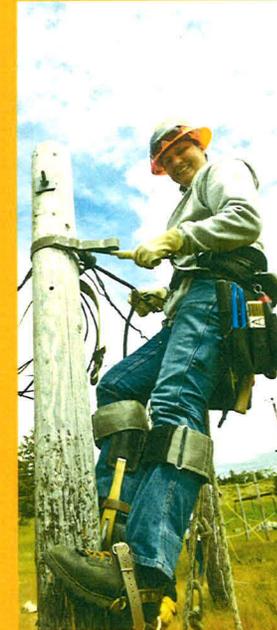
Recruitment & Training: Owners and employers under the agreement agree to set money aside to promote workforce equity through the recruitment, training and hiring of a diverse and qualified workforce. This funding will support recruitment and training opportunities for historically disadvantaged or underrepresented people, including people of color, women, low-income individuals and all young people.

Workforce Diversity: Women and people of color have historically been denied access to high wage building and construction trades workforce. This agreement tackles this long-standing inequity head-on by setting participation and outreach goals for women and people of color. MAWE intends that this CBA sets a new standard for a diversified workforce in the Metropolitan area: the goals of 9% for Women and 18% for people of color, while driving demand for all new workers.



Utilization of Minority and Women-Owned Businesses: The CBA sets goals and bid preference related to minority and women-owned business utilization, as well as funds for Contractor Technical Assistance to build the capacity of these firms.

How is the CBA implemented and enforced?



The CBA sets up an ongoing governance structure to ensure oversight, constant improvement and continuity between projects. When projects adopt the CBA, they help ensure that the umbrella of fair opportunity will be extended to everyone in the community. MAWE will continue to actively engage with community, labor, owners and contractors.

On the Labor-Management-Community Oversight Committee, representatives from Unions, project owners, contractors and community groups will meet regularly to resolve disputes and conflicts, monitor worker utilization and diversity, improve CBA goals and processes, and administer funds related to recruitment, training, contractor assistance and oversight.



For more information please go to:
cbanw.org

Agenda No.
REPORT
Title

Report on Building Equity in Construction (Report)

<p>INTRODUCED BY Commissioner/Auditor: Mayor Charlie Hales</p>	<p>CLERK USE: DATE FILED <u>MAR 14 2014</u></p>
<p>COMMISSIONER APPROVAL</p> <p>Mayor—Finance and Administration - Hales <i>JAA</i></p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Novick</p>	<p style="text-align: center;">LaVonne Griffin-Valade Auditor of the City of Portland</p> <p>By: <u><i>[Signature]</i></u> Deputy</p>
<p>BUREAU APPROVAL</p> <p>Bureau: Mayor's Office</p>	<p>ACTION TAKEN: MAR 19 2014 ACCEPTED</p>
<p>Prepared by: Rachael Wiggins Date Prepared: 3/10/2014</p>	
<p>Financial Impact & Public Involvement Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p>	
<p>City Auditor Office Approval: required for Code Ordinances</p>	
<p>City Attorney Approval: required for contract, code, easement, franchise, charter, Comp Plan</p>	
<p>Council Meeting Date March 19, 2014</p>	

AGENDA
<p>TIME CERTAIN <input type="checkbox"/></p> <p>Start time:</p> <p>Total amount of time needed: (for presentation, testimony and discussion)</p>
<p>CONSENT <input type="checkbox"/></p>
<p>REGULAR <input checked="" type="checkbox"/></p> <p>Total amount of time needed: 30 min (for presentation, testimony and discussion)</p>

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
		YEAS	NAYS
1. Fritz	1. Fritz	✓	
2. Fish	2. Fish	✓	
3. Saltzman	3. Saltzman	✓	
4. Novick	4. Novick	✓	
Hales	Hales	✓	