COMPLIANCE WITH CONTRACT DIVERSITY TERMS
Numerous resources are available to assist you.

Following public and private-sector diversity guidelines can be simplified via resources that help expand participation by minorities and women.

- Owners and contractors may establish goals for minority and women owned business enterprise participation, minority and women workforce (often referred to as “boots on the ground”), or both.
- Bid documents should define methods of establishing what constitutes a bona fide minority business enterprise (MBE), woman business enterprise (WBE) or disadvantaged business enterprise (DBE) firm. Owner and Contractor participation is strongly encouraged.
- Minority and women contractors are encouraged to participate on all projects and may need to be certified by specific agencies to meet specified goals on public work. Certification may also be required for private work.

Many assistance programs have been established to further the minority soliciting process, usually by distributing periodic bulletins containing information about new projects. Contact references listed below for assistance.

- Advertising in media that focuses on minorities and women in which you describe the specifics of a project to encourage participation.
- Working through organized labor and educational institutions helps to foster greater involvement by minorities and women.
- Numerous community based worker development organizations are also attempting to recruit and train diverse employees.

REFERENCES:
AGC of Missouri (www.agcmo.org)
City of St. Louis (www.mwdbe.org)
St. Louis County
Hispanic Chamber of Commerce
Lambert St. Louis International Airport DBE Program Office
Metropolitan St. Louis Sewer District (www.stlmsd.com)
Mid-States Minority Supplier Development Council
Missouri Department of Transportation, DBE Supportive Services (www.modot.org)
Missouri Small Business and Technology Development Center (www.missouribusiness.net)
Missouri Women in Trades (www.missouriwomenintrades.org)
MOKAN Construction Contractors Assistance Center (www.mokanccac.org)
MOWIT (Missouri Women in Trades)
NAWBO (National Association of Women Business Owners; www.nawbo.org)
NAWIC (National Association of Women in Construction)
RUCC (Regional Union Construction Center; www.ruccstl.org)
St. Louis Agency on Training & Employment (SLATE) (www.stlworks.com)
St. Louis Council of Construction Consumers (www.slccc.net)
St. Louis Development Corporation (www.stlouis-mo.gov/sldc)
St. Louis Minority Business Council (www.slmbc.org)
State of Missouri, Office of Administration, Office of Equal Opportunity

Issued: 2001