K. Tables

Table 6.1. Selected Population-Weighted Sample Means of Loan Applicants – USA, 1993

	All	Non-minority	African-American	Hispanic	Other Races
% of Firms Denied in the Last Three Years	28.8	26.9	65.9	35.9	39.9
Credit History of Firm/Owners					
% Owners with Judgments Against Them	4.8	4.1	16.9	5.2	15.2
% Firms Delinquent in Business Obligations	24.2	23.1	49.0	25.1	31.6
% Owners Delinquent on Personal Obligations	14.0	12.6	43.4	14.8	24.5
% Owners Declared Bankruptcy in Past 7yrs	2.4	2.4	5.3	2.0	0.8
Other Firm Characteristics					
% Female-Owned	17.9	18.1	18.2	9.7	23.1
Sales (in 1,000s of 1992 $)	1795.0	1870.6	588.6	1361.3	1309.1
Profits (in 1,000s of 1992 $)	86.7	84.5	59.9	189.5	54.0
Assets (in 1,000s of 1992 $)	889.4	922.5	230.3	745.6	747.3
Liabilities (in 1,000s of 1992 $)	547.4	572.8	146.2	308.6	486.0
Owner's Years of Experience	18.3	18.7	15.3	15.9	14.9
Owner's Share of Business	77.1	76.5	86.4	83.9	77.1
% <= 8th Grade Education	0.8	0.7	0.0	3.4	1.0
% 9th-11th Grade Education	2.2	2.2	3.7	1.8	1.2
% High School Graduate	19.6	19.7	12.8	27.7	14.9
% Some College	28.0	28.3	36.0	20.6	19.8
% College Graduate	29.2	29.2	28.0	24.1	36.5
% Postgraduate Education	20.2	19.9	19.5	22.3	26.6
% Line of credit	48.7	49.1	35.8	52.8	43.7
Total Full-time Employment in 1990	11.4	11.8	6.8	9.3	8.8
Total Full-time Employment in 1992	13.6	13.9	8.3	10.8	12.3
Firm age, in years	13.4	13.6	11.5	13.3	9.3
% New Firm Since 1990	9.4	9.4	13.0	6.4	9.5
% Firms Located in MSA	76.5	75.1	91.2	90.7	85.7
% Sole Proprietorship	32.8	32.3	48.6	38.2	24.2
% Partnership	7.8	7.8	7.7	6.7	7.9
% S Corporation	26.1	27.1	11.7	13.7	27.1
% C Corporation	33.4	32.8	32.1	41.4	40.8
% Existing Relationship with Lender	24.6	24.7	12.8	29.6	25.7
% Firms with Local Sales Market	54.1	54.7	42.9	55.0	47.4
Characteristics of Loan Application					
Amount Requested (in 1,000s of 1992$)	300.4	310.8	126.5	179.1	310.5
% Loans to be Used for Working Capital	8.4	8.8	4.9	4.6	5.5
% Loans to be Used for Equipment/Machinery	2.3	2.4	1.7	0.2	0.6
% Loans to be Used for Land/Buildings	0.4	0.4	0.9	0.0	0.0
% Loan to be Backed by Real Estate	28.3	28.6	24.7	26.2	24.7
Sample Size (unweighted)	2,007	1,648	170	96	93

Source: NERA calculations from 1993 NSSBF.

Notes: Sample weights are used to provide statistics that are nationally representative of all small businesses. Sample restricted to firms that applied for a loan over the preceding three years.

Table 6.2. Selected Sample Means of Loan Applicants – MIDATL, 1993

	All	Non-minority	African-American	Hispanic	Other Races
% of Firms Denied in the Last Three Years	36.1	34.2	60.4	65.2	49.9
Credit History of Firm/Owners					
% Owners with Judgments Against Them	3.6	3.1	7.2	13.5	8.3
% Firms Delinquent in Business Obligations	27.4	27.6	27.7	27.3	21.2
% Owners Delinquent on Personal Obligations	14.3	13.7	24.8	27.3	10.6
% Owners Declared Bankruptcy in Past 7yrs	1.5	1.4	1.9	0.0	8.3
Other Firm Characteristics					
% Female-Owned	16.1	16.4	17.4	0.0	29.5
Sales (in 1,000s of 1992 $)	2044.8	2139.0	571.7	373.7	1905.6
Profits (in 1,000s of 1992 $)	181.7	186.8	195.5	34.5	183.7
Assets (in 1,000s of 1992 $)	988.1	1039.7	374.3	98.2	706.6
Liabilities (in 1,000s of 1992 $)	677.3	711.7	303.1	99.7	436.4
Owner's Years of Experience	18.7	19.2	11.8	13.6	13.7
Owner's Share of Business	77.5	77.6	81.0	77.3	71.9
% <= 8th Grade Education	0.2	0.0	0.0	0.0	10.6
% 9th-11th Grade Education	2.9	3.0	7.2	0.0	0.0
% High School Graduate	14.9	15.1	23.3	7.1	10.6
% Some College	31.7	32.6	4.3	34.4	10.6
% College Graduate	34.8	34.4	36.9	33.8	51.6
% Postgraduate Education	15.4	14.8	28.3	24.7	16.6
% Line of credit	43.6	43.9	48.4	41.5	30.4
Total Full-time Employment in 1990	12.0	12.3	8.1	5.5	10.7
Total Full-time Employment in 1992	14.1	14.2	9.3	4.4	28.9
Firm age, in years	13.8	14.1	10.6	11.7	8.9
% New Firm Since 1990	11.4	12.0	7.2	0.0	8.3
% Firms Located in MSA	86.3	85.2	100.0	100.0	100.0
% Sole Proprietorship	26.3	26.0	21.3	48.6	10.6
% Partnership	9.1	9.2	20.5	7.1	0.0
% S Corporation	33.7	34.1	11.7	34.4	31.1
% C Corporation	30.9	30.7	46.5	9.8	58.3
% Existing Relationship with Lender	24.0	25.3	4.3	7.1	8.3
% Firms with Local Sales Market	55.7	57.1	25.6	27.7	62.8
Characteristics of Loan Application					
Amount Requested (in 1,000s of 1992$)	258.0	265.1	339.1	27.0	254.8
% Loans to be Used for Working Capital	9.6	9.8	10.7	10.5	0.0
% Loans to be Used for Equipment/Machinery	4.5	4.8	0.0	0.0	0.0
% Loans to be Used for Land/Buildings	1.2	1.3	0.0	0.0	0.0
% Loan to be Backed by Real Estate	39.2	40.0	18.9	41.5	16.6
Total Sample Size (unweighted)	241	205	16	9	11

Source and Notes: See Table 6.1.

Table 6.3. Problems Firms Experienced During Preceding 12 Months - USA, 1993

	All	Non-minority	African-American	Hispanic	Other Races
Credit Market Conditions					
Percent reporting not a problem	66.2	67.3	43.1	58.9	65.8
Percent reporting somewhat of a problem	20.1	19.9	25.6	18.2	21.3
Percent reporting serious problem	13.7	12.7	31.3	22.9	12.9
Other Potential Problems (% reporting problem is serious)					
Training costs	6.5	6.6	7.2	6.3	4.3
Worker's compensation costs	21.7	21.0	19.3	30.6	28.7
Health insurance costs	32.5	31.6	38.1	44.3	35.0
IRS regulation or penalties	12.3	11.8	17.1	17.9	13.2
Environmental regulations	8.5	8.5	5.6	7.4	11.0
Americans with Disabilities Act	2.7	2.6	3.6	2.7	3.9
Occupational Safety and Health Act	4.5	4.5	3.9	3.6	6.2
Family and Medical Leave Act	2.7	2.5	4.5	3.1	4.8
Number of observations (unweighted)	2,007	1,648	170	96	93

Source: See Table 6.1.

Table 6.4. Problems Firms Experienced During Preceding 12 Months – MIDATL, 1993

	All	Non-minority	African-American	Hispanic	Other Races
Credit Market Conditions					
Percent reporting not a problem	63.5	63.7	58.9	59.8	64.3
Percent reporting somewhat of a problem	20.5	20.5	21.9	10.5	28.5
Percent reporting serious problem	16.1	15.8	19.1	29.8	7.2
Other Potential Problems (% reporting problem is serious)					
Training costs	5.1	4.8	3.9	15.7	2.3
Worker's compensation costs	20.4	20.8	7.9	31.1	4.5
Health insurance costs	38.2	38.9	33.7	44.2	13.5
IRS regulation or penalties	9.9	9.3	11.1	28.2	6.3
Environmental regulations	6.2	6.6	1.1	0.0	2.3
Americans with Disabilities Act	1.2	1.3	0.0	1.9	0.0
Occupational Safety and Health Act	4.4	4.8	0.0	0.0	0.0
Family and Medical Leave Act	1.9	1.8	2.8	5	3.1
Number of observations (unweighted)	600	480	52	32	36

Source: See Table 6.1.

Table 6.5. Percentage of Firms Reporting Most Important Issues Affecting Them Over the Next 12 Months - USA, 1993

	All	Non-minority	African-American	Hispanic	Other Races
Credit availability	5.9	5.5	20.5	5.3	4.3
Health care, health insurance	21.1	22.1	12.3	13.7	14.8
Taxes, tax policy	5.7	5.7	2.6	8.7	3.3
General U.S. business conditions	11.8	11.5	8.9	14.4	17.4
High interest rates	5.4	5.7	1.8	3.5	3.4
Costs of conducting business	3.3	3.3	3.8	3.8	3.6
Labor force problems	3.5	3.3	3.9	5.5	3.6
Profits, cash flow, expansion, sales	10.3	9.9	20.3	9.8	11.9
Number of observations (unweighted)	4,388	3,383	424	262	319

Source: See Table 6.1.

Table 6.6. Percentage of Firms Reporting Most Important Issues Affecting Them Over the Next 12 Months – MIDATL, 1993

	All	Non-minority	African-American	Hispanic	Other Races
Credit availability	5.6	5.6	10.3	4.1	3.7
Health care, health insurance	23.8	23.9	12.7	22.2	30.0
Taxes, tax policy	6.5	6.8	4.1	5.1	2.4
General U.S. business conditions	13.3	12.8	13.6	17.3	23.6
High interest rates	6.1	6.5	5.8	0.0	0.0
Costs of conducting business	3.3	3.2	8.3	2.0	3.9
Labor force problems	2.8	2.5	0.0	12.9	2.4
Profits, cash flow, expansion, sales	8.1	7.8	30.2	4.6	4.2
Number of observations (unweighted)	570	459	50	27	34

Source: See Table 6.1.

Table 6.7. Types of Problems Facing Your Business, by Race and Gender – USA, 2005 (%)

	Non-minority male	Non-minority Female	Minority Male	Minority Female	African-American	Hispanic	Asian
Availability of credit	19	23	54	38	46	52	34
Rising health care costs	60	49	50	41	31	42	66
Excessive tax burden	49	46	48	42	46	34	51
Lack of qualified workers	37	28	33	17	22	20	34
Rising energy costs	37	35	36	35	29	34	44
Rising costs of materials	44	47	36	47	53	42	32
Legal reform	21	15	15	12	11	10	17
Number firms	415	356	80	81	55	50	41

Source: U.S. Chamber of Commerce (2005), Appendix tables, page 55, available at http://www.uschamber.com/publications/reports/access_to_capital.htm.

Note: Total percentages may be greater than 100% due to respondents having the option to select multiple choices. Minorities also include 14 firms owned by Native Americans.

Table 6.8. Determinants of Loan Denial Rates – USA, 1993

	(1)	(2)	(3)	(4)	(5)
African-American	0.443 (11.21)	0.288 (6.84)	0.237 (5.57)	0.235 (5.22)	0.241 (5.13)
Asian	0.225 (4.21)	0.171 (3.18)	0.140 (2.56)	0.121 (2.15)	0.119 (2.07)
Native American	-0.016 (0.11)	-0.141 (1.06)	-0.097 (0.71)	-0.052 (0.35)	-0.083 (0.56)
Hispanic	0.129 (2.62)	0.070 (1.42)	0.067 (1.36)	0.035 (0.70)	0.031 (0.63)
Non-minority Female	0.088 (2.65)	0.048 (1.45)	0.047 (1.45)	0.036 (1.06)	0.033 (0.94)
Judgments		0.143 (2.84)	0.129 (2.56)	0.124 (2.40)	0.121 (2.29)
Firm delinquent		0.176 (6.50)	0.178 (6.43)	0.195 (6.77)	0.208 (7.00)
Personally delinquent		0.161 (4.45)	0.128 (3.56)	0.124 (3.38)	0.119 (3.17)
Bankrupt past 7 yrs		0.208 (3.11)	0.179 (2.68)	0.162 (2.37)	0.167 (2.33)
\$1992 profits (*10^8)		-0.000 (0.89)	-0.000 (1.64)	-0.000 (1.78)	-0.000 (1.83)
\$1992 sales (*10^8)		-0.000 (3.08)	-0.000 (3.38)	-0.000 (3.28)	-0.000 (3.38)
\$1992 assets (*10^8)		0.000 (0.51)	0.000 (0.60)	0.000 (0.40)	0.000 (0.37)
\$1992 liabilities (*10^8)		0.000 (0.61)	0.000 (1.11)	0.000 (1.04)	0.000 (1.17)
Owner years experience		-0.003 (2.59)	-0.001 (1.30)	-0.002 (1.55)	-0.002 (1.72)
Owners' share of business		0.001 (1.91)	0.000 (0.71)	0.000 (0.26)	0.000 (0.30)
Owner's Education (5 indicator variables)	No	Yes	Yes	Yes	Yes
Other Firm Characteristics (17 variables)	No	No	Yes	Yes	Yes
Characteristics of the Loan (13 variables)	No	No	Yes	Yes	Yes
Region (8 indicator variables)	No	No	No	Yes	Yes
Industry (60 indicator variables)	No	No	No	Yes	Yes
Month /Year of Application (51 indicator variables)	No	No	No	No	Yes
Type of Financial Institution (16 indicator vars.)	No	No	No	No	Yes
N	2,007	2,007	2,006	1,985	1,973
Pseudo R^2	.0608	.1412	.2276	.2539	.2725
Chi^2	143.6	333.4	537.3	595.4	635.8
Log likelihood	-1108.8	-1013.8	-911.6	-874.8	-848.7

Source: See Table 6.1.

Notes: Reported estimates are derivatives from Probit models, t-Statistics are in parentheses. "Other firm characteristics" include variables indicating whether the firm had a line of credit, 1990 employment, firm age, metropolitan area, a new firm since 1990, legal form of organization (sole proprietorship, partnership, S-corporation, or C-corporation), 1990-1992 employment change, existing long run relation with lender, geographic scope of market (local, regional, national or international), the value of the firm's inventory, the level of wages and salaries paid to workers, the firm's cash holdings, and the value of land held by the firm. "Characteristics of the loan" include the size of the loan applied for, a variable indicating whether the loan was backed by real estate, and twelve variables indicating the intended use of the loan.

Table 6.9. Determinants of Loan Denial Rates – MIDATL Region, 1993

	(1)	(2)	(3)	(4)	(5)
African-American	0.444 (10.68)	0.280 (6.29)	0.226 (5.05)	0.224 (4.76)	0.220 (4.52)
Asian	0.226 (3.93)	0.170 (2.96)	0.144 (2.45)	0.125 (2.05)	0.126 (2.02)
Native American	-0.012 (.08)	-0.139 (1.04)	-0.098 (.72)	-0.057 (.39)	-0.086 (.59)
Hispanic	0.122 (2.35)	0.059 (1.15)	0.055 (1.07)	0.012 (.24)	0.010 (.19)
Non-minority Female	0.080 (2.27)	0.037 (1.06)	0.027 (.79)	0.013 (.38)	0.014 (.39)
African-American*MIDATL	0.002 (.02)	0.066 (.55)	0.080 (.67)	0.064 (.54)	0.152 (1.13)
Asian/Pacific*MIDATL	-0.006 (.04)	0.003 (.02)	-0.033 (.26)	-0.025 (.19)	-0.036 (.27)
Native American*MIDATL					
Hispanic*MIDATL	0.078 (.49)	0.107 (.65)	0.098 (.61)	0.205 (1.16)	0.217 (1.18)
Non-minority Female*MIDATL	0.086 (.8)	0.105 (.98)	0.207 (1.79)	0.212 (1.78)	0.173 (1.44)
MIDATL region	0.033 (.91)	0.036 (.97)	0.009 (.23)	0.030 (.65)	0.038 (.81)
Creditworthiness controls (4 variables)	No	Yes	Yes	Yes	Yes
Owner's Education (5 indicator variables)	No	Yes	Yes	Yes	Yes
Other Firm Characteristics (17 variables)	No	No	Yes	Yes	Yes
Characteristics of the Loan (13 variables)	No	No	Yes	Yes	Yes
Region (7 indicator variables)	No	No	No	Yes	Yes
Industry (60 indicator variables)	No	No	No	Yes	Yes
Month /Year of Application (51 indicator variables)	No	No	No	No	Yes
Type of Financial Institution (16 indicator vars.)	No	No	No	No	Yes
N	2,007	2,007	2,006	1,985	1,973
Pseudo R^2	0.062	0.1432	0.2298	0.2558	0.2743
Chi^2	146.47	338.13	542.46	599.73	640.11
Log likelihood	-1107.3	-1011.5	-909	-872.6	-846.6

Source: See Table 6.1.

Note: Creditworthiness controls are those used in Table 6.8 above.

Table 6.10. Alternative Models of Loan Denials, 1993

Specification	African-American	African-American* MIDATL	Asian	Hispanic	Non-minority Female	Sample Size
All	0.226 (5.05)	0.080 (.67)	0.144 (2.45)	0.055 (1.07)	0.027 (.79)	2,006
Organization Type						
1) Proprietorships and Partnerships	0.262 (3.21)	-0.053 (.22)	0.275 (2.4)	0.057 (.63)	-0.026 (.38)	536
2) Corporations	0.181 (3.37)	0.193 (1.25)	0.105 (1.48)	0.045 (.68)	0.048 (1.19)	1,457
Age of Firm						
3) 12 Years or Under	0.234 (3.74)	0.209 (1.57)	0.310 (2.58)	0.024 (.31)	0.012 (.23)	1,074
4) Over 12 Years	0.221 (3.25)	0.024 (.52)	-0.061 (.28)	0.100 (1.36)	0.084 (1.61)	924
1993 Firm Size						
5) Fewer than 10 Employees	0.241 (3.87)	0.148 (.05)	-0.009 (1.71)	0.054 (.73)	-0.000 (0)	868
6) 10 or More Employees	0.208 (2.94)	0.143 (.57)	0.096 (1.65)	0.082 (1.03)	0.068 (1.41)	1,131
Intended Use of Loan						
7) Working Capital	0.259 (4.52)	0.058 (.4)	0.105 (1.38)	-0.021 (.31)	0.046 (.95)	1,086
8) Other Use	0.169 (2.31)	0.006 (.03)	0.204 (2.2)	0.148 (1.83)	0.013 (.27)	917
Scope of Sales Market						
9) Local	0.139 (2.06)	–	0.164 (6.53)	-0.001 (.04)	0.039 (.)	871
10) Regional, National, or international	0.209 (5.06)	-0.028 (.48)	0.062 (1.19)	0.074 (1.47)	0.011 (.41)	1,129
Creditworthiness						
11) No Past Problems	0.194 (3.40)	0.250 (1.55)	0.211 (3.35)	0.018 (.38)	0.057 (1.72)	1,386
12) One Past Problem	0.290 (2.93)	-0.247 (.69)	-0.102 (.62)	0.243 (1.62)	-0.019 (.19)	375
13) More Than One Problem	0.276 (2.52)	0.124 (.37)	0.124 (.37)	0.235 (1.42)	-0.052 (.27)	230

Source: See Table 6.1.

Notes: Reported estimates are derivatives from Probit models, t-Statistics are in parentheses. Each line of this table represents a separate regression with the same control variables as Column (3) of Table 6.8. The dependent variable in all specifications represents an indicator for whether or not a loan application was denied. Control for MIDATL also included.

Table 6.11. Models of Credit Card Use – USA, 1993

Specification	African-American	Asian	Native American	Hispanic	Non-minority Female	Sample Size
1) Business Credit Card	0.035 (1.35)	-0.096 (3.23)	0.085 (1.00)	0.024 (0.79)	0.018 (0.83)	4,633
2) Personal Credit Card	0.019 (0.74)	-0.019 (0.63)	0.019 (0.23)	-0.042 (1.40)	0.028 (1.28)	4,633

Source: See Table 6.1.

Notes: Reported estimates are derivatives from Probit models, t-statistics are in parentheses. Each line of this table represents a separate regression with the same control variables as Column (3) of Table 6.8 but excluding the loan characteristics. The dependent variable indicates whether the firm used business or personal credit cards to finance business expenses. In all specifications, the sample size is all firms. Other races are excluded due to sample size limitations.

Table 6.12. Models of Credit Card Use – MIDATL, 1993

Specification	African-American	Asian	Native American	Hispanic	Non-minority Female	Sample Size
1) Business Credit Card	0.034 (1.24)	-0.097 (3.09)	0.084 (.99)	0.038 (1.17)	0.015 (.65)	4,633
2) Personal Credit Card	0.017 (.63)	-0.013 (.41)	0.013 (.16)	-0.048 (1.51)	0.015 (.65)	4,633

Source: See Table 6.1.

Notes: See Table 6.11. Control for MIDATL included.

Table 6.13. Models of Interest Rate Charged – USA, 1993

Specification	African-American	Asian	Native American	Hispanic	Non-minority Female	Sample Size
1) All loans (controls as in Column 5, Table 6.8)	1.034 (3.72)	0.413 (1.37)	-0.427 (0.63)	0.517 (1.97)	0.025 (0.14)	1,454
Creditworthiness						
2) No credit problems	1.187 (3.27)	0.485 (1.33)	0.910 (1.07)	0.435 (1.48)	0.129 (0.66)	1,137
Organization Type						
3) Proprietorships and Partnerships	1.735 (2.57)	0.826 (1.03)	2.589 (0.9)	1.008 (1.74)	-0.239 (0.53)	364
4) Corporations	0.660 (2.04)	0.359 (1.07)	-0.585 (0.86)	0.491 (1.53)	0.127 (0.66)	1,090
1993 Firm Size						
5) Fewer than 10 Employees	1.200 (2.58)	-0.247 (0.41)	-0.010 (0.01)	0.783 (1.75)	-0.311 (1.02)	574
6) 10 or More Employees	0.450 (1.15)	0.446 (1.21)	-0.197 (0.25)	0.515 (1.37)	0.164 (0.77)	880
Scope of Sales Market						
7) Local	0.751 (1.55)	-0.073 (0.13)	1.773 (1.12)	0.805 (2.05)	0.324 (1.08)	633
8) Regional, National, or International	1.544 (4.26)	1.185 (2.93)	-1.368 (1.85)	0.392 (0.96)	-0.163 (0.73)	821

Source: See Table 6.1.

Notes: Reported estimates are Ordinary Least Squares (OLS) coefficients, t-statistics in parentheses. Each line of this table represents a separate regression with all of the control variables as Column (5) of Table 6.8 (except where specified) as well as: an indicator variable for whether the loan request was for a fixed interest rate loan, the length of the loan, the size of the loan, whether the loan was guaranteed, whether the loan was secured by collateral, and 7 variables identifying the type of collateral used if the loan was secured. The sample consists of firms who had applied for a loan and had their application approved. 'No credit problems' means that neither the firm nor the owner had been delinquent on payments over 60 days, no judgments against the owner for the preceding 3 years and the owner had not been bankrupt in the preceding 7 years.

Table 6.14. Models of Interest Rate Charged – MIDATL, 1993

Specification	African-American	African-American * MIDATL	Asian	Native American	Hispanic	Non-minority Female	Sample Size
1) All loans (controls as in Column 5, Table 6.8)	0.950 (3.29)	1.031 (1.11)	0.423 (1.3)	-0.410 (.6)	0.615 (2.24)	0.092 (.52)	1,454
Creditworthiness							
2) No credit problems	1.199 (3.2)	-0.473 (.33)	0.449 (1.11)	0.924 (1.08)	0.622 (2.04)	0.175 (.87)	1,137
Organization Type							
3) Proprietorships and Partnerships	1.927 (2.67)	-1.778 (.86)	0.979 (1.16)	2.771 (.96)	1.004 (1.6)	-0.091 (.19)	364
4) Corporations	0.575 (1.72)	1.153 (1.01)	0.301 (.81)	-0.592 (.87)	0.513 (1.55)	0.136 (.67)	1,090
1993 Firm Size							
5) Fewer than 10 Employees	1.192 (2.47)	0.056 (.03)	-0.090 (.14)	0.027 (.02)	0.732 (1.52)	-0.395 (1.23)	574
6) 10 or More Employees	0.365 (.9)	0.912 (.74)	0.433 (1.08)	-0.180 (.23)	0.516 (1.37)	0.225 (1.01)	880
Scope of Sales Market							
7) Local	0.786 (1.62)	0.000 (.)	0.007 (.01)	1.763 (1.11)	0.862 (2.11)	0.421 (1.36)	633
8) Regional, National, or International	1.369 (3.54)	0.974 (1.03)	1.167 (2.59)	-1.380 (1.87)	0.666 (1.54)	-0.182 (.78)	821

Source: See Table 6.1.

Notes: See Table 6.13

Table 6.15. Racial Differences in Failing to Apply for Loans Fearing Denial, 1993

Specification	African-American	Asian	Native American	Hispanic	Non-minority Female
a) USA No Other Control Variables (n=4,637)	0.405 (16.65)	0.099 (3.61)	0.134 (1.72)	0.235 (8.28)	0.031 (1.54)
Full Set of Control Variables (same as Table 6.8, Column 3 except for loan characteristics) (n=4,633)	0.257 (10.02)	0.054 (1.98)	0.019 (.27)	0.164 (5.69)	-0.008 (.38)
b) MIDATL					
No Other Control Variables, except for MIDATL dummy and race*MIDATL interactions (n=4,637)	0.423 (16.25)	0.104 (3.54)	0.138 (1.76)	0.217 (7.21)	0.023 (1.07)
Full Set of Control Variables (same as Table 6.8, Column 3 except for loan characteristics) (n=4,633)	0.276 (9.99)	0.058 (1.99)	0.022 (.3)	0.153 (5.04)	-0.014 (.67)
c) Construction					
No Other Control Variables (n=781)	0.350 (6.74)	0.109 (1.27)	-0.087 (.54)	0.150 (2.22)	-0.007 (.12)
Full Set of Control Variables (same as Table 6.8, Column 3 except for loan characteristics) (n=781)	0.181 (3.67)	0.064 (.78)	-0.132 (1)	0.039 (.65)	-0.063 (1.32)

Source: See Table 6.1.

Notes: Reported estimates are Probit derivatives, t-Statistics in parentheses. Sample consists of all firms. Dependent variable equals one if the firm said they did not apply for a loan fearing denial, zero otherwise.

Table 6.16. Models of Failure to Obtain Credit Among Firms that Desired Additional Credit, 1993

Specification	African-American	Asian	Native American	Hispanic	Non-minority Female
a) USA No Other Control Variables (n=2,647)	0.455 (14.85)	0.299 (6.83)	0.188 (1.57)	0.297 (7.77)	0.126 (4.01)
Full Set of Control Variables (same as Table 6.8, Column 3 except for loan characteristics) (n=2,644)	0.276 (6.93)	0.180 (3.42)	-0.009 (0.06)	0.165 (3.51)	0.049 (1.38)
b) MIDATL					
No Other Control Variables (n=2,647)	0.457 (14.19)	0.310 (6.67)	0.197 (1.65)	0.288 (7.04)	0.114 (3.41)
Full Set of Control Variables (same as Table 6.8, Column 3 except for loan characteristics) (n=2,644)	0.278 (6.61)	0.200 (3.56)	-0.003 (0.02)	0.165 (3.30)	0.023 (0.61)
c) Construction					
No Other Control Variables (n=463)	0.413 (6.12)	0.196 (1.46)	0.128 (0.36)	0.255 (2.71)	0.043 (0.51)
Full Set of Control Variables (same as Table 6.8, Column 3 except for loan characteristics) (n=463)	0.051 (2.86)	0.015 (0.53)	-0.015 (0.41)	0.019 (1.00)	-0.010 (1.04)

Source: See Table 6.1.

Notes: Reported estimates are Probit derivatives, t-Statistics in parentheses. The sample consists of all firms that applied for loans along with those who needed credit, but did not apply for fear of refusal. Failure to obtain credit includes those firms that were denied and those that did not apply for fear of refusal. Dependent variable is unity if the firm failed to obtain credit and zero if the firm applied for credit and had their loan application approved.

Table 6.17. Most Important Problem Facing Your Business Today – USA, 1998

	Non-minority male	African-American	Other	Hispanic	Non-minority Female	Total
Financing and interest rates	5.8%	18.2%	10.6%	8.1%	6.2%	6.8%
Taxes	7.7%	1.9%	5.3%	3.1%	6.6%	6.9%
Inflation	0.4%	0.6%	0.0%	1.0%	0.4%	0.4%
Poor sales	7.0%	5.9%	11.6%	7.0%	8.3%	7.5%
Cost/availability of labor	3.9%	3.3%	2.4%	3.5%	4.5%	3.9%
Government regulations/red tape	7.1%	3.0%	4.8%	8.1%	6.5%	6.8%
Competition (from larger firms)	11.1%	10.7%	10.6%	18.4%	10.2%	11.3%
Quality of labor	14.4%	11.0%	9.4%	8.7%	9.1%	12.6%
Cost and availability of insurance	2.6%	1.0%	0.8%	0.0%	2.3%	2.2%
Other	11.4%	10.0%	8.3%	16.0%	12.7%	11.7%
Cash flow	4.6%	10.9%	6.3%	3.5%	3.3%	4.6%
Capital other than working capital	1.1%	1.7%	4.1%	0.8%	1.3%	1.3%
Acquiring and retaining new customers	3.1%	3.9%	5.0%	1.8%	3.3%	3.2%
Growth of firm/industry	0.9%	1.0%	1.2%	0.1%	0.4%	0.8%
Overcapacity of firm/industry	0.1%	0.0%	0.0%	0.3%	0.0%	0.1%
Marketing/advertising	2.1%	3.9%	2.5%	2.8%	3.6%	2.5%
Technology	1.4%	1.2%	1.6%	2.6%	1.3%	1.5%
Costs, other than labor	2.7%	1.8%	2.5%	3.6%	3.8%	2.9%
Seasonal/cyclical issues	1.3%	1.2%	0.7%	0.4%	0.7%	1.1%
Bill collection	2.8%	2.2%	2.4%	2.6%	2.8%	2.8%
Too much work/not enough time	3.6%	2.2%	4.3%	1.4%	5.7%	3.9%
No problems	4.6%	4.3%	5.6%	5.8%	6.4%	5.1%
Not ascertainable	0.4%	0.0%	0.0%	0.0%	0.7%	0.4%

Source: NERA calculations from the 1998 SSBF (n=3561).

Notes: Results are weighted.

Table 6.18. Determinants of Loan Denial Rates - USA, 1998

	(1)	(2)	(3)	(4)	(5)
African-American	0.422 (7.94)	0.254 (5.36)	0.217 (5.05)	0.192 (4.52)	0.218 (4.74)
Asian	0.148 (2.54)	0.129 (2.52)	0.049 (1.25)	0.023 (0.65)	0.028 (0.77)
Hispanic	0.353 (6.44)	0.269 (5.37)	0.211 (4.69)	0.183 (4.21)	0.171 (4.00)
Non-minority Female	0.087 (2.22)	0.049 (1.55)	0.024 (0.96)	0.016 (0.66)	0.011 (0.44)
Judgments		0.272 (4.28)	0.249 (4.32)	0.272 (4.47)	0.262 (4.20)
Firm delinquent		0.081 (2.88)	0.115 (4.20)	0.103 (3.88)	0.111 (4.01)
Personally delinquent		0.092 (2.85)	0.039 (1.59)	0.042 (1.69)	0.045 (1.76)
Bankrupt past 7 yrs		0.504 (4.48)	0.406 (3.83)	0.392 (3.67)	0.395 (3.64)
$1998 sales (*$10^8$)		-0.000 (2.47)	-0.000 (0.26)	0.000 (0.02)	0.000 (0.03)
$1998 firm equity (*$10^8$)		0.000 (1.40)	0.000 (0.46)	0.000 (0.20)	0.000 (0.06)
Owner home equity (*10^8)		0.000 (0.52)	0.000 (1.47)	0.000 (0.96)	0.000 (0.90)
Owner net worth (*10^8)		-0.000 (1.25)	-0.000 (1.28)	-0.000 (1.19)	-0.000 (1.24)
Owner years experience		-0.002 (1.42)	-0.001 (0.49)	-0.000 (0.34)	-0.000 (0.21)
Owners' share of business		0.000 (0.75)	-0.000 (0.12)	0.000 (0.03)	-0.000 (0.33)
Dun & Bradstreet credit ratings (4)	No	Yes	Yes	Yes	Yes
Owner's Education (6 indicator variables)	No	Yes	Yes	Yes	Yes
Other Firm Characteristics (17 variables)	No	No	Yes	Yes	Yes
Characteristics of the Loan (1 variable)	No	No	Yes	Yes	Yes
Region (8 indicator variables)	No	No	No	Yes	Yes
Industry (8 indicator variables)	No	No	No	Yes	Yes
Year of Application (5 indicator variables)	No	No	No	No	Yes
Type of Financial Institution (11 indicator vars.)	No	No	No	No	Yes
N	924	924	924	924	905
Pseudo R^2	.1061	.2842	.3714	.3910	.4015
Chi^2	90.0	241.1	315.1	331.8	337.8
Log likelihood	-379.3	-303.7	-266.7	-258.3	-251.7

Source: See Table 6.17.

Notes: Reported estimates are derivatives from Probit models, t-Statistics are in parentheses. "Other firm characteristics" include variables indicating whether the firm had a line of credit, 1998 full time equivalent employment, firm age, metropolitan area, legal form of organization (sole proprietorship, partnership, LLP, S-corporation, C-corporation, or LLC), existing long run relation with lender, geographic scope of market (regional, national, foreign, or international), the value of the firm's inventory, the firm's cash holdings, and the value of land held by the firm. "Characteristics of the loan" includes the size of the loan applied for.

Table 6.19. Determinants of Loan Denial Rates – MIDATL, 1998

	(1)	(2)	(3)	(4)	(5)
African-American	0.418 (7.22)	0.220 (4.39)	0.228 (4.72)	0.204 (4.25)	0.235 (4.52)
Asian	0.127 (2)	0.085 (1.64)	0.016 (.44)	-0.007 (.21)	-0.008 (.23)
Hispanic	0.364 (6.22)	0.281 (5.18)	0.214 (4.45)	0.182 (3.92)	0.162 (3.62)
Non-minority Female	0.093 (2.24)	0.053 (1.62)	0.030 (1.12)	0.020 (.79)	0.016 (.62)
African-American*MIDATL	0.006 (.06)	0.113 (1.05)	-0.020 (.35)	-0.013 (.24)	-0.014 (.24)
Asian*MIDATL	0.080 (.57)	0.250 (1.59)	0.286 (1.74)	0.336 (1.94)	0.399 (2.16)
Hispanic*MIDATL	-0.050 (.47)	-0.039 (.51)	-0.014 (.19)	-0.002 (.03)	0.017 (.2)
Non-minority Female*MIDATL	-0.041 (.39)	-0.043 (.53)	-0.040 (.69)	-0.035 (.62)	-0.042 (.84)
MIDATL region	0.032 (.61)	-0.012 (.27)	0.007 (.18)	-0.014 (.31)	-0.016 (.36)
Creditworthiness Controls (8 variables)	No	Yes	Yes	Yes	Yes
Owner's Education (6 indicator variables)	No	Yes	Yes	Yes	Yes
Other Firm Characteristics (17 variables)	No	No	Yes	Yes	Yes
Characteristics of the Loan (1 variable)	No	No	Yes	Yes	Yes
Region (7 indicator variables)	No	No	No	Yes	Yes
Industry (8 indicator variables)	No	No	No	Yes	Yes
Year of Application (5 indicator variables)	No	No	No	No	Yes
Type of Financial Institution (11 indicator vars.)	No	No	No	No	Yes
N	924	924	924	924	905
Pseudo R^2	0.1077	0.2899	0.3768	0.3969	0.4094
Chi^2	91.39	246.01	319.77	336.81	344.41
Log likelihood	-378.6	-301.3	-264.4	-255.9	-248.4

Source: See Table 6.17.

Notes: t-statistics in parentheses. Other creditworthiness controls are the 4 other variables included in Column (2) of Table 6.18.

Table 6.20. More Loan Denial Probabilities, 1998

	(1)	(2)	(3)	(4)
	Denylast	*Denylast*	*Denylast*	*Denylast*
African-American	0.457 (8)	0.246 (4.76)	0.438 (7.14)	0.224 (4.07)
Asian	0.185 (2.81)	0.027 (.65)	0.156 (2.2)	-0.011 (.29)
Hispanic	0.360 (6.28)	0.171 (3.67)	0.374 (6.09)	0.172 (3.41)
Non-minority Female	0.083 (2)	0.005 (.2)	0.090 (2.05)	0.007 (.25)
African-American*MIDATL			0.109 (.75)	0.100 (.86)
Asian*MIDATL			0.127 (.75)	0.445 (2.15)
Hispanic*MIDATL			-0.065 (.57)	0.002 (.02)
Non-minority Female*MIDATL			-0.050 (.45)	-0.025 (.34)
MIDATL			0.034 (.6)	0.343 (4.55)
Creditworthiness Controls	No	Yes	No	Yes
Owner's Education	No	Yes	No	Yes
Other Firm Characteristics	No	Yes	No	Yes
Characteristics of the loan	No	Yes	No	Yes
Region	No	Yes	No	Yes
Industry	No	Yes	No	Yes
N	846	846	846	846
Pseudo R^2	0.1112	0.4265	0.1148	0.4336
Chi^2	90.94	348.71	93.88	354.56
Log likelihood	-363.3	-234.5	-361.9	-231.5

Source: See Table 6.17.

Table 6.21. Models of Interest Rate Charged, 1998

Specification	African-American	African-American * MIDATL	African-American * Construc-tion	Asian	Hispanic	Non-minority Female
1a) All Loans (as in Column 5 of Table 6.18) n=765	1.064 (2.66)	–	–	0.559 (1.49)	-0.088 (.23)	-0.501 (1.93)
1b) All Loans (as in Column 5 of Table 6.18) n=765	0.385 (.85)	4.701 (4.37)	-0.309 (.31)	0.191 (.43)	0.348 (.78)	0.198 (.15)
1c) All Loans (as in Column 5 of Table 6.18), MIDATL only n=87	3.680 (1.21)		-7.383 (1.41)	-1.616 (.53)	3.062 (.75)	3.355 (.53)

Source: See Table 6.17.

Notes: Each line of this table represents a separate regression with all of the control variables. The sample consists of firms who had applied for a loan and had their application approved.

Table 6.22. Racial Differences in Failing to Apply for Loans Fearing Denial, 1998

Specification	African-American	Asian	Hispanic	Non-minority Female
a) U.S.				
No Other Control Variables (n=3,448)	0.353 (11.90)	0.046 (1.48)	0.173 (5.77)	0.051 (2.55)
Full Set of Control Variables (n=3,448)	0.208 (7.04)	-0.012 (0.43)	0.052 (1.87)	0.011 (0.59)
b) MIDATL region				
No Other Control Variables (n=427)	0.345 (4.4)	0.223 (2.2)	0.068 (0.75)	0.010 (0.17)
Full Set of Control Variables (n=423)	0.222 (2.54)	0.203 (1.84)	0.043 (0.48)	-0.085 (1.42)
c) Construction				
No Other Control Variables (n=613)	0.371 (5.06)	0.117 (1.43)	0.020 (0.26)	0.122 (2.08)
Full Set of Control Variables (n=609)	0.273 (3.69)	0.099 (1.32)	-0.062 (1.13)	0.038 (0.74)

Source: See Table 6.17.

Note: Reported estimates are Probit derivatives with t-statistics in parentheses. Full set of control variables as in Column (5) of Table 6.18, except for loan amount, year of application, and type of lender.

Table 6.23. Models of Credit Card Use, 1998

Specification	African-American	Asian	Hispanic	Non-minority Female	Sample Size
1) Business Credit Card	-0.001 (0.02)	-0.038 (1.00)	-0.014 (0.38)	-0.018 (0.72)	3,561
2) Personal Credit Card	-0.018 (0.54)	0.016 (0.44)	-0.050 (1.42)	0.012 (0.52)	3,561
3) Business Credit Card MIDATL	-0.063 (0.65)	-0.004 (0.03)	0.047 (0.42)	0.036 (0.42)	437
4) Personal Credit Card MIDATL	0.091 (0.93)	0.112 (0.91)	-0.048 (0.45)	-0.102 (1.29)	439
3) Business Credit Card Construction & related	0.056 (0.62)	-0.074 (0.7)	0.087 (0.86)	-0.025 (0.35)	624
4) Personal Credit Card Construction & related	0.003 (0.04)	0.047 (0.46)	-0.092 (1.01)	-0.073 (0.99)	624

Source: See Table 6.17.

Notes: Each line of this table represents a separate regression with the same control variables as Column (5) of Table 6.18, except for loan amount, year of application and type of lender. The dependent variable indicates whether the firm used business or personal credit cards to finance business expenses. In all specifications, the sample size includes all firms. Reported estimates are Probit derivatives with t-statistics in parentheses.

Table 6.24. Most Important Problem Facing Your Business Today – USA, 2003

	Non-minority male	African-American	Other	Hispanic	Non-minority Female	Total
Financing and interest rates	5.4%	20.7%	9.1%	5.7%	5.8%	6.3%
Taxes	6.3%	2.4%	4.9%	7.7%	4.3%	5.7%
Inflation	2.7%	1.0%	2.3%	0.5%	1.4%	2.3%
Poor sales	17.8%	38.5%	28.9%	30.0%	22.5%	20.6%
Cost/availability of labor	1.5%	0.0%	0.6%	1.5%	1.5%	1.4%
Government regulations/red tape	4.7%	1.0%	5.4%	9.6%	2.5%	4.5%
Competition (from larger firms)	4.0%	2.7%	2.7%	3.6%	3.6%	3.8%
Quality of labor	7.9%	6.9%	5.0%	3.8%	6.5%	7.2%
Cost and availability of insurance	10.3%	1.8%	3.1%	5.2%	6.4%	8.6%
Other	2.6%	1.9%	4.0%	2.8%	1.6%	2.5%
Cash flow	5.3%	3.4%	9.4%	4.1%	8.6%	6.0%
Capital other than working capital	6.2%	5.1%	4.6%	7.1%	6.8%	6.3%
Acquiring and retaining new customers	0.9%	2.7%	0.4%	1.1%	0.8%	1.0%
Growth of firm/industry	1.3%	0.0%	1.0%	0.1%	0.7%	1.0%
Overcapacity of firm/industry	1.6%	0.8%	1.8%	0.1%	1.1%	1.4%
Marketing/advertising	0.8%	0.8%	0.6%	1.6%	1.2%	0.9%
Technology	1.2%	2.2%	0.2%	0.0%	1.3%	1.1%
Costs, other than labor	4.2%	2.5%	4.3%	1.0%	6.1%	4.4%
Seasonal/cyclical issues	1.4%	0.7%	1.6%	2.3%	2.0%	1.6%
Bill collection	2.2%	1.8%	2.4%	1.8%	3.3%	2.4%
Too much work/not enough time	4.9%	1.9%	4.0%	2.3%	6.2%	4.8%
No problems	1.5%	0.0%	0.7%	0.8%	1.4%	1.4%
Costs, other than labor	1.5%	0.0%	0.7%	3.7%	1.2%	1.4%
Seasonal/cyclical issues	2.2%	1.0%	0.1%	3.6%	1.0%	1.9%
Bill collection	0.3%	0.0%	0.0%	0.0%	0.8%	0.4%
Too much work/not enough time	0.4%	0.0%	0.7%	0.0%	0.5%	0.4%
No problems	0.3%	0.4%	0.0%	0.0%	0.4%	0.3%
Not ascertainable	0.2%	0.0%	1.3%	0.0%	0.5%	0.3%

Source: NERA calculations from the 2003 SSBF (n=4072).

Note: Results are weighted.

Table 6.25. Determinants of Loan Denial Rates - USA, 2003

	(1)	(2)	(3)	(4)	(5)
African-American	0.459 (8.38)	0.136 (5.47)	0.105 (4.80)	0.091 (5.04)	0.094 (4.95)
Asian	0.055 (1.51)	0.020 (1.59)	0.009 (1.01)	0.002 (0.49)	0.001 (0.18)
Hispanic	0.067 (1.74)	0.008 (0.83)	0.004 (0.58)	0.001 (0.30)	0.001 (0.25)
Native American and Other	0.184 (2.22)	0.061 (1.95)	0.032 (1.47)	0.021 (1.43)	0.021 (1.49)
Non-minority Female	0.043 (2.17)	0.003 (0.70)	0.002 (0.49)	0.001 (0.57)	0.002 (0.76)
Judgments against owner		0.007 (0.66)	0.003 (0.35)	0.003 (0.54)	0.006 (0.90)
Judgments against firm		0.005 (1.16)	0.005 (1.42)	0.001 (0.54)	0.001 (0.64)
Firm delinquent		0.032 (3.78)	0.021 (3.23)	0.019 (3.89)	0.021 (4.08)
Personally delinquent		-0.007 (0.69)	-0.006 (1.02)	-0.003 (0.82)	-0.002 (0.58)
Owner Bankrupt past 7 yrs		0.046 (1.36)	0.041 (1.35)	0.052 (1.81)	0.044 (1.66)
Firm Bankrupt past 7 yrs		0.000 (0.03)	0.003 (0.37)	0.001 (0.17)	-0.001 (0.38)
\$1998 sales ($*10^8$)		-0.000 (1.68)	0.000 (0.04)	0.000 (0.29)	0.000 (0.51)
\$1998 firm equity ($*10^8$)		-0.000 (2.23)	-0.000 (1.03)	-0.000 (1.62)	-0.000 (1.63)
Owner home equity ($*10^8$)		0.000 (0.28)	0.000 (0.02)	-0.000 (0.45)	-0.000 (0.26)
Owner net worth ($*10^8$)		-0.000 (2.97)	-0.000 (2.92)	-0.000 (3.06)	-0.000 (3.26)
Owner years experience		0.000 (0.31)	0.000 (1.00)	0.000 (0.82)	0.000 (0.62)
Owners' share of business		0.000 (0.08)	0.000 (0.61)	0.000 (0.38)	0.000 (0.47)
Dun & Bradstreet credit ratings (4)	No	Yes	Yes	Yes	Yes
Owner's Education (6 indicator variables)	No	Yes	Yes	Yes	Yes
Other Firm Characteristics (17 variables)	No	No	Yes	Yes	Yes
Characteristics of the Loan (1 variable)	No	No	Yes	Yes	Yes
Region (8 indicator variables)	No	No	No	Yes	Yes
Industry (8 indicator variables)	No	No	No	Yes	Yes
Year of Application (5 indicator variables)	No	No	No	No	Yes
Type of Financial Institution (11 indicator vars.)	No	No	No	No	Yes
N	1,664	1,655	1,655	1,655	1,605
Pseudo R^2	.0850	.2267	.2901	.3336	.3681
Chi^2	74.1	192.9	246.8	283.8	310.3
Log likelihood	-399.1	-328.9	-301.9	-283.4	-266.4

Source: See Table 6.24. Notes: "Other firm characteristics" include variables indicating whether the firm had a line of credit, 2003 total employment, firm age, metropolitan area, legal form of organization (sole proprietorship, partnership, LLP, S-corporation, C-corporation, or LLC), existing long run relation with lender, geographic scope of market (local, regional, national, foreign, or international), the value of the firm's inventory, the firm's cash holdings, the value of land held by the firm, and total salaries and wages paid. "Characteristics of the loan" includes the size of the loan applied for.

Table 6.26. Determinants of Loan Denial Rates – MIDATL, 2003

	(1)	(2)	(3)	(4)	(5)
African-American	0.441 (7.61)	0.119 (4.82)	0.092 (4.26)	0.079 (4.53)	0.084 (4.49)
Asian	0.055 (1.4)	0.026 (1.77)	0.015 (1.35)	0.005 (0.86)	0.002 (0.39)
Hispanic	0.079 (1.95)	0.012 (1.07)	0.007 (0.84)	0.002 (0.5)	0.002 (0.56)
Native and Other	0.124 (1.5)	0.037 (1.31)	0.017 (0.91)	0.012 (0.91)	0.013 (1.05)
Non-minority Female	0.037 (1.74)	0.002 (0.38)	0.001 (0.22)	0.001 (0.33)	0.001 (0.52)
African-American*MIDATL	0.055 (0.58)	0.058 (1.09)	0.058 (1.07)	0.040 (1.03)	0.027 (0.86)
Asian*MIDATL	-0.002 (0.02)	-0.009 (0.75)	-0.007 (0.93)	-0.004 (0.79)	-0.002 (0.37)
Hispanic-Other*MIDATL	–	–	–	–	–
Native-Other*MIDATL	–	–	–	–	–
Non-minority Female*MIDATL	0.034 (0.63)	0.007 (0.53)	0.005 (0.49)	0.003 (0.48)	0.003 (0.46)
MIDATL region	0.025 (1.09)	0.008 (1.27)	0.006 (1.13)	0.001 (0.33)	0.001 (0.19)
Creditworthiness (4 variables)	No	Yes	Yes	Yes	Yes
Dun & Bradstreet credit ratings (4 variables)	No	Yes	Yes	Yes	Yes
Balance Sheet (4 indicator variables)	No	Yes	Yes	Yes	Yes
Owner Experience (1 indicator variable)	No	Yes	Yes	Yes	Yes
Owner's Share of Business (1 indicator variable)	No	Yes	Yes	Yes	Yes
Owner's Education (6 indicator variables)	No	Yes	Yes	Yes	Yes
Other Firm Characteristics (17 variables)	No	No	Yes	Yes	Yes
Characteristics of the Loan (1 variable)	No	No	Yes	Yes	Yes
Region (7 indicator variables)	No	No	No	Yes	Yes
Industry (8 indicator variables)	No	No	No	Yes	Yes
Year of Application (5 indicator variables)	No	No	No	No	Yes
Type of Financial Institution (11 indicator vars.)	No	No	No	No	Yes
N	1,660	1,651	1,651	1,651	1,601
Pseudo R^2	0.0878	0.2316	0.2946	0.3346	0.3683
Chi^2	76.1	195.66	248.94	282.7	308.38
Log likelihood	-395.3	-324.6	-298	-281.1	-264.5

Source: See Table 6.24.

Notes: t-statistics in parentheses. Creditworthiness controls include presence of legal judgments against the firm during the previous 3 years, more than 60 days delinquent on any personal obligations the firm's owner during the previous 3 years, more than 60 days delinquent on any business obligations the firm during the previous 3 years, and declaration of owner of firm bankruptcy during the previous 7 years. Balance sheet variables include firm sales in 1998, firm equity in 1998, owner's home equity in 1998, and owner's personal net worth (exclusive of firm equity and home equity) in 1998. For other variables, see notes for Table 6.25.

Table 6.27. Models of Interest Rate Charged, 2003

Specification	African-American	Asian	Hispanic	Native and Other	Non-minority Female
1a) All Loans (as in Column 5 of Table 6.25) n=1,537	1.046 (2.02)	0.430 (1.20)	0.991 (2.72)	0.260 (0.35)	-0.148 (0.75)
1b) All Loans (as in Column 5 of Table 6.26) n=1,537	0.833 (1.39)	0.330 (0.78)	1.440 (3.22)	0.475 (0.51)	-0.332 (1.47)

Source: See Table 6.24.

Notes: Each line of this table represents a separate regression with all of the control variables as indicated. Additionally, controls were included for whether the loan required a co-signer or guarantor, whether collateral was required and, if so, the type of collateral required. The sample consists of firms who had applied for a loan and had their application approved.

Table 6.28. Models of Credit Card Use, 2003

Specification	African-American	Asian	Hispanic	Native American and Other	Non-minority Female	Sample Size
1) Business Credit Card	-0.060 (1.13)	0.040 (.91)	0.004 (.08)	-0.001 (.01)	0.002 (.07)	3,676
2) Personal Credit Card	-0.132 (2.68)	0.036 (.84)	-0.080 (1.77)	-0.040 (.48)	0.036 (1.56)	3,676
3) Business Credit Card, MIDATL	-0.342 (1.94)	-0.015 (.12)	-0.224 (1.18)	–	-0.022 (.32)	445
4) Personal Credit Card, MIDATL	-0.222 (1.48)	0.022 (.18)	0.278 (1.48)	-0.210 (.89)	0.095 (1.42)	452

Source: See Table 6.24.

Notes: Each line of this table represents a separate regression with the same control variables as Column (5) of Table 6.27, except for loan amount, year of application, and type of lender. The dependent variable indicates whether the firm used business or personal credit cards to finance business expenses. In all specifications, the sample size is all firms. Reported estimates are Probit derivatives with t-statistics in parentheses.

Table 6.29. Racial Differences in Failing to Apply for Loans Fearing Denial, 2003

Specification	African-American	Asian	Hispanic	Native American and Other	Non-minority Female
a) U.S.					
No Other Control Variables (n=3,704)	0.385 (9.48)	0.059 (1.95)	0.138 (4.01)	0.138 (2.14)	0.072 (4.47)
Full Set of Control Variables (n=3,676)	0.166 (4.73)	0.038 (1.40)	0.050 (1.82)	0.052 (1.01)	0.035 (2.46)
b) MIDATL region					
No Other Control Variables (n=3,704)	0.359 (8.46)	0.062 (1.90)	0.125 (3.56)	0.165 (2.40)	0.061 (3.53)
Full Set of Control Variables (n=3,676)	0.137 (3.84)	0.047 (1.61)	0.042 (1.50)	0.072 (1.30)	0.025 (1.69)
c) Construction					
No Other Control Variables (n=705)	0.492 (4.34)	-0.022 (0.29)	0.090 (1.22)	0.258 (2.17)	0.026 (0.64)
Full Set of Control Variables (n=695)	0.303 (3.16)	0.002 (0.04)	-0.009 (0.34)	0.137 (1.65)	-0.002 (0.11)

Source: See Table 6.24.

Note: Reported estimates are Probit derivatives with t-statistics in parentheses. Full set of control variables as in Column (5) of Table 6.25, except for loan amount, year of application, and type of lender. In Panel (b), interaction terms between race, sex, and SATL were all insignificant, with the exception of the interaction between white female and SATL in the model with no other controls.

Table 6.30. Determinants of Loan Denial Rates – Nine Jurisdictions

	(1)	(2)
	Most Recent Application	*Last Three Years*
African-American	0.289 (8.2)	0.293 (7.60)
Hispanic	0.178 (3.86)	0.244 (4.59)
Native American	0.087 (1.69)	0.188 (3.29)
Asian	0.042 (0.72)	0.003 (0.05)
Other race	0.313 (3.07)	0.364 (3.15)
Non-minority female	0.046 (1.83)	0.086 (2.96)
Judgments	0.051 (1.23)	0.119 (2.24)
Firm delinquent	0.022 (2.7)	0.057 (5.90)
Personally delinquent	0.076 (7.38)	0.077 (6.03)
Bankrupt past 3yrs	0.228 (3.99)	0.328 (4.74)
N	1,855	1,855
Pseudo R^2	.1905	.1721
Chi^2	336.0	363.3

Source: NERA Credit Market Surveys, 1999-2007.

Notes: Reported estimates are derivatives from Probit models, t-statistics are in parentheses. Indicator variables are also included for the various jurisdictions.

Table 6.31. Determinants of Interest Rates – Nine Jurisdictions

	(1)	(2)
African-American	1.683 (3.44)	1.491 (2.98)
Asian	1.221 (2.16)	0.789 (1.34)
Hispanic	0.820 (1.48)	0.895 (1.56)
Native American	1.241 (1.52)	1.008 (1.24)
Other race	-1.115 (0.63)	-1.072 (0.61)
Non-minority female	0.046 (0.16)	0.018 (0.06)
Judgments		0.537 (0.85)
Firm delinquent		-0.041 (0.36)
Personally delinquent		0.644 (3.65)
Bankrupt past 3yrs		1.184 (1.13)
Creditworthiness, Firm, and Owner Characteristics	No	Yes
Loan Characteristics	Yes	Yes
N	1,490	1,463
Adjusted R^2	.0831	.1046
F	11.4	11.05

Source: See Table 6.30.

Notes: Reported estimates are OLS regression models, t-statistics are in parentheses. Source: NERA Credit Market Surveys, 1999-2007. Five indicators for primary owner's education level, four indicators for legal form of organization, loan amount applied for, loan amount granted, and month and year of loan application. Seven additional indicators for jurisdiction are also included.

VII. M/WBE Utilization and Disparity in the State's Markets

A. Introduction

The *Croson* decision and its progeny have held that statistical evidence of race-based or gender-based disparities in business enterprise activity is a requirement for any state or local entity that desires to establish or maintain race-conscious or gender-conscious requirements for M/WBE participation in contracting and procurement. Chapters V and VI documented the extent of disparity facing minority- and women-owned firms in the private sector of the State's market area, where contracting and procurement activity is typically *not* subject to such requirements. In this Chapter we examine whether there is statistical evidence of disparities in the public sector contracting and procurement activities supported by NYS.

To determine whether M/WBEs have been underutilized in the public sector we should ideally examine public expenditures that were *not* subject to affirmative action requirements. However, NYS has had a longstanding policy of pursuing affirmative action programs in contracting and procurement.[245]

Given the history of the State's M/WBE policy, its own data might not show evidence of underutilization, even if such underutilization exists in the private sector. Instead, the State's data, in our view, is most useful for examining the effectiveness of its M/WBE policy during the study period. On the other hand, of course, if actual NYS M/WBE utilization still turns out to be significantly less than M/WBE availability in certain procurement categories, then the State's data will still provide evidence of adverse disparities.

The statistical evidence reported in Chapter III has already established from which specific industries NYS buys the goods and services it requires as well as from which geographic areas it draws the majority of its prime contractors and subcontractors. In addition, the statistical evidence reported in Chapter IV has established what percentage of all firms in the State's geographic and product markets are M/WBEs.

[245] *See* Chapter I, Section B, for an historical summary of the State's M/WBE policy.

This Chapter will document:

- To what extent NYS has utilized M/WBEs in its contracting and subcontracting opportunities during the study period;
- Whether M/WBEs have been utilized to the extent that they are available in the relevant marketplace.

We report this information for Construction, CRS, Services, and Commodities, and for all four of these procurement categories combined. All results are reported by race and sex as well as for all M/WBEs combined.

B. M/WBE Utilization

For this Study, we examined 4,618 prime contracts and 14,889 associated subcontracts covering a five-year time period and with a total value of approximately $33.3B. NAICS codes, M/WBE status, and detailed race and sex status for the prime contractors and subcontractors included in the master contract/subcontract database[246] were established through extensive computer-assisted cross-referencing of firms in that database with firms in (a) the master directory of M/WBEs assembled for this study,[247] (b) Dun & Bradstreet[248] (c) company profiles drawn from American Business Information, Hoover's, Standard & Poors, and other sources, and (d) the results of our race/sex misclassification/non-classification surveys.[249]

During the study period, as a group, we found that M/WBEs earned 12.4 percent of all NYS contract and subcontract dollars in Construction, 19.4 percent of all contract and subcontract dollars in CRS, 2.8 percent of all contract and subcontract dollars in Services, and 0.75 percent of all contract dollars in Commodities. Combined, M/WBEs earned 5.0 percent of all State contract and subcontract dollars during the five-year study period.

Table 7.1 (page 251) details the key results of our analysis of M/WBE participation at NYS. For minority-owned M/WBEs (i.e. M/WBEs other than non-minority women), utilization was 8.6 percent in Construction, 15.4 percent in CRS, 0.65 percent in Services, 0.12 percent in Commodities, and 2.9 percent overall. For non-minority women-owned M/WBEs utilization was 3.8 percent in Construction, 4.0 percent in CRS, 2.2 percent in Services, 0.63 percent in Commodities, and 2.2 percent overall.

Overall, among M/WBEs, firms owned by non-minority women earned the largest fraction of NYS contracting and subcontracting dollars (2.2 percent), followed in descending order by firms owned by Asians (1.1 percent), firms owned by Hispanics (0.81 percent), firms owned by African-Americans (0.70 percent), and firms owned by Native Americans (0.2 percent).

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[246] *See* Chapter III.

[247] *See* Chapter IV.

[248] *Ibid.*

[249] *Ibid.*

It is clear from Table 7.1 that, statewide, in the major procurement categories of Services and Commodities, participation by M/WBEs in general, and minority-owned M/WBEs in particular, is practically non-existent.

Tables 7.2 through 7.5 (starting on page 252) provide utilization statistics by NAICS Industry Sub-Sector group (three-digit NAICS code) for each race and sex group in the Study. Tables 7.6 through 7.9 (starting on page 264) provide similar utilization statistics by NAICS Industry Group (four-digit NAICS code).[250]

C. Disparity Analysis

We turn next to a comparison between our estimates of M/WBE utilization in the State's own contracting and subcontracting activities and our estimates of M/WBE availability in the State's geographic and product market area.

Table 7.10 (starting on page 292) presents the results of this comparison for the State's contracting and procurement as a whole.

The figures in the utilization column in this table are the same as those from Table 7.1 and include both prime contract and subcontract dollars. The figures in the availability column are the same as those in Table 4.17.

The disparity ratio, in the final column of Table 7.10, is derived by dividing utilization by availability and multiplying the result by 100. A disparity ratio below 100 indicates that M/WBEs are participating in NYS contracting and subcontracting at a level that is less than their estimated availability in the relevant marketplace. A disparity ratio of 80 or lower is considered to be large. A disparity ratio is said to be adverse and statistically significant if it is less than or equal to 80 and unlikely to be caused by chance alone.

For NYS, disparity ratios are less than or equal to 80 in 31 of 35 cases examined in Table 7.10. In Services and Commodities, these ratios are less than 15 in every case. It is evident from Table 7.10 that the almost all of the M/WBE participation in State contracting and subcontracting is occurring in Construction and CRS.

In Construction, statistically significant adverse disparities are observed for Hispanics, MBEs as a group, Non-minority women, and M/WBEs as a group.

In CRS, statistically significant adverse disparities are observed for non-minority female-owned firms.

In Services, no statistically significant adverse disparities are observed.

In Commodities, statistically significant adverse disparities are observed for Asian-owned firms, MBE firms as a group, non-minority female-owned firms, and M/WBE firms as a group.

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[250] Comparable statistics were calculated at the NAICS Industry level as well (five-digit and six-digit NAICS). In the interest of space, these results are not reported here. Four-digit NAICS codes are most comparable to four-digit Standard Industrial Classification (SIC) codes, which were used prior to the advent of the NAICS system.

The lack of statistical significance in Services is largely due to the presence of a small number of multi-billion dollar NYS Health Insurance Program (NYSHIP) contracts.[251] If these contracts are excluded from the calculations, the disparities for M/WBEs and Minority-owned firms become statistically significant at a 5 percent level or better and the disparities for non-minority females and Asian-owned firms become statistically significant at a 10 percent level or better. This is shown in Table 7.10a (starting on page 293).

The absence of this small number of extremely large NYSHIP contracts impacts the statistical significance of the "All Procurement" as well, as can be seen by comparison of Table 7.10 to Table 7.10a. In the "All Procurement" category in Table 7.10a, the disparity ratios for M/WBEs as a group, for Minority-owned firms, for non-minority female owned firms, for Asian-owned firms, and for Hispanic-owned firms all become highly statistically significant. The disparity ratio for Black-owned firms becomes statistically significant as well.

Tables 7.11 through 7.14 (starting on page 294) present disaggregated disparity results by NAICS Industry Sub-Sector. Adverse disparities are observed among all minority and sex groups and in a wide variety of industry categories.[252]

Tables 7.15 through 7.29 (starting on page 341) present disparity results, overall and by major procurement category, for each individual state agency, authority, or university included in the study. Again, adverse disparities are observed among all minority and sex groups and in a wide variety of industry categories.

D. Current versus Expected Availability

Finally, Table 7.30 (page 356) provides a comparison between current levels of M/WBE availability for NYS and levels that we would expect to observe in a race- and gender-neutral marketplace. The latter, referred to as "expected availability," is derived by dividing the current availability figures, as documented in Table 4.17 (page 138), by the disparity ratios documented in column (3) of Table 5.21 (page 178). If no disparity is present in the relevant marketplace, the disparity ratio will be equal to 100 and expected availability will be equivalent to current availability. In cases where adverse disparities are present in the relevant marketplace, the disparity ratio will be less than 100 and, consequently, expected availability will exceed current availability. In all 35 cases examined in Table 7.15 expected M/WBE availability in the State's market area exceeds current M/WBE availability.

[251] The standard deviation in this procurement category is 45 times larger than in Construction, 66 times larger than in CRS, and 6 times larger than in Commodities.

[252] Disparity tests were also carried out at the NAICS Industry Group and NAICS Industry level, with similar results to those observed at the Industry Sub-Sector level. In the interest of space, these results are not reported here.

E. Tables

Table 7.1. M/WBE Utilization at NYS, 2004-2008

M/WBE Type	Procurement Category				
	Construction	CRS	Services	Commodities	Overall
	(%)	(%)	(%)	(%)	(%)
African-American	2.51	0.93	0.15	0.05	0.70
Hispanic	2.65	3.73	0.11	0.04	0.81
Asian	2.56	10.61	0.39	0.04	1.13
Native American	0.86	0.14	0.00	0.00	0.21
MBE	8.59	15.41	0.65	0.12	2.85
Non-minority Females	3.80	4.02	2.18	0.63	2.18
M/WBE Total	12.39	19.43	2.83	0.75	5.03
Non-M/WBE Total	87.61	80.57	97.17	99.25	94.97
Total (%)	100.00	100.00	100.00	100.00	100.00
Total ($)	*7,901,356,795*	*1,067,335,628*	*14,703,277,248*	*9,620,367,432*	*33,297,297,342*

Source: NERA Master Contract/Subcontract Database.

Table 7.2. Construction—M/WBE Utilization by Industry Sub-Sector (Percentages), 2004-2008

Industry Sub-Sector	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Specialty Trade Contractors (NAICS 238)	4.23	5.22	0.97	0.79	5.00	16.21	83.79
Heavy and Civil Engineering Construction (NAICS 237)	0.49	1.16	0.34	0.11	0.97	3.08	96.92
Construction of Buildings (NAICS 236)	0.65	0.28	1.79	0.07	1.46	4.25	95.75
Merchant Wholesalers, Durable Goods (NAICS 423)	2.23	1.53	2.07	3.17	5.02	14.03	85.97
Professional, Scientific, and Technical Services (NAICS 541)	0.09	0.66	11.14	1.55	1.76	15.20	84.80
Fabricated Metal Product Manufacturing (NAICS 332)	0.52	0.20	21.53	0.44	7.10	29.80	70.20
Waste Management and Remediation Services (NAICS 562)	6.37	1.11	0.00	1.52	6.73	15.72	84.28
Truck Transportation (NAICS 484)	12.95	0.41	0.02	1.04	12.78	27.20	72.80
Administrative and Support Services (NAICS 561)	11.36	0.71	0.66	10.01	22.25	44.98	55.02
Nonmetallic Mineral Product Manufacturing (NAICS 327)	0.79	2.04	32.54	0.52	2.63	38.52	61.48
Rental and Leasing Services (NAICS 532)	1.25	0.58	0.05	0.00	2.96	4.84	95.16
Transportation Equipment Manufacturing (NAICS 336)	0.49	0.00	38.67	0.00	0.39	39.56	60.44
Computer and Electronic Product Manufacturing (NAICS 334)	2.63	0.03	0.00	0.00	0.51	3.17	96.83
Merchant Wholesalers, Nondurable Goods (NAICS 424)	1.72	0.02	0.45	0.00	6.12	8.31	91.69
Repair and Maintenance (NAICS 811)	2.76	3.15	0.00	0.00	30.70	36.61	63.39
Machinery Manufacturing (NAICS 333)	0.00	0.78	2.35	0.00	1.38	4.51	95.49
Furniture and Home Furnishings Stores (NAICS 442)	15.55	0.00	0.00	0.00	3.43	18.98	81.02
Electrical Equipment, Appliance, and Component Manufacturing (NAICS 335)	4.12	0.00	15.48	0.00	1.07	20.67	79.33
Miscellaneous Manufacturing (NAICS 339)	0.23	0.04	19.97	0.00	53.62	73.85	26.15
Telecommunications (NAICS 517)	0.00	0.00	0.15	0.00	1.48	1.63	98.37
Wood Product Manufacturing (NAICS 321)	0.00	0.39	0.00	0.00	0.00	0.39	99.61
Plastics and Rubber Products Manufacturing (NAICS 326)	0.00	0.00	0.00	0.00	0.16	0.16	99.84

Industry Sub-Sector	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Credit Intermediation and Related Activities (NAICS 522)	0.00	0.00	0.21	0.00	0.00	0.21	99.79
Building Material and Garden Equipment and Supplies Dealers (NAICS 444)	0.00	0.00	0.00	7.80	5.63	13.43	86.57
Insurance Carriers and Related Activities (NAICS 524)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Primary Metal Manufacturing (NAICS 331)	0.00	10.95	0.00	0.00	54.95	65.90	34.10
Furniture and Related Product Manufacturing (NAICS 337)	0.00	0.00	39.35	0.00	14.31	53.67	46.33
Real Estate (NAICS 531)	0.00	0.00	0.00	0.00	0.90	0.90	99.10
Mining (except Oil and Gas) (NAICS 212)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Agriculture and Forestry (NAICS 115)	0.00	0.00	0.00	0.00	21.48	21.48	78.52
Utilities (NAICS 221)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Chemical Manufacturing (NAICS 325)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Paper Manufacturing (NAICS 322)	0.00	0.00	0.00	0.00	0.08	0.08	99.92
Petroleum and Coal Products Manufacturing (NAICS 324)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Mining (NAICS 213)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Transportation (NAICS 488)	5.10	0.00	0.00	0.00	3.60	8.70	91.30
Securities, Commodity Contracts, and Other Financial Investments and Related Activities (NAICS 523)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Publishing Industries (except Internet) (NAICS 511)	0.00	0.00	0.00	9.66	0.00	9.66	90.34
Personal and Laundry Services (NAICS 812)	0.00	0.00	0.00	0.00	0.15	0.15	99.85
Printing and Related Support Activities (NAICS 323)	0.00	0.00	12.84	0.00	52.56	65.41	34.59
Crop Production (NAICS 111)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Electronics and Appliance Stores (NAICS 443)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Textile Product Mills (NAICS 314)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Educational Services (NAICS 611)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Transit and Ground Passenger Transportation (NAICS 485)	0.00	0.00	96.62	0.00	0.00	96.62	3.38

Industry Sub-Sector	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Sporting Goods, Hobby, Book, and Music Stores (NAICS 451)	0.00	0.00	0.00	0.00	96.05	96.05	3.95
Motor Vehicle and Parts Dealers (NAICS 441)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Ambulatory Health Care Services (NAICS 621)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Rail Transportation (NAICS 482)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Broadcasting (except Internet) (NAICS 515)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Accommodation (NAICS 721)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Couriers and Messengers (NAICS 492)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Nonstore Retailers (NAICS 454)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Textile Mills (NAICS 313)	0.00	0.00	0.00	0.00	15.15	15.15	84.85
Food and Beverage Stores (NAICS 445)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Social Assistance (NAICS 624)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Beverage and Tobacco Product Manufacturing (NAICS 312)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Food Services and Drinking Places (NAICS 722)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Funds, Trusts, and Other Financial Vehicles (NAICS 525)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Food Manufacturing (NAICS 311)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Animal Production (NAICS 112)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Source: See Table 7.1.

Table 7.3. CRS—M/WBE Utilization by Industry Sub-Sector (Percentages) , 2004-2008

Industry Sub-Sector	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Professional, Scientific, and Technical Services (NAICS 541)	0.45	5.20	10.08	0.19	3.27	19.18	80.82
Construction of Buildings (NAICS 236)	0.54	0.00	8.48	0.00	1.80	10.82	89.18
Merchant Wholesalers, Durable Goods (NAICS 423)	0.07	0.00	4.99	0.00	0.02	5.08	94.92
Administrative and Support Services (NAICS 561)	1.18	0.14	36.57	0.00	3.43	41.32	58.68
Heavy and Civil Engineering Construction (NAICS 237)	6.26	0.00	4.81	0.05	2.96	14.08	85.92
Specialty Trade Contractors (NAICS 238)	4.73	1.36	22.74	0.00	5.45	34.27	65.73
Fabricated Metal Product Manufacturing (NAICS 332)	0.00	0.00	0.00	0.00	96.87	96.87	3.13
Rental and Leasing Services (NAICS 532)	40.23	0.02	0.00	0.00	0.00	40.24	59.76
Amusement, Gambling, and Recreation Industries (NAICS 713)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Nonmetallic Mineral Product Manufacturing (NAICS 327)	0.00	0.00	99.92	0.00	0.00	99.92	0.08
Waste Management and Remediation Services (NAICS 562)	0.00	0.00	0.00	0.00	95.04	95.04	4.96
Repair and Maintenance (NAICS 811)	0.00	0.00	0.00	0.00	0.16	0.16	99.84
Real Estate (NAICS 531)	0.00	31.09	0.00	0.00	0.00	31.09	68.91
Transportation Equipment Manufacturing (NAICS 336)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Miscellaneous Manufacturing (NAICS 339)	0.00	0.00	20.25	0.00	13.23	33.48	66.52
Printing and Related Support Activities (NAICS 323)	0.00	78.82	0.00	0.00	0.96	79.79	20.21
Support Activities for Transportation (NAICS 488)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Ambulatory Health Care Services (NAICS 621)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Insurance Carriers and Related Activities (NAICS 524)	0.00	0.00	35.65	0.00	0.00	35.65	64.35
Computer and Electronic Product Manufacturing (NAICS 334)	0.00	0.00	0.00	0.00	7.91	7.91	92.09
Machinery Manufacturing (NAICS 333)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Truck Transportation (NAICS 484)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Sub-Sector	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Plastics and Rubber Products Manufacturing (NAICS 326)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Chemical Manufacturing (NAICS 325)	0.00	0.00	0.00	0.00	99.15	99.15	0.85
Data Processing, Hosting and Related Services (NAICS 518)	100.00	0.00	0.00	0.00	0.00	100.00	0.00
Utilities (NAICS 221)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Motor Vehicle and Parts Dealers (NAICS 441)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Motion Picture and Sound Recording Industries (NAICS 512)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Food Services and Drinking Places (NAICS 722)	0.00	0.00	0.00	0.00	33.23	33.23	66.77
Personal and Laundry Services (NAICS 812)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Merchant Wholesalers, Nondurable Goods (NAICS 424)	0.00	0.00	0.00	0.00	53.40	53.40	46.60
Miscellaneous Store Retailers (NAICS 453)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Apparel Manufacturing (NAICS 315)	0.00	0.00	100.00	0.00	0.00	100.00	0.00
Beverage and Tobacco Product Manufacturing (NAICS 312)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Agriculture and Forestry (NAICS 115)	0.00	0.00	0.00	0.00	98.07	98.07	1.93
Telecommunications (NAICS 517)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Building Material and Garden Equipment and Supplies Dealers (NAICS 444)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Publishing Industries (except Internet) (NAICS 511)	0.00	0.00	0.00	0.00	100.00	100.00	0.00

Source: See Table 7.1.

Table 7.4. Services—M/WBE Utilization by Industry Sub-Sector (Percentages), 2004-2008

Industry Sub-Sector	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Merchant Wholesalers, Nondurable Goods (NAICS 424)	0.00	0.00	0.00	0.00	0.01	0.01	99.99
Professional, Scientific, and Technical Services (NAICS 541)	0.01	0.17	1.81	0.01	12.54	14.54	85.46
Insurance Carriers and Related Activities (NAICS 524)	0.00	0.00	0.31	0.00	0.70	1.01	98.99
Nursing and Residential Care Facilities (NAICS 623)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Merchant Wholesalers, Durable Goods (NAICS 423)	0.01	0.00	2.72	0.00	7.12	9.85	90.15
Administrative and Support Services (NAICS 561)	2.84	3.03	0.18	0.00	7.26	13.31	86.69
Data Processing, Hosting and Related Services (NAICS 518)	0.89	0.00	0.00	0.00	0.28	1.17	98.83
Transit and Ground Passenger Transportation (NAICS 485)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Amusement, Gambling, and Recreation Industries (NAICS 713)	0.00	0.00	0.03	0.00	0.01	0.05	99.95
Credit Intermediation and Related Activities (NAICS 522)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Construction of Buildings (NAICS 236)	0.00	0.00	0.31	0.00	0.10	0.41	99.59
Specialty Trade Contractors (NAICS 238)	9.77	0.86	2.52	0.00	3.27	16.41	83.59
Health and Personal Care Stores (NAICS 446)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Food Services and Drinking Places (NAICS 722)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Social Assistance (NAICS 624)	0.00	0.00	0.00	0.00	99.79	99.79	0.21
Ambulatory Health Care Services (NAICS 621)	0.00	0.58	0.34	0.00	0.76	1.67	98.33
Truck Transportation (NAICS 484)	0.00	3.70	0.00	0.00	0.11	3.81	96.19
Securities, Commodity Contracts, and Other Financial Investments and Related Activities (NAICS 523)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Heavy and Civil Engineering Construction (NAICS 237)	0.14	0.00	0.00	0.00	0.17	0.31	99.69

Industry Sub-Sector	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Waste Management and Remediation Services (NAICS 562)	0.02	0.00	0.00	0.00	2.35	2.37	97.63
Transportation Equipment Manufacturing (NAICS 336)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Personal and Laundry Services (NAICS 812)	0.00	0.00	0.00	0.00	1.76	1.76	98.24
Publishing Industries (except Internet) (NAICS 511)	0.00	0.00	2.68	0.00	16.97	19.65	80.35
Machinery Manufacturing (NAICS 333)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Computer and Electronic Product Manufacturing (NAICS 334)	0.00	0.00	0.00	0.00	0.66	0.66	99.34
Telecommunications (NAICS 517)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Fabricated Metal Product Manufacturing (NAICS 332)	0.00	0.00	59.64	0.00	0.00	59.64	40.36
Nonmetallic Mineral Product Manufacturing (NAICS 327)	0.00	0.00	0.00	0.00	1.51	1.51	98.49
Rental and Leasing Services (NAICS 532)	0.00	0.41	64.05	0.00	0.00	64.47	35.53
Support Activities for Transportation (NAICS 488)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Wood Product Manufacturing (NAICS 321)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Couriers and Messengers (NAICS 492)	0.00	0.00	0.00	0.00	11.40	11.40	88.60
Printing and Related Support Activities (NAICS 323)	0.00	3.65	0.00	0.00	2.37	6.02	93.98
Hospitals (NAICS 622)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Real Estate (NAICS 531)	5.10	0.00	0.00	0.00	0.00	5.10	94.90
Warehousing and Storage (NAICS 493)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Repair and Maintenance (NAICS 811)	0.00	0.70	0.22	0.00	0.68	1.60	98.40
Food Manufacturing (NAICS 311)	0.00	6.02	0.00	0.00	0.00	6.02	93.98
Electronics and Appliance Stores (NAICS 443)	0.00	0.00	49.64	0.00	0.00	49.64	50.36
Other Information Services (NAICS 519)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Textile Mills (NAICS 313)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Forestry and Logging (NAICS 113)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Nonstore Retailers (NAICS 454)	0.00	0.00	0.00	0.00	0.01	0.01	99.99
Beverage and Tobacco Product Manufacturing (NAICS 312)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Sub-Sector	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Motion Picture and Sound Recording Industries (NAICS 512)	0.00	0.00	0.00	0.00	14.06	14.06	85.94
Accommodation (NAICS 721)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Miscellaneous Manufacturing (NAICS 339)	0.00	0.00	0.00	0.00	3.13	3.13	96.87
Broadcasting (except Internet) (NAICS 515)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Building Material and Garden Equipment and Supplies Dealers (NAICS 444)	0.00	11.27	0.00	0.00	0.00	11.27	88.73
Miscellaneous Store Retailers (NAICS 453)	0.00	0.00	86.01	0.00	0.00	86.01	13.99
Management of Companies and Enterprises (NAICS 551)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Paper Manufacturing (NAICS 322)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Furniture and Home Furnishings Stores (NAICS 442)	0.00	92.04	0.00	0.00	0.00	92.04	7.96
Performing Arts, Spectator Sports, and Related Industries (NAICS 711)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Educational Services (NAICS 611)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Food and Beverage Stores (NAICS 445)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Electrical Equipment, Appliance, and Component Manufacturing (NAICS 335)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Textile Product Mills (NAICS 314)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Chemical Manufacturing (NAICS 325)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Agriculture and Forestry (NAICS 115)	0.00	0.00	0.00	0.00	68.66	68.66	31.34
Rail Transportation (NAICS 482)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Motor Vehicle and Parts Dealers (NAICS 441)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Animal Production (NAICS 112)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Utilities (NAICS 221)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Plastics and Rubber Products Manufacturing (NAICS 326)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Leather and Allied Product Manufacturing (NAICS 316)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Apparel Manufacturing (NAICS 315)	0.00	0.00	0.00	0.00	100.00	100.00	0.00

Industry Sub-Sector	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Clothing and Clothing Accessories Stores (NAICS 448)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Source: See Table 7.1.

Table 7.5. Commodities—M/WBE Utilization by Industry Sub-Sector (Percentages), 2004-2008

Industry Sub-Sector	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Merchant Wholesalers, Durable Goods (NAICS 423)	0.00	0.06	0.04	0.00	1.06	1.16	98.84
Merchant Wholesalers, Nondurable Goods (NAICS 424)	0.00	0.00	0.00	0.00	1.01	1.01	98.99
Transportation Equipment Manufacturing (NAICS 336)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Telecommunications (NAICS 517)	0.22	0.00	0.00	0.00	0.00	0.22	99.78
Professional, Scientific, and Technical Services (NAICS 541)	0.00	0.00	0.17	0.00	0.00	0.17	99.83
Beverage and Tobacco Product Manufacturing (NAICS 312)	0.00	0.00	0.00	0.00	0.49	0.49	99.51
Motor Vehicle and Parts Dealers (NAICS 441)	0.00	0.00	0.00	0.00	0.32	0.32	99.68
Specialty Trade Contractors (NAICS 238)	1.09	0.00	0.00	0.00	0.72	1.81	98.19
Utilities (NAICS 221)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Chemical Manufacturing (NAICS 325)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Computer and Electronic Product Manufacturing (NAICS 334)	0.15	0.00	0.00	0.00	0.17	0.32	99.68
Rental and Leasing Services (NAICS 532)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Publishing Industries (except Internet) (NAICS 511)	0.00	0.00	0.58	0.00	0.00	0.58	99.42
Fabricated Metal Product Manufacturing (NAICS 332)	0.00	1.90	1.64	0.00	0.78	4.32	95.68
Heavy and Civil Engineering Construction (NAICS 237)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Printing and Related Support Activities (NAICS 323)	0.00	0.10	0.00	0.00	0.00	0.10	99.90
Construction of Buildings (NAICS 236)	0.00	0.00	0.00	0.00	13.66	13.66	86.34
Machinery Manufacturing (NAICS 333)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Miscellaneous Manufacturing (NAICS 339)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Administrative and Support Services (NAICS 561)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Primary Metal Manufacturing (NAICS 331)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Ambulatory Health Care Services (NAICS 621)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Paper Manufacturing (NAICS 322)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Sub-Sector	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Electrical Equipment, Appliance, and Component Manufacturing (NAICS 335)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Food Manufacturing (NAICS 311)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Petroleum and Coal Products Manufacturing (NAICS 324)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Credit Intermediation and Related Activities (NAICS 522)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Furniture and Home Furnishings Stores (NAICS 442)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Electronics and Appliance Stores (NAICS 443)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Repair and Maintenance (NAICS 811)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Waste Management and Remediation Services (NAICS 562)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Transportation (NAICS 488)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Wood Product Manufacturing (NAICS 321)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Insurance Carriers and Related Activities (NAICS 524)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Amusement, Gambling, and Recreation Industries (NAICS 713)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Nonmetallic Mineral Product Manufacturing (NAICS 327)	0.00	0.00	0.00	0.00	12.96	12.96	87.04
Miscellaneous Store Retailers (NAICS 453)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Furniture and Related Product Manufacturing (NAICS 337)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Data Processing, Hosting and Related Services (NAICS 518)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Health and Personal Care Stores (NAICS 446)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Social Assistance (NAICS 624)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Transit and Ground Passenger Transportation (NAICS 485)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Apparel Manufacturing (NAICS 315)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Truck Transportation (NAICS 484)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Information Services (NAICS 519)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Sub-Sector	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Textile Mills (NAICS 313)	0.00	0.00	0.00	0.00	1.05	1.05	98.95
Motion Picture and Sound Recording Industries (NAICS 512)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Plastics and Rubber Products Manufacturing (NAICS 326)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Funds, Trusts, and Other Financial Vehicles (NAICS 525)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Sporting Goods, Hobby, Book, and Music Stores (NAICS 451)	0.00	0.00	0.00	0.00	1.89	1.89	98.11
Personal and Laundry Services (NAICS 812)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Nonstore Retailers (NAICS 454)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Building Material and Garden Equipment and Supplies Dealers (NAICS 444)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Securities, Commodity Contracts, and Other Financial Investments and Related Activities (NAICS 523)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Leather and Allied Product Manufacturing (NAICS 316)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Textile Product Mills (NAICS 314)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Food Services and Drinking Places (NAICS 722)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Couriers and Messengers (NAICS 492)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Real Estate (NAICS 531)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Warehousing and Storage (NAICS 493)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Source: See Table 7.1.

Table 7.6. Construction—M/WBE Utilization by Industry Group (Percentages), 2004-2008

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Highway, Street, and Bridge Construction (NAICS 2373)	0.48	0.81	0.23	0.12	0.81	2.45	97.55
Building Equipment Contractors (NAICS 2382)	6.85	4.64	0.90	0.43	2.96	15.77	84.23
Nonresidential Building Construction (NAICS 2362)	0.65	0.28	1.79	0.07	1.46	4.25	95.75
Foundation, Structure, and Building Exterior Contractors (NAICS 2381)	1.00	6.60	1.45	2.52	8.21	19.77	80.23
Building Finishing Contractors (NAICS 2383)	2.73	9.67	1.05	0.01	10.42	23.88	76.12
Other Specialty Trade Contractors (NAICS 2389)	0.73	0.51	0.38	0.12	2.03	3.76	96.24
Metal and Mineral (except Petroleum) Merchant Wholesalers (NAICS 4235)	0.05	0.99	1.99	6.47	1.39	10.89	89.11
Architectural, Engineering, and Related Services (NAICS 5413)	0.10	0.81	4.43	2.12	2.11	9.58	90.42
Architectural and Structural Metals Manufacturing (NAICS 3323)	0.55	0.22	23.13	0.47	5.52	29.90	70.10
Lumber and Other Construction Materials Merchant Wholesalers (NAICS 4233)	1.53	1.94	0.66	0.00	9.43	13.56	86.44
Other Heavy and Civil Engineering Construction (NAICS 2379)	0.99	4.45	2.72	0.06	2.99	11.21	88.79
Management, Scientific, and Technical Consulting Services (NAICS 5416)	0.00	0.00	33.93	0.00	0.92	34.85	65.15
General Freight Trucking (NAICS 4841)	12.95	0.41	0.02	1.04	12.78	27.20	72.80
Cement and Concrete Product Manufacturing (NAICS 3273)	0.82	2.13	33.97	0.54	2.75	40.21	59.79
Electrical and Electronic Goods Merchant Wholesalers (NAICS 4236)	2.70	4.39	7.30	0.00	17.06	31.44	68.56
Services to Buildings and Dwellings (NAICS 5617)	14.62	0.71	0.03	13.03	26.82	55.21	44.79
Utility System Construction (NAICS 2371)	0.00	6.86	0.00	0.00	2.56	9.41	90.59
Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers (NAICS 4237)	7.50	0.27	0.05	0.44	4.75	13.01	86.99
Remediation and Other Waste Management Services (NAICS 5629)	8.91	1.05	0.00	2.87	10.56	23.39	76.61

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Machinery, Equipment, and Supplies Merchant Wholesalers (NAICS 4238)	14.26	0.04	2.63	0.00	0.76	17.70	82.30
Commercial and Industrial Machinery and Equipment Rental and Leasing (NAICS 5324)	1.27	0.58	0.05	0.00	2.96	4.87	95.13
Waste Treatment and Disposal (NAICS 5622)	3.56	1.24	0.00	0.00	2.52	7.32	92.68
Furniture and Home Furnishing Merchant Wholesalers (NAICS 4232)	0.00	0.00	0.00	0.00	9.44	9.44	90.56
Railroad Rolling Stock Manufacturing (NAICS 3365)	0.50	0.00	38.96	0.00	0.40	39.85	60.15
Professional and Commercial Equipment and Supplies Merchant Wholesalers (NAICS 4234)	0.00	6.26	0.10	0.11	1.30	7.78	92.22
Petroleum and Petroleum Products Merchant Wholesalers (NAICS 4247)	0.00	0.00	0.00	0.00	0.78	0.78	99.22
Computer and Peripheral Equipment Manufacturing (NAICS 3341)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Business Support Services (NAICS 5614)	0.01	0.40	4.62	0.00	11.74	16.77	83.23
Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance (NAICS 8113)	3.88	4.42	0.00	0.00	43.12	51.42	48.58
Computer Systems Design and Related Services (NAICS 5415)	0.00	3.06	7.03	0.00	0.00	10.09	89.91
Home Furnishings Stores (NAICS 4422)	15.75	0.00	0.00	0.00	3.47	19.22	80.78
Other Miscellaneous Manufacturing (NAICS 3399)	0.23	0.04	19.97	0.00	53.62	73.85	26.15
Boiler, Tank, and Shipping Container Manufacturing (NAICS 3324)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Fabricated Metal Product Manufacturing (NAICS 3329)	0.12	0.00	0.00	0.00	51.08	51.20	48.80
Navigational, Measuring, Electromedical, and Control Instruments Manufacturing (NAICS 3345)	0.00	0.13	0.00	0.00	1.97	2.10	97.90
Wireless Telecommunications Carriers (except Satellite) (NAICS 5172)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Investigation and Security Services (NAICS 5616)	0.00	1.91	0.00	0.00	0.07	1.98	98.02
Other General Purpose Machinery Manufacturing (NAICS 3339)	0.00	1.47	4.44	0.00	0.00	5.91	94.09
Other Wood Product Manufacturing (NAICS 3219)	0.00	0.39	0.00	0.00	0.00	0.39	99.61
Electrical Equipment Manufacturing (NAICS 3353)	0.00	0.00	28.76	0.00	1.12	29.88	70.12
Communications Equipment Manufacturing (NAICS 3342)	13.61	0.00	0.00	0.00	0.01	13.61	86.39
Depository Credit Intermediation (NAICS 5221)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Electronic and Precision Equipment Repair and Maintenance (NAICS 8112)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Advertising, Public Relations, and Related Services (NAICS 5418)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Insurance Carriers (NAICS 5241)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Miscellaneous Durable Goods Merchant Wholesalers (NAICS 4239)	0.00	0.00	0.00	0.00	9.88	9.88	90.12
Building Material and Supplies Dealers (NAICS 4441)	0.00	0.00	0.00	8.78	6.34	15.12	84.88
Plastics Product Manufacturing (NAICS 3261)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Specialized Design Services (NAICS 5414)	1.84	0.00	0.00	0.00	0.00	1.84	98.16
Employment Services (NAICS 5613)	4.14	0.00	0.00	0.00	0.00	4.14	95.86
Waste Collection (NAICS 5621)	2.33	0.00	0.00	0.00	0.00	2.33	97.67
Electric Lighting Equipment Manufacturing (NAICS 3351)	16.77	0.00	0.04	0.00	0.00	16.81	83.19
Chemical and Allied Products Merchant Wholesalers (NAICS 4246)	0.00	0.00	4.59	0.00	52.99	57.58	42.42
Other Electrical Equipment and Component Manufacturing (NAICS 3359)	0.00	0.00	0.00	0.00	2.16	2.16	97.84
Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing (NAICS 3334)	0.00	0.00	0.00	0.00	4.55	4.55	95.45
Steel Product Manufacturing from Purchased Steel (NAICS 3312)	0.00	0.00	0.00	0.00	80.26	80.26	19.74

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Glass and Glass Product Manufacturing (NAICS 3272)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Rubber Product Manufacturing (NAICS 3262)	0.00	0.00	0.00	0.00	0.55	0.55	99.45
Paper and Paper Product Merchant Wholesalers (NAICS 4241)	27.90	0.00	0.00	0.00	1.87	29.77	70.23
Household and Institutional Furniture and Kitchen Cabinet Manufacturing (NAICS 3371)	0.00	0.00	64.90	0.00	0.00	64.90	35.10
Miscellaneous Nondurable Goods Merchant Wholesalers (NAICS 4249)	0.00	0.36	0.00	0.00	2.71	3.07	96.93
Land Subdivision (NAICS 2372)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Agriculture, Construction, and Mining Machinery Manufacturing (NAICS 3331)	0.00	0.00	0.00	0.00	4.14	4.14	95.86
Clay Product and Refractory Manufacturing (NAICS 3271)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Nonmetallic Mineral Mining and Quarrying (NAICS 2123)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Nonmetallic Mineral Product Manufacturing (NAICS 3279)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Industrial Machinery Manufacturing (NAICS 3332)	0.00	0.00	0.00	0.00	0.78	0.78	99.22
Commercial and Service Industry Machinery Manufacturing (NAICS 3333)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Spring and Wire Product Manufacturing (NAICS 3326)	0.00	0.00	0.00	0.00	93.14	93.14	6.86
Wired Telecommunications Carriers (NAICS 5171)	0.00	0.00	0.00	0.00	13.02	13.02	86.98
Office Furniture (including Fixtures) Manufacturing (NAICS 3372)	0.00	0.00	0.00	0.00	37.12	37.12	62.88
Scientific Research and Development Services (NAICS 5417)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Offices of Real Estate Agents and Brokers (NAICS 5312)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Automotive Equipment Rental and Leasing (NAICS 5321)	0.00	0.00	0.00	0.00	2.73	2.73	97.27
Support Activities for Forestry (NAICS 1153)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Legal Services (NAICS 5411)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Electric Power Generation, Transmission and Distribution (NAICS 2211)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Lessors of Real Estate (NAICS 5311)	0.00	0.00	0.00	0.00	2.19	2.19	97.81
Foundries (NAICS 3315)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Lawn and Garden Equipment and Supplies Stores (NAICS 4442)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers (NAICS 4231)	0.00	0.00	0.00	0.00	0.63	0.63	99.37
Iron and Steel Mills and Ferroalloy Manufacturing (NAICS 3311)	0.00	94.98	0.00	0.00	0.00	94.98	5.02
Automotive Repair and Maintenance (NAICS 8111)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Converted Paper Product Manufacturing (NAICS 3222)	0.00	0.00	0.00	0.00	0.08	0.08	99.92
Petroleum and Coal Products Manufacturing (NAICS 3241)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Mining (NAICS 2131)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Natural Gas Distribution (NAICS 2212)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Paint, Coating, and Adhesive Manufacturing (NAICS 3255)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Crop Production (NAICS 1151)	0.00	0.00	0.00	0.00	83.25	83.25	16.75
Securities and Commodity Contracts Intermediation and Brokerage (NAICS 5231)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Professional, Scientific, and Technical Services (NAICS 5419)	0.00	4.34	0.00	0.00	16.83	21.17	78.83
Support Activities for Road Transportation (NAICS 4884)	0.00	0.00	0.00	0.00	4.57	4.57	95.43
Forging and Stamping (NAICS 3321)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Newspaper, Periodical, Book, and Directory Publishers (NAICS 5111)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Facilities Support Services (NAICS 5612)	0.00	0.00	0.00	0.00	23.90	23.90	76.10
Other Personal Services (NAICS 8129)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Printing and Related Support Activities (NAICS 3231)	0.00	0.00	12.84	0.00	52.56	65.41	34.59
Motor Vehicle Body and Trailer Manufacturing (NAICS 3362)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Telecommunications (NAICS 5179)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Electronics and Appliance Stores (NAICS 4431)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Basic Chemical Manufacturing (NAICS 3251)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Furniture Stores (NAICS 4421)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Alumina and Aluminum Production and Processing (NAICS 3313)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Aerospace Product and Parts Manufacturing (NAICS 3364)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Business Schools and Computer and Management Training (NAICS 6114)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Transit and Ground Passenger Transportation (NAICS 4859)	0.00	0.00	96.62	0.00	0.00	96.62	3.38
Sporting Goods, Hobby, and Musical Instrument Stores (NAICS 4511)	0.00	0.00	0.00	0.00	96.05	96.05	3.95
Metalworking Machinery Manufacturing (NAICS 3335)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Crop Farming (NAICS 1119)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Greenhouse, Nursery, and Floriculture Production (NAICS 1114)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Chemical Product and Preparation Manufacturing (NAICS 3259)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Drugs and Druggists' Sundries Merchant Wholesalers (NAICS 4242)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Semiconductor and Other Electronic Component Manufacturing (NAICS 3344)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Medical and Diagnostic Laboratories (NAICS 6215)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Resin, Synthetic Rubber, and Artificial Synthetic Fibers and Filaments Manufacturing (NAICS 3252)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Textile Product Mills (NAICS 3149)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Textile Furnishings Mills (NAICS 3141)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Rail Transportation (NAICS 4821)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Cable and Other Subscription Programming (NAICS 5152)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Travel Arr. and Reservation Services (NAICS 5615)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Coating, Engraving, Heat Treating, and Allied Activities (NAICS 3328)	0.00	0.00	0.00	0.00	13.99	13.99	86.01
Automobile Dealers (NAICS 4411)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Traveler Accommodation (NAICS 7211)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Couriers and Express Delivery Services (NAICS 4921)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Freight Transportation Arrangement (NAICS 4885)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Software Publishers (NAICS 5112)	0.00	0.00	0.00	65.64	0.00	65.64	34.36
Nondepository Credit Intermediation (NAICS 5222)	0.00	0.00	35.43	0.00	0.00	35.43	64.57
Other Motor Vehicle Dealers (NAICS 4412)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Textile and Fabric Finishing and Fabric Coating Mills (NAICS 3133)	0.00	0.00	0.00	0.00	15.15	15.15	84.85
Personal and Household Goods Repair and Maintenance (NAICS 8114)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Apparel, Piece Goods, and Notions Merchant Wholesalers (NAICS 4243)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Furniture Related Product Manufacturing (NAICS 3379)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Grocery and Related Product Merchant Wholesalers (NAICS 4244)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Direct Selling Establishments (NAICS 4543)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Specialty Food Stores (NAICS 4452)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Vocational Rehabilitation Services (NAICS 6243)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Water Transportation (NAICS 4883)	100.00	0.00	0.00	0.00	0.00	100.00	0.00
Satellite Telecommunications (NAICS 5174)	0.00	0.00	100.00	0.00	0.00	100.00	0.00
Electronic Shopping and Mail-Order Houses (NAICS 4541)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing (NAICS 3327)	0.00	0.00	0.00	0.00	78.01	78.01	21.99

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Motor Vehicle Manufacturing (NAICS 3361)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Air Transportation (NAICS 4881)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Beverage Manufacturing (NAICS 3121)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Drycleaning and Laundry Services (NAICS 8123)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Automotive Parts, Accessories, and Tire Stores (NAICS 4413)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Special Food Services (NAICS 7223)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Insurance and Employee Benefit Funds (NAICS 5251)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Audio and Video Equipment Manufacturing (NAICS 3343)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Engine, Turbine, and Power Transmission Equipment Manufacturing (NAICS 3336)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Bakeries and Tortilla Manufacturing (NAICS 3118)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Water, Sewage and Other Systems (NAICS 2213)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Sheep and Goat Farming (NAICS 1124)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Personal Care Services (NAICS 8121)	0.00	0.00	0.00	0.00	100.00	100.00	0.00
Activities Related to Credit Intermediation (NAICS 5223)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Source: See Table 7.1.

Table 7.7. CRS—M/WBE Utilization by Industry Group (Percentages), 2004-2008

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Architectural, Engineering, and Related Services (NAICS 5413)	0.43	2.38	10.53	0.20	3.02	16.57	83.43
Nonresidential Building Construction (NAICS 2362)	0.54	0.00	8.48	0.00	1.80	10.82	89.18
Professional and Commercial Equipment and Supplies Merchant Wholesalers (NAICS 4234)	0.07	0.00	5.23	0.00	0.00	5.30	94.70
Business Support Services (NAICS 5614)	1.30	0.00	40.22	0.00	2.20	43.72	56.28
Highway, Street, and Bridge Construction (NAICS 2373)	6.45	0.00	4.97	0.05	1.03	12.50	87.50
Computer Systems Design and Related Services (NAICS 5415)	0.00	97.34	0.00	0.00	0.66	98.00	2.00
Architectural and Structural Metals Manufacturing (NAICS 3323)	0.00	0.00	0.00	0.00	99.89	99.89	0.11
Building Equipment Contractors (NAICS 2382)	9.21	0.00	0.73	0.00	10.88	20.82	79.18
Commercial and Industrial Machinery and Equipment Rental and Leasing (NAICS 5324)	40.28	0.02	0.00	0.00	0.00	40.30	59.70
Other Amusement and Recreation Industries (NAICS 7139)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Specialty Trade Contractors (NAICS 2389)	0.00	0.00	49.68	0.00	0.00	49.68	50.32
Cement and Concrete Product Manufacturing (NAICS 3273)	0.00	0.00	99.92	0.00	0.00	99.92	0.08
Management, Scientific, and Technical Consulting Services (NAICS 5416)	0.40	0.00	0.05	0.00	12.46	12.91	87.09
Remediation and Other Waste Management Services (NAICS 5629)	0.00	0.00	0.00	0.00	95.11	95.11	4.89
Machinery, Equipment, and Supplies Merchant Wholesalers (NAICS 4238)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Advertising, Public Relations, and Related Services (NAICS 5418)	0.00	0.01	0.00	0.00	56.39	56.40	43.60
Services to Buildings and Dwellings (NAICS 5617)	0.00	0.00	0.00	0.00	26.72	26.72	73.28
Investigation and Security Services (NAICS 5616)	0.00	3.37	0.00	0.00	4.34	7.71	92.29

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Scientific Research and Development Services (NAICS 5417)	19.42	0.00	0.00	0.00	21.91	41.33	58.67
Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance (NAICS 8113)	0.00	0.00	0.00	0.00	0.23	0.23	99.77
Offices of Real Estate Agents and Brokers (NAICS 5312)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Miscellaneous Manufacturing (NAICS 3399)	0.00	0.00	20.25	0.00	13.23	33.48	66.52
Railroad Rolling Stock Manufacturing (NAICS 3365)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Printing and Related Support Activities (NAICS 3231)	0.00	78.82	0.00	0.00	0.96	79.79	20.21
Support Activities for Rail Transportation (NAICS 4882)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Foundation, Structure, and Building Exterior Contractors (NAICS 2381)	3.12	27.17	0.00	0.00	0.91	31.21	68.79
Specialized Design Services (NAICS 5414)	0.00	0.00	0.00	0.00	22.69	22.69	77.31
Offices of Physicians (NAICS 6211)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Heavy and Civil Engineering Construction (NAICS 2379)	0.50	0.00	0.00	0.00	55.87	56.37	43.63
Activities Related to Real Estate (NAICS 5313)	0.00	100.00	0.00	0.00	0.00	100.00	0.00
Insurance Carriers (NAICS 5241)	0.00	0.00	35.65	0.00	0.00	35.65	64.35
Utility System Construction (NAICS 2371)	0.00	0.00	0.00	0.00	69.77	69.77	30.23
Automotive Repair and Maintenance (NAICS 8111)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Electrical and Electronic Goods Merchant Wholesalers (NAICS 4236)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Coating, Engraving, Heat Treating, and Allied Activities (NAICS 3328)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Lumber and Other Construction Materials Merchant Wholesalers (NAICS 4233)	0.00	0.00	0.00	0.00	6.33	6.33	93.67
Navigational, Measuring, Electromedical, and Control Instruments Manufacturing (NAICS 3345)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Offices of Other Health Practitioners (NAICS 6213)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
General Freight Trucking (NAICS 4841)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Communications Equipment Manufacturing (NAICS 3342)	0.00	0.00	0.00	0.00	17.99	17.99	82.01
Plastics Product Manufacturing (NAICS 3261)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other General Purpose Machinery Manufacturing (NAICS 3339)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Soap, Cleaning Compound, and Toilet Preparation Manufacturing (NAICS 3256)	0.00	0.00	0.00	0.00	100.00	100.00	0.00
Data Processing, Hosting, and Related Services (NAICS 5182)	100.00	0.00	0.00	0.00	0.00	100.00	0.00
Electric Power Generation, Transmission and Distribution (NAICS 2211)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Motor Vehicle Dealers (NAICS 4412)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Facilities Support Services (NAICS 5612)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Legal Services (NAICS 5411)	0.00	46.33	25.02	0.00	0.00	71.36	28.64
Sound Recording Industries (NAICS 5122)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Special Food Services (NAICS 7223)	0.00	0.00	0.00	0.00	33.23	33.23	66.77
Other Personal Services (NAICS 8129)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Aerospace Product and Parts Manufacturing (NAICS 3364)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Office Supplies, Stationery, and Gift Stores (NAICS 4532)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Electronic and Precision Equipment Repair and Maintenance (NAICS 8112)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Grocery and Related Product Merchant Wholesalers (NAICS 4244)	0.00	0.00	0.00	0.00	100.00	100.00	0.00
Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers (NAICS 4237)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Engine, Turbine, and Power Transmission Equipment Manufacturing (NAICS 3336)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Building Finishing Contractors (NAICS 2383)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Chemical and Allied Products Merchant Wholesalers (NAICS 4246)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Cut and Sew Apparel Manufacturing (NAICS 3152)	0.00	0.00	100.00	0.00	0.00	100.00	0.00
Beverage Manufacturing (NAICS 3121)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Crop Production (NAICS 1151)	0.00	0.00	0.00	0.00	100.00	100.00	0.00
Other Telecommunications (NAICS 5179)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Drycleaning and Laundry Services (NAICS 8123)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Metal and Mineral (except Petroleum) Merchant Wholesalers (NAICS 4235)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Chemical Product and Preparation Manufacturing (NAICS 3259)	0.00	0.00	0.00	0.00	88.31	88.31	11.69
Automotive Equipment Rental and Leasing (NAICS 5321)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Medical and Diagnostic Laboratories (NAICS 6215)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Professional, Scientific, and Technical Services (NAICS 5419)	0.00	0.00	0.00	0.00	87.67	87.67	12.33
Waste Treatment and Disposal (NAICS 5622)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Transportation Equipment Manufacturing (NAICS 3369)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Employment Services (NAICS 5613)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Forestry (NAICS 1153)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Building Material and Supplies Dealers (NAICS 4441)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Miscellaneous Durable Goods Merchant Wholesalers (NAICS 4239)	0.00	0.00	0.00	0.00	100.00	100.00	0.00
Newspaper, Periodical, Book, and Directory Publishers (NAICS 5111)	0.00	0.00	0.00	0.00	100.00	100.00	0.00

Source: See Table 7.1.

Table 7.8. Services—M/WBE Utilization by Industry Group (Percentages), 2004-2008

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Drugs and Druggists' Sundries Merchant Wholesalers (NAICS 4242)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Insurance Carriers (NAICS 5241)	0.00	0.00	0.32	0.00	0.70	1.02	98.98
Nursing Care Facilities (NAICS 6231)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Advertising, Public Relations, and Related Services (NAICS 5418)	0.00	0.29	0.00	0.00	29.06	29.34	70.66
Computer Systems Design and Related Services (NAICS 5415)	0.01	0.00	3.79	0.00	1.13	4.93	95.07
Professional and Commercial Equipment and Supplies Merchant Wholesalers (NAICS 4234)	0.00	0.00	3.20	0.00	1.50	4.70	95.30
Management, Scientific, and Technical Consulting Services (NAICS 5416)	0.02	0.01	0.19	0.00	2.51	2.73	97.27
Data Processing, Hosting, and Related Services (NAICS 5182)	0.89	0.00	0.00	0.00	0.28	1.17	98.83
Employment Services (NAICS 5613)	4.11	5.53	0.32	0.00	11.71	21.67	78.33
Other Transit and Ground Passenger Transportation (NAICS 4859)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Gambling Industries (NAICS 7132)	0.00	0.00	0.03	0.00	0.01	0.05	99.95
Depository Credit Intermediation (NAICS 5221)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Architectural, Engineering, and Related Services (NAICS 5413)	0.00	0.17	9.42	0.19	1.61	11.39	88.61
Nonresidential Building Construction (NAICS 2362)	0.00	0.00	0.31	0.00	0.10	0.41	99.59
Business Support Services (NAICS 5614)	0.00	0.00	0.00	0.00	3.13	3.13	96.87
Building Equipment Contractors (NAICS 2382)	11.04	0.25	2.84	0.00	3.49	17.62	82.38
Electrical and Electronic Goods Merchant Wholesalers (NAICS 4236)	0.00	0.00	0.00	0.00	41.20	41.20	58.80
Health and Personal Care Stores (NAICS 4461)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Special Food Services (NAICS 7223)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Vocational Rehabilitation Services (NAICS 6243)	0.00	0.00	0.00	0.00	99.79	99.79	0.21

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
General Freight Trucking (NAICS 4841)	0.00	3.70	0.00	0.00	0.11	3.81	96.19
Other Financial Investment Activities (NAICS 5239)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Services to Buildings and Dwellings (NAICS 5617)	0.00	0.00	0.00	0.00	1.84	1.84	98.16
Legal Services (NAICS 5411)	0.00	0.00	0.00	0.00	0.02	0.02	99.98
Travel Arrangement and Reservation Services (NAICS 5615)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Investigation and Security Services (NAICS 5616)	8.87	0.00	0.00	0.00	0.00	8.87	91.13
Other Ambulatory Health Care Services (NAICS 6219)	0.00	1.71	1.01	0.00	2.19	4.91	95.09
Railroad Rolling Stock Manufacturing (NAICS 3365)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Offices of Physicians (NAICS 6211)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Software Publishers (NAICS 5112)	0.00	0.00	2.74	0.00	17.33	20.07	79.93
Other Heavy and Civil Engineering Construction (NAICS 2379)	0.22	0.00	0.00	0.00	0.00	0.22	99.78
Waste Treatment and Disposal (NAICS 5622)	0.00	0.00	0.00	0.00	1.50	1.50	98.50
Grocery and Related Product Merchant Wholesalers (NAICS 4244)	0.00	0.00	0.12	0.00	9.62	9.75	90.25
Interurban and Rural Bus Transportation (NAICS 4852)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Drycleaning and Laundry Services (NAICS 8123)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Charter Bus Industry (NAICS 4855)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Medical and Diagnostic Laboratories (NAICS 6215)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Cement and Concrete Product Manufacturing (NAICS 3273)	0.00	0.00	0.00	0.00	1.51	1.51	98.49
Architectural and Structural Metals Manufacturing (NAICS 3323)	0.00	0.00	60.27	0.00	0.00	60.27	39.73
Other General Purpose Machinery Manufacturing (NAICS 3339)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Computer and Peripheral Equipment Manufacturing (NAICS 3341)	0.00	0.00	0.00	0.00	1.05	1.05	98.95
Commercial and Industrial Machinery and Equipment Rental and Leasing (NAICS 5324)	0.00	0.41	64.05	0.00	0.00	64.47	35.53

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Other Telecommunications (NAICS 5179)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Utility System Construction (NAICS 2371)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Wood Product Manufacturing (NAICS 3219)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Engine, Turbine, and Power Transmission Equipment Manufacturing (NAICS 3336)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Outpatient Care Centers (NAICS 6214)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Personal Services (NAICS 8129)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Building Finishing Contractors (NAICS 2383)	0.70	11.49	0.00	0.00	3.47	15.66	84.34
Freight Transportation Arrangement (NAICS 4885)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Couriers and Express Delivery Services (NAICS 4921)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Offices of Other Health Practitioners (NAICS 6213)	0.00	0.00	0.00	0.00	0.22	0.22	99.78
Other Specialty Trade Contractors (NAICS 2389)	0.00	1.79	0.50	0.00	0.00	2.29	97.71
Other Professional, Scientific, and Technical Services (NAICS 5419)	0.00	19.00	0.00	0.00	61.47	80.47	19.53
Remediation and Other Waste Management Services (NAICS 5629)	0.00	0.00	0.00	0.00	5.45	5.45	94.55
Wired Telecommunications Carriers (NAICS 5171)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Printing and Related Support Activities (NAICS 3231)	0.00	3.65	0.00	0.00	2.37	6.02	93.98
Nondepository Credit Intermediation (NAICS 5222)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Psychiatric and Substance Abuse Hospitals (NAICS 6222)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Navigational, Measuring, Electromedical, and Control Instruments Manufacturing (NAICS 3345)	0.00	0.00	0.00	0.00	0.11	0.11	99.89
Metal and Mineral (except Petroleum) Merchant Wholesalers (NAICS 4235)	0.00	0.00	0.00	0.00	0.01	0.01	99.99
Offices of Real Estate Agents and Brokers (NAICS 5312)	5.10	0.00	0.00	0.00	0.00	5.10	94.90
Warehousing and Storage (NAICS 4931)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Scientific Research and Development Services (NAICS 5417)	0.00	0.00	0.00	0.00	4.82	4.82	95.18
Highway, Street, and Bridge Construction (NAICS 2373)	0.00	0.00	0.00	0.00	1.26	1.26	98.74
Agencies, Brokerages, and Other Insurance Related Activities (NAICS 5242)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Foundation, Structure, and Building Exterior Contractors (NAICS 2381)	0.00	0.00	0.00	0.00	0.81	0.81	99.19
Apparel, Piece Goods, and Notions Merchant Wholesalers (NAICS 4243)	0.00	0.00	0.00	0.00	1.41	1.41	98.59
Specialized Design Services (NAICS 5414)	0.00	0.00	63.22	0.00	0.02	63.24	36.76
Electronics and Appliance Stores (NAICS 4431)	0.00	0.00	49.64	0.00	0.00	49.64	50.36
Bakeries and Tortilla Manufacturing (NAICS 3118)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Information Services (NAICS 5191)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Electronic and Precision Equipment Repair and Maintenance (NAICS 8112)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Paper and Paper Product Merchant Wholesalers (NAICS 4241)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers (NAICS 4237)	4.17	0.00	0.00	0.00	48.76	52.92	47.08
Textile and Fabric Finishing and Fabric Coating Mills (NAICS 3133)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Lumber and Other Construction Materials Merchant Wholesalers (NAICS 4233)	0.00	1.55	0.00	0.00	10.94	12.49	87.51
Machinery, Equipment, and Supplies Merchant Wholesalers (NAICS 4238)	0.00	0.00	0.00	0.00	4.87	4.87	95.13
Logging (NAICS 1133)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Electronic Shopping and Mail-Order Houses (NAICS 4541)	0.00	0.00	0.00	0.00	0.01	0.01	99.99
Support Activities for Air Transportation (NAICS 4881)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Beverage Manufacturing (NAICS 3121)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Local Messengers and Local Delivery (NAICS 4922)	0.00	0.00	0.00	0.00	76.39	76.39	23.61

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Audio and Video Equipment Manufacturing (NAICS 3343)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Communications Equipment Manufacturing (NAICS 3342)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance (NAICS 8113)	0.00	2.93	0.91	0.00	2.85	6.69	93.31
Traveler Accommodation (NAICS 7211)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Cable and Other Subscription Programming (NAICS 5152)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Miscellaneous Manufacturing (NAICS 3399)	0.00	0.00	0.00	0.00	3.74	3.74	96.26
Sound Recording Industries (NAICS 5122)	0.00	0.00	0.00	0.00	24.62	24.62	75.38
Newspaper, Periodical, Book, and Directory Publishers (NAICS 5111)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Motion Picture and Video Industries (NAICS 5121)	0.00	0.00	0.00	0.00	2.74	2.74	97.26
Personal Care Services (NAICS 8121)	0.00	0.00	0.00	0.00	100.00	100.00	0.00
Personal and Household Goods Repair and Maintenance (NAICS 8114)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Waste Collection (NAICS 5621)	1.25	0.00	0.00	0.00	0.00	1.25	98.75
Office Supplies, Stationery, and Gift Stores (NAICS 4532)	0.00	0.00	86.01	0.00	0.00	86.01	13.99
Fruit and Vegetable Preserving and Specialty Food Manufacturing (NAICS 3114)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Furniture and Home Furnishing Merchant Wholesalers (NAICS 4232)	0.00	0.00	0.00	0.00	46.85	46.85	53.15
Building Material and Supplies Dealers (NAICS 4441)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Management of Companies and Enterprises (NAICS 5511)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Miscellaneous Nondurable Goods Merchant Wholesalers (NAICS 4249)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Dairy Product Manufacturing (NAICS 3115)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Converted Paper Product Manufacturing (NAICS 3222)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Animal Food Manufacturing (NAICS 3111)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Home Furnishings Stores (NAICS 4422)	0.00	92.04	0.00	0.00	0.00	92.04	7.96
Home Health Care Services (NAICS 6216)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Animal Slaughtering and Processing (NAICS 3116)	0.00	98.84	0.00	0.00	0.00	98.84	1.16
Miscellaneous Durable Goods Merchant Wholesalers (NAICS 4239)	0.00	0.00	0.00	0.00	1.55	1.55	98.45
Business Schools and Computer and Management Training (NAICS 6114)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Specialty Food Stores (NAICS 4452)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers (NAICS 4231)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Activities Related to Credit Intermediation (NAICS 5223)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Electrical Equipment Manufacturing (NAICS 3353)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Textile Product Mills (NAICS 3149)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Independent Artists, Writers, and Performers (NAICS 7115)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Medical Equipment and Supplies Manufacturing (NAICS 3391)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Radio and Television Broadcasting (NAICS 5151)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Wireless Telecommunications Carriers (except Satellite) (NAICS 5172)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures (NAICS 7114)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Boiler, Tank, and Shipping Container Manufacturing (NAICS 3324)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers (NAICS 4248)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Rail Transportation (NAICS 4821)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Crop Production (NAICS 1151)	0.00	0.00	0.00	0.00	100.00	100.00	0.00

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Lawn and Garden Equipment and Supplies Stores (NAICS 4442)	0.00	87.33	0.00	0.00	0.00	87.33	12.67
Automotive Parts, Accessories, and Tire Stores (NAICS 4413)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Animal Production (NAICS 1129)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Coating, Engraving, Heat Treating, and Allied Activities (NAICS 3328)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Pharmaceutical and Medicine Manufacturing (NAICS 3254)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Soap, Cleaning Compound, and Toilet Preparation Manufacturing (NAICS 3256)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Forestry (NAICS 1153)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Direct Selling Establishments (NAICS 4543)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Electric Power Generation, Transmission and Distribution (NAICS 2211)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
General Medical and Surgical Hospitals (NAICS 6221)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Industrial Machinery Manufacturing (NAICS 3332)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Forging and Stamping (NAICS 3321)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Rubber Product Manufacturing (NAICS 3262)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing (NAICS 3334)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Footwear Manufacturing (NAICS 3162)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Full-Service Restaurants (NAICS 7221)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Road Transportation (NAICS 4884)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Petroleum and Petroleum Products Merchant Wholesalers (NAICS 4247)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Plastics Product Manufacturing (NAICS 3261)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Sugar and Confectionery Product Manufacturing (NAICS 3113)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Cut and Sew Apparel Manufacturing (NAICS 3152)	0.00	0.00	0.00	0.00	100.00	100.00	0.00
Shoe Stores (NAICS 4482)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Transportation Equipment Manufacturing (NAICS 3369)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Chemical and Allied Products Merchant Wholesalers (NAICS 4246)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Source: See Table 7.1.

Table 7.9. Commodities—M/WBE Utilization by Industry Group (Percentages), 2004-2008

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Professional and Commercial Equipment and Supplies Merchant Wholesalers (NAICS 4234)	0.00	0.08	0.06	0.00	0.84	0.98	99.02
Petroleum and Petroleum Products Merchant Wholesalers (NAICS 4247)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Railroad Rolling Stock Manufacturing (NAICS 3365)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Wired Telecommunications Carriers (NAICS 5171)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Motor Vehicle Manufacturing (NAICS 3361)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers (NAICS 4231)	0.00	0.00	0.00	0.00	1.37	1.37	98.63
Beverage Manufacturing (NAICS 3121)	0.00	0.00	0.00	0.00	0.49	0.49	99.51
Miscellaneous Nondurable Goods Merchant Wholesalers (NAICS 4249)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Machinery, Equipment, and Supplies Merchant Wholesalers (NAICS 4238)	0.00	0.00	0.00	0.00	1.47	1.47	98.53
Automobile Dealers (NAICS 4411)	0.00	0.00	0.00	0.00	0.32	0.32	99.68
Natural Gas Distribution (NAICS 2212)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Chemical and Allied Products Merchant Wholesalers (NAICS 4246)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Building Equipment Contractors (NAICS 2382)	1.67	0.00	0.00	0.00	0.59	2.27	97.73
Software Publishers (NAICS 5112)	0.00	0.00	0.68	0.00	0.00	0.68	99.32
Commercial and Industrial Machinery and Equipment Rental and Leasing (NAICS 5324)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Communications Equipment Manufacturing (NAICS 3342)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Computer Systems Design and Related Services (NAICS 5415)	0.00	0.00	0.43	0.00	0.00	0.43	99.57
Paper and Paper Product Merchant Wholesalers (NAICS 4241)	0.00	0.00	0.00	0.00	14.79	14.79	85.21
Basic Chemical Manufacturing (NAICS 3251)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Electrical and Electronic Goods Merchant Wholesalers (NAICS 4236)	0.00	0.00	0.09	0.00	2.92	3.01	96.99
Architectural and Structural Metals Manufacturing (NAICS 3323)	0.00	2.29	1.97	0.00	0.94	5.20	94.80
Printing and Related Support Activities (NAICS 3231)	0.00	0.10	0.00	0.00	0.00	0.10	99.90
Pharmaceutical and Medicine Manufacturing (NAICS 3254)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Nonresidential Building Construction (NAICS 2362)	0.00	0.00	0.00	0.00	13.66	13.66	86.34
Management, Scientific, and Technical Consulting Services (NAICS 5416)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Drugs and Druggists' Sundries Merchant Wholesalers (NAICS 4242)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Highway, Street, and Bridge Construction (NAICS 2373)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Architectural, Engineering, and Related Services (NAICS 5413)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Specialty Trade Contractors (NAICS 2389)	0.00	0.00	0.00	0.00	1.31	1.31	98.69
Scientific Research and Development Services (NAICS 5417)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Computer and Peripheral Equipment Manufacturing (NAICS 3341)	0.61	0.00	0.00	0.00	0.00	0.61	99.39
Medical Equipment and Supplies Manufacturing (NAICS 3391)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Metal and Mineral (except Petroleum) Merchant Wholesalers (NAICS 4235)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Agriculture, Construction, and Mining Machinery Manufacturing (NAICS 3331)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Petroleum and Coal Products Manufacturing (NAICS 3241)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Apparel, Piece Goods, and Notions Merchant Wholesalers (NAICS 4243)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Telecommunications (NAICS 5179)	5.95	0.00	0.00	0.00	0.00	5.95	94.05
Automotive Equipment Rental and Leasing (NAICS 5321)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Grocery and Related Product Merchant Wholesalers (NAICS 4244)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Medical and Diagnostic Laboratories (NAICS 6215)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Heavy and Civil Engineering Construction (NAICS 2379)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Converted Paper Product Manufacturing (NAICS 3222)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Animal Slaughtering and Processing (NAICS 3116)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Electronics and Appliance Stores (NAICS 4431)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Lumber and Other Construction Materials Merchant Wholesalers (NAICS 4233)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Investigation and Security Services (NAICS 5616)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Iron and Steel Mills and Ferroalloy Manufacturing (NAICS 3311)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Home Furnishings Stores (NAICS 4422)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Newspaper, Periodical, Book, and Directory Publishers (NAICS 5111)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Depository Credit Intermediation (NAICS 5221)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Electrical Equipment Manufacturing (NAICS 3353)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Gambling Industries (NAICS 7132)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Building Finishing Contractors (NAICS 2383)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Waste Treatment and Disposal (NAICS 5622)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance (NAICS 8113)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Office Supplies, Stationery, and Gift Stores (NAICS 4532)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Sawmills and Wood Preservation (NAICS 3211)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Rail Transportation (NAICS 4882)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Other Electrical Equipment and Component Manufacturing (NAICS 3359)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Household and Institutional Furniture and Kitchen Cabinet Manufacturing (NAICS 3371)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Employment Services (NAICS 5613)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Cement and Concrete Product Manufacturing (NAICS 3273)	0.00	0.00	0.00	0.00	17.24	17.24	82.76
Wireless Telecommunications Carriers (except Satellite) (NAICS 5172)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers (NAICS 4237)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Chemical Product and Preparation Manufacturing (NAICS 3259)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Agencies, Brokerages, and Other Insurance Related Activities (NAICS 5242)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Miscellaneous Manufacturing (NAICS 3399)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Nondepository Credit Intermediation (NAICS 5222)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Data Processing, Hosting, and Related Services (NAICS 5182)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other General Purpose Machinery Manufacturing (NAICS 3339)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Health and Personal Care Stores (NAICS 4461)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Forging and Stamping (NAICS 3321)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Vocational Rehabilitation Services (NAICS 6243)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing (NAICS 3334)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Navigational, Measuring, Electromedical, and Control Instruments Manufacturing (NAICS 3345)	0.00	0.00	0.00	0.00	3.64	3.64	96.36
Motor Vehicle Body and Trailer Manufacturing (NAICS 3362)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Services to Buildings and Dwellings (NAICS 5617)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Electric Power Generation, Transmission and Distribution (NAICS 2211)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Pulp, Paper, and Paperboard Mills (NAICS 3221)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Bakeries and Tortilla Manufacturing (NAICS 3118)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Foundries (NAICS 3315)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Commercial and Service Industry Machinery Manufacturing (NAICS 3333)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Semiconductor and Other Electronic Component Manufacturing (NAICS 3344)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Aerospace Product and Parts Manufacturing (NAICS 3364)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Insurance Carriers (NAICS 5241)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Alumina and Aluminum Production and Processing (NAICS 3313)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Specialized Design Services (NAICS 5414)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
General Freight Trucking (NAICS 4841)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Metalworking Machinery Manufacturing (NAICS 3335)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Cut and Sew Apparel Manufacturing (NAICS 3152)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Information Services (NAICS 5191)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Furniture Stores (NAICS 4421)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Textile and Fabric Finishing and Fabric Coating Mills (NAICS 3133)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Motor Vehicle Dealers (NAICS 4412)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Automotive Repair and Maintenance (NAICS 8111)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Remediation and Other Waste Management Services (NAICS 5629)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Soap, Cleaning Compound, and Toilet Preparation Manufacturing (NAICS 3256)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Glass and Glass Product Manufacturing (NAICS 3272)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Motion Picture and Video Industries (NAICS 5121)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Ambulatory Health Care Services (NAICS 6219)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Spring and Wire Product Manufacturing (NAICS 3326)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Foundation, Structure, and Building Exterior Contractors (NAICS 2381)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Urban Transit Systems (NAICS 4851)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Plastics Product Manufacturing (NAICS 3261)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Electric Lighting Equipment Manufacturing (NAICS 3351)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Investment Pools and Funds (NAICS 5259)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Electronic and Precision Equipment Repair and Maintenance (NAICS 8112)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Industrial Machinery Manufacturing (NAICS 3332)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Sporting Goods, Hobby, and Musical Instrument Stores (NAICS 4511)	0.00	0.00	0.00	0.00	1.91	1.91	98.09
Veneer, Plywood, and Engineered Wood Product Manufacturing (NAICS 3212)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Utility System Construction (NAICS 2371)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Boiler, Tank, and Shipping Container Manufacturing (NAICS 3324)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Offices of Physicians (NAICS 6211)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Personal Services (NAICS 8129)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Fabricated Metal Product Manufacturing (NAICS 3329)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Miscellaneous Durable Goods Merchant Wholesalers (NAICS 4239)	0.00	0.00	0.00	0.00	30.24	30.24	69.76
Direct Selling Establishments (NAICS 4543)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Business Support Services (NAICS 5614)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Furniture and Home Furnishing Merchant Wholesalers (NAICS 4232)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Office Furniture (including Fixtures) Manufacturing (NAICS 3372)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Water Transportation (NAICS 4883)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Engine, Turbine, and Power Transmission Equipment Manufacturing (NAICS 3336)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Road Transportation (NAICS 4884)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Building Material and Supplies Dealers (NAICS 4441)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Audio and Video Equipment Manufacturing (NAICS 3343)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Advertising, Public Relations, and Related Services (NAICS 5418)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Support Activities for Air Transportation (NAICS 4881)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Transit and Ground Passenger Transportation (NAICS 4859)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Paint, Coating, and Adhesive Manufacturing (NAICS 3255)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Charter Bus Industry (NAICS 4855)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Legal Services (NAICS 5411)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
School and Employee Bus Transportation (NAICS 4854)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Motor Vehicle Parts Manufacturing (NAICS 3363)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Apparel Accessories and Other Apparel Manufacturing (NAICS 3159)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Financial Investment Activities (NAICS 5239)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Leather and Allied Product Manufacturing (NAICS 3169)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Rubber Product Manufacturing (NAICS 3262)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Dairy Product Manufacturing (NAICS 3115)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Nonferrous Metal (except Aluminum) Production and Processing (NAICS 3314)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Food Manufacturing (NAICS 3119)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Other Wood Product Manufacturing (NAICS 3219)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Industry Group	African-American	Hispanic	Asian	Native Amer-ican	Non-minority female	M/WBE	Non-M/WBE
Other Textile Product Mills (NAICS 3149)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Beer, Wine, and Distilled Alcoholic Beverage Merchant Wholesalers (NAICS 4248)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Full-Service Restaurants (NAICS 7221)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Local Messengers and Local Delivery (NAICS 4922)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Personal and Household Goods Repair and Maintenance (NAICS 8114)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Lawn and Garden Equipment and Supplies Stores (NAICS 4442)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Lessors of Real Estate (NAICS 5311)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Clay Product and Refractory Manufacturing (NAICS 3271)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Fabric Mills (NAICS 3132)	0.00	0.00	0.00	0.00	100.00	100.00	0.00
Coating, Engraving, Heat Treating, and Allied Activities (NAICS 3328)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Book, Periodical, and Music Stores (NAICS 4512)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Warehousing and Storage (NAICS 4931)	0.00	0.00	0.00	0.00	0.00	0.00	100.00
Cutlery and Handtool Manufacturing (NAICS 3322)	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Source: See Table 7.1.

Table 7.10. Disparity Results for NYS Contracting, Overall and By Procurement Category, 2004-2008

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio	
Construction				
Black	2.51	4.00	62.72	
Hispanic	2.65	6.94	38.18	**
Asian	2.56	3.18	80.60	
Native	0.86	0.21		
Minority-owned	8.59	14.34	59.91	**
White female	3.80	8.41	45.23	**
M/WBE total	12.39	22.74	54.48	**
CRS				
Black	0.93	3.19	29.24	
Hispanic	3.73	4.66	80.08	
Asian	10.61	4.46		
Native	0.14	0.90	15.07	
Minority-owned	15.41	13.21		
Non-minority female	4.02	11.32	35.54	**
M/WBE total	19.43	24.53	79.21	
Services				
Black	0.15	3.50	4.17	
Hispanic	0.11	4.19	2.70	
Asian	0.39	11.56	3.35	
Native	0.00	0.35	0.36	
Minority-owned	0.65	19.60	3.30	
Non-minority female	2.18	17.44	12.50	
M/WBE total	2.83	37.04	7.63	
Commodities				
Black	0.05	3.66	1.25	
Hispanic	0.04	4.64	0.76	
Asian	0.04	7.45	0.58	**
Native	0.00	0.37	0.00	
Minority-owned	0.12	16.11	0.77	**
Non-minority female	0.63	10.93	5.73	**
M/WBE total	0.75	27.05	2.77	**
All Procurement				
Black	0.70	3.71	18.96	
Hispanic	0.81	5.41	14.96	
Asian	1.13	7.08	15.98	
Native	0.21	0.33	63.05	
Minority-owned	2.85	16.53	17.27	*
Non-minority female	2.18	12.39	17.58	
M/WBE total	5.03	28.92	17.40	**

Source: calculations from NERA Master Contract/Subcontract Database and NERA Baseline Business Universe. Notes: (1) "*" indicates an adverse disparity that is statistically significant at the 10% level or better (90% confidence). "**" indicates the disparity is significant at a 5% level or better (95% confidence). "***" indicates significance at a 1% level or better (99% confidence). An empty cell in the Disparity Ratio column indicates that no adverse disparity was observed for that category.

Table 7.10a. Disparity Results for NYS Contracting, Overall and By Procurement Category (Excluding the Largest NYSHIP Procurements) , 2004-2008

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio	
Construction				
Black	2.51	4.00	62.72	
Hispanic	2.65	6.94	38.18	**
Asian	2.56	3.18	80.60	
Native	0.86	0.21		
Minority-owned	8.59	14.34	59.91	**
White female	3.80	8.41	45.23	**
M/WBE total	12.39	22.74	54.48	**
CRS				
Black	0.93	3.19	29.24	
Hispanic	3.73	4.66	80.08	
Asian	10.61	4.46		
Native	0.14	0.90	15.07	
Minority-owned	15.41	13.21		
Non-minority female	4.02	11.32	35.54	**
M/WBE total	19.43	24.53	79.21	
Services				
Black	0.39	3.50	11.06	
Hispanic	0.30	4.19	7.17	
Asian	1.03	11.56	8.87	*
Native	0.00	0.35	0.96	
Minority-owned	1.72	19.60	8..76	**
Non-minority female	5.78	17.44	33.12	*
M/WBE total	7.49	37.04	20.23	***
Commodities				
Black	0.05	3.66	1.25	
Hispanic	0.04	4.64	0.76	
Asian	0.04	7.45	0.58	**
Native	0.00	0.37	0.00	
Minority-owned	0.12	16.11	0.77	**
Non-minority female	0.63	10.93	5.73	**
M/WBE total	0.75	27.05	2.77	**
All Procurement				
Black	0.97	3.71	26.15	**
Hispanic	1.12	5.41	20.63	***
Asian	1.56	7.08	22.05	***
Native	0.29	0.33	86.95	
Minority-owned	3.94	16.53	23.81	***
Non-minority female	3.00	12.39	24.24	***
M/WBE total	6.94	28.92	24.00	***

Source: calculations from NERA Master Contract/Subcontract Database and NERA Baseline Business Universe. Notes: (1) "*" indicates an adverse disparity that is statistically significant at the 10% level or better (90% confidence). "**" indicates the disparity is significant at a 5% level or better (95% confidence). "***" indicates significance at a 1% level or better (99% confidence). An empty cell in the Disparity Ratio column indicates that no adverse disparity was observed for that category.

Table 7.11. Industry Sub-Sector Disparity Results for NYS Construction Contracting, 2004-2008

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio	
Specialty Trade Contractors (NAICS 238)				
Black	4.23	4.24	99.77	
Hispanic	5.22	7.69	67.94	
Asian	0.97	2.77	35.09	
Native	0.79	0.13		
Minority-owned	11.21	14.83	75.63	
Non-minority female	5.00	8.11	61.69	
M/WBE total	16.21	22.93	70.70	**
Heavy and Civil Engineering Construction (NAICS 237)				
Black	0.49	1.51	32.64	
Hispanic	1.16	6.19	18.75	**
Asian	0.34	1.96	17.54	
Native	0.11	0.31	35.68	
Minority-owned	2.11	9.97	21.14	**
Non-minority female	0.97	11.03	8.77	**
M/WBE total	3.08	21.00	14.64	**
Construction of Buildings (NAICS 236)				
Black	0.65	3.45	18.94	
Hispanic	0.28	4.39	6.48	
Asian	1.79	6.01	29.78	
Native	0.07	0.16	40.82	
Minority-owned	2.79	14.01	19.94	**
Non-minority female	1.46	9.20	15.84	*
M/WBE total	4.25	23.20	18.32	**
Merchant Wholesalers, Durable Goods (NAICS 423)				
Black	2.23	4.13	54.12	
Hispanic	1.53	1.05		
Asian	2.07	10.01	20.68	
Native	3.17	0.97		
Minority-owned	9.01	16.16	55.76	
Non-minority female	5.02	8.42	59.61	
M/WBE total	14.03	24.58	57.08	
Professional, Scientific, and Technical Services (NAICS 541)				
Black	0.09	3.36	2.58	
Hispanic	0.66	4.78	13.84	
Asian	11.14	3.92		
Native	1.55	1.00		
Minority-owned	13.44	13.06		
Non-minority female	1.76	13.52	13.02	
M/WBE total	15.20	26.58	57.20	

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio	
Fabricated Metal Product Manufacturing (NAICS 332)				
Black	0.52	3.57	14.54	
Hispanic	0.20	2.32	8.81	
Asian	21.53	3.79		
Native	0.44	0.55	80.68	
Minority-owned	22.70	10.22		
Non-minority female	7.10	14.08	50.43	
M/WBE total	29.80	24.30		
Waste Management and Remediation Services (NAICS 562)				
Black	6.37	2.97		
Hispanic	1.11	7.25	15.26	
Asian	0.00	7.13	0.00	
Native	1.52	0.47		
Minority-owned	9.00	17.81	50.51	
Non-minority female	6.73	12.54	53.65	
M/WBE total	15.72	30.35	51.81	
Truck Transportation (NAICS 484)				
Black	12.95	5.65		
Hispanic	0.41	9.49	4.31	
Asian	0.02	4.16	0.50	
Native	1.04	0.21		
Minority-owned	14.42	19.51	73.90	
Non-minority female	12.78	7.46		
M/WBE total	27.20	26.98		
Administrative and Support Services (NAICS 561)				
Black	11.36	5.19		
Hispanic	0.71	11.48	6.20	**
Asian	0.66	5.45	12.04	
Native	10.01	0.07		
Minority-owned	22.73	22.20		
Non-minority female	22.25	17.26		
M/WBE total	44.98	39.46		
Nonmetallic Mineral Product Manufacturing (NAICS 327)				
Black	0.79	2.25	35.02	
Hispanic	2.04	1.31		
Asian	32.54	2.58		
Native	0.52	0.58	88.92	
Minority-owned	35.89	6.73		
Non-minority female	2.63	10.72	24.52	
M/WBE total	38.52	17.45		

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio	
Rental and Leasing Services (NAICS 532)				
Black	1.25	5.57	22.49	
Hispanic	0.58	12.67	4.55	
Asian	0.05	5.11	1.04	
Native	0.00	0.00	0.00	
Minority-owned	1.88	23.35	8.06	*
Non-minority female	2.96	18.42	16.06	
M/WBE total	4.84	41.77	11.59	**
Transportation Equipment Manufacturing (NAICS 336)				
Black	0.49	1.76	28.16	
Hispanic	0.00	0.89	0.00	
Asian	38.67	2.12		
Native	0.00	0.73	0.00	
Minority-owned	39.17	5.50		
Non-minority female	0.39	11.83	3.32	
M/WBE total	39.56	17.33		
Computer and Electronic Product Manufacturing (NAICS 334)				
Black	2.63	4.47	58.70	
Hispanic	0.03	2.96	1.12	
Asian	0.00	6.50	0.00	
Native	0.00	0.02	0.00	
Minority-owned	2.66	13.95	19.07	
Non-minority female	0.51	19.37	2.65	
M/WBE total	3.17	33.32	9.52	
Merchant Wholesalers, Nondurable Goods (NAICS 424)				
Black	1.72	3.69	46.70	
Hispanic	0.02	2.70	0.76	
Asian	0.45	13.78	3.29	
Native	0.00	0.35	0.00	
Minority-owned	2.20	20.51	10.71	
Non-minority female	6.12	15.85	38.58	
M/WBE total	8.31	36.37	22.86	*
Repair and Maintenance (NAICS 811)				
Black	2.76	6.01	46.00	
Hispanic	3.15	12.81	24.55	
Asian	0.00	5.29	0.00	
Native	0.00	0.03	0.00	
Minority-owned	5.91	24.14	24.47	
Non-minority female	30.70	18.15		
M/WBE total	36.61	42.30	86.55	

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio	
Machinery Manufacturing (NAICS 333)				
Black	0.00	4.38	0.00	
Hispanic	0.78	3.03	25.73	
Asian	2.35	5.24	44.73	
Native	0.00	0.09	0.00	
Minority-owned	3.12	12.74	24.53	
Non-minority female	1.38	19.99	6.92	
M/WBE total	4.51	32.73	13.78	*
Furniture and Home Furnishings Stores (NAICS 442)				
Black	15.55	10.22		
Hispanic	0.00	1.55	0.00	
Asian	0.00	7.92	0.00	
Native	0.00	2.35	0.00	
Minority-owned	15.55	22.04	70.55	
Non-minority female	3.43	8.47	40.47	
M/WBE total	18.98	30.51	62.20	
Electrical Equipment, Appliance, and Component Mfg. (NAICS 335)				
Black	4.12	4.47	92.09	
Hispanic	0.00	2.56	0.00	
Asian	15.48	5.34		
Native	0.00	0.00	0.00	
Minority-owned	19.60	12.37		
Non-minority female	1.07	19.91	5.39	
M/WBE total	20.67	32.28	64.03	
Miscellaneous Manufacturing (NAICS 339)				
Black	0.23	4.37	5.27	
Hispanic	0.04	3.06	1.16	
Asian	19.97	5.76		
Native	0.00	0.07	0.00	
Minority-owned	20.23	13.26		
Non-minority female	53.62	21.86		
M/WBE total	73.85	35.12		
Telecommunications (NAICS 517)				
Black	0.00	0.85	0.00	
Hispanic	0.00	6.73	0.00	
Asian	0.15	9.20	1.63	
Native	0.00	0.10	0.00	
Minority-owned	0.15	16.89	0.89	
Non-minority female	1.48	9.88	14.96	
M/WBE total	1.63	26.77	6.08	

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio
Wood Product Manufacturing (NAICS 321)			
Black	0.00	4.14	0.00
Hispanic	0.39	2.74	14.23
Asian	0.00	8.64	0.00
Native	0.00	0.01	0.00
Minority-owned	0.39	15.53	2.51
Non-minority female	0.00	18.39	0.00
M/WBE total	0.39	33.92	1.15
Plastics and Rubber Products Manufacturing (NAICS 326)			
Black	0.00	5.36	0.00
Hispanic	0.00	2.79	0.00
Asian	0.00	4.85	0.00
Native	0.00	0.09	0.00
Minority-owned	0.00	13.10	0.00
Non-minority female	0.16	19.97	0.79
M/WBE total	0.16	33.07	0.48
Credit Intermediation and Related Activities (NAICS 522)			
Black	0.00	4.88	0.00
Hispanic	0.00	7.10	0.00
Asian	0.21	0.13	
Native	0.00	0.00	0.00
Minority-owned	0.21	12.11	1.73
White female	0.00	14.32	0.00
M/WBE total	0.21	26.43	0.79
Building Material and Garden Eqpmt. and Supplies Dealers (NAICS 444)			
Black	0.00	9.93	0.00
Hispanic	0.00	1.37	0.22
Asian	0.00	7.89	0.00
Native	7.80	2.38	
Minority-owned	7.80	21.57	36.17
Non-minority female	5.63	8.26	68.23
M/WBE total	13.43	29.82	45.05
Insurance Carriers and Related Activities (NAICS 524)			
Black	0.00	5.29	0.00
Hispanic	0.00	6.53	0.00
Asian	0.00	1.16	0.00
Native	0.00	0.11	0.00
Minority-owned	0.00	13.10	0.00
Non-minority female	0.00	15.20	0.00
M/WBE total	0.00	28.29	0.00

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio
Primary Metal Manufacturing (NAICS 331)			
Black	0.00	3.87	0.00
Hispanic	10.95	2.01	
Asian	0.00	8.82	0.00
Native	0.00	0.00	
Minority-owned	10.95	14.70	74.46
Non-minority female	54.95	19.57	
M/WBE total	65.90	34.27	
Furniture and Related Product Manufacturing (NAICS 337)			
Black	0.00	4.63	0.00
Hispanic	0.00	2.94	0.00
Asian	39.35	5.83	
Native	0.00	0.17	0.00
Minority-owned	39.35	13.57	
Non-minority female	14.31	18.93	75.60
M/WBE total	53.67	32.50	
Real Estate (NAICS 531)			
Black	0.00	5.01	0.00
Hispanic	0.00	7.01	0.00
Asian	0.00	0.52	0.00
Native	0.00	0.01	0.00
Minority-owned	0.00	12.55	0.00
Non-minority female	0.90	17.51	5.15
M/WBE total	0.90	30.06	3.00
Mining (except Oil and Gas) (NAICS 212)			
Black	0.00	1.05	0.00
Hispanic	0.00	2.31	0.00
Asian	0.00	7.18	0.00
Native	0.00	0.00	
Minority-owned	0.00	10.54	0.00
Non-minority female	0.00	14.66	0.00
M/WBE total	0.00	25.20	0.00
Support Activities for Agriculture and Forestry (NAICS 115)			
Black	0.00	2.13	0.00
Hispanic	0.00	4.60	0.00
Asian	0.00	6.25	0.00
Native	0.00	0.00	
Minority-owned	0.00	12.98	0.00
Non-minority female	21.48	14.00	
M/WBE total	21.48	26.98	79.62

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio
Utilities (NAICS 221)			
Black	0.00	1.22	0.00
Hispanic	0.00	6.79	0.00
Asian	0.00	8.09	0.00
Native	0.00	0.01	0.00
Minority-owned	0.00	16.11	0.00
Non-minority female	0.00	8.84	0.00
M/WBE total	0.00	24.96	0.00
Chemical Manufacturing (NAICS 325)			
Black	0.00	4.13	0.00
Hispanic	0.00	2.08	0.00
Asian	0.00	5.45	0.00
Native	0.00	0.37	0.00
Minority-owned	0.00	12.03	0.00
Non-minority female	0.00	18.62	0.00
M/WBE total	0.00	30.65	0.00
Paper Manufacturing (NAICS 322)			
Black	0.00	6.26	0.00
Hispanic	0.00	2.36	0.00
Asian	0.00	4.10	0.00
Native	0.00	0.00	
Minority-owned	0.00	12.72	0.00
Non-minority female	0.08	22.05	0.36
M/WBE total	0.08	34.77	0.23
Petroleum and Coal Products Manufacturing (NAICS 324)			
Black	0.00	4.01	0.00
Hispanic	0.00	2.09	0.00
Asian	0.00	4.42	0.00
Native	0.00	0.00	
Minority-owned	0.00	10.52	0.00
Non-minority female	0.00	18.14	0.00
M/WBE total	0.00	28.66	0.00
Support Activities for Mining (NAICS 213)			
Black	0.00	1.91	0.00
Hispanic	0.00	2.29	0.00
Asian	0.00	6.57	0.00
Native	0.00	0.10	0.00
Minority-owned	0.00	10.86	0.00
Non-minority female	0.00	9.40	0.00
M/WBE total	0.00	20.26	0.00

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio
Support Activities for Transportation (NAICS 488)			
Black	5.10	4.03	
Hispanic	0.00	11.01	0.00
Asian	0.00	6.61	0.00
Native	0.00	0.13	0.00
Minority-owned	5.10	21.78	23.43
Non-minority female	3.60	15.09	23.86
M/WBE total	8.70	36.87	23.60
Securities, Commodity, and Other Financial Investments and Related Activities (NAICS 523)			
Black	0.00	5.16	0.00
Hispanic	0.00	7.11	0.00
Asian	0.00	0.29	0.00
Native	0.00	0.01	0.00
Minority-owned	0.00	12.57	0.00
Non-minority female	0.00	14.90	0.00
M/WBE total	0.00	27.47	0.00
Publishing Industries (except Internet) (NAICS 511)			
Black	0.00	4.34	0.00
Hispanic	0.00	2.63	0.00
Asian	0.00	5.91	0.00
Native	9.66	0.05	
Minority-owned	9.66	12.92	74.80
Non-minority female	0.00	22.66	0.00
M/WBE total	9.66	35.58	27.16
Personal and Laundry Services (NAICS 812)			
Black	0.00	5.54	0.00
Hispanic	0.00	13.41	0.00
Asian	0.00	5.17	0.00
Native	0.00	0.00	0.00
Minority-owned	0.00	24.13	0.00
Non-minority female	0.15	16.80	0.87
M/WBE total	0.15	40.93	0.36
Printing and Related Support Activities (NAICS 323)			
Black	0.00	7.22	0.00
Hispanic	0.00	11.68	0.00
Asian	12.84	5.91	
Native	0.00	0.00	
Minority-owned	12.84	24.81	51.76
Non-minority female	52.56	20.38	
M/WBE total	65.41	45.20	

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio	
Crop Production (NAICS 111)				
Black	0.00	0.21	0.00	
Hispanic	0.00	2.48	0.00	
Asian	0.00	6.80	0.00	
Native	0.00	0.01	0.00	
Minority-owned	0.00	9.50	0.00	
Non-minority female	0.00	13.32	0.00	
M/WBE total	0.00	22.82	0.00	
Electronics and Appliance Stores (NAICS 443)				
Black	0.00	10.37	0.00	
Hispanic	0.00	1.08	0.00	
Asian	0.00	8.77	0.00	
Native	0.00	2.35	0.00	
Minority-owned	0.00	22.56	0.00	
Non-minority female	0.00	7.32	0.00	
M/WBE total	0.00	29.88	0.00	
Textile Product Mills (NAICS 314)				
Black	0.00	4.91	0.00	
Hispanic	0.00	2.40	0.00	
Asian	0.00	5.64	0.00	
Native	0.00	0.04	0.00	
Minority-owned	0.00	12.99	0.00	
Non-minority female	0.00	25.25	0.00	
M/WBE total	0.00	38.24	0.00	*
Educational Services (NAICS 611)				
Black	0.00	6.36	0.00	
Hispanic	0.00	3.20	0.00	
Asian	0.00	9.42	0.00	
Native	0.00	0.17	0.00	
Minority-owned	0.00	19.16	0.00	
Non-minority female	0.00	30.00	0.00	
M/WBE total	0.00	49.16	0.00	
Transit and Ground Passenger Transportation (NAICS 485)				
Black	0.00	5.22	0.00	
Hispanic	0.00	9.03	0.00	
Asian	96.62	5.12		
Native	0.00	0.43	0.00	
Minority-owned	96.62	19.81		
Non-minority female	0.00	8.92	0.00	
M/WBE total	96.62	28.73		

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio
Sporting Goods, Hobby, Book, and Music Stores (NAICS 451)			
Black	0.00	9.47	0.00
Hispanic	0.00	2.31	0.00
Asian	0.00	7.93	0.00
Native	0.00	2.19	0.00
Minority-owned	0.00	21.90	0.00
Non-minority female	96.05	9.17	
M/WBE total	96.05	31.07	
Motor Vehicle and Parts Dealers (NAICS 441)			
Black	0.00	5.08	0.00
Hispanic	0.00	2.31	0.00
Asian	0.00	5.45	0.00
Native	0.00	1.10	0.00
Minority-owned	0.00	13.94	0.00
Non-minority female	0.00	5.89	0.00
M/WBE total	0.00	19.83	0.00
Ambulatory Health Care Services (NAICS 621)			
Black	0.00	4.16	0.00
Hispanic	0.00	0.36	0.00
Asian	0.00	6.08	0.00
Native	0.00	1.02	0.00
Minority-owned	0.00	11.62	0.00
Non-minority female	0.00	13.12	0.00
M/WBE total	0.00	24.74	0.00
Rail Transportation (NAICS 482)			
Black	0.00	0.11	0.00
Hispanic	0.00	6.12	0.00
Asian	0.00	9.04	0.00
Native	0.00	0.00	
Minority-owned	0.00	15.27	0.00
Non-minority female	0.00	10.04	0.00
M/WBE total	0.00	25.32	0.00
Broadcasting (except Internet) (NAICS 515)			
Black	0.00	0.59	0.00
Hispanic	0.00	6.14	0.00
Asian	0.00	9.29	0.00
Native	0.00	0.00	
Minority-owned	0.00	16.02	0.00
Non-minority female	0.00	9.79	0.00
M/WBE total	0.00	25.82	0.00

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio
Accommodation (NAICS 721)			
Black	0.00	5.57	0.00
Hispanic	0.00	12.44	0.00
Asian	0.00	6.00	0.00
Native	0.00	0.03	0.00
Minority-owned	0.00	24.04	0.00
Non-minority female	0.00	17.90	0.00
M/WBE total	0.00	41.94	0.00
Couriers and Messengers (NAICS 492)			
Black	0.00	0.85	0.00
Hispanic	0.00	6.89	0.00
Asian	0.00	10.19	0.00
Native	0.00	0.20	0.00
Minority-owned	0.00	18.13	0.00
Non-minority female	0.00	11.31	0.00
M/WBE total	0.00	29.44	0.00
Nonstore Retailers (NAICS 454)			
Black	0.00	8.17	0.00
Hispanic	0.00	2.97	0.00
Asian	0.00	6.52	0.00
Native	0.00	1.37	0.00
Minority-owned	0.00	19.03	0.00
Non-minority female	0.00	20.67	0.00
M/WBE total	0.00	39.70	0.00
Textile Mills (NAICS 313)			
Black	0.00	10.71	0.00
Hispanic	0.00	0.49	0.00
Asian	0.00	7.88	0.00
Native	0.00	2.28	0.00
Minority-owned	0.00	21.36	0.00
Non-minority female	15.15	8.07	
M/WBE total	15.15	29.42	51.49
Food and Beverage Stores (NAICS 445)			
Black	0.00	9.54	0.00
Hispanic	0.00	1.57	0.00
Asian	0.00	9.00	0.00
Native	0.00	2.22	0.00
Minority-owned	0.00	22.34	0.00
Non-minority female	0.00	10.63	0.00
M/WBE total	0.00	32.96	0.00

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio
Social Assistance (NAICS 624)			
Black	0.00	4.79	0.00
Hispanic	0.00	2.29	0.00
Asian	0.00	6.55	0.00
Native	0.00	0.15	0.00
Minority-owned	0.00	13.78	0.00
Non-minority female	0.00	22.33	0.00
M/WBE total	0.00	36.11	0.00
Beverage and Tobacco Product Manufacturing (NAICS 312)			
Black	0.00	8.16	0.00
Hispanic	0.00	1.99	0.00
Asian	0.00	3.99	0.00
Native	0.00	0.00	
Minority-owned	0.00	14.14	0.00
Non-minority female	0.00	18.04	0.00
M/WBE total	0.00	32.18	0.00
Food Services and Drinking Places (NAICS 722)			
Black	0.00	7.29	0.00
Hispanic	0.00	7.04	0.00
Asian	0.00	5.84	0.00
Native	0.00	0.79	0.00
Minority-owned	0.00	20.96	0.00
Non-minority female	0.00	20.10	0.00
M/WBE total	0.00	41.06	0.00
Funds, Trusts, and Other Financial Vehicles (NAICS 525)			
Black	0.00	4.76	0.00
Hispanic	0.00	7.14	0.00
Asian	0.00	0.00	
Native	0.00	0.00	
Minority-owned	0.00	11.90	0.00
Non-minority female	0.00	14.29	0.00
M/WBE total	0.00	26.19	0.00
Food Manufacturing (NAICS 311)			
Black	0.00	10.00	0.00
Hispanic	0.00	2.88	0.00
Asian	0.00	7.97	0.00
Native	0.00	2.32	0.00
Minority-owned	0.00	23.17	0.00
Non-minority female	0.00	9.60	0.00
M/WBE total	0.00	32.77	0.00

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio
Animal Production (NAICS 112)			
Black	0.00	0.00	
Hispanic	0.00	2.52	0.00
Asian	0.00	7.85	0.00
Native	0.00	0.00	
Minority-owned	0.00	10.37	0.00
Non-minority female	0.00	20.06	0.00
M/WBE total	0.00	30.43	0.00

Source and Notes: See Table 7.10.

Table 7.12. Industry Sub-Sector Disparity Results for NYS CRS Contracting, 2004-2008

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index	
Professional, Scientific, and Technical Services (NAICS 541)				
Black	0.45	3.19	14.02	
Hispanic	5.20	4.55		
Asian	10.08	4.06		
Native	0.19	1.05	18.60	
Minority-owned	15.92	12.84		
Non-minority female	3.27	12.04	27.13	**
M/WBE total	19.18	24.88	77.10	
Construction of Buildings (NAICS 236)				
Black	0.54	3.45	15.65	
Hispanic	0.00	4.39	0.00	
Asian	8.48	6.01		
Native	0.00	0.16	0.00	
Minority-owned	9.02	14.01	64.41	
Non-minority female	1.80	9.20	19.56	
M/WBE total	10.82	23.20	46.64	
Merchant Wholesalers, Durable Goods (NAICS 423)				
Black	0.07	1.36	4.99	
Hispanic	0.00	1.24	0.00	
Asian	4.99	12.96	38.46	
Native	0.00	0.43	0.00	
Minority-owned	5.05	16.00	31.59	
Non-minority female	0.02	9.31	0.25	
M/WBE total	5.08	25.30	20.06	
Administrative and Support Services (NAICS 561)				
Black	1.18	6.18	19.15	
Hispanic	0.14	11.11	1.23	
Asian	36.57	5.35		
Native	0.00	0.07	0.00	
Minority-owned	37.89	22.71		
Non-minority female	3.43	20.61	16.63	
M/WBE total	41.32	43.32	95.38	
Heavy and Civil Engineering Construction (NAICS 237)				
Black	6.26	1.48		
Hispanic	0.00	6.15	0.00	
Asian	4.81	1.90		
Native	0.05	0.31	14.73	
Minority-owned	11.12	9.85		
Non-minority female	2.96	11.09	26.71	
M/WBE total	14.08	20.94	67.23	

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index	
Specialty Trade Contractors (NAICS 238)				
Black	4.73	4.39		
Hispanic	1.36	7.65	17.78	
Asian	22.74	2.47		
Native	0.00	0.09	0.00	
Minority-owned	28.83	14.59		
Non-minority female	5.45	7.47	72.91	
M/WBE total	34.27	22.06		
Fabricated Metal Product Manufacturing (NAICS 332)				
Black	0.00	4.71	0.00	
Hispanic	0.00	3.44	0.00	
Asian	0.00	4.87	0.00	
Native	0.00	0.22	0.00	
Minority-owned	0.00	13.24	0.00	
Non-minority female	96.87	21.49		
M/WBE total	96.87	34.74		
Rental and Leasing Services (NAICS 532)				
Black	40.23	5.57		
Hispanic	0.02	12.66	0.14	
Asian	0.00	5.11	0.00	
Native	0.00	0.00	0.00	
Minority-owned	40.24	23.34		
Non-minority female	0.00	18.43	0.00	*
M/WBE total	40.24	41.78	96.33	
Amusement, Gambling, and Recreation Industries (NAICS 713)				
Black	0.00	0.68	0.00	
Hispanic	0.00	6.82	0.00	
Asian	0.00	8.66	0.00	
Native	0.00	0.04	0.00	
Minority-owned	0.00	16.20	0.00	
Non-minority female	0.00	11.71	0.00	
M/WBE total	0.00	27.91	0.00	
Nonmetallic Mineral Product Manufacturing (NAICS 327)				
Black	0.00	1.56	0.00	
Hispanic	0.00	0.78	0.00	
Asian	99.92	1.95		
Native	0.00	0.78	0.00	
Minority-owned	99.92	5.08		
Non-minority female	0.00	7.81	0.00	
M/WBE total	99.92	12.89		

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Waste Management and Remediation Services (NAICS 562)			
Black	0.00	4.71	0.00
Hispanic	0.00	7.52	0.00
Asian	0.00	5.57	0.00
Native	0.00	0.73	0.00
Minority-owned	0.00	18.53	0.00
Non-minority female	95.04	13.40	
M/WBE total	95.04	31.93	
Repair and Maintenance (NAICS 811)			
Black	0.00	5.88	0.00
Hispanic	0.00	13.04	0.00
Asian	0.00	5.24	0.00
Native	0.00	0.00	0.00
Minority-owned	0.00	24.16	0.00
Non-minority female	0.16	17.67	0.93
M/WBE total	0.16	41.83	0.39
Real Estate (NAICS 531)			
Black	0.00	5.17	0.00
Hispanic	31.09	7.00	
Asian	0.00	0.28	0.00
Native	0.00	0.01	0.00
Minority-owned	31.09	12.45	
Non-minority female	0.00	17.43	0.00
M/WBE total	31.09	29.88	
Transportation Equipment Manufacturing (NAICS 336)			
Black	0.00	1.94	0.00
Hispanic	0.00	1.20	0.00
Asian	0.00	2.41	0.00
Native	0.00	0.68	0.00
Minority-owned	0.00	6.23	0.00
Non-minority female	0.00	12.50	0.00
M/WBE total	0.00	18.74	0.00
Miscellaneous Manufacturing (NAICS 339)			
Black	0.00	4.37	0.00
Hispanic	0.00	3.08	0.00
Asian	20.25	5.79	
Native	0.00	0.07	0.00
Minority-owned	20.25	13.32	
Non-minority female	13.23	21.83	60.61
M/WBE total	33.48	35.15	95.26

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Printing and Related Support Activities (NAICS 323)			
Black	0.00	7.19	0.00
Hispanic	78.82	11.60	
Asian	0.00	5.90	0.00
Native	0.00	0.00	
Minority-owned	78.82	24.69	
Non-minority female	0.96	20.35	4.72
M/WBE total	79.79	45.04	
Support Activities for Transportation (NAICS 488)			
Black	0.00	1.71	0.00
Hispanic	0.00	6.70	0.00
Asian	0.00	8.76	0.00
Native	0.00	0.42	0.00
Minority-owned	0.00	17.60	0.00
Non-minority female	0.00	12.33	0.00
M/WBE total	0.00	29.93	0.00
Ambulatory Health Care Services (NAICS 621)			
Black	0.00	4.65	0.00
Hispanic	0.00	2.64	0.00
Asian	0.00	7.56	0.00
Native	0.00	0.03	0.00
Minority-owned	0.00	14.87	0.00
Non-minority female	0.00	25.66	0.00
M/WBE total	0.00	40.53	0.00
Insurance Carriers and Related Activities (NAICS 524)			
Black	0.00	5.27	0.00
Hispanic	0.00	6.56	0.00
Asian	35.65	1.12	
Native	0.00	0.11	0.00
Minority-owned	35.65	13.06	
Non-minority female	0.00	15.26	0.00
M/WBE total	35.65	28.32	
Computer and Electronic Product Manufacturing (NAICS 334)			
Black	0.00	4.68	0.00
Hispanic	0.00	3.53	0.00
Asian	0.00	5.64	0.00
Native	0.00	0.01	0.00
Minority-owned	0.00	13.87	0.00
Non-minority female	7.91	18.72	42.23
M/WBE total	7.91	32.59	24.26

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Machinery Manufacturing (NAICS 333)			
Black	0.00	4.24	0.00
Hispanic	0.00	2.51	0.00
Asian	0.00	5.34	0.00
Native	0.00	0.01	0.00
Minority-owned	0.00	12.09	0.00
Non-minority female	0.00	20.95	0.00
M/WBE total	0.00	33.04	0.00
Truck Transportation (NAICS 484)			
Black	0.00	5.65	0.00
Hispanic	0.00	9.49	0.00
Asian	0.00	4.16	0.00
Native	0.00	0.21	0.00
Minority-owned	0.00	19.52	0.00
Non-minority female	0.00	7.46	0.00
M/WBE total	0.00	26.98	0.00
Plastics and Rubber Products Manufacturing (NAICS 326)			
Black	0.00	4.62	0.00
Hispanic	0.00	3.17	0.00
Asian	0.00	4.92	0.00
Native	0.00	0.14	0.00
Minority-owned	0.00	12.85	0.00
Non-minority female	0.00	19.72	0.00
M/WBE total	0.00	32.58	0.00
Chemical Manufacturing (NAICS 325)			
Black	0.00	4.30	0.00
Hispanic	0.00	2.40	0.00
Asian	0.00	6.48	0.00
Native	0.00	0.53	0.00
Minority-owned	0.00	13.71	0.00
Non-minority female	99.15	23.08	
M/WBE total	99.15	36.79	
Data Processing, Hosting and Related Services (NAICS 518)			
Black	100.00	4.79	
Hispanic	0.00	6.02	0.00
Asian	0.00	8.16	0.00
Native	0.00	0.19	0.00
Minority-owned	100.00	19.16	
Non-minority female	0.00	18.76	0.00
M/WBE total	100.00	37.92	

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Utilities (NAICS 221)			
Black	0.00	0.00	
Hispanic	0.00	6.06	0.00
Asian	0.00	9.09	0.00
Native	0.00	0.00	
Minority-owned	0.00	15.15	0.00
Non-minority female	0.00	9.09	0.00
M/WBE total	0.00	24.24	0.00
Motor Vehicle and Parts Dealers (NAICS 441)			
Black	0.00	9.15	0.00
Hispanic	0.00	2.53	0.00
Asian	0.00	7.19	0.00
Native	0.00	1.99	0.00
Minority-owned	0.00	20.85	0.00
Non-minority female	0.00	9.45	0.00
M/WBE total	0.00	30.30	0.00
Motion Picture and Sound Recording Industries (NAICS 512)			
Black	0.00	5.78	0.00
Hispanic	0.00	10.58	0.00
Asian	0.00	4.71	0.00
Native	0.00	0.04	0.00
Minority-owned	0.00	21.12	0.00
Non-minority female	0.00	21.80	0.00
M/WBE total	0.00	42.92	0.00
Food Services and Drinking Places (NAICS 722)			
Black	0.00	11.07	0.00
Hispanic	0.00	0.79	0.00
Asian	0.00	8.72	0.00
Native	0.00	2.24	0.00
Minority-owned	0.00	22.82	0.00
Non-minority female	33.23	10.03	
M/WBE total	33.23	32.85	
Personal and Laundry Services (NAICS 812)			
Black	0.00	5.74	0.00
Hispanic	0.00	13.29	0.00
Asian	0.00	5.10	0.00
Native	0.00	0.00	0.00
Minority-owned	0.00	24.13	0.00
Non-minority female	0.00	17.11	0.00
M/WBE total	0.00	41.24	0.00

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Merchant Wholesalers, Nondurable Goods (NAICS 424)			
Black	0.00	6.62	0.00
Hispanic	0.00	3.06	0.00
Asian	0.00	11.92	0.00
Native	0.00	1.29	0.00
Minority-owned	0.00	22.88	0.00
Non-minority female	53.40	12.51	
M/WBE total	53.40	35.39	
Miscellaneous Store Retailers (NAICS 453)			
Black	0.00	8.76	0.00
Hispanic	0.00	2.30	0.00
Asian	0.00	8.91	0.00
Native	0.00	1.98	0.00
Minority-owned	0.00	21.95	0.00
Non-minority female	0.00	16.57	0.00
M/WBE total	0.00	38.51	0.00
Apparel Manufacturing (NAICS 315)			
Black	0.00	4.56	0.00
Hispanic	0.00	2.61	0.00
Asian	100.00	7.68	
Native	0.00	0.00	
Minority-owned	100.00	14.84	
Non-minority female	0.00	22.97	0.00
M/WBE total	100.00	37.81	
Beverage and Tobacco Product Manufacturing (NAICS 312)			
Black	0.00	4.28	0.00
Hispanic	0.00	3.66	0.00
Asian	0.00	4.80	0.00
Native	0.00	0.55	0.00
Minority-owned	0.00	13.29	0.00
Non-minority female	0.00	18.72	0.00
M/WBE total	0.00	32.01	0.00
Support Activities for Agriculture and Forestry (NAICS 115)			
Black	0.00	7.88	0.00
Hispanic	0.00	10.69	0.00
Asian	0.00	5.02	0.00
Native	0.00	0.00	
Minority-owned	0.00	23.59	0.00
Non-minority female	98.07	17.55	
M/WBE total	98.07	41.14	

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Telecommunications (NAICS 517)			
Black	0.00	1.26	0.00
Hispanic	0.00	7.05	0.00
Asian	0.00	8.84	0.00
Native	0.00	0.07	0.00
Minority-owned	0.00	17.22	0.00
Non-minority female	0.00	11.37	0.00
M/WBE total	0.00	28.59	0.00
Building Material and Garden Eqpmt. and Supplies Dealers (NAICS 444)			
Black	0.00	10.00	0.00
Hispanic	0.00	1.10	0.00
Asian	0.00	7.86	0.00
Native	0.00	2.42	0.00
Minority-owned	0.00	21.38	0.00
Non-minority female	0.00	8.06	0.00
M/WBE total	0.00	29.44	0.00
Publishing Industries (except Internet) (NAICS 511)			
Black	0.00	5.07	0.00
Hispanic	0.00	3.01	0.00
Asian	0.00	5.45	0.00
Native	0.00	0.09	0.00
Minority-owned	0.00	13.62	0.00
Non-minority female	100.00	20.63	
M/WBE total	100.00	34.25	

Source and Notes: See Table 7.10.

Table 7.13. Industry Sub-Sector Disparity Results for NYS Services Contracting, 2004-2008

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Merchant Wholesalers, Nondurable Goods (NAICS 424)			
Black	0.00	2.94	0.00
Hispanic	0	3.5	0
Asian	0	15.91	0
Native	0.00	0.28	0.00
Minority-owned	0.00	22.64	0.00
Non-minority female	0.01	18.14	0.06
M/WBE total	0.01	40.78	0.03
Professional, Scientific, and Technical Services (NAICS 541)			
Black	0.01	4.11	0.17
Hispanic	0.17	5.56	2.99
Asian	1.81	6.34	28.56
Native	0.01	0.57	2.12
Minority-owned	2.00	16.58	12.05
Non-minority female	12.54	16.83	74.52
M/WBE total	14.54	33.40	43.52
Insurance Carriers and Related Activities (NAICS 524)			
Black	0.00	5.97	0.00
Hispanic	0.00	5.70	0.00
Asian	0.31	2.55	12.32
Native	0.00	0.27	0.00
Minority-owned	0.31	14.50	2.17
Non-minority female	0.70	12.55	5.57
M/WBE total	1.01	27.05	3.75
Nursing and Residential Care Facilities (NAICS 623)			
Black	0.00	4.44	0.00
Hispanic	0.00	0.76	0.00
Asian	0.00	5.86	0.00
Native	0.00	0.77	0.00
Minority-owned	0.00	11.84	0.00
Non-minority female	0.00	14.71	0.00
M/WBE total	0.00	26.55	0.00
Merchant Wholesalers, Durable Goods (NAICS 423)			
Black	0.01	1.21	0.85
Hispanic	0.00	1.29	0.28
Asian	2.72	12.62	21.52
Native	0.00	0.37	0.00
Minority-owned	2.73	15.50	17.61
Non-minority female	7.12	9.49	75.01
M/WBE total	9.85	24.99	39.42

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index	
Administrative and Support Services (NAICS 561)				
Black	2.84	6.01	47.31	
Hispanic	3.03	9.53	31.84	
Asian	0.18	6.15	2.87	
Native	0.00	0.13	0.00	
Minority-owned	6.05	21.81	27.76	**
Non-minority female	7.26	20.09	36.12	*
M/WBE total	13.31	41.89	31.76	**
Data Processing, Hosting and Related Services (NAICS 518)				
Black	0.89	4.79	18.64	
Hispanic	0.00	6.02	0.00	
Asian	0.00	8.16	0.00	
Native	0.00	0.19	0.00	
Minority-owned	0.89	19.16	4.66	
Non-minority female	0.28	18.76	1.49	
M/WBE total	1.17	37.92	3.09	
Transit and Ground Passenger Transportation (NAICS 485)				
Black	0.00	4.65	0.00	
Hispanic	0.00	8.78	0.00	
Asian	0.00	5.62	0.00	
Native	0.00	0.40	0.00	
Minority-owned	0.00	19.45	0.00	
Non-minority female	0.00	9.41	0.00	
M/WBE total	0.00	28.86	0.00	
Amusement, Gambling, and Recreation Industries (NAICS 713)				
Black	0.00	3.64	0.00	
Hispanic	0.00	5.88	0.00	
Asian	0.03	7.19	0.44	
Native	0.00	0.00		
Minority-owned	0.03	16.71	0.19	
Non-minority female	0.01	13.13	0.11	
M/WBE total	0.05	29.84	0.15	
Credit Intermediation and Related Activities (NAICS 522)				
Black	0.00	4.88	0.00	
Hispanic	0.00	7.10	0.00	
Asian	0.00	0.14	0.00	
Native	0.00	0.00	0.00	
Minority-owned	0.00	12.11	0.00	
Non-minority female	0.00	14.33	0.00	
M/WBE total	0.00	26.44	0.00	

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Construction of Buildings (NAICS 236)			
Black	0.00	3.45	0.00
Hispanic	0.00	4.39	0.00
Asian	0.31	6.01	5.22
Native	0.00	0.16	0.00
Minority-owned	0.31	14.01	2.24
Non-minority female	0.10	9.20	1.09
M/WBE total	0.41	23.20	1.78
Specialty Trade Contractors (NAICS 238)			
Black	9.77	4.58	
Hispanic	0.86	7.71	11.09
Asian	2.52	2.83	89.31
Native	0.00	0.10	0.00
Minority-owned	13.14	15.23	86.33
Non-minority female	3.27	8.04	40.65
M/WBE total	16.41	23.26	70.55
Health and Personal Care Stores (NAICS 446)			
Black	0.00	10.13	0.00
Hispanic	0.00	0.74	0.00
Asian	0.00	8.05	0.00
Native	0.00	2.39	0.00
Minority-owned	0.00	21.32	0.00
Non-minority female	0.00	8.19	0.00
M/WBE total	0.00	29.50	0.00
Food Services and Drinking Places (NAICS 722)			
Black	0.00	11.06	0.00
Hispanic	0.00	0.79	0.00
Asian	0.00	8.72	0.00
Native	0.00	2.24	0.00
Minority-owned	0.00	22.82	0.00
Non-minority female	0.00	10.03	0.00
M/WBE total	0.00	32.85	0.00
Social Assistance (NAICS 624)			
Black	0.00	4.79	0.00
Hispanic	0.00	2.29	0.00
Asian	0.00	6.55	0.00
Native	0.00	0.15	0.00
Minority-owned	0.00	13.78	0.00
Non-minority female	99.79	22.33	
M/WBE total	99.79	36.11	

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index	
Ambulatory Health Care Services (NAICS 621)				
Black	0.00	4.52	0.00	
Hispanic	0.58	2.10	27.49	
Asian	0.34	6.96	4.87	
Native	0.00	0.20	0.00	
Minority-owned	0.92	13.78	6.65	
Non-minority female	0.76	22.36	3.38	*
M/WBE total	1.67	36.14	4.63	**
Truck Transportation (NAICS 484)				
Black	0.00	5.65	0.00	
Hispanic	3.70	9.49	39.02	
Asian	0.00	4.16	0.00	
Native	0.00	0.21	0.00	
Minority-owned	3.70	19.52	18.98	
Non-minority female	0.11	7.46	1.42	
M/WBE total	3.81	26.98	14.12	
Securities, Commodity Contracts, & Other Financial Investments and Related Activities (NAICS 523)				
Black	0.00	6.05	0.00	
Hispanic	0.00	7.10	0.00	
Asian	0.00	0.60	0.00	
Native	0.00	0.01	0.00	
Minority-owned	0.00	13.75	0.00	
Non-minority female	0.00	16.27	0.00	
M/WBE total	0.00	30.02	0.00	
Heavy and Civil Engineering Construction (NAICS 237)				
Black	0.14	1.92	7.32	
Hispanic	0.00	7.01	0.00	
Asian	0.00	2.82	0.00	
Native	0.00	0.23	0.00	
Minority-owned	0.14	11.98	1.17	
Non-minority female	0.17	9.97	1.66	
M/WBE total	0.31	21.95	1.39	
Waste Management and Remediation Services (NAICS 562)				
Black	0.02	1.64	1.22	
Hispanic	0.00	7.11	0.00	
Asian	0.00	8.24	0.00	
Native	0.00	0.28	0.00	
Minority-owned	0.02	17.26	0.12	
Non-minority female	2.35	11.68	20.10	
M/WBE total	2.37	28.94	8.18	

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Transportation Equipment Manufacturing (NAICS 336)			
Black	0.00	1.74	0.00
Hispanic	0.00	0.87	0.00
Asian	0.00	2.11	0.00
Native	0.00	0.73	0.00
Minority-owned	0.00	5.45	0.00
Non-minority female	0.00	11.76	0.00
M/WBE total	0.00	17.21	0.00
Personal and Laundry Services (NAICS 812)			
Black	0.00	5.40	0.00
Hispanic	0.00	12.87	0.00
Asian	0.00	4.92	0.00
Native	0.00	0.69	0.00
Minority-owned	0.00	23.87	0.00
Non-minority female	1.76	19.26	9.12
M/WBE total	1.76	43.13	4.07
Publishing Industries (except Internet) (NAICS 511)			
Black	0.00	4.17	0.00
Hispanic	0.00	5.87	0.00
Asian	2.68	8.78	30.57
Native	0.00	0.25	0.00
Minority-owned	2.68	19.06	14.08
Non-minority female	16.97	14.38	
M/WBE total	19.65	33.44	58.75
Machinery Manufacturing (NAICS 333)			
Black	0.00	4.36	0.00
Hispanic	0.00	3.35	0.00
Asian	0.00	6.06	0.00
Native	0.00	0.00	0.00
Minority-owned	0.00	13.77	0.00
Non-minority female	0.00	18.92	0.00
M/WBE total	0.00	32.69	0.00
Computer and Electronic Product Manufacturing (NAICS 334)			
Black	0.00	4.75	0.00
Hispanic	0.00	3.41	0.00
Asian	0.00	6.83	0.00
Native	0.00	0.01	0.00
Minority-owned	0.00	15.01	0.00
Non-minority female	0.66	18.90	3.47
M/WBE total	0.66	33.91	1.93

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Telecommunications (NAICS 517)			
Black	0.00	3.01	0.00
Hispanic	0.00	7.78	0.00
Asian	0.00	7.46	0.00
Native	0.00	0.19	0.00
Minority-owned	0.00	18.45	0.00
Non-minority female	0.00	10.25	0.00
M/WBE total	0.00	28.69	0.00
Fabricated Metal Product Manufacturing (NAICS 332)			
Black	0.00	3.34	0.00
Hispanic	0.00	2.11	0.00
Asian	59.64	3.55	
Native	0.00	0.65	0.00
Minority-owned	59.64	9.64	
Non-minority female	0.00	12.54	0.00
M/WBE total	59.64	22.18	
Nonmetallic Mineral Product Manufacturing (NAICS 327)			
Black	0.00	1.93	0.00
Hispanic	0.00	1.02	0.00
Asian	0.00	2.28	0.00
Native	0.00	0.67	0.00
Minority-owned	0.00	5.91	0.00
Non-minority female	1.51	9.38	16.10
M/WBE total	1.51	15.29	9.88
Rental and Leasing Services (NAICS 532)			
Black	0.00	4.56	0.00
Hispanic	0.41	8.60	4.82
Asian	64.05	6.39	
Native	0.00	0.11	0.00
Minority-owned	64.47	19.66	
Non-minority female	0.00	15.67	0.00
M/WBE total	64.47	35.33	
Support Activities for Transportation (NAICS 488)			
Black	0.00	1.92	0.00
Hispanic	0.00	6.48	0.00
Asian	0.00	9.93	0.00
Native	0.00	0.27	0.00
Minority-owned	0.00	18.61	0.00
Non-minority female	0.00	12.00	0.00
M/WBE total	0.00	30.61	0.00

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index	
Wood Product Manufacturing (NAICS 321)				
Black	0.00	4.13	0.00	
Hispanic	0.00	2.73	0.00	
Asian	0.00	8.76	0.00	
Native	0.00	0.00		
Minority-owned	0.00	15.63	0.00	
Non-minority female	0.00	18.32	0.00	
M/WBE total	0.00	33.95	0.00	
Couriers and Messengers (NAICS 492)				
Black	0.00	0.76	0.00	
Hispanic	0.00	7.26	0.00	
Asian	0.00	9.93	0.00	
Native	0.00	0.23	0.00	
Minority-owned	0.00	18.19	0.00	
Non-minority female	11.40	11.20		
M/WBE total	11.40	29.39	38.79	
Printing and Related Support Activities (NAICS 323)				
Black	0.00	6.80	0.00	
Hispanic	3.65	10.16	35.93	
Asian	0.00	5.86	0.00	
Native	0.00	0.01	0.00	
Minority-owned	3.65	22.84	15.98	
Non-minority female	2.37	20.74	11.44	
M/WBE total	6.02	43.58	13.82	*
Hospitals (NAICS 622)				
Black	0.00	4.63	0.00	
Hispanic	0.00	1.21	0.00	
Asian	0.00	5.72	0.00	
Native	0.00	0.88	0.00	
Minority-owned	0.00	12.44	0.00	
Non-minority female	0.00	18.22	0.00	
M/WBE total	0.00	30.66	0.00	
Real Estate (NAICS 531)				
Black	5.10	4.99		
Hispanic	0.00	6.99	0.00	
Asian	0.00	0.38	0.00	
Native	0.00	0.02	0.00	
Minority-owned	5.10	12.37	41.25	
Non-minority female	0.00	18.13	0.00	
M/WBE total	5.10	30.50	16.73	

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index	
Warehousing and Storage (NAICS 493)				
Black	0.00	0.35	0.00	
Hispanic	0.00	6.29	0.00	
Asian	0.00	9.07	0.00	
Native	0.00	0.03	0.00	
Minority-owned	0.00	15.75	0.00	
Non-minority female	0.00	11.83	0.00	
M/WBE total	0.00	27.58	0.00	
Repair and Maintenance (NAICS 811)				
Black	0.00	6.92	0.00	
Hispanic	0.70	12.78	5.48	
Asian	0.22	5.93	3.68	
Native	0.00	0.00	0.00	
Minority-owned	0.92	25.63	3.59	
Non-minority female	0.68	17.81	3.82	
M/WBE total	1.60	43.44	3.68	**
Food Manufacturing (NAICS 311)				
Black	0.00	4.72	0.00	
Hispanic	6.02	2.39		
Asian	0.00	5.08	0.00	
Native	0.00	0.19	0.00	
Minority-owned	6.02	12.38	48.65	
Non-minority female	0.00	23.66	0.00	
M/WBE total	6.02	36.05	16.71	
Electronics and Appliance Stores (NAICS 443)				
Black	0.00	10.57	0.00	
Hispanic	0.00	1.06	0.00	
Asian	49.64	9.12		
Native	0.00	2.34	0.00	
Minority-owned	49.64	23.09		
Non-minority female	0.00	7.39	0.00	
M/WBE total	49.64	30.48		
Other Information Services (NAICS 519)				
Black	0.00	4.23	0.00	
Hispanic	0.00	6.30	0.00	
Asian	0.00	5.11	0.00	
Native	0.00	0.00		
Minority-owned	0.00	15.65	0.00	
Non-minority female	0.00	14.85	0.00	
M/WBE total	0.00	30.50	0.00	

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Textile Mills (NAICS 313)			
Black	0.00	10.71	0.00
Hispanic	0.00	0.49	0.00
Asian	0.00	7.88	0.00
Native	0.00	2.28	0.00
Minority-owned	0.00	21.36	0.00
Non-minority female	0.00	8.07	0.00
M/WBE total	0.00	29.42	0.00
Forestry and Logging (NAICS 113)			
Black	0.00	4.11	0.00
Hispanic	0.00	2.36	0.00
Asian	0.00	4.52	0.00
Native	0.00	0.00	
Minority-owned	0.00	10.99	0.00
Non-minority female	0.00	18.90	0.00
M/WBE total	0.00	29.89	0.00
Nonstore Retailers (NAICS 454)			
Black	0.00	9.75	0.00
Hispanic	0.00	1.90	0.00
Asian	0.00	8.49	0.00
Native	0.00	2.15	0.00
Minority-owned	0.00	22.29	0.00
Non-minority female	0.01	13.25	0.04
M/WBE total	0.01	35.54	0.02
Beverage and Tobacco Product Manufacturing (NAICS 312)			
Black	0.00	5.07	0.00
Hispanic	0.00	3.32	0.00
Asian	0.00	4.63	0.00
Native	0.00	0.44	0.00
Minority-owned	0.00	13.46	0.00
Non-minority female	0.00	18.58	0.00
M/WBE total	0.00	32.04	0.00
Motion Picture and Sound Recording Industries (NAICS 512)			
Black	0.00	6.21	0.00
Hispanic	0.00	11.47	0.00
Asian	0.00	4.93	0.00
Native	0.00	0.03	0.00
Minority-owned	0.00	22.64	0.00
Non-minority female	14.06	20.63	68.14
M/WBE total	14.06	43.27	32.49

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index	
Accommodation (NAICS 721)				
Black	0.00	5.57	0.00	
Hispanic	0.00	12.44	0.00	
Asian	0.00	6.00	0.00	
Native	0.00	0.03	0.00	
Minority-owned	0.00	24.04	0.00	
Non-minority female	0.00	17.90	0.00	
M/WBE total	0.00	41.94	0.00	*
Miscellaneous Manufacturing (NAICS 339)				
Black	0.00	4.39	0.00	
Hispanic	0.00	3.02	0.00	
Asian	0.00	5.76	0.00	
Native	0.00	0.06	0.00	
Minority-owned	0.00	13.24	0.00	
Non-minority female	3.13	21.55	14.54	
M/WBE total	3.13	34.79	9.01	
Broadcasting (except Internet) (NAICS 515)				
Black	0.00	0.63	0.00	
Hispanic	0.00	6.16	0.00	
Asian	0.00	9.23	0.00	
Native	0.00	0.00		
Minority-owned	0.00	16.02	0.00	
Non-minority female	0.00	9.98	0.00	
M/WBE total	0.00	26.00	0.00	
Building Material and Garden Equipment and Supplies Dealers (NAICS 444)				
Black	0.00	9.96	0.00	
Hispanic	11.27	1.15		
Asian	0.00	7.86	0.00	
Native	0.00	2.40	0.00	
Minority-owned	11.27	21.38	52.73	
Non-minority female	0.00	8.23	0.00	
M/WBE total	11.27	29.61	38.08	
Miscellaneous Store Retailers (NAICS 453)				
Black	0.00	8.90	0.00	
Hispanic	0.00	2.21	0.00	
Asian	86.01	9.01		
Native	0.00	2.01	0.00	
Minority-owned	86.01	22.14		
Non-minority female	0.00	15.93	0.00	
M/WBE total	86.01	38.07		

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Management of Companies and Enterprises (NAICS 551)			
Black	0.00	4.84	0.00
Hispanic	0.00	7.09	0.00
Asian	0.00	0.20	0.00
Native	0.00	0.00	0.00
Minority-owned	0.00	12.13	0.00
Non-minority female	0.00	15.00	0.00
M/WBE total	0.00	27.14	0.00
Paper Manufacturing (NAICS 322)			
Black	0.00	3.84	0.00
Hispanic	0.00	2.04	0.00
Asian	0.00	4.53	0.00
Native	0.00	0.00	
Minority-owned	0.00	10.41	0.00
Non-minority female	0.00	22.73	0.00
M/WBE total	0.00	33.14	0.00
Furniture and Home Furnishings Stores (NAICS 442)			
Black	0.00	10.29	0.00
Hispanic	92.04	1.49	
Asian	0.00	7.90	0.00
Native	0.00	2.36	0.00
Minority-owned	92.04	22.04	
Non-minority female	0.00	8.01	0.00
M/WBE total	92.04	30.05	
Performing Arts, Spectator Sports, and Related Industries (NAICS 711)			
Black	0.00	7.08	0.00
Hispanic	0.00	11.85	0.00
Asian	0.00	4.84	0.00
Native	0.00	0.24	0.00
Minority-owned	0.00	24.01	0.00
Non-minority female	0.00	21.37	0.00
M/WBE total	0.00	45.38	0.00
Educational Services (NAICS 611)			
Black	0.00	6.36	0.00
Hispanic	0.00	3.20	0.00
Asian	0.00	9.42	0.00
Native	0.00	0.17	0.00
Minority-owned	0.00	19.16	0.00
Non-minority female	0.00	30.00	0.00
M/WBE total	0.00	49.16	0.00

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Food and Beverage Stores (NAICS 445)			
Black	0.00	9.54	0.00
Hispanic	0.00	1.57	0.00
Asian	0.00	9.00	0.00
Native	0.00	2.22	0.00
Minority-owned	0.00	22.34	0.00
Non-minority female	0.00	10.63	0.00
M/WBE total	0.00	32.96	0.00
Electrical Equipment, Appliance, and Component Manufacturing (NAICS 335)			
Black	0.00	3.91	0.00
Hispanic	0.00	2.30	0.00
Asian	0.00	5.64	0.00
Native	0.00	0.00	
Minority-owned	0.00	11.86	0.00
Non-minority female	0.00	20.53	0.00
M/WBE total	0.00	32.39	0.00
Textile Product Mills (NAICS 314)			
Black	0.00	5.41	0.00
Hispanic	0.00	2.98	0.00
Asian	0.00	6.36	0.00
Native	0.00	0.07	0.00
Minority-owned	0.00	14.82	0.00
Non-minority female	0.00	22.82	0.00
M/WBE total	0.00	37.65	0.00
Chemical Manufacturing (NAICS 325)			
Black	0.00	4.31	0.00
Hispanic	0.00	2.25	0.00
Asian	0.00	6.34	0.00
Native	0.00	0.30	0.00
Minority-owned	0.00	13.20	0.00
Non-minority female	0.00	20.34	0.00
M/WBE total	0.00	33.54	0.00
Support Activities for Agriculture and Forestry (NAICS 115)			
Black	0.00	5.54	0.00
Hispanic	0.00	8.21	0.00
Asian	0.00	5.52	0.00
Native	0.00	0.00	
Minority-owned	0.00	19.27	0.00
Non-minority female	68.66	16.11	
M/WBE total	68.66	35.38	

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Rail Transportation (NAICS 482)			
Black	0.00	0.11	0.00
Hispanic	0.00	6.12	0.00
Asian	0.00	9.04	0.00
Native	0.00	0.00	
Minority-owned	0.00	15.27	0.00
Non-minority female	0.00	10.04	0.00
M/WBE total	0.00	25.32	0.00
Motor Vehicle and Parts Dealers (NAICS 441)			
Black	0.00	10.28	0.00
Hispanic	0.00	1.65	0.00
Asian	0.00	7.88	0.00
Native	0.00	2.42	0.00
Minority-owned	0.00	22.23	0.00
Non-minority female	0.00	6.43	0.00
M/WBE total	0.00	28.66	0.00
Animal Production (NAICS 112)			
Black	0.00	0.05	0.00
Hispanic	0.00	2.59	0.00
Asian	0.00	6.24	0.00
Native	0.00	0.00	
Minority-owned	0.00	8.89	0.00
Non-minority female	0.00	24.15	0.00
M/WBE total	0.00	33.04	0.00
Utilities (NAICS 221)			
Black	0.00	0.11	0.00
Hispanic	0.00	6.12	0.00
Asian	0.00	9.04	0.00
Native	0.00	0.00	
Minority-owned	0.00	15.27	0.00
Non-minority female	0.00	10.01	0.00
M/WBE total	0.00	25.28	0.00
Plastics and Rubber Products Manufacturing (NAICS 326)			
Black	0.00	4.52	0.00
Hispanic	0.00	2.58	0.00
Asian	0.00	8.34	0.00
Native	0.00	0.01	0.00
Minority-owned	0.00	15.45	0.00
Non-minority female	0.00	22.17	0.00
M/WBE total	0.00	37.62	0.00

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Leather and Allied Product Manufacturing (NAICS 316)			
Black	0.00	3.87	0.00
Hispanic	0.00	1.93	0.00
Asian	0.00	4.54	0.00
Native	0.00	0.00	
Minority-owned	0.00	10.34	0.00
Non-minority female	0.00	22.54	0.00
M/WBE total	0.00	32.89	0.00
Apparel Manufacturing (NAICS 315)			
Black	0.00	5.35	0.00
Hispanic	0.00	2.16	0.00
Asian	0.00	8.05	0.00
Native	0.00	0.00	
Minority-owned	0.00	15.56	0.00
Non-minority female	100.00	31.98	
M/WBE total	100.00	47.54	
Clothing and Clothing Accessories Stores (NAICS 448)			
Black	0.00	6.65	0.00
Hispanic	0.00	8.98	0.00
Asian	0.00	6.81	0.00
Native	0.00	0.97	0.00
Minority-owned	0.00	23.42	0.00
Non-minority female	0.00	13.43	0.00
M/WBE total	0.00	36.85	0.00

Source and Notes: See Table 7.10.

Table 7.14. Industry Sub-Sector Disparity Results for NYS Commodities Contracting, 2004-2008

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index	
Merchant Wholesalers, Durable Goods (NAICS 423)				
Black	0.00	2.31	0.00	
Hispanic	0.06	1.47	3.75	
Asian	0.04	10.84	0.39	
Native	0	0.55	0	
Minority-owned	0.1	15.17	0.65	*
Non-minority female	1.06	9.66	11.00	
M/WBE total	1.16	24.83	4.67	**
Merchant Wholesalers, Nondurable Goods (NAICS 424)				
Black	0.00	3.53	0.00	
Hispanic	0.00	2.81	0.00	
Asian	0.00	13.93	0.00	
Native	0.00	0.36	0.00	
Minority-owned	0.00	20.63	0.00	*
Non-minority female	1.01	17.14	5.89	
M/WBE total	1.01	37.77	2.67	**
Transportation Equipment Manufacturing (NAICS 336)				
Black	0.00	1.88	0.00	
Hispanic	0.00	0.86	0.00	
Asian	0.00	2.19	0.00	
Native	0.00	0.76	0.00	
Minority-owned	0.00	5.69	0.00	
Non-minority female	0.00	11.87	0.00	
M/WBE total	0.00	17.56	0.00	
Telecommunications (NAICS 517)				
Black	0.22	5.44	4.10	
Hispanic	0.00	8.80	0.00	
Asian	0.00	5.55	0.00	
Native	0.00	0.36	0.00	
Minority-owned	0.22	20.14	1.11	
Non-minority female	0.00	8.70	0.00	
M/WBE total	0.22	28.84	0.77	
Professional, Scientific, and Technical Services (NAICS 541)				
Black	0.00	4.55	0.00	
Hispanic	0.00	4.66	0.00	
Asian	0.17	7.57	2.29	
Native	0.00	0.52	0.00	
Minority-owned	0.17	17.30	1.00	*
Non-minority female	0.00	17.11	0.00	*
M/WBE total	0.17	34.41	0.50	**

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index	
Beverage and Tobacco Product Manufacturing (NAICS 312)				
Black	0.00	8.15	0.00	
Hispanic	0.00	1.99	0.00	
Asian	0.00	3.99	0.00	
Native	0.00	0.00		
Minority-owned	0.00	14.14	0.00	
Non-minority female	0.49	18.04	2.70	
M/WBE total	0.49	32.18	1.51	
Motor Vehicle and Parts Dealers (NAICS 441)				
Black	0.00	1.16	0.00	
Hispanic	0.00	3.34	0.00	
Asian	0.00	3.44	0.00	
Native	0.00	0.05	0.00	
Minority-owned	0.00	7.99	0.00	
Non-minority female	0.32	5.31	5.93	
M/WBE total	0.32	13.30	2.37	
Specialty Trade Contractors (NAICS 238)				
Black	1.09	4.24	25.66	
Hispanic	0.00	7.38	0.00	
Asian	0.00	2.75	0.00	
Native	0.00	0.11	0.00	
Minority-owned	1.09	14.48	7.51	
Non-minority female	0.72	7.59	9.50	
M/WBE total	1.81	22.07	8.20	*
Utilities (NAICS 221)				
Black	0.00	3.38	0.00	
Hispanic	0.00	8.08	0.00	
Asian	0.00	6.26	0.00	
Native	0.00	0.04	0.00	
Minority-owned	0.00	17.77	0.00	
Non-minority female	0.00	7.07	0.00	
M/WBE total	0.00	24.85	0.00	
Chemical Manufacturing (NAICS 325)				
Black	0.00	3.66	0.00	
Hispanic	0.00	1.77	0.00	
Asian	0.00	4.95	0.00	
Native	0.00	1.03	0.00	
Minority-owned	0.00	11.41	0.00	
Non-minority female	0.00	14.94	0.00	
M/WBE total	0.00	26.35	0.00	**

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index	
Computer and Electronic Product Manufacturing (NAICS 334)				
Black	0.15	4.97	3.01	
Hispanic	0.00	2.97	0.00	
Asian	0.00	6.00	0.00	
Native	0.00	0.10	0.00	
Minority-owned	0.15	14.04	1.07	
Non-minority female	0.17	18.98	0.89	
M/WBE total	0.32	33.03	0.96	**
Rental and Leasing Services (NAICS 532)				
Black	0.00	5.50	0.00	
Hispanic	0.00	12.47	0.00	
Asian	0.00	5.21	0.00	
Native	0.00	0.01	0.00	
Minority-owned	0.00	23.18	0.00	
Non-minority female	0.00	17.97	0.00	
M/WBE total	0.00	41.15	0.00	**
Publishing Industries (except Internet) (NAICS 511)				
Black	0.00	4.20	0.00	
Hispanic	0.00	5.40	0.00	
Asian	0.58	8.34	6.99	
Native	0.00	0.22	0.00	
Minority-owned	0.58	18.17	3.21	
Non-minority female	0.00	15.40	0.00	
M/WBE total	0.58	33.57	1.74	*
Fabricated Metal Product Manufacturing (NAICS 332)				
Black	0.00	3.63	0.00	
Hispanic	1.90	2.20	86.62	
Asian	1.64	3.85	42.53	
Native	0.00	0.52	0.00	
Minority-owned	3.54	10.20	34.73	
Non-minority female	0.78	13.91	5.60	
M/WBE total	4.32	24.10	17.92	
Heavy and Civil Engineering Construction (NAICS 237)				
Black	0.00	1.77	0.00	
Hispanic	0.00	6.85	0.00	
Asian	0.00	1.90	0.00	
Native	0.00	0.30	0.00	
Minority-owned	0.00	10.82	0.00	
Non-minority female	0.00	10.49	0.00	
M/WBE total	0.00	21.31	0.00	

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index	
Printing and Related Support Activities (NAICS 323)				
Black	0.00	4.55	0.00	
Hispanic	0.10	2.56	3.74	
Asian	0.00	5.06	0.00	
Native	0.00	0.04	0.00	
Minority-owned	0.10	12.21	0.78	
Non-minority female	0.00	21.16	0.00	*
M/WBE total	0.10	33.36	0.29	**
Construction of Buildings (NAICS 236)				
Black	0.00	3.45	0.00	
Hispanic	0.00	4.39	0.00	
Asian	0.00	6.01	0.00	
Native	0.00	0.16	0.00	
Minority-owned	0.00	14.01	0.00	
Non-minority female	13.66	9.20		
M/WBE total	13.66	23.20	58.88	
Machinery Manufacturing (NAICS 333)				
Black	0.00	4.53	0.00	
Hispanic	0.00	2.82	0.00	
Asian	0.00	4.79	0.00	
Native	0.00	0.39	0.00	
Minority-owned	0.00	12.54	0.00	
Non-minority female	0.00	19.82	0.00	*
M/WBE total	0.00	32.36	0.00	**
Miscellaneous Manufacturing (NAICS 339)				
Black	0.00	4.24	0.00	
Hispanic	0.00	2.72	0.00	
Asian	0.00	5.50	0.00	
Native	0.00	0.02	0.00	
Minority-owned	0.00	12.48	0.00	
Non-minority female	0.00	20.99	0.00	
M/WBE total	0.00	33.47	0.00	
Administrative and Support Services (NAICS 561)				
Black	0.00	6.68	0.00	
Hispanic	0.00	10.69	0.00	
Asian	0.00	5.75	0.00	
Native	0.00	0.09	0.00	
Minority-owned	0.00	23.21	0.00	**
Non-minority female	0.00	18.40	0.00	**
M/WBE total	0.00	41.61	0.00	**

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index	
Primary Metal Manufacturing (NAICS 331)				
Black	0.00	4.20	0.00	
Hispanic	0.00	2.50	0.00	
Asian	0.00	5.63	0.00	
Native	0.00	0.00		
Minority-owned	0.00	12.33	0.00	*
Non-minority female	0.00	19.82	0.00	**
M/WBE total	0.00	32.15	0.00	**
Ambulatory Health Care Services (NAICS 621)				
Black	0.00	4.23	0.00	
Hispanic	0.00	0.73	0.00	
Asian	0.00	6.26	0.00	
Native	0.00	0.84	0.00	
Minority-owned	0.00	12.07	0.00	
Non-minority female	0.00	15.04	0.00	
M/WBE total	0.00	27.11	0.00	
Paper Manufacturing (NAICS 322)				
Black	0.00	3.77	0.00	
Hispanic	0.00	2.76	0.00	
Asian	0.00	4.92	0.00	
Native	0.00	0.01	0.00	
Minority-owned	0.00	11.45	0.00	
Non-minority female	0.00	21.85	0.00	
M/WBE total	0.00	33.30	0.00	
Electrical Equipment, Appliance, and Component Manufacturing (NAICS 335)				
Black	0.00	4.31	0.00	
Hispanic	0.00	2.28	0.00	
Asian	0.00	5.87	0.00	
Native	0.00	0.00	0.00	
Minority-owned	0.00	12.46	0.00	
Non-minority female	0.00	20.94	0.00	*
M/WBE total	0.00	33.40	0.00	**
Food Manufacturing (NAICS 311)				
Black	0.00	5.02	0.00	
Hispanic	0.00	1.64	0.00	
Asian	0.00	5.40	0.00	
Native	0.00	0.49	0.00	
Minority-owned	0.00	12.55	0.00	
Non-minority female	0.00	22.24	0.00	
M/WBE total	0.00	34.79	0.00	

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index	
Petroleum and Coal Products Manufacturing (NAICS 324)				
Black	0.00	4.01	0.00	
Hispanic	0.00	2.10	0.00	
Asian	0.00	4.42	0.00	
Native	0.00	0.00		
Minority-owned	0.00	10.52	0.00	
Non-minority female	0.00	18.26	0.00	
M/WBE total	0.00	28.79	0.00	*
Credit Intermediation and Related Activities (NAICS 522)				
Black	0.00	4.86	0.00	
Hispanic	0.00	7.09	0.00	
Asian	0.00	0.19	0.00	
Native	0.00	0.00	0.00	
Minority-owned	0.00	12.14	0.00	
Non-minority female	0.00	14.56	0.00	
M/WBE total	0.00	26.70	0.00	
Furniture and Home Furnishings Stores (NAICS 442)				
Black	0.00	10.19	0.00	
Hispanic	0.00	1.53	0.00	
Asian	0.00	7.91	0.00	
Native	0.00	2.35	0.00	
Minority-owned	0.00	21.98	0.00	
Non-minority female	0.00	8.18	0.00	
M/WBE total	0.00	30.16	0.00	*
Electronics and Appliance Stores (NAICS 443)				
Black	0.00	10.54	0.00	
Hispanic	0.00	1.04	0.00	
Asian	0.00	9.06	0.00	
Native	0.00	2.35	0.00	
Minority-owned	0.00	22.99	0.00	
Non-minority female	0.00	7.35	0.00	
M/WBE total	0.00	30.34	0.00	
Repair and Maintenance (NAICS 811)				
Black	0.00	5.96	0.00	
Hispanic	0.00	12.94	0.00	
Asian	0.00	5.32	0.00	
Native	0.00	0.03	0.00	
Minority-owned	0.00	24.25	0.00	
Non-minority female	0.00	17.83	0.00	
M/WBE total	0.00	42.07	0.00	**

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index	
Waste Management and Remediation Services (NAICS 562)				
Black	0.00	1.61	0.00	
Hispanic	0.00	7.01	0.00	
Asian	0.00	8.29	0.00	
Native	0.00	0.23	0.00	
Minority-owned	0.00	17.15	0.00	
Non-minority female	0.00	11.95	0.00	
M/WBE total	0.00	29.10	0.00	
Support Activities for Transportation (NAICS 488)				
Black	0.00	2.22	0.00	
Hispanic	0.00	7.33	0.00	
Asian	0.00	8.22	0.00	
Native	0.00	0.37	0.00	
Minority-owned	0.00	18.14	0.00	
Non-minority female	0.00	12.66	0.00	
M/WBE total	0.00	30.80	0.00	**
Wood Product Manufacturing (NAICS 321)				
Black	0.00	4.39	0.00	
Hispanic	0.00	2.08	0.00	
Asian	0.00	5.64	0.00	
Native	0.00	0.04	0.00	
Minority-owned	0.00	12.15	0.00	
Non-minority female	0.00	18.26	0.00	
M/WBE total	0.00	30.41	0.00	
Insurance Carriers and Related Activities (NAICS 524)				
Black	0.00	6.62	0.00	
Hispanic	0.00	5.42	0.00	
Asian	0.00	4.31	0.00	
Native	0.00	0.13	0.00	
Minority-owned	0.00	16.48	0.00	
Non-minority female	0.00	11.33	0.00	
M/WBE total	0.00	27.81	0.00	
Amusement, Gambling, and Recreation Industries (NAICS 713)				
Black	0.00	3.64	0.00	
Hispanic	0.00	5.88	0.00	
Asian	0.00	7.19	0.00	
Native	0.00	0.00		
Minority-owned	0.00	16.71	0.00	
Non-minority female	0.00	13.13	0.00	
M/WBE total	0.00	29.84	0.00	

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index	
Nonmetallic Mineral Product Manufacturing (NAICS 327)				
Black	0.00	3.65	0.00	
Hispanic	0.00	2.35	0.00	
Asian	0.00	4.09	0.00	
Native	0.00	0.12	0.00	
Minority-owned	0.00	10.21	0.00	
Non-minority female	12.96	18.72	69.22	
M/WBE total	12.96	28.92	44.80	
Miscellaneous Store Retailers (NAICS 453)				
Black	0.00	9.96	0.00	
Hispanic	0.00	1.52	0.00	
Asian	0.00	9.80	0.00	
Native	0.00	2.22	0.00	
Minority-owned	0.00	23.51	0.00	
Non-minority female	0.00	11.32	0.00	
M/WBE total	0.00	34.83	0.00	
Furniture and Related Product Manufacturing (NAICS 337)				
Black	0.00	4.42	0.00	
Hispanic	0.00	2.52	0.00	
Asian	0.00	6.98	0.00	
Native	0.00	0.15	0.00	
Minority-owned	0.00	14.07	0.00	
Non-minority female	0.00	18.75	0.00	
M/WBE total	0.00	32.82	0.00	*
Data Processing, Hosting and Related Services (NAICS 518)				
Black	0.00	4.79	0.00	
Hispanic	0.00	6.02	0.00	
Asian	0.00	8.16	0.00	
Native	0.00	0.19	0.00	
Minority-owned	0.00	19.16	0.00	
Non-minority female	0.00	18.76	0.00	
M/WBE total	0.00	37.92	0.00	
Health and Personal Care Stores (NAICS 446)				
Black	0.00	9.91	0.00	
Hispanic	0.00	0.74	0.00	
Asian	0.00	8.84	0.00	
Native	0.00	2.41	0.00	
Minority-owned	0.00	21.90	0.00	
Non-minority female	0.00	7.14	0.00	
M/WBE total	0.00	29.04	0.00	

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Social Assistance (NAICS 624)			
Black	0.00	4.79	0.00
Hispanic	0.00	2.29	0.00
Asian	0.00	6.55	0.00
Native	0.00	0.15	0.00
Minority-owned	0.00	13.78	0.00
Non-minority female	0.00	22.33	0.00
M/WBE total	0.00	36.11	0.00
Transit and Ground Passenger Transportation (NAICS 485)			
Black	0.00	1.18	0.00
Hispanic	0.00	7.38	0.00
Asian	0.00	8.20	0.00
Native	0.00	0.12	0.00
Minority-owned	0.00	16.88	0.00
Non-minority female	0.00	10.78	0.00
M/WBE total	0.00	27.66	0.00
Apparel Manufacturing (NAICS 315)			
Black	0.00	4.52	0.00
Hispanic	0.00	2.55	0.00
Asian	0.00	7.88	0.00
Native	0.00	0.02	0.00
Minority-owned	0.00	14.97	0.00
Non-minority female	0.00	23.30	0.00
M/WBE total	0.00	38.27	0.00
Truck Transportation (NAICS 484)			
Black	0.00	5.65	0.00
Hispanic	0.00	9.49	0.00
Asian	0.00	4.16	0.00
Native	0.00	0.21	0.00
Minority-owned	0.00	19.52	0.00
Non-minority female	0.00	7.46	0.00
M/WBE total	0.00	26.98	0.00
Other Information Services (NAICS 519)			
Black	0.00	4.23	0.00
Hispanic	0.00	6.30	0.00
Asian	0.00	5.11	0.00
Native	0.00	0.00	
Minority-owned	0.00	15.65	0.00
Non-minority female	0.00	14.85	0.00
M/WBE total	0.00	30.50	0.00

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Textile Mills (NAICS 313)			
Black	0.00	9.66	0.00
Hispanic	0.00	0.76	0.00
Asian	0.00	7.29	0.00
Native	0.00	1.91	0.00
Minority-owned	0.00	19.62	0.00
Non-minority female	1.05	9.57	10.92
M/WBE total	1.05	29.19	3.58
Motion Picture and Sound Recording Industries (NAICS 512)			
Black	0.00	6.66	0.00
Hispanic	0.00	12.43	0.00
Asian	0.00	5.16	0.00
Native	0.00	0.02	0.00
Minority-owned	0.00	24.28	0.00
Non-minority female	0.00	19.38	0.00
M/WBE total	0.00	43.65	0.00
Plastics and Rubber Products Manufacturing (NAICS 326)			
Black	0.00	4.67	0.00
Hispanic	0.00	3.16	0.00
Asian	0.00	5.03	0.00
Native	0.00	0.11	0.00
Minority-owned	0.00	12.97	0.00
Non-minority female	0.00	19.92	0.00
M/WBE total	0.00	32.89	0.00
Funds, Trusts, and Other Financial Vehicles (NAICS 525)			
Black	0.00	4.92	0.00
Hispanic	0.00	7.21	0.00
Asian	0.00	0.40	0.00
Native	0.00	0.00	
Minority-owned	0.00	12.54	0.00
Non-minority female	0.00	14.79	0.00
M/WBE total	0.00	27.33	0.00
Sporting Goods, Hobby, Book, and Music Stores (NAICS 451)			
Black	0.00	9.47	0.00
Hispanic	0.00	2.30	0.00
Asian	0.00	7.94	0.00
Native	0.00	2.19	0.00
Minority-owned	0.00	21.90	0.00
Non-minority female	1.89	9.21	20.54
M/WBE total	1.89	31.11	6.08

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Personal and Laundry Services (NAICS 812)			
Black	0.00	5.50	0.00
Hispanic	0.00	13.48	0.00
Asian	0.00	5.06	0.00
Native	0.00	0.00	0.00
Minority-owned	0.00	24.05	0.00
Non-minority female	0.00	16.68	0.00
M/WBE total	0.00	40.72	0.00
Nonstore Retailers (NAICS 454)			
Black	0.00	10.49	0.00
Hispanic	0.00	0.77	0.00
Asian	0.00	7.87	0.00
Native	0.00	2.40	0.00
Minority-owned	0.00	21.55	0.00
Non-minority female	0.00	7.75	0.00
M/WBE total	0.00	29.30	0.00
Building Material and Garden Equipment and Supplies Dealers (NAICS 444)			
Black	0.00	9.98	0.00
Hispanic	0.00	1.20	0.00
Asian	0.00	7.87	0.00
Native	0.00	2.40	0.00
Minority-owned	0.00	21.45	0.00
Non-minority female	0.00	8.14	0.00
M/WBE total	0.00	29.58	0.00
Securities, Commodity Contracts, & Other Financial Investments and Related Activities (NAICS 523)			
Black	0.00	4.70	0.00
Hispanic	0.00	7.14	0.00
Asian	0.00	0.06	0.00
Native	0.00	0.00	0.00
Minority-owned	0.00	11.91	0.00
Non-minority female	0.00	15.49	0.00
M/WBE total	0.00	27.40	0.00
Leather and Allied Product Manufacturing (NAICS 316)			
Black	0.00	6.71	0.00
Hispanic	0.00	1.99	0.00
Asian	0.00	4.28	0.00
Native	0.00	6.90	0.00
Minority-owned	0.00	19.89	0.00
Non-minority female	0.00	23.60	0.00
M/WBE total	0.00	43.49	0.00

Procurement Category / MWBE Type	Utilization	Availability	Disparity Index
Textile Product Mills (NAICS 314)			
Black	0.00	4.03	0.00
Hispanic	0.00	2.79	0.00
Asian	0.00	7.99	0.00
Native	0.00	0.01	0.00
Minority-owned	0.00	14.81	0.00
Non-minority female	0.00	21.94	0.00
M/WBE total	0.00	36.75	0.00
Food Services and Drinking Places (NAICS 722)			
Black	0.00	5.49	0.00
Hispanic	0.00	5.87	0.00
Asian	0.00	6.63	0.00
Native	0.00	0.58	0.00
Minority-owned	0.00	18.58	0.00
Non-minority female	0.00	15.30	0.00
M/WBE total	0.00	33.89	0.00
Couriers and Messengers (NAICS 492)			
Black	0.00	0.25	0.00
Hispanic	0.00	9.36	0.00
Asian	0.00	8.48	0.00
Native	0.00	0.44	0.00
Minority-owned	0.00	18.53	0.00
Non-minority female	0.00	10.54	0.00
M/WBE total	0.00	29.07	0.00
Real Estate (NAICS 531)			
Black	0.00	5.05	0.00
Hispanic	0.00	7.03	0.00
Asian	0.00	0.73	0.00
Native	0.00	0.00	0.00
Minority-owned	0.00	12.81	0.00
Non-minority female	0.00	16.64	0.00
M/WBE total	0.00	29.45	0.00
Warehousing and Storage (NAICS 493)			
Black	0.00	0.38	0.00
Hispanic	0.00	6.47	0.00
Asian	0.00	9.63	0.00
Native	0.00	0.18	0.00
Minority-owned	0.00	16.66	0.00
Non-minority female	0.00	10.89	0.00
M/WBE total	0.00	27.55	0.00

Source and Notes: See Table 7.10.

Table 7.15. Disparity Results for Department of Civil Service, Overall and By Procurement Category, 2004-2008

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio
Construction			
Black			
Hispanic			
Asian			
Native			
Minority-owned			
White female			
M/WBE total			
CRS			
Black			
Hispanic			
Asian			
Native			
Minority-owned			
Non-minority female			
M/WBE total			
Services			
Black	0.00	3.50	0.00
Hispanic	0.00	4.19	0.00
Asian	0.04	11.56	0.37
Native	0.00	0.35	0.00
Minority-owned	0.04	19.60	0.22
Non-minority female	0.49	17.44	2.80
M/WBE total	0.53	37.04	1.43
Commodities			
Black	0.00	3.66	0.00
Hispanic	0.00	4.64	0.00
Asian	0.00	7.45	0.00
Native	0.00	0.37	0.00
Minority-owned	0.00	16.12	0.00
Non-minority female	0.00	10.94	0.00
M/WBE total	0.00	27.05	0.00
All Procurement			
Black	0.00	3.71	0.00
Hispanic	0.00	5.41	0.00
Asian	0.04	7.08	0.60
Native	0.00	0.33	0.00
Minority-owned	0.04	16.53	0.26
Non-minority female	0.49	12.39	3.94
M/WBE total	0.53	28.92	1.83

Source and Notes: See Table 7.10.

Note: The Department of Civil Service is responsible for procuring contracts under the NYS Health Insurance Program (NYSHIP). NYSHIP-related contracts reflected in Table 7.15 totaled approximately $9.77B. Non-health insurance related contracts reflected in Table 7.15 totaled $26.7M, or 0.27 percent of the total procurement dollars counted for the Department of Civil Service.

Table 7.16. Disparity Results for Department of Correctional Services, Overall and By Procurement Category, 2004-2008

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio
Construction			
Black			
Hispanic			
Asian			
Native			
Minority-owned			
White female			
M/WBE total			
CRS			
Black			
Hispanic			
Asian			
Native			
Minority-owned			
Non-minority female			
M/WBE total			
Services			
Black	0.00	3.50	0.00
Hispanic	0.00	4.19	0.00
Asian	0.00	11.56	0.00
Native	0.00	0.35	0.00
Minority-owned	0.00	19.60	0.00
Non-minority female	0.84	17.44	4.83
M/WBE total	0.84	37.04	2.27
Commodities			
Black	0.00	3.66	0.00
Hispanic	0.00	4.64	0.00
Asian	0.00	7.45	0.00
Native	0.00	0.37	0.00
Minority-owned	0.00	16.12	0.00
Non-minority female	0.00	10.94	0.00
M/WBE total	0.00	27.05	0.00
All Procurement			
Black	0.00	3.71	0.00
Hispanic	0.00	5.41	0.00
Asian	0.00	7.08	0.00
Native	0.00	0.33	0.00
Minority-owned	0.00	16.53	0.00
Non-minority female	0.69	12.39	5.60
M/WBE total	0.69	28.92	2.40

Source: Calculations from NERA Master Contract/Subcontract Database and NERA Baseline Business Universe. Notes: (1) "*" indicates an adverse disparity that is statistically significant at the 10% level or better (90% confidence). "**" indicates the disparity is significant at a 5% level or better (95% confidence). "***" indicates significance at a 1% level or better (99% confidence). An empty cell in the Disparity Ratio column indicates that no adverse disparity was observed for that category.

Table 7.17. Disparity Results for Department of Environmental Conservation, Overall and By Procurement Category, 2004-2008

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio	
Construction				
Black	0.89	4.00	22.14	
Hispanic	1.17	6.94	16.89	
Asian	0.87	3.18	27.24	
Native	4.54	0.21		
Minority-owned	7.47	14.34	52.07	
White female	6.17	8.41	73.36	
M/WBE total	13.63	22.75	59.94	
CRS				
Black	0.00	3.19	0.00	
Hispanic	0.00	4.66	0.00	
Asian	0.00	4.46	0.00	
Native	0.00	0.90	0.00	
Minority-owned	0.00	13.21	0.00	
Non-minority female	2.37	11.32	20.93	
M/WBE total	2.37	24.53	9.66	
Services				
Black	0.01	3.50	0.18	
Hispanic	0.08	4.19	1.92	
Asian	0.42	11.56	3.66	
Native	0.00	0.35	0.00	
Minority-owned	0.51	19.60	2.60	*
Non-minority female	4.30	17.44	24.65	
M/WBE total	4.81	37.04	12.98	**
Commodities				
Black	0.00	3.66	0.00	
Hispanic	0.00	4.64	0.00	
Asian	0.00	7.45	0.00	
Native	0.00	0.37	0.00	
Minority-owned	0.00	16.12	0.00	
Non-minority female	0.00	10.94	0.00	
M/WBE total	0.00	27.05	0.00	
All Procurement				
Black	0.67	3.71	17.93	
Hispanic	0.89	5.41	16.53	
Asian	0.73	7.08	10.37	
Native	3.40	0.33		
Minority-owned	5.69	16.53	34.44	*
Non-minority female	5.49	12.39	44.33	
M/WBE total	11.19	28.92	38.68	**

Source and Notes: See Table 7.10.

Table 7.18. Disparity Results for Office of General Services, Overall and By Procurement Category, 2004-2008

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio	
Construction				
Black	1.31	4.00	32.71	*
Hispanic	5.05	6.94	72.76	
Asian	1.82	3.18	57.26	
Native	0.25	0.21		
Minority-owned	8.43	14.34	58.80	**
White female	5.54	8.41	65.94	
M/WBE total	13.97	22.75	61.44	**
CRS				
Black	1.05	3.19	32.91	
Hispanic	3.96	4.66	84.90	
Asian	3.47	4.46	77.76	
Native	0.00	0.90	0.00	
Minority-owned	8.48	13.21	64.14	
Non-minority female	8.45	11.32	74.61	
M/WBE total	16.92	24.53	68.97	
Services				
Black	1.66	3.50	47.38	
Hispanic	0.01	4.19	0.35	
Asian	0.00	11.56	0.00	
Native	0.00	0.35	0.00	
Minority-owned	1.67	19.60	8.54	
Non-minority female	3.69	17.44	21.16	
M/WBE total	5.36	37.04	14.48	
Commodities				
Black	0.00	3.66	0.00	
Hispanic	0.00	4.64	0.00	
Asian	0.00	7.45	0.00	*
Native	0.00	0.37	0.00	
Minority-owned	0.00	16.12	0.00	**
Non-minority female	0.70	10.94	6.44	**
M/WBE total	0.70	27.05	2.61	**
All Procurement				
Black	0.28	3.71	7.42	
Hispanic	0.58	5.41	10.70	
Asian	0.24	7.08	3.40	**
Native	0.03	0.33	7.61	
Minority-owned	1.12	16.53	6.78	**
Non-minority female	1.55	12.39	12.48	**
M/WBE total	2.67	28.92	9.22	**

Source and Notes: See Table 7.10.

Table 7.19. Disparity Results for Department of Health, Overall and By Procurement Category, 2004-2008

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio
Construction			
Black			
Hispanic			
Asian			
Native			
Minority-owned			
White female			
M/WBE total			
CRS			
Black			
Hispanic			
Asian			
Native			
Minority-owned			
Non-minority female			
M/WBE total			
Services			
Black	0.01	3.50	0.22
Hispanic	0.02	4.19	0.48
Asian	0.01	11.56	0.07
Native	0.00	0.35	0.00
Minority-owned	0.04	19.60	0.18
Non-minority female	10.28	17.44	58.93
M/WBE total	10.31	37.04	27.84
Commodities			
Black	0.00	3.66	0.00
Hispanic	0.00	4.64	0.00
Asian	0.00	7.45	0.00
Native	0.00	0.37	0.00
Minority-owned	0.00	16.12	0.00
Non-minority female	0.00	10.94	0.00
M/WBE total	0.00	27.05	0.00
All Procurement			
Black	0.01	3.71	0.21
Hispanic	0.02	5.41	0.36
Asian	0.01	7.08	0.11
Native	0.00	0.33	0.00
Minority-owned	0.04	16.53	0.21
Non-minority female	10.03	12.39	80.95
M/WBE total	10.07	28.92	34.81

Source and Notes: See Table 7.10.

Table 7.20. Disparity Results for Division of the Lottery, Overall and By Procurement Category, 2004-2008

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio
Construction			
Black			
Hispanic			
Asian			
Native			
Minority-owned			
White female			
M/WBE total			
CRS			
Black			
Hispanic			
Asian			
Native			
Minority-owned			
Non-minority female			
M/WBE total			
Services			
Black	0.00	3.50	0.00
Hispanic	0.32	4.19	7.66
Asian	0.01	11.56	0.08
Native	0.00	0.35	0.00
Minority-owned	0.33	19.60	1.69
Non-minority female	0.00	17.44	0.02
M/WBE total	0.33	37.04	0.90
Commodities			
Black	0.00	3.66	0.00
Hispanic	0.00	4.64	0.00
Asian	0.00	7.45	0.00
Native	0.00	0.37	0.00
Minority-owned	0.00	16.12	0.00
Non-minority female	0.00	10.94	0.00
M/WBE total	0.00	27.05	0.00
All Procurement			
Black	0.00	3.71	0.00
Hispanic	0.29	5.41	5.45
Asian	0.01	7.08	0.12
Native	0.00	0.33	0.00
Minority-owned	0.30	16.53	1.83
Non-minority female	0.00	12.39	0.02
M/WBE total	0.31	28.92	1.06

Source and Notes: See Table 7.10.

Table 7.21. Disparity Results for New York State Power Authority, Overall and By Procurement Category, 2004-2008

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio	
Construction				
Black	1.92	4.00	48.01	
Hispanic	2.11	6.94	30.41	
Asian	8.80	3.18		
Native	0.05	0.21	22.20	
Minority-owned	12.88	14.34	89.87	
White female	1.57	8.41	18.65	
M/WBE total	14.45	22.75	63.54	
CRS				
Black				
Hispanic				
Asian				
Native				
Minority-owned				
Non-minority female				
M/WBE total				
Services				
Black	0.59	3.50	16.86	
Hispanic	0.05	4.19	1.14	
Asian	2.58	11.56	22.34	
Native	0.26	0.35	72.97	
Minority-owned	3.48	19.60	17.74	**
Non-minority female	2.24	17.44	12.82	**
M/WBE total	5.71	37.04	15.43	**
Commodities				
Black	0.00	3.66	0.00	
Hispanic	0.00	4.64	0.00	
Asian	0.00	7.45	0.00	*
Native	0.00	0.37	0.00	
Minority-owned	0.00	16.12	0.00	**
Non-minority female	2.72	10.94	24.89	*
M/WBE total	2.72	27.05	10.06	**
All Procurement				
Black	0.83	3.71	22.48	
Hispanic	0.73	5.41	13.43	**
Asian	3.78	7.08	53.42	
Native	0.10	0.33	29.06	
Minority-owned	5.44	16.53	32.90	**
Non-minority female	2.18	12.39	17.59	**
M/WBE total	7.62	28.92	26.34	**

Source and Notes: See Table 7.10.

Table 7.22. Disparity Results for Department of Taxation and Finance, Overall and By Procurement Category, 2004-2008

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio	
Construction				
Black				
Hispanic				
Asian				
Native				
Minority-owned				
White female				
M/WBE total				
CRS				
Black				
Hispanic				
Asian				
Native				
Minority-owned				
Non-minority female				
M/WBE total				
Services				
Black	0.02	3.50	0.66	
Hispanic	0.00	4.19	0.00	
Asian	0.14	11.56	1.21	
Native	0.00	0.35	0.00	
Minority-owned	0.16	19.60	0.83	
Non-minority female	1.18	17.44	6.75	
M/WBE total	1.34	37.04	3.62	*
Commodities				
Black	0.00	3.66	0.00	
Hispanic	0.00	4.64	0.00	
Asian	0.00	7.45	0.00	
Native	0.00	0.37	0.00	
Minority-owned	0.00	16.12	0.00	
Non-minority female	0.00	10.94	0.00	
M/WBE total	0.00	27.05	0.00	
All Procurement				
Black	0.02	3.71	0.58	
Hispanic	0.00	5.41	0.00	
Asian	0.13	7.08	1.83	
Native	0.00	0.33	0.00	
Minority-owned	0.15	16.53	0.92	
Non-minority female	1.09	12.39	8.81	
M/WBE total	1.24	28.92	4.30	*

Source and Notes: See Table 7.10.

Table 7.23. Disparity Results for Office for Technology, Overall and By Procurement Category, 2004-2008

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio
Construction			
Black	0.00	4.00	0.00
Hispanic	0.00	6.94	0.00
Asian	0.00	3.18	0.00
Native	0.00	0.21	0.00
Minority-owned	0.00	14.34	0.00
White female	0.00	8.41	0.00
M/WBE total	0.00	22.75	0.00
CRS			
Black	0.00	3.19	0.00
Hispanic	0.00	4.66	0.00
Asian	0.00	4.46	0.00
Native	0.00	0.90	0.00
Minority-owned	0.00	13.21	0.00
Non-minority female	0.00	11.32	0.00
M/WBE total	0.00	24.53	0.00
Services			
Black	0.00	3.50	0.00
Hispanic	0.00	4.19	0.00
Asian	3.96	11.56	34.29
Native	0.00	0.35	0.00
Minority-owned	3.96	19.60	20.22
Non-minority female	29.53	17.44	
M/WBE total	33.49	37.04	90.42
Commodities			
Black	0.00	3.66	0.00
Hispanic	0.00	4.64	0.00
Asian	0.00	7.45	0.00
Native	0.00	0.37	0.00
Minority-owned	0.00	16.12	0.00
Non-minority female	0.00	10.94	0.00
M/WBE total	0.00	27.05	0.00
All Procurement			
Black	0.00	3.71	0.00
Hispanic	0.00	5.41	0.00
Asian	0.60	7.08	8.44
Native	0.00	0.33	0.00
Minority-owned	0.60	16.53	3.62
Non-minority female	4.45	12.39	35.92
M/WBE total	5.05	28.92	17.45

Source and Notes: See Table 7.10.

Table 7.24. Disparity Results for New York State Thruway Authority, Overall and By Procurement Category, 2004-2008

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio	
Construction				
Black	0.73	4.00	18.29	
Hispanic	3.37	6.94	48.60	
Asian	3.27	3.18		
Native	1.09	0.21		
Minority-owned	8.47	14.34	59.08	
White female	3.76	8.41	44.77	
M/WBE total	12.23	22.75	53.79	
CRS				
Black	3.12	3.19	97.74	
Hispanic	1.86	4.66	39.90	
Asian	10.42	4.46		
Native	0.00	0.90	0.00	
Minority-owned	15.40	13.21		
Non-minority female	4.47	11.32	39.46	
M/WBE total	19.87	24.53	80.98	
Services				
Black	0.00	3.50	0.00	
Hispanic	0.00	4.19	0.00	
Asian	0.00	11.56	0.00	
Native	0.00	0.35	0.00	
Minority-owned	0.00	19.60	0.00	
Non-minority female	0.58	17.44	3.30	
M/WBE total	0.58	37.04	1.55	*
Commodities				
Black				
Hispanic				
Asian				
Native				
Minority-owned				
Non-minority female				
M/WBE total				
All Procurement	0.95	3.71	25.49	
Black	3.17	5.41	58.56	
Hispanic	3.89	7.08	54.96	
Asian	0.97	0.33		
Native	8.97	16.53	54.28	
Minority-owned	3.77	12.39	30.44	*
Non-minority female	12.74	28.92	44.07	**
M/WBE total	0.95	3.71	25.49	

Source and Notes: See Table 7.10.

Table 7.25. Disparity Results for Department of Transportation, Overall and By Procurement Category, 2004-2008

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio	
Construction				
Black	0.80	4.00	20.10	**
Hispanic	2.37	6.94	34.16	**
Asian	0.47	3.18	14.92	*
Native	1.27	0.21		
Minority-owned	4.92	14.34	34.33	**
White female	4.74	8.41	56.38	
M/WBE total	9.66	22.75	42.48	**
CRS				
Black	1.16	3.19	36.30	
Hispanic	7.01	4.66		
Asian	16.43	4.46		
Native	0.39	0.90	43.20	
Minority-owned	24.99	13.21		
Non-minority female	1.78	11.32	15.75	*
M/WBE total	26.77	24.53		
Services				
Black	0.16	3.50	4.45	
Hispanic	0.00	4.19	0.00	
Asian	10.48	11.56	90.63	
Native	0.00	0.35	0.00	
Minority-owned	10.63	19.60	54.24	
Non-minority female	2.81	17.44	16.12	
M/WBE total	13.44	37.04	36.30	
Commodities				
Black	0.00	3.66	0.00	
Hispanic	0.00	4.64	0.00	
Asian	0.00	7.45	0.00	
Native	0.00	0.37	0.00	
Minority-owned	0.00	16.12	0.00	
Non-minority female	0.00	10.94	0.00	
M/WBE total	0.00	27.05	0.00	
All Procurement				
Black	0.79	3.71	21.20	**
Hispanic	2.68	5.41	49.57	
Asian	2.35	7.08	33.22	**
Native	1.09	0.33		
Minority-owned	6.91	16.53	41.78	**
Non-minority female	4.16	12.39	33.55	**
M/WBE total	11.06	28.92	38.26	**

Source and Notes: See Table 7.10.

Table 7.26. Disparity Results for Metropolitan Transportation Authority (All), Overall and By Procurement Category, 2004-2008

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio	
Construction				
Black	5.24	4.00		
Hispanic	2.38	6.94	34.30	
Asian	5.27	3.18		
Native	0.32	0.21		
Minority-owned	13.22	14.34	92.23	
White female	2.14	8.41	25.40	*
M/WBE total	15.36	22.75	67.52	
CRS				
Black	0.32	3.19	10.11	
Hispanic	1.56	4.66	33.53	
Asian	9.81	4.46		
Native	0.00	0.90	0.00	
Minority-owned	11.70	13.21	88.54	
Non-minority female	4.03	11.32	35.64	
M/WBE total	15.73	24.53	64.13	
Services				
Black	1.93	3.50	55.16	
Hispanic	2.39	4.19	57.05	
Asian	4.10	11.56	35.43	
Native	0.00	0.35	0.00	
Minority-owned	8.42	19.60	42.94	
Non-minority female	7.33	17.44	42.02	
M/WBE total	15.75	37.04	42.51	
Commodities				
Black	0.12	3.66	3.31	
Hispanic	0.09	4.64	2.00	
Asian	0.11	7.45	1.54	
Native	0.00	0.37	0.00	
Minority-owned	0.33	16.12	2.04	
Non-minority female	0.61	10.94	5.61	
M/WBE total	0.94	27.05	3.48	**
All Procurement				
Black	2.16	3.71	58.31	
Hispanic	1.19	5.41	22.01	
Asian	2.89	7.08	40.76	
Native	0.12	0.33	36.06	
Minority-owned	6.36	16.53	38.47	*
Non-minority female	1.85	12.39	14.93	**
M/WBE total	8.21	28.92	28.38	**

Source and Notes: See Table 7.10.

Table 7.27. Disparity Results for Office of Temporary and Disability Assistance, Overall and By Procurement Category, 2004-2008

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio	
Construction				
Black	1.31	4.00	32.71	*
Hispanic	5.05	6.94	72.76	
Asian	1.82	3.18	57.26	
Native	0.25	0.21		
Minority-owned	8.43	14.34	58.80	**
White female	5.54	8.41	65.94	
M/WBE total	13.97	22.75	61.44	**
CRS				
Black	1.05	3.19	32.91	
Hispanic	3.96	4.66	84.90	
Asian	3.47	4.46	77.76	
Native	0.00	0.90	0.00	
Minority-owned	8.48	13.21	64.14	
Non-minority female	8.45	11.32	74.61	
M/WBE total	16.92	24.53	68.97	
Services				
Black	1.66	3.50	47.38	
Hispanic	0.01	4.19	0.35	
Asian	0.00	11.56	0.00	
Native	0.00	0.35	0.00	
Minority-owned	1.67	19.60	8.54	
Non-minority female	3.69	17.44	21.16	
M/WBE total	5.36	37.04	14.48	
Commodities				
Black	0.00	3.66	0.00	
Hispanic	0.00	4.64	0.00	
Asian	0.00	7.45	0.00	*
Native	0.00	0.37	0.00	
Minority-owned	0.00	16.12	0.00	**
Non-minority female	0.70	10.94	6.44	**
M/WBE total	0.70	27.05	2.61	**
All Procurement				
Black	0.28	3.71	7.42	
Hispanic	0.58	5.41	10.70	
Asian	0.24	7.08	3.40	**
Native	0.03	0.33	7.61	
Minority-owned	1.12	16.53	6.78	**
Non-minority female	1.55	12.39	12.48	**
M/WBE total	2.67	28.92	9.22	**

Source and Notes: See Table 7.10.

Table 7.28. Disparity Results for State University Construction Fund, Overall and By Procurement Category, 2004-2008

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio	
Construction				
Black	2.01	4.00	50.25	
Hispanic	2.67	6.94	38.41	**
Asian	0.47	3.18	14.76	**
Native	1.20	0.21		
Minority-owned	6.34	14.34	44.26	**
White female	4.02	8.41	47.75	**
M/WBE total	10.36	22.75	45.55	**
CRS				
Black	0.63	3.19	19.67	
Hispanic	1.00	4.66	21.54	
Asian	3.88	4.46	86.95	
Native	0.18	0.90	20.37	
Minority-owned	5.69	13.21	43.08	
Non-minority female	9.23	11.32	81.57	
M/WBE total	14.92	24.53	60.84	
Services				
Black	0.00	3.50	0.00	
Hispanic	0.00	4.19	0.00	
Asian	0.00	11.56	0.00	
Native	0.00	0.35	0.00	
Minority-owned	0.00	19.60	0.00	
Non-minority female	0.00	17.44	0.00	
M/WBE total	0.00	37.04	0.00	
Commodities				
Black				
Hispanic				
Asian				
Native				
Minority-owned				
Non-minority female				
M/WBE total				
All Procurement				
Black	1.89	3.71	50.83	
Hispanic	2.51	5.41	46.46	**
Asian	0.74	7.08	10.43	**
Native	1.11	0.33		
Minority-owned	6.24	16.53	37.77	**
Non-minority female	4.57	12.39	36.88	**
M/WBE total	10.81	28.92	37.39	**

Source and Notes: See Table 7.10.

Table 7.29. Disparity Results for State University of New York (All), Overall and By Procurement Category, 2004-2008

Procurement Category / M/WBE Type	Utilization	Availability	Disparity Ratio	
Construction				
Black	2.14	4.00	53.40	
Hispanic	1.74	6.94	25.05	**
Asian	0.48	3.18	15.07	
Native	0.13	0.21	59.73	
Minority-owned	4.48	14.34	31.27	**
White female	5.64	8.41	67.09	
M/WBE total	10.12	22.75	44.51	**
CRS				
Black	1.45	3.19	45.53	
Hispanic	4.80	4.66		
Asian	0.64	4.46	14.28	
Native	0.00	0.90	0.00	
Minority-owned	6.89	13.21	52.12	
Non-minority female	4.48	11.32	39.59	
M/WBE total	11.37	24.53	46.34	
Services				
Black	0.00	3.50	0.00	
Hispanic	0.36	4.19	8.57	
Asian	0.79	11.56	6.85	**
Native	0.00	0.35	0.00	
Minority-owned	1.15	19.60	5.87	**
Non-minority female	1.30	17.44	7.44	**
M/WBE total	2.45	37.04	6.61	**
Commodities				
Black	0.00	3.66	0.00	
Hispanic	0.00	4.64	0.00	
Asian	0.00	7.45	0.00	
Native	0.00	0.37	0.00	
Minority-owned	0.00	16.12	0.00	**
Non-minority female	0.00	10.94	0.00	**
M/WBE total	0.00	27.05	0.00	**
All Procurement				
Black	0.61	3.71	16.48	*
Hispanic	0.85	5.41	15.79	**
Asian	0.49	7.08	6.99	**
Native	0.03	0.33	9.48	
Minority-owned	1.99	16.53	12.05	**
Non-minority female	2.21	12.39	17.81	**
M/WBE total	4.20	28.92	14.52	**

Source and Notes: See Table 7.10.

Table 7.30. Current Availability and Expected Availability

Procurement Category	M/WBE Type	Current Availability	Expected Availability
All	African-American:	3.71	7.03
	Hispanic	5.41	7.41
	Asian	7.08	8.02
	Native American	0.33	0.43
	Minority total	16.53	25.08
	Non-minority female	12.39	17.21
	M/WBE total	28.92	42.16
Construction	African-American:	4.00	6.21
	Hispanic	6.94	10.64
	Asian	3.18	4.31
	Native American	0.21	0.30
	Minority total	14.34	21.76
	Non-minority female	8.41	14.88
	M/WBE total	22.74	35.98
CRS	African-American:	3.19	4.95
	Hispanic	4.66	7.15
	Asian	4.46	6.05
	Native American	0.90	1.29
	Minority total	13.21	20.05
	Non-minority female	11.32	20.04
	M/WBE total	24.53	38.81
Services	African-American:	3.50	7.35
	Hispanic	4.19	5.88
	Asian	11.56	13.47
	Native American	0.35	0.48
	Minority total	19.60	27.76
	Non-minority female	17.44	24.36
	M/WBE total	37.04	52.39
Commodities	African-American:	3.66	7.69
	Hispanic	4.64	6.52
	Asian	7.45	8.68
	Native American	0.37	0.51
	Minority total	16.11	22.82
	Non-minority female	10.93	15.27
	M/WBE total	27.05	38.26

Source: See Tables 4.17 and 5.21.

Note: A dash indicates the corresponding disparity ratio from Table 5.21 was 0 and expected availability could therefore not be calculated (i.e. cannot divide by zero). "n/a" indicates that expected MBE availability could not be calculated since expected Asian availability and expected Native American availability could not be calculated.

VIII. Anecdotal Evidence of Disparities in the State's Marketplace

We have presented a variety of economic and statistical findings above that are consistent with and indicative of the presence of business discrimination against minorities and women in the geographic and product markets that are relevant to the State's contracting and procurement activities. Chapters V and VI in particular have documented large and statistically significant adverse disparities in the State's relevant markets impacting minority and female entrepreneurs. Commercial loan denial rates are higher, the cost of credit is higher, business formation rates are lower, and business owner earnings are lower—even when comparisons are restricted to similarly situated businesses and business owners.

As a further check on these findings, we investigated anecdotal evidence of disparities in the State's marketplace. First, we conducted a large scale survey of business establishments in these markets—both M/WBE and non-M/WBE—and asked owners directly about their experiences, if any, with contemporary business-related acts of discrimination. We find that M/WBEs in the State's markets report suffering business-related discrimination in large numbers and with statistically significantly greater frequency than non-M/WBEs. These differences remain statistically significant when firm size and owner characteristics are held constant. We also find that M/WBEs in these markets are more likely than similarly situated non-M/WBEs to report that specific aspects of the regular business environment make it harder for them to conduct their businesses, less likely than similarly situated non-M/WBEs to report that specific aspects of the regular business environment make it easier for them to conduct their businesses, and that these differences are statistically significant in many cases. Additionally, we find that M/WBE firms that have been hired in the past by non-M/WBE prime contractors to work on public sector contracts with M/WBE goals are rarely hired—or even solicited—by these prime contractors to work on projects without M/WBE goals. The relative lack of M/WBE hiring and, even more tellingly, the relative lack of solicitation of M/WBEs in the absence of affirmative efforts by NYS and other public entities in the New York State market area shows that business discrimination continues to fetter M/WBE business opportunities in the State's relevant markets. We conclude that the statistical evidence presented in this report is consistent with these anecdotal accounts of contemporary business discrimination.

Next, we conducted in-depth personal interviews with minority, women and majority business owners about their experiences in seeking and performing contracts in the State's marketplace. These focus groups confirmed the results of the statistical evidence and the mail surveys: minorities and women encounter significant barriers to the success of their firms in seeking public and private sector work, and these barriers are often the result of discrimination.

The remainder of this Chapter is organized as follows. We first discuss the mail survey results in Section A. In Section A.1, we discuss the survey questionnaire, sample frame, and response rate. Section A.2 presents evidence on willingness of firms to do business with the public sector. Section A.3 presents the key findings from the M/WBE and non-M/WBE respondents concerning disparate treatment. Section A.4 documents disparities in firm experience and size among M/WBE and non-M/WBE respondents. Section A.5 presents the key findings concerning the impact of the regular business environment on M/WBEs' ability to conduct their businesses. Section A.6 presents key findings to our questions concerning whether prime contractors solicit or hire M/WBEs for work on public or private contracts without M/WBE goals. Section A.7 then

examines whether M/WBEs and non-M/WBEs that responded to the mail surveys are representative of all M/WBEs and non-M/WBEs in the relevant markets. To do so, we surveyed a random sample of M/WBEs and non-M/WBEs that did not respond to our mail survey, and then compared their responses to key questions with those of our survey respondents.

Finally, Section B describes the results of the business experience group interviews. Responses are grouped under the headings of the most common cited barriers and issues facing M/WBEs and non-M/WBEs.

A. Business Experience Surveys

1. Survey Questionnaire, Sample, and Responses

The survey questionnaires asked whether and with what frequency firms had experienced discrimination in a wide variety of likely business dealings in the previous five years. The survey also inquired about the influence of specific aspects of the everyday business environment, such as bonding and insurance requirements, on each firm's ability to do business in the State's relevant markets. We also asked about the relative frequency with which firms that have been used as subcontractors, subconsultants, or suppliers by prime contractors on contracts *with* M/WBE goals have been hired to work, or even solicited to bid, on similar contracts *without* M/WBE goals. Finally, we posed questions about the characteristics of the firm, including firm age, owner's education, employment size, and revenue size to facilitate comparisons of similarly situated firms.

The mail survey sample was stratified by industry and drawn directly from the Master M/WBE Directory and the Baseline Business Universe compiled for this study. Firms were sampled randomly within strata. M/WBE firms were oversampled to facilitate statistical comparisons with non-M/WBEs.[253] Of 16,994 businesses that received the questionnaire,[254] 1,148 (7 percent) provided usable responses.[255] The distribution of total responses according to the race and sex of the business owner, by major procurement category, appears in Table 8.1.

2. Willingness of Firms to Contract with the Public Sector

The probative value of anecdotal evidence of discrimination increases when it comes from active businesses in the relevant geographic and procurement markets. The value of such evidence increases further when it comes from firms that have actually worked or attempted to work for the public sector within those markets. Such is the present case.

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[253] *See* Chapter III for a discussion of how the product and geographic markets were defined. See Chapter IV for discussion of how the Master M/WBE Directory and the Baseline Business Universe were assembled.

[254] These figures exclude surveys that were returned undelivered or were otherwise undeliverable.

[255] The total number of valid responses to any particular survey question, however, was sometimes lower than this due to item non-response.

As shown below in Table 8.2, there is a strong linkage between the firms responding to our mail survey and the public sector of the New York state economy. All respondents operate establishments in the relevant geographic and product markets. Moreover, significant numbers of survey respondents have worked or attempted to do work for NYS or other public entities in the market area in the last five years. This is observed for virtually all types of M/WBEs and non-M/WBEs in all procurement categories. Overall, more than half of non-M/WBEs and over three-fifths of M/WBEs have worked or attempted to work for NYS or some other public entity in the market area in the previous five years. This phenomenon is especially apparent for M/WBEs and non-M/WBEs in CRS, Commodities, and Construction.

3. Experiences of Disparate Treatment in Business Dealings

The survey included questions about instances of disparate treatment based on race and/or sex experienced in various business dealings during the past five years. As shown in the last row of Table 8.3, 44 percent of M/WBE firms said they had experienced at least one instance of disparate treatment in one or more areas of business dealings identified on the survey. Reports of disparate treatment were substantially and statistically significantly higher for minorities and non-minority women than for non-minority males, casting doubt on claims of widespread "reverse discrimination." Reports were highest among African-Americans and Native Americans, with overall rates of 70 percent or more. Similar patterns were observed when the results were disaggregated by procurement category.

The balance of Table 8.3 shows results for each of 14 distinct types of disparate treatment inquired about in the survey. In all categories, the difference in reported amounts of disparate treatment between M/WBEs and non-M/WBEs is large. In applying for commercial loans, for example, M/WBEs reported being discriminated almost four times more frequently than non-minority males. In obtaining price quotes from suppliers it was almost four times more frequent as well. For African Americans in these two categories, the incidence of reported disparate treatment was approximately eight times higher.[256]

Even where differences are smallest, M/WBEs report being discriminated against roughly 1.5 to 2 times more frequently as non-M/WBEs. The figures for M/WBEs are between 2 and 17 times higher than for non-M/WBEs in attempting to obtain work on private sector prime contracts and subcontracts, applying for commercial loans, obtaining price quotes from suppliers, functioning without hindrances at work sites, and having to do inappropriate or extra work not required of non-M/WBEs.

Evidence of the impact of public sector M/WBE programs is seen in that the smallest differences between M/WBEs and non-M/WBEs appear in the categories of working or attempting to work on public sector prime and subcontracts—although even here the figures are still 1.6 and 1.7 times higher, respectively, for M/WBEs than for non-M/WBES.

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[256] Discrimination in access to commercial credit and capital is the most widely and commonly cited problem facing minority-owned firms. *See* Chapter VI for an extensive discussion of the theory and analysis of the evidence behind this phenomenon.

Table 8.4 represents the same disparate treatment information as in Table 8.3, but with the frequency percentages replaced by relative rankings. That is, the 14 kinds of disparate treatment are ranked by each group according to the frequency with which disparate treatment was reported, with "1" representing the most frequent and "14" representing the least frequent.

As the table makes clear, there is a high degree of correlation among the rankings—that is, problems that ranked high on one group's list tended to be high on the other groups' lists and vice-versa.[257] The worst problem overall for M/WBEs was receiving timely payment for work performed. This was followed closely by working or attempting to work on public sector prime contracts, working or attempting to work on public sector subcontracts, and working or attempting to work on private sector prime contracts.

Some courts and other observers have asserted that findings such as those in Table 8.3 tell us nothing about discrimination against M/WBEs since, even though they are current, even though they come directly from the businesses alleging disparate treatment, even though they are restricted to the relevant geographic and product markets, even though they are disaggregated by procurement category, and even though they are disaggregated by race and sex, they still do not compare firms of similar size, qualifications, or experience. We have argued elsewhere against such flawed logic (and economics) since size, qualifications, and experience are *precisely* the factors that are adversely impacted by discrimination (Wainwright and Holt, 2010, 65-67; Wainwright, 2000, 86-87). Nevertheless, if disparities are still observed even when such "capacity" factors are held constant, the case becomes even more compelling. **The results reported below in Table 8.5 show that even when levels of size, qualifications, and experience are held constant across firms, measures of disparate treatment of African American-, Hispanic-, Asian-, Native American-, and non-minority women-owned businesses are still large, adverse, and statistically significant**.

In Table 8.5, we report the results from a series of Probit regressions using the mail survey data on disparate treatment.[258] As indicated earlier, the survey questionnaire collected data related to each firm's size, qualifications, and experience. The reported estimates from these models can be interpreted as changes or differences in the probability of disparate treatment conditional on the control variables. The estimates in the table show large differences in disparate treatment probabilities between M/WBEs and non-M/WBEs. In column (1) of Table 8.5 (in which the regression model contains only M/WBE status and procurement category indicators), the estimated coefficient of 0.221 on the M/WBE indicator indicates that the likelihood of experiencing disparate treatment for M/WBE firms is 22.1 percentage points higher than that for non-M/WBE firms.[259] This difference is statistically significant within a 99 percent confidence

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[257] Kendall's rank correlation statistic for the African-American, Hispanic, Asian, Native American, and non-minority female rankings in Table 8.4 is 0.791, which is statistically significant within a 99% or better confidence interval. For more on this statistic, see Goldstein (1991).

[258] *See* Chapter V for a description of Probit regression.

[259] This estimate largely replicates the raw difference in disparate treatment rates between M/WBE and non-M/WBE firms reported in the last row of Table 8.3. The raw differential observed there (44.4% – 23.3% = 21.2%) differs slightly from the 22.1% differential reported here since the regression specification also controls for industry category.

interval or better. Column (2) of Table 8.5 includes additional explanatory variables to hold constant differences in the characteristics of firms that may vary by race or sex, including the owner's education, the age of the firm, and the size of the firm measured by employment and by sales. Even after controlling for these differences, however, M/WBE firms remain 22.3 percentage points more likely than non-M/WBE firms to experience disparate treatment. This difference is also statistically significant within a 99 percent confidence interval. Firm size and other characteristics account for little of the disparate treatment reported by M/WBEs in the New York state market area.

The exercise is repeated in columns (3) and (4). The only difference is that the M/WBE indicator is separated into two components—one for minority-owned firms and one for non-minority-female owned firms. The results in column (3) indicate that minority-owned firms in the State's market area are 27.6 percentage points more likely to experience disparate treatment than non-M/WBE firms. When controls are added in column (4), this difference actually increases to 28.5 percentage points, indicating that disparate treatment is occurring despite superior minority firm qualifications in at least some of the control variables. Non-minority female-owned firms are 17.1 and 17.2 percentage points more likely to experience disparate treatment, respectively, and these differences are statistically significant as well.

The exercise is repeated again in columns (5) and (6) with separate indicators for each type of M/WBE. The results for non-minority females are nearly identical to those in columns (3) and (4). For African-American-owned firms, the differential is 45.8 percentage points in column (5), actually rising to 46.5 percentage points once controls are added. For Hispanic-owned firms, the differentials are 19.5 and 21.6 percentage points, respectively. For Asian-owned firms, the differentials are 20.6 and 21.3 percentage points, respectively. For Native American-owned firms, the differentials are 52.1 and 52.9 percentage points, respectively. All of these differences are statistically significant.

The regression models reported in Table 8.5 used as their dependent variable an indicator of whether or not a survey respondent reported having been treated less favorably in any of the 14 different types of business dealings described in the first column of Table 8.3.[260] We re-estimated the regression model reported in Column (2) of Table 8.5 separately using as the dependent variable, in turn, each of the 14 types of business dealings and report those results in Table 8.6. As Table 8.6 shows, African-American-owned firms in particular experience a wide variety of disparate treatment compared to non-M/WBEs. In all 14 categories the differences for African-American-owned firms are both large and statistically significant. For Hispanic-owned firms, this is true in 10 of 14 cases. For Asian-owned firms, this is true in 9 of 14 cases. For Native American-owned firms, this is true in 3 of 14 cases. For non-minority female-owned firms, this is true in 7 of 14 cases. For M/WBES as a group it is true in 12 of the 14 cases.

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[260] Our disparate treatment question also allowed respondents to indicate the quantity of disparate treatment experienced (never, 1-5 times, 6-20 times, more than 20-times). Although not reported here, we also ran regressions using a dependent variable measuring high frequency of disparate treatment (6 or more times) during the prior five years. Results were more limited due to smaller sample sizes but were qualitatively similar to those obtained in Tables 8.5 and 8.6.

4. Impact of Current Business Environment on Ability to Win Contracts

The survey asked questions about some common features of the business environment to determine which factors were perceived by M/WBEs as serious impediments to obtaining contracts.

As Table 8.7 makes clear, substantial percentages of both M/WBEs and non-M/WBEs report that certain factors, such as "Obtaining working capital" and "Large project sizes," make it harder or impossible for firms to obtain contracts. Among non-M/WBEs, for example, 34.6 percent reported that obtaining working capital made it harder or impossible for them to win contracts, and 37.2 percent reported that large project sizes made it harder or impossible for them to win contracts. The figures for M/WBEs, however, at 48.3 percent and 58.2 percent, respectively, are much greater than for non-M/WBEs. Indeed, as Table 8.7 shows, M/WBEs reported more difficulty on 8 out of the 9 factors about which they were polled.

To control for firm and owner characteristics, we used a regression technique known as ordered Probit.[261] Ordered Probit regression is used when the dependent variable is discrete and ordinal (and hence can be ranked). We use ordered Probit to model the ordinal ranking—helps me (1), no effect (2), makes it harder (3), and makes it impossible (4)—of the aspect of procurement under consideration. The firm characteristics used as control variables consist of the age of the firm, the number of employees, the size of revenues, the education level of the primary owner of the firm, and the major industry group. To report results from ordered Probit analysis, we use a "+" to indicate that M/WBEs had more difficulty than non-M/WBEs with similar firm characteristics, and a "–" to indicate that M/WBEs had less difficulty than non-M/WBEs with similar firm characteristics.

Table 8.8 reports the sign and statistical significance from the ordered Probit analysis. We find that when observable firm characteristics are controlled for, all nine of the factors we inquired about prove to be greater difficulties for M/WBEs than for non-M/WBEs (as indicated by the "+" sign). In particular, the disparities for "large project size" are statistically significant with respect to non-M/WBEs.

5. Solicitation and Use of M/WBEs on Public and Private Projects Without Affirmative Action Goals

Our second to last survey question asked, "How often do prime contractors who use your firm as a subcontractor on public-sector projects with requirements for minority, women and/or disadvantaged businesses also hire your firm on projects (public or private) *without* such goals or requirements?" As Table 8.9 shows, more than 74 percent of African-American-owned firms, 67 percent of Hispanic-owned firms, 73 percent of Asian-owned firms, 100 percent of Native American-owned firms, and 63 percent of non-minority female-owned firms responded that this seldom or never occurs. Similar results were observed in each major procurement category as well.

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[261] For a textbook discussion of ordered Probit, see, for example, Greene (1997).

At least one court has held that the failure of prime contractors to even *solicit* qualified minority- and women-owned firms is a "market failure" that serves to establish a government's compelling interest in remedying that failure.[262] Among the evidence relied upon for this holding was a NERA survey similar to the current one in which approximately 50 percent of the respondents reported that they were seldom or never solicited for non-goals work.[263]

Our final survey question therefore asked "How often do prime contractors who use your firm as a subcontractor on public-sector projects with requirements for minority, women and/or disadvantaged businesses *solicit* your firm on projects (public or private) without such goals or requirements?" Responses to this question are tabulated in Table 8.10, which shows the same pattern as in Table 8.9. In Table 8.10, almost 74 percent of African-American-owned firms, more than 61 percent of Hispanic-owned firms, 67 percent of Asian-owned firms, 50 percent of Native American-owned firms, and 66 percent of non-minority female-owned firms responded that this seldom or never occurs. Similar results were also observed in each major procurement category .

B. Business Owner Interviews

To explore additional anecdotal evidence of possible discrimination against minorities and women in New York State's marketplace, we conducted 35 group interviews. We met with 232 business owners from a broad cross section of the industries from which the State purchases services and goods. Firms ranged in size from large national businesses to decades-old family-owned firms to new start-ups. Owners' backgrounds included individuals with decades of experience in their fields and entrepreneurs beginning their careers. We sought to explore their experiences in seeking and performing public and private sector prime contracts and subcontracts, with emphasis on New York State contracts.

This effort gathered individual perspectives to augment the statistical information from the business experience and credit access surveys. In general, interviewees' individual experiences mirrored the responses to the business experience surveys. We also elicited recommendations for improvements to New York's current M/WBE policies and procedures, reported below in Chapter IX.

The following are summaries of the issues discussed. Quotations are indented, and are representative of the views expressed over the many sessions by many participants.

1. Stereotypes, Negative Perceptions of Competence and Higher Performance Standards

Many minority and women owners reported that while progress has been made in integrating minorities and women into public and private sector contracting activities in New York through affirmative action contracting programs, many barriers remain. Perhaps the most subtle and difficult to address is that of perceptions and stereotypes. These stereotypes about minorities' and

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[262] *Builders Association of Greater Chicago v. Authority of Chicago*, 298 F.Supp.2d 725, 737 (N.D. Ill. 2003).

[263] *Id.*

women's of lack of competence infect all aspects of their attempts to obtain contracts and to be treated equally in performing contract work. Minorities and women repeatedly discussed their struggles with negative perceptions and attitudes of their capabilities in the business world.

> They think that women and minorities are less competent. They don't want to take a chance on you because they have deadlines and budgets and unless there is something that makes them somehow want to use you on that job so that they can see, "Oh wow, he really is a good contractor." Then they'll use you again. Until you get that foot in the door is what we're all talking about it doesn't happen. I've been fortunate that I've gotten my foot in the door with several contractors, and they know who we are and then started using us, but that's over a long period of time also.[264]

> My [Black] father was in the construction business for 35 years in [city], and I can speak because I grew up in construction. And, I saw everyday that he was out on the job site, slashed tired, sugar in the fuel tanks, hydraulic lines slit. It was bad. I don't see that today, but it was bad back then, and that's why I want to get into business and make a name for myself to change some of this.

> I look at WBE companies and Hispanic companies and African-American companies, [as an Hispanic male] I can truly say that the African-American company really is the individual that gets beat up the most, the hardest, the most, and without mercy.

> [P]ainters don't want to talk to a female. what could I possibly know about [painting]?

> If I show up as myself owning the company, especially in the construction business and you may have seen this yourself, is they would prefer not to do business with me. They would prefer to do business with my husband.

> [Differing performance standards] that is why I started my own firm. Because I love architecture and I want to do, you know, what I enjoy and not have to deal with that foolishness.

> I actually try not to say that I'm WBE, and I know that sounds odd, but sometimes I think that it is viewed negatively.

> It seems like when we started out we got a lot of that in the beginning where everybody would come up just to see what they could get you to do extra or more on top of what you're already contracted to do. And as time goes on you find out that either, A, you don't need to do that or, B, that that's above and beyond the call of duty…. The longer you're around the more they find out that, you know, you're just as good as everybody else is. It's a more of like, I guess a knowing process.… It could be [because you are the new guy on the block or because you are the new Black guy on the block] or sometimes it's both

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[264] A small number of MBE interviewees reported being able to develop this sort of longer term relationship with non-MBE primes.

> Some companies who have, they're family run, you may run into them or they're old hat and especially in construction, and they want their guys that they're used to doing and they have to have you on the job because the state's mandated it, so they're kind of grumpy right from the beginning. If you show them that you can perform and usually they'll use you again and they'll kind of leave you alone. But they will harass you initially.… I've been in it long enough and prior to being eleven years in trucking I was in construction as a laborer so I'm familiar with what is excessive and what isn't and I don't tolerate. And if you show them that and you show them that you can perform, they're going to keep you out there because they know themselves that if it's outside of work, that what is real, they're going to be in trouble. So it's going to be exactly what you're going to accept and what you're going to tolerate, from my experience.

Often, minorities and women felt that race or gender influenced the treatment they received, but the causes were subtle and the expressions opaque.

> I think it's hard to specifically say that we have that discrimination maybe because I think the process right now is set up where it can be masked very easily. So, you really don't see it.

> It's very difficult for small minority contractors to go out there and make a living when there's this underlying discrimination. It's not out in the open like it used to be, but it still exists. Believe me, it exists. It's there.

> We negotiate a contract on a telephone or email sending the document back-and-forth and we'll show up at this company's office, my partner and I are…Black. The next thing we're told, "Go come back and we'll get back to you." By the time we reach our office we've received a message that the contract has either been cancelled or something happened. The requirements then become more stringent. Then, we're standing in the cold. It's out there, but you cannot put your finger on it. You cannot say, "This is it" because they have become very crafty at trying to put a veneer on it. It's better to know that you don't like me because of my color.

> [W]hen I called the MTA about prime architects, some of them when I mentioned I was an MBE firm it was like, "Oh no, we have a consultant already who is working with us." It was just like they don't want to use you, basically. Then I have to force the issue, but that didn't get me anywhere obviously.… It's not like they came out and said it, but it's pretty obvious.

Some White females demurred.

> I'm going to disagree with that from my experience. Because we've been a sub, we've been a prime and there are a lot of people that think, oh I'm a woman or I'm a minority and I can be a business owner tomorrow and I know how to do this and they don't. There's a lot of real issues with competency. I've held prime contracts and I had M and W and DBE goals to meet. I exhausted myself to meet those goals and found a severe lack of competency. People pop up every day of the week, think they're going to call themselves a contractor and calling yourself one and being able to do the work complete,

> accurately, within the specifications is another thing. So, I think that's legitimate. Any investigation or monitoring your work or making sure that you're doing things properly."
>
> I feel bad for the prime a lot of times because they're forced to take a lot of contractors to do the work and they're not really qualified to do the work. What happens is they don't pay their union benefits, the prime is stuck with paying union benefits, and that's happened quite a few times. You really have to look at it both ways. Yes, you need to get a piece of the pie. Start off with baby steps. I'm not complaining, believe me, because I'm busy as can be, but it has become overwhelming, and a lot of the requirements are too much for me to do. I do everything. I'm the only person who does the paperwork.

Women in particular related the continuing effects of stereotypes about gender roles.

> "You're the secretary [of the construction firm]?" I get that a lot.
>
> A lot of [men] think that just because I'm a woman I can't handle working in construction. They say, "How are you going to go out and supervise all these men?" I usually say, "Well, much better than some of the men." That's usually my answer, but they think because I'm petite I can't handle the situation. I get that from residential co-ops and condos that we work on. It's just a barrier in their minds that women shouldn't be in the construction field.… [I started my own business because] it was the old boys' club. I knew I wasn't going anywhere in our firm. It was all men. At the time it was probably in the low 20s. That's how many people were in the practice. I just didn't see myself stepping up. I tried to go out and get a really challenging job in the same field and I wasn't happy with any of the companies that I had interviewed with. I wasn't married, didn't have any kids, no major responsibility so I just said, "What the heck? Just give it a shot."
>
> Shall I go on to the next [potential client] who when I walked in looked at me and said, "Oh my God, you're a woman. I can't do business with you.": Heavy construction: "honey, baby, sweetie, cookie." They don't even think you-- And when you show them that your knowledge is that you actually know this they look at you like, "Wow, you really got to do that?" It's amazing still. Not everyone. Don't get me wrong there are some very progressive men in the world these days, but there are still those that are like, "Why aren't you home with your children?"
>
> Right away they're like, "Why don't you do something like marketing? Why don't you do some kind of typing or something? What do you do again?
>
> "Why do we start our own businesses?" For me, it was because I just didn't want to work for this crazy man anymore. I had worked for so many different people, and ended up working for probably one of those Roberts, six feet tall, but with his own intellectual challenges about how far women can go, and it was really the first time that I had ever experienced, face-to-face, somebody who was just so oblivious to the fact that there could be somebody, a woman who was strong and intelligent and knew what had to be done, and could do it. That was a barrier for me, and there was only so much time I

could take that before I said, "I'm perfectly capable of doing this and making more money for myself, and doing what I want to do without someone else telling me." And I choose who I want to work for, not this person.

I can just say that from the very first job I ever had, completely disrespected as a woman. I just laughed about it and kind of have expected it all through the years.

[A]s a worker prior to starting [my painting firm], I saw a bigger disparity among women in the construction industry as workers. And I thought wouldn't it be interesting if I could open a company and try and train and actually hire women to maintain a steady salary.… [I]f you look at…the union outfit for painters and paper hangers, I don't think there's one woman foreman, and there's well over 3,000 workers. It's quite apparent there's no room for advancement. In fact, if you look and see how many actually leave the apprenticeship program and go onto journeyman level painters, I think I might have been the only one in the last four years.

[W]hen I first came here to seek employment, I found a lot of difficulty getting the job level that I deserved in the larger firms because I was a woman.That's in a way how I ended up where I ended up at [firm] because that firm treated me fairly and they were great.But when I first came here, I was a little alarmed at the male nepotism in the architectural industry.

[A]s a female architect, I found it very difficult when I-- I found the attitudes I had to deal with very difficult.… I went to a meeting…where several architects had been invited, informational before we put in our proposals, and when I went in and sat down, one of the other architects that came in late which was from one of the larger firms, asked me for a cup of coffee when he came in. He assumed I was with a client and I was not there representing my firm and he asked me to get him a cup of coffee.… I also attended a dinner for CSI once, Construction Specifications Institute. It's a professional organization, where I sat at a table where one of the other architects got a little drunk and the jokes that came from him, both women- and minority-oriented, were very disturbing. It was also disturbing the people who laughed at it, but he was a big guy. Nobody wanted to tell him to shut up because he was a big guy. I myself left the table.… I find all the time mistakes about who I am and what my role is at meetings. Again, I do not generally find it with clients or at the firm I ended up at, but when we were integrating or working with other architectural firms, yeah, I found that to be very problematic. I also found it problematic-- At my old firm, we had very good interior designers, and we would sub out their work as well. Sometimes they worked with other firms and I found that I had to intercede for them as well in getting a certain level of respect from the male architects that they were working for.

Oh yeah [it would have been easier for a man]. Because well, I spent 13 years working for [firm], which is working with engineers. Especially back then, women were, You're just not going to make it, or you're less than, you know, although they didn't quite say that verbally, but it was like an undertone thing. But I can't say I was personally discriminated against. It's just a boy's club type of thing, and for a woman to get into the boy's club [is difficult].

[As a Black female] maybe I wouldn't recognize the sexism if I wasn't prone to be more outraged at racism, and very frankly, my own opinion is by the time you're a woman and a business owner, you're in denial.… But you do not want to admit, after all this struggle, and you're going to be a woman for the next however many years, you don't want to say there is sexism. Now I have the kind of personality that I will speak out against it. I mean you know my staff wonders how we can be in business every day.

[Y[ou run into [sexism] when you're administering construction a lot, but usually when you're administering construction, it's the contractors who initially are like, "Well, she's going to tell me what to do?" But I do find, for the most part, that after you've been on the job for a couple of meetings, a couple of months, once they understand that you know what you're doing, a lot of that does go away.… [City] is definitely more of a racist town than it is an anti-feminine town. It's also very anti-gay, the professions here too. So, I just know that from being the person who did the hiring at my old firm and getting references and seeing what's done. I see that more—not experiencing it myself, but I see that more than I see women being discriminated here.

[When the firm's owner learned that the proposed employee, who has a unisex name, was a female] he about had a heart attack. And he called me up to New York in the middle of this relocation that I was doing and sat there and was so condescending to me it was ridiculous. I mean, he said things to me like, you understand you're going on job sites and it's dirty, right? And, you understand that you're going to hear some bad language. Do you understand that? And I just finally, you know, I was going, yea, yea. I played the game for years. I've been the first woman that's ever worked for every company I've ever worked for. So I take it with a grain of salt. I don't get myself torqued up about it. But he went on and on and I finally just said to him, I said, did you read my resume? And he said, well yes I did. And I said, did you call my references? And he goes, of course I did, every one. I said, then why are we having this conversation? I don't understand. But that was my introduction into what I thought was cosmopolitan New York. Now here I worked in [southern state] for ten years as a woman in the construction industry, and I never had that crap thrown at me like that. There were other things but not like that. And I also worked in the steel industry. So I've always been in places where, you know, women aren't supposed to be.… And everybody [in New York] thinks they're so progressive and they're so hip and they're so with it and they are so backwards it's not even funny.… So I get in there and people don't do business with me because I'm a woman. You know, you might even say they do business with me in spite of the fact.

I think it's better than it was when I started. When I started the agency 24 years ago, and it's all technical products that I sell, I could get into any engineering place and the reason was they wanted to see how low cut my blouse was. And that was the reality. And it was an all male industry and they never saw how low cut my blouse was. Cause I wore a turtleneck. But it's different now. There are many women engineers like yourself out there. It's just different. I don't think at this point it matters that much if you're a woman owned business or you're not.

Several MBEs and WBEs agreed that perceptions of low quality work stem in part from the use of front companies in the early days of contracting affirmative action programs.

> I think some of them still refer back to bad experiences they've had, like you mentioned, in dealing with a minority firm. And there is still the perception among many of them that we, you know, we don't do quality work. And, well I don't think that's the case at all. I think most of the firms out there now are just as good as the big ones because you got to have the same people. I mean you hire basically the same people as they do.… I think part of this is a historical issue. When all of the requirements came in with affirmative action and with MBE, WBE, there were a lot of firms set up that were not qualified. Were not ready to go. They were fronts for other people.… Put them out there and put someone there. That put a bad taste in the mouths of a lot of people and that still sits there. But those firms have all gone away because they couldn't make it and people saw through it. The firms that are there today are either long-term firms that have been able to make themselves known and qualified and they get work. A lot of it whether they are or not a minority firm. There are people in the majority firms that are still stung from something before. They don't want to, you know, they can't get that out of their mind. Another five years from now or ten years, all of us with gray hairs will be gone. Younger people that have not had bad experiences will turn around and I think will, we're seeing a continual change of more acceptance of a firm based on their qualifications rather than their ownership.
>
> ***
>
> I concur because our experience what motivated us to do it was one of my contractors says, you're the real deal. Please get certified. Please get certified. Because they could see part of what they could skew over to me because, A, they had a history with me before I had the certification on [private jobs]. Their comment to me was, oh my God, the people that we tried this with in the past were so bad, that we looked bad because we had to come up and pick up their mess because they didn't know what they were doing. So they were encouraging me because I had a track record.… [The prime contractors] were encouraging those that were real and had a craft and a skill set to go get certified.

Despite these barriers, many participants advocated the need to persevere and succeed.

> Yes, there's discrimination. Yes, there are companies that's going to manipulate smaller companies. Yes, the unions is going to manipulate smaller companies. But in owning a company and being the owners of the company and you know where you want to go. It's up to you to protect that company. The barriers are there. But you do have to decide how you're going to get over them. And some of us is playing catch up. Me, I'm dealing with a [majority, male company]company that's been around 75 years. I've only been around 15. I can't make 75 up in 15. So I've got to strategically take what I'm getting out of where I'm going and go where I want to go. And I can't, I can't look past where I'm at. So if I'm paying attention to what my company is doing and how my company is performing, then I can strategically grow my business.… Yes, being a woman company is hard. Yes, being a Black company is hard. But, it's business. It's what we decided to go into. Yes, there are barriers in every aspect of it. But it's business. And we're not the

> only ones to have– that's going through it. It might be a little more difficult for us but other owners has went through the same thing and started. But some of them are generations ahead of us so we can't sit here and blame all the problems of the world and equate it to those few things that you got on there. And say, look, I'm Black, I'm being discriminated against. That's done. We need to be able to perform.… Nobody's our savior. As a business owner you're your own savior.

A few M/WBEs had not encountered discriminatory barriers. One Black male contractor reported that race has not been a factor in his entrepreneurial opportunities.

> [F]or me race has never come into play. Because like I said earlier, I put out a good product. And for me also I'm getting into a circle where it's the, you know, movers and shakers and I'm finding out a lot and I'm getting a lot of opportunities.… I mean if you get recognized for your performance, then I don't think, you know, Black, White, orange, that doesn't matter because it's about the money. You know, the people in power they want to do it as cheap as they can. It's about the money. They don't care what you are.

One White female reported that her gender is a competitive advantage.

> I find it's an advantage to be a woman in a man's world., to tell you the truth.

Some M/WBEs agreed that the obstacle is the size of their firms, not their race or gender.

> I think it's just a small business thing. Trying to get to that next level is, is just so tough.

2. Exclusion from Industry Networks

Many minorities and women recounted their exclusion from the industry networks necessary for success.

> Unfortunately, I think it's still a comfort level that they utilize people that they've known in the past.

> [I]t's actually the relationship that's already in place as to who they give it to.

> [I]f they have people that they always work with, they seem to know about RFPs right away.

One female consultant gave a specific example if how she had been shut out of State work.

> So, we put together a proposal and when it was submitted we were not selected. And…I said, well, can you just give me some feedback. And they said, well, we went with the [non-M/WBE] firm who prepared all the grant applications and who was already in with [the local agency]. So, then the next week I got another one and it was the exact same form letter just from a different town. So, I called them up and I said, who is the firm that's putting together your preapplication package for the grant? And it was the exact same firm. And I said, well, if I put together a competitive proposal, the same price,

> would you, are you still going to go with them? And, you know, without committing to anything, they more or less said, well sure, why would I switch?

Even if the exclusion resulted from past racism and sexism, M/WBEs still labored under the effects today.

> I hate to use the term good old boy network but for lack of a better phrase I'll just default to that phrase. But what I'm seeing is an environment in which the relationship network is very tight, very much in place based on historical performance.
>
> Unfortunately, I think it's a reality, and I think one reason is because a lot of women-owned business as well as minority-owned business, most of us, I think the oldest was maybe 45 years in this room, for the majority of us, we've been around maybe 20 years. And the systems have been out there much longer than that, and so we're always kind of behind that 8-ball. We're not established into the system, and so with that and the fact that they can get away with not doing business with M/WBE, they do it.
>
> I do think that in the State there's a lot of good old boys networks going on, and that's very hard to penetrate. And you've got to balance do I put groceries on the table today, or do I try to make substantial change? And I think I go for the groceries most of the time, than ramming my head against a brick wall.
>
> [There are n]ot lots of opportunities [because of the good ole boy network], I don't think, for me. You don't see very many African-American women in architecture around here.

3. Jobsite harassment

Some minority and women owners experienced outright harassment on worksites. Black males reported particularly disturbing incidents.

> I've been on jobs where in the background you start hearing like Congo music to where I've had to stop the job and almost get physical, although I didn't. It happened more than once. It's been a number of occasions.
>
> Basically, [the foreman] said, "Well, you shouldn't even be here." I had to go to the-- I was working for [large prime contractor] at the time, and I had to go to the company and let them know it happened, and they were very upset. They wound up firing the guy, and the job moved on, but that's just one example.
>
> Up to last month, I was on a job and somebody wrote on the walls, "That's the nigs," and then they put on the fence, "F the nigs," so I called the G[eneral] C[ontractor]…You know, and a lot of people have resentment when you come on the job and get the job and they know basically why you did get the job. So, they feel offended that you actually got the job. It's only because you were a minority, and really, you can feel tension when you're on these jobs.

A Black woman had experienced both racism and sexism on the jobsite.

> I go to the job site. [A worker]was cussing. He wasn't the foreman, and he was having a fight with someone else. So, I stepped in to say something. He shouted down on me. I say, "I'm wearing the pants. I don't know who you are." I told him, "At the end of the day, I need your time sheet. You are done."… And another [worker at the jobsite] called me a nigger.

4. Applying for Commercial Loans

Many minority and women owners that they found it difficult to obtain working capital. While perhaps not the direct result of discrimination by the lender, that minorities and women have been excluded from the construction and other industries hampers their access to family wealth and other networks that support growing businesses.

Some WBEs reported encountering outright discrimination.

> [Three or four years ago, there was a] banker who sat there talking to me and I told him everything I needed and then at the end of the 20 minutes he said to me, "Well, why don't you bring your husband back and then we can talk about it." Meanwhile, I run all the finances of my own business.

> I took the company over from my father, worked for him for 30 plus years, and when he passed, the amount of personal guarantees my husband and I had to sign were unbelievable.… I think it's because I'm a woman in a man's industry.… You have to be very tough.

5. Obtaining Work on Public Sector Projects

M/WBEs reported that while it is easier to obtain subcontracts than prime contracts on public projects because of affirmative action goals, it is still difficult to get work, receive fair treatment, and be paid on time. Many believed that majority prime firms use them only if forced to do so.

> All the work that I have access to is because of my certification at the New York City School Construction Authority, DANSY, and other agencies.

> [O]nly in cases where they need your credit is there a benefit. And they let you know that.

> In the absence of an MBE program minority firms won't be as successful in my mind. Or women, you know, because it gives us a chance to get some experience, build a track record so that we can eventually compete.

> I think one of the characteristics of us, this group of people here in New York State, is that we are really sensitive to not saying that we're being discriminated against.… We're supposed to not be like that. We're New York State.… Yet the very ways that the DBE

> and the M/WBE programs are administered, they are administered in a discriminatory manner. The State agencies actually discriminate against us in the way they administer them by trying to not meet goals and by downplaying goals and allowing goals to be characterized as negative things for those women and those minorities.… [I]t's also the culture of the general contractors in the state, particularly upstate.…But they do discriminate against us. I mean I call up. "Hello? My name [feminine name]. I'm following up on a bid," and the man will just hang up on me…This is a GC. That's because I'm a woman. You could say, "Oh, well maybe it's this or maybe it's that." No. It has to do with the fact that I'm a woman who's quoted him a job, quoted a goal or given him a quote for a goal. He knows that if he can keep me at arms length, he can skip the whole process and just discriminate against me in the process and blow me off.
>
> [A] lot of times when you get these jobs based on fulfilling the goals and I wish in the future where it wouldn't even matter what the color is or whatever where they would just reach out, but as of today, it's just not that way. I mean I probably wouldn't get a job if a goal wasn't in the contract document to be filled.… I wish it wasn't even like that where a GC would just reach out and say, "Look, I'm bidding on this job. There's no goal requirement. Give us a number," but that never happens, not that I remember, and I've been around since 1989. It never happens until only there's a goal and a participation. "Give us a price," and that's the only way I'm getting work.
>
> I work for a very large prime contractor a lot on this building down here. I watched them abuse and misuse minority contractors to the degree that I actually lost my job because I advocated to get one contractor paid. They owed about $80,000 and the big story was, "Well, if you want to settle today for $26,000 we can settle this up today. If you don't want to settle for the $26,000, we'll see you in about eight or nine months." I would grab these guys and say, "Uh-uh [no].… I'd say that 85% of it was the mentality of they're a minority; they're not going to scream loud enough and if they do scream there's nobody to hear their crying anyways.

One woman, who worked for a majority, male-owned firm, recounted the response when she objected that a large DOT and county project had only old, white male firms involved in the design phase.

> [The project manager] sent me an email back that said, "This is really none of your concern and everything is being taken care of." Nobody made any effort whatsoever.… So, that was really a depressing thing for me at the time.

Some owners reported that although their firms have been listed on the contract, they were not utilized.

> The three instances that I have been contacting in the past three years to submit paperwork, they submitted my criteria, certification, certificate, secured the job and never used us.
>
> I have the big problem with what you were mentioning about being contracted, reaching the goal, and then being substituted. After, even with all the paperwork being filled out,

the bids being sent in, being listed with the state. And then when the job starts they find somebody cheaper than you and put them on the job.

You'd supply the bids because you're the minority group, that you'd supply the bids but they actually never intend to use you.

I know for a fact on several jobs because it got back to me that I had been used as a WBE, but I was never given any work or never even asked today. But they put my name on the list.

The other thing is that when we subcontract to someone, or we team with someone on a contract that has goals, we are only being allowed to work on the one little teeny tiny portion that they want us to work on. That's to say that, and I'm sure other people have said this and you've heard it before, is that they put you on their team because you're certified, but then you never actually get any work out of it, or the work you do get out of it is not the work that you thought you were going to get in the first place.

[A] couple of months ago I put my number in and they used my name and they didn't end up-- They put down my name but they didn't end up using me. They actually, what they did I found out through the general contractor actually told me that this company put my name down but they also put the other name down of somebody that was $7,000 less than me and they put on there, "We will use the WBE person if you give us $7,000 to pay her," and they didn't end up doing that.… I did go back to the contractor and say, "I will meet that. I will go down $7,000," and they did not allow me to do that.

[I]t's hard because you set yourself up with your trucks and your drivers according to the particular jobs that you're supposed to perform and then when it's pulled out from underneath you they don't even tell you. The start date's supposed to come around and nobody says anything. You call and you say, hey, and they're like, oh, we already have somebody out there.… [T]hat's fraudulent and the contractors that are trying to comply are being penalized along with people like myself who are bidding and planning and financially being involved with being on these jobs and then not actually being, performing the job.

[S]ometimes we get on projects and don't get the work.

I have given out lots and lots of sub numbers, and that's just to help them get their good faith efforts; I never get that work. After you give out enough and look at those numbers and know darn well that you were competitive, but you don't have the energy once again to pursue it and complain, you let the thing go. You just stop giving the numbers. You just say, "You know what, I've got to find work or money someplace else."

[I]f they feel like the job is too big and they want all that money themselves, what they'll do is they'll put you on the bid thing for like material. They'll give you a check, like $2000 or $3000 on a 25% markup on the material just to use your minority thing, and they pay you off to the side, and they go do the job themselves.

Some firms had their names listed by bidders without even being contacted, let alone reaching an agreement.

> We never even submitted what the scope of the project would be, the dollar figures. It was they used our company to secure the entire contract [without getting a quote].… They made that up. They made that figure up.… They do that all the time.
>
> They're saying is that the paperwork that's mandated for the prime contractor to send in to the state is what the bid from the subcontractor, which would be myself, was. It's not submitted from me. It's submitted from the contractor. They are actually putting in figures that they make up and send it in and then if there's any dispute after the fact, they just said, well she said this, but I said it's all on paper. So they don't write nothing, the paperwork is gray when it comes to the utilization forms that are sent in and they are able to be manipulated by the prime contractor. And this is what I found out especially on this last job that I had to actually pull my bid because they manipulated my numbers on their end, nothing written by myself.
>
> [Prime bidders] would call me and say, "I want to put you on a utilization form," and actually put a number out there before I even quote them a number. I'm like, "Where did this number come from?" You know, just to say that they contacted a minority company, a woman-owned business. They'll put their number on themselves, before you even look at the project or anything.

Some M/WBEs reported that prime contractors contacted them too late to provide quotes.

> It's the timeliness is the big [issue].
>
> [The prime contractors] call you up and it's always a rush. You get an email that says, "You've got to do this. You've got to do something in the next 48 hours." I get that all the time, especially from engineers. I had never heard of this firm. I called them up and said, "Who are you? Why are you asking?" I'm a little bit smarter than I was a year ago. I don't have time for this nonsense.
>
> And these generals…when they have to fill their quotas, they advertise on Friday, your bid is due Monday morning at 9 o'clock.
>
> [Y]ou get an email on Friday saying, "We're looking for your participation by Monday."

Some participants surmised that they were better off not to work for prime bidders that do not support the program's objectives.

> [A]fter a while you figure it out that the prime really doesn't want you on their job, there's no sense in pushing it because they'll make your life a miserable hell. If you do get the job and you do work for them, they'll find ways that you never want to go back and work for them. So it's just as well that sometimes you don't get the job that you wanted.

> If they're going to treat you like garbage and not going to pay you like you should be, then why am I going to go out of my way to perform for them and give them what it is that they're asking for and they're going to mess around with not paying me like they should?

M/WBEs in the design fields were often overlooked and not included on teams, even when the overall project has goals. Engineers and designers particularly complained that their fields were often ignored; the focus is solely on construction.

> I mean you get a billion dollar project, sure a lot of it is going to be construction, but you also know that a great deal is going to be in other areas. The state has been pretty slack about saying, "Look, in this design stage, or pre-design stage, we're going to spend $25 million," or $100 million. But nobody talks about goals there. We just had a project that was aborted in Rochester, but not before $25 million was spent on pre-design. Because everybody thinks about construction goals and supplies.

> I'm at the beginning [of the design process], so a lot of times when the RFP goes out for the architecture or engineering firm, it's just conceptual at that point. So I think it's a little bit more difficult for somebody in my position to acquire the goals because there's a lot of areas where they can acquire the goals from where I am in the design process to the end.…

6. Obtaining Work on Private Sector or "Non- Goals" Projects

Many M/WBEs reported that they had not received work through non-goals programs, and rarely are solicited for private jobs.

> I guess in government I usually mention that I'm MBE certified, but in the private industry it certainly does not help. It just makes them feel that you think you're entitled to something, and that kind of hurts.

> It's the private industry that doesn't really need or isn't looking for an MBE.

Some certified firms, especially those owned by White women, stated that once they were used on public jobs, they were solicited on all that prime contractor's projects.

> If they're putting a bid on it, now that I'm on their list, I get everything they bid.… Even on projects without goals.

> I work with contractors that they need the goal. I work with them when they don't need the goal.

> I do get solicited for non-goal projects, and I actually do 50% WBE work and 50% non-WBE work. I have real luck with this WBE program.

> The ones that I've worked with will call me on goals or non-goals jobs. The ones that I've never done any work with are less likely to call me for the non-goal jobs.…

7. Conclusion

Consistent with other evidence reported in this Study, anecdotal interview information strongly suggests that M/WBEs continue to suffer discriminatory barriers to full and fair access to State and private sector contracts. This evidence includes stereotypes, perceptions of M/WBE incompetence and being subject to higher performance standards; discrimination in access to commercial loans; difficulties in receiving fair treatment in obtaining public sector subcontracts; and exclusion from private sector opportunities to perform as either prime contractors or as subcontractors. While not definitive proof that New York has a compelling interest in implementing race- and gender-conscious remedies for these impediments, the results of the surveys and the personal interviews are the types of evidence that, especially when considered along side the numerous pieces of statistical evidence assembled, the courts have found to be highly probative of whether the State would be a passive participant in a discriminatory marketplace without affirmative interventions.

C. Tables

Table 8.1. Race, Sex and Procurement Category of Mail Survey Respondents

Group	Construction	CRS	Services	Commodities	Total
African American	34	16	73	4	127
Hispanic	50	28	52	10	140
Asian	33	25	97	21	176
Native American	0	0	6	1	7
Minorities with Unknown Race/Ethnicity	0	0	7	0	7
Non-minority Women	66	53	169	37	325
Total M/WBE	183	122	404	73	782
Non-minority Men	119	42	163	42	366
Total	302	164	567	115	1,148

Source: NERA NYS mail surveys.

Table 8.2. Survey Respondents Indicating They Had Worked or Attempted to Work for Public Sector Agencies in the Last Five Years

Worked or Attempted to Work, Last Five Years	African-American	Hispanic	Asian	Native American	Total Minority	Non-minority Female	Total M/WBEs	Non-minority Male
ALL INDUSTRIES								
With NYS	55.6%	54.0%	54.9%	14.3%	54.1%	42.4%	49.2%	37.1%
	(126)	(139)	(175)	(7)	(447)	(321)	(768)	(361)
With Other Public Entity in Market Area	62.7%	64.0%	52.8%	28.6%	58.7%	53.3%	56.4%	43.4%
	(126)	(139)	(176)	(7)	(448)	(321)	(769)	(364)
With any Public Entity in Market Area	70.6%	67.6%	62.3%	28.6%	65.8%	57.5%	62.3%	50.6%
	(126)	(139)	(175)	(7)	(447)	(320)	(767)	(362)
CONSTRUCTION								
With NYS	54.5%	54.0%	72.7%	-	59.5%	56.1%	58.2%	34.5%
	(33)	(50)	(33)	(0)	(116)	(66)	(182)	(116)
With Other Public Entity in Market Area	69.7%	60.0%	78.8%	-	68.1%	72.7%	69.8%	45.8%
	(33)	(50)	(33)	(0)	(116)	(66)	(182)	(118)
With any Public Entity in Market Area	72.7%	62.0%	81.8%	-	70.7%	77.3%	73.1%	51.3%
	(33)	(50)	(33)	(0)	(116)	(66)	(182)	(117)
CRS								
With NYS	43.8%	67.9%	60.0%	-	59.4%	59.6%	59.5%	64.3%
	(16)	(28)	(25)	(0)	(69)	(52)	(121)	(42)
With Other Public Entity in Market Area	75.0%	82.1%	72.0%	-	76.8%	73.6%	75.4%	73.8%
	(16)	(28)	(25)	(0)	(69)	(53)	(122)	(42)
With any Public Entity in Market Area	75.0%	82.1%	72.0%	-	76.8%	76.9%	76.9%	81.0%
	(16)	(28)	(25)	(0)	(69)	(52)	(121)	(42)

Table 8.2. Survey Respondents Indicating They Had Worked or Attempted to Work for Public Sector Agencies in the Last Five Years, cont'd

Worked or Attempted to Work, Last Five Years	African-American	Hispanic	Asian	Native American	Total Minority	Non-minority Female	Total M/WBEs	Non-minority Male
OTHER SERVICES								
With NYS	57.5%	43.1%	45.8%	0.0%	47.8%	28.9%	39.8%	29.8%
	(73)	(51)	(96)	(6)	(226)	(166)	(392)	(161)
With Other Public Entity in Market Area	57.5%	53.8%	37.1%	16.7%	46.9%	36.4%	42.5%	29.0%
	(73)	(52)	(97)	(6)	(228)	(165)	(393)	(162)
With any Public Entity in Market Area	68.5%	61.5%	53.1%	16.7%	59.0%	41.8%	51.8%	38.5%
	(73)	(52)	(96)	(6)	(227)	(165)	(392)	(161)
COMMODITIES								
With NYS	75.0%	70.0%	61.9%	100.0%	66.7%	54.1%	60.3%	45.2%
	(4)	(10)	(21)	(1)	(36)	(37)	(73)	(42)
With Other Public Entity in Market Area	50.0%	88.9%	61.9%	100.0%	68.6%	64.9%	66.7%	61.9%
	(4)	(9)	(21)	(1)	(35)	(37)	(72)	(42)
With any Public Entity in Market Area	75.0%	88.9%	61.9%	100.0%	71.4%	64.9%	68.1%	64.3%
	(4)	(9)	(21)	(1)	(35)	(37)	(72)	(42)

Source: NERA calculations from NYS mail surveys.

Note: Total number of valid responses in parentheses.

Table 8.3. Firms Indicating They Had Been Treated Less Favorably Due to Race and/or Sex While Participating in Business Dealings

Business Dealings	African Amer-ican	Hispanic	Asian	Native American	Total Minority	Non-minority Female	Total M/WBEs	Non-minority male
Applying for commercial loans	**37.5%**	**19.6%**	**15.8%**	0.0%	**22.9%**	**13.0%**	**19.2%**	**5.0%**
	(72)	**(92)**	**(101)**	(1)	**(266)**	**(161)**	**(427)**	**(200)**
Applying for surety bonds	**19.0%**	**13.2%**	***12.3%***	-	**14.2%**	6.3%	**11.0%**	5.0%
	(42)	**(68)**	***(73)***	(0)	**(183)**	(126)	**(309)**	(161)
Applying for commercial or professional insurance	**14.9%**	***8.4%***	**8.6%**	0.0%	**10.2%**	5.0%	**8.1%**	3.4%
	(87)	***(107)***	**(128)**	(1)	**(323)**	(218)	**(541)**	(232)
Hiring workers from union hiring halls	**24.2%**	8.2%	3.4%	-	9.8%	3.1%	7.2%	4.4%
	(33)	(61)	(59)	(0)	(153)	(97)	(250)	(135)
Obtaining price quotes from suppliers or subcontracts	**27.3%**	**10.0%**	**10.3%**	0.0%	**14.2%**	**9.6%**	**12.3%**	**3.3%**
	(66)	**(100)**	**(107)**	(2)	**(275)**	**(198)**	**(473)**	**(212)**
Working or attempting to obtain work on public-sector prime contracts	**42.9%**	22.2%	22.8%	50.0%	**28.1%**	20.3%	**25.2%**	16.0%
	(77)	(99)	(114)	(2)	**(292)**	(177)	**(469)**	(187)
Working or attempting to obtain work on public-sector subcontracts	**45.8%**	22.4%	21.1%	50.0%	**28.0%**	18.9%	**24.5%**	14.8%
	(72)	(98)	(114)	(2)	**(286)**	(175)	**(461)**	(183)
Working or attempting to obtain work on private-sector prime contracts	**46.3%**	**16.2%**	**22.8%**	**66.7%**	**27.2%**	**18.8%**	**23.9%**	**7.6%**
	(82)	**(105)**	**(123)**	**(3)**	**(313)**	**(197)**	**(510)**	**(211)**
Working or attempting to obtain work on private-sector subcontracts	**44.2%**	**20.2%**	**18.0%**	**66.7%**	**25.8%**	**17.0%**	**22.5%**	**9.2%**
	(77)	**(104)**	**(122)**	**(3)**	**(306)**	**(188)**	**(494)**	**(207)**
Receiving timely payment for work performed	**41.4%**	19.8%	**23.3%**	33.3%	**27.1%**	**23.9%**	**25.8%**	14.2%
	(87)	(106)	**(129)**	(3)	**(325)**	**(222)**	**(547)**	(233)
Functioning without hindrance or harassment on the work site	**27.1%**	***10.4%***	**11.3%**	0.0%	**14.8%**	**13.4%**	**14.3%**	4.9%
	(70)	***(96)***	**(115)**	(2)	**(283)**	**(187)**	**(470)**	(206)
Joining or dealing with construction trade associations	**26.0%**	8.0%	3.9%	-	10.9%	6.0%	9.0%	6.3%
	(50)	(75)	(76)	(0)	(201)	(133)	(334)	(175)
Having to do inappropriate or extra work not required of comparable non-M/WBEs	**18.6%**	**17.0%**	**12.5%**	***100.0%***	**16.0%**	**14.6%**	**15.4%**	**5.9%**
	(70)	**(100)**	**(104)**	***(1)***	**(275)**	**(185)**	**(460)**	**(205)**
Double standards not required of comparable non-M/WBEs	**28.4%**	**13.4%**	9.4%	-	**15.9%**	9.6%	**13.4%**	6.3%
	(74)	**(97)**	(106)	(0)	**(277)**	(187)	**(464)**	(206)
In any one of the business dealings listed above	**67.3%**	**41.9%**	**40.3%**	**75.0%**	**49.0%**	**37.5%**	**44.4%**	**23.3%**
	(113)	**(124)**	**(149)**	**(4)**	**(390)**	**(261)**	**(651)**	**(270)**

Source: See Table 8.2 Note: Total number of valid responses in parentheses. Figures in **boldface** type are statistically significantly different from non-M/WBEs using a conventional two-tailed Fisher's Exact Test and within a 95% or better confidence interval. Figures in ***boldface italicized*** type are significant within a 90% confidence interval.

Table 8.4. Firms Indicating They Had Been Treated Less Favorably Due to Race and/or Sex While Participating in Business Dealings (Rankings)

Business Dealings	African-American	Hispanic	Asian	Native American	Total Minority	Non-minority Female	Total M/WBEs
Applying for commercial loans	6	5	6	7	6	8	6
Applying for surety bonds	12	9	8	–	10	11	11
Applying for commercial or professional insurance	14	12	12	10	13	13	13
Hiring workers from union hiring halls	11	13	14	–	14	14	14
Obtaining price quotes from suppliers or subs	8	11	10	9	11	10	10
Working or attempting to obtain work on public sector prime contracts	4	2	2	4	1	2	2
Working or attempting to obtain work on public sector subcontracts	2	1	4	5	2	3	3
Working or attempting to obtain work on private sector prime contracts	1	7	3	2	3	4	4
Working or attempting to obtain work on private sector subcontracts	3	3	5	3	5	5	5
Receiving timely payment for work performed	5	4	1	6	4	1	1
Functioning without hindrance or harassment on the work site	9	10	9	8	9	7	8
Joining or dealing with trade associations	10	14	13	–	12	12	12
Having to do extra work not required of others	13	6	7	1	7	6	7
Having to meet quality or performance standards not required of others	7	8	11	–	8	9	9

Source: See Table 8.2.

Table 8.5. Prevalence of Disparate Treatment Facing M/WBEs

	(1)	(2)	(3)	(4)	(5)	(6)
M/WBE	0.221 (6.25)	0.223 (5.89)				
Minority			0.276 (6.86)	0.285 (6.54)		
Non-minority Female			0.171 (3.78)	0.172 (3.61)	0.173 (3.81)	0.174 (3.64)
African-American					0.458 (8.16)	0.465 (7.72)
Hispanic					0.195 (3.49)	0.216 (3.67)
Asian/Pacific Islanders					0.206 (3.90)	0.213 (3.69)
Native American					0.521 (2.30)	0.529 (2.33)
Owner's Education (3 indicator variables)	No	Yes	No	Yes	No	Yes
Firm Age (4 indicators)	No	Yes	No	Yes	No	Yes
Employment size bracket (6 indicators)	No	Yes	No	Yes	No	Yes
Sales/revenue size bracket (4 indicators)	No	Yes	No	Yes	No	Yes
Industry category (3 indicators)	Yes	Yes	Yes	Yes	Yes	Yes
N	926.00	891.00	926.00	891.00	926.00	891.00
Pseudo R^2	0.04	0.06	0.05	0.06	0.07	0.08
Chi^2	52.84	66.15	60.84	74.61	87.99	98.48
Log likelihood	(590.01)	(559.30)	(586.01)	(555.07)	(572.43)	(543.13)

Source: See Table 8.2.

Note: Reported estimates are derivatives from Probit models, t-statistics are in parentheses. T-statistics of 2.58 (1.96) (1.64) or larger indicate that the result is significant within a 99 (95) (90) percent confidence interval.

Table 8.6. Prevalence of Disparate Treatment Facing M/WBEs, by Type of Business Dealing

Business Dealings	African-American	Hispanic	Asian	Native American	Total Minority	Non-minority Female	Total M/WBEs
Applying for commercial loans	**38.4%** **(5.34)**	**21.2%** **(3.45)**	**16.5%** **(2.83)**	0.0% (0.00)	**19.3%** **(4.68)**	**13.7%** **(2.77)**	**13.3%** **(4.29)**
Applying for surety bonds	**12.1%** **(2.02)**	***8.9%*** ***(1.82)***	***8.3%*** ***(1.67)***	0.0% (0.00)	**7.8%** **(2.30)**	1.0% (0.26)	***4.7%*** ***(1.69)***
Applying for commercial or professional insurance	**13.8%** **(3.11)**	***6.7%*** ***(1.86)***	**9.3%** **(2.48)**	0.0% (0.00)	**7.2%** **(2.98)**	2.6% (0.98)	**4.4%** **(2.41)**
Hiring workers from union hiring halls	**27.5%** **(3.00)**	4.3% (0.88)	-2.4% (-0.58)	0.0% (0.00)	5.2% (1.36)	-2.9% (-0.70)	2.3% (0.67)
Obtaining price quotes from suppliers or subcontracts	**33.5%** **(4.95)**	**9.9%** **(2.04)**	**10.7%** **(2.27)**	0.0% (0.00)	**12.4%** **(3.64)**	**9.7%** **(2.56)**	**8.3%** **(3.44)**
Working or attempting to obtain work on public sector prime contracts	**27.7%** **(3.90)**	9.2% (1.55)	6.3% (1.09)	38.9% (1.10)	**11.8%** **(2.66)**	4.4% (0.88)	**8.4%** **(2.17)**
Working or attempting to obtain work on public sector subcontracts	**30.3%** **(4.11)**	***11.5%*** ***(1.91)***	6.4% (1.11)	39.2% (1.08)	**12.8%** **(2.87)**	4.7% (0.94)	**9.1%** **(2.33)**
Working or attempting to obtain work on private sector prime contract	**44.0%** **(6.19)**	**13.3%** **(2.22)**	**20.2%** **(3.46)**	**66.4%** **(2.40)**	**21.2%** **(4.99)**	**15.4%** **(3.11)**	**15.4%** **(4.62)**
Working or attempting to obtain work on private sector subcontracts	**35.9%** **(5.16)**	**13.1%** **(2.28)**	***10.0%*** ***(1.81)***	**60.4%** **(2.09)**	**16.2%** **(3.92)**	**10.3%** **(2.16)**	**12.0%** **(3.54)**
Receiving timely payment for work performed	**35.0%** **(5.22)**	8.5% (1.51)	**15.0%** **(2.67)**	***51.7%*** ***(1.84)***	**16.4%** **(3.99)**	**12.3%** **(2.72)**	**12.8%** **(3.81)**
Functioning without hindrance or harassment on the work site	**26.9%** **(4.14)**	***9.2%*** ***(1.90)***	**11.0%** **(2.24)**	0.0% (0.00)	**11.3%** **(3.28)**	**11.8%** **(2.91)**	**8.7%** **(3.40)**
Joining or dealing with construction trade associations	**18.6%** **(3.28)**	1.7% (0.45)	-3.4% (-1.00)	0.0% (0.00)	3.6% (1.23)	-0.8% (-0.25)	2.0% (0.76)
Having to do inappropriate or extra work not required of comparable non-M/WBEs	**17.2%** **(2.87)**	**14.4%** **(2.79)**	**10.5%** **(2.08)**	0.0% (0.00)	**11.5%** **(3.25)**	**11.6%** **(2.86)**	**9.0%** **(3.36)**
Having to meet quality, inspection, or performance standards not required of comparable non-M/WBEs	**23.0%** **(3.93)**	***8.6%*** ***(1.84)***	5.0% (1.14)	0.0% (0.00)	**9.3%** **(2.84)**	4.7% (1.31)	**6.3%** **(2.44)**
In any one of the business dealings listed above	**46.5%** **(7.72)**	***21.6%*** ***(3.67)***	**21.3%** **(3.69)**	**52.9%** **(2.33)**	**28.5%** **(6.54)**	**17.2%** **(3.61)**	**22.3%** **(5.89)**

Source: See Table 8.2.

Note: Reported estimates are derivatives from Probit models with specification such as in Table 8.5, columns (2). T-statistics are in parentheses. T-statistics of 1.96 (1.64) or larger indicate that the result is significant within a 95 (90) percent confidence interval. Results with T-statistics of 1.96 or higher are **boldfaced**. Results with T-statistics of 1.64 or higher are ***boldfaced italicized***.

Table 8.7. Firms Indicating that Specific Factors in the Business Environment Make It Harder or Impossible to Obtain Contracts, Sample Differences

Business Environment	African-American	Hispanic	Asian	Native American	Total Minority	Non-minority Female	Total M/WBEs	Non-M/WBEs
Bonding Requirements	**63.0% (54)**	52.1% (71)	40.3% (72)	50.0% (2)	50.8% (199)	44.6% (112)	48.6% (311)	44.4% (142)
Insurance Requirements	25.0% (80)	20.4% (98)	**13.1% (107)**	0.0% (3)	18.8% (288)	20.9% (177)	19.6% (465)	24.3% (202)
Previous Experience Requirements	**29.9% (87)**	22.9% (96)	20.9% (115)	0.0% (4)	**23.8% (302)**	22.0% (205)	**23.1% (507)**	16.7% (227)
Cost of Bidding or Proposing	43.8% (80)	40.7% (91)	29.4% (109)	66.7% (3)	37.5% (283)	**45.9% (185)**	40.8% (468)	35.9% (206)
Large Project Sizes	**69.0% (84)**	**57.6% (92)**	**52.8% (106)**	100.0% (2)	**59.5% (284)**	**56.3% (190)**	**58.2% (474)**	37.2% (191)
Price of Supplies or Materials	31.9% (69)	26.5% (83)	26.8% (97)	66.7% (3)	28.6% (252)	***36.3% (168)***	31.7% (420)	26.8% (183)
Obtaining Working Capital	**66.3% (80)**	**52.9% (87)**	31.5% (92)	**100.0% (3)**	**50.0% (262)**	**45.5% (167)**	**48.3% (429)**	34.6% (179)
Late Notice of Bid/Proposal Deadlines	***64.1% (78)***	59.5% (79)	48.4% (93)	100.0% (3)	57.3% (253)	53.8% (171)	55.9% (424)	50.8% (185)
Prior Dealings with Owner	15.5% (84)	14.8% (88)	14.3% (112)	0.0% (3)	14.6% (287)	14.8% (182)	14.7% (469)	11.3% (204)

Source: See Table 8.2.

Note: Total number of valid responses in parentheses. Figures in **boldface** type are statistically significantly different from non-M/WBEs using a conventional two-tailed Fisher's Exact Test and within a 95% or better confidence interval. Figures in ***boldface italicized*** type are significant within a 90% confidence interval.

Table 8.8. Firms Indicating that Specific Factors in the Business Environment Make It Harder or Impossible to Obtain Contracts, Regression Results

Business Environment	M/WBEs
Bonding Requirements	+
Insurance Requirements	+
Previous Experience Requirements	+
Cost of Bidding or Proposing	+
Large Project Sizes	+*
Price of Supplies or Materials	+
Obtaining Working Capital	+
Late Notice of Bid/Proposal Deadlines	+
Prior Dealings with Owner	+

Source: See Table 8.2.

Note: A plus (+) indicates that a group is more likely than non-M/WBEs to report difficulty with business environment factors. A minus (–) indicates that a group is less likely than non-M/WBEs to experience difficulty. An asterisk (*) indicates that the disparity is statistically significant within a 95% or better confidence interval. A dagger (†) indicates that the disparity is statistically significant within a 90% or better confidence interval.

Table 8.9. Percent of M/WBEs Indicating that Prime Contractors Who Use Them as Subcontractors on Projects with M/WBE Goals Seldom or Never *Hire* Them on Projects without Such Goals

M/WBE Group	All Industries	Construction	CRS	Services	Commodities
African American	74.4% (78)	65.4% (26)	70.0% (10)	80.0% (40)	100.0% (2)
Hispanic	67.1% (76)	58.8% (34)	75.0% (20)	81.3% (16)	50.0% (6)
Asian	73.0% (100)	62.5% (24)	58.8% (17)	83.0% (53)	66.7% (6)
Native American	100.0% (4)	- (0)	- (0)	100.0% (3)	100.0% (1)
Total Minority	72.3% (260)	61.9% (84)	68.1% (47)	82.5% (114)	66.7% (15)
Non-minority Female	62.6% (155)	56.1% (41)	50.0% (34)	73.8% (61)	63.2% (19)
Total M/WBE	68.7% (415)	60.0% (125)	60.5% (81)	79.4% (175)	64.7% (34)

Source: See Table 8.2.

Note: Total number of valid responses in parentheses.

Table 8.10. Percent of M/WBEs Indicating that Prime Contractors Who Use Them as Subcontractors on Projects with M/WBE Goals Seldom or Never *Solicit* Them on Projects without Such Goals

M/WBE Group	All Industries	Construction	CRS	Services	Commodities
African American	73.7% (76)	72.7% (22)	80.0% (10)	71.4% (42)	100.0% (2)
Hispanic	61.3% (75)	45.5% (33)	73.7% (19)	88.2% (17)	33.3% (6)
Asian	67.0% (97)	61.5% (26)	56.3% (16)	71.4% (49)	83.3% (6)
Native American	50.0% (4)	- (0)	- (0)	66.7% (3)	0.0% (1)
Total Minority	67.3% (254)	58.0% (81)	68.9% (45)	74.3% (113)	60.0% (15)
Non-minority Female	66.0% (156)	52.4% (42)	59.4% (32)	77.3% (66)	68.8% (16)
Total M/WBE	66.8% (410)	56.1% (123)	64.9% (77)	75.4% (179)	64.5% (31)

Source: See Table 8.2.

Note: Total number of valid responses in parentheses.

IX. New York State's Minority- and Women-Owned Business Enterprise Program

In this Chapter, we provide a general overview of New York State's Minority- and Women-Owned Business Enterprise Program, followed by a summary of business owner experiences with the Program. This review is to assist the State in evaluating its current race- and gender-conscious efforts to ensure that future initiatives are narrowly tailored.

A. Overview of New York State's Minority- and Women-Owned Business Enterprise Program

Article 15-A of the Executive Law, Participation by Minority Group Members and Women with Respect to State Contracts, was first enacted in 1988. Article 15-A embodies the policy to promote equal opportunity in employment for all persons, without discrimination on account of race, creed, color, national origin, sex, age, disability or marital status, to promote equality of economic opportunity for minority group members and women, and business enterprises owned by them, and to eradicate through effective programs the barriers that have unreasonably impaired access by minority and women-owned business enterprises to State contracting opportunities.

The current law, reauthorized in 2003, defines "minority group member" as a United States citizen or permanent resident alien who is Black, Hispanic (persons of Mexican, Puerto Rican, Dominican, Cuban, Central or South American of either Indian or Hispanic origin, regardless of race), Native American or Alaskan native, or Asian and Pacific Islander. Article 15-A applies to state departments, colleges and universities and certain authorities.[265] It establishes a statewide certification program.

The statute creates the Division of Minority and Women's Business Development, which is responsible for Program administration, oversight and reporting. The Director of the Division promulgates rules and regulations to ensure that certified businesses are given the opportunity for meaningful participation in the performance of State contracts and to identify those state contracts for which certified businesses may best bid.

Article 15-A covers "state contracts" for labor, services, supplies, equipment and materials in excess of $25,000, and acquisition, demolition, reconstruction, etc. of real property and improvements in excess of $100,000 For construction contracts, bidders must demonstrate a good faith effort to solicit certified firms and agree to be bound by their utilization plans for M/WBE participation. For all contracts, contractors must submit a utilization plan before award, which must be reviewed by the agency within a reasonable time. Any deficiencies must be

[265] A complete list of State Agencies, Authorities, and Other Budget Entities subject to Article 15-A appears below in Appendix B.

identified and remedied. A contractor may apply for a full or partial waiver of the goals based on good faith efforts to meet them, and appeal any denial to the Director. Successful awardees must periodically report on their progress towards meeting the goals in their utilization plans.

Each contracting agency shall be responsible for monitoring State contracts under its jurisdiction, and periodically report to the Director activities to promote and increase participation by certified businesses with respect to State contracts and subcontracts.

Complaints that a contractor has violated Program provisions or that the agency has failed to issue a waiver are considered first by the Director. If that fails, the Director refers the matter, within thirty days of the receipt of the complaint, to the American Arbitration Association for proceedings in accordance with its rules.

In addition to overseeing certification and goal setting, the Division administers various business development initiatives. These include:

- The Pilot Bonding Program for certified MWBEs to facilitate their participation in the SBA Bond Guarantee program, including special technical assistance.
- The Capital Access Pilot Program, in collaboration with the New York Business Development Corporation, to provide capital in connection with a specific contract.
- The Transportation Capital Assistance Program for M/WBEs and small firms that have prime contracts or subcontracts with New York DOT. Loans range from $20,000 to $5000,000, at the prime interest rate.
- The Resource Referral Network of Technical Assistance Providers.
- Financial, technical and "green" industries initiatives.

The state finance law was recently amended to mandate that every agency, department and authority that has let more than $10M in service and construction contracts in the prior fiscal year develop a Mentor-Protégé Program for small firms and M/WBEs. Section 147 further mandates that each agency, department or authority must develop a process to oversee and approve the agreement between the mentor and protégé. The chief executive officer of each agency, in consultation with the Division, must establish requirements for approval of contractors acting as mentor firms, requirements for protégé firms, and requirements for a process for establishing mentor-protégé agreements. Details of these steps are not outlined in the bill.

Article 15-A does not set overall, annual targets for State spending. Instead, agencies develop overall goals for their contracts, and adopt procedures to implement them, such as when the utilization plan is due, how to request waivers, etc. For example, the State University Construction Fund has adopted goals of 8% for MBEs and 4% for WBEs or 10% for MBEs and 4% for WBEs for projects located in the New York City and Long Island regions. The Dormitory Authority of the State of New York's (DASNY) statewide construction-related goals are 13% for MBEs and 7% for WBEs. DASNY has also adopted targeted programs for construction, commodities, construction-related professional services, the City University of New York, and

financial and professional services. It also provides technical assistance in addition to that provided by the Division.

B. Business Owner Interviews

To gather anecdotal evidence of the effectiveness of the Program in opening up opportunities for all firms, including M/WBEs, we interviewed 232 firms. We also explored owners' experiences with other race- and gender-conscious contracting programs, as a guide to future initiatives.

The following are summaries of the issues discussed. Quotations are indented, and are representative of the views expressed over the many sessions by many participants.

1. Program Eligibility, Participation and Services

a. Certification as a Minority- or Woman-Owned Business Enterprise

In general, minorities and women reported that race- and gender-conscious contracting measures are needed to ensure full and fair access to State contracts. Being certified created opportunities that otherwise would not have presented themselves. Affirmative action contracting programs were seen as vital to the continuing viability of their companies.

> Once I got the certification, it has made a big difference. I can say the first job I got was through my certification, and that went pretty well. The second job didn't go too well, but it does get me in the window for jobs. I do receive a lot of bids. Since I'm in the minority circle, they have a listing, once you are on it, that people can go to see who's on that list. Now that I'm on that list, I receive probably nine bids a week through my fax machine and through my emails. It does help.
>
> We proudly pronounce that we are a WBE New York State certified. In our industry…we try to team up with people because we're not quite large enough to be prime on a lot of things. There are a couple of different things: being a WBE gets us on the list, allows people with these enormous State contracts to go through and call and pinpoint who they need for what, and then call us and ask us to respond, which has been very positive, overall.
>
> I got my certification about a year ago after one year in business, I got an MWBE. The process was very easy. The interview process was very easy. Since then, any state agency that contacts me has actually asked me if I'm an MWBE or a WBE…. A lot of times, when there are projects that come around, the architects actually call me and ask me to submit. So, I've been on a couple of proposals already for the VA, for some other state agencies we've gotten shortlisted, but again, I don't know how much of that really helps the team get the project because everybody has to meet those requirements.
>
> Every agency is different. Like for instance, Albany Housing Authority, they specifically asked me upfront whether I was a WBE.
>
> [The WBE certification is] a big advantage for us.

> [B]eing certified and having the right price will get you the job every time.… So you have to know where the work is, what's going on, go after it, and if you believe in what you can do for them… And living in this area for a long time and doing business here, you know who, what companies are serious about using minority- and woman-owned businesses.
>
> [T]hat they have that MBE goal helps them stay in that business and do other work. So, I think it just grows them into being able to do a larger volume of business because of that MBE program. Without that, they won't be able to sustain that either.
>
> I think it's worth it in the sense that if you talk to a state agency, I mean, a particular agency that you're interested in talking to. If you say that, they'll actually talk to you.
>
> [W]e wouldn't be here if it wasn't for the certification program.

More experienced M/WBEs advised firms to use the Program as a help, not a crutch.

> I would like to just encourage people that the Program does work, but you're going to have to do your part to make that work for you also.
>
> I think a lot of it is if somebody asks you to be on a team, you ask some very probing questions. One, are you going to find out if you're going to be shortlisted? Fine, you'll call me, and you follow up with phone calls. We can't sit back and say, "I'm a WBE; come hire me." We've got our own responsibility to really follow up and be just as prudent in our business practices as we would be in any other type of business without a WBE or MBE qualification. I don't think we can expect people to hand work to us. I think we can expect them to comply with the requirements, but I think we have to be very clear about what our requirements are if they want us on the team.

Other minorities and women, especially those outside the construction and design fields reported fewer, if any benefits, from being certified.

> We have never gotten one account, not one State or government account, through the certification. I never have been solicited.
>
> [W]e've been a well-known [WBE] for 35 years. I can't remember one job I got from being certified.… Oh, they love that we are certified, but the low bid wins the job. There's no question about it. If there's any differential, they say, "Nice try. We'd love to have you," but it's a dollar and cents thing.… No one's chasing us down and giving us business because we're woman-owned.
>
> We are certified.… I've had no luck at all with getting business as a result. The Women's Business Enterprise part, as far as I know, I'm the only one that does what I do as a Women's Business Enterprise. I bring that up, and it's just like nothing, it just falls on deaf ears.

> When I think back of the contracts that I have, I can honestly say I've won them through being the most competitive bid. I don't quite see the virtues of being certified.
>
> I have one particular large agency that I've been trying to deal with for years. My having a WBE doesn't make any difference. That business went out by RFP years ago, and they awarded it to a New Jersey company, that's not New York State certified, obviously, they don't have any business in New York, except this. They have not put it out to RFP again, and any time you approach them and you offer up the fact that you're a WBE and the goals and experiences that we have in New York are much greater than that New Jersey company, the good old boy network hits. Then it's "No, it's a contract that they've been awarded that we're happy with and have been happy with for years." And so we cannot break that, and when I became a WBE, I had hope and some maybe unreasonable expectations that that was going to level the playing field for me, and it hasn't

Other participants' experiences were more mixed. Certification was sometimes a help, sometimes a hindrance.

> For me, [certification] both [helps and hurts].… I don't per se advertise that's what I am, but that's usually one of the first things they ask me.
>
> I guess I would have to agree with him whole-heartedly in terms of the MBE component in itself not being 100% an advantage.
>
> I've got some of my jobs because I was certified.
>
> [Being certified] just solidifies the [existing] relationship, and so in that sense it's helped us.
>
> I think sometimes the WBE status does help us, but right now not at all, because the state is so strapped, the state agencies.… I'm always optimistic. So, for those two reasons, if there's even a chance, it was a long process and all that, but it was thorough and it was fair, I didn't have a problem with that.

Several firms, both M/WBEs and non-M/WBEs, expressed concerns about "front" firms, that is, enterprises that were not legitimately minority- or woman-owned, managed and controlled.

> Another major supplier opened up a business with his wife, and now he's funneling all of his business through his wife's business.
>
> We have no advantage or level playing field with two or three companies that we know of that are painting contracting companies that are just men that opened the company in their wives' names. We'll never be able to be competitive with them.
>
> [N]o offense to any women in here, one of the biggest problems I'm having is companies out there are white-owned, and they take their wives and now the wives are certified.
>
> [You] never see those women.

> [I] do know some companies that I've never seen a woman. I work with them. And all of a sudden, they show up as a WBE. And, I've never seen a woman or worked with a woman. But, what happens is typically the wife does know a lot about the business, and they interview the woman, and she knows enough to pass that step. So, they'll say that they do, in fact, interview these people. But the reality of the situation is, they know a lot from listening to their husbands at the dinner table, but they don't really work in the business, or they're the secretary.

b. Access to information

Smaller and new firms found it very difficult to access information on upcoming opportunities or to contact the appropriate State personnel.

> New York State [needs] a better means by which to alert people to what procurement opportunities are out there

> I know that there are contracts out there, and I know that there are opportunities out there that aren't necessarily on the New York State Contract Report that are perfect for a firm like ours, but I don't know how to go about finding those particular things. As an example, I know that the New York State OGS has something called "[job order] contracts." I don't know where or how they are posted. There doesn't seem to be a lot of transparency with that. I'm getting conflicting information from the New York State DOT, OGS, and DEC about the limit that can be subcontracted, or that we can be a prime on, like the monetary limit.… I'm unclear if that's an agency thing, like each agency has its own threshold, and no one seems to be able to answer those questions for me.

> I don't have a list [of buyers], I don't know whom to call, I'm going to have to start the process all over again. Very frustrating.

> I literally spent two months [after becoming certified] going through every State agency and calling them to try and procure work from them…. WBE certified, who's your person? Yeah, thanks, goodbye. And I called and called and called. Finally, I get an email, "Thanks, if we need you, no problem."

> I went to get a set of drawings [from OGS]. It was over a thousand dollars for a set of drawings. It's like, okay, I guess I won't pick up those drawings.

> What I'd like to see happen is for us to get a list of companies that are actually submitting a bid so that we can go and ask them to be their sub.

> [M]any of us here in this room have been awarded an OGS [schedule contract]. We're on schedule, but we don't get anything. Just because you got an award means absolutely nothing. You still have to solicit agencies. They are to give an approved list, and all they are is a list of telephone numbers, names of people and email addresses. It's about 9000 email addresses [of agency personnel] of which 1000 are no good.… But even when you reach out and call the group, they don't return your calls. It's almost like never even answer the phone. I've never seen any place that I call every day and no one ever answers

> the phone. So I said, "They must be caller ID and they just delete it." So, it's a little bit frustrating because you don't really know how to [get] work.… We all do what we're supposed to do and we're just not getting an opportunity.
>
> If they would just let us know who's running the job, even if it's within your State facilities, give us the names of the guy that's going to be the project manager. Give us the name of whoever in that agency is going to be running the construction management part of it. It doesn't have to theoretically be an outside contract management company, but if they have an internal group there. If I know that name, I will indeed send them out some information and then contact them right away and see if there is something I could do for them on that job.

Several participants mentioned that the State did not inform them of the outcome of their bids or proposals.

> I don't know [the outcome of the award process]. The [buyer], I emailed him. I call him; he doesn't call me back, so I don't know.
>
> We never got anything back as far as feedback, how we were rated.… Total lack of feedback.

Several M/WBEs reported that the Dormitory Authority's implementation of the Program was superior to most other agencies'. There was a general consensus that DASNY's program is mostly accessible, comprehensive and successful.

> DASNY is very proactive. As far as State agencies, I think DASNY is the most proactive as far as MWBE.
>
> DASNY was great to work for. They pay you like quick. Two weeks.
>
> DASNY's done something recently where they deployed a group that monitors how a general contractor will pay the WBEs, the MWBEs. I think that's a great project that they've got going on. If they find that they are not paying, there's a number that you call. You will get a counselor assigned to you, and they track that person down and make that payment in a timely fashion. So, that's wonderful.
>
> DASNY is an agency that will send me a letter stating, "The prime is such-and-such and you will get this amount of work from them. If you don't, please contact us," which the state doesn't do. But, DASNY's been very good at doing that.
>
> We've done a lot of work with DASNY, and originally we were coming in as a WBE and as a subcontractor. We've recently within the last couple of years been awarded several contracts as prime, and we always have to put in a plan as to what we're going to do for WBE or MBE.

The transportation agencies were also mentioned as being easier to work with than some other agencies.

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> The Department of Transportation offers [bid information] online. It's easily accessible and it's easy to understand, navigate, and find out what you need to know as far as upcoming projects along with who was the low bidder. I now have a list of all the contractors requiring bidders and you can contact them specifically and directly that way. They list their name and their address and telephone number. But not through the New York State [OGS] website.

> Niagara Frontier Transportation Authority…[will] give you documents for free or allow you to come in and look at them if you're a certified firm.

c. Supportive Services Programs

More supportive services were repeatedly cited as a critical need. There were several types of assistance discussed by participants.

First, many certified firms wanted follow-up on their experiences and progress from the Department of Economic Development ("DED"). There was the perception that once they were certified little help was offered to access State opportunities.

> I've never had correspondence from [DED]. I have never had a phone call. I have had zero communication with them since I've been certified, and I'm not sure if I'm even going to bother because there's-- Where I'm standing from, there's absolutely no advantage.

> When you become an MWBE in New York State or you become a DBE in New York State, there is nothing that you receive from either of those entities basically orienting you to how to actually move forward as an MWBE on State projects or a DBE on DOT projects. So, that is a big hole, and it is a hole that needs to be filled. There isn't, for example, anything that says, "Go look in the New York State Contract Reporter for job opportunities." The agencies don't do anything.

> It would be nice if the Empire State Development did offer some service after they got us all certified. They kind of get you certified and send you out without a come-back-to place, for a little guidance, a little help, a couple introductions.

> [W]hen I got certified with New York City, I was assigned this specific counselor, probably a social worker, probably had hundreds of other people. But whenever I had questions, she was there. If she couldn't answer it, she would send it out to other people. I got technical assistance that way, helped figuring out was my proposal in line, helped me walk through some of the bid things, because product is different than services, and you have to take different kinds of things into consideration, so they would help review, "Did you think about this, did you think about that?" So, that was really terrific.

> To me the biggest key would be technical assistance, because for example this one we just bid on, there was a question about the threshold for a bid amount, and it was so close

> to what our bid was going to be, so we want to know if that's a line you're drawing, because if it is, we want to make sure we come in a couple of nickels above or below that line, and we couldn't get anyone to even explain to it. We're like, "No, we understand non-compete and we're not allowed to talk to everybody. We're asking for an interpretation. That would be called technical assistance." In trying to explain it to us, they gave us like three citings for three different laws that were all nested within each other, and we never got an answer; we just guessed.… And we know it wasn't just us because three times they tried to answer that question to all the bidders, and we weren't the only ones that didn't get it. Then what happens is, when people start to get like that, you think you know what, they're not even going to entertain us. They already have somebody in their back pocket so they haven't thought out the whole thing. So, do we bother or not bother?
>
> Answering an RFP, when you're doing it for the first time, it's very cumbersome, if you had somebody within the agency to be able to coach you the first time through, regardless to whether you win it or not. I'm talking about just get me through the process one time, and none of that has happened, none of it has happened.… There's no supportive services type of follow up or assistance.
>
> What I'm not seeing is really the supportive efforts from any of these entities relative to that talk. And what I mean by that is the support and the outreach efforts that I think would be appropriate relative to embracing and bringing folks in to understand their contracting practices. You know, as a public entity, we would bring folks in and we'd say, this is how we do business. We'd walk them through the procurement and contracting process. We would reach out to them and, you know, try to learn and help them grow. We would do matchmaking sessions between primes and subs so that you would have an opportunity to talk to the bigger firms and figure out how best to place yourself. I'm not seeing anything like that in this area which kind of leads me to draw my own conclusions and that is, lot of talk, no action. How dedicated are these, you know, public entities, to really supporting the State initiatives?

Some large majority-owned prime contractors agreed that M/WBEs need supportive services to succeed.

> I think once a minority contractor gets stated that they are a minority contractor for the State, there should be follow-ups… I think that once they get qualified they just kind of shoot them out there…. They need somebody to say, "How are you doing? Are you getting any jobs? Do you have any questions? Can we help you in anyway?" They should go back and try to find somebody that can help them whether it is a contractor or AGC or somebody that can help them. Maybe they don't know that those avenues are there. Somebody needs to be checking in on them.
>
> It's just that the nature of life leaves people, you know, less opportunities than others. So, in an effort to get that this is our country's response to those less fortunate. So, it's great except for it doesn't work. So, they need technical abilities. They need to have people who are capable of business acumen. They need to have real, the real technical. Our [construction] business is technical.

> Well, the program has been around for quite a long time. I don't remember exactly, but I'm sure it's been in for over 20 years, and you still have the same problems that at least I can see that they had 25 years ago, which is there is very little training or opportunities afforded minority companies as to the processes of business if they don't have it already on hand. That's the one thing that I've found with my mentoring of an MBE here locally is that the business process and things to understand and know.… [A]s simple as lending relationships, and if you don't have lending in construction, a relationship, you're not going to be in business. So, that kind of training. Understanding some basics on—It's one thing to build the job, but then understanding how the job is costed out. All of us are in the same kind of industry, and we all know what costs are, but that kind of training isn't always apparent in the beginning when you first enter. You know, you could build the seat, let's say for $20, but do you know what it actually costs to build that seat and what the components are? That kind of simplified scenario is sometimes missed on the MBE side because of the lack of training on it. Those are the kinds of things I think they really need to focus on.
>
> It really comes down to an education. We're trying to put somebody in position to do this wonderful scenario, and they have no education to understand the blocking and tackling. How do you do the basics? It's everything from creating a relationship with the bank for funding and financing, creating relationships with an accounting firm so that they can figure your cost out. If you can't physically do it yourself, you have an accounting firm. You have to have a legal firm. Even if it's on a subcontracted basis, you have to have a legal firm to make sure the mistakes you're making are not going to destroy you.… They've got to be able to have those kinds of classes in some of the SUNY branches. I mean this is only a suggestion because those kinds of people that are trying to get into this thing need that kind of information before they do it, not once they get the contract. Failure becomes the only option.
>
> [W]hen somebody decides to go into business, they should haul somebody into a class like that and say, "Before you sign up and you want to become an LLC or a C corp or whatever you want to become, you have to take this little training."
>
> Like it may be hard for them to do their payroll and their accounting and all those other things plus manage the work out in the field because the small business owners, typically they're the superintendent and they do everything else.… [I]t's hard for them to fill out a stack of paperwork when they're also out in the field all day. So, some sort of incubation process could help them out.

Many participants wanted an advocate in the agencies, in addition to the staff at DED.

> Suppose all the agencies have an MWBE representative that is supposed to be lobbying for you. It's very hard to find that person, the MWBE office doesn't know who they are. It would be good to have them have a central bank in the office there, so that position is accessible to us from the MWBE office.

M/WBEs in many industries would welcome the opportunity to become prime vendors on State contracts. Qualifications, bonding, insurance and networks remain barriers with which they would welcome State assistance.

> The question becomes how do we get out of that role and move up to be prime contractors? So, to me that's where State agencies could actually be a little bit more proactive.

Sessions to introduce M/WBEs to state buyers and prime vendors were repeatedly mentioned as necessary to access opportunities.

> Matchmaker [sessions would be helpful]. Or just even what do you do? What do you need? Who would we call? When is your contract up? Just a little more communication with somebody.

> I actually have been to all the different matchmakers. I don't know if anybody else has participated in any of those, but they're really, really worthwhile, I mean between meeting other people and other agency contacts. I did speak to someone from the Empire State Development, but I didn't actually follow through with her or anything. The other thing is that when you do meet them and you do follow up, a gentleman at OGS was very helpful to me.

> They had one matchmaker event there, but just because it was under the heading of Empire State Development, so this is nice, after two years I can finally get some input or possibly a connection as to how they can help me.

> It was really interesting, because they had all the purchasing agents there in separate rooms that you could go and call and introduce yourself and it was really, really hands-on. We've done SUNY every year.

> It was a really big procurement—there were seven or eight qualified bidders. And we were invited to come and to go around and say, "I'd like to be on your proposal." And they could understand our skills, and some people said, "Even if we don't get this contract, I'm really glad I met you because I could use you on another contract."

There was overall support from M/WBEs for mentor-protégé programs, including awarding credit towards meeting contract goals for participation.

> You have a majority firm training a minority- or woman-owned business that should satisfy the goals.

> [Y]ou'll win and we'll win because number one you'll be helping to develop a relationship with a minority company that can actually help [the general contractor] meet the goals that [it's] supposed to be meeting.

> I did find [participating in a mentor-protégé program to be] helpful. It's really, like anything, what you make of it. I mean these people are at my disposal. I can tap into them

> at any time for a year. It was January, I started out last January, and I'm coming up on the end. I met with the president of a large company. It's not what we do, but he's a wealth of wisdom, and he's just a phone call away or an email away. Throughout the whole year, I could just ask him anything. And I'm sure it's a relationship that come December he's not going to say, "You can't call me anymore." I think one that will go on indefinitely.… I've turned to him several times just for wisdom, and say, "You know, I've got this contract issue. How would you handle it?" He's been a wealth of information that's just beyond my years. I mean he's been in business for 50 years, and I haven't, so why wouldn't I turn to him for advice? So, I would say a mentoring program like that where you have business executives here, whether they're in construction or something else, it could be an attorney who has a successful law firm. Why can't they provide advice, just business advice, sound business advice, and that could help us get to the next level?

A few WBEs objected to mentor-protégé initiatives because of the effect on M/WBEs that do not have a mentor.

> That sounds like it'd knock the rest of us out of the loop who are small businesses trying to get bigger.

> They'd be taking on their own small businesses by mentoring more. I don't know if that'd be advisable for something to be put in like that.

Several prime contractors reported that they informally mentor M/WBEs, and opined about why prior efforts had fallen short.

> We used to have a program called the […] at […], our general building contractor, AGC chapter, which really tried to train and mentor young MWBE firms along with majority firms. I can't remember when that was. Twenty-five years ago, I think we did that. Basically, the program fell apart…. I think there's a simple reason for all of the failures. That is that we are in a tough business. There's a high failure rate even if you're third generation like I am in this business. That's the first simple fact…. The second and most important simple historical fact is the way successful contractor firms are created and sustained and make money and continue through multiple generations is by starting with an owner who has been through the trades. … The pipeline problem. Unless you have that, you simply aren't going to get sustainable young people coming out of the trades and wanting to be in the business.

> I know that DASNY has a mentor program. However, I don't think very many M and WBEs in this area know about it, and perhaps they don't necessarily do DASNY work.

> It's a hard business…You have to be dedicated. Like us, we're seasonal, so we have to be totally dedicated for seven or eight months. We don't take vacations. We don't take holidays. We're in the office as owners and family members six or seven days a week for 10 to 12 hours a day. That's hard work, and unless you are ready to make that dedication, you are not going to make it, especially in New York. I think we try to make it look like, especially for the minority and the females, "We've got goals out there and you can make

this kind of money. Get in there. Get your State work." Okay, so they do it. Well, now they've got to pay the prevailing wage rate, they have to have all this insurance.

I know a couple of minority friends of mine that have failed because they took on a whole bunch of work, weren't really prepared, and then they failed. Once you fail, then you've got the problem with the banks. Try and go back then, and you're out. … [Y]ou hit a big thing there with too much work. The gentleman that I'm mentoring, he increased his sales from $200,000 to $1 million in one year. That's a huge increase, and he did not realize that he didn't have the infrastructure in place. He didn't have the financing.

I think you need to start at the lower levels in helping them instead of dropping them right into State work. They need to start at the lower levels and help them get going that way, the grass roots. Getting them acclimated to doing paperwork and how to bid work and things like that. They need to get going just like everybody else. Probably everybody here started right at the ground. Then after a certain amount of years broke into State work. That's how we did it with our very first business. For years, we did parking lots and driveways. Then all of a sudden we started doing a little sub work for contractors for the State. We got the feel of that. Then we started bidding our work. But, it took 25 to 30 years before we could do that. We probably could have gone earlier if we'd decided we wanted to. That's what you've got to do. You've got to start them at the ground. They can't pay the prevailing wage rate. They can't just open up their doors and say, "Okay, here we are," and go out and pay prevailing wage rates and insurance. They can't afford all that…. I think that [providing services for firms that weren't working on State projects to help them get going] would be a great idea. I don't know what the solution is, but that's how they need to start.

We mentor a lot of smaller contractors. A lot of minority contractors we do. A lot of them need to be paid before we get paid. We do that if we can afford it. We get a couple of calls a month that somebody needs some money. We try very hard to make sure that they get their money. Paperwork, I lots of times help them with their paperwork. I'll go right to their office if they are close enough and sit down with them, get their programs started that they need for DOT… [W]e really do need to have some way to give them some of that technical training… It's almost like they need a mother figure. If they get in a jam they can just get on the phone and call, "I've got this problem. I need to do this." Or, "I've got this form and I don't know how to do it. I don't know if I should sign here or what I should do."

My company is involved with a protégé program right now; however it's very small.… [W]e have our own program, just a company program and we've partnered actually with other executive-level staff from other companies in the area. We match two executive-level staff to one protégé. But we only have four protégés.… It's a start, and they get a lot of one-on-one attention. They get years of experience at their beck and call basically. It's very informal whereas we don't have a course that goes with it. They just go and meet with those people and they talk about whatever they want. It's been well-received. We've been asked to expand it, but to have a program like that, I think the protégés from what I understand got a lot out of it. But, to get those type of people, a lot of them to commit that level of time is somewhat difficult.… Two of them are not union, so it's hard

> for us to give them work. But, what has been happening is that the executive-level mentors that are involved have been talking to—even though it's not their own protégé, they may talk to another protégé about other work that they're doing. So, it's basically building those relationships that they wouldn't necessarily have a chance to do otherwise. I think it's very difficult. I hear it on almost a weekly basis that the firms that I work with, that they're trying to get work either from us or as working with one of our primes or even on another job. The biggest obstacle is just trying to get their foot in the door because a lot of times, those primes already have their established M and WBEs that they work with and they don't necessarily see a reason why they should go other ways.
>
> Sometimes we know a sub is having trouble, they're a small firm, they need the paycheck because they have to pay their salaries. Sometimes we'll expedite one of those and take the risk of not getting paid. By paying before paid, the big firm basically takes the risk of maybe not getting paid.
>
> We're actually training, helping out another smaller paving company right now because of all the paperwork we do, like I was telling you, the cost of the asphalt is so high, unless the sub is providing some of that asphalt, we really can't meet these goals. So, we actually pave, but we're hiring this company to pave certain portions of our work.
>
> [Outside of a formal mentor-protégé program] I think sometimes they don't know that they can use [the contractors organizations], that they can call another contractor. They don't feel comfortable enough to call and ask these questions. I think that's what we need to get out to them. "Don't be afraid to call somebody and ask." We as a contractor are always using our competitors. We go back and forth all the time. We bid against each other every single day of the week, but at the same time when we've got a problem, we can call them up and ask for help with anything. A piece of equipment or a job we're bidding. It just goes hand in hand and I think sometimes they don't understand that. They don't know that they can call and get advice.

Several prime contractors supported a formal mentor-protégé program

> But I think if you blended it into the business model where you said, "Okay, if you bring in a disadvantaged business, we're going to give you a leg up." Instead of giving them the leg up, give us the leg up. We can take our business skills. Give us an incentive to do it.
>
> We'll train them through a scope, all right. If they want to be a framer, we'll put them on and we'll train them, you're going to be a framer. That just creates another sub for us.

Some large general contractors thought the State should help to support organizations for M/WBEs.

> If it were State funded, whatever it was, where they were able to be organized and where they didn't have a lot of overhead.
>
> That's a very good idea, because wouldn't be so intimidated because they are all in the same boat. I just said that might be a very good idea because they're all in the same boat.

> They won't be intimidated because of the big contractors. They are all in this together, all trying to get ahead.

Many M/WBEs mentioned obtaining surety bonds as a major impediment to obtaining work as prime contractors.

> The biggest problem we find is getting bonding.

> [T]he State [should] have a program to ensure or give better access to the bonding and banking for each individual company.

Large majority-owned prime contractors echoed the fact that bonding, insurance and access to capital are barriers to their utilizing M/WBE subcontractors.

> [P]rovide some kind of bonding capacity to these firms so that they can walk in and work with us.… They can come to work for us, and we don't have to worry about suffering a loss. I just completed a project that I went through three of the same trade, and it was a minority contractor, three of them went belly up during a job, and three of them were halfway decent companies, and three of them all had different pricing structures.… They are not good financial managers. And, they don't have at risk what our firms have at risk.

> I'm willing to work with them and help them, but I don't want the responsibility of their finances, just like no one wants the responsibility of our companies.

> If I ask a guy if he can get a bond and he says no, what's the probability that he can finance and perform his job? It's not good. Let's say it's not. But he can't, you know, so if he says yes and I ask him who the bonding company is, as long as it's not Cayman Islands Special Bonding Company or something it's probably okay. But the idea is that that's a litmus test for financial responsibility. So, those are the issues. There's financial responsibility. There has to be some basis upon if you walk away there's a penalty. Not if you walk away, I get to clean up your mess. Which is basically the way it is.

> [W]hy can't the government do some type of loan program or guarantee a certain percent of the loan to a bank?

Some M/WBEs recounted that staff at DED had been helpful in providing information about access to bonding.

2. Contract administration

a. Contract specifications

Contract size was a recurring barrier to the participation by M/WBEs and small non-certified firms.

> [W]e have our difficulty and our challenges to take the next step from being a [WBE] subcontractor most of the time, to trying to get some prime contracts from some of these

> other State agencies. We have a contract right now with the New York State [agency]. We've held that contract for a number of years. The thing is, though, is that the next contract, which is the one that allows you to use your brain, the minimum requirement was that you had to have gross revenues of $25 million a year averaged out over three years. So, that takes it from being a small business to being a large business, but there are no stepping-stones in between to help you through that process.
>
> [I]t doesn't seem that there's a space for small to mid-size firms.
>
> The one thing they can do, which they've never done (and I've discussed this at many different public agency levels) is de-bundling these contracts that they let out because the smaller contractor, minority woman owned contractor usually cannot take a big chunk. You generally can float the bonding. I couldn't take a whole big government project that I could actually do over a two-year period. The bonding was a little above what I had. I think what de-bundling some of these contracts would do for many of the smaller woman and minority owned companies is you'd be more competitive bidding on a piece of the pie as opposed to trying to bid what your trade does and then three of your friends to try to get that job. When you have three people bidding that same job everyone wants their profit in there, and it gets out of reach. If they de-bundle the project, and just give me the metal. Don't give me the stone and the wood, even if I can do it. I can't handle all of it. Just give me this part. This is something that I've discussed at many levels and the big companies, the government agencies when they want to do a big project—the State, the city, the federal—they bundle these things so big, some of these portions, that only a handful of contractors can take that portion.
>
> Yes, unbundle it. Don't give it just to one consulting firm.
>
> We're on Contract Reporter, we see all the RFPs that are coming out, and rarely do we chase after any because most of them are either too overwhelming or to write the proposal would take [too long for uncertain outcomes].
>
> [T]hey need to start putting out smaller contracts that are specifically geared to those businesses. They have a whole list of MWBEs in New York State and all the primes call them, but what I'm hearing across the board, is that not everyone needs to be a subcontractor. Like if there's a big engineering contract through OGS for a specific job, they can take a piece of that and put it specifically toward-- so instead of using the primes and their good faith efforts to increase participation, they should just do it themselves.… OGS, DASNY, I mean they have these huge, huge projects. They don't have to be that huge. Each project can be broken down, and they have these huge contracts that are either state or region wide. They don't need to be that big. They can be broken down a little bit more, and you'll get a better quality of work at the end of the day when there aren't 25 hoops to jump through in order to get there in the first place. If they really want to facilitate some direct competition and encourage the growth of WBEs and MWBEs, then someone needs to take charge.

Some owners felt that the State has a mindset that bigger is better and more qualified.

> [T]he program is defined the mindset is that all these big projects have to go to a big consulting business, or to big firms, and that small firms only can come as a sub.… [T]here are a lot of small businesses that can do the work as well as a large business. The mindset is that only a major Fortune 500 company can do it but if you really look at it, the actual work is only being done by five people in an office in Buffalo or in Albany.
>
> Sometimes too people have the idea that if they hire a big firm it's like CYA, cover yourself.… They could have paid five times more, they could have screwed up. But, it just is the CYA attitude of, I went with the biggest company and I went with somebody that's been around for 30 years so if it gets screwed up, you know, it's not on me.
>
> So you try as hard as you can to show that you can perform but if you got somebody coming in from a well established company that's fifty, sixty years old and they can come in with twenty brand new trucks, they're going to look at the shine compared to you and they really would rather keep the shine than give you the opportunity. Even if you've proven through many years to be able to perform …they'd still rather have the shine. That's why I was wondering with these programs and that, as far as financing, we can do financing, but I just told you the price of one truck. But, you know, interest on that. Now try to establish yourself, make payroll and support yourself and go farther with that kind of overhead expense. It's really hard to grow.

There was significant support for a small business setaside or target market, that would restrict bidding to small, New York-based firms.

> [I]t would be nice to see them do an incentive for small business.
>
> Small business is the way.
>
> New Jersey has a great, like, small business SB program. And then they do like certain setaside SBE setaside projects that pull it in for small businesses.

b. Meeting M/WBE goals

The goal setting process and meeting contract goals elicited many comments.

i. Solicitation of M/WBEs

Many M/WBEs believed that compliance with Program requirements was inadequate.

> I don't see the enforcement side of it. You have this Program for MWBEs, we all got certified, but I'm trying to understand, outside of the general contractors that appear, they have to be pressed hard enough, and you stay on them,
>
> It certainly is a virtue of having [a Program], but it's got to be more focused as to what it is the Program is about, and how it's going to be enforced, and who's going to be keeping track of these statistics.

> I have not seen anybody policing this, to make sure these numbers are met.
>
> [I]f you're going to run the program you need to stand behind it. You need to support it. You need to be able to have consequences in place should the goals not be met.
>
> [T]he State does an absolute lousy job in actually monitoring.
>
> [T]hey just don't have the manpower, there's no need putting speed limit on a road that you're never going to put a police officer on.
>
> They put forth a lot of goals. I don't think there's a lot of push for compliance. I think it's a lot of lip service as opposed to reality. And no penalty for not complying. There's more forgiveness I think. Oh, you tried. I don't know how hard you tried but I guess you tried. And that's enough. So I think it's hard to, they need to reinforce that if there's goals they have to be achieved.
>
> That there should be more enforcement of these percentages or these requirements, and that all the agencies should be held to a certain standard.…Why I can get in the door with one, and not another? Are they getting all of their needs met with some other MWBE? Oftentimes not. Oftentimes the old boy network is in place. In that particular agency, there's no enforcement.

Many M/WBEs doubted that prime vendors had real commitment to inclusion.

> I think that the contractors go through the motions of saying they're finding or looking for the subcontractors to facilitate achievement on their projects, but I think, like I said, I think it's more talk.
>
> I've got a company that's here too, sent four, five, six things a week from them. And I've been over to see them. I can't comply with anything because what I supply goes to their sub. That won't count for the DOT but I get untold amounts of paperwork. I've started shredding them. I get so much from them. And yet I know they know I can't comply but that meets their goal for solicitation.

Whatever the failings of the implementation of the goal setting process, most M/WBEs believed goals were essential to creating opportunities for them to participate on State contracts.

> Being a smaller company there's no way they would have dealt with me, would have took a chance on me. A half million dollar to a million dollar job, there's no way they. I'm one now just shy of a million and if it wasn't for the goals there's no way I'd be there. They'd give a friend work, you know.… if it wasn't for the goals, these big projects, there's no way I could get on them.… [On the other hand], if you knock on doors, you put out a good service, put out a good product, and you put together a resume that you can take around…[t]hen they might take a chance.

M/WBEs who were fortunate enough to obtain prime contracts stated that they should be allowed to count their self-performance towards the goal for which they qualify, as in the USDOT's Disadvantaged Business Enterprise Program

> I was not allowed to use myself as meeting the goals. So, I had to go out and get another woman-owned business enterprise, which to me defeats the whole purpose of this program.
>
> [O]ne of the main issues that we had with our company, where we weren't allowed to use our own work as part of the utilization goals of that program.

ii. Good Faith Efforts to Meet Goals

Many prime vendors expressed frustration with the capabilities of certified firms and the overall process of meeting goals. Concerns were repeatedly raised about the lack of qualifications of M/WBEs.

> The good minority- and women-owned firms are good companies. They are very few and far between.
>
> To get a project, you have to present the best team for the project. It has to be distinctive; it has to be highly qualified to get the project. MWBE goals very often don't fit with that…[b]ecause you can't get the right people.
>
> If I do want the work, I hire them and I figure out a way to work through it.… I do more of their work than I should.
>
> [T]hat it's never the case that you can't [meet goals]. You can always do it. The problem is, are you meeting it in a meaningful way? Is it helping your team, is it getting the job done better than it would have been done otherwise? I hate to say it but more often than not, that it's probably not the case.
>
> What's happening that I see and is something that needs to be addressed is first either MBE or WBE firms are going as primes, in which case they're not available, giving them an advantage over the remaining firms, or they're going exclusive on teams and whatever team they go exclusive on when you start putting your team together, you're locked out. You have very few options to pick to meet the goals.
>
> [Y]ou've got this balance between putting the most experienced, well integrated team together, people who work together and who accomplish similar projects together [and meeting the goals].
>
> We meet them, but we meet them marginally. We don't meet them in the meaningful way…. [T]he State basically is reckless in its regulations and makes us do things that are difficult to achieve. But, we find a way to achieve them, which probably ends up costing the State because I'm spending $150,000 to get $40,000 worth of work. Great deal.

We carve out the project into niches that we know minority businesses are capable of doing. A lot of times it's surveys, a very easy task, and you know that it's going to be a sizeable amount of the project so that you can pretty much assure yourself you're going to meet the goal with the survey and then on the other end, construction inspection is another easy area to meet the goal, because that's a yearlong project. You can easily fit in someone into that. It gets kind of gray on other parts.

Do I want to put an MBE cost estimator on this project or do I want to go with a proven guy with a track record from [a local firm] that we all know that when they see it they just check it off?… It's never an afterthought, but it's the last paragraph I write in the proposal.

[S]urveying, inspection, come right to the top, geo-tech. It's when I think you get outside a transportation project that it becomes harder to find a quality firm to team up with that brings a specialty that you don't have in-house.

[I]t's basically just taking the job away from your own firm and give it to somebody else, that's really the plainest way to do it. It creates issues. But, again, I keep wanting to come back to I know what we're trying to achieve and how we can achieve it better.

Most jobs where we've been involved on DASNY work or State University Construction work or even the city of Albany work that had goals, we made all the good-faith efforts and beyond, and still were not able to reach the goals. Some of those entities asked for waivers, some didn't, and just asked for a utilization plan and good-faith efforts and so, "Okay, that's good enough." But the frustrating thing from our end…is that no matter what our efforts are to solicit, there aren't entities out there that are doing big enough work, subcontracted work, where we can take a good chunk and go towards the goal. We do all the advertising, we do all the contacting, we do all the soliciting electronically, phone, every which way, and on that day of the bid there aren't bids. We don't get them or we get them from someone who is not certified.

[I]f we're providing the service to you and the best quality that we can get, why should we [seek out minority or women-owned firms] if either I can do it or maybe [a white male's] the best qualified?

[M]any of these minority firms have found themselves stressed by the amount of work they've had.… the work product suffers, okay, and then, you know, we as prime consultants, the competition we face is fierce, you know, to win a job, to do a job, to keep a client happy and that type of thing. And so, yes, many of us are eating costs that, our cost to frankly fix up our subconsultant's work.

I have to utilize these people, they're going over budget, they're not technically proficient. As a prime, I'm responsible for all of it. So, I've got to go back and clean up the work.

There simply aren't enough firms out there that can stay in business and sustain business. That's why I go back to the trades. When my grandfather got into the business, he was a

> carpenter. That's how most general contractors got into the business: they worked up through the trades. I think unless we see the union trades increase their minority membership, especially in upstate, you're just not going to get that growth.
>
> [W]e went to the State list and the preponderance of these contractors, these minority contractors, were brokers, who basically just could not estimate. And one of them actually, I had heard, I don't know if this is actually true, but he said to me that the State had helped him in some way or DASNY had helped him in some way to do a quantity and a material takeoff so that they could actually price the work. So, there's one place that they need help is in defining what the work is and reading plans and specifications so a high level of technology would need to be associated with [the project].… This one fella showed up at my office in the nicest car in the nicest suit and tie to talk about concrete. And the nature of my conversation with him was technical. I'm a civil engineer by training and education and I've been in the contracting business virtually my entire life. And, he virtually knew nothing about the nature of how to deal with this.… I found it to be, I'd like to hire you but I might as well just hang myself now because I'll be ripping out the foundations that you're going to be putting in. So, that's the reason honestly that I really had a problem with that. Of course, what it turned out to be in a private conversation with this fellow over the phone with just me and him I said, well, you know, maybe what I could do is to have you hire this guy and have you have a fee for me achieving this goal. He says, now you're talking, now you're talking. In other words, that was the intent, always. It was never an intent to self perform. It was never an intent to be personally responsible for the work. So, I guess that's my point. We made a genuine effort and want to continue to make a genuine effort because I really believe in this stuff.

Some prime contractors reported using brokers to meet the goals.

> Eight percent, if you tack on eight percent [the M/WBE broker] get you whatever you need.
>
> We don't normally subcontract anything out, but when we have to meet it on the materials side of things, we all have our favorite people that we know that will pay the bills and perform. They're not necessarily specially in some of the disciplines that we do because we do basically carpentry throughout the building. Some of those disciplines don't have a minority that we know of that's local to deal with, so we run them through the same person that we trust. Even though they don't know much about it, we kind of hand-feed them all the information and say, "This is what we want to buy. Here's our purchase order to you. Could you purchase this for us?"
>
> We're in the same situation that he's in, to go that route to have to meet some of those goals. … [I]t just increases the price of the project. It doesn't do anything for anybody. I don't see the value in it.
>
> As a material supplier, we're supplying a lot of materials through minority companies and mark it up 3, 4, 5%, whatever.… So, if we have a problem, we do ask for a guarantee from the prime, and basically we make the sale, we just send the bills to the minority company who then mark them up x amount to the prime contract.

> [Using brokers] feels bad because you're trying to do good. And what you end up doing is, is actually provide a subversion to what the program should be.… It's not achieving anything but a public display of efforts with no substance.… It falls to the nature of having a capitalist system that has disadvantaged certain people over the years. You need a lot more technical people from minority backgrounds.… [T]hat's the issue with why we're still not there yet. Is because that educational aspect has not kept up with the goals. You can have an opportunity to fall on your face but you can't have an opportunity to succeed. There's a difference.

The availability of White women was contrasted with that for Blacks and Hispanics.

> Now, [White] women are a different story. There tends to be a few more women. But even women in engineering is very, very sparse. It just, I mean, well you know about it. It's called, they're not choosing those type of careers.

Several prime contractors stated that they received little assistance from the agencies in trying to meet the goals, which were often perceived as arbitrary.

> The people that make the goals don't know the business that the goals are for.

> Thruway, DOT, they have standard goals. What they will do is they will put the standard goals in the job, and the burden is on the contractor to come and say, "Well, I can't meet the goal because you're requiring us to do whatever, and there are not MWBE subcontractors for that work."

> You ask somebody in Albany to train you in forms, policies, procedures, and you get no response.

> You get no support to meet the goals.

> There's too much expectation from the agencies that the general contractor will do this vetting process. You want to know, if you're subcontracting glass, can this person install three quarter inch solar panels, or whatever it is. Not just that they're a glazer. You need to know more about the actual work they know how to do. Because that way you will actually be able to get the companies that you know you can rely on. I think it would go a long way in helping the contractors meet the goals if they made it easier to go through and find out, I need somebody who is going to do this kind of fencing, that kind of landscaping, or whatever it may be, not just fencing and landscaping.… You have a limited period of time within which you're trying to solicit these firms to do this particular kind of work. We send out thousands—we solicit by fax, by mail. It's a tremendous investment of time and effort on the part of the general contractor that is not sufficiently targeted towards the community that we need to get to. We send out thousands of solicitations on a single contract, and the responses we get back, we get back typically less than 100 responses on a solicitation of 1000. We're…not going to meet the goal, because the goals are artificially set because we have a 30% self-performance requirement on many of these contracts. We have a specialty equipment and specialty materials that are either specified in the contract, or work for which there is

no minority firm that is doing it.… I think the trouble starts because the recipient agencies are not doing what they're supposed to be doing with respect to the firms, with respect to setting the goal and with respect to certifying the firms. They put all of the risk and responsibility on the prime contractor in that respect.

Enforcing something without helping, it's just like let's add more law enforcement instead of training people how to be law-abiding citizens.

They don't have any training. One of the case workers, I asked her, "What did you do before you worked here?" She said, "I was a telephone operator in Queens, New York."

I would appreciate if they had someone who would help you. "Hey, I'm having a hard time with this." Instead of saying, "We don't care, just get the numbers." Say, "Hey, what do you got?" Let's see. Maybe there are some people that I don't know about that are out there. I can look at a list, like everybody says, but, "Maybe in the past this has worked," or something like that. That's all I would ask for, and you don't even get that. That's what aggravates me. I understand the goals. I've never even asked for a waiver. But, it isn't easy, and I certainly think it would work better if there was more of a relationship of trying to make it work.

To say send in whatever you have, and then say no, when somebody could have helped you [is unfair].

[If you complain about the lack of support, y]ou get a checkmark the next year next to your company name.… They'll lose your bid when it comes in.

[Y]our best opportunity to increase MWDBE participation is during the buyout phase for the contract. Once you've bought out the subcontracts, but for change orders, there is very little opportunity to give work for MWDBE firms, so you're going to have the best opportunity to increase participation at that point. Pretty much, what you go in with is what you're going to come out with. They should know that at the beginning of the job when you submit your plan. So, then when you're continuing performance, and you're submitting the reports, and they come back to you and they say, "You're 3% below the goal. What additional things have you done this month to increase your participation on this project?" And they come back and you say, "We were looking for work that we can give to them." But at that point, the type of work that we do, there isn't any. To me, it seems as if it's like going through the motions, between the agency and the contractor. I've had contracting officers and compliance representatives say to me, "We know you're not going to meet the goals on this project." So, then why set them at that rate?

I think the good-faith effort issue needs to be more realistic in recognizing the construction market. One of the most frustrating things for a contractor that's based in New York City, and you're sitting there with the agency about your good-faith effort, and they say, "Well you know what, there is a paving contractor up in Niagara Falls who is a MBE. Get a price from them for the job." That's not practical. We need to recognize when the good-faith effort, some reasonable geographic realm. Also, the big part, a lot of the fault with the Program is on the agencies, because the agencies don't do a thorough

> enough screening of the registered MBEs. It's all a financial process, and when I say MBE, I mean MDBE, MWBE, there's very little attention paid to what the actual work that the company does. You'll have 3,000 registered electricians, for example, DMWBEs, there may only be a dozen of them that know how to do MTA signal work. So, don't tell me that my good-faith effort includes those 3,000 people when 95% of them cannot do signal work, don't have the expertise to do signal work, don't have the certifications to do signal work.

> [I]t's not that they don't want to deal with minority and woman owned businesses. It's, [as a WBE] I know a lot of them and I have had some very personal conversations. Most of them really don't have an issue *per se*. I think that the Program works well in opening their eyes and allowing them to explore different avenues and different people to chose from to offer opportunities to. I think where they get frustrated is the State's "I'm going to stick this up your rear end" attitude. Which creates an adversarial role between the minority subcontractors and suppliers and the prime.

A few others recounted that the agency had been helpful.

> They were very helpful on the phone. My first time through it, she walked me through the website, told me how to look for the vendors.

The low bid system for construction contracts made it especially hard to meet goals.

> [W]hen you are construction manager at risk you have the opportunity to find the scopes of work. You can split up scopes of work to be more attuned to smaller minority firms whereas when you are a bidding general contractor you're really relying on what the phone calls, the faxes and the emails are for their scopes of work. If you are trying to compare apples to apples quickly in that 20 minutes that I'm in now, we don't have-- Because we're not construction manager at risk and we're not defining the scopes of work the bid packages, we don't have that control. We have to take what's given to us and try comparing apples to apples. You have much less window of time to do that evaluation and to do that, what we call buy-out. I really disagree with you. I think construction manager at risk is a much better way to go if you are going to try and meet those goals.

Differing approaches to goal setting and review of good faith efforts between State agencies creates confusion and uncertainty.

> What we deal with dealing with all these different agencies—State University Construction Fund, DASNY—is nobody talks to the other one. They all have little differences. They should consolidate and make all the rules the same.

Bidders or proposers that failed to meet the goals sometimes sought waivers, but more often submitted and tried to attain the goals during contract performance.

> If you get close, you just submit it. We then continue our process all through the job. Whether it is construction signs or maintenance, things like barrels or cones or something

> like that we'll try to get from a minority contractor to add to that goal. So, it's an ongoing thing through the process of the whole job. Our obligations for bidding as a general contractor is we've got to put up a bond. We have virtually no choice but to use the lowest numbers that we have on the day of the bid from subcontractors or we're not going to get the job, and we're just wasting our time. When we don't get much in the way of MWBE numbers that day, or we can't identify them, we end up being the low bidder, there's not much place to go. Occasionally we can allow a second bite of the apple if somebody else comes out of the woodwork late or something like that. It's very difficult and very frustrating.
>
> You can come up with a DBE plan. Again, maybe it's 50% BS, but by the time you start working on the job a month later, you can resubmit a second one with your actual plan, and I've never had a problem with that.… If you…submit a revised one with actuals and you don't make the goal, then that's a problem.
>
> In the case of DASNY, whose compliance people are very thorough, you probably, in that specific situation, if the numbers were in that area [of being close to the goal], you probably would submit a waiver and probably succeed on getting it, in that case.

Design firm owners and representatives were often unaware that they could seek waivers of goals if they made good faith efforts to meet them.

> [W]e've never ever seen [information on seeking a waiver], and [the State] won't do it. No one's going to do that.
>
> I don't know that I've ever heard anybody [request a waiver], not in our business, because it's so competitive.
>
> I don't know if I've ever heard of a waiver before.
>
> There is no waivers, really. I've never seen a waiver.
>
> I don't think we would submit a plan that didn't meet the goal because we know it would just be wadded up and thrown back at you.
>
> This waiver thing, I've never heard of it and I've never heard it being accepted. Eyes would bug open if you said, "I want a waiver from the MBE, DBE participation."

Others had sought waivers unsuccessfully.

> No [the State does not grant waivers], not to my knowledge. The only thing we can do is document, document, document what we're doing, trying to solicit these companies.… DEP does not respond to the letters, and MTA does not respond to the letters, or the response is, "We reject your waiver, and continue to make good-faith efforts."
>
> [T]hey don't respond to the [waiver request] letter at all. They don't even say, "We're not granting you a waiver," many times. They just don't respond to the letter.

Some bidders had received waivers.

> I've done several waivers, and the only thing about waivers is you got to do it early.… So, you literally have to get the plans, look at the job, and write a letter, bing, bong, bing, and most general contractors don't do that. So, there is a procedure there, but then it's like watch out if you're going to use it, because, "Oh, that company? They created a waiver problem for us before."
>
> I've submitted plans that don't meet the goal and we try to put our good faith effort in, and we'd get the phone call and stuff like that.… In most cases, we try to explain ourselves… And [the DOT] don't know anybody [we can use], and then the plan is approved.
>
> Yeah, it's been very difficult for us to fulfill our goals…. We've made extraordinary efforts to try and meet the goals in many different ways. Going through both with the resources the State offered plus advertising in the paper as everyone recommends, going through. Because we're a fairly specialized trade. You have to have a skill set or bring something to the table. And that has been, we've basically had a waiver every time.… It hasn't been fun [getting waivers].
>
> [O]f course [they gave us the waiver]. We were not disingenuous about it. We showed them all the paper. We had all the documentation. We had three or four firms. Another firm who I did business with for 20 years, sure enough, gets a major job and he says now and your job is smaller, it's WBE firm. You know, I can do yours or I can do this and by the way, his is three times as big as yours. Yea, but you gave me this number. You got to perform at this number. He says, you know how big my firm is. I can't do it. So I said, you're right. I'd rather not have him because he can't perform anyway. And sure enough, I have to give it to a non-MBE/WBE firm.… But I don't like the idea that I couldn't meet the goal. It's great that I could get out of it but that's not the point, is it?

In any event, firms would be taking a competitive risk in not meeting the goals on negotiated procurements.

> [W]e need to hit every requirement on the head, to get our best opportunity. And that the perception and clearly the message from government is, "You are going to hit these goals."
>
> There's points assigned to whether you have the MBE or WBE or DBE on your team. So, you could already be at a disadvantage of up to, some of them I've seen lately are five or six points. Where you could lose five or six points, just because you didn't put this person on your team.
>
> We were afraid to waiver that because then they could disqualify us.
>
> If you waiver it, then we're more than likely not even going to have a shot at getting the job.

> I'm not stupid enough to go into a job without them. Because I know I'm not going to get selected.… [T]he program trumps qualifications.
>
> My intuition tells me if you were in a proposal process going in to the client, requesting a waiver, you would automatically be a loser. That's my gut feeling.
>
> DASNY will get 30 firms submitting on a project, so if five of the firms can meet the goal and the other 25 can maybe meet the goal but they're making compromises on their teams instead of submitting for a waiver, those 25 firms don't stand a chance.

Some design owners felt that meeting goals should not be part of the selection process, but rather negotiated with the successful proposer after selection.

> I don't think it should be used in the selection process…. The selection should be the qualifications. If they want to make [compliance] a part of the contract requirements, that during the project you try to strive for these goals, that's different than putting it into the selection process.… Take that part out of it, and it would enhance the process for the State or the agency hiring you because they're going to get a better team.
>
> You'd be better off making it part of the contract negotiation, take it out of the selection [process].

A few prime vendors suggested that the program be eliminated and replaced with efforts focused solely on increasing the quality of M/WBEs, without reference to goals or actual utilization.

> I think the entire Program as it stands right now should be abandoned. It should be terminated immediately. And, all the resources that are now put into that Program, should be put into a program that works directly with the minority firms to bring them to a level of being qualified and help them with their marketing. In other words, put the effort into the growth of the minority firms themselves, not a program of percentages and numbers and all that stuff.
>
> [The Program] gives them an opportunity, but it doesn't help them learn how to take advantage of those opportunities better.… [M]ost of them need help in areas like [marketing].… [E]ven the ones that have been out there a long time don't have all the skills they need, and I think the effort should be given in that area more than analyzing numbers.

There was much support from design firms for refocusing the program on a firm's employment of minorities and women rather than developing business ownership.

> [C]ertain individuals who may own a firm who fit that classification, they are always the firm to be hired for certain parts of the work, regardless of what their employment makeup is.… All you have to do is fit that classification for ownership of a business and it doesn't matter, essentially, who you're hiring.

> I don't think you can, you know, be a minority [owned firm] and hire all white people and consider yourself [a MBE]. Your goal, their goal should be to hire other minorities, a certain percentage at least. Or make us hire a certain percentage to do the work. I mean, I would have less problem with that. Assuming we can get qualified employees. That, to me, would seem like a much better goal.… [T]he problem in my mind [is that the objective is not employment but to create business owners].
>
> [T]he Program doesn't work to create minority and woman owned professional services firms. It doesn't work. It's not logical. It's not a rational business creation methodology. The way that you create a professional service business is you train professionals in the educational system, they go through some kind of a mentoring or internship program to learn the craft and learn the trade. They become licensed and then they choose as an entrepreneur to create a business or they don't.… The lack of usual subcontracting opportunities for projects [run by large design firms is] why I suggested that the workforce model makes more sense. Because [a large firm] has two thousand employees and they're responding, they can do everything for that project. They've got their own engineering, their own architecture, or planning, whatever the task is and obviously they'd prefer to not subcontract because there's management issues, there's control issues, there's responsibility issues, there's liability issues by hiring other sub professionals.

Some non-M/WBEs stated that many certified firms no longer suffer any competitive disadvantage.

> [M/WBEs who reported that they still experience discrimination are] wrong.… The larger MWBEs would have the opportunity based on their qualifications and their staffing and their work history.… [R]evamp the Program, so it's targeted at younger firms who really need the opportunity.
>
> If [the non-local MBE's] qualifications are there and they've accomplished that kind of status, a portfolio of work, then I will know them [so there is no need for the Program].
>
> Some of the firms that are certified and listed are the firms that are already successful, and they are taking up the workspace for those who are trying to grow. They've been on the certified list for 30 years and they're working on their third generation.
>
> [T]here are several of these companies around that are doing $15 to $20 million of work that should not be in the Program that are taking the place of legitimate people that could and should be in the Program to do the kind of work that we want to subcontract out but we can't find because they can't get in the program. They can't get in the Program because contractors are finding it easy…easier to fill a goal by hiring this guy to do a million dollars' worth of work. They're taking the place of legitimate potential MWBEs. Besides that, they just shouldn't be in the Program at all anyway.
>
> I'm not sure of how the whole DMWBE originated but I think the MBE part of it has probably reached its goals. The firms that we're competing against as primes are multimillion dollar firms and they're going in there competing as also a minority firm as

> well. And they've gotten their experience through, as a minority over the years and they've grown to basically outgrow a regular firm like ourselves where now they have more experience than we do and now we're competing against them as primes on major contracts as well as having to use them as a MBE on, as a subcontractor so now, and we're losing now. Because now they're growing so rapidly and they're so big, it's very competitive.… I just recently lost a bid on a $500,000 contract to one of these major minority firms.

Some participants, particularly those in the design services industries, believed that minority and women firms enjoyed an unfair advantage.

> [T]here are x number of minority, women firms that are available to put on our team. It's not fair because a lot of those firms, some of those firms, have more work than we'll ever have in our life, and 99% of it is State work just because they're an MWBE. Some of the larger firms in the area, they just get the work, and the State knows them, and if you use them, you get the work.… [T]here are a lot of MWBE firms who get work because they're MWBE, and they have one woman in the whole firm.… [I]t's really difficult to find a firm who you want to give an opportunity to, and not just an established firm we're hiring just because they're a MWBE.
>
> [The M/WBEs that have formed] got an advantage over us [because it's too much of a preference for them].
>
> [W]e've created a few firms that are oversaturated. They have more work. They don't have to compete for it. Under that scenario, where does quality enter in? Okay, if they know the work is coming in the door, where do they have to compete? So, the biggest question that I would pose for you today is, it's a two sided question. A, how do you change the program to better encourage additional minority firm startups? Such that there can be competition. I mean, I'm sorry, we all go through it. I would like to call up Minority Firm A and say, you're not performing. I'm firing you and I'm going to hire Minority Firm B. Now that's the type of competition we [White males] in this room face. If an owner, if we don't produce for our owner, for our client, they'll surely pull the job on us. They'll surely say, you're not working for us anymore.
>
> I don't think you would get a disagreement on this end to give people opportunities. We just don't want to be penalized, which we would be. And, the converse of that is, we're giving people opportunities who have more opportunities than we'll ever get. That's the problem.
>
> If you're a minority firm and somebody's calling you up on the phone and saying, hey, we're going to give you 18 percent and guess what, you don't have to do anything. Just get us your paperwork. Oh, would you like to help us with competing for the project? No, we can't, because we're going to be on everybody's team. So guess what, I'm not going to share my secrets with them.… It precludes them from ever being great because they are not competing for the work. They're being handed it. Okay, and they'll never be the qualified firm that has to sit down at 11:00 at night with a design team and say, how are

> we going to win this job? They don't worry about that. They just send in their paperwork.… It's creating an unfair advantage for certain business types.
>
> [T]he experiences that we have and the competitive environment we're placed in is what allows us to excel. And, you've taken that out of the minority program by taking out the competition.
>
> [I]f there's only one DBE to do that certain kind of work in your area, they can name your price and you do your best to take it.
>
> [J]ust like you put us in a competitive arena, put a competitive arena out there for the DBEs in their chosen field.
>
> [T]he MWBE firms have to be more proactive. We as all contractors have become where we are because we are proactive. Too many MWBEs are reactive—they wait for you to call them, as opposed to reaching out.

In some sub-industries like land surveying, non-certified firm owners reported that they have been shut out of State subcontracts because these areas have plentiful M/WBE availability and prime contractors meet goals in those scopes of work.

> I get like zero [State surveying work]. And, on top of that, because they've got now a monopoly and because most of the State work is done at prevailing wages, they can afford to hire the best people and pay them the most money. So, I can't compete on a level playing field. What maybe it used to be the other way around when the Program initiated but I can tell you right now it's not.… [F]rom my personal standpoint as a surveyor, I don't think the Program needs to exist.
>
> I hear this every day because we operate as a subcontractor, and I call up people and I say, "How do I look on my quote?" They say, "Well, you look good, but I've got a goal to fill, so I can't use you." I've been hearing that for 25 years.… [S]o the general contractors' take on this is that the only way that I can meet this goal is to sub out the guardrailing to an MWBE, and that's discriminatory.
>
> [I]t's the small businesses owned by White males that basically get excluded from the process.… [T]he primes, they're the problem. Because the primes just basically say, you know, I'm giving it to a DMWBE, as little as possible, whether it's 18 percent, 15 percent, 25 percent goal. And we're going to do the rest in house.… The problem is, is when we work as a sub to primes. Primes are the frigging problem of everything. They are evil. They're Darth Vader.

Some majority male owners stated that there should be no goals.

> [T]here shouldn't be a mandate.
>
> [W]e have a Black governor and we have a Black president, so I think things have changed.

> [W]e've made that effort [to support MBEs] over the last 30 years, and there are very few that have surfaced.
>
> There is no reason whatsoever that a good subcontractor or supplier, that the color of their skin, their nationality, it doesn't matter. [The Program] makes it matter, and I think that's one of the problems. Unless the problem gets solved not in our lap but gets solved where it's initiating this whole issue, which I believe would be the government, then it's never going to get solved.
>
> [I]t's really not [being Black] that has held them back. It really turns out to be the personal, I'm going to succeed and I'm going to have my own business, and I'm going to be the master of my destiny, as opposed to, whether I have the opportunity.

One majority firm representative reported that the goals had increased M/WBE capacity and served a useful objective.

> [W]hen we first started the project, yes, there's only a handful of contractors that people could name that were minority-owned that could do the work.… However, there has been a number of contractors that because there's been a steady flow of work and bidding opportunities, they have been able to become more competitive, whether that be in drywall installation or painting or there's a couple of electrical contractors here. There are several categories of work which I can name more. I could tell you at least two or three M or WBEs that could do the work. Now if they were bidding on another job that had no goals, some would say, "Oh, they couldn't compete." But I do know of a couple of examples where yes, they did compete and now because they've had a steady cash flow and they've been able to build capacity.… [Next time], once somebody was deemed lowest bidder, we would probably descope number one and number two. To make sure, we would go through each section, kind of line items, to see what their costs were. We do detailed estimates prior to doing the bid, so if there was a big discrepancy and we realized, "Okay, your package is $100,000 off in this section, then you should really think about that," and that has worked in some cases. People have rescinded their bids because they realized they didn't know what they were doing. But, that made them wiser for the next time. So, when they came back, their bids were better. They could be more competitive, and perhaps they didn't get that first bid maybe but they got the second or third one.

There was some support among majority male participants for contract setasides for M/WBEs as a way to address the shortage of qualified contractors and relieve them of the responsibility for creating opportunities for often marginal companies.

> I've often in recent times suggested set-asides. We used to do it at AGC. ABC used to hate the idea of set-asides as really being unfair to majority subcontractors who wouldn't get an opportunity to bid on that work and to get it. But, the more I look at it, oftentimes the agencies are so encouraging (I guess would be one way to put it, or hammer over my head incentive) to get minority firms, that they basically say, "I don't care if they can't pay their payroll. You have to fund their payroll. You have to pay them every two weeks even if you're getting paid every four or five weeks. I don't really care," they will say to

> you, "if their number is higher than other majority subcontractors, you need to make progress on your goals and you need to-- I don't care if they are not union even though you have a union contract and you can't subcontract to a non-union contractor. Get them into the union." They'll also say, "I don't really care if they are not qualified and if their work is going to be rejected, because it's going to be your work. I'm going to reject your work, and then it's your problem."… I say to them, "Wait a minute. Wait a minute. If you're so intent on meeting the goals, then why don't you take it out of my contract and simply set aside the painting on this project or a portion of the painting, and you, Mr. Owner, contract for it directly."… Then if that minority contractor setaside who it's awarded to whose work is not good, you the owner have to reject it. Then it's not my problem.
>
> [H]ow about DBE set aside programs in those cases [where it is a small contract with few subcontracting opportunities]? Don't make it part of the prime. Why is it the prime's responsibility all the time? Why not make it the authority's responsibility. And any breakout projects that would be meaningful-- give a sub the A through Z responsibility on a job.… It teaches them how to write letters, how to compete, how to then do the job, how to hire the subs. Maybe with a mentoring program, that could be something that the firm that wins the prime contract has the responsibility to do the mentoring.

A few majority prime contractors stated that they use M/WBEs on non-goals jobs.

> We have a lot of people we use, DBEs that we use on a regular basis whether the job has a goal or not. They are just good subcontractors and we just choose them on a regular basis.
>
> If you have reputable minority- or women-owned businesses that are economically and technically sound, we contract with them whether we needed the goal or not. I guarantee you that.

c. Contract Performance Monitoring

Finally, numerous concerns were raised about how New York monitors Program compliance during contract performance.

i. Fulfilling M/WBE goals

Many M/WBEs reported being substituted on a project with little or no remedy.

> I think it all goes back to the compliance. There are no compliance efforts.
>
> The iterations that we've experienced are this: They take your quote. They put your name down. They put your tax ID number down. The next iteration is they actually sign a contract with you, you expect to work. Then they don't call you for work and you knock on the State agency's door and you say, "Hey, I have a contract I'm anticipating working," and then the State agency then begins to roll around. What's most critical here is that there is in fact never waivers. If [the prime contractor] don't meet the goal, [the

> State personnel] don't say, "We are going to waive the goal. Instead of it being 8% because you've only been able to show us 6% or 5%," they don't actually write anything down and put pen to paper saying that their waiving that 3%. Instead, what they say is, "Oh well, you met 5 out of the 8. Just keep going." That way the State agency is never in a position where there's actually a waiver in place. You can't actually find where the waiver is or someone actually posts it, and then there's no monitoring of the compliance with the plan. Then when you are put on that plan falsely and you do knock on the State agency's doors, their goal at that point then becomes to cover their own asses and try and somehow blame it on you that somehow that you were falsely put on this plan.
>
> [T]hese agencies want to take the position of they would rather have a good relationship with the general contractor and the associations that the general contractors belong to [than support M/WBEs].

Some prime consultants agreed that they were permitted to waive the goals after contract award.

> Getting the job, you got to [meet the goals]. Performing it, sometimes they let you, depending on the agency, depending on the project, depending on your explanation, they will let you slide to some degree.

ii. Payment

Payment was a universal problem. Smaller firms, including most M/WBEs, found slow pay to be a major barrier to participating on State contracts as either a prime vendor or a subcontractor.

> The money situation is…very bad. I don't get paid [by the State] for months.
>
> I think it was just the indifference on the part of the state agency in terms of paying and so forth. That had a major effect on us really.
>
> My biggest concern with OGS, is I'm scared of how they pay people. Everything I hear about OGS is 60, 90 days after the job is complete, and I run. I'm not going to lie.… I've heard general contractors who've completed jobs and have said they waited six months to get paid from OGS, and that's the GC that had no problems and the job went through quickly.… With companies like me, if I do a job and not get paid, that would pretty much shut my business down until I got paid for that job.
>
> The State literally destroys your credit because…you're 90 to 120 days out and the suppliers want payment in 30 days. So, they start destroying your credit.… Now I'm fortunate I don't have the labor situation because I'm strictly supply right now, but still, I get the same thing. I haven't gotten paid.… So, now you're calling the State to see if the general paid the painter who needs to pay you and again, I'm frequently three tiers down. And nobody's paying me until they get paid and then I can't prove they've gotten paid and it just trickles on.
>
> [P]ayments can be a serious issue unless you know who to get in touch with. If you don't know who to get in touch with and the agencies that you're working at, you're in trouble.

> I have no way of finding out when the prime actually got paid so I can hold them to the fire that my contract says I get paid on this date.
>
> [T]here's absolutely no reason why subs can't find out when the main contractor got paid.
>
> [I]t really has nothing to do with whether your certified or not, or whether you're an MBE, a WBE, a DBE or any certification. That has nothing to do with it, because we're none of those things and we're waiting six or eight months on payments from a different state agency, and it's the state's economic situation.… [T]his is a business problem, because you have to make the payroll. We're trying to make the payroll.
>
> Ours is net 12 months for change orders, and that's not an exaggeration. When you have change orders, if you do something outside of the scope, and then the process to get a change order accomplished is just horrific. It's just it takes five different steps and then the comptroller is the last person to sign off it in Albany. Well, where is the urgency on their part to provide that? There isn't. So, you've got change orders. Right now I'm sitting on one that's six months old. It's worth $400,000. I'm hanging on to it for six months now, and then the last I knew it was in Albany for the last three months and that's where it's at.
>
> We've just waited a year and we still haven't been fully paid for materials that we supplied on a project. The contractor hasn't been paid. That's part of how he finances it. He doesn't pay his materials supplier.

Suppliers who sold directly to the State reported fewer problems getting paid.

> For all the 14 years, they've never even been late.
>
> The difference is…we sell a product.

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Appendix A—Master Directory Sources

A. Entities whose lists of M/WBE firms that were duplicative of previously collected lists

African American Chamber of Commerce of Westchester and Rockland Counties, Inc.
Albany International Airport
Albany School District
Brooklyn Chamber of Commerce
Broome County
City of Buffalo, NY
Columbia University
Dormitory Authority of the State of New York
Dutchess County, NY
Elmira/Corning Regional Airport
Greater Binghamton Airport
Greater Rochester International Airport
Hudson Valley Municipal Purchasing Group
City of Ithaca, NY
Ithaca Tompkins Regional Airport
Ithaca-Tompkins County Transportation Council
John F. Kennedy International Airport
Kings County, NY
LaGuardia Airport
Long Island MacArthur Airport
Macy's Federated Department Stores Supplier Diversity
Metropolitan Transportation Authority
Minority Business Directory
Monroe County, NY
National Association of Minority Contractors-New York Chapter
City of New Rochelle, NY
New York City Department of Education
New York City Health & Hospitals Corporation
New York City Housing Authority
New York City School Construction Authority
New York Power Authority
New York State Canal Corporation
New York State Department of Transportation
New York State Soil and Water Conservation
New York State Thruway Authority
Niagara Falls International Airport
Niagara Frontier Transportation Authority
Oneida County, NY
Onondaga County, NY
Orange County, NY
Oswego County, NY

Putnam County, NY
Regional Alliance for Small Contractors
City of Rochester, NY
Rockland County, NY
Salomon Smith Barney
City of Schenectady, NY
Schenectady County
Schenectady School District
Stewart International Airport
Stony Brook University
Stop & Shop Supplier Diversity
Syracuse Hancock International Airport
Target Stores
Tompkins County
United Parcel Service
University of Buffalo
Urban League of Rochester
Westchester County
Westchester County Airport
Westchester Hispanic Chamber of Commerce
Women's Business Center of New York State
City of Yonkers, NY

Central Connecticut State University
City of Danbury, CT
City of Stamford, CT
Connecticut Department of Economic and Community Development
Eastern Connecticut State University
Northeast Utilities System
Southern Connecticut State University
Tweed-New Haven Airport
University of Connecticut
Western Connecticut State University
Bradley International Airport
Bridgeport Port Authority
Bridgeport Public Schools
AboutBlackBoston.com
Massachusetts Affirmative Market Program
Barnstable Municipal Airport
Boston Business Assistance Center
Central Square Business Association
City of Fall River, MA
City of Lynn, MA
City of New Bedford, MA
City of Newton, MA
City of Pittsfield, MA

City of Salem, MA
Coast and Harbor Associates
Comm-Pass/Operational Services Department
General Edward Lawrence Logan International Airport
Inman Square Business Association
Massachusetts Alliance for Economic Development
Massachusetts Bay Transportation Authority
Massachusetts Community Development Finance Corporation
Massachusetts Highway Department
Massachusetts Office of Business Development
Massachusetts Port Authority
Massachusetts Turnpike Authority
Massachusetts Water Resources Authority
Springfield Office of Economic Development
University of Massachusetts Amherst
Western Massachusetts Economic Development Council
Westmass Area Development Corporation

Brown University
Atlantic Cape Community College
Atlantic City International Airport
Atlantic County, NJ
Bergen County, NJ
Burlington County, NJ
Camden County, NJ
City of Clifton, NJ
City of Edison, NJ
Gloucester County, NJ
Hunterdon County, NJ
Mercer County, NJ
Middlesex County, NJ
Monmouth County, NJ
Morris County, NJ
Ocean County, NJ
Passaic County, NJ
Salem County, NJ
Somerset County, NJ
Sussex County, NJ
Union County, NJ
Delaware River Port Authority of Pennsylvania and New Jersey
New Jersey Economic Development Authority
New Jersey Turnpike Authority
Newark Liberty International Airport
South Jersey Transportation Authority
State of New Jersey Department of Commerce
State of New Jersey Schools Development Authority

Trenton-Mercer Airport

Allegheny County, PA
Allegheny County Airport Authority
City of Allentown, PA
City of Altoona, PA
Armstrong County, PA
Berks County, PA
Blair County, PA
Bucks County, PA
Butler County, PA
Cambria County, PA
Chester County, PA
Cumberland County, PA
Delaware County, PA
Erie County, PA
Fayette County, PA
Lackawanna County, PA
City of Lancaster, PA
Lancaster County, PA
Lehigh County, PA
Luzerne County, PA
Montgomery County, PA
Northampton County, PA
Philadelphia County, PA
Pike County, PA
City of Pittsburgh, PA
Warren County, PA
Washington County, PA
Westmoreland County, PA
Wyoming County, PA
Erie International Airport
Arnold Palmer Regional Airport
John Murtha Johnstown-Cambria County Airport
Lehigh Valley International Airport
Pennsylvania Department of Transportation
Pennsylvania Turnpike Commission
Philadelphia International Airport
Pittsburgh Urban Redevelopment Authority
Port Authority of Allegheny County
Southeastern Pennsylvania Transportation Authority
University Park Airport
Wilkes-Barre/Scranton International Airport
Williamsport Regional Airport

City of Woonsocket, RI

East Providence Water Department
Eckerd-CVS Corporation
Rhode Island College
Rhode Island Economic Development Corporation
Rhode Island Public Transit Authority
State of Rhode Island Minority Business Enterprise
Theodore Francis Green State Airport
University of Rhode Island
Woonsocket Public Works
Burlington International Airport
Chittenden County Regional Planning Commission
City of Montpelier, VT
Vermont Commission on Women

B. Entities who had no directory, or their directory did not identify race and sex

100 Black Men of Long Island, Inc.
Albany County, NY
Asia Society
Asian American Business Development Center
Asian Business Society of New York University
Asian Nation
Association of Minority Enterprises of New York, Inc.
Black Women Enterprises
Bronx County, NY
Bronx Overall Economic Development Corporation
Building Trades Employer's Association
The Business Council of Westchester
The Business of Women Small Business Development Center
Center for Fair Contracting
The Challenger Newspaper
Chinatown Manpower Project
Chinatown Partnership LDC
Chinese Chamber of Commerce of New York, Inc.
City of Albany, NY
City of Cheektowaga, NY
City of Mount Vernon, NY
City of Syracuse, NY
City of Troy, NY
City of White Plains, NY
Corning Area Chamber of Commerce
Eastman Kodak Company
Erie County, NY
Essex County, NY

Fordham College
Jackson Heights Merchants Association
Japanese Chamber of Commerce and Industry of New York, Inc.
Korean Chamber of Commerce & Industry
Madison County, NY
National Hispanic Business Women Association
New York County, NY
New York Electrical Contractors Association
New York University
Niagara County, NY
Queens County, NY
RCI
Rensselaer County Regional Chamber of Commerce
Saratoga County, NY
Subcontractors Trade Association
Suffolk County Coalition of Minority Businesses
SUNY Canton College of Technology-Small Business Development Center Women's Network
Tompkins Consolidated Area Transit
Women Presidents Educational Organization

Bridgeport Economic Resource Center
Bridgeport Regional Business Council
Bryant University
The Business Council of Fairfield County
Capital Region Black Chamber of Commerce
Central Connecticut State University Small Business Development Center
City of Bristol, CT
City of Meriden, CT
City of Milford, CT
City of New Britain, CT
City of Norwalk, CT
City of Waterbury, CT
City of West Hartford, CT
City of West Haven, CT
Connecticut River Estuary Regional Planning Agency
Connecticut Secretary of State Small and Minority Business Services Unit
Eastern, Northwest and North Central Soil and Water Conservation Districts
Fairfield County, CT
The Global Organization of People of Indian Origin
Greater Stamford Hispanic Chamber of Commerce, Inc.
Hartford County, CT
Metro Hartford Alliance
Middlesex County, CT
National Association of Women in Construction-Hartford
New Haven County, CT
New London County, CT

Professional Women in Construction-Connecticut chapter
Tolland County, CT
Waterbury Public Schools
The Women's Business Development Center of Connecticut
Yale University

Ahold USA
American Indian Development Associates
Asian Community Development Corporation
Boston Public Schools
Cambridge Public School District
Central Berkshire Regional School District
CercaVeo DMWBE Directory
Charles Hamilton Houston Institute for Race & Justice at Harvard Law School
City of Brockton, MA
City of Cambridge, MA
City of Lowell, MA
City of Quincy, MA
City of Springfield, MA
City of Worcester, MA
Diversity Development
Essex County, MA
Franklin County, MA
Hampden County, MA
Hampshire County, MA
Hanscom Air Force Base
Harvard Square Business Association
Holyoke Community College
Inner City Entrepreneurs
Massachusetts Association of Community Development Corporations
Massachusetts Nursery and Landscape Association
Middleborough Office Economic Development
Middlesex County, MA
Minority Business Entrepreneur Magazine
Minority Businesses of New England
National Property Management Association
New Bedford Economic Development Council
New Bedford Public Schools
New Bedford Regional Airport
Norfolk County Purchasing Department
North Central Massachusetts Minority Coalition
ONABEN Native American Business Network
Plymouth County, MA
Provincetown Municipal Airport
The Quincy 2000 Corporation
Quincy Business Association

Sampan Chinese Newspaper
Smaller Business Association of New England
Springfield Area Council on Excellence
Suffolk County, MA
UMass Boston Small Business Development Center and Minority Business Center
Urban League of Eastern Massachusetts
Western Massachusetts Enterprise Fund, Inc.
Worcester County, MA

City of Camden, NJ
City of Elizabeth, NJ
City of Ewing, NJ
City of New Brunswick, NJ
City of Paterson, NJ
City of Toms River, NJ
Federation of Indian Associations
The Greater Atlantic City Chamber of Commerce
New Jersey Chinese-American Chamber of Commerce
New Jersey Minority Business Directory
Princeton University
Seton Hall University
Township of Brick, NJ
Township of Cherry Hill, NJ

Allegheny County, PA
Asian American Chamber of Commerce of Greater Philadelphia
Borough of Union City, PA
Carbon County, PA
City of Bethlehem, PA
City of Erie, PA
City of Harrisburg, PA
City of Levittown, PA
City of Reading, PA
City of Scranton, PA
City of York, PA
Dauphin County, PA
Greater Philadelphia Hispanic Chamber of Commerce
Greater Philadelphia Minority Business Strategic Alliance
Japan America Society of Greater Philadelphia
The Japan Association of Greater Pittsburgh
Japan Business Center
Japan-America Society of Pennsylvania
National Association of Asian American Professionals - Philadelphia Chapter
Pennsylvania Minority Business Enterprise Center
Pennsylvania Small Business Development Center
Philadelphia Chinatown Development Corporation

Professional Women in Construction-Pennsylvania chapter
Rite-Aid
University of Pennsylvania Purchasing Initiative
York County, PA

Bristol County, RI
City of Cranston, RI
City of East Providence, RI
City of Newport, RI
City of Pawtucket, RI
City of Providence, RI
City of Warwick, RI
Cranston Public Schools
Kent County, RI
Newport County, RI
Newport Water Works
Providence College
Providence County, RI
Providence Public Schools
Providence Water Supply Board
Washington County, RI
Woonsocket Schools

Broc Community Action in Southwestern Vermont
Central Vermont Community Action Council Inc.
Champlain Valley Office of Economic Opportunity Inc.
City of Burlington, VT
Franklin County, VT
Grand Isle County, VT
Northeast Kingdom Community Action Inc.
Southeastern Vermont Community Action Council Inc.
State of Vermont Agency of Administration
University of Hartford
University of Vermont at Burlington
Vermont Business for Social Responsibility
Vermont Economic Development Authority
Women's Small Business Program

C. Entities that were non responsive to repeated contacts

American Express Company
Asian American for Equality
Bank of America
Binghamton Women's Business Owner Roundtable
Buffalo City Schools

The Business Council of New York State, Inc.
Capital District Black Chamber of Commerce
Colgate-Palmolive Company
con Edison
Fleet National Bank
Golub Corp.
HSBC Bank USA
International Business Machines Corporation
Interpublic Group
Long Island Native American Business Alliance
Manhattan Hispanic Chamber of Commerce, Inc.
Nassau County, NY
National Association of Asian American Professionals-New York
National Minority Business Council
National Society of Black Engineers
New York Life Insurance Company
PepsiCo
Pfizer, Inc.
Philippine American Chamber of Commerce - New York
Professional Women in Construction-New York
Queens Hispanic Chamber of Commerce
Sears Roebuck & Company
Society of Hispanic Professional Engineers
South Asian Business Association of Columbia Business School
South Bronx Economic Development Corporation
Town of Islip, NY
Turner Construction Corp.
Wal-Mart Stores
Waldbaum Inc.
Xerox Corp.
Yonkers Hispanic Chamber of Commerce

100 Black Men of Stamford, Inc.
African American Affairs Commissioners
City of Hartford, CT
Connecticut Black News
Connecticut Latino Chamber of Commerce
The Filipino-American Association of Western Connecticut
Hispanic Chamber of Commerce of Greater Waterbury, Inc.
National Association of Women Business Owners-Connecticut
Society of Hispanic Professional Engineers
Spanish American Merchants Association
University of Bridgeport

Asian American Civic Association
Boston University

Hispanic-American Chamber of Commerce-Boston
Martha's Vineyard Airport
Massachusetts Latino Chamber of Commerce
Massachusetts Minority Contractors Association
Nantucket Memorial Airport
National Association for Minority Contractors-Boston
Worcester Public Schools
National Association of Minority Contractors
National Women Business Owners Corporation

Black Chamber of Commerce North Jersey
Camden Korean Business Association
Central New Jersey Hispanic Chamber of Commerce
City of Jersey City, NJ
City of Trenton, NJ
Greater New Brunswick Hispanic Merchants Association
Jersey City Asian Merchant Association
Mercer County Latino Chamber of Commerce
Metropolitan Trenton African-America Chamber of Commerce
Professional Women in Construction-New Jersey
Rutgers University

Beaver County, PA
Harrisburg International Airport
Hispanic Chamber of Commerce of Central Pennsylvania
The Korean American Association of Greater Philadelphia
Pittsburgh Asian American Young Professional Association

Urban League of Rhode Island

Business and Professional Women of Vermont
City of St. Albans, VT

D. Entities that refused to provide the requested information

Citigroup
Home Depot
IBM
J.P. Morgan Chase
Long Island Hispanic Chamber of Commerce
National Association of Women Business Owners-Buffalo/Niagara chapter
National Minority Supplier Development Council, Inc.- National Chapter
National Minority Supplier Development Council, Inc.- New York/New Jersey Chapter
National Minority Supplier Development Council, Inc.- Upstate New York Chapter
Rochester Hispanic Business Association

The Black Chamber of Commerce of Western New York
Time Warner
Women's Builders Council-New York City

Connecticut Minority Supplier Development Council

Boston Red Sox
Center for Women & Enterprise-Boston
Central Massachusetts Hispanic Chamber of Commerce, Inc.
Gillette Company
Harvard University
New England Minority Supplier Development Council
South Shore Women's Business Network

Goldman Sachs & Company
Johnson & Johnson
New Jersey Association of Women Business Owners
New Jersey Statewide Hispanic Chamber of Commerce

Bank of New York Company, Inc.
National Association of Women Business Owners – Philadelphia
Pittsburgh Chinatown Business Network
Pittsburgh Regional Minority Purchasing Council
Women's Business Network of Pennsylvania

Center for Women & Enterprise-Rhode Island
Hispanic American Chamber of Commerce of Rhode Island
Minority Investment Development Corporation

The Women's Agricultural Network (VT)

Appendix B—State Agencies, Authorities, and Other Budget Entities Subject to Article 15-A

Adirondack Park Agency
Aging, State Office for the
Agriculture and Markets, Department of
Albany County Airport Authority
Albany Port District Commission
Alcoholic Beverage Control, Division of
Alcoholism & Substance Abuse Svcs, Office of
Alfred Sewer Authority
Almond Sewer Authority
Arts, Council on the
State Comptroller's Office
Banking Department
Battery Park City Authority
Bridge Authority
Budget, Division of the
Cayuga County Water & Sewer Authority
Children and Family Services, Office of
City University of New York
Civil Service, Department of
Consumer Protection Board
Correction, State Commission of
Correctional Services, Department of
Crime Victims Board
Criminal Justice Services, Division of
Developmental Disabilities Planning Council
Dormitory Authority
Economic Development, Department of
Education Department, State
Elections, State Board of
Empire Center at the Egg
Employee Relations, Office of
Energy Research and Development Authority
Environmental Conservation, Department of
Executive Chamber
Facilities Development Corporation
Foundation for Science, Tech. & Innovation
General Services, Office of
Health, Department of
Higher Education Services Corporation
Hornellsville Sewer Authority
Housing and Community Renewal, Division of
Housing Finance Agency
Hudson River Park Trust
Human Rights, Division of
Industrial Exhibit Authority
Inspector General, Office of the State
Insurance Department
Labor, Department of
Law, Department of
Livingston County Water & Sewer Authority
Long Island Market Authority
Long Island Power Authority
Lottery, Division of
Manhattan & Bronx Surface Transit Op. Auth.
Mental Health, Office of
Mental Ret. & Dev, Disabilities, Office of
Metropolitan Suburban Bus Authority
Metropolitan Transportation Authority
Military and Naval Affairs, Division of
Mortgage Agency, State of New York
Motor Vehicles, Department of
Commission on Public Integrity
Financial Control Board
Homeland Security, Office of
Medicaid Inspector General, Office of
Natural Heritage Trust
Niagara Falls Public Water Authority
Niagara Falls Water Board
NYS Emergency Management Office
NYS Employment Relations Board
NYS Non-Profit Racing Assoc. Oversight Board
NYS Office of Cyber-Security
NYS Office of Federal Affairs
Office of National and Community Service
Olympic Regional Development Authority
Parks, Recreation & Historic Preserv., Office of
Parole, Division of
Port of Oswego Authority
Power Authority
Prevention of Domestic Violence, Office for the
Probation & Correctional Alternatives, Div. of
Public Employment Relations Board
Public Service, Department of
Quality of Care & Advocacy for Persons with Disabilities
Racing and Wagering Board, State
Real Property Services, Office of
Regulatory Reform, Governor's Office of
Roosevelt Island Operating Corporation
Schenectady Metroplex Development Authority
State Insurance Fund
State Police, Division of
State University Construction Fund
State University of New York

Appendix B—State Agencies, Authorities, and Other Budget Entities Subject to Article 15-A

State, Department of
Staten Island Rapid Transit Operating Authority
Tax Appeals, Division of
Taxation and Finance, Department of
Technology, Office for
Temporary and Disability Assistance, Office of
Thruway Authority
Transportation, Department of
Upper Mohawk Valley Memorial Auditorium
Upper Mohawk Valley Regional Water Board
Upper Mohawk Valley Reg. Water Finance Auth.
Empire State Development Corporation
Veterans' Affairs, Division of
Welfare Inspector General, Office of
Workers' Compensation Board
City University Construction Fund*
Lake George Park Commission*
Long Island Rail Road Company*
Mental Hygiene, Department of*
Metro-North Railroad Company*
MTA Bridges and Tunnels*
MTA Long Island Bus*
MTA New York City Transit Authority*
NYS Athletic Commission*
NYS Tug Hill Commission*
Triborough Bridge and Tunnel Authority*

*Reports through Parent Agency

Appendix C—Glossary

Aggregation, aggregated: Refers to the practice of combining smaller groups into larger groups. In the present context this term is typically used in reference to the presentation of utilization, availability, or related statistics according to industry. For example, statistics presented for the "Construction" sector as a whole are more aggregated than separate statistics for "Building Construction," "Heavy Construction," and Special Trades Construction" industries. See also "Disaggregation, disaggregated."

Anecdotal evidence: Qualitative data regarding business owners' accounts of experiences with disparate treatment and other barriers to business success.

Availability: A term of art in disparity studies that refers to the percentage of a given population of businesses owned by one or more groups of interest. For example, Table A indicates that M/WBE availability in Construction is 22.74 percent, indicating our estimate that 22.74 percent of all the construction establishments in the State's relevant market area are owned by minorities or women. *See also* Utilization, Disparity Ratio.

Baseline Business Universe: The underlying population of business establishments that is used in an availability analysis. The denominator in a M/WBE availability measure.

Capacity: This term has no single definition. See Chapter II for an extended discussion of this concept and its role in disparity studies.

CMSA: Consolidated Metropolitan Statistical Area. As defined by the federal Office of Management and Budget, an urban area that has a total population of one million or more and has separate component areas, known as "Primary Metropolitan Statistical Areas" ("PMSA") meeting statistical criteria and supported by local opinion. The New York-Northern New Jersey-Long Island CMSA, for example, contains the following PMSAs: Bergen-Passaic, NJ PMSA; Bridgeport, CT PMSA; Danbury, CT PMSA; Dutchess County, NY PMSA; Jersey City, NJ PMSA; Middlesex-Somerset-Hunterdon, NJ PMSA; Monmouth-Ocean, NJ PMSA; Nassau-Suffolk, NY PMSA; New Haven-Meriden, CT PMSA; New York, NY PMSA; Newark, NJ PMSA; Newburgh, NY PMSA; Stamford-Norwalk, CT PMSA; Trenton, NJ PMSA; and Waterbury, CT PMSA.

Constitutional significance or **substantive significance:** An indication of the how large or small a given disparity is. Under the EEOC's "four-fifths" rule, a disparity ratio is substantively significant if it is 0.8 or less on a scale of 0 to 1 or 80 or less on a scale of 1 to 100.

***De novo*:** "Anew." A *de novo* review is a completely new review of evidence held in a higher or appellate court as if the original trial court's review had never taken place.

Decennial: Refers to the census conducted every decade by the U.S. Census Bureau. The last decennial census was conducted in 2000. The next is currently underway as of this writing (in 2010).

Demand-side: Refers to activity on the demand-side of an economic market. For example, when State agencies hire contractors or vendors they are creating market demand. *See also* "Supply-side."

Dependent variable: In a regression analysis, a variable whose value is postulated to be influenced by one or more other, "independent" or "exogenous" or "explanatory," variables. For example, in business owner earnings regressions, business owner earnings is the dependent variable, and other variables, such as industry, geographic location, or age are the explanatory variables. *See also* "Independent variable," "Exogenous variable."

Disaggregation, disaggregated: Refers to the practice of splitting larger groups into smaller groups. In the present context this term is typically used in reference to the presentation of utilization, availability, or related statistics according to industry. For example, statistics presented for "Building Construction," "Heavy Construction," and Special Trades Construction" industries are more disaggregated than statistics for the "Construction" sector as a whole.

Disparate impact: A synonym for "disparity," often used in the employment discrimination litigation context. A disparate impact occurs when a "good" outcome for a given group occurs significantly less often than expected given that group's relative size, or when a "bad" outcome occurs significantly more often than expected.

Disparity ratio: A measure derived from dividing utilization by availability and multiplying the result by 100. A disparity ratio of less than 100 indicates that utilization is less than availability. A disparity ratio of 80 or less can be taken as evidence of disparate impact. *See also* Availability, Constitutional Significance, Utilization.

Econometrics, econometrically: Econometrics is the field of economics that concerns itself with the application of statistical inference to the empirical measurement of relationships postulated by economic theory. *See also* "Regression."

Endogenous variable: A variable that is correlated with the residual in a regression analysis or equation. Endogenous variables should not be used in statistical tests for the presence of disparities. See also "Exogenous variable."

Exogenous variable: A variable that is uncorrelated with the residual in a regression analysis or equation. Exogenous variables are appropriate for use in statistical tests for the presence of disparities. *See also* "Endogenous variable," "Independent variable," "Dependent variable."

SFY: State Fiscal Year. The State Fiscal Year runs from April 1 through March 31.

First-tier subcontractors: Subcontractors or suppliers hired directly by the prime contractor.

Independent variable: In a regression analysis, one or more variables that are postulated to influence or explain the value of another, "dependent" variable. For example, in business owner earnings regressions, business owner earnings is the dependent variable, and other variables, such as industry, geographic location, or age are the independent or explanatory variables. *See also* "Dependent variable," "Exogenous variable."

MBE: Minority-Owned Business Enterprise. A business establishment that is 51% or more owned and controlled by racial or ethnic minorities (*i.e.* African Americans, Hispanics, Asians or Pacific Islanders, or Native Americans).

Mean: A term of art in statistics, synonymous in this context with the arithmetic average. For example, the mean value of the series 1, 1, 2, 2, 2, 4, 5 is 2.43. This is derived by calculating the sum of all the values in the series (*i.e.* 17) and dividing that sum by the number of elements in the series (*i.e.* 7).

Median: A term of art in statistics, meaning the middle value of a series of numbers. For example, the median value of the series 1, 1, 2, 2, 2, 4, 5 is 2.

Microdata or micro-level data: Quantitative data rendered at the level of the individual person or business, as opposed to data rendered for groups or aggregates of individuals or businesses. For example, Dun and Bradstreet provides micro-level data on business establishments. The Census Bureau's *Survey of Business Owners*, provides grouped or aggregated data on businesses.

Misclassification: In the present context, this term refers to a situation when a listing or directory of minority-owned or women-owned firms has incorrectly classified a firm's race or gender status. For example, when a firm listed as Hispanic-owned is actually African-American owned, or when a firm listed as White female-owned is actually White male-owned. *See also* "Nonclassification."

NAICS: North American Industry Classification System. The standard system for classifying industry-based data in the U.S. Superceded the Standard Industrial Classification (SIC) System in 1997. *See also* "SIC."

Nonclassification: In the present context, this term refers to a type of misclassification when a listing or directory has not identified firms as minority-owned or women-owned when, in fact, they are. See "Misclassification."

PUMS: Public Use Microdata Sample. Both the decennial census and the American Community Survey publish PUMS products.

p-value: A standard measure used to represent the level of statistical significance. It states the numerical probability that the stated relationship is due to chance alone. For example, a p-value of 0.05 or 5% indicates that the chance a given statistical difference is due purely to chance is 1-in-20. *See also* "Statistical Significance."

Regression, multiple regression, multivariate regression: A type of statistical analysis which examines the correlation between two variables ("regression") or three or more variables ("multiple regression" or "multivariate regression") in a mathematical model by determining the line of best fit through a series of data points. Econometric research typically employs regression analysis. *See also* "Econometrics."

SBO: The Census Bureau's *Survey of Business Owners* statistical data series. Part of the five-year *Economic Census* series.

Setaside, setasides: A contracting practice where certain contracts or classes of contracts are reserved for competitive bidding exclusively among a given subset of contractors, for example minority-owned and women-owned contractors.

SIC: Standard Industrial Classification System. Prior to 1997, the standard system for classifying industry-based data in the U.S. Superceded by the North American Industry Classification System (NAICS). *See also* "NAICS."

Statistical significance: A statistical outcome or result that is unlikely to have occurred as the result of random chance alone. The greater the statistical significance, the smaller the probability that it resulted from random chance alone. *See also* "p-value."

Stratified: In the present context, this refers to a statistical practice where random samples are drawn within different categories or "strata" such as time period, industry sector, or DBE status.

Substantive significance or **constitutional significance:** An indication of the how large or small a given disparity is. Under the EEOC's "four-fifths" rule, a disparity ratio is substantively significant if it is 0.8 or less on a scale of 0 to 1.

Supply-side: Refers to activity on the supply-side of an economic market. For example, when new businesses are formed, other things equal, the supply of contractors to the market is increased. See also "Demand-side."

t-test, t-statistic, t distribution: Often employed in disparity studies to determine the statistical significance of a particular disparity statistic. A t-test is a statistical hypothesis test based on a test statistic whose sampling distribution is a t-distribution. Various t-tests, strictly speaking, are aimed at testing hypotheses about populations with normal probability distributions. However, statistical research has shown that t-tests often provide quite adequate results for non-normally distributed populations as well.

Two-tailed (or two-sided) statistical test: A "two-tailed" test means that one is testing the hypothesis that two values, say u (utilization) and a (availability), are equal against the alternate hypothesis that u is not equal to a. In contrast, a one-sided test means that you are testing the hypothesis that u and a are equal against the alternate hypothesis u is not equal to a in only one direction. That is, that it is either larger than a or smaller than a.

Utilization: A term of art in disparity studies that refers to the percentage of a given amount of contracting and/or procurement dollars that is awarded or paid to businesses owned by one or more groups of interest. For example, Table B indicates that M/WBE utilization in Construction is 12.39 percent, indicating our estimate that 12.39 percent of the $7.9B of construction spending in our sample (or roughly $979M) was awarded to minorities or women. *See also* Availability, Disparity Ratio.

WBE: Women-Owned Business Enterprise: A business establishment that is 51% or more owned and controlled by non-minority women.

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