



---

# Disparity Study Draft Implementation Timeline

---

November 6, 2023





# Draft Recommendation Implementation Timeline



## Phase 1 (Now thru 6/30/24)

- Improve connections / communications with supplier community
- Contract Compliance - *Complete Phase 4*
- Formal Vendor Performance process / feedback – Complete Phase 3
- Data improvements — *Complete Phase 3*
- Improve solicitation documents and website
- Socialize the debrief process, make consistent practice
- Track additional classifications, i.e. LGBTQ+
- Require non-profit recipients to follow process / report

## Phase 2 (7/1/24 thru 12/31/24)

- Develop annual strategic plan; provide more forecasting
- Advertise with more targeted groups (i.e. Centro, Pan Asian)
- Establish formalized partnership with Municipal Financial Technical Advisor (MFTA) partners - *Complete Phase 4*
- Utilize data system for tailored outreach to automate – *Complete Phase 3*

# Draft Recommendation Implementation Timeline



## Phase 3 (1/1/25 thru 6/30/25)

- Implement internal use of KPIs and performance measures
- Debundle procurements into smaller opportunities
- Provide assistance connecting businesses to capital funds
- Consider increased use of best value versus low bid
- Reserve procurements for small businesses
- Implement joint venture/mentor protégé program (Chamber)

## Phase 4 (7/1/25 thru 12/31/25)

- Provide technical assistance wrap up insurance, bonding
- Matchmaking – encourage primes to use groups of subs even when not advantageous.
- Require DBEs certification; expand acceptance of certifications.
- Require project goals by project, good faith effort by contractors

# Draft Recommendation Implementation Timeline

Continuous updates on the implementation progress at our website:

[www.knoxvilletn.gov/disparitystudy](http://www.knoxvilletn.gov/disparitystudy)

