



FY 2022 Annual Report

Office of Equal Opportunity
Diana Wagner-Hilliard, Director



Michael L. Parson
Governor

Kenneth J. Zellers
Commissioner

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January 5, 2023

The Honorable Michael L. Parson
The Honorable Members of the Missouri Legislature
Citizens of the State of Missouri

I submit to you the Office of Equal Opportunity's Annual Report for the fiscal year ended June 30, 2022. The report was prepared by the Missouri Office of Equal Opportunity, whose management is responsible for its contents. The report is prepared to show workforce demographics of the state and its 16 executive departments, as well as utilization of minority and woman-business enterprises on state contracts. We believe the data presented is accurate in all material respects and the information provided will enable the reader to gain a reasonable understanding of the state's diverse workforce and utilization of minority and woman-owned business.

Sincerely,

A handwritten signature in blue ink that reads "Diana Hilliard".

Diana Hilliard

Director

EXECUTIVE SUMMARY

The Office of Equal Opportunity (OEO) exists to promote diversity within the state workforce and suppliers and improve the opportunities for minorities and women to access state employment and state contracts. Our office is housed within the Office of Administration and is established by Executive Orders 15-06 and 10-24. It is our mission to champion opportunities for all individuals and encourage utilization of minority and women-owned businesses.

OEO submits an annual report to the Governor and Commissioner of Administration to summarize the progress made toward achieving the State's diversity goals. The report summarizes workforce diversity, supplier diversity, and procurement data collected from state agency activities.

OEO operates a robust outreach and engagement program that supports the workforce and supplier diversity programs and advocate for diversity and inclusion initiatives to support all Missouri citizens. As a result, OEO is empowered to offer recommendations to departments and senior leaders across government regarding how the state can achieve desired goals to reflect the rich diversity of our state in our workforce and marketplace.

The State of Missouri is an Equal Opportunity Employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

WHAT WE DO

- **Workforce Diversity:** OEO fulfills its mission by proactively promoting diversity and inclusion in the state's workforce throughout the executive branch. Our efforts include, but are not limited to, working with state agencies on best practices throughout the full cycle of employment, training opportunities, and external partnership development.
- **Supplier Diversity:** OEO certifies eligible Minority and Woman-owned Business Enterprises (MBE/WBE) for availability as diverse suppliers for state procurement opportunities, as well as those entities external to state government seeking to do business with MBE/WBE vendors. The expenditures resulting from contracts with MBE/WBE vendors highlights our model of inclusion through the state's procurement efforts.
- **Advocacy:** OEO advocates on behalf of minorities and women to ensure their representation in the State of Missouri's workforce and their inclusion in the State's procurement process.
- **Education & Outreach:** OEO is consistently seeking proactive ways to foster the inclusion of minorities and women throughout state employment and contracting opportunities. We promote information about job opportunities, our certification program, and other resources and information to assist job seekers and vendors to achieve opportunities within state government. OEO's website and our social media platforms.
- **Data Gathering:** OEO collaborates with all executive departments to gather pertinent data regarding the inclusion of minorities and women throughout state government.
- **Reporting:** OEO shares the data and information on a regular basis to the Commissioner of Administration and on an annual basis to the Governor as mandated by Executive Order 15-06 and 10-24.

WORKFORCE DIVERSITY PROGRAM

The Workforce Diversity Program fulfills the objectives of Executive Order 10-24, which establishes the effort to eliminate any potential discriminatory barriers in the full cycle of employment, while enhancing the state's effort to provide equal employment opportunity and improve workforce diversity.

The Workforce Diversity Program shall:

- 1) Ensure awareness of workforce diversity before hiring decisions are made;
- 2) Prohibit departments in the executive branch from engaging in unlawful discriminatory practices; and
- 3) Place a strong emphasis on recruitment, retention, and upward mobility as methods to enhance the state of Missouri's workforce through equal employment opportunity and workforce diversity.

The Office of Equal Opportunity serves as the state's Equal Employment Opportunity Officer. The Officer's responsibilities include reviewing and approving executive department workforce diversity plans, assisting departments in the development of their workforce diversity plan, reviewing progress reports and meeting with each department director to evaluate departmental results and determine future workforce diversity goals, timetables, recruiting, planning and implementation. (EO 10-24)

DEMOGRAPHICS

Statewide Overview

The state workforce remains one of the largest employers in Missouri. At the end of fiscal year (FY) 2022 (June 30, 2022), there were 38,090

workers across the 16 executive departments of the state. This is a net decrease of 2.72% from FY21 with 39,155 executive department employees. The decrease in total employees included 204 employees who identified as a minority and 542 who identified as female. At the end of FY22, the state's workforce still included individuals from all 114 Missouri counties and St. Louis City. The data is provided through self-disclosure by employees. The state does not mandate self-disclosure of demographic information.

STATE WORKFORCE FY22

38,090

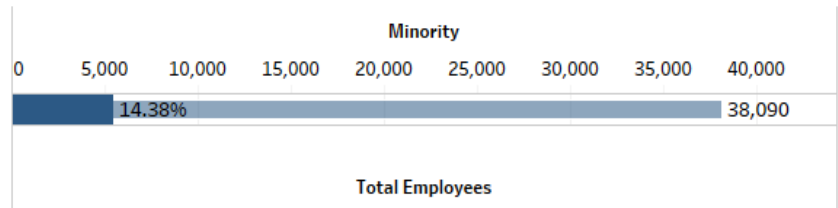
EXECUTIVE DEPARTMENT
EMPLOYEES

RACIAL AND
ETHNIC MINORITY
GROUPS
REPRESENT

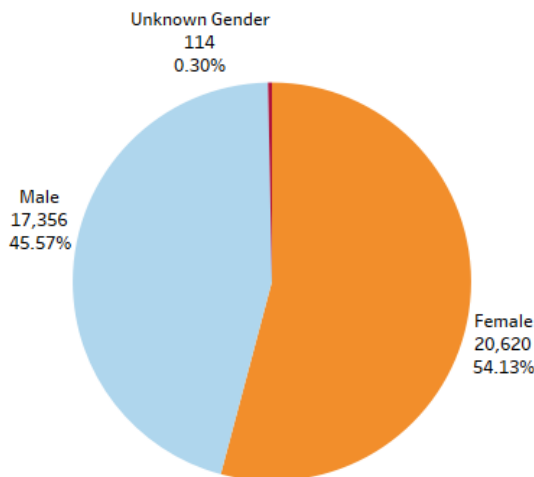
14.38%

OF THE EXECUTIVE
BRANCH

In 2020, the US Census provided that 22.98% of Missouri's total population (6,154,913) identify as nonwhite. In FY22, 14.38% of the state workforce identified as nonwhite.



The latest census data on the gender representation (2020) shows females make up 50.90% of the Missouri's population, while females make up 54.13% of the state's total workforce.



FEMALES REPRESENT

54.13%

OF THE EXECUTIVE BRANCH

Table 1: Department Employee Demographics, as of June 30, 2022

Agency	Total Employees	M	F	% F	W	B	H	A	I	P	Two +	U	% Minority
DSS	5,603	984	4,615	82.37%	4,544								18.20%
DCI	652	261	390	59.82%	580								8.74%
DOC	7,993	4,355	3,617	45.25%	7,043								10.00%
DED	263	83	180	68.44%	194								25.48%
DESE	1,632	278	1,354	82.97%	1,369								13.85%
DHSS	1,596	327	1,269	79.51%	1,359								12.22%
DHEWD	297	86	211	71.04%	233								21.55%
DOLIR	580	189	391	67.41%	492								14.14%
DMH	4,970	1,387	3,538	71.19%	3,186								34.45%
DNR	1,353	760	593	43.83%	1,259								6.58%
DPS	4,139	2,371	1,739	42.01%	3,671								9.95%
DOR	1,090	306	777	71.28%	929								11.74%
MDA	336	173	163	48.51%	313								3.87%
MDC	1,296	942	349	26.93%	1,236								3.86%
MoDOT	4,634	3,796	838	18.08%	4,168								8.61%
OA	1,656	1,058	596	35.99%	1,480								9.84%
Total	38,090	17,356	20,620		32,056	4,051	485	423	202	23	292	146	14.38%
% Totals		45.57%	54.13%		84.16%	10.64%	1.27%	1.11%	0.53%	0.06%	0.77%	0.38%	

M: Male, F: Female, W: White, B: Black, H: Hispanic, A: Asian, I: Indian, P: Pacific Islander, Two +: Bi/Multi racial, U: Unknown

*Minority totals in Table 1 that may represent 10 or fewer individuals have been redacted to protect identities within the agencies.

Table 2: Missouri's State-wide Total Employees 3 year Comparison

Year	Total Employees Count	Yearly Total Employees Variance	Female Count	% Female	Yearly Female Variance	Minority Count	% Minority	Yearly Minority Variance
2020	41,980		22,809	54.33%		6,176	14.71%	
2021	39,155	-6.73%	21,162	54.05%	-0.29%	5,680	14.51%	-0.21%
2022	38,090	-2.72%	20,620	54.13%	0.09%	5,476	14.38%	-0.13%

Note: Positive variance is increased and negative is decreased compared to prior year.

Figure 1: Year over Year Gender, Minority and Total State Employees Totals

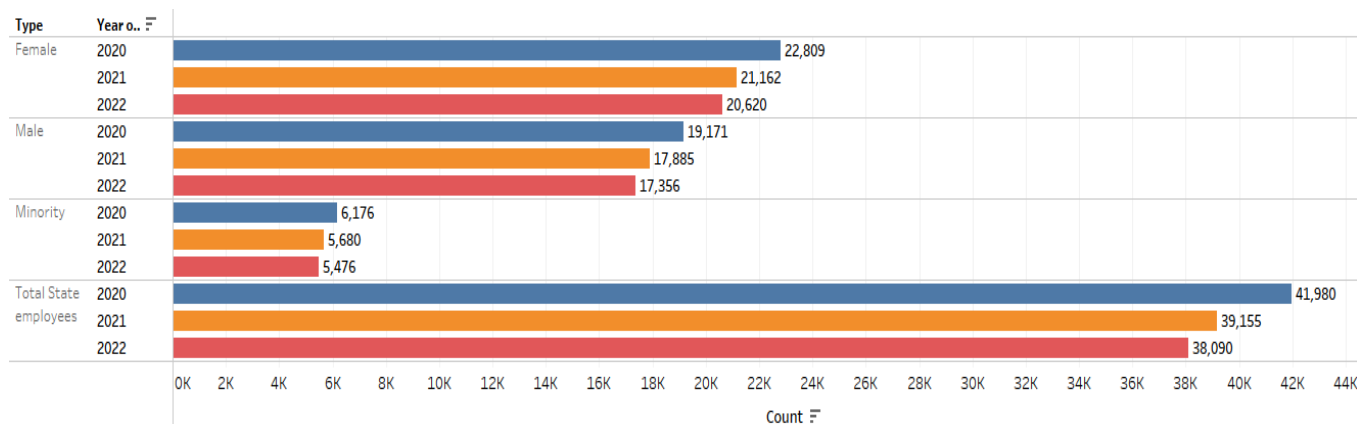


Table 3: 3 Years Variance by Department

Agency	Year	Total Employees Count	Yearly Total Employees Variance	Female Count	% Female	Yearly Female Variance	Minority Count	% Minority	Yearly Minority Variance
DCI	2020	672		390	58.04%		51	7.59%	
	2021	665	-1.04%	391	58.80%	0.76%	51	7.67%	0.08%
	2022	652	-1.95%	390	59.82%	1.02%	57	8.74%	1.07%
DED	2020	232		164	70.69%		51	21.98%	
	2021	227	-2.16%	160	70.48%	-0.21%	48	21.15%	-0.84%
	2022	263	15.86%	180	68.44%	-2.04%	67	25.48%	4.33%
DESE	2020	1,677		1,385	82.59%		220	13.12%	
	2021	1,560	-6.98%	1,295	83.01%	0.42%	210	13.46%	0.34%
	2022	1,632	4.62%	1,354	82.97%	-0.05%	226	13.85%	0.39%
DHEWD	2020	298		200	67.11%		63	21.14%	
	2021	324	8.72%	221	68.21%	1.10%	72	22.22%	1.08%
	2022	297	-8.33%	211	71.04%	2.83%	64	21.55%	-0.67%
DHSS	2020	1,703		1,357	79.68%		214	12.57%	
	2021	1,643	-3.52%	1,334	81.19%	1.51%	204	12.42%	-0.15%
	2022	1,596	-2.86%	1,269	79.51%	-1.68%	195	12.22%	-0.20%
DMH	2020	5,768		4,096	71.01%		2,040	35.37%	
	2021	5,276	-8.53%	3,752	71.11%	0.10%	1,848	35.03%	-0.34%
	2022	4,970	-5.80%	3,538	71.19%	0.07%	1,712	34.45%	-0.58%
DNR	2020	1,348		571	42.36%		73	5.42%	
	2021	1,336	-0.89%	571	42.74%	0.38%	75	5.61%	0.20%
	2022	1,353	1.27%	593	43.83%	1.09%	89	6.58%	0.96%
DOC	2020	9,347		4,122	44.10%		849	9.08%	
	2021	8,213	-12.13%	3,681	44.82%	0.72%	792	9.64%	0.56%
	2022	7,993	-2.68%	3,617	45.25%	0.43%	799	10.00%	0.35%
DOLIR	2020	574		400	69.69%		72	12.54%	
	2021	585	1.92%	417	71.28%	1.60%	81	13.85%	1.30%
	2022	580	-0.85%	391	67.41%	-3.87%	82	14.14%	0.29%
DOR	2020	1,216		870	71.55%		128	10.53%	
	2021	1,133	-6.83%	809	71.40%	-0.14%	129	11.39%	0.86%
	2022	1,090	-3.80%	777	71.28%	-0.12%	128	11.74%	0.36%
DPS	2020	4,491		2,097	46.69%		504	11.22%	
	2021	4,289	-4.50%	1,881	43.86%	-2.84%	439	10.24%	-0.99%
	2022	4,139	-3.50%	1,739	42.01%	-1.84%	412	9.95%	-0.28%
DSS	2020	6,299		5,184	82.30%		1,182	18.76%	
	2021	5,762	-8.53%	4,722	81.95%	-0.35%	1,059	18.38%	-0.39%
	2022	5,603	-2.76%	4,615	82.37%	0.42%	1,020	18.20%	-0.17%
MDA	2020	329		155	47.11%		13	3.95%	
	2021	337	2.43%	158	46.88%	-0.23%	14	4.15%	0.20%
	2022	336	-0.30%	163	48.51%	1.63%	13	3.87%	-0.29%
MDC	2020	1,305		340	26.05%		44	3.37%	
	2021	1,263	-3.22%	322	25.49%	-0.56%	43	3.40%	0.03%
	2022	1,296	2.61%	349	26.93%	1.43%	50	3.86%	0.45%
MoDOT	2020	5,043		878	17.41%		509	10.09%	
	2021	4,904	-2.76%	859	17.52%	0.11%	457	9.32%	-0.77%
	2022	4,634	-5.51%	838	18.08%	0.57%	399	8.61%	-0.71%
OA	2020	1,678		600	35.76%		163	9.71%	
	2021	1,638	-2.38%	589	35.96%	0.20%	158	9.65%	-0.07%
	2022	1,656	1.10%	596	35.99%	0.03%	163	9.84%	0.20%

Note: Positive variance is increased and negative is decreased compared to prior year.

Regional Overview

A majority of Missouri's population is located in the urban and suburban regions of the state. (See Table 4). A higher percentage of diverse residents are also seen in these areas.

Due to the range of diversity in the populations of Missouri's regions, we also can take a look at how the state's workforce diversity compares to the diversity of Missouri's popular by region as well.

Figure 2: Minority percentage of the state's population based on regional population (2020 census data)

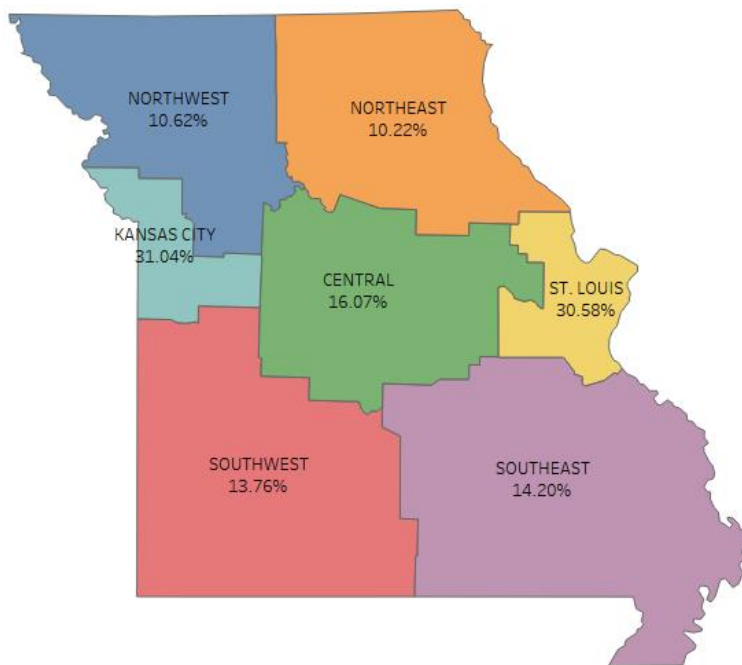


Table 4: Missouri population by region

Region	Population	Minority	Minority %
CENTRAL	605,433	97,301	16.07%
KANSAS CITY	1,239,094	384,598	31.04%
NORTHEAST	220,557	22,530	10.22%
NORTHWEST	291,987	31,010	10.62%
SOUTHEAST	673,051	95,573	14.20%
SOUTHWEST	1,022,831	140,733	13.76%
ST. LOUIS	2,101,960	642,833	30.58%
Grand Total	6,154,913	1,414,578	22.98%

The state's workforce is distributed across the entire geography of the state. The Central Region holds the largest portion of the state's workforce at 37.26%. The remaining numbers are distributed throughout the other six regions. (See Table 5)

Figure 3: Percentage of minority employees by region

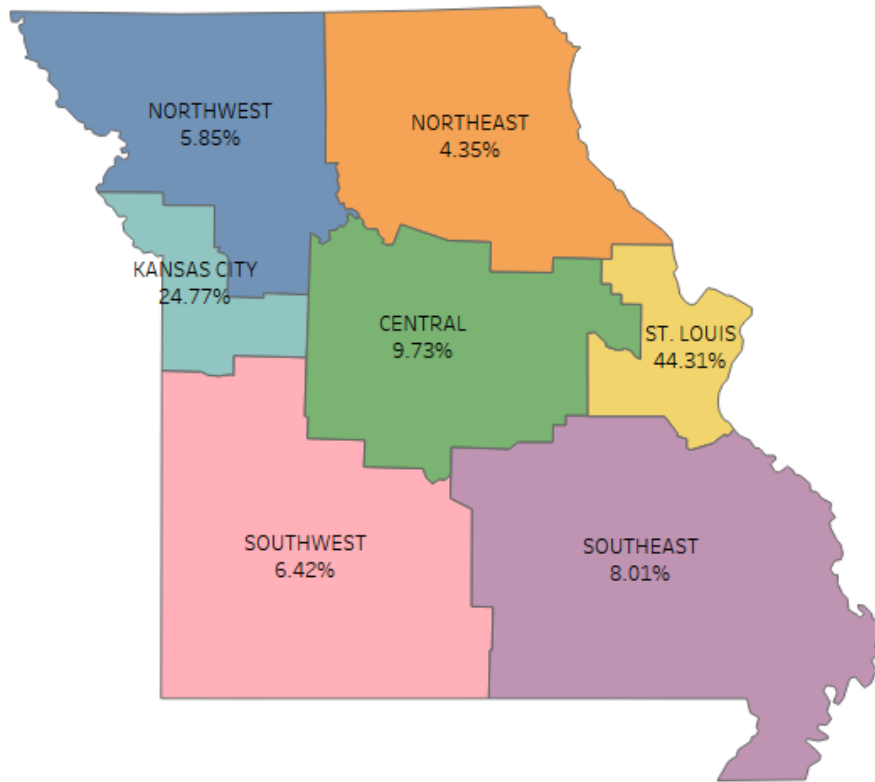


Table 5: Percentage of minority employees by region

Regions	Total Employees	Minority	Minority %
CENTRAL	14,192	1,381	9.73%
KANSAS CITY	2,814	697	24.77%
NORTHEAST	2,183	95	4.35%
NORTHWEST	3,215	188	5.85%
SOUTHEAST	6,654	533	8.01%
SOUTHWEST	3,738	240	6.42%
ST. LOUIS	5,268	2,334	44.31%
Other	26	8	30.77%
Grand Total	38,090	5,476	14.38%

Table 6: Missouri minority population and minority employees in per region; variance by region

Region	Missouri Population	Missouri Minority Population	% Missouri Minority Population	Total State Employees	State Minority Employees	% State Minority Employees	Variance
CENTRAL	605,433	97,301	16.07%	14,192	1,381	9.73%	-6.34%
KANSAS CITY	1,239,094	384,598	31.04%	2,814	697	24.77%	-6.27%
NORTHEAST	220,557	22,530	10.22%	2,183	95	4.35%	-5.86%
NORTHWEST	291,987	31,010	10.62%	3,215	188	5.85%	-4.77%
SOUTHEAST	673,051	95,573	14.20%	6,654	533	8.01%	-6.19%
SOUTHWEST	1,022,831	140,733	13.76%	3,738	240	6.42%	-7.34%
ST. LOUIS	2,101,960	642,833	30.58%	5,268	2,334	44.31%	13.72%

The table above shows the difference between the percentages of minorities in the state's workforce by region as compared to the minorities in Missouri's population by region. A positive variance in the St. Louis region indicate the state's minority employee representation is 13.72% above the state's minority population in that region. The remaining regions show a negative variance, indicating the state's employment of minorities does not meet or exceed the available minority population within those regions.

The negative variance indicates opportunities for departments to engage in recruitment, hiring, and retention practices that may increase the number of minorities employed within the various state agencies. The departments' number of employees per region varies, and is dependent on work locations and the staff members' official domicile locations. Each department experiences their own unique challenges. Though each departments' workforce needs are unique, the aspirations for each department are the same:

Attract, hire, and retain a workforce that reflects the population of Missouri's communities and the citizens we serve.

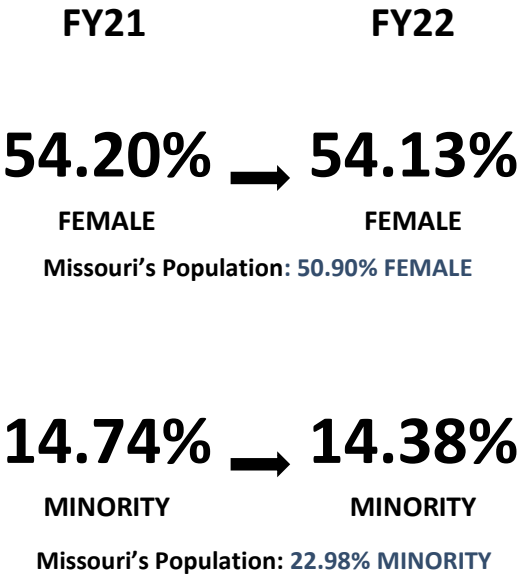
Each of the 16 departments have a Workforce Diversity Plan that outlines their personalized steps to achieve diversity and inclusion among their respective workforce. Gender-traditional occupations, such as males in public safety roles and females in healthcare and education roles exemplify the unique challenges each department faces in achieving diverse representation among our workforce

Executive Department Overview

Each department is required to create a Workforce Diversity Plan that includes personalized steps to promote diversity and inclusion within their respective workforce as outlined in Executive Order 10-24. The autonomy to create their own plan allows them to address the unique challenges and needs of their respective department. For example, gender-traditional occupations, such as males in public safety and wildlife management and females in healthcare and education roles, can create challenges to achieve gender diversity in some departments.

Between the 16 executive departments, the percent of women and minorities in the state workforce over the last year has not seen a drastic change. Though there was a slight decrease to 54.13% females represented in FY22, 9 of the 16 departments had more than 50% of female representation at that the end of FY22. (See Table 3) All nine of the executive departments are above the target of 50.90%.

The minority representation dropped slightly from 14.74% to 14.38% for FY22. Out of the 16 executive departments, nine have increased minority representation since FY20. (See Table 3)



RACE

Figure 4: Executive departments' race by percentage

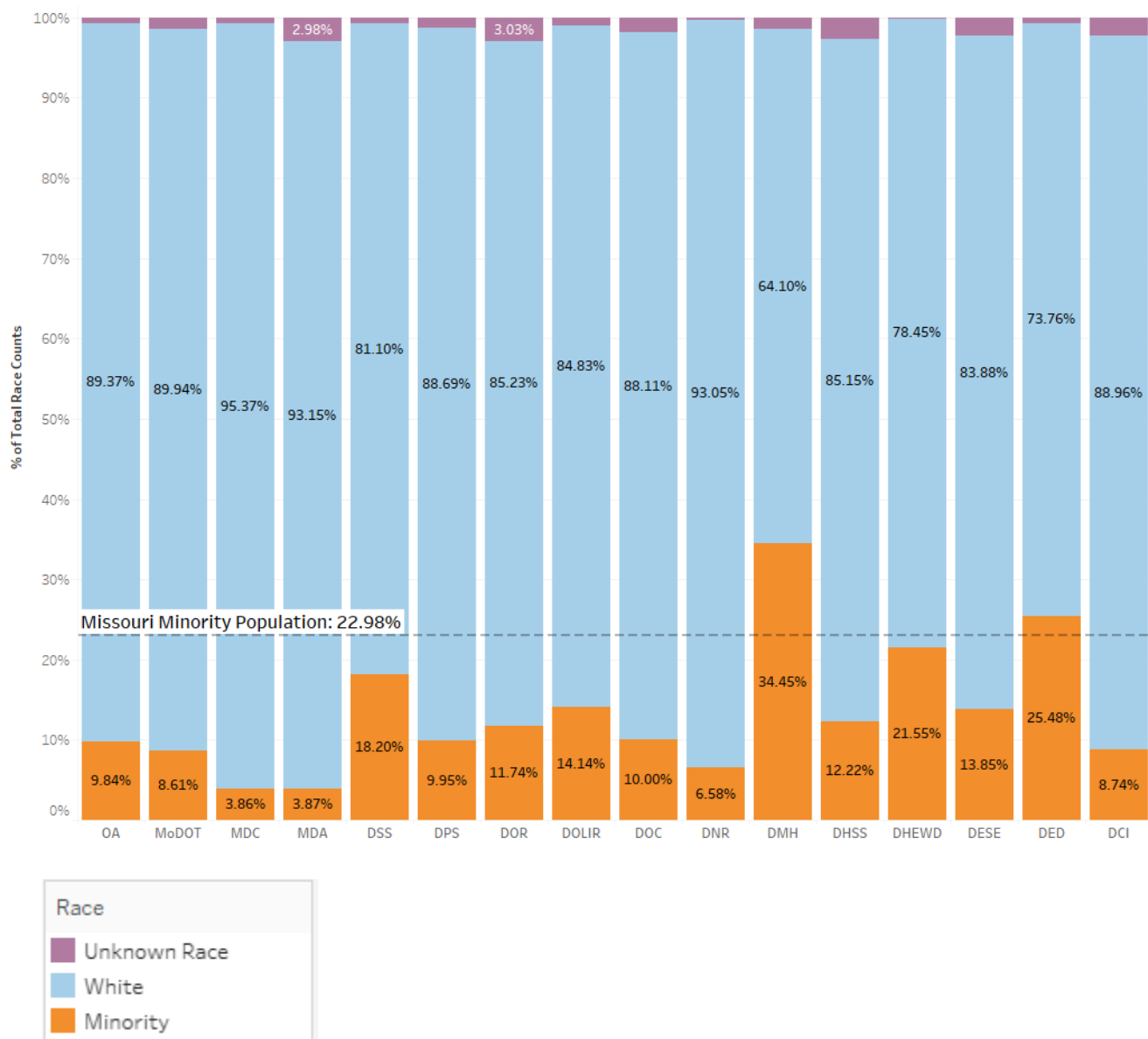
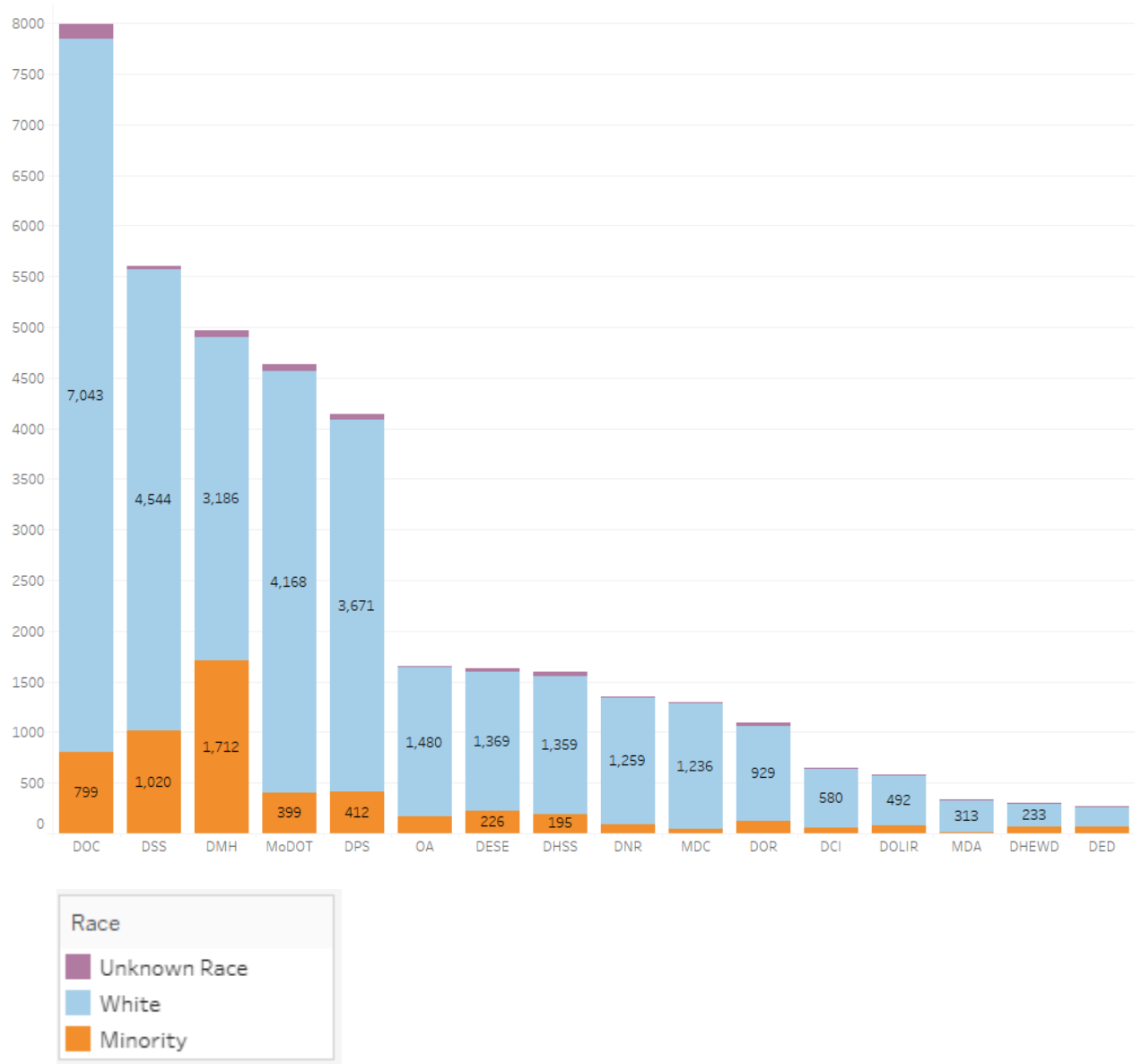


Figure 5: Executive departments' race by counts



GENDER

Figure 6: Executive departments' gender by percentage

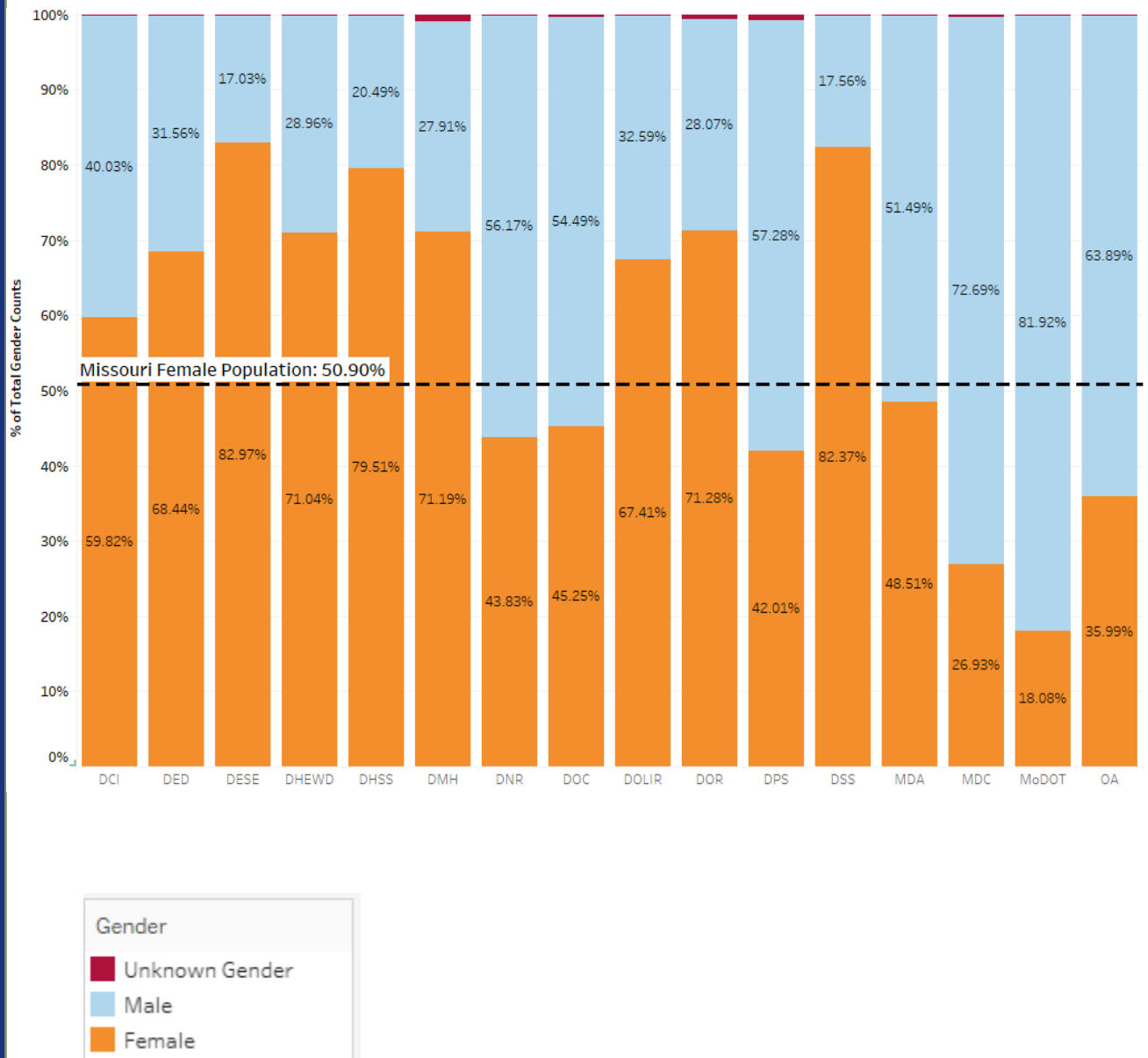


Figure 7: Executive departments' gender by counts

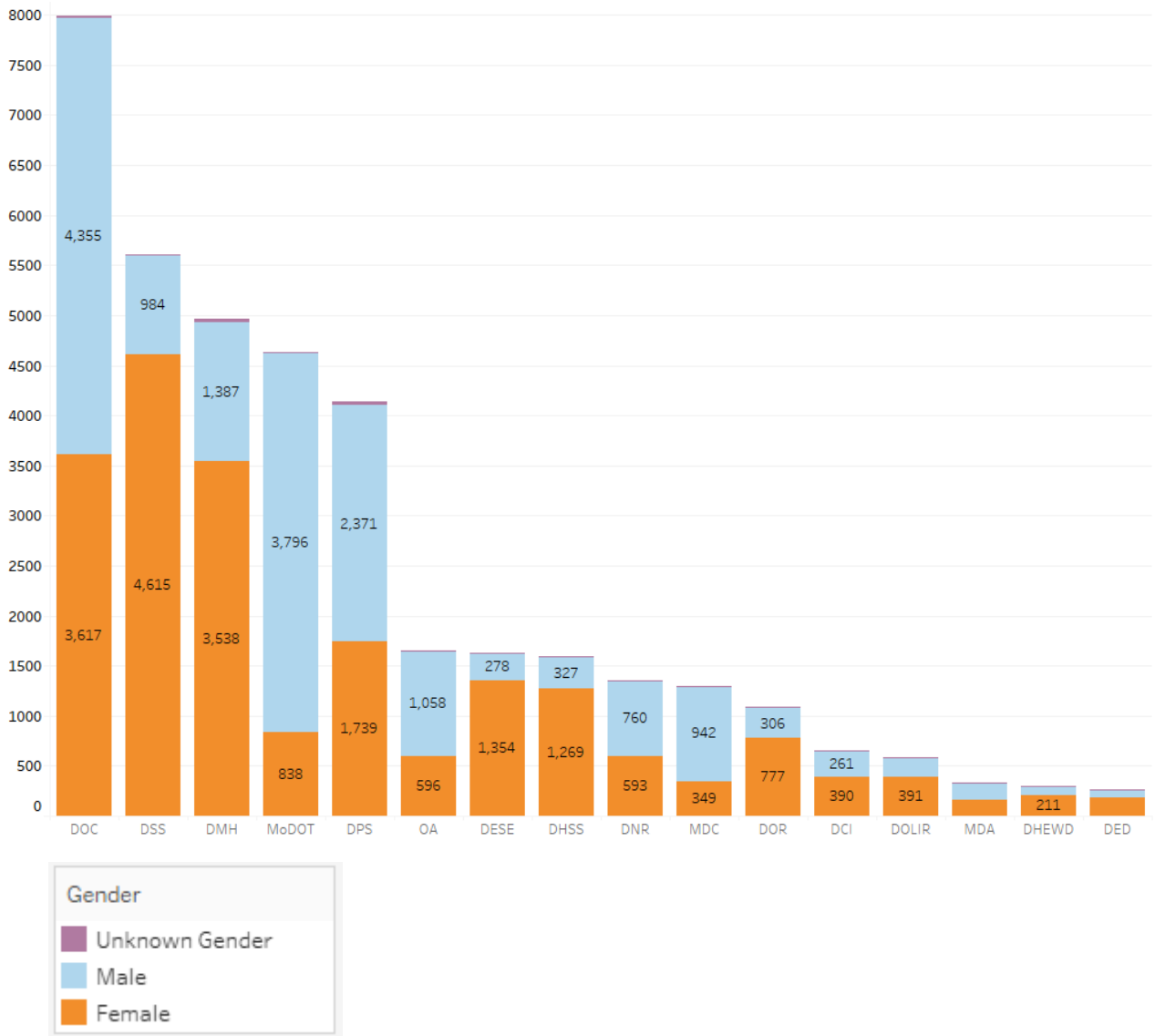
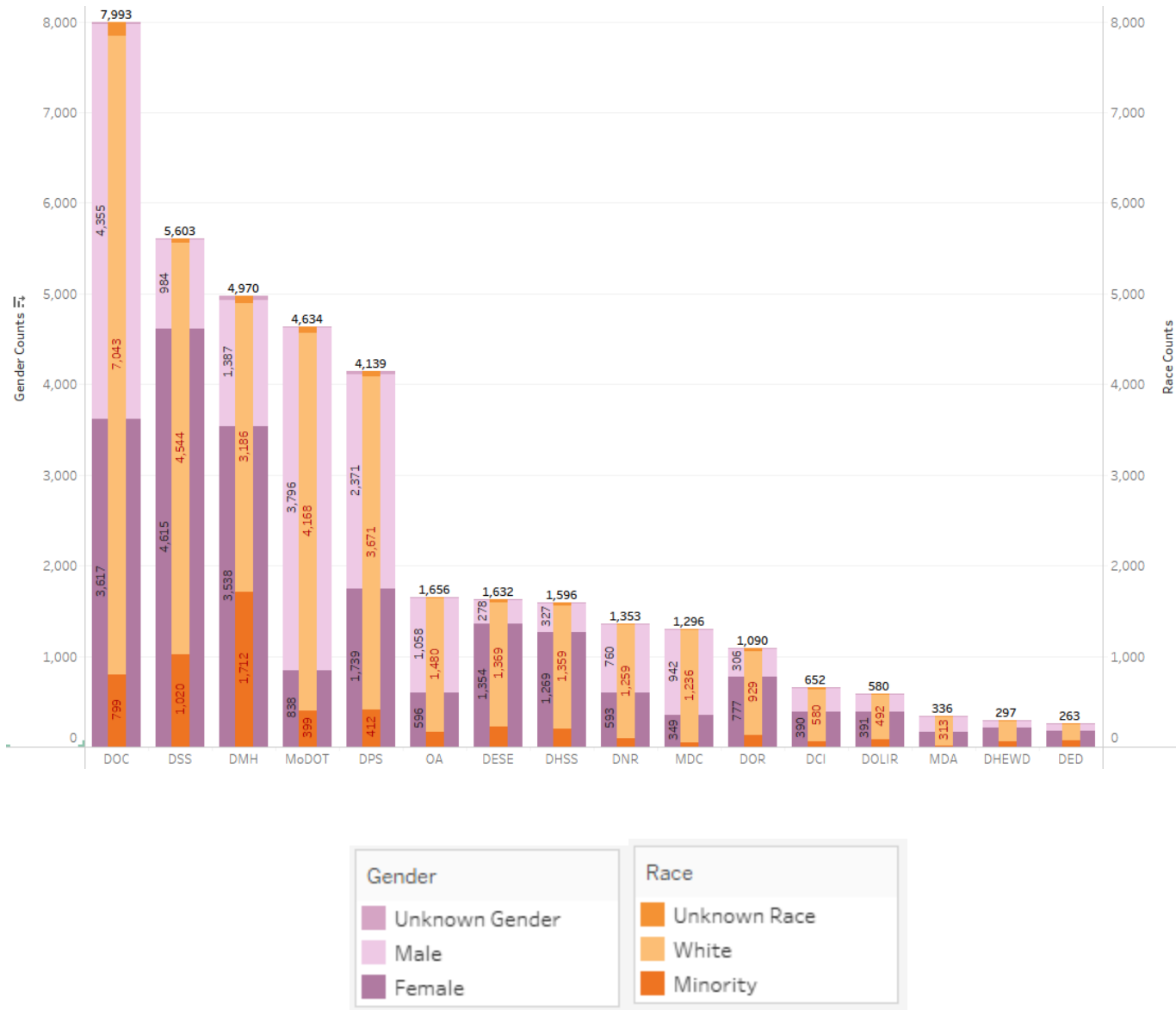


Figure 8: Gender and Race Compare



Note: The wider purple bars are showing departments' gender counts and narrower race counts

WORKFORCE DIVERSITY AWARDS

Diversity & Inclusion Innovation Award

The award goes to the department that has shown tremendous intentionality in their efforts to achieve their diversity and inclusion goals. The recipient considers ways to uniquely address their challenges and identifies solutions that has unlocked the potential to drive sustainable change in their organization. They have let go of the status quo and embraced the future of possibilities.

Missouri Department of Conservation is this year's recipient of the *Diversity & Inclusion Innovation Award*. The department has exemplified the characteristics of true leadership in their diversity and inclusion journey. The department has shown commitment to positive change by creating a position dedicated to diversity and inclusion efforts. Leaders in the department, starting with the Commissioner and all throughout the organization, are engaged in the conversations and dedicated to achieving equal opportunities for all. Their out-of-the-box thinking and planning has allowed them to consistently focus on approaches that address specific opportunities they have identified. Not only do their strategies focus internally on their workforce, but also how to attract and engage the diverse communities across the state in conservation activities. Thank you for blazing trails, MDC!



Inspire Award

The **Inspire Award** is a tribute to Director Carol Comer for her devotion and dedication to diversity and inclusion. This award goes to the department that exemplifies the heart, soul and passion of Director Comer's legacy. The same willpower, courage, and dedication that Director Comer exemplified as a leader can be seen in this department's actions, decisions and direction. This department, their perseverance and firm commitment to making Missouri a better place is an inspiration to others.

The Department of Natural Resources is this year's recipient of the *Inspire Award*. The department has exemplified the characteristics of true leadership in their diversity and inclusion journey. Their passion and dedication has led to a commitment of incorporating



diversity, inclusion and belonging into the way they do business. The transparency in communication, steadfastness in sharing information, and bravery to have the hard conversations around challenging topics has created a resilient and inclusive workplace. They have created a best-in-class example of how to achieve sustainability in their diversity and inclusion journey. Thank you for being an inspiration to others, DNR!

SUPPLIER DIVERSITY PROGRAM

The Supplier Diversity Program fulfills the objectives of RSMo 37.020, which establishes the effort to increase and maintain participation of socially and economically disadvantaged businesses. The mission of OEO is to champion opportunities for all individuals and encourage utilization of Minority and Woman-owned businesses.

The Supplier Diversity Program includes the state's Minority and Woman-Owned Business Enterprise (MBE/WBE) certification program, utilization goals, and other programming that aims to increase participation of MBE/WBE firms in state agency procurement.

Certification is a cornerstone of the state's supplier diversity program that aims to create equity among underutilized businesses that have historically experienced race and sex-based discrimination. Eligibility for the MBE/WBE certification is determined by CSR 10-17.040. All currently certified vendors are listed in the online OEO Certified M/WBE Directory. The directory allows MBE/WBE's to gain increased visibility to buyers, prime vendors, or other businesses looking to create strategic partnerships. MBE/WBE certification can be leveraged in the competitive bidding process. There are total 1,442 active certifications, which includes 374 MBE, 775 WBE and 293 MBE/WBE.

TOTAL ACTIVE CERTIFICATIONS

1,442

*Certification numbers fluctuate daily
based on suspensions, de-certifications
and new certifications.*

To be certified, an applicant must:

- Be at least 51% owned by a Minority and/or Woman;
- Have a minority and/or woman occupying the highest position in the company and capable of exercising direct control of daily operations and management;
- Be a US citizen or lawful resident; and
- Be a for-profit company.

The Supplier Diversity Program also includes supportive services through our ACCESS Series along with other outreach and engagement efforts.

CERTIFICATION PROCESS

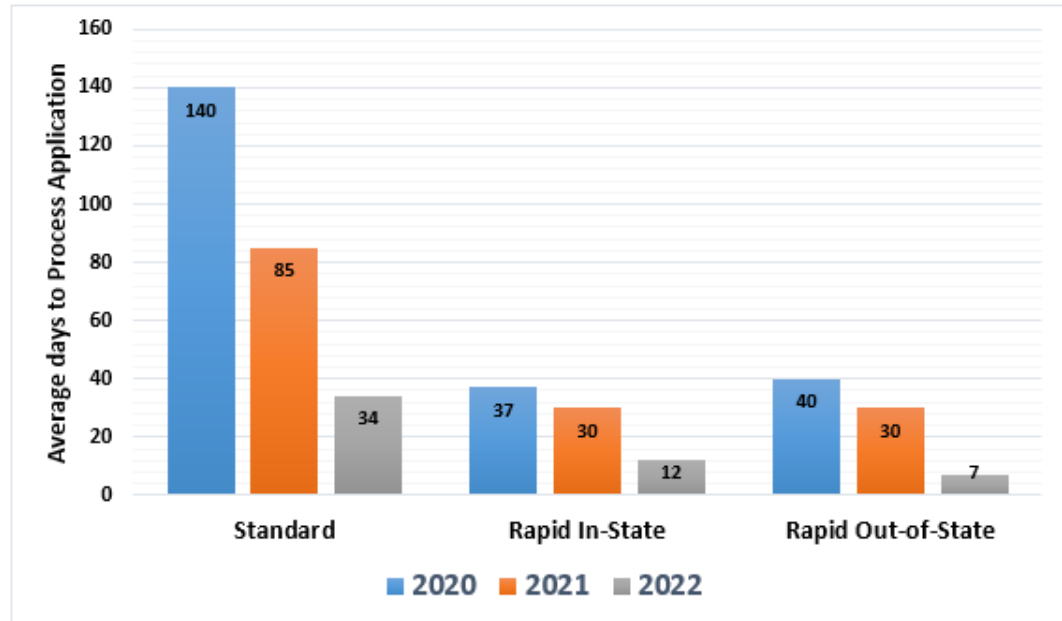
OEO continuously looks for ways to increase efficiency throughout the certification process. We use information collected through customer feedback, surveying, and tracking of issues to identify opportunities for improvement.

Since 2018, we have drastically decreased the number of days to certify.

**Average
29
Days to Certify**

The improvements focused the certification process workflow. By identifying these areas, there was a decrease in completion time and an increase in process efficiency. In fiscal year 2022, the average time to certify standard application process was 34 days, Rapid In-State 12 days and Rapid Out-of-State 7 days. The combined average of three application process type has dropped down to 29 days compared to 62 days last year.

Figure 9: Average Days to Process App



OUTREACH AND ENGAGEMENT

Outreach and engagement is a vital tool in raising awareness of the Supplier Diversity Program and career opportunities within the state. Whether OEO is attending or hosting, we are consistently looking for opportunities to connect with the businesses, job seekers, partners, and stakeholders across Missouri.

One of the primary focuses of engagement is building relationships and expanding our network. Providing MBE and WBE businesses with access to information, resources, capital is a priority. In FY22 OEO had a presence at 35 outreach events compared to 30 events in the previous year.

Increased
Outreach by
16.67%
in FY22

Figure 10: FY22 Outreach Percentage by Region

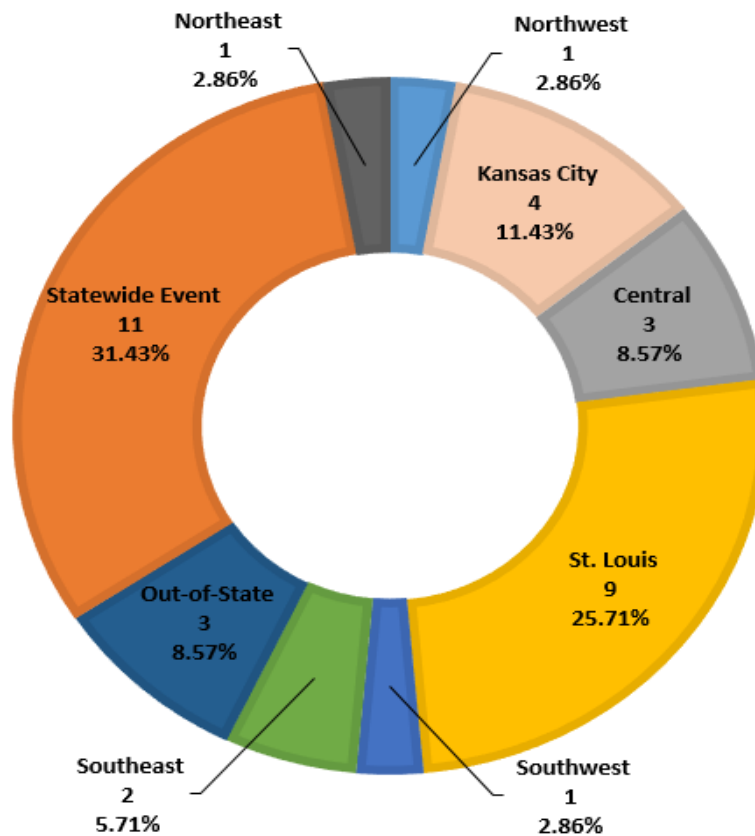


Table 7: Outreach 3-year Variance

Year	Events Count	Variance
2020	23	
2021	30	30.43%
2022	35	16.67%

Note: Positive variance = increase in outreach

CUSTOMER FEEDBACK

In 2022, the University of Missouri, Kansas City (UMKC) conducted a study in coordination with State of Missouri to determine if a compelling interest exists for continuation of the State's Minority and Woman-Business Enterprise (MBE/WBE) Program. The study evaluated procurement activity for FY2014 through FY2021. Along with data collected, UMKC held a public hearing, conducted focus groups, and used additional phone and online interviews to collect qualitative feedback. The study outlined MBE/WBE top five impactful facilitators and barriers.

Top five impactful facilitators:

- Ease of opportunities: Obtaining contracts and bids efficiently
- Mentorship and training: Assisting on completing bids and knowledge sharing
- Connecting with others: Intentional facilitation on networking with other businesses, agencies, customers and prime contractors
- Government programs and incentives: Programs that could assist MBE/WBE be successful
- Information access: Improvement on information and access for businesses administrative process

Top five impactful barriers:

- Lack of experience: Lack of experience in business or working with minority certified businesses
- Inefficient administrative process: Lengthy and confusing administrative process for first time business users
- Communication Issues: Unable to know point of contact due to COVID
- Power Imbalance: Prime contractors are more powerful, MBE/WBE are less likely to get contract, certification is not giving equal playing ground
- Unsure of opportunities: Difficulty in identifying available contracts

OEO is prioritizing improvements in the application process, application systems, and identifying additional ways to connect businesses with resources, information, and capitalize opportunities to help MBE/WBE achieve their goals.

SHOW ME STRONG RECOVERY TASK FORCE

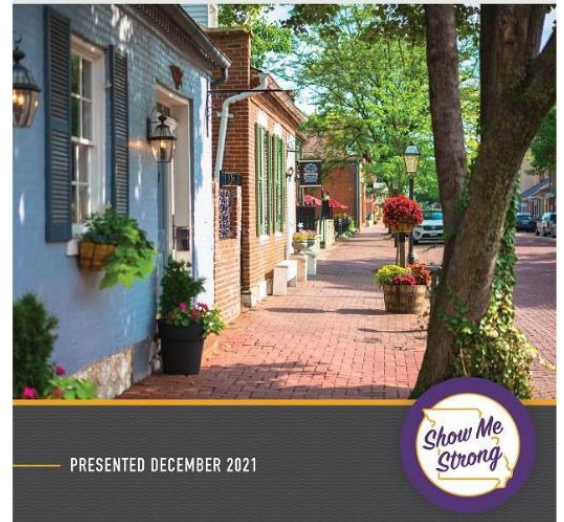
In FY22, OEO helped support the Show Me Strong Recovery Initiative. The Show Me Strong Recovery Task Force was established through the signing of Executive Order (EO) 21-06.

As stated in EO-21-06:

“The purpose of the Show Me Strong Recovery Task Force shall be to study and develop recommendations on ways to support small businesses, including minority-owned businesses throughout the state. The Task Force shall also consider ways to better engage minority-owned businesses through existing economic development tools.”

Following EO 21-06, ten members of the Show Me Strong Show Me Strong Recovery Task Force were appointed by Governor Parson to represent the diverse industries and organizations within the State of Missouri that support small, minority- and woman-owned businesses. The Task Force traveled to seven different cities to engage directly with business owners through panel discussions, breakout session and surveys to collect information on the impact COVID-19 had on local businesses. According to *the Show Me Strong Recovery Task Force Report* released by the Department of Economic Development (DED), approximately 26% of the business participants identified as Black, Hispanic or Asian American, and included a variety of industries. The survey also revealed that minority-owned businesses faced further difficulty accessing capital compared to white-owned firms.

SHOW ME STRONG RECOVERY TASK FORCE REPORT



The results of the information collected by the Task Force brought awareness to the need to provide better support to minority and women-owned businesses statewide.

The survey conducted as part of the Show Me Recovery initiative found that out of 294 responses, 53% of white owned businesses faced no difficulty accessing capital, yet only 25% of minority and Hispanic-owned firms could say the same.

The Show Me Strong Recovery Task Force found that 30% of small businesses reported a 25% or more decrease in operating capacity due to difficulty hiring, supply chain issues and unavailable workforce; created a list of recommendations to help contribute towards small, minority and women owned businesses recover from COVID-19's economic impact. Those recommendations are as follows:

- 1) Launch a small business grant program with funding targeted for minority and women-owned businesses
- 2) Ensure business owners from disadvantaged backgrounds access Missouri's State Small Business Credit Initiative (SSBCI).
- 3) Increase the number of minority business enterprises (MBE) and women business enterprises (WBE) through engaging in services offered by Missouri's Office of Equal Opportunity, in order to increase the use and award of contracts to MBEs and WBEs.
- 4) Better promote the Department of Economic Development (DED)'s business development programs to minority and women owned businesses
- 5) Increase the local reach of Small Business Development Centers (SBDCs), especially to minority and women owned businesses and hard hit industries.

PROCUREMENT

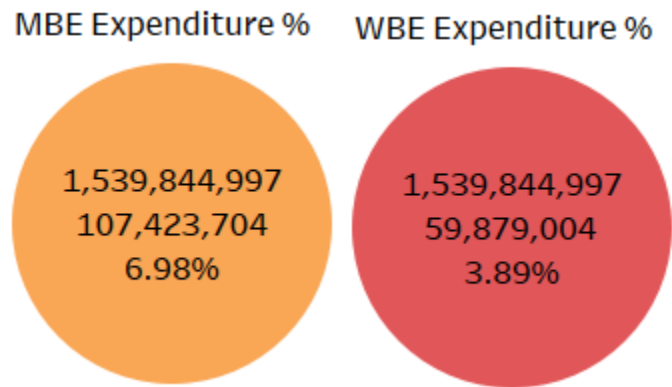
Programs have been developed across the country - at the federal, state, and local level - to counteract underrepresentation in the marketplace. The State’s procurement process is a vital component to minority and women-owned businesses to be awarded state contracts.

Executive Order 05-30 provides 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.” Only OEO certified vendors can be counted towards minority or women participation goals.

The services provided by each of the executive departments are unique; therefore, the types of contracts sought by each agency may vary. Additionally, the type of commodity or services needed and the amount of the expenditure impacts the type of procurement used as defined by Chapter 34.044, RSMo

Goals:
10%
 Minority-Owned
5%
 Woman-Owned

Figure 11: FY22 Executive Department Expenditures



UTILIZATION

To achieve economic stability across all Missouri businesses, Executive Order 05-30 outlines the desired goals of 10% MBE and 5% WBE utilization percentages. These utilization goals only apply to expenses that are considered as includable object codes. Some expenditures, such as utilities and lodging, are not considered includable object codes and therefore are not included in the calculations for utilization percentages.

Calculation:

The utilization percentage is calculated at the end of each fiscal year with the following steps:

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

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

Step 3: Divide the payments made to certified M/WBE vendors by the total payments made to all vendors

If an MBE/WBE vendor is participating as a subcontractor on a contract, the participation is calculated based on reports submitted by the prime contractors to the Division of Purchasing. The percentage of the total payments to the prime contractor should equal the percentage specified in the contract and will be reflected in the utilization percentages for MBE/WBE participation.

Table 8: 3 Year Comparison of Total Executive Department Expenditures

Fiscal Year	Total Expenditure	MBE Total Expenditure	WBE Total Expenditure	MBE %	WBE %
2020	1,303,215,220	86,832,898	35,210,960	6.66%	2.70%
2021	1,490,113,363	123,183,968	52,747,891	8.27%	3.54%
2022	1,539,844,997	107,423,704	59,879,004	6.98%	3.89%

Figure 12: MBE/WBE Target goal

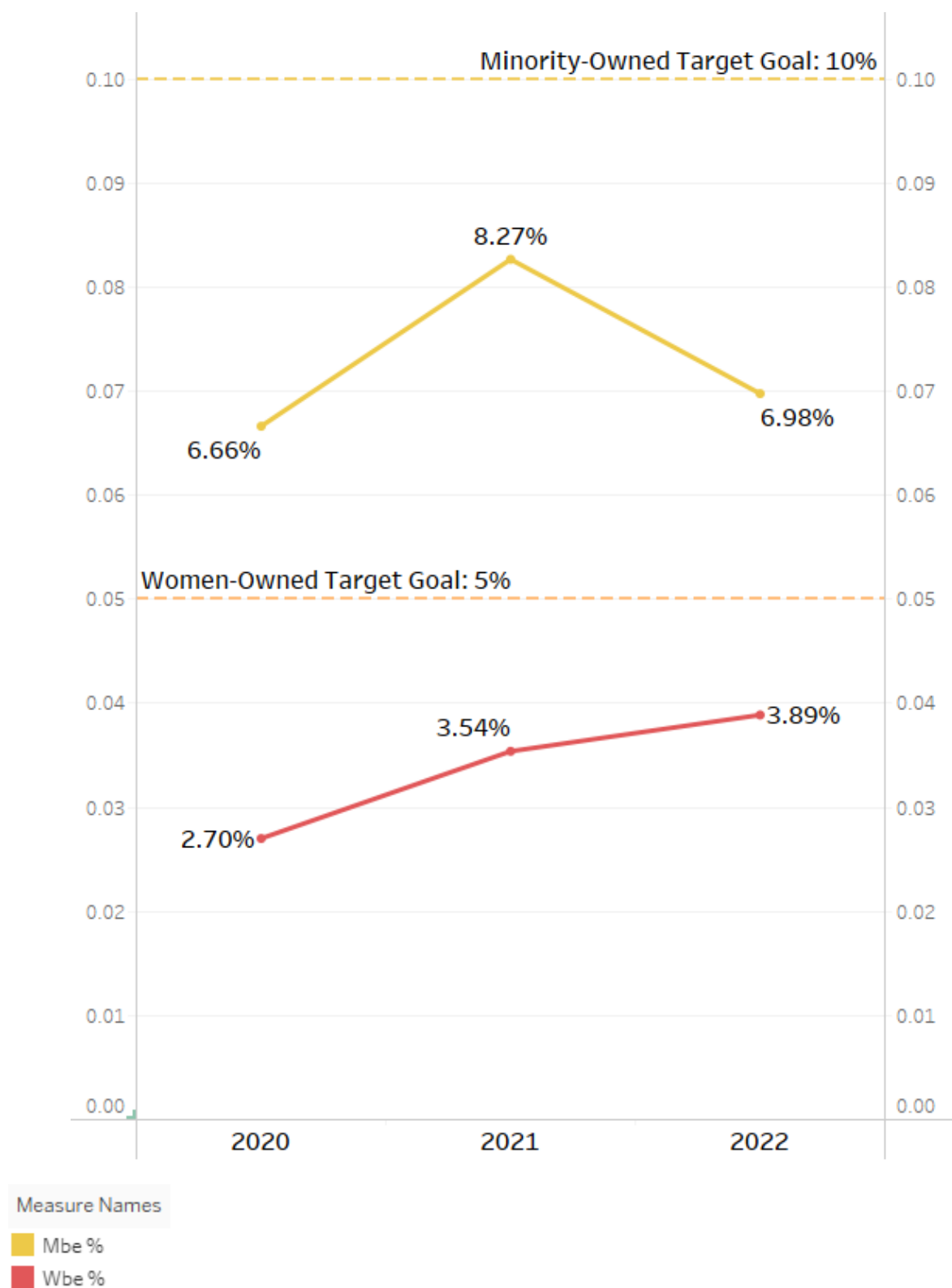


Table 9: Summary of MBE/WBE FY22 Operating Expenditures by Department

Executive Department	Total Expenditure	MBE Total Expenditure	WBE Total Expenditure	MBE %	10% MBE Target Goal	WBE %	5% WBE Target Goal	15% MBE/WBE Total
OFFICE ADMINISTRATION	127,651,005	49,306,021	4,274,846	38.63%	Y	3.35%		Y
AGRICULTURE	7,928,916	7,203	19,169	0.09%		0.24%		
DCI	3,701,655	159,697	36,623	4.31%		0.99%		
CONSERVATION	49,446,619	5,757,378	494,069	11.64%	Y	1.00%		
ECONOMIC DEVELOP	15,896,040	134,041	11,023,737	0.84%		69.35%	Y	Y
ELEM & SEC EDUCATION	72,790,891	3,742,336	1,194,944	5.14%		1.64%		
DHEWD	10,286,222	117,173	24,593	1.14%		0.24%		
HEALTH & SENIOR SERVICES	80,146,452	6,282,585	7,476,753	7.84%		9.33%	Y	Y
MO TRANSPORTATION	358,785,555	14,215,681	12,509,339	3.96%		3.49%		
LABOR & INDUSTRIAL REL	13,135,312	694,915	356,345	5.29%		2.71%		
MENTAL HEALTH	61,921,251	818,814	124,425	1.32%		0.20%		
NATURAL RESOURCES	20,467,493	297,151	721,650	1.45%		3.53%		
PUBLIC SAFETY	157,502,660	11,130,369	1,916,545	7.07%		1.22%		
REVENUE	60,934,807	1,786,868	758,737	2.93%		1.25%		
SOCIAL SERVICES	229,899,098	9,890,987	8,568,657	4.30%		3.73%		
CORRECTIONS	269,351,021	3,082,485	10,378,572	1.14%		3.85%		
Total	\$1,539,844,997	\$107,423,704	\$59,879,004	6.98%		3.89%		10.86%

Table 10: Top 10 MBE/WBE FY22 Services Received by Industry**10.1 Minority Business Enterprise (MBE)**

Industry	FY22 Amount
COMP SOFTWARE MAINT,LIC &SUBSC	35,889,513
INFO TECHNOLOGY CONSULT & SRVS	7,954,152
UNDER THRESHOLD-COMPUTER EQUIP	6,149,988
NON MNFRM COMP EQU OVER THRES	4,975,871
UNDER THRESHOLD-NON MF COM SFW	4,910,081
OTHER PROFESSIONAL SERV	4,302,142
COVID TESTING SERVICES	4,142,196
IT NET & COM EQUIP OVER THRESH	3,622,118
HOUSEKEEP & JANITOR SERV	3,568,627
COMP HARDWARE REPAIR & MAINT	3,116,330
Total	\$ 78,631,017

10.2 Women Business Enterprise (WBE)

Industry	FY22 Amount
ADVERTISING SERVICES	16,707,529
OTHER PROFESSIONAL SERV	5,370,282
COMP SOFTWARE MAINT,LIC &SUBSC	4,783,372
TEMPORARY PERSONNEL SERV	1,273,434
MOTOR FUEL	1,024,892
NON MNFRM SFTWARE CONSULT&DEV	817,731
UNDER THRESHOLD-NON MF COM SFW	505,422
BUILDING/FACILITY CONST SERV	410,005
COMP HARDWARE REPAIR & MAINT	386,300
PROMOTIONAL SUPPLIES	333,799
Total	\$ 31,612,766

OEO DIVERSE SUPPLIER CHAMPIONS

The Office of Equal Opportunity has reinstated our departmental awards in an effort to raise awareness and celebrate departments who are achieving the state's utilization goals. Our feasible effort goal is to achieve 5% utilization of a Woman-Owned Business Enterprise (WBE) and 10% utilization of a Minority-Owned Business Enterprise (MBE).

The award categories are as follows:

HIGH FIVE AWARD – WBE Utilization

The High Five Award recognizes the department with the highest utilization of Woman-Owned Businesses.

This year's High Five award recipient is the Department of Economic Development and Health & Senior Services with a WBE utilization percentage of 69.35% and 9.33% respectively.



PERFECT TEN AWARD – MBE Utilization

The Perfect Ten Award recognizes the department with the highest utilization of Minority-Owned Businesses.

This year's Perfect Ten award recipient is the Office of Administration and Missouri Department of Conservation with an MBE percentage of 38.63% and 11.64, respectively.

DIRECTOR'S AWARD – MBE/WBE Utilization

The Director's Award recognizes the department with the highest combined total utilization of both Minority and Woman-Owned Businesses.

This year's Director's Award winner is Health & Senior Services with higher with MBE utilization of 7.84% and WBE utilization of 9.33%.



FACILITIES MANAGEMENT, DESIGN AND CONSTRUCTION (FMDC) MISSION

The mission of OA's Division of Facilities Management, Design and Construction (FMDC) is to provide superior workplace environments for state occupants and their visitors as well as to protect the State's investments in property assets. The mission is carried out by the various units that make up FMDC. These include:

The FMDC Budget and Accounting unit oversees the preparation of FMDC's operating budgets for building operations and FMDC's capital improvement budgets for design and construction projects. The unit processes payments to contractors and designers for the Capital Improvements (CI) program and for leased property for the Office Space Planning Program.

The Operations Unit maintains and manages state-owned office buildings and other structures in the Capitol Complex and other locations within the state. They also maintain buildings for the Department of Elementary and Secondary Education, Mental Health, Division of Youth Services, and the Missouri State Highway Patrol. Additionally, the unit also operates state office buildings in St. Joseph, Kansas City, Springfield, and St. Louis. This unit provides technical services such as energy management and occupational safety.

The Administrative Services Unit provides general office management, oversight of contract execution, and oversight of FMDC's operational excellence program.

The Office Space Planning Program coordinates the allocation of office space and the design of small office space renovations as well as real estate transactions on behalf of the state, including the conveyance of state-owned property, the purchase of property, and the granting easements.

The Planning, Design, and Construction Unit (PD&C) is responsible for the CI budget, which includes the maintenance and repair construction budget and the new construction budget. In addition, it reports annually on the condition of all assets in a comprehensive database. Review of all requests for appropriations for capital improvements also fall under the responsibilities of this unit.

Table 11: FY22 MBE/WBE Participation for Completed Projects

	Contract Amount	MBE- Total Amount Paid	WBE - Total Amount Paid	Total Percentage
FY22 Total Original Construction Contract Amount (Projects including MBE Participation)	\$34,401,596	\$3,850,741		11.19%
FY22 Total Original Construction Contract Amount (Projects including WBE Participation)	\$42,600,803		\$9,771,740	22.94%
<u>FY22 Total Original Architect/Engineer Contract Amount (Projects including MBE Participation)</u>	\$1,899,783	\$1,784,039		93.91%
<u>FY22 Total Original Architect/Engineer Contract Amount (Projects including WBE Participation)</u>	\$496,780		\$235,939	47.49%

Glossary:

DCI: Department of Commerce and Insurance

DED: Department of Economic Development

DESE: Department of Elementary and Secondary Education

DHEWD: Department of Higher Education Workforce Development

DHSS: Department of Health and Senior Services

DMH: Department of Mental Health

DNR: Department of Natural Resources

DOC: Department of Correction

DOLIR: Department of Labor and Industrial Relation

DSS: Department of Social Services

FMDC: Department of Facilities Management, Design and Construction

MBE: Minority Business Enterprise

MDA: Missouri Department of Agriculture

MDC: Missouri Department of Conservation

MoDOT: Missouri Department of Transportation

OA: Office of Administration


OEO: Office of Equal Opportunity

WBE: Women Business Enterprise

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“Thank you for your continued collaboration and dedication across the state to promote diversity and inclusion throughout government.”



OFFICE *of* **EQUAL
OPPORTUNITY**