

OEO ANNUAL REPORT

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Missouri Office of Equal Opportunity

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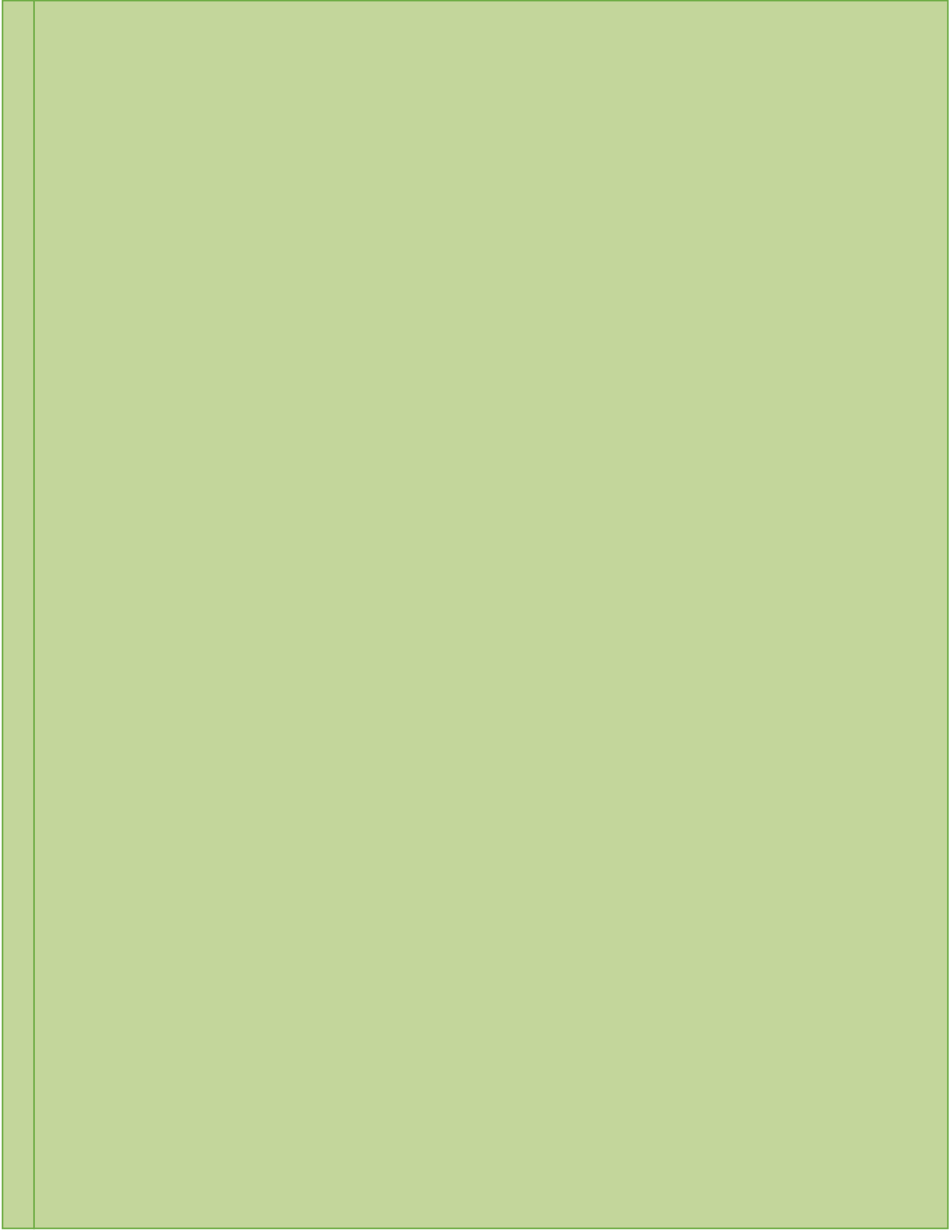


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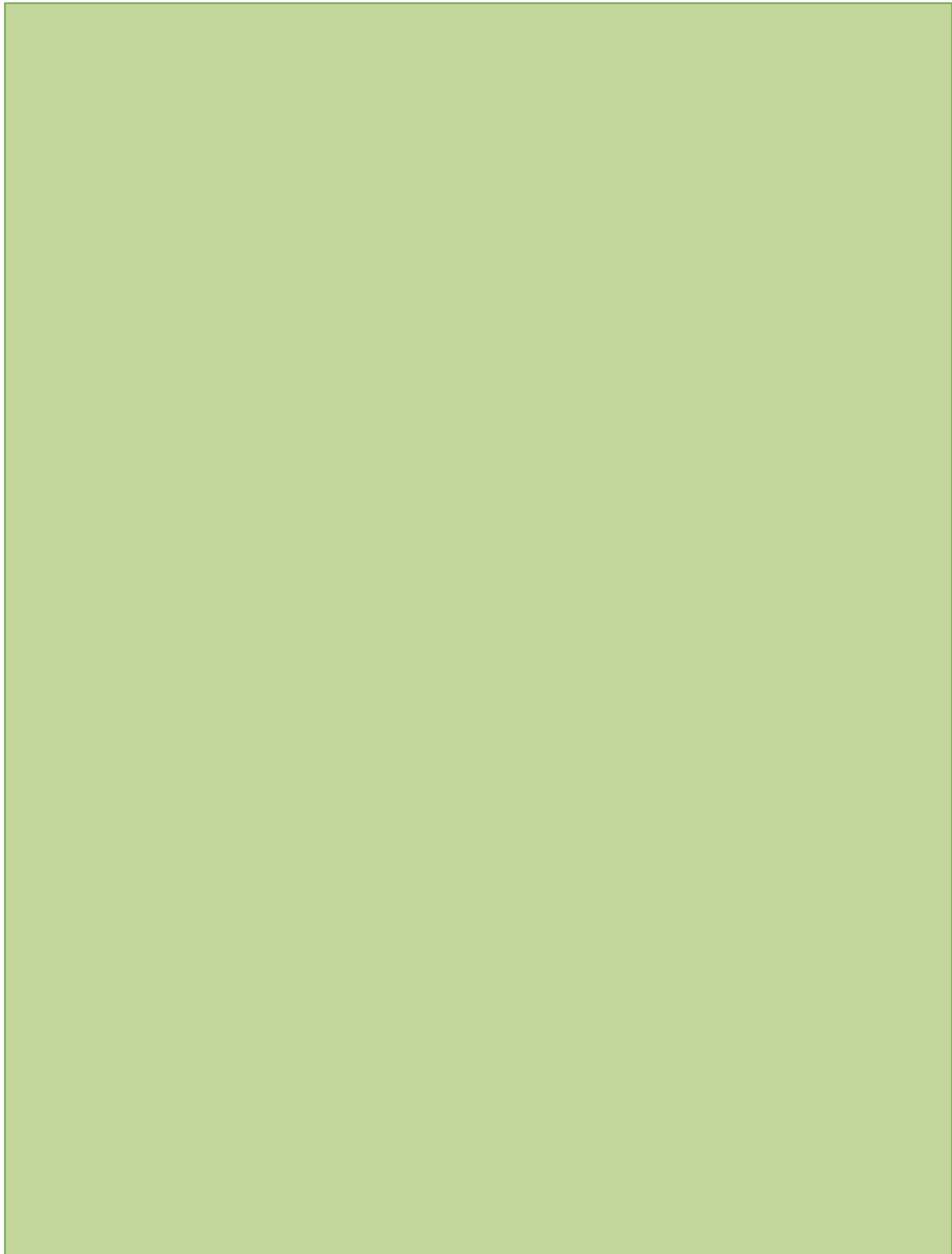
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Executive Summary

Who We Are

The Office of Equal Opportunity (OEO) is a program within the Office of Administration (OA). OEO exists to promote a diversified workforce within state government and to increase the level of opportunities for women- and minority-owned businesses seeking to contract with the state. OEO works toward these goals by completing the following primary functions: Certification and Advocacy of Minority/Women Business Enterprises (M/WBE), Data Gathering, Monitoring and Reporting.

What We Do

- **Certification** - OEO certifies prospective M/WBE vendors and then adds these certified vendors to our public database. This certification is what enables M/WBE vendors to be counted when the state seeks to track the level of expenditures resulting from contracts with minority and women vendors. In addition, this database provides a readily available resource for state agencies, as well as non-state government entities, seeking to do business with minority and women vendors.
- **Advocacy**— OEO is the voice that advocates on behalf of minorities and women to ensure their representation in the State of Missouri's workforce and to monitor their inclusion in the State's procurement process.
- **Education & Outreach**-- OEO is constantly seeking proactive ways to foster the inclusion of minorities and women throughout state employment and contracting opportunities, including, but not limited to, disseminating job and procurement information through various internet-based media, such as OEO's website, Facebook and Twitter.
- **Matchmaking Activities**—Matchmaking includes, among other things, assisting minorities and women in the identification of state agencies who are trying to fill a need, now and in the future. These activities are designed to both make introductions and also build relationships between minorities and women-owned businesses and the ultimate decision makers.
- **Data Gathering**—OEO collaborates with each executive department to gather pertinent data regarding the utilization of minorities and women throughout state government.
- **Reporting**—OEO reports the results of our findings on a regular basis to the Commissioner of Administration and on an annual basis to the Governor as mandated by Executive Order 05-30.

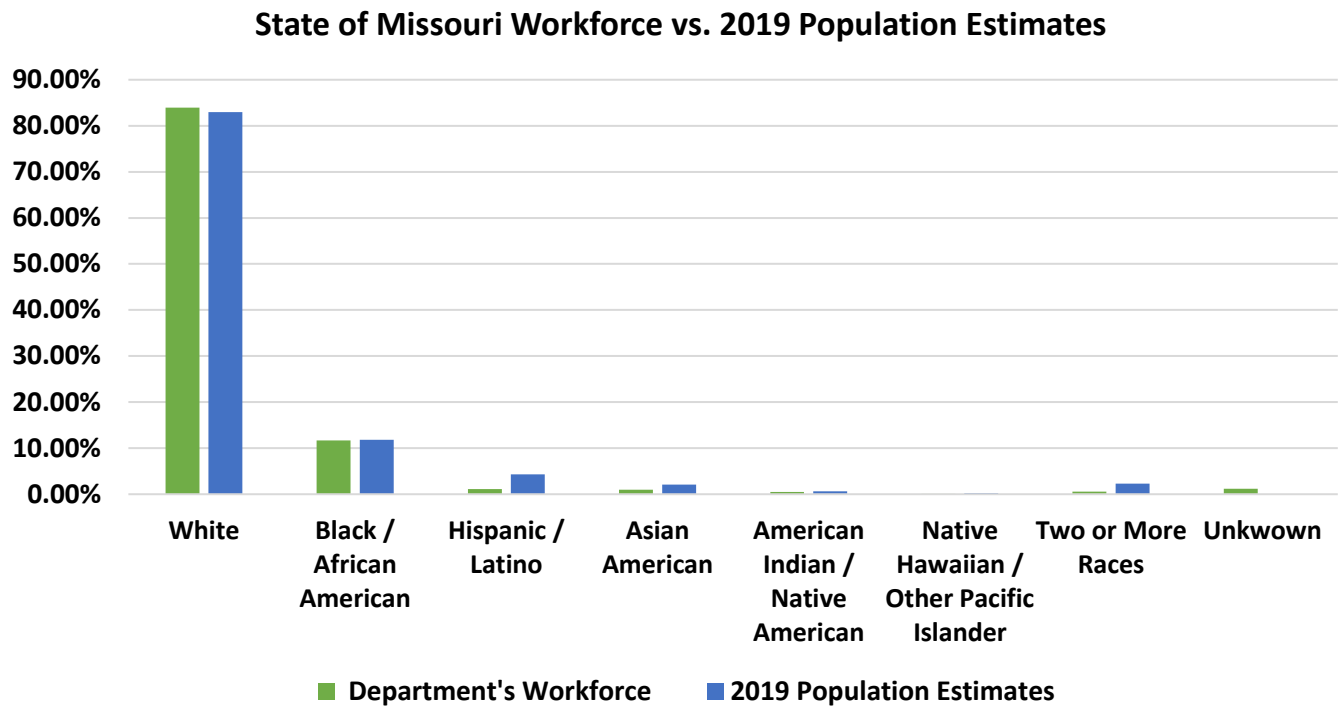
Purpose of the Annual Report

As the chief diversity office for the State of Missouri, OEO submits an annual report to the Governor and Commissioner of the State of Missouri that summarizes the progress made toward the achievement of the state's diversification goals. The annual report will show how many minorities and women are employed by the state, the number of minority and women businesses engaged in contracting opportunities, as well as the percentage of M/WBE utilization within each of these procurement activities. This report also analyzes procurement and workforce diversity data, department by department, and provides a summary of departmental activities.

OEO is often referred to as "The Face of OA" because of OEO's aggressive community involvement, advocating diversity and inclusion for all Missouri citizens. Many ideas for improvement and feedback, from entities with a desire to express and share their experiences with the state, come from this constant contact and community involvement. As a result, OEO is the "internal" voice for these "external" concerns and is empowered to offer suggestions to departments and decision-makers regarding how the state can achieve desired objectives.



FY19 Statewide Workforce Diversity Analysis



FY19 DEMOGRAPHICS OF CURRENT WORKFORCE

Executive Branch Summary

The Office of Equal Opportunity (OEO) fulfills its mission by proactively promoting workforce diversity and inclusion in the state's employment for minorities and women.

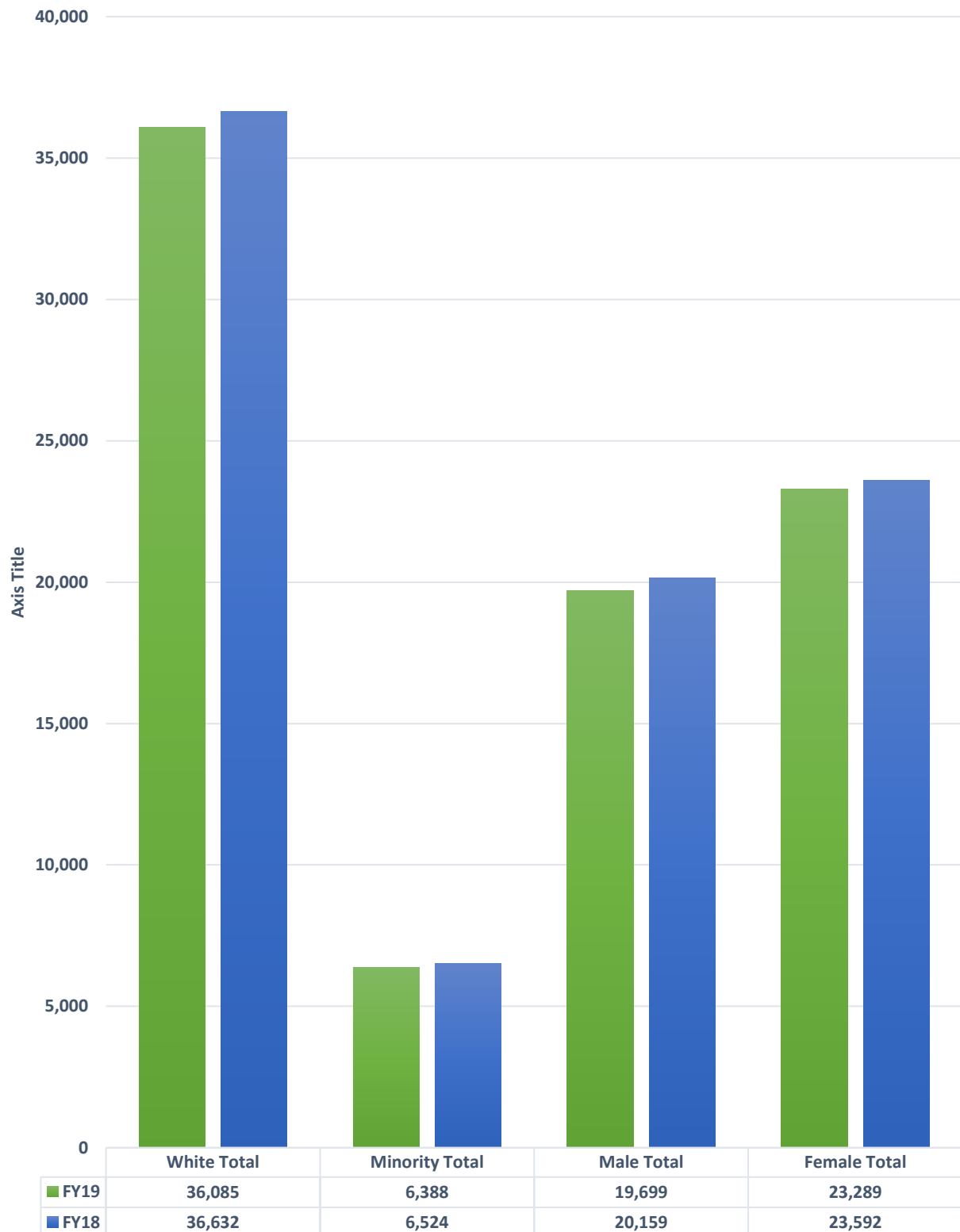
The FY19 Annual Report represents the workforce analysis of the Executive Branch departments, as the State of Missouri continues to strive toward achieving employment parity for protected groups.

FY19 Executive Branch Workforce Demographics

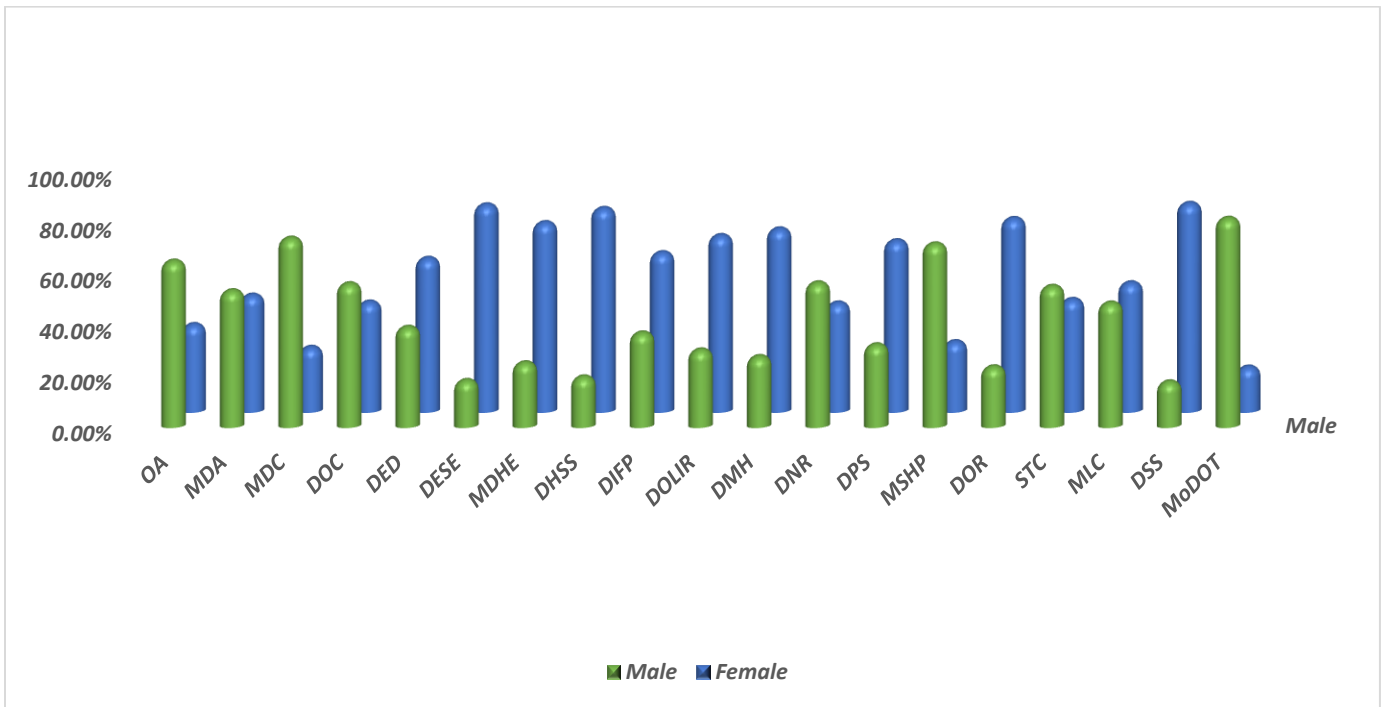
Agency	Total Employees	Male	Female	White	Black	Hispanic	Asian	Indian	Pacific	Two or more	Unknown
OA	1,730	1,132	598	1,546	114	8	30	9	0	15	8
MDA	338	182	156	309	3	1	3	1	0	4	17
MDC	1,355	1,008	347	1,305	26	7	7	3	0	3	4
DOC	9,859	5,578	4,281	8,734	683	116	50	26	7	37	206
DED	758	299	459	597	103	8	14	8	1	9	18
DESE	1,657	307	1,350	1,396	161	14	18	4	0	19	45
MDHE	51	13	38	46	4	1	0	0	0	0	0
DHSS	1,670	333	1,337	1,384	155	22	19	10	1	23	56
DIC	494	184	310	459	21	3	5	1	0	1	4
DOLIR	609	186	423	523	54	7	6	6	1	2	10
DMH	5,895	1,647	4,248	3,796	1,874	69	105	12	5	34	0
DNR	1,326	755	571	1,220	29	11	18	5	0	10	33
DPS	2,192	714	1,478	1,807	258	40	38	10	1	13	25
MSHP	2,328	1,680	648	2,172	78	34	11	15	0	11	7
DOR	1,038	248	790	893	58	12	27	2	0	7	39
STC	36	20	16	32	0	0	0	0	0	0	4
LOTTERY	151	74	77	129	13	1	4	1	1	2	0
DSS	6,404	1,151	5,253	5,150	1,028	72	30	25	1	59	39
MoDOT	5,097	4,188	909	4,587	350	67	31	58	0	4	0
TOTAL	42,988	19,699	23,289	36,085	5,012	493	416	196	18	253	515
Executive Branch Percentages (%)		45.82%	54.18%	83.94%	11.66%	1.15%	0.97%	0.46%	0.04%	0.59%	1.20%

Executive Branch Workforce Summary FY17 vs FY18

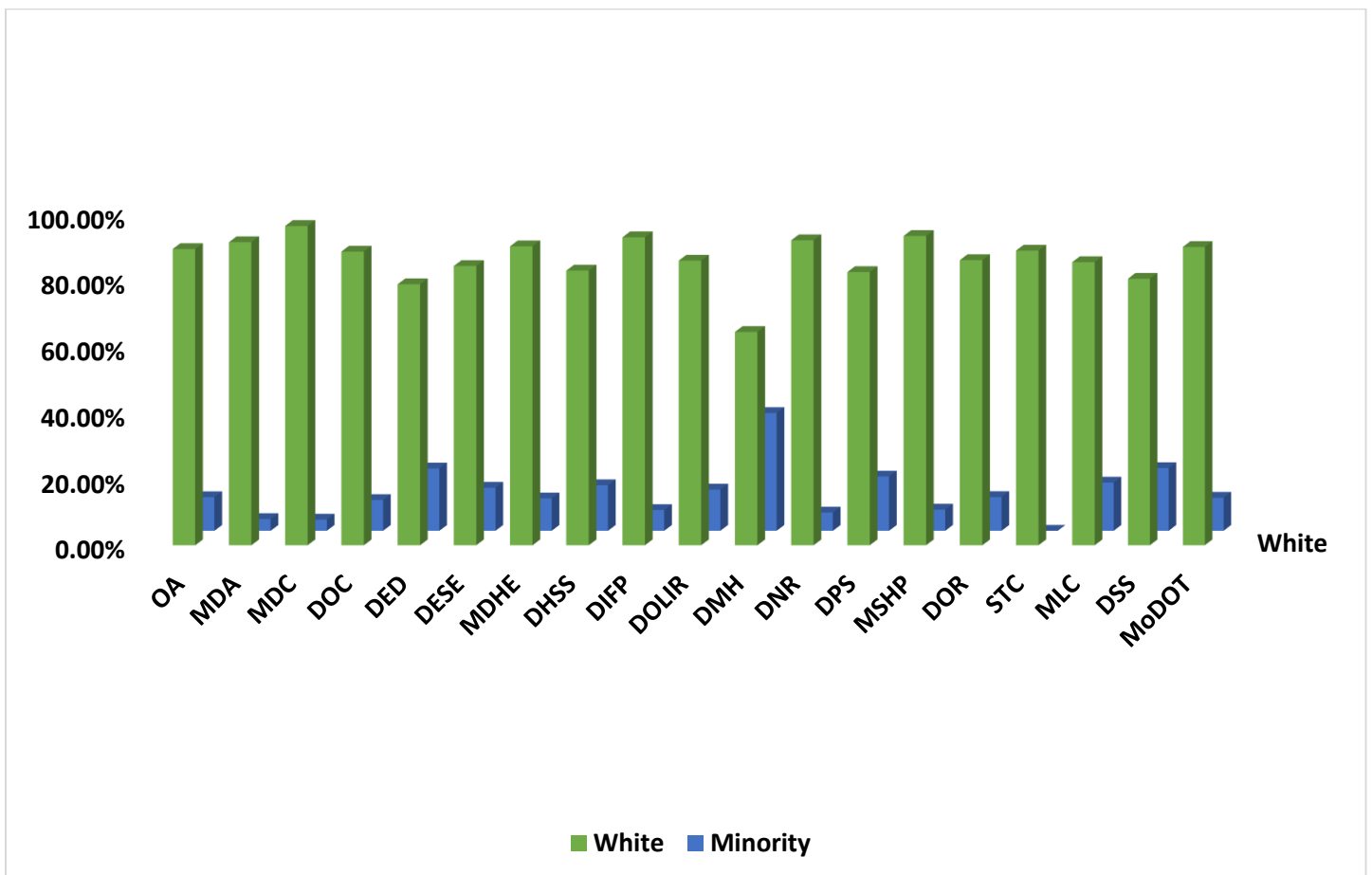
The chart below is a summary comparison of FY18's and FY19's workforce demographics of the Executive Branch.



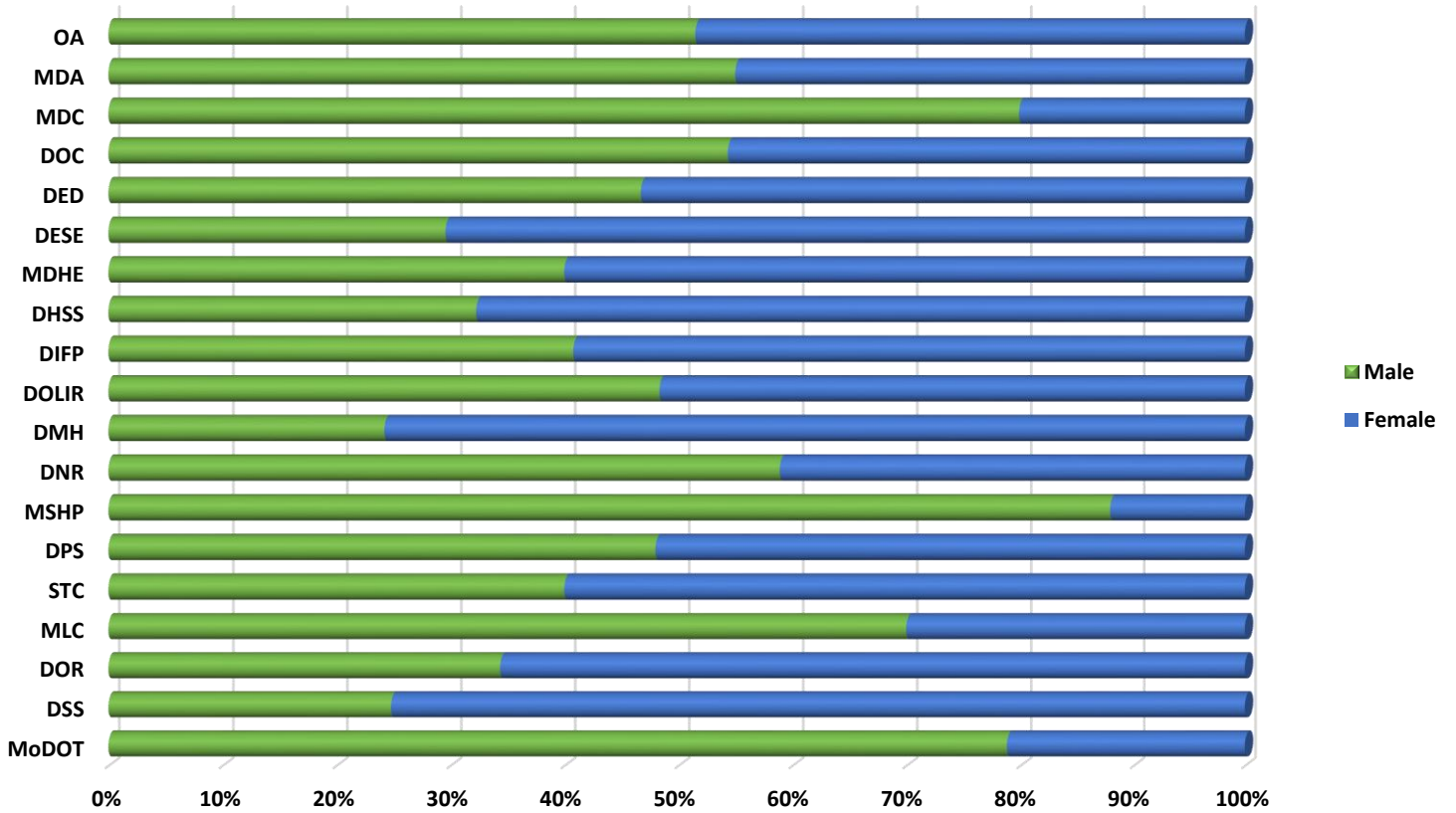
Gender by Department



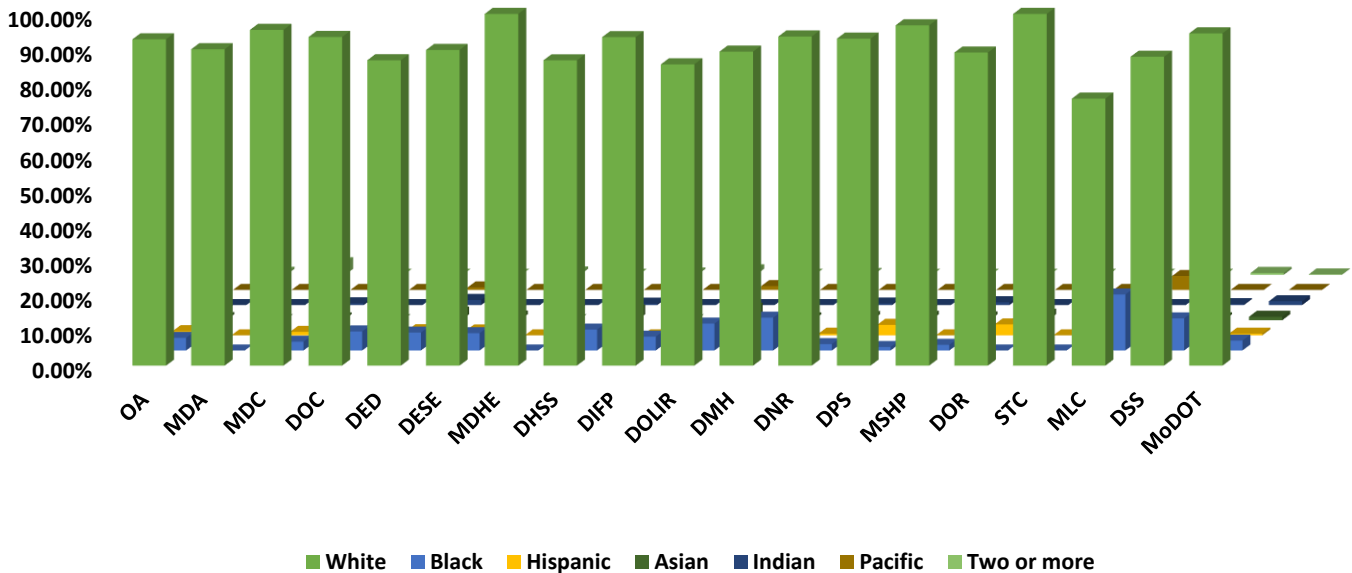
White vs. Minority by Department



Executive Departments Officials and Administrators by Gender



Executive Departments Officials and Administrators by Race



Minority and Woman-owned Business Enterprise Report

Minority/Woman-Owned Business Enterprise Certification Program

The Office of Equal Opportunity (OEO) Minority and Woman-Owned Business Enterprise (M/WBE) Certification Program was implemented to increase and maintain the participation of certified socially and economically disadvantaged small businesses.

To become M/WBE certified with the State of Missouri the business must meet the following requirements:

- Be a minority and/or a woman with 51% or more ownership share(s)
- The minority and/or woman owner must be a U.S. citizen or lawfully admitted permanent resident of the U.S.
- The minority and/or woman owner must hold the highest position in the company and be capable of exercising direct control of daily operations, and management
- The business must be organized as a for-profit business.

If the company meets the requirements of listed above (1 CSR 10-17.040); then the company will be eligible to participate in the OEO M/WBE Certification Program.

A **MINORITY BUSINESS ENTERPRISE (MBE)** as defined by OEO is a firm that is at least 51% owned, managed and controlled by one or more minority individuals. A racial minority is, for the purposes of the State of Missouri's MBE program, defined as an individual who is a citizen or a lawfully admitted permanent resident of the United States and who is a member of one of the following groups: Black American, Hispanic American, Native American including Alaskan Native, Pacific Islander and Aleut, Asian-Pacific American, and Asian-Indian American, as well as any other similar racial minority groups identified in Chapter 37 of the Missouri Revised Statutes as listed in Section 37.013.

A **WOMAN-OWNED BUSINESS ENTERPRISE (WBE)** as defined by OEO is a business that is at least 51% owned, managed and controlled by one or more women.

Certification as an MBE and/or WBE provides opportunities for the certified business to bid on state contracts.

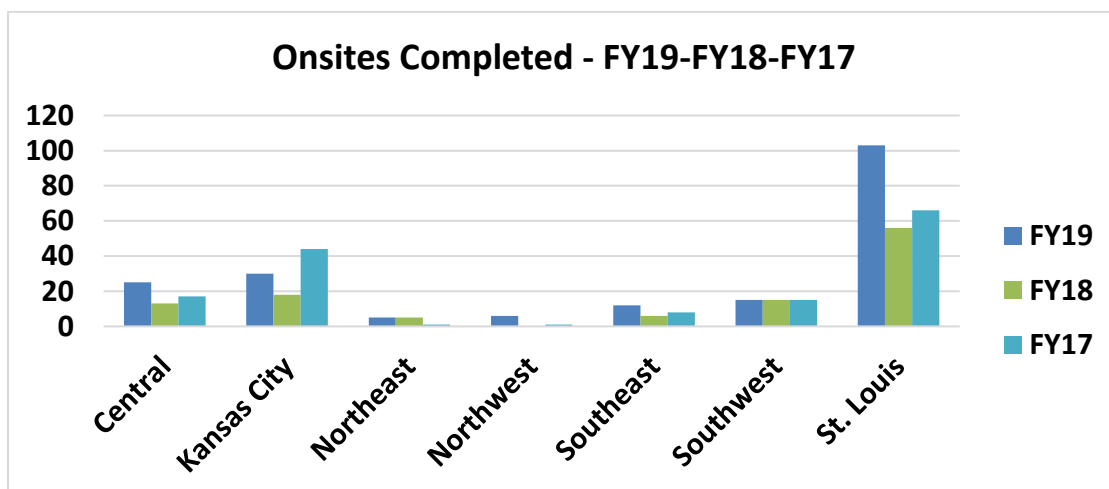
The OEO certified M/WBEs are listed in the online OEO Certified M/WBE Directory.

FY19 On-Site Report

The Office of Equal Opportunity certification program has seven (7) regions within the State of Missouri. The regions are as follows: Northwest (1), Northeast (2), Kansas City (3), Central (4) St. Louis (5), Southwest (6), and Southeast (7).



The OEO engages each applicant (owner) in these regions during the On-Site Review process for certification. The following table compares the number of on-site visits conducted in FY17 and FY18 by region. The results indicate that the largest increase of on-site visits conducted was in the Kansas City region. The data OEO gathers from these numbers assists the office in strategic planning and implementation of additional outreach efforts and resources.



Certification Process

Types of Certification

Standard Certification

The Standard Certification process applies to applicants whose principal place of business is within the State of Missouri. Applicants must meet the qualifications of the OEO M/WBE program (1 CSR 10-17.040) to be granted certification. Standard Certification applicants must complete the online M/WBE Certification Application, submit all required documentation, sign and notarize the OEO affidavit. Upon completion of the application process and the initial Desk Review, an on-site visit to the applicant's business may be conducted, lastly the Final Review will determine if certification will be granted or denied. The applicant is required to retain the original documentation in their records.

Rapid Certifications

The Rapid Certification process applies to applicants who are currently certified as an M/WBE by a recognized certifying entity in the State of Missouri, have been certified by their domicile state and or certifying entities that have current Memorandums of Understandings (MOU) with OEO.

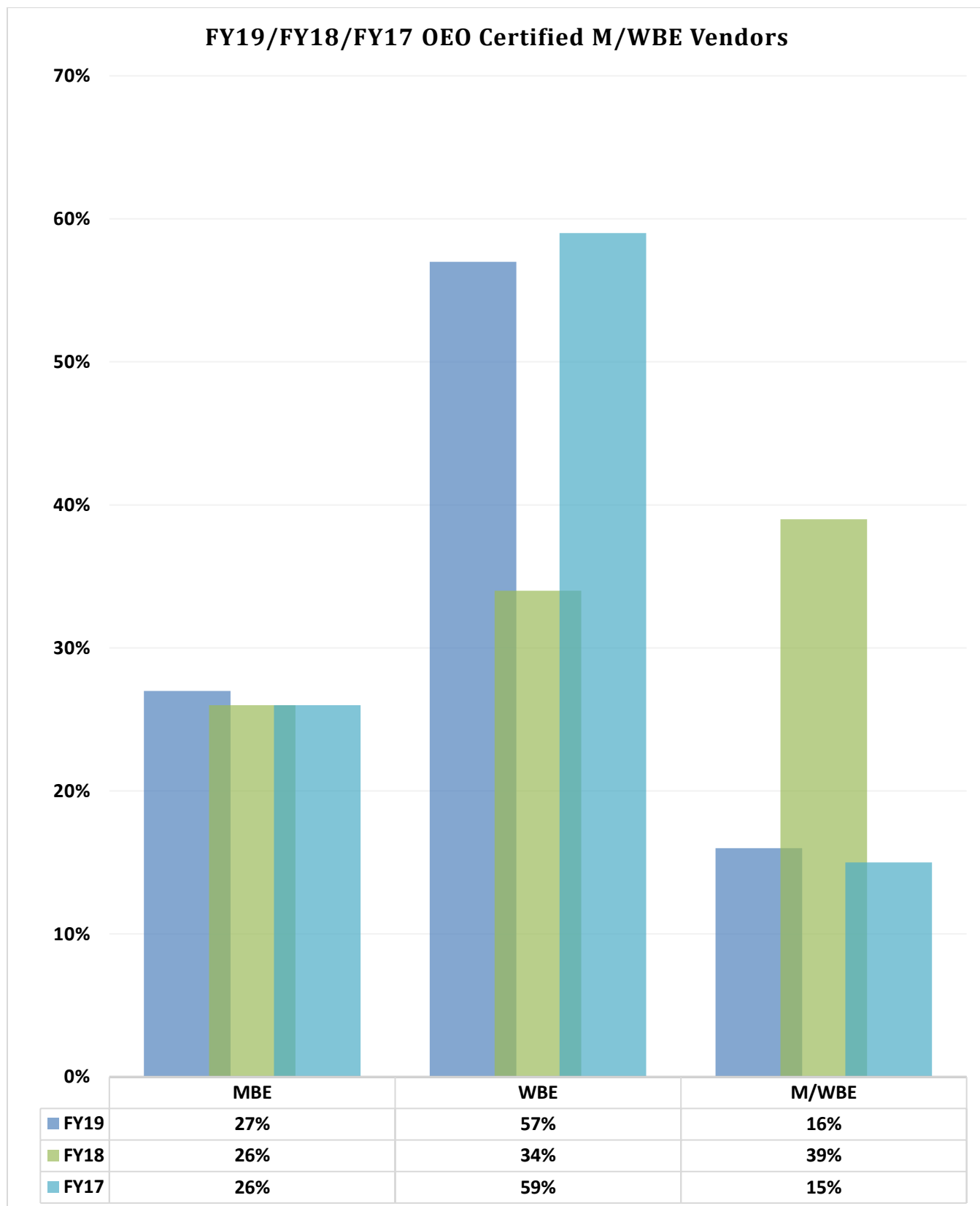
Applicants must meet the qualifications of the OEO M/WBE program (1 CSR 10-17.040), and must be certified by one of the programs listed below. The applicant must complete the online M/WBE Certification Application, submit all required documentation, sign and notarize the OEO affidavit. OEO will not conduct an on-site inspection with companies whose principal place of business is outside the State of Missouri.

The applicant is required to retain the original documentation in their records. Certification by one or more of these programs does not guarantee certification by OEO. The applicant's current certification must not be within 90 days of expiration to be considered.

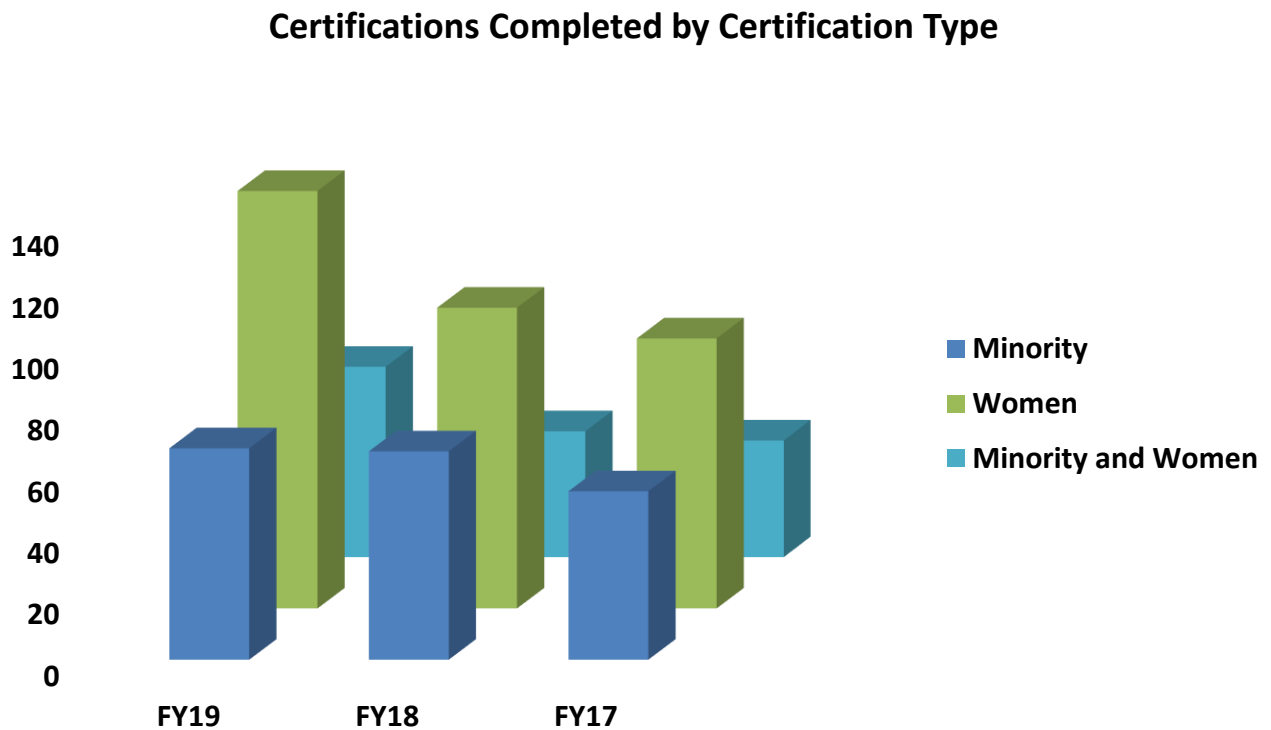
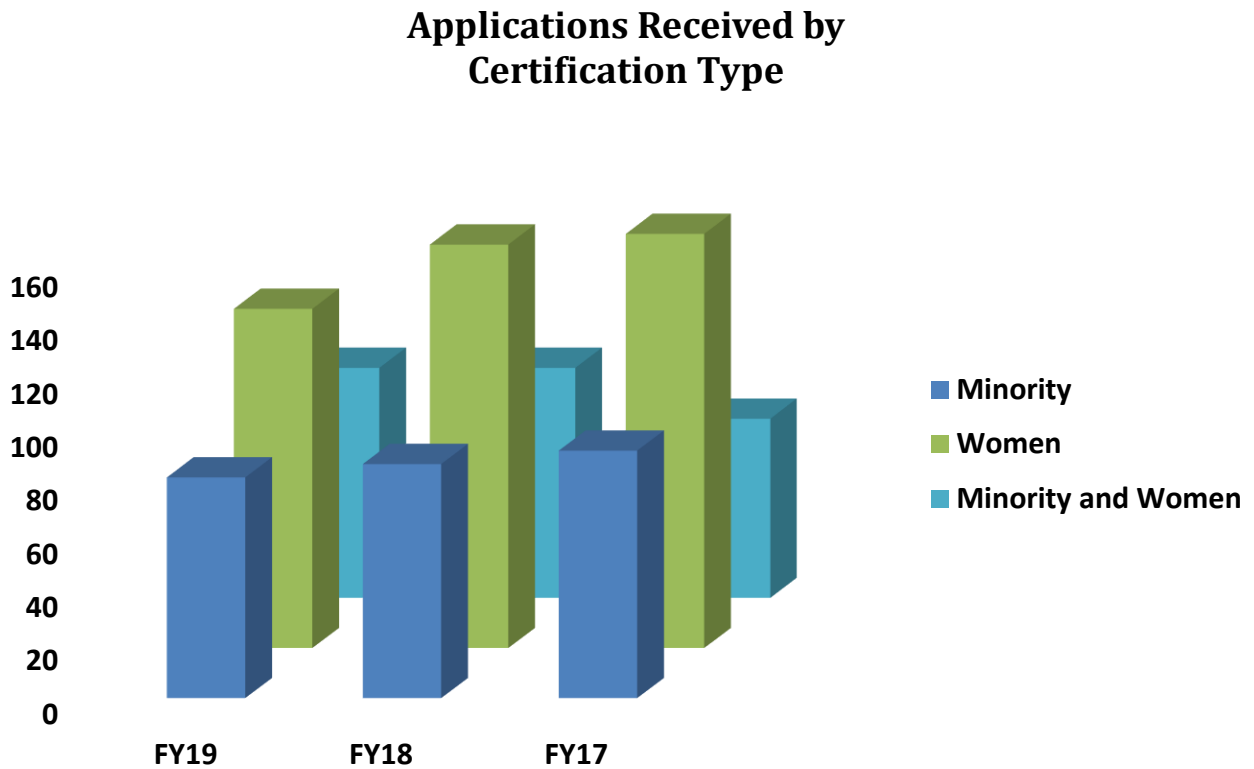
The following are certifying entities that are currently recognized by OEO:

City of St. Louis - MRCC	Mid-States Minority Supplier Business Council	National Woman's Business Owners Corporation (NWBOC)
MoDOT/MRCC – (DBE Program)	Kansas City Human Relations Department	St. Louis Lambert International Airport Authority
Kansas City – MRCC	Mountain Plains Minority Supplier Development Council	Women Business Development Center (WBDC)

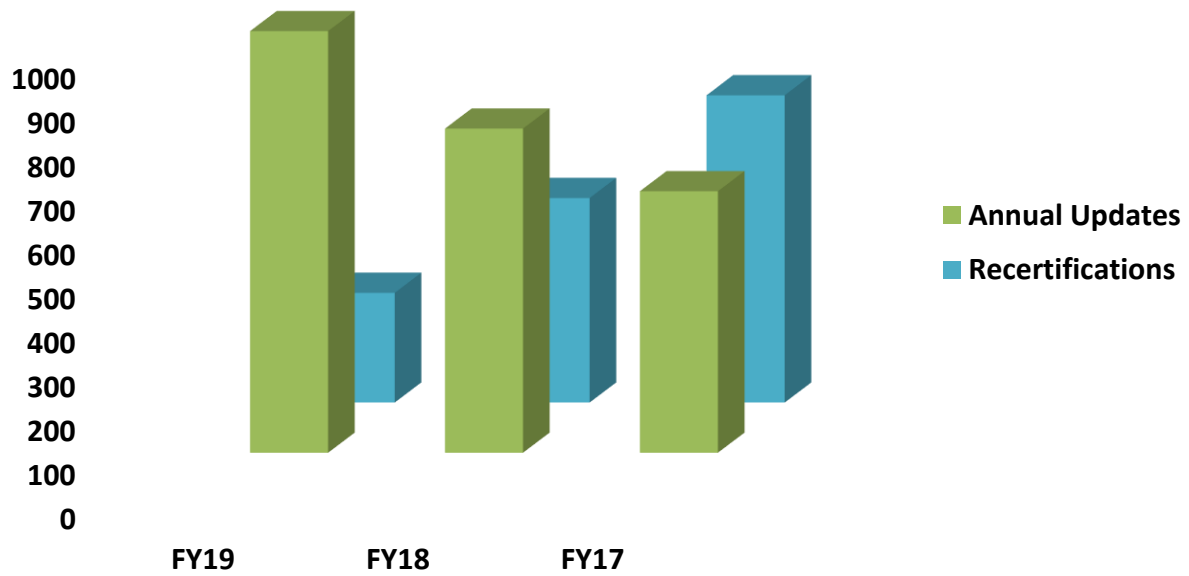
The chart below represents the FY19 vs. FY18 vs. FY17 trend of the total number of OEO certified vendors in the OEO Certified M/WBE Directory.



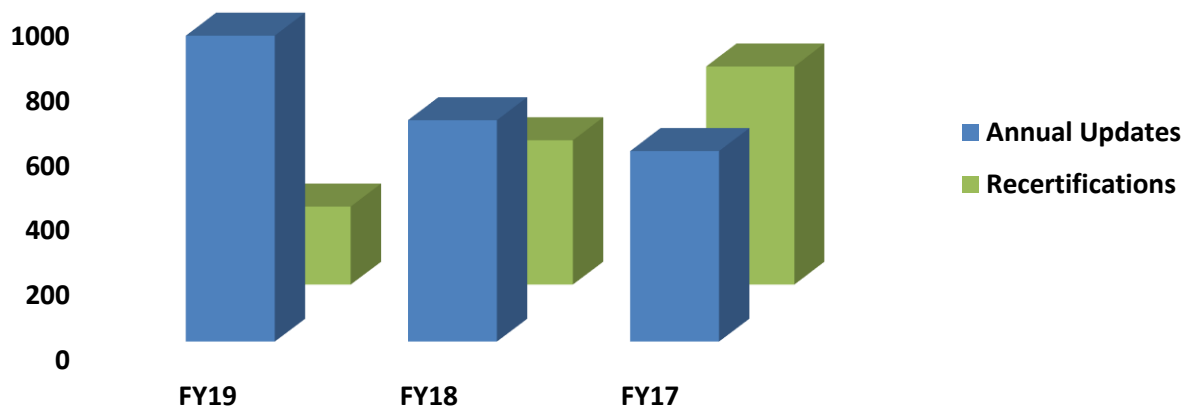
The following tables and corresponding pie charts summarize the FY19 vs. FY18 vs. FY17 OEO Minority and Woman-owned Business Enterprise Certification Data.



Applications Received - Annual Updates and Recertifications



Certifications Completed - Annual Updates and Recertifications





MINORITY & WOMAN-
OWNED BUSINESS
ENTERPRISES
PROCUREMENT REPORT

MBE/WBE

FY19 Procurement Summary

Procurement can be a potentially powerful tool for governments to promote level economic opportunities and to counteract discrimination in the marketplace. Over the last several decades, federal, state and local governments throughout the nation including Missouri have developed programs with the express intent of increasing the number and value of government contracts awarded to **minority-owned business enterprises (MBEs)** and **woman-owned business enterprises (WBEs)**.

In the State of Missouri, each state agency plays a different role in addressing and supporting the needs of the State which dictates the nature and type of expenditure that is required in each situation. Some state agencies have a routine portfolio of contracts that provide a more predictable level of participation from year to year. Other agencies have major contracts that are awarded in one year and not in another as a result of variations in funding, inventory draw downs, or other unplanned circumstances. Some major contracts may provide an opportunity to involve additional participation.

The Department of Corrections, for example, may have multiple correctional and supervision centers throughout the entire state. Most of these facilities are located in small towns or rural communities where the department is committed to supporting the local economy. It is quite typical for a facility in the rural areas to support local vendors for expenditures under the \$3,000 bid threshold.

Similarly, the Department of Conservation may rely on local or rural retail outlets to supply grounds maintenance or feed supply products. These types of goods dictate the necessity for short-term, non-contractual relationships. The Department of Social Services may spend the bulk of its expenditures in partnership with non-profit agencies; while the Department of Elementary and Secondary Education may employ an abundance of independent contractors and service providers.

The uniqueness of each agency's service offering, combined with the dynamics of each agency's contractual vs. discretionary expenditure needs, will determine what combination of expenditure transactions satisfy each unique situation. In an effort to provide an analysis that neutralizes these agency differences and makes the information more consistent and comparable among agencies, a variety of factors must be taken into consideration.

Agencies sometimes require specialized procurements and a sole source contract in which only one vendor can provide the requisite goods or services may offer limited minority or women opportunities.

This could be due to the size of the contract, the region of the state in which the contract is located, or the specific industry involved. For contractual situations such as these, agencies may utilize a Single Feasible Source (SFS). As defined in Section 34.044, RSMo, (SFS) procurement exists when:

- Supplies are proprietary and only available from the manufacturer or a single distributor; or
- Based on past procurement experience, it is determined that only one distributor services the region in which the supplies are needed; or
- Supplies are available at a discount from a single distributor for a limited period of time.

When agencies are required to use a specified vendor as a result of a statewide contract, the respective agency has limited control over the minority or woman participation on that contract. As a final example, contracts

with not-for-profits cannot be counted towards minority and woman participation goals. Only OEO certified vendors can be counted toward MBE and WBE targets and OEO only certifies “for profit” businesses. Executive Order 05-30 states that **“All agencies shall continue to make every feasible effort to target the percentage of goods and services procured from certified MBEs and WBEs to 10% and 5%, respectively”**.

The table below gives an overview of expenditures incurred by each executive department. Although the legislature, judicial and elected officials are not subject to this executive order, their M/WBE utilization is also included in **FY19 State Procurement Summary Table** below. Please note that the FY19 M/WBE expenditures calculations exclude the Purchasing Cards (P-Card) expenditures.

Legislative, Elected Officials & Judicial Branches*	MBE	WBE	NON-MBE	TOTAL	TOTAL	NET	MBE %	WBE %
	EXPEND	EXPEND	EXPEND	EXPEND	EXCLUDABLES	EXPEND		
	\$8,973,588.12	\$2,055,578.61	\$43,968,128.43	\$54,997,295.16	N/A	N/A	16%	4%
EXECUTIVE DEPARTMENTS								
OA	\$35,976,812.38	\$3,264,176.73	\$68,612,760.47	\$107,853,749.58	\$104,654.49	\$107,749,095.09	33%	3%
MDA	\$116,439.57	\$143,321.34	\$6,532,383.08	\$6,792,143.99	\$48,503.73	\$6,743,640.26	2%	2%
DIFP	\$6,451.63	\$157,095.47	\$2,765,729.47	\$2,929,276.57	\$28,621.31	\$2,900,655.26	0%	5%
MDC	\$5,363,292.99	\$585,463.52	\$37,657,750.28	\$43,606,506.79	\$348,609.82	\$43,257,896.97	12%	1%
DED	\$383,631.50	\$524,441.17	\$15,581,230.54	\$16,489,303.21	\$1,065,460.13	\$15,423,843.08	2%	3%
DESE	\$763,180.75	\$734,481.67	\$59,361,721.57	\$60,859,383.99	\$399,535.24	\$60,459,848.75	1%	1%
DHE	\$384,973.80	\$64,941.17	\$9,120,672.75	\$9,570,587.72	\$8,664,666.44	\$905,921.28	42%	7%
DHSS	\$431,864.51	\$981,903.24	\$16,403,000.81	\$17,816,768.56	\$10,755,655.40	\$7,061,113.16	6%	14%
MODOT	\$13,109,852.49	\$8,630,481.95	\$276,164,598.79	\$297,904,933.23	\$1,433,995.02	\$296,470,938.21	4%	3%
DOLIR	\$171,685.68	\$60,224.53	\$946,671.60	\$1,178,581.81	\$134,170.52	\$1,044,411.29	16%	6%
DMH	\$299,178.04	\$219,584.90	\$44,876,366.32	\$45,395,129.26	\$25,800,624.65	\$19,594,504.61	2%	1%
DNR	\$390,981.70	\$1,455,668.85	\$19,585,537.30	\$21,432,187.85	\$8,034,139.87	\$13,398,047.98	3%	11%
DPS	\$1,002,163.37	\$549,455.02	\$36,491,165.50	\$38,042,783.89	\$21,432,343.47	\$16,610,440.42	6%	3%
MSHP	\$9,879,694.73	\$593,391.97	\$40,292,091.51	\$50,765,178.21	\$22,982,229.65	\$27,782,948.56	36%	2%
DOR	\$788,271.29	\$399,675.75	\$10,784,709.02	\$11,972,656.06	\$3,618,933.88	\$8,353,722.18	9%	5%
LOTTERY	\$1,034,054.00	\$367,687.00	\$56,624,475.00	\$58,026,216.00	\$16,763,244.66	\$41,262,971.34	3%	1%
STC	\$0.00	\$93.00	\$74,025.00	\$74,118.00	\$0.00	\$74,118.00	0%	0%
DSS	\$2,469,673.98	\$7,349,207.55	\$191,520,047.20	\$201,338,928.73	\$175,426,418.95	\$25,912,509.78	10%	28%
DOC	\$6,587,864.99	\$7,681,523.96	\$239,900,798.60	\$254,170,187.55	\$161,051,544.77	\$93,118,642.78	7%	8%
SUB-TOTAL OF EXEC. DEPTS.	\$79,160,067.40	\$33,762,818.79	\$1,133,295,734.81	\$1,246,218,621.00	\$458,093,352.00	\$788,125,269.00	10%	4%
STATEWIDE TOTALS	\$88,133,655.52	\$35,818,397.40	\$1,177,263,863.24	\$1,301,215,916.16	N/A	N/A	7%	3%

The following key lists the Executive Departments’ acronyms along with their names:

OA	Office of Administration	MDA	Agriculture	MDC	Conservation
DOC	Corrections	DED	Economic Development	DESE	Elementary & Secondary Education
DHSS	Dept. of Health & Senior Services	DHE	Higher Education	DIFP	Insurance, Financial Institutions & Professional Reg.
DOLIR	Dept. of Labor & Industrial Relations	DMH	Mental Health	DNR	Natural Resources
DPS	Dept. of Public Safety	THE PATROL	Highway Patrol	DOR	Revenue
THE LOTTERY	State Lottery	STC	State Tax Commission	DSS	Social Services
MoDOT	Transportation				

M/WBE Utilization in the State of Missouri

The Office of Equal Opportunity (OEO) understands that the participation of Minority and Woman-owned Business Enterprises (M/WBEs) in the State of Missouri's procurement process is essential to the economic stability of our communities. Executive Order 05-30 states that the desirable M/WBE Utilization Percentages (UP) is 10% MBE and 5% WBE.

The OEO has a responsibility to explain to its constituents and stakeholders how the M/WBE Utilization Percentage is calculated at the end of each fiscal year. It is generally believed that M/WBE percentages should be applied to the total expenditures that the State of Missouri incurred during a particular fiscal year. However, this is not always the case.

Below are the steps used to arrive at the M/WBE utilization calculations:

Step 1: Total all the payments made to all vendors with includable object codes;

Step 2: Total the payments made to certified M/WBE vendors that provided goods and services; and

Step 3: Divide the payments made to certified M/WBE vendors by total payments made to all vendors to obtain a utilization percentage.

For Purchasing Contract Purchases and Agency Purchases, the State of Missouri calculates the UP based on payments that all departments make on a list of codes, known as "includable object codes". This list can include, but is not limited to, office supplies; laboratory supplies; professional services or IT services. Some of the items or services that are excluded are lodging, natural gas, and utilities. Expenditures presented in this report include total expenses on "includable object codes". The UP is calculated in the following manner:

If an M/WBE vendor is participating as a subcontractor in a contract, the participation is calculated based on reports submitted by the prime contractors to Division of Purchasing. A percentage of the total payments to the prime contractor should equal the percentage specified in the contract. These expenditures are combined and the utilization percentages for M/WBE vendors are calculated.

The following are definitions of some key terms utilized throughout this report:

Purchasing Contracts– when an agency makes a purchase with the use of a contract set up by the Division of Purchasing.

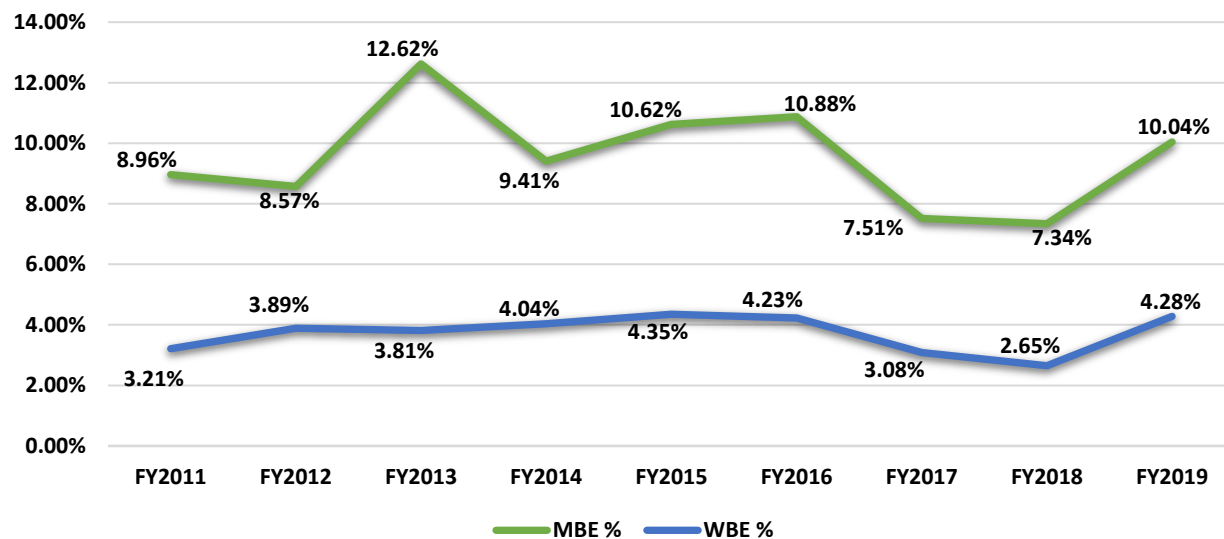
Agency (Discretionary) Purchases– when an agency purchases directly from a vendor without the use of a contract.

Summary of M/WBE Utilization in the State of Missouri Procurement from FY2011 to FY2019

Fiscal Year	MBE Expenditures	WBE Expenditures	Non M/WBE Expenditures	Total Expenditures	MBE %	WBE %
FY2011	\$83,572,567.89	\$29,935,849.94	\$818,744,077.24	\$932,612,455.07	8.96%	3.21%
FY2012	\$82,581,945.33	\$37,460,849.32	\$843,988,566.80	\$964,031,361.45	8.57%	3.89%
FY2013	\$118,016,625.83	\$35,640,536.44	\$781,729,416.51	\$935,386,578.78	12.62%	3.81%
FY2014	\$110,191,770.00	\$47,379,004.00	\$1,013,907,727.00	\$1,171,478,501.00	9.41%	4.04%
FY2015	\$129,086,788.46	\$52,932,642.49	\$1,033,723,624.50	\$1,215,743,055.45	10.62%	4.35%
FY2016	\$138,081,911.05	\$53,643,888.17	\$1,076,855,760.65	\$1,268,581,559.87	10.88%	4.23%
FY2017	\$92,403,679.45	\$37,903,001.59	\$1,099,759,269.76	\$1,230,065,950.80	7.51%	3.08%
FY2018	\$89,929,064.12	\$32,465,372.00	\$1,102,212,800.18	\$1,224,607,236.30	7.34%	2.65%
FY2019*	\$79,160,067.40	\$33,762,818.79	\$1,133,295,734.81	\$1,246,218,621.00	10.04%	4.28%

Note: FY2019* M/WBE Expenditures do not include the Purchasing Card (P-Card) Expenditures purchases with M/WBEs.

M/WBE Utilization percentages in State Procurement from FY2011 to FY2019.



¹ Expenditures include only those goods and services that are available for purchase from vendors. Colleges and universities are excluded. Leasing expenditures are excluded. Journal vouchers are not captured in the MBE/WBE report.

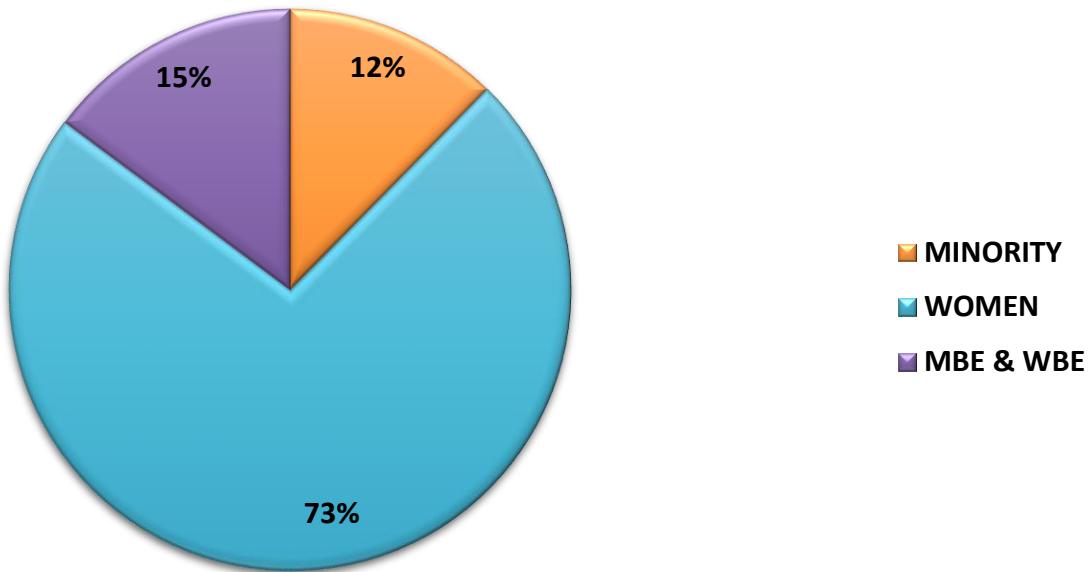
² Contracts are set up by the OA-Division of Purchasing on behalf of a particular agency or to be statewide contract by all state agencies.

³ Discretionary expenditures are created when an agency purchases directly from a vendor without the use of a contract. These expenditures are below the \$24,999 threshold.

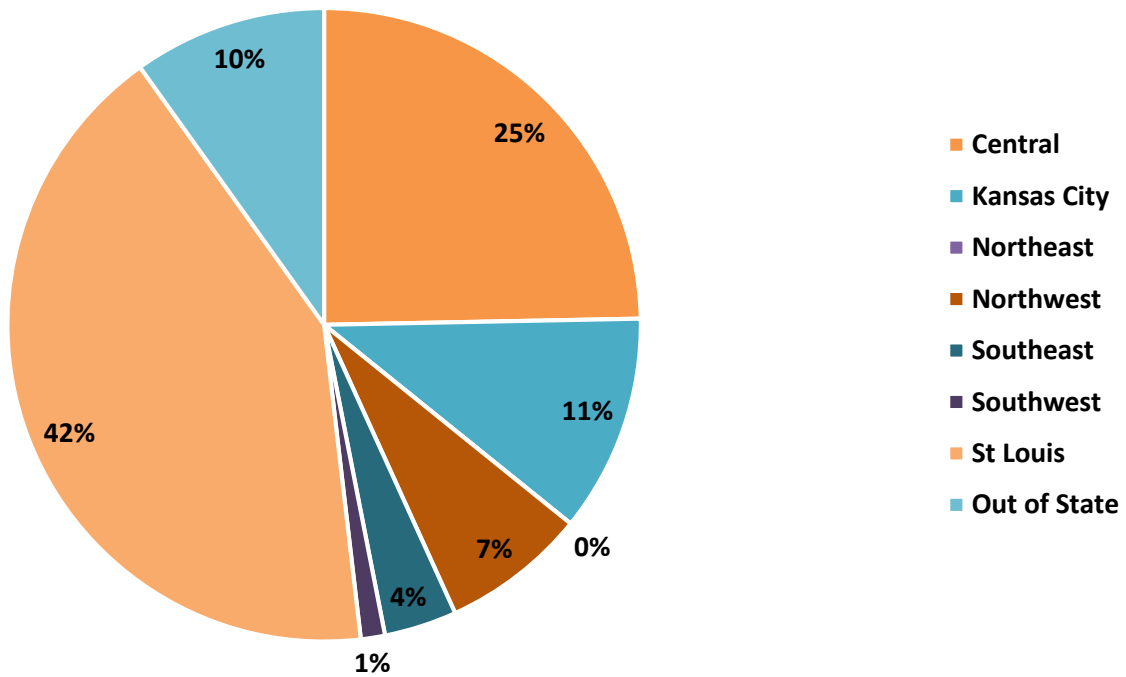
⁴ FY2019 calculations do not include P-Card M/WBE Expenditures.

Breakdown of State Contracts to Prime Minority and Woman-Owned Business Enterprises Contractors

M/WBE PRIME VENDORS

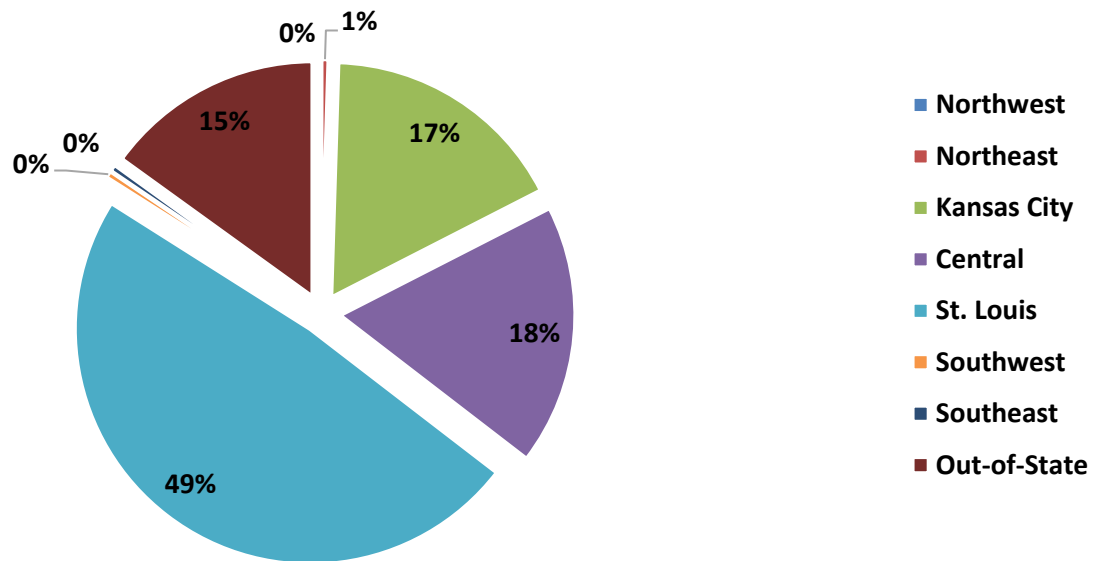


PRIME M/WBE BY LOCATION

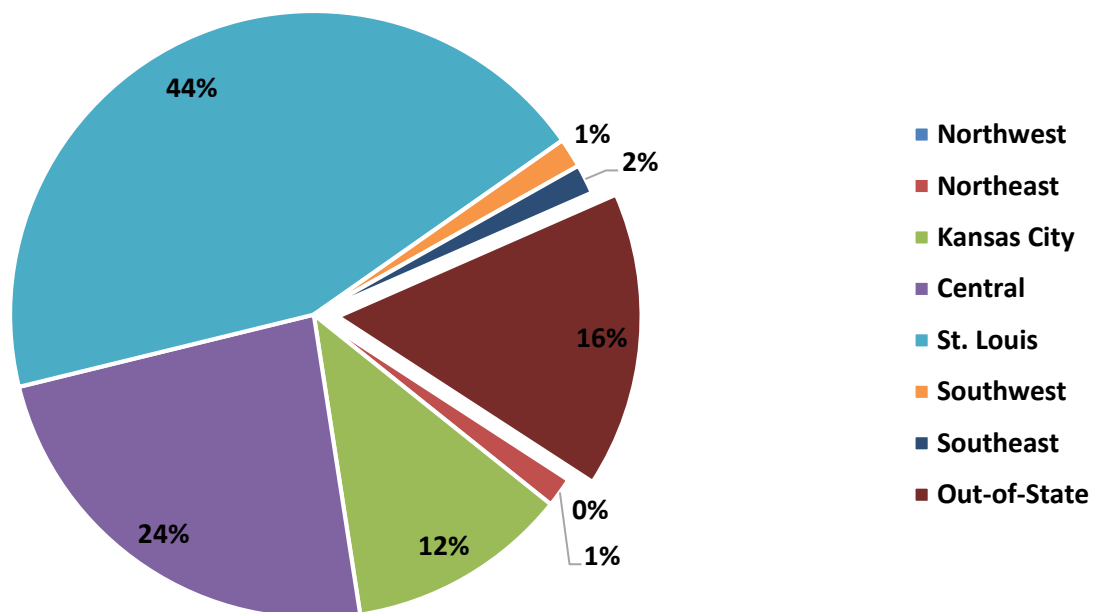


Minority and Woman-Owned Business Enterprises (M/WBE) Sub-Contractors Report (Breakdown of M/WBE Sub-Contractors by Region)

MBE Sub-Contractors by Region



WBE Sub-Contractors by Region



Executive Departments MBE Expenditures on Top 20 Object Codes

MBE FY19 Top 20 Expenditures Codes		
OBJECT CODE	OBJECT NAME	FISCAL YTD EXPENDITURES
2583	COMP SOFTWARE MAINT, LIC &SUBSC	\$24,452,230.31
2700	NON MNFRM COMP EQU OVER THRES	\$9,923,135.81
2541	INFO TECHNOLOGY CONSULT & SRVS	\$8,218,608.48
2685	UNDER THRESHOLD-COMPUTER EQUIP	\$8,092,021.14
2580	COMP HARDWARE REPAIR & MAINT	\$5,255,407.82
2686	UNDER THRESHOLD-NONMF COM SFW	\$5,233,008.66
2701	IT NET & COM EQUIP OVER THRESH	\$4,329,990.53
2469	TEMPORARY PERSONNEL SERV	\$3,049,629.38
2706	NON-MAINFRAME COMP S	\$2,582,335.59
2544	OTHER PROFESSIONAL SERV	\$2,547,555.24
2705	NON MNFRM SFTWARE CONSULT&DEV	\$1,904,528.46
3085	REBILL UNDER THRESHOLD COMP EQ	\$1,745,932.46
2547	HOUSEKEEP & JANITOR SERV	\$1,528,236.22
3108	REBILL - SFW MAINTNCLIC & SUB	\$1,039,363.38
2694	UNDER THRESHOLD-OTHER EQUIP	\$575,867.20
2514	PROGRAM CONSULTANT SERV	\$527,136.30
2400	TELECOMMUNICATION SUPP	\$457,559.21
2540	INFORMA TECHNOLOGY OUTSOURCING	\$455,916.62
3100	REBILL-OVR THRE-NON MF COMP EQ	\$387,366.70
2250	OFFICE SUPPLIES	\$7,435.00
TOTAL		\$82,313,264.51

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2250	OFFICE SUPPLIES	\$7,435.00
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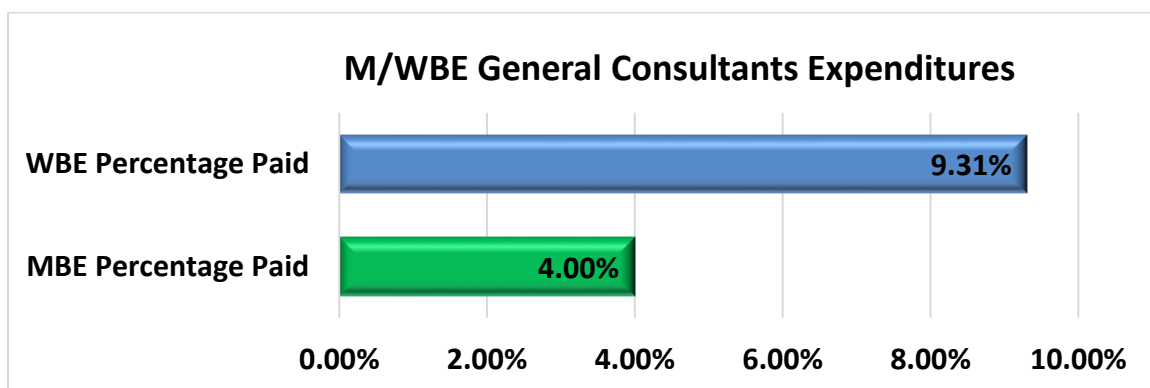
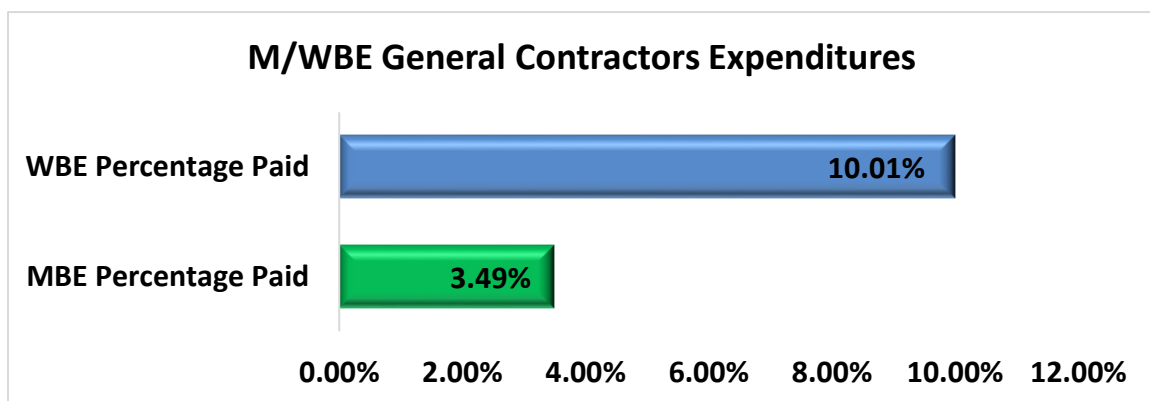
Executive Departments WBE Expenditures on Top 20 Object Codes

OBJECT CODE	OBJECT NAME	FISCAL YTD EXPENDITURES
2544	OTHER PROFESSIONAL SERV	\$5,653,751.70
2466	ADVERTISING SERVICES	\$5,157,789.19
2583	COMP SOFTWARE MAINT,LIC &SUBSC	\$2,593,609.49
2469	TEMPORARY PERSONNEL SERV	\$2,349,979.17
2580	COMP HARDWARE REPAIR & MAINT	\$887,278.32
2835	BUILDING/FACILITY CONST SERV	\$827,120.00
2457	EXPRESS & FREIGHT SERVICES	\$790,829.44
2505	PROFESSIONAL COURT SERV	\$737,340.30
2805	OTHER SPECIFIC USE EQUIP	\$658,880.50
2541	INFO TECHNOLOGY CONSULT & SRVS	\$472,166.07
2838	MIN REP, MAINT & IMPR SERV	\$447,777.12
2304	RESALE MERCHANDISE	\$424,129.36
2301	PROMOTIONAL SUPPLIES	\$281,072.31
2250	OFFICE SUPPLIES	\$257,699.59
2331	OTHER REPAIR & MAINT SUPP	\$172,369.53
2481	FOOD SERVICES	\$155,867.34
2514	PROGRAM CONSULTANT SERV	\$150,000.00
2691	UNDER THRESHOLD-OFF EQUIP&FURN	\$140,924.20
3108	REBILL - SFW MAINTNC LIC & SUB	\$116,720.15
2496	OTHER BUSINESS SERVICES	\$113,966.22
	TOTAL	\$22,389,270.00

Division of Facilities Management, Design & Construction (FMDC) FY19 M/WBE Expenditures

General Contractors M/WBE Expenditures	
Total Amount Paid	\$109,415,579
Amount paid to MBE GC	\$414,527
Amount paid to WBE GC	\$431,775
Amount paid to MBE subs	\$3,405,597
Amount paid to WBE subs	\$10,513,076

General Consultants M/WBE Expenditures	
Total Amount Paid	\$122,553,791
Amount paid to MBE GC	\$730,271
Amount paid to WBE GC	\$523,619
Amount paid to MBE subs	\$3,630,563
Amount paid to WBE subs	\$10,888,305



Key Policy Initiatives

OEO is fully committed to encouraging the implementation of progressive ideas regarding workforce diversity and contracting opportunities for minority and women business enterprises within the State of Missouri. We serve as a resource to our vendors, elected officials, and state employees on best practices, training and measurement through our comprehensive data analysis. Since our inception, OEO has voiced and aggressively supported our main priorities:

- ✚ The development of progressive workforce policies and procedures to ensure diversification, and,
- ✚ The improvement of M/WBE procurement expenditure levels.

To ensure we have the structure in place to monitor and achieve the stated objectives, OEO has developed the following key policy initiatives for Workforce Diversity and M/WBE Expenditures that will provide a foundation for this internal structure:

Workforce Diversity:

- ✚ Incorporate diversity & inclusion initiatives into each respective department's strategic plan
- ✚ Establish departmental action plans to ensure the workforce reflects the diversity of the community.
- ✚ Retaining a world-class workforce and maintaining an environment of lifetime learning.
- ✚ Develop ongoing communication systems to create and reinforce the workplace diversity & inclusion commitment to all employees, with an emphasis on why it is important and what it means to the State of Missouri.

M/WBE Expenditures:

- ✚ Increase the number of certified vendors statewide, making OEO a focal point for and a leader in diversification and participation related issues
- ✚ Increase M/WBE participation in State of Missouri procurement
- ✚ Develop procurement training programs
- ✚ Increase State agency MBE/WBE accountability.
- ✚ Expanding OEO's outreach program.
- ✚ Monitoring sub-contractor's goals performance.



OEO would like to thank our advocates, agencies and business owners for tirelessly assisting OEO as we work to MakeMissouri First by creating an inclusive framework of procurement and workforce policies for the State of Missouri.

