STATE OF CONNECTICUT

Disparity Study
December 2024

GRIFFIN & STRONG

235 Peachtree Street, N.E. Suite 400 | Atlanta, Georgia 30303
Phone: 404-584-9777 | Fax: 404-584-9730 | GSPClaw.com

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I. INTRODUCTION

A. Scope of Work

In April 2022, the State of Connecticut ("State") contracted with Griffin & Strong, P.C. (GSPC) to conduct a disparity study ("Study") to assess the effectiveness of the State's set-aside program, contracting processes, and relevant statutory provisions, and then, determine whether a disparity exists between the availability and the state's utilization of SBEs/MBEs through statistical and anecdotal analysis.

Governmental entities across the country authorize disparity studies in response to City of Richmond v. J.A. Croson Co., 488 U.S. 469 (1989) and subsequent cases in order to determine whether there is a compelling interest for the creation or continuation of remedial procurement programs, based upon race, gender, and ethnicity. In order for the legal requirements of Croson and its progeny to be satisfied for any race or gender-based activities, GSPC must determine whether the State has been a passive or active participant in any identified disparities with regard to the access of Ethnic Minority and Women owned firms to its procurement and contracting opportunities.

Toward achievement of these ends, GSPC analyzed the State's contracts and awards made directly with the State called "prime contracts" and a limited number of contracts and awards made by prime contractors called "subcontracts" during FY17 through FY21. GSPC examined these contracts and awards in the Industry Categories of Construction; Architecture & Engineering ("A&E"); Professional Services; Other Services, Goods, Health & Human Services, and Financial & Investment.

The Study's parameters included all State spend for FY17 through FY21 (excluding federally funded contracts) within the State agencies listed in the Data Assessment Report in Appendix C, which excludes the judicial and legislative branches, as well as state colleges and universities.

B. Objectives

The principal research questions are:

- Is there is a statistically significant disparity in the relevant geographic and product markets between the percentage of certified minority and women owned businesses willing and able to provide goods or services to the State in each of the Industry Categories, and the percentage of dollars spent with prime contractors or their subcontractors?
- If a statistically significant disparity exists, have factors, other than race and gender, been ruled out as the cause of that disparity?
- Can the disparities be adequately remedied with race-and gender-neutral remedies?
- If race- and gender- neutral remedies are not sufficient, does the evidence from the Study legally support race and/or gender conscious remedial program elements?
- Are the proposed remedies narrowly tailored to the strong basis in evidence from the Study?

C. Technical Approach

In conducting this Study and preparing its recommendations, GSPC followed a carefully designed work plan that allowed Study team members to fully analyze availability, utilization, and disparity with regard to Minority, Women, and Disabled owned firm participation. The final work plan consisted of, but was not limited to, the following major tasks:

- Establishing data parameters and finalizing a work plan;
- Legal analysis;
- Reviewing policy and processes;
- Collecting data, organizing, and cleaning data, as well as filling any data gaps;
- Conducting geographic and product market area analyses;
- Conducting utilization analyses;
- Determining the availability of qualified firms;
- Analyzing the utilization and availability data for disparity and statistical significance;
- Conducting private sector analysis including credit and self - employment analysis, as well as analysis of building permit data;
- Collecting and analyzing anecdotal evidence;
- Establishing findings of fact regarding the existence and nature of marketplace discrimination and /or other barriers to Minority, Women, and Disabled owned firm participation in State contracts; and
- Preparing a final report that identifies and assesses the efficacy of various race- and gender-neutral and narrowly tailored race-and gender-based remedies if indicated by the findings.

Study definitions are contained in Appendix A.

D. Report Organization

This report is organized into the following sections, which provide the results which lead to GSPC's analytical findings and recommendations for the State. In addition to this introductory chapter, this report includes:

- Chapter II, which presents GSPC's detailed findings and recommendations;
- Chapter III, which is an overview of the legal framework and basis for the Study;
- Chapter IV, which provides a review of the State's purchasing policies, practices, and programs;
- Chapter V, which presents the methodology used in the collection of statistical data from the State and the analyses of the data regarding relative Minority, Women, and Disabled owned firm availability and utilization analyses, and includes a discussion on levels of disparity for the State's prime contractors;
- Chapter VI, which analyzes whether present or ongoing effects of past discrimination are affecting the State's marketplace; and
- Chapter VII, which outlines the qualitative analysis: the analysis of anecdotal data collected from the online survey, personal interviews, focus groups, and public meetings.

II. EXECUTIVE SUMMARY OF FINDINGS & RECOMMENDATIONS

This chapter presents the findings and recommendations resulting from the Disparity Study for the State of Connecticut related to Construction, Architecture & Engineering (A&E), Professional Services, Other Services, and Goods for FY2017-FY2021

As outlined in the Legal Analysis, the courts have indicated that for race-based or gender-based preference programs to be maintained there must be a strong basis in the evidence for the establishment of such programs or the continuation of existing programs. As the detailed findings below will demonstrate, GSPC found statistically significant underutilization of some Minority, Women, and Disabled owned firm groups in each of the seven (7) Industry Categories that GSPC analyzed. The exceptions will be discussed in the findings below.

A regression analysis was performed and GSPC found that there was evidence to indicate disparities by race, ethnicity, or gender status of the firm owners even after controlling for capacity and other race- and gender-neutral factors. This statistical evidence found support in the anecdotal evidence of the experiences of firms in the State of Connecticut marketplace

A. Background, Review, and Findings

Finding 1: Legal Basis

The State of Connecticut continues to implement both race and gender-neutral measures and race and gender-conscious measures to try to increase utilization of M/WBE firms, as well as firms owned by disabled persons, but the present Study shows that those efforts have not been effective in resolving the identified disparities. Accordingly, the State has a factual basis to continue the use of race and gender-conscious policies toward that goal, and to perhaps introduce more robust remedial measures. Additional race and gender-neutral policies are also recommended, as set forth herein.

The use of a regression analysis and consideration of the contracting environment in the private sector as part of this Study have demonstrated that factors other than M/WBE status *cannot* fully account for the statistical disparities found. Stated otherwise, the State can show that M/WBE status continues to have an adverse impact on a firm's ability to secure contracting opportunities with the State of Connecticut, further supporting more aggressive remedial efforts.

Lastly, having obtained statistical and anecdotal evidence of disparities that are race, ethnicity, and gender specific, the State can ensure that the more robust remedies considered as a result of this Study can be limited to race, ethnicity, and/or gender groups for which statistically significant underutilization has been identified.

Finding 2: Policy Review

Procurement responsibilities and authority for the State of Connecticut lie with the Department of Administrative Services (DAS), the Department of Transportation (DOT), and the Office of Policy and Management (OPM). More specifically, DAS/Procurement Division "is charged with the purchase and provision of supplies, materials, equipment and contractual services . . . and the purchasing, leasing and contracting for all information system and telecommunication system facilities, equipment and services… for executive branch agencies."[1]

DAS Construction Services "is responsible for the purchase, sale, lease, sublease and acquisition of property and space to house state agencies[.] . . . [CS]is also responsible for the administrative functions (contracting) of construction and planning of all capital improvements undertaken by the state, except highway and bridge construction, the construction and planning of capital improvements related to mass transit, marine and aviation transportation.[2]

DOT "is responsible for the construction contracts associated with highways and bridges."[3]

> "OPM Establishes standards for Personal Service Agreements that the state agencies enter with personal service contractors and reviews the requests of agencies to enter into such agreements through the online PSA Request System. OPM also establishes contracting policies and procedures for obtaining, managing, and evaluating the cost-effectiveness of health and human services that state agencies purchase from private providers and municipalities[.]"[4]

FINDING 3: Micro Business Bid Preferences (Discretionary)

For goods and services, awarding agencies may give a 10% bid preference to "micro businesses," which are defined as businesses that have less than $3 million in gross revenues in the prior fiscal year.[5] Veteran owned micro businesses may receive a 15% bid preference.[6]

FINDING 4: Prequalification for Construction

With certain exceptions, public works or building projects (construction, reconstruction, alteration, remodeling, repair, or demolition of any public building, except projects administered by the Department of Transportation (DOT)) are competitively bid, and bidding is open only to prequalified contractors.[7] Large subcontractors, i.e., those whose subcontract is valued greater than $500,000 (this threshold has been

[1] DAS Procurement Manual (Website) ("DAS carries out these functions through the Procurement Services Division by establishing state contracts and administering a variety of other related functions for state agencies.").
[2] *Id.* DAS does not oversee construction for the University of Connecticut nor buildings under the care and control of Legislative Management.
[3] Id.
[4] Id.
[5] Conn. Gen. Stat., Sec. 4a-59(c).
[6] Id.
[7] Conn. Gen. Stat., Sec. 4b-91

revised since the Study Period), must also be prequalified.[8] Prequalification is issued by the Commissioner of Administrative Services. Of all survey respondents, 26.5% stated that prequalification requirements are a barrier to their firm obtaining work on projects for the State.

FINDING 5: Design Professional Services

The Construction Services (CS) office (part of (DAS)), selects A&E firms to provide design and construction documents for state building construction projects, issuing Requests for Qualifications (RFQs), and evaluating the responses using Qualifications Based Selection (QBS) Procedures.[9] The QBS evaluations are conducted by the Design Professional Services Selection Panel. The State utilizes design professional services for Design-Build, Design-Bid-Build, and Construction Manager at Risk (CMAR) projects.[10]

FINDING 6: SBE/MBE On-Call Contracts

The DAS Commissioner may enter into an On-Call Contract with any consultant on a selected list to perform a range of consultant services or to perform a range of tasks pursuant to a Task Letter detailing services to be performed under such contract.[11] DAS/CS provides On-Call opportunities for MBE Consultants by selecting at least one MBE Consultant for certain enumerated On-Call Contracts, so long as the firm is qualified and can meet all required contract terms and conditions. DAS/CS also sets aside certain MBE Architect and MBE Civil Engineer On-Call Contracts (based on contract size and duration), which are only open to MBE firms that have been certified by the State of Connecticut S/MBE Certification Program.[12]

FINDING 7: Supplier Diversity Set Aside Program

The State also established and administers the "Set-Aside Program," which assists small businesses, Minority owned businesses, and Disabled business owners in competing for and receiving awards of State contracts. Briefly stated, the statute requires State agencies to set aside, or attempt to award, 25% of the value of all competitive bid contracts let in a fiscal year by that agency for award to small businesses (SBEs), and further, that 25% of that SBE 25% set-aside (or 6.25% of the total) be awarded to Minority owned businesses (MBEs). [13]

If the prime contractor fails to meet the SBE/MBE set-aside requirement (or "goal") it must then demonstrate satisfactory good faith efforts. Interviews with staff indicated, however, that in practice contracts let by State agencies/departments may effectively be exempted from the total of available contracts or contract values, based on assertions by agencies/departments that they are "not customarily

[8] Conn. Gen. Stat., Sec. 4b-91(j). Since the Study Period, this threshold has increased to $1 Million.
[9] DAS website: "DAS construction Services – RFQs for Architects and Engineers."
[10] Id.
[11] Conn. Gen. Stat., Section (§) 4b-51(e),
[12] DAS Website (Construction Services-Overview). Some changes were made to the dollar values in this policy after the Study Period.
[13] Conn. Gen. Stat., Sec. 4a-60g (b)(2). A similar mandatory set-aside is provided in the statute for municipalities awarding public works contracts through competitive bidding. Conn. Gen. Stat., Sec. 4a-60g (b)(3).

available from or supplied by small contractors," or another disqualifying reason. Staff also indicated that agency exemptions are requested and subject to review and approval by DAS.

FINDING 8: Certification

DAS certifies both SBEs and MBEs for inclusion in the Set-Aside Program.[14] The certifications last two years.[15] Connecticut companies certified as Disadvantaged Business Entities (DBEs) by Connecticut DOT that also meet the requirements for certification under the Set-Aside Program are eligible to participate in that program but must still apply for certification with DAS.[16]

With respect to certification, staff interviews raised concerns about fronts which are primarily that Non-minority women owned firms may not be truly owned and/or controlled by a woman, thus inappropriately being certified as such for the purpose of participating in the Set-Aside Program. Moreover, staff interviews also revealed that CHRO does not conduct site visits after certification unless a complaint is made.

FINDING 9: CHRO Set Aside Plans and Affirmative Action Plans

During the Study Period CHRO required a Set Aside Plan when a contractor employs less than 50 people and the contract awarded has a value between $50,000 and $499,999[17]; and from all prime contractors on a CMR project of $50,000 or more, regardless of company size.

Affirmative Action Plans (AAPs) are required when a contractor employs less than 50 people and the contract is valued between $50,000 and $499,999; when a contractor employs more than 50 people on projects of $50,000 or more; and for CMARs on a CMAR project of $50,000 or more, regardless of company size.

Interviews with staff revealed that where a proposed SAP or AAP is deemed insufficient by CHRO, the awardee contractor will be notified and requested to cure the deficiency (usually a lack of meaningful SBE/MBE participation). If the deficiency is not cleared after three submissions, the contractor is informed that the SAP/AAP has not been accepted. However, it is not disqualified from the award until such time as the CHRO Office of Public Hearings issues an order to that effect. When there is a violation, the CHRO's Legal Division is notified and the project is evaluated to determine whether a complaint should be filed with the Office of Public Hearings. If/when this happens, the complaint goes through a hearing process that may result in disqualification from contracting with the state.

FINDING 10: Good Faith Efforts

Factors to be evaluated when analyzing good faith efforts in public works construction contracts are established by statute, supplemented by written guidance provided by CHRO (e.g., the contractor's employment and subcontracting policies, patterns, and practices; affirmative advertising, recruitment, and

[14] Conn. Gen. Stat., Sec. 51-60g (k)(1); DAS Website (FAQs).
[15] Id.
[16] DAS Website (FAQs)
[17] This increased from $499,999 to $1,000,000 after the Study Period.

training; technical assistance activities). As with insufficient SAPs and AAPs, it was shared in staff interviews that a bid or award is not rejected for lack of adequate Good Faith Efforts.[18]

FINDING 11: Supportive Services

The Connecticut Department of Economic and Community Development (DECD), primarily through its Office of Small Business Affairs, offers a number of supportive services and engages in various outreach efforts to small businesses, including MBE small businesses.[19]

More specifically, the DECD collaborates with several organizations that offer a range of services to SBEs/MBEs, including:

- HEDCO[20] Business Resource Center (BRC) provides access to experienced business counselors, attorneys, accountants, insurance and banking professionals, and other experts.
- Small Business Administration (SBA) offers counseling services for Startup Assistance, Business Plan Development, Financial Analysis, Budget Preparation & Forecasting, and Marketing.
- Small Business Development Centers (SBDC) provides counseling services for Startup Assistance, Business Plan Development, Financial Analysis, Budget Preparation & Forecasting, and Marketing & Social Media Training.
- University of Hartford Entrepreneurial Center offers Business Plan Development, Financial Analysis, Budget Preparation & Forecasting services.
- Women's Business Development Council (WBDC) offers programs and services for women-owned businesses, including Business Plan Development, Financial Analysis, Budget Preparation & Forecasting, and QuickBook Classes.
- Service Corps of Retired Executives (SCORE) connects businesses with experienced small business owners who provide insights into business development and sound business practices.

Turnaround Management Association (CTTMA) offers business assessment services and planning to improve business outcomes and profits.

The DECD Small Business Resource Guide also identifies a number of loan and financing programs available to Connecticut small businesses, including SBA loans and a loan program offered by the Hartford Economic Development Corporation (HEDCO)—a non-profit also tasked with providing supportive services for the state. In fact, the DECD website directs the user to HEDCO's website, which lists some of the additional services offered, including: "Business 101" classes, a Learning Center, other small business support programs, and financial assistance (including loans).[21]

[18] CHRO "Good Faith Efforts" written guidance (undated).
[19] DECD website.
[20] Hartford Economic Development Corporation.
[21] HEDCO website.

Staff reports that DAS Supplier Diversity team supports DECD's efforts by attending events, conducting workshops, and providing proactive outreach.

CHRO provides monthly technical assistance trainings to assist contractors in developing plans required by CHRO. CHRO also conducts regular outreach to municipalities and regional organizations.

FINDING 12: Tracking and Reporting

Pursuant to State law[22], CHRO must "compile data concerning state contracts with Woman owned and [Ethnic] Minority owned business enterprises and submit a report annually to the General Assembly concerning the employment of such business enterprises as contractors and subcontractors."[23] To this end, each State agency creates a report every fiscal year to establish a contracting and purchasing goal for SBEs and MBEs.[24]

Contractors working on State-funded public works contracts are also required to submit reports indicating the total contract value, along with the amount awarded to SBEs, MBEs, WBEs, and businesses owned by Disabled persons (DisBEs). CHRO records this information upon project close-out.

FINDING 13: Contract Compliance Law

The State has a Contract Compliance Law intended to ensure that nondiscrimination provisions and affirmative action requirements are included in all contracts awarded and administered by State agencies, prevent unlawful discrimination by contractors, and requiring those contractors to agree to take affirmative steps to ensure that qualified applicants are employed and/or treated fairly, regardless of their protected class status.[25]

For more information on the State's procurement policies, see Chapter IV: Purchasing Policies, Practices, and Procedures Review.

Finding 14: Relevant Market Area

81.21 % of the total expenditure in all procurement categories was conducted in the Relevant Geographic Market Area (State of Connecticut): Here is the breakdown for each category:

Construction:	96.31%
Architectural & Engineering:	93.35%
Professional Services:	89.20%
Other Services:	75.86%
Goods:	74.95%

[22] Conn. Gen. Stat., Sec. 46a-56(a)(6).
[23] Id.
[24] Conn. Gen. Stat., Sec. 4a-60g.
[25] Conn. Gen. Stat., Sec. 4a-60

Health & Human Services	75.19%
Financial & Investment	25.96%

Finding 15: Availability

The measures of availability utilized in this Study incorporate all the criteria of availability required by Croson.

- The firm does business within an Industry Category from which the State makes certain purchases.
- The firm's owner has taken steps to demonstrate interest in doing business with government.
- The firm is located within a relevant geographical area such that it can do business with the State.

The firms used to calculate the availability shown below came from the Master Vendor File in the Relevant Market Area. Another measure of availability using a custom census approach is included as a supplement in the report (Appendix Q). GSPC found that firms were available to provide goods and services to the State as reflected in the following percentages by each race, ethnicity, and gender group (Table 1).[26]

[26] The Master Vendor is the pool of firms that the Availability analysis was conducted from various governmental sources. The State of Connecticut Vendor Payment List; Bidder Connecticut Source: BizNET SBE & MBE Database; Construction Contract awarded files; Connecticut LGBTQ Certified firms; Connecticut Department of Transportation Contracts; Connecticut Source Vendor Export File; City of Hartford Certified Vendors; CTDOT DBE List; Prequalified List of CTDOT Vendors; Subcontract Vendors; Prime Vendor List; PSA POS Annual Agency Detail

Table 1: Summary of Availability by Industry Category
In the Relevant Market
State of Connecticut Disparity Study

	Construction	A & E	Professional Services	Other Services	Goods	Health & Human Service	Financial & Investment
Black American	13.61 %	4.09%	8.39 %	9.08 %	5.39 %	6.14 %	15.72 %
Asian American	0.93 %	6.82 %	2.99 %	2.37 %	1.89 %	1.17 %	5.68 %
Hispanic American	6.89%	3.48 %	3.39 %	4.17 %	2.05 %	1.04 %	4.80 %
Iberian Peninsula	2.00 %	0.76 %	0. 40 %	0.49 %	0. 51 %	0.13 %	0.44 %
American Indian	.0.49%	0.30 %	0. 24 %	0.26 %	0.28 %	0.13 %	0.00 %
Total Ethnic Minority	23.92 %	15.45 %	15.41 %	16.37%	10.12 %	8.61 %	26.64 %
Non-Minority Woman	15.55 %	16.52 %	20.34 %	19. 17 %	17.16 %	12.01 %	17.47 %
Non-MWBE Disabled American	0.67 %	0.91 %	0.24 %	0.49 %	0.51 %	0.26 %	0.00 %
Non-MWBE	59.86 %	67.12 %	64.00 %	63.97 %	72.22 %	79.11 %	55.90 %
Total	100 %	100 %	100 %	100 %	100 %	100 %	100 %

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Finding 16: Prime Utilization

GSPC analyzed all payments from the state agencies (listed in Appendix C) to vendors during the Study Period and determined that a total of $6,024,819,705 was spent with businesses in the Relevant Geographic Market Area (State of Connecticut) during the Study Period.

In Construction, $5,147,089 or .30% was spent with 18 Ethnic Minority owned firms, compared to $122,204,920 or 7.22% spent with 60 Non-minority Women owned firms, and $1,565,370,550 or 92.48% spent with 376 Non-Ethnic minority/Women owned firms.

In A&E, $26,763,431 or 6.86%% was spent with 17 Ethnic Minority owned firms, compared to $10,679,152 or 2.74% spent with 16 Non-minority Women owned firms, and $37,442,583, or 90.40% spent with 125 Non-Ethnic minority/Women owned firms.

In Professional Services, $7,754,386 or 1.21% was spent with 14 Ethnic Minority owned firms, compared to $2,659,408 or.42% spent with 12 Non-minority Women owned firms, and $628,510,505, or 98.37% spent with 510 Non-Ethnic minority/Women owned firms.

In Other Services, $26,911,330 or 2.31% was spent with 52 Ethnic Minority owned firms, compared to $39,173,224 or 3.37% spent with 91 Non-minority Women owned firms, and $1,097,992,390, or 94.32% spent with 2075 Non-Ethnic minority/Women owned firms.

In Goods, $9,967,645 or 1.21% was spent with 14 Ethnic Minority owned firms, compared to $13,127,094 or 1.59% spent with 48 Non-minority Women owned firms, and $803,025,067, or 97.20% spent with 950 Non-Ethnic minority/Women owned firms.

In Health & Human Services, $206,875,776 or 16.48% was spent with 5 Ethnic Minority owned firms, compared to $8,318,752 or .66% spent with 8 Non-minority Women owned firms, and $1,040,325,858, or 82.86% spent with 407 Non-Ethnic minority/Women owned firms.

In Financial & Investment, $263,351 or .46% was spent with 1 Ethnic Minority owned firm, compared to $1,917,194 or 3.34% spent with 1 Non-minority Women owned firm, and $55,155,383, or 96.20% spent with 39 Non-Ethnic minority/Women owned firms.

Table 2: Summary Prime Utilization
In the Relevant Market Area
State of Connecticut Disparity Study

Firm Ownership	Construction	A&E	Professional Services	Other Services	Goods	Health & Human Services	Financial & Investment	Total
Asian American	$ -	$ 20,883,886	$ 912,146	$ 12,895,539	$ 9,026,921	$ 341,087	$ 263,351	$ 47,322,932
Black American	$ 1,640,124	$ 844,109	$ 285,804	$ 5,871,942	$ 101,464	$9,293,348	$ -	$ 18,036,792
Disabled American	$ 129,550	$ -	$ -	$ 2,886,566	$ 80	-	$ -	$ 3,016,196
Hispanic American	$ 1,653,810	$ 2,003,913	$6,539,694	$ 5,146,747	$ -	$194,241,340	$ -	$ 209,585,504
Iberian Peninsula	$ 1,723,606	$ 3,031,523	$ 16,741	$ 74,640	$ 839,180	-	$ -	$ 5,685,690
American Indian	$ -	$ -	$ -	$ 35,895	$ -	-	$ -	35,895
TOTAL ETHNIC MINORITY	$ 5,147,089	$ 26,763,431	$ 7,754,386	$ 26,911,330	$ 9,967,645	$206,875,776	$ 263,351	$ 283,683,008
Non Minority Woman	$ 122,204,920	$ 10,679,152	$ 2,659,408	$ 39,173,224	$ 13,127,094	$8,318,752	$ 1,917,194	$ 198,079,744
TOTAL M/WBE	$ 127,352,009	$ 37,442,583	$10,413,794	$ 66,084,554	$ 23,094,739	$215,194,528	$ 2,180,545	$ 481,762,752
NON-M/WBE	$ 1,565,370,550	$ 352,677,199	$628,510,505	$1,097,992,390	$803,025,067	$1,040,325,858	$ 55,155,383	$ 5,543,056,953
TOTAL FIRMS	$ 1,692,722,559	$ 390,119,782	$638,924,299	$1,164,076,944	$826,119,806	$ 1,255,520,386	$ 57,335,928	$ 6,024,819,705
Firms	%	%	%	%	%	%	%	%
Black American	0.00%	5.35%	0.14%	1.11%	1.09%	0.27%	0.46%	0.79%
Asian American	0.10%	0.22%	0.04%	0.50%	0.01%	0.74%	0.00%	0.30%
Hispanic American	0.01%	0.00%	0.00%	0.25%	0.00%	0.00%	0.00%	0.05%
American Indian	0.10%	0.51%	1.02%	0.44%	0.00%	15.47%	0.00%	3.48%
Disabled American	0.10%	0.78%	0.00%	0.01%	0.10%	0.00%	0.00%	0.09%
Iberian Peninsula	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL ETHNIC MINORITY	0.30%	6.86%	1.21%	2.31%	1.21%	16.48%	0.46%	4.71%
Non Minority Woman	7.22%	2.74%	0.42%	3.37%	1.59%	0.66%	3.34%	3.29%
TOTAL M/WBE	7.52%	9.60%	1.63%	5.68%	2.80%	17.14%	3.80%	8.00%
NON-M/WBE	92.48%	90.40%	98.37%	94.32%	97.20%	82.86%	96.20%	92.00%
TOTAL FIRMS	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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Finding 17: Subcontractor Utilization

MBEs received 23.95 % of reported Subcontractor paid dollars in A&E, Construction, and Other Services (Table 3), based on the survey of prime contractors.

In Architecture & Engineering, Asian American owned businesses received 4.68% of reported subcontractor dollars, Hispanic American owned businesses earned 5.60% with Non-MBE firms owners receiving the other 89.71% of reported dollars.

Of the $157, 813, 096 paid subcontracting dollars in Construction during the Study period, Asian American firm owners earned 0.40%, Black American owned firms earned 3.87%, Disabled firms owners earned 0.01%, Hispanic American owned firms earned 3.39%, Iberian Peninsula owned firms earned 0.04%, American Indian firm owners earned 0.19%, and Non-Minority Women owned firms 16.05%.

In Other Services, only Non-MWBE firms earned reported subcontracting dollars.

Table 3: *Prime Data Subcontract Summary*
FY 2017-2021
State of Connecticut Disparity Study

Category	Firm's Ownership	Paid Subcontract Amount During FY 2017-2021	Percent
A&E	Asian American	$ 4,000	4.68%
	Black American	$ -	0.00%
	Disabled	$ -	0.00%
	Hispanic American	$ 4,785	5.60%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ -	0.00%
	Non M/WBE	$ 76,624	89.71%
	Total A&E	**$ 85,409**	**100.00%**
Construction	Asian American	$ 636,400	0.40%
	Black American	$ 6,109,124	3.87%
	Disabled	$ 11,934	0.01%
	Hispanic American	$ 5,344,404	3.39%
	Iberian Peninsula	$ 62,628	0.04%
	American Indian	$ 307,467	0.19%
	Nonminority Woman	$ 25,335,096	16.05%
	Non M/WBE	$ 120,006,044	76.04%
	Total Construction	**$ 157,813,096**	**100.00%**
Other Services	Asian American	$ -	0.00%
	Black American	$ -	0.00%
	Disabled	$ -	0.00%
	Hispanic American	$ -	0.00%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ -	0.00%
	Non M/WBE	$ 68,269	100.00%
	Total Other Services	**$ 68,269**	**100.00%**
Total	Asian American	$ 640,400	0.41%
	Black American	$ 6,109,124	3.87%
	Disabled	$ 11,934	0.01%
	Hispanic American	$ 5,349,189	3.39%
	Iberian Peninsula	$ 62,628	0.04%
	American Indian	$ 307,467	0.19%
	Nonminority Woman	$ 25,335,096	16.04%
	Non M/WBE	$ 120,150,937	76.06%
	Total Subcontract Amount	**$ 157,966,774**	**100.00%**

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Finding 18: Prime Vendor Underutilization

The disparity analysis resulting in Disparity Indices is defined as the ratio of the percentage of each study group utilized (U) divided by the percentage of such study group available in the marketplace. There are three (3) potential outcomes: 1) Parity, when availability relatively equals utilization (100); 2) Overutilization, when utilization exceeds availability; and 3) Underutilization, when availability exceeds utilization. Statistically significant underutilization is when the disparity index is less than 80.

In the table below, with the exception of Black American owned firms in Goods and Asian American owned firms in Architectural & Engineering, every MBE group was significantly underutilized in each Industry Category throughout the Study Period as prime contractors.

Table 4: Prime Disparity
Statistically Significant Underutilization
State of Connecticut Disparity Study

	Construction	A & E	Professional Services	Other Services	Goods	Health & Human Services	Financial & Investment
Black American	X	X	X	X	X	X	X
Asian American	X	X	X	X	X	X	X
Hispanic American	X	X	X	X	X		X
Iberian American	X		X	X	X	**	**
American Indian	X	**	X	X	X	**	**
Non-Minority Woman	X	X	X	X	X	X	X
Disabled American	X	X	X	X	X	**	**
Non-MWBE							

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(x)=Disparity Index less than 80.
**Very small number to produce statistical significance
Note: Table 4 is a summary of the Prime Disparities. For a detailed breakdown of the data in support of this table, please see Appendix F.

Finding 19: Contract Thresholds

The Threshold and Contract Sizing analyses revealed that, based on the number of awards, most awards in Construction, A&E, Professional Services, Other Services, Goods, Health & Human Services, and Financial & Investment were valued between $5,000 and $50,000. Tables 30-36 of the report provide a detailed breakdown of awards in each of the Industry Categories by size thresholds.

Finding 20: Disparity after Controlling for Contract Size

After controlling for (or removing) contracts over $1 million, significant disparity remained in most categories. For contracts under $1M, there is disparity for all MBE groups except Nonminority Women owned firms in Construction.

For contracts under $500K, there is disparity for all MBE groups except for Non-Minority Disabled American owned firms in Other services.

Table 5: Utilization and Availability of Disabled Owned Businesses
Including Firms with Declared Race, Ethnicity and Gender
FY 2017-2021
State of Connecticut Disparity Study

Procurement Categories	Amount Spent			Number of Firms Utilized		
	Total Utilization	Utilization with Disabled Firms	Percent	Available Disabled Firms	Number of Firms Utilized	Percent
Construction	$1,692,722,559	$129,550	0.01%	36	1	2.78%
A&E	$390,119,782	$-	0.00%	6	0	0.00%
Professional Services	$638,924,299	$-	0.00%	3	0	0.00%
Other Services	$1,164,076,944	$2,886,566	0.25%	48	2	4.17%
Goods	$826,119,806	$80	0.00%	18	1	5.56%
Health & Human Services	$1,255,520,386	$-	0.00%	2	0	0.00%
Financial & Investment	$57,335,928	$-	0.00%	0	0	0.00%
Total	**$6,024,819,704**	**$3,016,196**	**0.05%**	**113**	**4**	**3.54%**

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For more information on the State's procurement policies, see Chapter V: Quantitative Analysis.

Finding 21: Basis for Private Sector Analysis

The data sources utilized in the private sector analysis are intended to capture different aspects of the State of Connecticut marketplace which is the whole geographic area of the state. The American Business Survey (ABS) and American Community Survey (ACS) are US Census Data products collected at the firm (ABS) and household (ACS) level. These data products do not target firms doing business with the State of Connecticut directly, but rather a snapshot of general market characteristics in the State. The Survey of Business Owners is a GSPC-produced survey distributed to firms that have expressed interest in doing business with government. The Survey of Business Owners was distributed by GSPC as part of the Study, and respondents are not necessarily representative of the average State of Connecticut firm. Findings from the ABS and ACS are generalizable to the State of Connecticut Market Area, while the GSPC Survey of Business Owners is intended to capture challenges and opportunities for this sample of firms also located in the State of Connecticut Market Area. A Regression Analysis controlling for relevant factors, like owner or household education, were conducted, where relevant in analysis using the ACS, Building Permit Data, and the GSPC Survey of Business Owners. The American Business Survey Data was used to snapshot regional firm characteristics, which did not revolve a Regression Analysis.

Detailed support for Findings 22-32 can be found in Appendix O: Expanded Regression Analysis of this report.

Finding 22: Lower Revenue Share for Ethnic Minority Owned Firms

For the State of Connecticut Market Area, relative to White owned firms, the estimated revenue shares of each Ethnic Minority owned firm never exceeds 6.5%. All Ethnic Minority owned firms have estimated revenue shares far smaller than their firm representation shares. Relative to firms owned by Whites in the State of Connecticut Market Area, exclusive of Women owned firms—some of whom are Whites—the individual Ethnic Minority revenue shares are of a large order of magnitude below their implied 17% (approximately) firm representation shares.

Finding 23: MBE Self Employment Rates

Relative to Whites, Women, Black Americans, Asian Americans, Disabled Americans, and Veterans were less likely to be self-employed. This is suggestive of these demographic groups facing barriers to self-employment in the State of Connecticut Market Area. The lower self-employment likelihood of these demographic groups could reflect disparities in public contracting as Chatterji, Chay, and Fairlie (2014) find that the self-employment rate of Black Americans is increasing with respect to the provisioning and establishment of MBE public procurement programs.

Finding 24: Barriers to Self-Employment

Relative to Whites, Women, Black Americans, Pacific Islanders, and Asian Americans were less likely to be self-employed in the State of Connecticut Market Area construction sector. This is suggestive of these demographic groups facing barriers to self-employment in the State of Connecticut Market Area construction sector. The lower likelihood of these demographic groups being self-employed in the construction sector could reflect disparities in public contracting, as Marion (2009) finds that the self-

employment rate of Black Americans in Construction is increasing with respect to the provisioning and establishment of MBE public Construction procurement programs.

Finding 25: No Difference in Bank Loan Denials

There were no differences in commercial bank loan denials for Ethnic Minority- and Women-owned firms relative to non-MBEs. This suggests that in the State of Connecticut Market Area, any public procurement disparities between MDBEs and non-MDBEs cannot possibly be explained, at least in part, by differential access to private credit (e.g., race based credit market discrimination) that enables financing a capacity for success in public procurement.

Finding 26: Differential Market Experience

Relative to firms owned by Whites, firms owned by Hispanic Americans, American Indians, and Women in the State of Connecticut Market Area were relatively more likely to be new firms. This suggests that any public contracting disparities between non-MDBEs and firms owned by these types of MDBEs can possibly be explained by differential rates of market experience.

Finding 27: Lower Prime Bid Submissions

Relative to firms owned by Whites, firms owned by Black Americans, Hispanic Americans, American Indians, and Women were less likely to submit prime bids. This suggests that any disparities in public procurement outcomes between these types of MDBEs and non-MDBEs in the State of Connecticut market area can be explained, at least in part, by their relatively lower prime bid submissions rates.

Finding 28: Lower Prime Awards

Relative to non-MDBEs, certified Women and Disadvantaged firms were less likely to win a prime contract. When disaggregating, firms owned by Black Americans, Hispanic Americans, American Indians, Bi/multiracial Americans, and Women were less likely to receive a prime contract award from the State of Connecticut. This suggests that, at least for these types of MDBEs, any contracting disparities between them and non-MDBEs could be explained by past, and possibly discriminatory constraints placed on them. These constraints may affect, MDBEs from winning prior prime contracts which could translate into future capacity to secure prime contracts.

Finding 29: Less Subcontracting Experience

Relative to firms owned by Whites, firms owned by Black Americans, American Indians, and Women were less likely to have been awarded a State of Connecticut subcontract. To the extent that success in public contracting is proportional to having prior subcontracts due to the benefits of gained experience, this suggests that any contracting disparities between non-MDBEs and these type of MDBEs can be explained, at least in part, by relative deficits in contracting experience gained by subcontracting experience.

Finding 30: Perceived Private Sector Discrimination Experiences

Relative to firms owned by Whites, firms owned by Black Americans, Hispanic Americans, American Indians, Bi/multiracial Americans, Women, and Disabled Americans were more likely to experience perceived discrimination in the private sector of the State of Connecticut market area. To the extent that perceived private sector discrimination can undermine the capacity of MDBEs to compete for public sector procurement, this suggests that, at least in the State of Connecticut Market Area, perceived private sector discrimination may explain, at least in part, public contracting disparities between these types of MDBEs and non-MDBEs.

Finding 31: Perceived Discrimination Experience with the State

Relative to firms owned by Whites, firms owned by Black Americans, Hispanic Americans, American Indians, and Bi/multiracial Americans were more likely to experience perceived discrimination with the State of Connecticut. To the extent that perceived discrimination at the State of Connecticut can undermine the capacity of MDBEs to compete for public sector procurement, this suggests that perceived discrimination at the State of Connecticut may explain, at least in part, contracting disparities between non-MDBEs and MDBEs.

Finding 32: Informal Networks

Relative to firms owned by Whites, firms owned by Black Americans, Hispanic Americans, American Indians, Bi/multiracial Americans, and Women were more likely to agree that informal networks are important for contracting success with the State of Connecticut. This suggests that, at least for these types of MDBEs, contracting disparities between them and non-MDBEs can be explained, at least in part, by their exclusion from the State of Connecticut public contracting networks that reduces their ability to secure prime contracts and subcontracts.

For more information on the State's procurement policies, see Chapter VI: Analysis of Marketplace Contracting Disparities in the State of Connecticut Market Area.

Finding 33: Issues With Prompt Pay

A significant population of surveyed vendors reported long wait periods for payment both from the State directly and from prime vendors on State projects.

Of the respondents participating in the Study's Survey of Business Owners, 44.8% acknowledged that it typically takes at least 45 days to receive payment from the State of Connecticut, with 3.8 % of that group reporting they waited more than four months (120 days) to receive payment from the State.

The State has a prompt payment provision specific to small business awarded contracts through the set-aside program, which requires payment within twenty five days.[27] Interviews indicated that prompt payment complaints are not common, especially since the implementation of payment software (ASHTOware).

In the GSPC Survey of Business Owners, only 13.3% said they were paid by private prime vendors within the first 30 days. Of the remaining respondents, 27.6% waited between 30 to 60 days to be paid; 15.2% waited between 61 and 90 days for payment; 7.6% waited between 91 and 120 days; and 2.5% waited more than 120 days to receive a payment.

Finding 34: Unfair Competition with Larger Companies

Some survey respondents indicated that trying to compete against larger companies made it difficult for them to successfully do business with the State. More than 31% of the participants (31.2%) said that they saw unfair competition with large companies as a barrier to doing business. That includes 54.5% of Hispanic American owned firms, 37.1% of Black American owned businesses, 30.6% of Woman owned firms, and 24.6% of non-Minority owned companies.

Finding 35: Efforts To Avoid Hiring SMDBEs

The State of Connecticut sets aspirational goals through its Set Aside Program for including SMBEs in public contracting (see Chapter IV: Purchasing Policies, Practices, And Procedures Review). But despite the program, Study participants say that prime contractors continue to use a variety of methods to circumvent good faith efforts at diverse hiring. According to the Survey of Business Owners, 27.9% of businesses polled agreed to some extent that at times a prime contractor would contact a minority business to ask for quotes but never give the proposal sufficient review to consider giving the firm the award. That includes 16.4% who agree and 11.5% who strongly agree. Among those respondents, 45.5% of Hispanic American owned companies, 22.9% of Black American owned firms, 16.8% of Woman owned businesses, and 10.9% of non-Minority owned businesses agreed, and 24.2% of Hispanic American owned firms, 22.9% of Black American owned companies, and 11.6% of Woman owned businesses strongly agreed.

Nearly a quarter of the Survey participants (24.5%) agreed to some degree that, at times, a prime vendor will include a minority subcontractor on a bid to meet participation goals, then drop the company as a subcontractor after winning the award. This includes 14.4% who agree and 10.1% who strongly agree, and comprises 30.3% of Hispanic American owned firms, 19% of Black American owned businesses, and 15.6% of Woman owned companies who agree, along with 23.8% of Black American owned companies, 12.1% of Hispanic American owned firms and 9.8% of Woman owned businesses that strongly agree.

Concurrently, according to the Survey of Business Owners, just over one-third of those polled for the Study believe to some extent that there are fronts (that is firms that purport to be owned by an MWBE but are controlled by a Non-MWBE or another firm) being used to get around State of Connecticut certification requirements. The Survey reflects that 17.2% of respondents agreed including 36.4% of Hispanic American owned businesses, 16.9% of non-Minority owned firms, 16.8% of Woman owned businesses and 12.4% of

[27] Conn. Gen. Stat., Sec, 4a-60j ("A small contractor shall receive payment on a contract awarded to him or her under the provisions of sections 4a-60g to 4a-60i, inclusive, no later than twenty-five days from the due date of any such payment on such contract.").

Black Americans. Among the 16.8% who strongly agreed, there were 31.4% of Black American owned businesses, 18.5% of Woman owned companies, 15.2% of Hispanic American owned firms, and 10.2% of non-Minority owned businesses.

More than 45% of Survey participants (45.4%) believe, to some degree, that some non-Minority prime vendors only use MDBE companies when required to do so by the State of Connecticut, including 26% who agree and 19.4% who strongly agree.

Finding 36: Informal Networks

In the GSPC Survey of Business Owners, 52.8% of the 653 respondents, said "yes" when asked if they believed that some form of an informal network monopolized public contracting with the State.

More than half of survey participants indicated a belief that their company's exclusion from the aforementioned informal network prevented them from winning contracts with the State, with 27.5% agreeing with the statement and 28.7% strongly agreeing.

Finding 37: Experience With Perceived Discriminatory Behavior

Business owners participating in the Study cited instances of perceived discriminatory behavior when doing business with or attempting to do business with the State. Nearly 20% of survey respondents believed they had experienced discriminatory behavior from the State between July 2016 and June 2021. That included 31.4% of Black American owned companies, 15.2% of Hispanic American owned businesses, 17.3% of non-Minority owned companies, and 15% of Woman owned firms.

Compared to State results, although survey respondents overall noted fewer instances of discriminatory behavior working with the private sector (a rate of 16.1%), African Americans experienced a higher rate in the private sector (40% vs. 31.4%), Hispanic Americans also experienced a higher rate in the private sector (24.2% vs 15.2%). Non-minority owned firms (7% vs. 17.3%), Non-minority Women (13.3% vs. 15%), and Asian Americans (6.2% vs. 18.8%) experienced a high rate of discriminatory behavior by the State than in the private sector.

More than a quarter of respondents (27.4%) told the Study team that to some degree they believe that MDBEs tend to be viewed by non-MDBE business to be less competent than non-minority male-owned businesses. That includes 18.1% who agree—39.4% of Hispanic American owned firms, 22.9% of Black American owned businesses, 21.4% of Woman owned companies—and 9.3% who strongly agree, which is comprised of 23.8% of Black American owned firms, 18.2% of Hispanic American owned companies, 11% of Woman owned businesses, and 1.4% of non-Minority owned companies.

Finding 38: Excessive Paperwork

Of the business owners who responded to the survey, 40% said that excessive paperwork was a barrier to doing business with the State. That includes 60% of Hispanic American owned companies, 43.4% of Woman owned firms, 39.8% of non-Minority owned businesses, and 30.5% of Black American owned firms.

Finding 39: Financing As A Barrier

Financing served as a barrier to doing with the State according to 14.4% of firms surveyed. Among those who indicated this as an issue include 37.1% of Black American owned firms, 21.2% of Hispanic American owned companies, and 9.2% of Women owned firms.

Finding 40: Bonding and Insurance Requirements As A Barrier

Although staff interviews indicated few complaints that bonding and insurance requirements could pose a barrier to greater SBE/MBE participation, anecdotal evidence indicated some limited concerns from respondents:

Bid Bonding: 16.8% of respondents saw bid bonding as a barrier to doing business with the State. That includes 27.3% of Hispanic American owned businesses, 19% of Black American owned firms, 16.2% of Non-Minority owned companies, and 15% of Woman owned businesses.

Performance Bond Requirements: 16.2% of respondents saw performance bonds as a barrier to doing business with the State. That includes 30% of Hispanic American owned businesses, just over 15% respectively of Black American owned firms, non-Minority owned companies, and Woman owned businesses.

Insurance Requirements: 9.2% of respondents saw insurance requirements as a barrier to doing business with the State. That includes 15% of Woman owned firms, 11.4% of Black American owned firms, 9.1% of Hispanic American owned firms, and 9.2% of Non-Minority owned firms.

Finding 41: Pre-Qualification Requirements

More than a quarter of respondents (26.5%) described pre-qualification requirements as a barrier to doing business with the State (See: Appendix P Survey of Business Owners: Table 30). That includes 36.4% of Hispanic American owned businesses, 33.3% of Black American owned firms, 24.6% of non-Minority owned companies, and 23.7% of Woman owned businesses. According to the State of Connecticut Department of Administrative Services, the State's Construction Contractor Prequalification program requires all contractors to prequalify before bidding on a state contract estimated to cost more than $1 million.[28]

For more information on the Analysis of Marketplace Contracting Disparities in the State of Connecticut Market Area, see Chapter VI of this report.

[28] https://portal.ct.gov/das/procurement-programs-and-services/contractor--prequalification?language=en_US.

Finding 42: Legal Basis

The State of Connecticut continues to implement both race and gender-neutral measures and race and gender-conscious measures to try to increase utilization of Minority and Women owned firms, as well as firms owned by disabled persons, but the present Study shows that those efforts have not been effective in resolving the identified disparities. Accordingly, the State has a factual basis to continue the use of race and gender-conscious policies toward that goal, and to perhaps introduce more robust remedial measures.

The use of a regression analysis and consideration of the contracting environment in the private sector as part of this Study have demonstrated that factors other than M/WBE status *cannot* fully account for the statistical disparities found. In fact, M/WBE status continues to have an adverse impact on a firm's ability to secure contracting opportunities with the State of Connecticut.

Lastly, having obtained statistical and anecdotal evidence of disparities that are race, ethnicity, and gender specific, the more robust remedies considered as a result of this Study can be limited to race, ethnicity, and/or gender groups for which statistically significant underutilization has been identified.

For more information about the legal considerations related to Disparity Studies and their resulting recommendations, see Chapter III: Legal Analysis

B. Commendations

Commendation 1: Certification Site Visits

Policy chapter review and anecdotal research indicated that the certification process includes site visits to verify the gender and/or racial/ethnic minority ownership and leadership of a firm.

Site visits are an effective strategy to prevent fronts and ensure certified firms are authentically represented. Onsite visits are done to verify any of the eligibility requirements including principal place of business, learn about the business, and to provide direction. Although GSPC received some complaints about "fronts" or deceptions in firm ownership, the Study Team commends the DAS team for incorporating site visits into the State's certification process.

Commendation 2: Expansive Policy

The State's current contract compliance law acts as an employment anti-discrimination policy and commercial anti-discrimination policy. This allows the State to protect itself and investigate possible issues of discrimination by State prime vendors. The Study team commends this 2-in-1 approach.

Commendation 3: Community Partnerships for Supportive Services

Policy interviews revealed that the State partners with organizations to provide supportive services for small businesses in the State. Supportive services often allow businesses to build knowledge and capacity to

compete for State business, increasing availability and hopefully, utilization. Although GSPC received some complaints about lack of funding, the Study team commends the State's collaboration and provision of such services.

Commendation 4: Reduced Prequalification

While outside of the Study Period, the State recently removed the prequalification requirement from projects that are over $500,000 but less than $1M. Given that 26.5% of surveyed firm owners reported prequalification requirements were a barrier, this recent policy change should result in increased opportunities for firms to pursue State work.

C. Recommendations

Recommendation 1: Revise Program & Statute Language

The State's current Set-Aside Program and relevant statutes define Minority Business Enterprises (MBE) as: Black; Hispanic; of Iberian Peninsula ancestry; Asian Pacific and Pacific Islander; American Indian; Woman; and Disabled Individual. The term 'minority' and MBE are both commonly used to describe ethnic minority groups. By including women and disabled firm as MBEs, there is a possibility of confusion as to which groups are part of the program.

The Study team recommends delineating Ethnic Minorities, Women, and Disabled Americans into their own groups and classify the program as a MWDBE program as opposed to an MBE program. This will allow for vendor community clarity and more effective tracking and monitoring as mentioned in Recommendation 6and 6.

Additionally, "set-asides" for race and gender are disfavored by the Court, and the current State program, although called a set-aside program is not an exclusionary program, but it is actually an aspirational, goal-based program, albeit not contract by contract as is best practice. Therefore, the Study Team recommends striking the use of the name, "set-aside" altogether and will make further recommendations about narrowly tailoring aspirational goals below.

Recommendation 2: Establish Annual Benchmarks

Annual benchmarks are an internal measure of how well the State has reached the Availability benchmarks using all tools for inclusion. GSPC can work with the State to set annual benchmarks for the first year and the formula for succeeding years.

Recommendation 3: Institute Contract-by-Contract Aspirational Goals

The State should set separate, contract-by-contract goals for Ethnic Minorities, Women, and Disabled Persons based upon the various scopes of work under that contract. GSPC recommends that the State begin

by employing aspirational contract-by-contract goal setting in the areas of Construction and Architecture & Engineering for large dollar contracts and then expand based on available resources. GSPC does not recommend contract-by-contract goal setting for Goods as a matter of course because there are typically few subcontracting opportunities there. Goals should be set, first, by having the department break down the scope of work using commodity codes. Second, CHRO should identify the relative availability of firms in each of the MBE groups. This recommendation will keep the State from exempting contracts for unspecified or inconsistent reasons.

These contract-by-contract aspirational goals should be communicated to prime contractors in the solicitation, along with encouragement that the prime contractors undertake to aid the State in meeting these goals. The prime contractor should submit the names of the firms and the dollars or percentages that it intends to award those MBE firms as part of its bid. Once the prime contractor has submitted their bid the subcontractor information those commitments should become an enforceable part of the contract. This should be tracked by the State to ensure the prime contractor adheres to the contractual commitment.

It is not the intention of this recommendation that a bid be rejected if a certain aspirational goal is not met, however certain failures to adequately exhibit the Good Faith Efforts should result in an investigation under the Contract Compliance Law.

Recommendation 4: Eliminate MBE "Set-Asides"

Currently the State DAS/CS sets aside certain MBE Architect and MBE Civil Engineer On-Call Contracts (based on contract size and duration), which are only open to MBE firms that have been certified by the DAS Supplier Diversity Set-Aside Program. Aligned to Recommendation 2, set-asides based upon race and gender are disfavored by the courts, Therefore, GSPC recommends that the on-call set-aside be discontinued and replaced with a small business reserve program.

Recommendation 5: Establish a Small Business Reserve Program

GSPC recommends that the State establish a race and gender neutral Small Business Reserve Program to take the place of the MBE Set-Aside. This program would be race and gender neutral and allow small businesses to only bid as prime vendors against other small businesses on contracts under a certain threshold.

Recommendation 6: Require Good Faith Efforts

Good faith efforts are best applied with an enumerated standard checklist by which the prime bidder submits evidence of its efforts. If a prime bidder fails to meet the goal or demonstrate acceptable Good Faith Efforts, its bid should be deemed non-responsive. If a firm successfully demonstrates Good Faith Efforts, it cannot be treated any differently than a firm that met the goal in the bid evaluation.

An exemplar of a Good Faith Efforts checklist is that used by the City of Winston-Salem, North Carolina. Though use of a numerical scoring system of Good Faith Efforts is not recommended, for reference the Winston-Salem checklist includes:

1. Did a representative of your company attend the pre-solicitation or pre-bid meeting scheduled by the City to inform M/WBE firms of contracting, subcontracting, and supply opportunities and to review contractor requirements of complying with the program?
2. Did your company advertise in general circulation, trade association, or minority focus media concerning subcontracting opportunities?
3. Did your company provide written notice to a reasonable number of specific M/WBE firms that their interest in the contract is being solicited, at least 10 days before bids are due to allow M/WBE firms time to participate? Please provide a copy of the solicitations for quotes sent to at least three minority firms from the source list provided by the owner for each subcontract to be let under this contract (if three or more firms are shown on the source list). Each solicitation shall include a specific description of the work to be subcontracted; location where bid documents can be reviewed; name of representative of the prime bidder to contact and location; date; and time.
4. Did you follow up initial solicitation of interest by contacting M/WBE firms to determine with certainty whether the M/WBE firms are interested? Please include a telephone/email log of follow-up calls/emails you made to confirm interest.
5. How did your company identify and select portions of the work to be performed by M/WBE firms in order to increase the likelihood of M/WBE participation (including where appropriate, breaking down contracts into economically feasible units to facilitate M/WBE participation)? Please provide a copy of documentation where this information was included.
6. Explain how you provide interested M/WBE firms with equal access to specifications, plans, and requirements of the contract.
7. How have you negotiated fairly with interested M/WBE firms, not rejecting M/WBE as unqualified without sound reasons based on a thorough investigation of their capabilities? Copy of documentation or response received from each firm responding to the solicitation must be submitted, along with Subcontractor Quote Comparison Form. For subcontracts where the minority firm is not the lowest bidder, please provide copies of quotes received from all firms submitting quotes for that particular subcontract. Please provide documentation detailing reasons for rejecting any M/WBE firm's bid as unqualified.
8. What services were used from the City of Winston-Salem's M/WBE office; available minority community organizations; minority contractors' groups; local, state, and federal minority business assistance offices; and other organizations that provide assistance in the recruitment and placement of M/WBE firms? Please provide a copy of this documentation. Note: A contractor must utilize at least two agencies to receive full value.
9. How did your company provide assistance to an otherwise qualified minority firms in need of equipment, loan capital, lines of credit, or joint pay agreements to secure loans, supplies, or letters of credit, including waiving credit that is ordinarily required? Did your company assist minority firms in obtaining the same unit pricing with the bidder's suppliers in order to help minority firms in establishing credit? Please provide copy of any documentation (could be included in Solicitation Letter), and/or evidence of implementation from previous projects in the past five years advising M/WBE firms what type of assistance was available.
10. How did your company provide assistance in obtaining required bonding or insurance or providing alternatives to bonding or insurance for subcontractors? Provide a copy of any documentation

(could be included in Solicitation Letter), and/or evidence of implementation from previous projects in the past five years advising M/WBE firms what type of assistance was available.

11. Did your company negotiate a joint venture or partnership arrangement with minority firms to increase opportunities for minority participation when possible? Please provide copy of any documentation (could be included in Solicitation Letter) advising M/WBE firms what type of assistance was available or outlining any other steps taken to fulfill this requirement.
12. Did your company provide quick pay agreements and policies to enable minority contractors and suppliers to meet cash flow demands? What procedures were initiated to fulfill this requirement and how were the M/WBE firms informed of this assistance? Evidence of implementation from previous projects in the past five years can be submitted.

The Study team recommends CHRO and relevant departments collaborate to create an analogous checklist. Not only will this bolster the current good faith efforts practice but will also facilitate the elimination of the set aside and affirmative action plans. The Good Faith Efforts documentation should be collected at the initial bid submission for the apparent low bidder. This will address vendor frustration and staff capacity that has been found to hinder the effectiveness of the Set Aside and Affirmative Action plans.

Recommendation 7: Institute Data Reform

GSPC encountered significant challenges in collecting the data for this Study. A significant amount of relevant data had to be manually matched or required a series of meetings to ascertain whether or not it was usable for the purposes of analyzing State utilization of firms by groups impacted the State Program. The Study Team recommends the State endeavor to make the following data reforms as a priority to properly track and monitor elements of other recommendations:

1. Subcontractor Data: It is important that the State track all subcontractor award and payment data for both non-MWBE and MWBE subcontractors.
2. Contract Identifier: Link all project data by one universally used contract number or code to ensure data can be pulled by contract or project.

Recommendation 8: Continue to Review Prequalification

Anecdotal Findings indicate that prequalification is perceived as a barrier to attempting to and/or being awarded State work but Commendation 4 acknowledges that the State very recently made a policy change to address these perceptions. Therefore, the Study Team recommends that the State should monitor the impact of this change to prequalification requirements and review if there are any further opportunities to reduce prequalification.

Recommendation 9: Review Bid Bond and Performance Bond Requirements

While the majority of complaints did not concern bid or performance bonding requirements, a significant subset of Black American, Hispanic American, Women, and even non-Minority firm owners surveyed named bid bond requirements as a barrier to doing business with the State (19%, 27%, 15%, and 16% respectively). Similarly, 16.2% of firms found insurance requirements to be a barrier to participation.

Therefore, GSPC recommends the State regularly review the bonding and insurance required on low-risk projects and permit the purchasing agent to waive bonding and reduce insurance whenever possible to ensure it is not more than necessary and supports all other inclusion efforts.

Recommendation 10: Expand Outreach About Localized Supportive Services

Anecdotal research indicated that some vendors are frustrated by the centralized location of supportive services. However, State staff report they have made significant efforts to work with local organizations.

Therefore, the Study team recommends increasing outreach efforts regarding the State's partnerships with local organizations across the State to offer supportive services such as continuing education classes at various accessible locations for all CT firm owners.

Recommendation 11: Gather LGBTQ+ Data

At the State's request, the Study team completed ten interviews and a dedicated focus group for LGBTQ+ firm owners. However, the dataset from which these firm owners were recruited contained only thirteen unique firms as provided by the State Gay & Lesbian Alliance which accepts the National Certification from the National LGBT Chamber of Commerce. Participation in the Study was extremely high but in order to better analyze the State's utilization of this subset of firms, the Study team recommends that the state work with the Gay Lesbian Alliance to develop more ways to encourage LGBTQ+ firms to certify so it can begin to track data on the utilization and availability of such firms.

Recommendation 12: Enhance Contract Compliance

To effectively administer effective remedial programs, the State should enhance its contract compliance efforts, including robust tracing and monitoring to make sure that prime contractors utilize firms as committed to in their bid package. The five (5) steps of Contract Compliance are:

1. Assessment: An initial assessment of individual firm availability and capacity for specific scopes of work.
2. Outreach: An on-going campaign to let the MWBE business community know that the State wants to do business with them and that the State is willing to work with firms to create opportunities and assist, particularly local firms in building capacity.
3. Certification/Verification: The State should continue to encourage and assist firms in getting certified through DAS.
4. Procurement: All applicable solicitation packages and awarded contracts should include the MWBE commitments as contract terms, as well as State participation requirements, such as all firms performing commercially useful functions.
5. Tracking and Monitoring: It is essential that vendor performance is closely tracked and monitored. Likewise, projects should be efficiently closed out to verify that MWBE firms are actually performing the work that they were contracted to perform. Finally, firms should be compensated in a timely manner and in the amounts committed. Monitoring vendor performance should also assure equal and fair treatment in contracting.

Recommendation 13: Additional Staffing

GSPC's recommendations represent a possible need for increased resources and staffing. Prior to undertaking these recommendations, the State should consider whether there is a need to allocate additional resources and potentially additional staffing. GSPC is aware that additional funding would be dependent on the budgeting process. The State can utilize the time period before additional resources are approved and applied to:

- Accept the Study and its Recommendations;
- Plan for Implementation (Steps, Phases and Tasks);
- Determine Budget and Staffing Needs for New Policy Elements; and
- Develop a Training Protocol and Train any additional staff.

III. LEGAL ANALYSIS

The State of Connecticut has engaged Griffin & Strong, P.C. ("GSPC") to conduct a Disparity Study assessing its procurement policies, procedures, and overall purchasing environment between FY2017 and FY2021 (the "Study Period"). Briefly stated, the Study is intended to determine whether a statistically significant disparity existed between the availability of Minority Business Enterprises ("MBEs")[29] (and/or Disadvantaged Business Enterprises ("DBEs"), as appropriate) in the State's relevant market area that are ready, willing, and able to do business with the State, and the actual utilization of those firms by the State during the Study Period.

The analysis provided throughout this Legal Chapter underscores the several purposes for which such a disparity study may be done, the importance of methodological soundness, and the usefulness of the data and other information contained therein. Disparity studies can provide context regarding prior government procurement practices, a contemporary snapshot of current procurement practices, and a predictive preview of future challenges/needs.

There is also an important historical legal basis for the advent of disparity studies in the first instance. Key judicial decisions from the United States Supreme Court anticipating and inviting increased use of disparity studies are therefore discussed first in the following legal analysis, before looking further into the legal considerations and related evidentiary requirements for sustaining an MBE/WBE/DBE program, even in the face of a challenge on constitutional grounds.

GSPC also has included in the expanded analysis below (Appendix B) significant decisions rendered by federal courts in the United States Court of Appeals for the Second Circuit, as these decisions demonstrate the continuing significance and vitality of the prior Supreme Court precedent and highlight the legal foundation under which any challenge to the State of Connecticut's policies or programs will be analyzed.

A. HISTORICAL OVERVIEW – Development of the law

The outgrowth of disparity studies was in large measure a response to constitutionally based legal challenges made against federal, state, and local minority business enterprise programs enacted to remedy past or present discrimination (whether real or perceived). Such studies effectively were invited by the United States Supreme Court in its seminal decision in City of Richmond v. J. A. Croson Co.,[30] and

[29] *See* Conn. Gen. Stat., Sec. 32-9n(a) (definition of "minority" includes: Black; Hispanic; of Iberian Peninsula ancestry; Asian Pacific and Pacific Islander; American Indian; Woman; and Disabled Individual).
[30] 488 U.S. 469, 109 S. Ct. 706, 102 L. Ed. 2d 854 (1989).

subsequent judicial decisions have drawn a direct line between Croson and the utilization of disparity studies.[31]

Disparity studies have become an important tool for governmental entities in deciding whether to enact minority business programs or legislation, and in justifying existing programs or legislation in the face of constitutional challenge. To better understand the proper parameters of such programs, one must understand their judicial origin.

1. The Supreme Court's Decision in City of Richmond v. J.A. Croson Co.

State and local laws that, on their face, favor one class of citizens over another, may run afoul of the Equal Protection Clause of the Fourteenth Amendment to the United States Constitution. MBE/WBE/DBE programs and legislation (hereafter MWBE) are among the laws that invoke such concerns. The nature of the differentiation (e.g., race, ethnicity, gender) upon which the program is based determines the level of judicial scrutiny applied by courts evaluating the constitutionality of such programs. As explained at greater length below, race-based programs are evaluated under a "strict scrutiny" standard, and gender-based programs may be subject either to strict scrutiny or to a less-rigorous "intermediate scrutiny" standard, depending on the federal circuit within which the public entity is located.

In its Croson decision, the Supreme Court, applying a strict scrutiny standard, ruled that the City of Richmond failed to demonstrate a compelling state interest for its Minority Business Enterprise program, which required prime contractors to subcontract 30% of the city's construction contracts to minority-owned firms.[32] "Strict scrutiny" review involves two co-equal considerations: the need to demonstrate a compelling governmental interest in taking remedial action; and implementation of a program or method narrowly tailored to achieve/remedy the compelling interest.[33] In Croson, the Supreme Court concluded that the City of Richmond failed to show identifiable discrimination in its construction industry, and thus, could not show that its minority set-aside program was necessary to remedy the effects of any purported discrimination.[34] The Court reasoned that a statistical disparity between the overall minority population in Richmond (50% Black American) and awards of prime contracts to minority-owned firms (0.67% to Black American firms) was an irrelevant statistical comparison and insufficient to raise an inference of discrimination.[35]

[31] *See, for example, Adarand Constructors, Inc. v. Slater (Adarand VII)*, 228 F.3d 1147, 1172-73 (10th Cir.2000) ("Following the Supreme Court's decision in *Croson*, numerous state and local governments have undertaken statistical studies to assess the disparity, if any, between availability and utilization of minority-owned businesses in government contracting.").
[32] *Croson*, 488 U.S. at 505.
[33] *Id.* at 485-86. The strict scrutiny standard is discussed in greater length in the Expanded Legal Analysis hereafter.
[34] *Id.* at 505-06.
[35] *Id.* at 479-80, 501-02.

Addressing the disparity evidence that Richmond proffered to justify its MBE program, the Court emphasized the need to distinguish between "societal discrimination," which it found to be an inappropriate and inadequate basis for social classification, and the type of identified discrimination that can support and define the scope of race-based relief. Specifically, the Court opined that a generalized assertion of past discrimination in an entire industry provided no guidance in determining the present scope of the injury a race-conscious program seeks to remedy. It emphasized "there was no direct evidence of race discrimination on the part of the City in letting contracts or any evidence that the City's prime contractors had discriminated against minority-owned subcontractors."[36]

The Court concluded there was no *prima facie* case of a constitutional or statutory violation by anyone in the construction industry that might justify the City of Richmond's MBE program.[37] Justice O'Connor nonetheless provided some guidance on the type of evidence that might indicate a proper statistical comparison:

> [W]here there is a significant statistical disparity between the number of qualified minority contractors willing and able to perform a particular service and the number of such contractors actually engaged by the locality or the locality's prime contractors, an inference of discriminatory exclusion could arise.[38]

Stated otherwise, the statistical comparison should be between the percentage of MBEs in the marketplace qualified to do contracting work (including prime contractors and subcontractors) and the percentage of total government contract awards (and/or contractual dollars paid) to minority firms. The relevant question among lower federal courts has been which tools or methods are best for such analysis, a matter addressed in the detailed discussion of statistical comparison provided below.

Of note, the Croson court stated that identified anecdotal accounts of past discrimination also could be used as part of the effort to meet the required compelling interest for local governments to enact race-conscious remedies.[39] However, conclusory claims of discrimination asserted by City officials would not suffice, nor would an amorphous claim of societal discrimination, simple legislative assurances of good intention, or congressional findings of discrimination in the national economy.[40]

Regarding the second prong of the strict scrutiny test, the Croson Court opined that Richmond's MBE program was not narrowly tailored to redress the effects of discrimination. For example, the Court reasoned that Richmond's MBE program was not remedial in nature because it provided preferential treatment to minorities such as Eskimos and Aleuts, groups for which there was no evidence of discrimination in Richmond.[41] Thus, the scope of the City's program was too broad.

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[36] *Id.* at 480.
37 Id. at 500, 505-06.
[38] *Id.* at 509.
[39] *Id.*
[40] *Id.* at 500.
[41] *Id.* at 506.

Also, the Court reasoned that the 30% goal for MBE participation in the Richmond program was a rigid quota not related to identified discrimination, specifically criticizing the City for its lack of inquiry into whether a particular minority business, seeking racial preferences, had suffered from the effects of past discrimination.[42] The Court further noted the City failed to consider race-neutral alternatives to remedy the under-representation of minorities in contract awards.[43]

Subsequent to the decision in Croson, the Supreme Court and the federal Circuit Courts of Appeal have provided additional guidance regarding the considerations, measurements, information, and features surrounding an MWBE program that will assist in protecting the program from constitutional challenge under a strict scrutiny analysis. These recommendations have, in many respects, provided a roadmap for disparity studies, which is discussed in greater detail in Exhibit 1.

2. The Supreme Court's Decision in *Adarand Constructors, Inc. v. Pena* and Subsequent Circuit Court Proceedings in *Adarand*

Six years after its decision in Croson, the Supreme Court was again confronted with an equal protection challenge to a disadvantaged business program in Adarand Constructors, Inc. v. Pena.[44] This time, however, the program under challenge was enacted by the federal government, thus implicating the Fifth Amendment to the United States Constitution rather than the Fourteenth Amendment that was at issue with respect to the local program in Croson.

Vacating the decision of the United States Court of Appeals for the Tenth Circuit (the "Tenth Circuit") and remanding for further proceedings, the Supreme Court ruled that federal programs are not reviewed for constitutionality under a more lenient standard than that which is applied to state and local programs (as had been indicated in some prior Supreme Court opinions), but rather, that strict scrutiny is to be applied to an analysis of the constitutionality of federal race-based programs as well.[45] Because the United States District Court for the District of Colorado (the "Colorado District Court") and the Tenth Circuit had applied a lesser standard of review, the Supreme Court remanded the case for review of the federal program under the strict scrutiny standard, consistent with Croson.[46]

On remand, the Colorado District Court essentially ruled that no program can meet the strict scrutiny standard—i.e., it is "fatal in fact."[47] The Tenth Circuit disagreed, and it upheld the federal program even under a strict scrutiny standard, finding both a compelling state interest and the required narrow tailoring

[42] *Id.* at 507.
[43] *Id.* at 498, 507.
[44] 515 U.S. 200, 115 S. Ct. 2097, 132 L.Ed.2d 158 (1995) (Adarand III).
[45] *Id.* at 227.
[46] *Id.* at 237-38.
[47] *Adarand Constructors, Inc. v. Pena*, 965 F. Supp. 1556, 1580 (D. Colo. 1997) (*Adarand IV*).

to achieve such compelling interest.[48] Consistent with Croson and subsequent opinions, the Tenth Circuit described its task regarding the compelling state interest as follows:

> [O]ur inquiry necessarily consists of four parts: First, we must determine whether the government's articulated goal in enacting the race-based measures at issue in this case is appropriately considered a "compelling interest" under the governing case law; if so, we must then set forth the standards under which to evaluate the government's evidence of compelling interest; third, we must decide whether the evidence presented by the government is sufficiently strong to meet its initial burden of demonstrating the compelling interest it has articulated; and finally, we must examine whether the challenging party has met its ultimate burden of rebutting the government's evidence such that the granting of summary judgment to either party is proper. We begin, as we must, with an inquiry into the meaning of "compelling interest."[49]

The court first found that the government's proffered interest—"remedying the effects of racial discrimination and opening up federal contracting opportunities to members of previously excluded minority groups"—is an appropriately compelling interest.[50] It then provided that both direct evidence and circumstantial evidence of discrimination could be considered in support of that interest.[51]

Considering the specific evidence presented by the government to support its argument that remedial action was necessary, the Adarand VII court found the government demonstrated a "strong basis in evidence" for such action. Evidence of classic "old boy" networks of contractors that historically excluded minority firms, denial of access to capital based on race, and denial of or difficulty in obtaining union membership by minority firms established minority contractors faced significant discriminatory barriers to business formation.[52] The court also determined from the evidence that existing minority contractors faced barriers to competition for federal construction contracts due to "discrimination by prime contractors, private sector customers, business networks, suppliers, and bonding companies[.]"[53]

In support of its position, the government produced statistical and anecdotal evidence taken from local disparity studies which demonstrated under-utilization of minority subcontractors (described in more detail below), and the effect on utilization rates when affirmative action programs or efforts were discontinued for one reason or another.[54]

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[48] *Adarand VII*, 228 F.3d 1147.
[49] *Id.* at 1164.
[50] *Id.* at 1164-65 ("[W]e readily conclude that the federal government has a compelling interest in not perpetuating the effects of racial discrimination in its own distribution of federal funds and in remedying the effects of past discrimination in the government contracting markets created by its disbursements.").
[51] *Id.* at 1166-1167.
[52] *Id.* at 1168-70.
[53] *Id.* at 1170-72.
[54] *Id.* at 1172-1175.

The court went on to discuss at length its reasoning that the government also adequately demonstrated its program was narrowly tailored to achieve the compelling interest discussed previously.[55] In sum, the court found that the government satisfactorily met the following important factors: "the necessity for the relief and the efficacy of alternative remedies; the flexibility and duration of the relief, including the availability of waiver provisions; the relationship of the numerical goals to the relevant labor market; and the impact of the relief on the rights of third parties."[56] The case was therefore returned to the district court for further proceedings "consistent with this opinion."[57]

B. Federal DBE Program and State Implementation

The State of Connecticut is required by federal law to establish and implement a DBE Program when using federal transportation funds. The most recent iteration of the federal DBE program is contained within the 2021 Infrastructure Investment and Jobs Act ("IIJA"), which replaced the 2015 reauthorized Fixing America's Surface Transportation Act ("FAST Act")[58] when it expired in FY 2021. Stated otherwise, because the State of Connecticut receives federal funding from the U.S. Department of Transportation, it is mandated and authorized to implement a DBE program. The State is guided in the crafting of its DBE program by Part 26 of the Code of Federal Regulations (C.F.R.).

Under § 26.45(c), the first step in goal setting is to determine "a base figure for the relative availability of DBEs." 49 C.F.R. § 26.45(c). Once this is done, the regulation requires the recipient of funds to "examine all of the evidence available in . . . [its] jurisdiction to determine what adjustment, if any, is needed to the base figure to arrive at . . . [its] overall goal," and sets forth an explanation of the term "evidence" and the quality of such that is acceptable. 49 C.F.R. § 26.45(d).[59]

After a state or "local" goal is established, the DBE plan must be submitted to US DOT for approval, with explanations from the state as to how it arrived at the goal.[60] In Part 26.51, regulations provide a mandate that the recipient must "meet the maximum feasible portion of . . . [its] overall goal by using race-neutral

[55] *Id.* at 1176-1187.
[56] *Id.* at 1177 (quoting *United States v. Paradise*, 480 U.S. 149, 171, 107 S.Ct. 1053, 94 L.Ed.2d 203 (1987)).
[57] *Id.* at 1188.
[58] *Associated General Contractors of America, San Diego Chapter v. California D.O.T.*, 713 F.3d 1187, 1190 (9th Cir. 2013). "The [FAST] Act . . . [provides] for race- and gender-based preferences in the transportation contracting industry in response to pervasive and ongoing discrimination and directs the Secretary of Transportation to ensure that 10% of funds distributed to states and municipalities are expended on "disadvantaged business enterprises." Id. It does not however, "establish a uniform national affirmative action program," but commands that each State receiving federal funds "implement a preference program that complies with federal regulations." See also 49 C.F.R. § 26.1 et seq.
[59] In §26.45, regulations require recipients who "receive federal funding . . . [to] establish overall goals for disadvantaged business participation in federally assisted contracts," while specifically denying to them in subpart (b) the ability to "rely on either the 10 percent national goal, . . . [their] previous overall goal or past DBE participation rates in. . . [their] program without reference to the relative availability of DBEs in...[their] market." 49 C.F.R. 26.45. *See Gross Seed Company v. Nebraska Department of Roads*, 345 F.3d 964 (8th Cir. 2003).
[60] 49 C.F.R. § 26.45(f); *Northern Contracting Inc. v. Illinois*, 417 F.3d 715, 718 (7th Cir. 2007)

means of facilitating race-neutral DBE participation," along with providing examples of what is meant by "race-neutral means." 49 C.F.R. § 26.51(a)-(d).[61]

If a governmental entity cannot meet its overall DBE goal solely through the use of race- and gender-neutral means, it is permitted to employ race-and gender-conscious measures as part of its implementation – in a manner which satisfies the relevant regulatory and legal standards set forth therein. 49 C.F.R. § 26.51(c).

Of note, the regulations define what a DBE is (in § 26.5) and provide for a "rebuttable presumption" that "citizens of the United States (or lawfully admitted permanent residents) who are woman, Black Americans, Hispanics, American Indians, Asian-Pacific Americans, Subcontinent Asian Americans, or other minorities found to be disadvantaged by the SBA, are socially and economically disadvantaged individuals." 49 C.F.R. § 26.67.[62]

[61] See Associated General Contractors v. California D.O.T., 713 F.3d at 1191.
[62] The referenced "SBA" is the federal Small Business Association. Part 26.67 provides that a Caucasian male can qualify for DBE status if the individual can demonstrate that he is in fact socially and economically disadvantaged. *Id.* § 26.67(d).

IV. PURCHASING POLICIES, PRACTICES, AND PROCEDURES REVIEW

This chapter is designed to review the written policies and practices of the State of Connecticut ("the State") with respect to purchasing and contracting, including as related to programs or policies intended to enhance inclusion of Small Business Enterprises ("SBEs"), Minority Business Enterprises "(MBEs")—which also includes Women owned businesses ("WBEs") and businesses owned by Disabled individuals ("DisBE")[63]—and, with respect to federally funded purchases and contracts by the Connecticut Department of Transportation ("DOT"), Disadvantaged Business Enterprises ("DBEs").[64]

Written policies and practices may not always be consistently administered, however, as there is often room for interpretation and discretionary practice. Accordingly, policy interviews are intended to identify any deviations or differing interpretations of policies in order to determine whether there may be any effect on the overall ability of SBEs, MBEs, and DBEs to obtain work with the State.

At the end of the present Disparity Study, specific findings about the State of Connecticut's policies, practices, and procedures will be provided, and formal recommendations for improvement in the overall procurement program and greater achievement of programmatic goals given the findings.

A. The Contract Compliance Law and the Set-Aside Program

Agencies and political subdivisions of the State are responsible for the execution of several State laws that require the implementation of affirmative procurement programs. These laws—the Contract Compliance Law (CONN. GEN. STAT. § 4a-60, "Contract Compliance Law"), and the Set-Aside Program for Small and Minority Owned Businesses, Individuals with a Disability and Nonprofit Corporations Law, (CONN. GEN. STAT. § 4a-60g, "Set-Aside Program")—require state agencies and political subdivisions to:

- Exert "good faith efforts" to aggressively solicit the participation of contractors in protected classes;
- Assure that contractors, through their actions, have exhibited "good faith efforts" to include protected classes as contractors and subcontractors and suppliers of materials;
- Establish and implement within the agency a contract set-aside program for small contractors and minority business enterprises; and

[63] Conn. Gen. Stat., Secs. 4a-60g (a)(4). Leadership staff interviews confirmed that the state relies on the definition for "minority" set forth in Section 4a-60g (4), which expressly includes individuals with disabilities and nonprofit companies operationally controlled by minorities or disabled individuals. This is important to note, as there are a number of statutory and regulatory provisions involving MBEs and/or programs affecting MBEs for which the definition for "minority" is inconsistent with Sec. 4a-60g(4). Generally, these conflicting provisions omit disabled individuals and nonprofit companies. *See. for example*, Sec. 32-9n (no provision for disabled or nonprofits); Sec. 4a-60 (adopting Sec. 32-9n definition); DAS Website, "SBE/MBE Program Certification" (adopting Sec. 32-9n definition) CHRO Regulations, Sec. 46a-68j-21(11) (adopting Sec. 4a-60 / Sec. 32-9n).

[64] DBEs are considered to the extent that they include SBEs, WBEs, and DisBEs.

- Submit a report establishing small and minority business set-aside program goals for each fiscal year to the Commission, Department of Administrative Services (DAS) and co-chairs and ranking members of certain committees of the General Assembly.

The Contract Compliance Law and the Set-Aside Program were enacted to help provide economic development and to ensure that small and minority-owned businesses enter into mainstream economic commerce.[65]

Though state agencies are tasked with administering these programs, they do so in consultation and cooperation with CHRO, as detailed below.

1. Contract Compliance Law

The purpose of the State's Contract Compliance Law is to ensure that nondiscrimination provisions and affirmative action requirements are included in all contracts awarded and administered by State agencies, preventing unlawful discrimination by contractors and requiring those contractors to agree to take affirmative steps to ensure that qualified applicants are employed and/or treated fairly regardless of their protected class status.[66]

2. Supplier Diversity / Set-Aside Program

Pursuant to statute, the State also established and administers the "Set-Aside Program," which is intended to assist small businesses, minority owned businesses, and businesses owned by disabled persons in competing for and receiving awards of state contracts.[67]

The Set-Aside Program assists Connecticut Small and Minority Businesses (SBE/MBE) in identifying business opportunities for improved economic growth. [68]

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[65] CHRO - Annual Report to the Connecticut General Assembly, Contract Compliance and Small and Minority Business Utilization (FY 2021), pp. 1-2.

[66] Conn. Gen. Stat., Sec. 4a-60(1); CHRO - Annual Report to the Connecticut General Assembly, Contract Compliance and Small and Minority Business Utilization (FY 2021), p. 2. At the time of staff interviews there were 5 staff members and 1 clerical employee in the Contract Compliance office.

[67] Conn. Gen. Stat., Sec. 4a-60g; *see also* CHRO Annual Report (FY 2021), pp. 3-4.

It is found and determined that there is a serious need to help small contractors, minority business enterprises, nonprofit organizations and individuals with disabilities to be considered for and awarded state contracts for the purchase of goods and services, public works contracts, municipal public works contracts and contracts for quasi-public agency projects. Accordingly, the necessity of awarding such contracts in compliance with the provisions of this section, sections 4a-60h to 4a-60j, inclusive, and sections 32-9i to 32-9p, inclusive, for advancement of the public benefit and good, is declared as a matter of legislative determination.
Conn. Gen. Stat., Sec. 4a-60g (b)(1).

[68] The Set-Aside Program is administered by the Office of Supplier Diversity, within the DAS Procurement division. DAS Website ("Overview"). It would be perhaps more accurate to describe the Set-Aside Program as an annual aspirational goals program, as agencies are trying to achieve SBE/MBE utilization as a percentage of annual spend, rather than setting aside its contract (or a portion of its contracts) for bidding/award exclusively by SBE/MBE firms.

> The Program is also charged with establishing and administering the process for certification of Connecticut SBE/MBE companies … Our team does this through the following services:
>
> - Markets and recruits Connecticut small, women, minority and disabled-owned businesses to participate in the Program;
> - Assists SBE/MBE businesses in identifying procurement opportunities in state government;
> - Measures SBE/MBE spending by State agencies;
> - Plans outreach and hosts business events;
> - Introduces CT small businesses to the federal registration system.[69]

Briefly stated, the statute requires State agencies to set aside 25% of the value of all competitive bid contracts let in a fiscal year by that agency for award to small businesses (SBEs), and further, that 25% of that SBE 25% set-aside (or 6.25% of the total) be awarded to minority owned businesses (MBEs).[70]

> [T]he head of each awarding agency shall set aside in each fiscal year, for award to small contractors, on the basis of competitive bidding procedures, contracts or portions of contracts for the construction, reconstruction or rehabilitation of public buildings, the construction and maintenance of highways and the purchase of goods and services. The total value of such contracts or portions thereof to be set aside by each such agency shall be at least twenty-five per cent of the total value of all contracts let by the head of such agency in each fiscal year, provided a contract for any goods or services which have been determined by the Commissioner of Administrative Services to be not customarily available from or supplied by small contractors shall not be included. Contracts or portions thereof having a value of not less than twenty-five per cent of the total value of all contracts or portions thereof to be set aside shall be reserved for awards to minority business enterprises.[71]

Where a portion of a competitively bid contract is subject to the above set-aside provision, the contractor is notified of the SBE/MBE set-aside requirements or percentage. If the contractor fails to meet the SBE/MBE set-aside requirement (or "goal") it must then demonstrate satisfactory Good Faith Efforts toward achievement of the goal(s). These are discussed at greater length below.

Interviews with staff indicated, however, that contracts let by state agencies/departments are essentially exempted from the total of available contracts or contract values, based on assertions that they are "not customarily available from or supplied by small contractors," or for some other "disqualifying" reason.

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[69] DAS Website.
[70] Again, the MBE designation includes women and disabled individuals.
[71] Conn. Gen. Stat., Sec. 4a-60g (b)(2). A similar mandatory set-aside is provided in the statute for municipalities awarding public works contracts through competitive bidding. Conn. Gen. Stat., Sec. 4a-60g (b)(3).

Staff interviews also revealed that some State contracts are, in fact, set aside for award only to SBEs. Snow removal contracts were cited as one example, but the policies, procedures, and regulations did not appear to account for such set-aside decisions.

B. Document Review and Personnel Interviews

The State's procurement is governed by statutes, departmental regulations, and other written guidance. In preparing this analysis, GSPC reviewed the relevant statutes and regulations, guidance provided on State and departmental websites, additional written guidance papers disseminated by State agencies, purchasing manuals, sample contracts, bids, and proposal solicitations, past and present State budgets, legal memoranda, and related documents. GSPC also conducted several rounds of policy interviews in December 2022 and January 2023 with officials that engage regularly in purchasing, contracting, or program implementation from various State entities.

C. Overview of Purchasing

Procurement responsibilities and authority for the State of Connecticut lie with the Department of Administrative Services (DAS), the Department of Transportation (DOT), and the Office of Policy and Management (OPM). More specifically, DAS/Procurement Division "is charged with the purchase and provision of supplies, materials, equipment and contractual services . . . and the purchasing, leasing and contracting for all information system and telecommunication system facilities, equipment and services… for executive branch agencies."[72]

DAS Construction Services "is responsible for the purchase, sale, lease, sublease and acquisition of property and space to house state agencies[.] . . . [CS]is also responsible for the administrative functions (contracting) of construction and planning of all capital improvements undertaken by the state, except highway and bridge construction, the construction and planning of capital improvements related to mass transit, marine and aviation transportation."[73]

DOT "is responsible for the construction contracts associated with highways and bridges."[74]

"OPM Establishes standards for Personal Service Agreements that the state agencies enter into with personal service contractors and reviews the requests of agencies to enter into such agreements through the online PSA Request System. OPM also establishes contracting policies and procedures for obtaining,

[72] DAS Procurement Manual (Website) ("DAS carries out these functions through the Procurement Services Division by establishing state contracts and administering a variety of other related functions for state agencies.").
[73] *Id.* DAS does not oversee construction for the University of Connecticut nor buildings under the care and control of Legislative Management.
[74] Id.

managing, and evaluating the cost-effectiveness of health and human services that state agencies purchase from private providers and municipalities[.]"[75]

D. Purchasing Methods and Thresholds

Purchasing by DAS is governed by the relevant State statutes, its own published regulations,[76] and additional written guidance it releases on occasion.[77] DAS also provides a Procurement Manual on its website that presents the statutes and regulations in a more user-friendly, informal format with hyperlinks to key documents.[78]

1. Small/Direct Purchases

The requirements and procedures for direct purchases under General Letter 71, that is, purchases by a state agency that do not require approval by the DAS Commissioner, were amended effective August 2019. .[79] Specifically, the delegated authority threshold was raised: "purchases of goods and/or services costing less than $200,000 may be made [subject to certain restrictions] without prior and specific approval of the department of Administrative Services (DAS), as appropriate, provided that a DAS contract does not exist for the goods and/or services being acquired."[80]

The following thresholds for agency direct purchasing authority were established during the Study Period:

> Minor nonrecurring purchases of any type of goods or services up to $5,000 (annually, per item), also known as direct or open market purchases, may be made without obtaining quotations or bids. [81]
>
> Purchases over $5,000 and up to $50,000 (annually, per item) must be based upon, when possible, at least three written quotations or bids, from responsible and qualified sources of supply.
>
> Purchases over $50,000 and less than $200,000 (annually, per item) must be based upon, when possible, at least three written quotations or bids, from responsible and qualified sources of supply. Agencies must also publish their request for quotation or bid notice on

[75] Id.
[76] Regulations of Connecticut State Agencies - DAS State Purchasing Procedures (July 2002) (hereafter "DAS Reg.").
[77] *See, for example*, General Letter Number: 71 (August 1, 2019).
[78] DAS website ("DAS Procurement Agency Procurement Manual").
[79] General Letter 71; Conn. Gen. Stat., Sec. 4a-52; DAS Regs. 4a-52-1(h).
[80] General Letter 71, p. 1 (emphasis in original).
[81] Previously, the DAS Commissioner could delegate to the head of any purchasing agency the direct purchase authority to make "minor non-recurring purchases" only when they were less than $600. DAS Regs., Sec. 4a-52-2(d). Since the Study Period this threshold has been increased from $5,000 to $10,000.

the State Contracting Portal in accordance with the provisions in Connecticut General Statutes Section 4e-13.[82]

Purchases made under direct purchasing authority, as set forth above, still should be based on competitive bids or proposals whenever possible and practical, however, and written explanation should be provided "[i]f the nature of the purchase precludes solicitation of competitive bids or proposals[.]"[83]

2. Competitive Bids and Competitive Negotiations

Subject to exceptions for emergency purchases, purchases of cars and light-duty trucks, and public utility services, and other exceptions expressly recognized in other parts of the statute as potential "waivers," [a]ll purchases of, and contracts for, supplies, materials, equipment and contractual services . . . shall be based, when possible, on competitive bids or competitive negotiation."[84] Guidance on the submission of bids, including bid requirements and the bid process, are set forth in the DAS Regulations.[85]

Of note, "[a]ll information required in bid forms in connection with each item against which a bid is submitted must be given to constitute a bid. Failure to provide such information may result in disqualification of the bid."[86]

Competitive negotiations, used when Proposals are submitted in response to a Request for Proposal (RFP), are conducted by the DAS Commissioner after a detailed evaluation method that is set forth in the Regulations and yields several acceptable proposals (generally, three or more).[87] Having established a ranked order of qualified proposers, "[t]he Commissioner shall negotiate a contract with the best qualified proposer for the required supplies, materials, equipment or contractual services at a compensation that is fair and reasonable."[88]

With respect to the bidding and evaluation process, it should be noted that a 10% bid preference may be given to "micro businesses," which are defined as businesses that have less than $3 million in gross revenues in the prior fiscal year.[89] Veteran owned micro businesses may receive a 15% bid preference.[90]

[82] General Letter 71, p. 1. DAS, in General Letter 71, also granted authority for unlimited purchases of certain identified goods and/or services on a non-competitive basis, when there is no state (DAS) contract for the good and/or service. *Id.*, pp. 1-2.
[83] DAS Regs., Sec. 4a-52-2(e).
[84] Conn. Gen. Stat., Sec. 4a-57.
[85] DAS Regs., Sec. 4a-52-5(a) through (o).
[86] DAS Regs., Sec. 4a-52-5(d).
[87] DAS Regs., Sec. 4a-52-16(a) through (e), (g).
[88] DAS Regs., Sec. 4a-52-16(h), (i) through (o).
[89] Conn. Gen. Stat., Sec. 4a-59(c).
[90] Id.

3. Awards

Contracts are to be awarded to the "lowest responsible qualified bidder," which the Purchasing statute defines as "the bidder whose bid is the lowest of those bidders possessing the skill, ability and integrity necessary to faithful performance of the work based on objective criteria considering past performance and financial responsibility[.]"[91] The statute and regulations provide guidance on the objective criteria that should be used to determine the "lowest responsible qualified bidder."[92]

E. Waiver of Competition

In addition to the waivers for small/direct purchases discussed above, competitive bidding can be waived for "sole source" and "emergency" purchases, and for purchases made under cooperative agreements.

1. Sole Source

Sole source procurement is not permissible unless a requirement is available from only a single supplier. A requirement for a particular proprietary item does not justify a sole source procurement if there is more than one potential bidder or offeror for that item. The following are examples of circumstances which could necessitate sole source procurement: (1) where the compatibility of equipment, accessories, or replacement parts is the paramount consideration; (2) where a sole supplier's item is needed for trial use or testing; (3) where a sole supplier's item is to be produced for resale; (4) where public utility services are to be procured. The determination as to whether a procurement shall be made as a sole source shall be made by the Commissioner. Such determination and the basis therefore shall be in writing.[93]

2. Emergency Purchases

Competitive bidding requirements can also be waived for the purpose of making Emergency Purchases.[94] Procurement pursuant to emergency is limited to "those supplies, materials, equipment or contractual services necessary to meet the emergency."

> Any purchasing agency may make emergency procurements up to $600 when an emergency condition arises and the need cannot be met through normal procurement methods, provided that whenever practical, approval by the head of the purchasing agency or the Commissioner shall be obtained prior to the procurement. Prior to all such emergency procurements of more than $600, the Commissioner shall approve the procurement. . . The Commissioner or the head of the purchasing agency shall make a written determination stating the basis for an emergency procurement and for the selection

[91] Conn. Gen. Stat., Sec. 4a-59; *see also* DAS Regs., Sec. 4a-52-8(a).
[92] Conn. Gen. Stat., Sec. 4a-59; see also DAS Regs., Secs. 4a-52-8, 4a-52-18.
[93] DAS Regs., Sec. 4-52-15(a).
[94] "Emergency" is defined in DAS Regs. Sec. 4-52-20(a).

> of the particular contractor. The record of each emergency procurement shall be made as soon as practicable[.][95]

By statute, however, emergency purchases of $10,000 or less may be made without competitive bidding.[96] It is not clear under the statute how to reconcile the competing $600/$10,000 emergency purchase limits.

3. Cooperative Purchases

The DAS Commissioner is empowered to join with other Connecticut state agencies or political subdivisions, other State governments, federal agencies, and non-profits in cooperative purchasing plans when it is "in the best interests of the state."[97]

Also, "[a]ny state agency, with the approval of the Commissioner of Administrative Services or his or her designee, may purchase equipment, supplies, materials and services from a person who has a contract to sell such property or services to other state governments, other branches, divisions or departments of this state, political subdivisions of this state, nonprofit organizations or public purchasing consortia[.]"[98]

F. Construction Services

1. General

With certain enumerated exceptions, public works or building projects are competitively bid, and bidding is open only to prequalified contractors. Conn. Gen. Stat., Sec. 4b-91:[99]

> (2) Except as provided in subdivision (3) of this subsection, every contract for the construction, reconstruction, alteration, remodeling, repair or demolition of any public building or any other public work by the state that is estimated to cost more than five hundred thousand dollars shall be awarded to the lowest responsible and qualified general bidder who is prequalified pursuant to section 4a-100 on the basis of competitive bids in accordance with the procedures set forth in this chapter, after the awarding authority has invited such bids by posting notice on the State Contracting Portal. The awarding authority shall indicate the prequalification classification required for the contract in such notice.
>
> (3) The requirements set forth in subdivision (2) of this subsection shall not apply to (A) a public highway or bridge project or any other construction project administered by the Department of Transportation, or (B) a contract awarded by the Commissioner of Administrative Services for (i) any public building or other public works project

95 DAS Regs., Sec. 4-52-20(c), (f).
96 Conn. Gen. Stat., Sec. 4a-57(b).
97 Conn. Gen. Stat., Sec. 4a-53(a).
98 Conn. Gen. Stat., Sec. 4a-53(b). As indicated, the contracts for which cooperative purchasing is available have been competitively bid by the contracting entity.
99 This statute has been amended since the Study Period.

> administered by the Department of Administrative Services that is estimated to cost one million five hundred thousand dollars or less, (ii) a community court project, (iii) the downtown Hartford higher education center project, (iv) a correctional facility project, (v) a juvenile residential center project, or (vi) a student residential facility for the Connecticut State University System that is a priority higher education facility project.
>
> (4) Every contract for the construction, reconstruction, alteration, remodeling, repair or demolition of any public building or any other public work by a public agency that is paid for, in whole or in part, with state funds and that is estimated to cost more than five hundred thousand dollars shall be awarded to a bidder that is prequalified pursuant to section 4a-100 after the public agency has invited such bids by posting notice on the State Contracting Portal, except for (A) a public highway or bridge project or any other construction project administered by the Department of Transportation, or (B) any public building or other public works project administered by the Department of Administrative Services that is estimated to cost one million five hundred thousand dollars or less. The awarding authority or public agency, as the case may be, shall indicate the prequalification classification required for the contract in such notice.[100]

Large subcontractors, i.e., those whose subcontract is valued greater than $500,000, must also be prequalified:

> No person whose subcontract exceeds five hundred thousand dollars in value may perform work as a subcontractor on a project for the construction, reconstruction, alteration, remodeling, repair or demolition of any public building or any other public work by the state or a municipality, except a public highway or bridge project or any other construction project administered by the Department of Transportation, which project is estimated to cost more than five hundred thousand dollars and is paid for, in whole or in part, with state funds, unless, at the time of the bid submission, the person is prequalified in accordance with section 4a-100.[101]

For construction or public works projects costing in excess of $1.5 million, the contract shall be awarded to the lowest responsible and qualified bidder.[102] However, [i]n the event that fewer than three bids are received in response to an invitation to bid under this subdivision, or that all the bids are in excess of the amount of available funds for the project, the commissioner may negotiate a contract with any of the contractors submitting a bid, or reject the bids received and rebid the project in accordance with this section."[103]

2. Construction Services Prequalification

"'Prequalification' means prequalification issued by the Commissioner of Administrative Services to bid on a contract or perform work pursuant to a contract for the construction, reconstruction, alteration, remodeling, repair or demolition of any public building or any other public work by the state or a municipality, except a public highway or bridge project or any other construction project administered by

[100] Conn. Gen. Stat., Sec. 4b-91(a).
[101] Conn. Gen. Stat., Sec. 4b-91(j). Since the Study Period, this threshold has increased to $1 Million.
[102] Conn. Gen. Stat., Sec. 4b-91(a)(5)(C).
[103] Id.

the Department of Transportation, or to perform work under such a contract as a substantial subcontractor[.]"[104]

As indicated in the above statutory language, the Commissioner of DAS is primarily tasked with construction prequalification. Applicants provide their "aggregate work capacity" level and "single project limit" capacity and are required to pay an application fee on a sliding scale based on those ratings. The Commissioner then evaluates the applicants based on the following five (5) main categories:

1. Integrity
2. Work Experience (Skill and Ability - Public & Private)
3. Experience and Qualifications of Supervisory Personnel Employed by the Applicant
4. Financial Condition
5. Safety

Prequalification certifications last one year, with an option for the Commissioner to extend it another year, subject to the payment of an additional fee.

Staff interviews indicated some concern that the bonding requirements for prequalification, set forth in Section 4a-100(d), may present a barrier to participation by smaller firms.[105]

[104] Conn. Gen. Stat., Sec. 4a-100. *See also*, DAS Website:

The Department of Administrative Services (DAS) Construction Contractor Prequalification Program (C.G.S. 4a-100) requires all contractors to prequalify before bidding on a contract or performing work pursuant to a contract for the construction, reconstruction, alteration, remodeling, repair, or demolition of any public building or any other public work by the State or a municipality, estimated to cost more than $1,000,000, and which is funded in whole or in part with state funds, except a public highway or bridge project or any other construction project administered by the Department of Transportation.

[105] Conn. Gen. Stat., Sec. 4a-100(d):

Each applicant shall include a statement of financial condition prepared by a certified public accountant that includes information concerning the applicant's assets and liabilities, except if the applicant has been accepted into the bonding program of a certified community development financial institution, the applicant need only provide the financial documents required by such institution for the applicant to qualify for such program. Each applicant shall provide a bonding company letter stating the aggregate work capacity and single project limit bonding capacity of the applicant, and other information as the commissioner deems relevant to an evaluation of the applicant's financial capacity and responsibility. For purposes of this subsection, "certified community development financial institution" means a community development bank, credit union or loan or venture capital fund that provides financial products and services in economically distressed markets and that is certified by the Certified Development Financial Institution Fund of the United States Department of the Treasury.
(emphasis added).

3. SBE/MBE Construction Services On-Call Contracts

The Department of Administrative Services (DAS), Construction Services (CS), provides the following opportunities for Small Business Enterprise (SBE) firms and Minority Business Enterprise (MBE) firms on State Building Construction Projects:

On-Call Opportunities for MBE Consultants:

DAS/CS provides On-Call opportunities for MBE Consultants by selecting at least one MBE Consultant for each of the following On-Call Contracts, as long as the firm(s) is qualified and can meet all required contract terms and conditions:

- Claims Analyst / Auditing Services (ANLY-AUD)
- Architect (including Interior Design) (ARC)
- Construction Administrator (CA)
- Construction Administrator - Minor Projects (CAm)
- Civil Engineer, Survey, and Landscape Architect (CIV-SUR-LA)
- Building Commissioning & Building Envelope Commissioning (Cx)
- Energy Consultant (ENGY)
- Environmental Assessment and Master Planning (EPA-PLN)
- Construction Cost Estimator (EST)
- Multi-Disciplined Engineer (MDE)
- Mechanical, Electrical, and Plumbing Engineer (MEP)
- Roofing Consultant (ROOF)
- Scheduling (and Cost) Consultant (SCH)
- Structural and Threshold Engineer (STR)
- Vehicular Parking Consultant (VEH)

DAS/CS provides additional MBE On-Call opportunities by completely setting aside the following two On-Call Contracts:

- MBE Architect (MBE-ARC)
- MBE Civil Engineer (MBE-CIV)

The two MBE On-Call Contracts are only for MBE firms that have been certified by the DAS Supplier Diversity (Set-Aside) Program. In addition, the MBE On-Call Contracts:

- are for projects having a total budget of $2,000,000 or less;
- encompass a wide array of projects from commercial-type space modifications in existing state buildings to the design of new structures to be located on state property;
- have a duration of approximately two years; and
- have a maximum fee of $500,000 for all task assignments under the specific contract.[106]

[106] DAS Website (Construction Services-Overview). Some changes were made to the dollar values in this policy after the Study Period.

G. Design Professional Services and Consulting Services

1. Design Professional Services

The DAS Construction Services (CS) office selects Architectural and Engineering (A&E) firms to provide design and construction documents for State building construction projects, issuing Requests for Qualifications (RFQs), and evaluating the responses using Qualifications Based Selection (QBS) Procedures.[107] The State utilizes design professional services for Design-Build, Design-Bid-Build, and Construction Manager at Risk (CMR) projects.[108]

State of Connecticut Regulations, Section 4-134e-1, et. seq. provides for the selection of design professional firms whose services are required in the planning and construction of capital improvements undertaken by the State and outlines the manner in which public invitations for such services are solicited and evaluated.

The QBS evaluations are conducted by the Design Professional Services Selection Panel ("Selection Panel"), which, in making the selection recommendations:

> Shall be guided by the following objective criteria: (a) specialized design and technical competence of the design professional firm regarding the types of service required; (b) capacity and capability of the firm to perform the work, including any specialized services, within the time limitations; (c) past record of performance on contracts with the State and other clients with respect to such factors as control of costs, quality of work, conformance with program, cooperation with client and supervision of construction; (d) proximity to and familiarity with the area in which the project is located; and (e) the volume of work previously awarded to the firm by the Department of Administrative Services with the objective of effecting an equitable distribution of contracts among qualified firms and of assuring that the interest of the public in having available a substantial number of qualified firms is protected; provided, however, that the principle of selection of the most highly qualified firms is not violated. The panel may also reduce the list by (a) considering the last time each design professional firm received a contract from the Department of Administrative Services starting with the design professional firm with the most recent contract and working backwards chronologically; (b) by considering the volume of work, either by number of contracts or dollar amounts, previously awarded to a design professional firm by the Department of Administrative Services with the objective of achieving an equitable distribution of contracts. In both instances, the design professional firms so adjudged for selection must be the most qualified.[109]

[107] DAS website: "DAS construction Services – RFQs for Architects and Engineers."
[108] Id.
[109] State of Connecticut Regulations, Sec. 4-134e-8.

The ultimate selection is made by the DAS Commissioner from the list of qualified firms submitted by the Selection Panel, unless a fair and reasonable contract with those firms cannot be reached, in which event the Commissioner can negotiate with other qualified design professional firms.[110]

2. Other Construction Consulting Services

"Notwithstanding any provision of the general statutes, the Commissioner of Administrative Services may select [construction] consultants to be on a list established for the purpose of providing any consultant services. Such list shall be established as provided in sections 4b-56 and 4b-57. The commissioner may enter into a contract with any consultant on such list to perform a range of consultant services or to perform a range of tasks pursuant to a task letter detailing services to be performed under such contract."[111]

Where the selection is not independently made by the Commissioner, notice and an invitation for responses shall be provided, and the responses evaluated by the Selection Panel.[112]

> The panel shall select from among those responding no fewer than three firms, which such panel determines in accordance with criteria established by the commissioner are most qualified to perform the required consultant services. In the case of any project that requires consultant services by an architect or professional engineer, additional criteria to be considered by such panel in selecting a list of the most qualified firms shall include: (1) Such firm's knowledge of this state's building and fire codes, and (2) the geographic location of such firm in relation to the geographic location of the proposed project. The selection panel shall submit a list of the most qualified firms to the commissioner for the commissioner's consideration unless fewer than three responses for a particular project have been received, in which case the panel shall submit the names of all firms who have submitted responses.[113]

H. Bonding, Insurance, and Prompt Payment

1. Bonding Requirements

DAS regulations provide that bid bonds are required as part of the competitive bidding process—$5,000 for bids up to $50,000, and 10% of the total bid amount for anything over $50,000.[114] Performance bonds "in an amount up to" 100% of the award are also required.[115] As written this provision indicates that there

[110] State of Connecticut Regulations, Sec. 4-134e-11.
[111] Conn. Gen. Stat., Secs. 4b-51(d).
[112] Conn. Gen. Stat., Secs. 4b-57(a), (b).
[113] Conn. Gen. Stat., Secs. 4b-57(a), (b).
[114] DAS Regs., 4a-52-6(a).
[115] DAS Regs., 4a-52-6(a),(b):

is some flexibility on the amount of the performance bond, but staff interviews did not confirm this. However, by State statue, an awardee can submit a letter of credit in lieu of a bond (e.g., performance, bid, materials) in an amount equal to 10% of the contract total for contracts under $100,000, and 25% of the contract total for contracts over $100,000.[116]

Staff interviews indicated occasional complaints that bonding requirements could pose a barrier to greater SBE/MBE participation. Some issues with bonding requirements were raised in the Anecdotal Evidence chapter of this Study. In the Survey of Business Owners 16.8% of respondents saw bid bonding as a barrier to doing business with the State and 16.2% of respondents saw performance bonds as a barrier to doing business with the State.

2. Insurance Requirements

State standard mandatory insurance requirements are set forth in the DAS contract template available on its website:

> Commercial General Liability: in an amount not less than $1,000,000 for all damages arising out of bodily injuries to, or death of, all persons and injuries to or destruction of property, in any one accident or occurrence, and, subject to that limit per accident, a total (or aggregate) limit of $2,000,000 per occurrence for all damages arising out of bodily injuries to, or death of, all persons and injuries to or destruction of property per policy period.
>
> Automobile Liability: $1,000,000 combined single limit per accident for bodily injury and property damage. Coverage extends to owned, hired and non-owned automobiles.
>
> Workers' Compensation and Employer's Liability: Contractor shall maintain Worker's Compensation and Employer's Liability insurance in compliance with the laws of the state of Connecticut, which coverage shall include Employer's Liability coverage with minimum limits of $100,000 for each accident, $500,000 for disease, and $100,000 for each employee, per policy period.

(a) A guaranty that the bidder will execute a contract and furnish performance surety, when requested and within ten days after the execution date of contract, shall, if required, be submitted with the bid. A guaranty may be submitted in any one of the following forms:
(1) annual bid bond in the amount of $5,000 to cover all bids up to $50,000 submitted within one year;
(2) individual bid bond for up to ten percent of the total amount of each separate bid; and,
(3) certified check made payable to "Treasurer, state of Connecticut" for up to ten percent of the total amount of each separate bid.
(b) Performance surety binding the contractor faithfully to fulfill the obligations of his bid as accepted may be required. Such assurance in an amount up to one hundred percent of each separate award may be submitted in the form of a performance bond of a licensed surety company, certified check or irrevocable letter of credit from a commercial institution.

[116] Conn. Gen. Stat., Sec. 4a-60g(i).

Excess/Umbrella Liability: Excess/umbrella liability insurance may be included to meet minimum requirements. Umbrella coverage must indicate the existing underlying insurance coverage.

Staff interviews indicated few complaints about insurance levels, which will also be addressed in the anecdotal analysis. Similarly, the Survey of Business Owners indicated that 9.2% of respondents believed that insurance requirements were a barrier to doing business with the State.

3. Prompt Payment

A State agency or department is required to pay prime contractors and suppliers within 45 days of receipt of a "properly completed" State invoice.[117]
In the event of late payment, the prime is entitled to interest payments on the late disbursement.[119]

In turn, prime contractors are required by statute to pay subcontractors no later than 30 days after payment from the State, and subcontractors must pay any of their subcontractors within 30 days of receipt of payment by the prime.[120] There are interest penalties for late payment and an aggrieved subcontractor can place a lien against the bond of the prime (or subcontractor) after 60 days of non-payment.[121]

There is also a separate prompt payment provision specific to small business awarded contracts through the set-aside program, which requires payment within twenty five days.[122] Interviews indicated that prompt payment complaints are not common, especially since the implementation of payment software (ASHTOware).[123]

I. Certifications (SBE and MBE) for Supplier Diversity / Set-Aside Program

[117] DAS Regs, 4a-52-13. Conn. Gen. Stat., Sec. 4a-71(b) ("For the purposes of this section, payment shall be timely if: (1) A check or warrant is mailed or delivered on the date specified for the amount specified in the applicable contract documents, or, if no date is specified, within forty-five days of receipt of a properly completed claim or receipt of goods and services, whichever is later[.]").
[119] Conn. Gen. Stat., Sec. 4a-71(a).
[120] Conn. Gen. Stat., Sec. 49-41(a).
[121] Conn. Gen. Stat., Secs. 49-41(a)(1)(c); 49-41(c).
[122] Conn. Gen. Stat., Sec, 4a-60j ("A small contractor shall receive payment on a contract awarded to him or her under the provisions of sections 4a-60g to 4a-60i, inclusive, no later than twenty-five days from the due date of any such payment on such contract.").
[123] See further discussion of prompt pay in t

DAS certifies SBEs and MBEs (which also includes DBEs) for inclusion in the set-aside program.[131] These certifications last two years.[132] Connecticut companies certified as DBEs by Connecticut DOT that also meet the requirements for certification under the set-aside program may apply for such certification by DAS.[133]

1. SBE Certification

To be certified by the State as an SBE, a company must have its principal place of business in Connecticut, be registered with the federal government in its System for Award Management (SAM) under a particular NAICS Code, and register with the State of Connecticut in its SAM.[134]

2. MBE Certification (including Women and Disabled Individuals)

Firms seeking certification by the State as an MBE must meet the above requirements for certification of SBEs, plus must demonstrate 51% (or more) ownership by a "minority" or "disabled individual" (as defined by the applicable regulations) and status as an independent firm (as opposed to an affiliation—formal or informal—with another firm).[135] By statute, a "minority business enterprise" includes firms—for-profit and nonprofit—owned/controlled by an individual(s) that is: Black; Hispanic; of Iberian Peninsula ancestry; Asian Pacific and Pacific Islander; American Indian Woman; and a Disabled Individual.[136]

With respect to certification, staff interviews raised concerns about fronts; primarily non-minority Women owned firms that may not be truly owned and/or controlled by a woman, thus inappropriately being certified as such for the purpose of participating in the Set-Aside Program.

J. Commission on Human Rights and Opportunities (CHRO)

> The Commission on Human Rights and Opportunities [] is the State of Connecticut's chief civil rights law enforcement agency. The Commission is responsible for reviewing, monitoring, and enforcing the state's equal opportunity, affirmative action, and contract compliance laws. In addition, pursuant to Conn. Gen. Stat. § 46a-56(a)(6), the Commission must "compile data concerning state contracts with female and minority business

[131] Conn. Gen. Stat., Sec. 51-60g (k)(1); DAS Website (FAQs).
[132] Id.
[133] DAS Website (FAQs)
[134] DAS Website (FAQs). *See also* Conn. Gen. Stat., Sec. 4a-60g (1) "Small contractor" means (A) any contractor, subcontractor, manufacturer, service company or corporation that (i) maintains its principal place of business in the state, and (ii) is registered as a small business in the federal database maintained by the United States General Services Administration, as required to do business with the federal government, or (B) any nonprofit corporation that (i) maintains its principal place of business in the state, (ii) had gross revenues not exceeding twenty million dollars in the most recently completed fiscal year prior to such application, and (iii) is independent.
[135] Conn. Gen. Stat., Secs. 4a-60g (a)(4). Again, leadership staff interviews confirmed that the state relies on the definition for "minority" set forth in Section 4a-60g(4), which expressly includes individuals with disabilities and nonprofit companies operationally controlled by minorities or disabled individuals.
[136] *Id.*, footnotes 1, 61; *see also* State of Connecticut, BizNet Glossary ("Minority Affiliation").

> enterprises and submit a report annually to the General Assembly concerning the employment of such business enterprises as contractors and subcontractors."[137]

As indicated, CHRO has a wide range of responsibilities in addressing discrimination in employment, housing, public accommodations, credit transactions, and schools. Among those responsibilities, and most germane for present purposes, is that CHRO is "[t]o monitor compliance with state contract compliance laws on state funded projects and municipal public works projects."[138]

In discharging its compliance and nondiscrimination duties with respect to State purchasing, CHRO utilizes Affirmative Action Plans (AAP) and Set-Aside Plans (SAPs), depending on the size of the firm, the type of contract and/or value of the contract awarded, and also evaluates good faith efforts by contractors to increase employment and utilization of small and minority owned firms—whether or not a set-aside percentage applies to a particular contract.[139]

1. Set-Aside Plans (SAPs) and Affirmative Action Plans (AAPs)

Affirmative action programs created and implemented by contractors awarded State construction contracts (or bidding for them) are described in the applicable regulations as programs or plans "undertaken with conviction and effort, to overcome the present effects of past discriminatory practices, to achieve full and fair participation of women and minorities in contract and employment opportunity, and to assure that qualified minority business enterprises enter the economic mainstream of this state's economy."[140]

Interviews and internal documents provided by staff indicate that CHRO requires a SAP when: the contractor employs less than 50 people and the contract awarded has a value between $50,000 and $499,999; and from all prime contractors on a CMR (Construction Manager at Risk) project of $50,000 or more, regardless of company size. AAPs are similarly required when: a contractor employs less than 50 people and the contract is valued between $50,000 and $499,999; the contractor employs more than 50 people on projects of $50,000 or more; and a CMR on a CMR project of $50,000 or more, regardless of company size.

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[137] CHRO - Annual Report to the Connecticut General Assembly, Contract Compliance and Small and Minority Business Utilization (FY 2021), pp. 1

[138] Connecticut, Office of Policy and Management FY 2022 - 2023 Governor's Budget B-33.

[139] For example, the FAQ section of the CHRO website informs that a contractor awarded a contract with no set-aside requirements must still "undertake 'good faith efforts' to include subcontractors and material suppliers who are minority enterprises on state contracts." *Id.* CHRO also provides written guidance for self-performing MBEs that clarifies the need for the MBE awardee to still engage in good faith efforts to employ minority business enterprises as subcontractors or suppliers of materials. *See* "Self-Performing MBEs Must Demonstrate Good Faith Efforts to Employ Other MBEs as Subcontractors and Suppliers of Materials."

[140] CHRO Contract Compliance Regulations, Sec. 46a-68j-21.

SAPs and AAPs are submitted by companies to a purchasing agency, which evaluates them in consultation with the CHRO office. Interviews with staff revealed that where a proposed SAP or AAP is deemed insufficient by CHRO, the awardee contractor will be notified and requested to cure the deficiency (which is usually a lack of meaningful SBE/MBE participation). If the deficiency is not cleared after three submissions, the contractor is informed that the SAP/AAP has not been accepted, but it is not disqualified from the award until such time as the Office of Public Hearings issues an order to that effect. When there is a violation, the CHRO's Legal Division is notified and the project is evaluated to determine whether a complaint should be filed with the Office of Public Hearings. If/When this happens, the complaint goes through a hearing process that may result in disqualification from contracting with the state.

2. Good Faith Efforts Requirements and Guidance

By statute, public works construction contracts are subject to Good Faith Efforts review:

> "[G]ood faith" means that degree of diligence which a reasonable person would exercise in the performance of legal duties and obligations. "Good faith efforts" shall include, but not be limited to, those reasonable initial efforts necessary to comply with statutory or regulatory requirements and additional or substituted efforts when it is determined that such initial efforts will not be sufficient to comply with such requirements . . . Determination of the contractor's good faith efforts shall include, but shall not be limited to, the following factors: The contractor's employment and subcontracting policies, patterns and practices; affirmative advertising, recruitment and training; technical assistance activities and such other reasonable activities or efforts as the Commission on Human Rights and Opportunities may prescribe that are designed to ensure the participation of minority business enterprises in public works projects. . . . The contractor shall develop and maintain adequate documentation, in a manner prescribed by the Commission on Human Rights and Opportunities, of its good faith efforts.[141]

CHRO also publishes its own "Good Faith Efforts Guidance," which enumerates the factors or evidence it considers when determining whether reasonable steps were taken by the contractor to solicit SBEs/MBEs with a view toward what it calls "best practices," and also enumerates for contractors what CHRO considers "red flags" which may indicate a lack of Good Faith Efforts.[142] Staff interviews revealed that the Good Faith Efforts evaluation is conducted post-award and only for the putative awardee firm.

As with insufficient SAPs and AAPs, it was shared in staff interviews that when CHRO deems the GFE documentation and/or efforts inadequate, contractors are given three opportunities to "cure" the deficiencies, but even then, an award is not rejected for lack of adequate Good Faith Efforts.

[141] Conn. Gen. Stat., Sec. 4a-60(e)-(g). Staff shared that GFE evaluations are conducted only for the winning bidder (post-award).
[142] CHRO "Good Faith Efforts" written guidance (undated).

3. Contract Compliance

In addition to the above compliance considerations, CHRO regulations require that awardees submit reporting forms..[143] Effective June 1, 2017, failure to submit all required CHRO forms or closure documents will result in a referral to the CHRO legal unit for possible initiation of a complaint of discrimination and/or noncompliance.[144]

4. CHRO Budget and Staffing

CHRO had a recommended budget of $6,986,085 and staff of 84 in FY 2023.[145] Interviews revealed, however, that the office is generally not fully staffed: during the study period, there were typically only 70 or so employees despite having 84 appropriated positions.

K. Outreach and Supportive Services

The Connecticut Department of Economic and Community Development (DECD), primarily through its Office of Small Business Affairs, offers a number of supportive services and engages in various outreach efforts to small businesses, including MBE small businesses.[146]

More specifically, the DECD collaborates with several organizations that offer a range of services to SBEs/MBEs, including:

- HEDCO[147] Business Resource Center (BRC) provides access to experienced business counselors, attorneys, accountants, insurance and banking professionals, and other experts.
- Small Business Administration (SBA) offers counseling services for Startup Assistance, Business Plan Development, Financial Analysis, Budget Preparation & Forecasting, and Marketing.
- Small Business Development Centers (SBDC) provides counseling services for Startup Assistance, Business Plan Development, Financial Analysis, Budget Preparation & Forecasting, and Marketing & Social Media Training.
- University of Hartford Entrepreneurial Center offers Business Plan Development, Financial Analysis, and Budget Preparation & Forecasting services.[148]
- Women's Business Development Council (WBDC) offers programs and services for women-owned businesses, including Business Plan Development, Financial Analysis, Budget Preparation & Forecasting, and QuickBook Classes.

[143] CHRO website.
[144] CHRO "Policy Change Notice Regarding Failure to Submit CHRO Forms and Closure Documents" (undated).
[145] Connecticut, Office of Policy and Management FY 2022 - 2023 Governor's Budget B-33, A-54.
[146] DECD website.
[147] Hartford Economic Development Corporation.
[148] Although in operation during the Study Period, this organization is no longer operational.

- Service Corps of Retired Executives (SCORE) connects businesses with experienced small business owners who provide insights on business development and sound business practices.
- Turnaround Management Association (CTTMA) offers business assessment services and planning to improve business outcomes and profits.

The DECD Small Business Resource Guide also identifies a number of loan and financing programs available to Connecticut small businesses, including SBA loans a loan program offered by HEDCO—a non-profit also tasked with providing supportive services for the State. In fact, the DECD website directs the user to HEDCO's website, which lists some of the additional services offered, including: "Business 101" classes, a Learning Center, other small business support programs, and financial assistance (including loans).[149]

The Connecticut Small Business Boost Fund offers small businesses and nonprofits the opportunity to obtain flexible funding for capital expenditures and working capital, while also providing access to support services. To be eligible for this fund, businesses and nonprofits must have operations in Connecticut, have no more than 100 full-time employees, and annual revenues of less than $8 million. Additionally, they must have been in operation for at least one year prior to the application date, although a small amount of financing is available for start-up businesses. Applicants can be assisted by Connecticut Small Business Development Center, Women's Business Development Council and the University of Hartford Entrepreneurial & Women's Business Center. Loans are available for amounts ranging from $5,000 to $500,000, subject to eligibility and need. Borrowers have the flexibility to allocate funds towards a range of expenses, such as equipment, payroll, utilities, rent, supplies, marketing, advertising, refinancing, and building renovations. Loans are not forgivable and must be paid back in full with interest, with repayment terms set at 60 months for loans less than $150,000 and 72 months for loans over $150,000. The fixed interest rate for all loans is 4.5%.

The Minority Business Revolving Loan Fund is also offered by the DECD and administered by HEDCO. This fund provides loans and lines of credit to businesses owned by minorities and/or women in Connecticut. This program offers eligible applicants the opportunity to apply for term loans and lines of credit ranging from $10,000 to $100,000. The loan has a fixed interest rate of 4% and a maturity period of up to ten years. To qualify for financing through the Minority Business Revolving Loan Fund, the business must have been operating for at least one year or registered officially for a year, be located and operating in Connecticut, be a for-profit business, and be current on both State and federal taxes for both the business and its owner.

DAS also operates a small business outreach/assistance program, which includes informational events (in person and webinars), certification workshops, networking, and marketing assistance, among other efforts.[150]

[149] HEDCO website.

[150] https://portal.ct.gov/das/procurement/contracting/das-procurement-related-events?language=en_US.

L. Tracking and Reporting

Pursuant to State law,[151] CHRO must "compile data concerning state contracts with female and minority business enterprises and submit a report annually to the General Assembly concerning the employment of such business enterprises as contractors and subcontractors."[152]

Each State agency is required by State law to create a report every fiscal year to establish a contracting and purchasing goal for SBEs and MBEs.[153] Agencies also submit quarterly reports to DAS and CHRO for their review using the "Small/Minority Business Enterprise Quarterly Report" form provided by the Commission. The form captures information on expenditures for purchases and contracts for DAS-certified MBEs and identifies the total value of contracts or purchases awarded to individuals falling into the following categories: (1) Black Americans, not of Hispanic origin, including all persons of any of the Black African racial groups; (2) Hispanic Americans, including all individuals of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race; (3) individuals having origins in the Iberian Peninsula, including Portugal, regardless of race; (4) women; (5) Asian Pacific Americans and Pacific Islanders; or (6) American Indians and individuals having origins in any of the original peoples of North America, who maintain tribal affiliations through membership and participation or community identification.[154]

Contractors working on State-funded public works contracts are also required to submit reports indicating the total contract value, along with the amount awarded to SBEs, MBEs, WBEs, and DisBEs.[155] CHRO records this information upon project close-out, which may occur in a different fiscal year from when the disbursal of funds took place.

Table 6 below shows spending with SBEs, MBEs, WBEs, and DisBEs from FY 17/16 through FY 21/22. The data is not clear whether these categories overlap in any way, so they are not summed together. As can be seen in the table below, SBEs had 19.9%, MBEs 5.4% and WBEs 12.2% and DisBE 0.2% in this data.

[151] Conn. Gen. Stat., Sec. 46a-56(a)(6)
[152] *Id.*
[153] Conn. Gen. Stat., Sec. 4a-60g.
[154] Categories based on Conn. Gen. Stat., Sec. 32-9n.
[155] Conn. Gen. Stat., Sec. 4a-60.

Table 6:State-funded Public Works Contracts Closed Out FY 17/18 – 21/22
State of Connecticut Disparity Study

		SBE		MBE		WBE		DisBE	
FY	Total Contract	Dollar	Percent	Dollar	Percent	Dollar	Percent	Dollar	Percent
17/18	$214,929,211	$38,351,568	17.8%	$18,461,704	8.6%	$25,331,289	11.8%	$571,771	0.3%
18/19	$1,191,418,492	$216,469,451	18.2%	$65,069,255	5.5%	$132,146,269	11.1%	$2,132,505	0.2%
19/20	$711,648,450	$132,733,168	18.7%	$45,523,291	6.4%	$84,422,343	11.9%	$1,159,935	0.2%
20/21	$823,827,588	$133,447,104	16.2%	$28,053,922	3.4%	$99,734,761	12.1%	$1,140,939	0.1%
21/22	$799,684,889	$186,303,230	23.3%	$43,890,784	5.5%	$115,565,764	14.5%	$2,896,918	0.4%
Total	$3,741,508,630	$707,304,521	18.9%	$200,998,956	5.4%	$457,200,426	12.2%	$7,902,068	0.2%

Source: CHRO: Annual Report to the Connecticut General Assembly, Contract Compliance and Small and Minority Owned Business Utilization, FY 2022

Table 7 shows spending with SBE and MBE on supplies and non-public works contracts from FY 17/18–21/22. The report did not include total spending in those areas which would allow calculation of percentages.

Table 7: SBE and MBE Procurement Awards
FY 17/18 – 21/22 on supplies and non-public works contracts

FY	SBE	MBE
17/18	$175,761,767	$120,052,067
18/19	$197,458,143	$130,658,288
19/20	$121,502,494	$98,141,582
20/21	$165,517,238	$142,068,113
21/22	$126,834,586	$100,069,442
Total	$787,074,228	$590,989,492

Source: CHRO: Annual Report to the Connecticut General Assembly, Contract Compliance and Small and Minority Owned Business Utilization, FY 2022

M. Minority Business Enterprise Review Committee

A Minority Business Enterprise Review Committee has been created by statute, and tasked with "conduct[ing] an ongoing study of contract awards, loans and bonds made or guaranteed by awarding agencies and of municipal public works contracts and contracts for quasi-public agency projects for the

purpose of determining the extent of compliance with the provisions of the general statutes concerning contract awards, loans and bonds for minority business enterprises, including the set-aside program for such business enterprises."[156]

N. State Contracting Standards Board

The State has also established by statute the State Contracting Standards Board.[157] The manner of appointment for the 14-member Board, the enumeration of powers and enumeration of responsibilities/authority are spelled out in the legislation, but briefly stated, the Board is charged with oversight of State procurement, providing guidance and regulation, and establishing operational standards.[158] Of particular note, the Board is granted purchasing authority equal to state agencies: "All rights, powers, duties and authority relating to the procurement policies of the state, vested in, or exercised by, any state contracting agency may also be exercised by the Board[.]"[159]

O. Purchasing Policies, Practices, and Procedures Conclusion

Procurement at the State of Connecticut is governed by extensive legislation and regulations. The primary tool the State uses to increase participation in State contracts is the SBE/MBE Set-Aside Program. But given the number of contracts that are exempted from the program, there are questions as to how effective the program is. This concern will be tested for validity in the quantitative (statistical) and qualitative (anecdotal) analysis conducted as part of this Study.

Further, detailed policy recommendations for State procurement and for SBE/MBE inclusion will be provided in the Findings and Recommendations Chapter of the Final Disparity Study Report provided to the State at the end of the Study.

[156] Conn. Gen. Stat., Sec. 4a-62.
[157] Conn. Gen. Stat., Secs. 4e-2, 4e-3, 4e-4.
[158] *Id.*
[159] Conn. Gen. Stat., Secs. 4e-3(a).

V. QUANTITATIVE ANALYSIS

A. Introduction

Research Question: Statistical Analysis

Is there a disparity that is statistically significant between the percentage of available, qualified, and willing small, ethnic minority, women, and disabled owned firms, in the Relevant Geographic and Product Markets, and the percentage of dollars spent with small, ethnicity minority, women, and disabled owned firms in those same markets during the Study Period?

The quantitative analysis of a disparity study measures and compares the availability of firms in each race/ethnicity/gender group within the State of Connecticut geographical and product market areas to the utilization of each race/ethnicity/gender group, measured by the payments to these groups by Connecticut's Office of the State Comptroller.

The quantitative analysis is conducted as follows:

1. The outcome of the comparison outline above shows whether there is a disparity between availability and utilization and whether that disparity is an overutilization, an underutilization, or in parity (meaning the amount to be expected).

2. Further, the disparity is tested to see if it is statistically significant, meaning that any disparity index that is less than 80 is considered to be a statistically significant underutilization, and any disparity index more than 100 is considered to be a statistically significant overutilization. Legal precedents have clearly established that the presence of such significant statistical disparities creates an inference of discrimination adversely affecting the participation of the underutilized firms.

3. Finally, the regression analysis contained in Chapter V: Private Sector Analysis tests for other explanations for the disparity to determine if it is likely that the disparity is caused by race/ethnicity/gender status, or by other factors.

4. If there is statistically significant underutilization of small, ethnic minority, women, and disabled owned firms that is likely caused by race/ethnicity/gender, then GSPC will determine as part of its findings whether there is a basis for an inference of discrimination and consideration by the State of Connecticut for the use of narrowly tailored race-and gender-conscious remedies.

B. Data Assessment and Requests

GSPC conducted several meetings with state agency representatives who were familiar with the State of Connecticut data. The objective of these meetings was for GSPC to get a better understanding of how the State procurement data were kept and how best to request the data needed for the Study. Following these data assessment meetings, GSPC presented written requests for the data, detailing the type and fields of data needed to complete the quantitative analysis.

All the data requested was in electronic format and no data was collected manually in hard-copies or PDF. The requested data were uploaded to GSPC where it was catalogued and stored in GSPC's cloud repository. The collected data were used to develop data files containing purchasing history for each Industry Category: Construction, Architecture & Engineering (A&E), Professional Services, Other Services, Goods, Health & Human Services, and Financial & Investment. The State provided no subcontract utilization data which could be linked to actual prime contracts.

In addition, GSPC worked on verification of gender and ethnicity of vendors and completed necessary information about vendor address, work categories, and other related areas. Gender and ethnicity verification were based on official certification listings. GSPC used vendor zip codes to identify the county where the businesses were located to determine whether a vendor would be included in the Relevant Geographic Market area analysis. Vendor addresses were also used for conducting vendor surveys. Some files submitted by the State did not contain the necessary information, including vendor physical addresses, which were compensated for by obtaining them from Dun and Bradstreet databases or simply by searching the business name on the internet.

C. Data Assignment, Cleanup and Verification

After the completion of data collection, the submitted data were electronically and manually "cleaned" to remove duplicates and exclude all unrelated payments such as payment to personnel, nonprofit organizations, and governmental agencies. The cleanup phase also included the following five (5) tasks, which will be detailed later in this section:

- Assigning and verifying ethnicity, race & gender of each firm;
- Assigning each firm to one or more NAICS codes based upon the kind of work the firm performs in Construction and A&E categories and Industry Categories for Professional Services, Other Services and Goods categories;
- Utilizing zip codes to determine certain areas to assign each firm's location;
- Matching files electronically to select addresses, ethnicity/race/gender, and/or Industry Category; and
- Filling in any additional necessary data on firms.

File cleanup was first done electronically by linking information provided by the State of Connecticut to certain indicators, like purchase order number, vendor name, vendor number, or cross-referencing information with other files to fill in missing fields. This step was completed by reviewing each vendor manually to identify their proper category. This cleansing and re-tabulating process produced a lower total [160]amount than the designated budget for each category since many vendors/purchases were excluded from the Study, as those payments were identified as inter-governmental transactions, payment to local governments, utility companies, not-for profits, and/or educational institutions.

1. Assignment of Ethnicity and Gender

In order to identify all certified Ethnic Minority and Woman-owned businesses, LGBTQ-owned businesses, small businesses, and businesses owned by Disabled Persons, GSPC utilized the following lists:

- Exported BizNet SBE&MBE List
- City of Hartford Certified Vendors
- CTDOT DBE List
- State of CT Gay and Lesbian Alliance GLA LGBTQ Certified Firms

In assigning race/gender/ethnicity, priority was given to firms' race/ethnicity, so that all Minority-owned firms were categorized according to their race/ethnicity and not by gender.[161] For example, a Woman owned Asian American firm was categorized as Asian American rather than a Woman owned business. Nonminority Women owned firms were categorized individually by their race and gender. Nonminority male owned firms, publicly owned corporations, and other non-certified firms are categorized as Non-M/WBE firms. Vendors were identified as Ethnic Minorities, Women, and firms owned by Disabled Persons if they were certified through an official certification process listed above. Based on the certification information, vendors were classified into the following eight categories:

- Asian American
- Black American
- Disabled American
- Hispanic American
- Iberian Peninsula

[160] GSPC's goal was to identify as many firms that were owned by Ethnic Minorities, Women, or Disabled Persons as possible, so it utilized the City of Hartford Certified Vendors list to identify additional firms that may not have been certified by the State.

[161] This is a fairly standard practice for several reasons: Most certification programs only identify Ethnic Minorities by race/ethnicity and not be gender so gender data is not available; disaggregating Ethnic Minorities by gender may result in certain groups not having sufficient numbers to analyze with statistical confidence; and separating Ethnic Minorities by gender might result in a more complicated program administration as the number of groupings would be twice as large.

- American Indian
- Nonminority Woman
- Non-M/WBE

2. Assignment of Industry Categories

In order to place firms into the proper Industry Categories, GSPC initially used the internal State of Connecticut Financial Object Code classification but verified the results after assigning vendors into the Industry Categories of Construction, Architecture & Engineering, Professional Services, Other Services, Goods, Health & Human Services, and Financial & Investment categories. Several data summaries were provided by GSPC for joint reviews with the State of Connecticut Disparity Study Project Managers. Due to those steps some vendors were reclassified based on additional information provided by the State. GSPC and the State of Connecticut Disparity Study Project Managers reviewed and agreed to the classification and accuracy of vendors as included in the final analysis.

As a point of clarification, it is imperative to note that in determining vendor classification, GSPC utilized various strategies to reach the final classification. The State of Connecticut provided NAICS codes for a limited number of utilized vendors, particularly for those certified as DBE and vendors registered by the Connecticut Department of Transportation as pre-qualified vendors. For those with missing NAICS codes, GSPC obtained the codes from the Dun and Bradstreet (commonly known as Hoovers data) database. Hoover data offers the largest publicly available database of business establishments in the United States In addition to providing information about the vendors, Hoovers provides some essential information about the business name, Industry Category, business address, phone number, NAICS code, business type, and other descriptive relevant information. Hoovers data is continuously updated and verified, thus providing accurate and updated information about vendors. Following the above steps, GSPC used NAICS codes to categorize vendors into Construction and Architectural & Engineering.

3. Master Vendor File

The State of Connecticut provided a series of data files reflecting all aspects of procurement activities during the Study period, including payments, bid tabulations, certification lists, contracts, vendors, etc. Based on the submitted files, GSPC created two master files: one file showing Utilization data while the other produced information about available list of vendors. The Utilization master file contained all information for disparity analysis while the Availability master file included the listing of all firms who were ready, willing, and able to engage in providing goods and services for the State of Connecticut.

In doing that, GSPC combined information from several files into a single Availability file. As mentioned before, files were linked to maximize the available information since some were submitted without required information. In order to produce a valid and comprehensive listing of all available vendors, GSPC included other listings of vendors such as the list of Prequalified Vendors published by the Connecticut Department

of Transportation (CTDOT), Connecticut Department of Administration Services and the official DBE list of vendors provided by CTDOT.

Finally, the Utilization and Availability files were compared to confirm firm details regarding ethnicity, firm ownership, location, type of work, and other related information. The following is the list of resources used in generating the Availability master file:

- The State of Connecticut Vendor Payment List
- Bidder CTSource
- BizNET SBE & MBE Database
- Construction Contracts Awarded File
- Connecticut LGBTQ Certified firms
- CTDOT Contracts
- CTSource Vendor Export File
- City of Hartford Certified Vendors
- CTDOT DBE List
- Prequalified List of CTDOT Vendors
- Subcontractors from the Prime Vendor Questionnaire
- Personal Service Agreements (PSAs) and Purchase of Service (POS) Contracts Annual Agency Detail

D. Relevant Geographic Market Area Analysis

The commonly held idea that the Relevant Geographic Market area should encompass at least 75% to 85% of the "qualified" vendors that serve a particular sector has its origins in antitrust lawsuits.[162] In line with antitrust precepts, in Croson United States Supreme Court Justice Sandra Day O'Connor specifically criticized Richmond, Virginia, for making Minority Business Enterprises (MBEs) all over the country eligible to participate in its set-aside programs.[163] The Court reasoned that a mere statistical disparity between the overall minority population in Richmond, Virginia, which was 50% Black American, and the award of prime contracts to minority owned firms, 0.67% of which were Black American owned firms, was an insufficient statistical comparison to raise an inference of discrimination. Justice O'Connor also wrote that the relevant statistical comparison is one between the percentage of Minority Business Enterprises in the marketplace [or Relevant Geographic Market area] who were qualified to perform contracting work (including prime and subcontractors) and the percentage of total State contracting dollars awarded to minority firms.

The Relevant Geographic Market area has been determined for each of the Industry Categories for purposes of this Study:

[162] D. Burman. "Predicate Studies: The Seattle Model," Tab E of 11-12 Minority and Women Business Programs Revisited (ABA Section of Public Contract law, Oct. 1990)
[163] City of Richmond v. J.A. Croson Company, 488 U.S. 469, 709 S. Ct. 706 (1989)

- Construction
- Architecture & Engineering (A&E)
- Professional Services
- Other Services
- Goods
- Health & Human Services
- Financial & Investment

For each Industry Category GSPC measured the "Relevant Geographic Market area" as the area where at least 75% of the State of Connecticut dollars were paid during the Study Period. In doing that, GSPC converted vendors' Postal Zip Codes into Counties and State (please see Appendix D, Tables D1 through D7) and then worked on drawing the Relevant Geographic Market area. As a common methodology, identification of the Relevant Geographic Market area starts with the county in which the Capital City is located (where most State Agencies and Departments are located) and radiates out to include other neighboring counties to reach to the 75% intended goal in each Industry Category. In this Study, the Relevant Geographic Market area was limited to the State of Connecticut counties and did not reach into other states, since most Industry Categories reached and/or exceeded the required 75% requirement.

The results of the Relevant Geographic Market area are presented in Tables 8 through 13. Table 8 shows that more than 96% of all **Construction** related procurements during the Study period, were paid to vendors within the State of Connecticut. Only 3.69% of the total Construction expenditure was paid to vendors outside the State of Connecticut. Please see Table D-1 in Appendix D for the list of counties and the associated amount.

Table 8: *Relevant Geographic Market area*
Procurement by Market Area Counties and State, Prime Construction
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Market Area	Dollar	Percent	Cumulative Dollar	Cumulative Percent
State of Connecticut	$ 1,692,722,559	96.31%	$ 1,692,722,559	96.31%
Other States in United States	$ 64,783,774	3.69%	$ 1,757,506,333	100.00%
Canada	$ -			
Outside United States and Canada	$ -			
Internet	$ -			
Total	$ 1,757,506,333	100.00%		

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Table 9 shows the distribution of procurement amount in the **Architectural & Engineering** category. As portrayed in the table, more than 93% of procurement in that category was conducted through vendors located within the State of Connecticut. The analysis of data revealed that only 6.651% of Architectural & Engineering expenditure was spent with vendors in other states and no Canadian or overseas vendors were utilized during the Study period (Please see Table D-2 in Appendix D for the list of counties and the associated amount).

Table 9: *Relevant Geographic Market area*
Procurement by Market Area Counties and State, Prime Architectural and Engineering
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Market Area	Dollar	Percent	Cumulative Dollar	Cumulative Percent
State of Connecticut	$ 390,119,782	93.35%	$ 390,119,782	93.35%
Other States in United States	$ 27,801,567	6.65%	$ 417,921,349	100.00%
Canada	$ -			
Outside United States and Canada	$ -			
Internet	$ -			
Total	$ 417,921,349	100.00%		

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In reference to the **Professional Services** category, as shown in Table 10, over 89% of the Professional Business-related services were procured from vendors within the State of Connecticut. Only 10.58% of the total amount was spent with vendors in other states and as small as 0.21% with vendors in Canada. Procurement from vendors outside United States and Canada accounted for 0.01% of the total amount. (Please see Table D-3 in Appendix D for the list of counties and the associated amount.)

Table 10: ***Relevant Geographic Market area***
Procurement by Market Area Counties and State, Prime Professional Services
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Market Area	Dollar	Percent	Cumulative Dollar	Cumulative Percent
State of Connecticut	$ 638,924,299	89.20%	$ 638,924,299	89.20%
Other States in United States	$ 75,795,748	10.58%	$ 714,720,046	99.78%
Canada	$ 1,484,055	0.21%	$ 716,204,101	99.99%
Outside United States and Canada	$ 62,594	0.01%	$ 716,266,695	100.00%
Internet	$ -			
Total	$ 716,266,695	100.00%		

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The results of Relevant Geographic Market area for the **Other Services** category are depicted in Table 11. As reflected in the table, close to 76% of Other Services procurement was conducted with vendors inside the State. Little over 24% of procurement in this category was paid to vendors outside the State and less than 0.01% was procured from vendors in Canada. The expenditure for services through internet accounted for only 0.01 % of the total of Other Services procurement. (Please see Table D-4 in Appendix D for the list of counties and the associated amount.)

Table 11: ***Relevant Geographic Market area***
Procurement by Market Area Counties and State, Prime Other Services
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Market Area	Dollar	Percent	Cumulative Dollar	Cumulative Percent
State of Connecticut	$ 1,164,076,944	75.86%	$ 1,164,076,944	75.86%
Other States in United States	$ 369,027,436	24.05%	$ 1,533,104,380	99.91%
Canada	$ 1,304,001	0.08%	$ 1,534,408,381	99.99%
Outside United States and Canada	$ 17,296	0.00%	$ 1,534,425,677	99.99%
Internet	$ 93,135	0.01%	$ 1,534,518,812	100.00%
Total	$ 1,534,518,812	100.00%		

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The distribution of amount spent in the **Goods** category is displayed in Table 12. The analysis of procurement data revealed that nearly 75% of the total procurement in Goods was conducted with vendors within the State of Connecticut and 24.13% with vendors in other States in the United States. A small proportion of the purchasing was conducted from vendors in Canada and another small proportion online. (Please see Table D-5 in Appendix D for the list of counties and the associated amount.)

Table 12: ***Relevant Geographic Market area***
Procurement by Market Area Counties and State, Prime Goods
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Market Area	Dollar	Percent	Cumulative Dollar	Cumulative Percent
State of Connecticut	$ 826,119,806	74.95%	$ 826,119,806	74.95%
Other States in United States	$ 265,984,964	24.13%	$ 1,092,104,770	99.08%
Canada	$ 10,161,986	0.92%	$ 1,102,266,756	100.00%
Outside United States and Canada	$ 21,161	0.00%	$ 1,102,287,917	100.00%
Internet	$ 10,928	0.00%	$ 1,102,298,845	100.00%
Total	$ 1,102,298,845	100.00%		

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In reference to the **Health & Human Services** category, as shown in Table 13, over 75% of procurement was conducted with vendors located within the State of Connecticut and close to 25% with those located outside the State. A very small percentage (less than 0.01) was procured with Canadian vendors. (Please see Table D-6 in Appendix D for the list of counties and the associated amount.)

Table 13: ***Relevant Geographic Market area***
Procurement by Market Area Counties and State, Prime Health & Human Services
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Market Area	Dollar	Percent	Cumulative Dollar	Cumulative Percent
State of Connecticut	$ 1,255,520,386	75.19%	$ 1,255,520,386	75.19%
Other State in United States	$ 414,345,447	24.81%	$ 1,669,865,833	100.00%
Canada	$ 5,847	0.00%	$ 1,669,871,681	100.00%
Outside United States and Canada	$ -			
Internet	$ -			
Total	$ 1,669,871,681	100.00%		

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The results of Relevant Geographic Market area for the **Financial & Investment** category are depicted in Table 14. As reflected in the table, close to 26% of Other Services procurement was conducted with the vendors inside the State. This was the only category in which the total procurement within the State did not reach the desired 75%. However, the fact that the combined percentage of all seven categories exceeded the 75%, this Relevant Geographic Area is acceptable for analysis. Table 14 shows that over 68% of business in Financial & Investment was conducted with vendors in other States and close to 3% with vendors in Canada. The services received from vendors outside United States and Canada amounted to 2.75% of the total procurement in this category. (Please see Table D-7 in Appendix D for the list of counties and the associated amount.)

Table 14: ***Relevant Geographic Market area***
Procurement by Market Area Counties and State, Prime Financial & Investment
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Market Area	Dollar	Percent	Cumulative Dollar	Cumulative Percent
State of Connecticut	$ 57,335,928	25.96%	$ 57,335,928	25.96%
Other State in United States	$ 151,775,093	68.72%	$ 209,111,021	94.68%
Canada	$ 5,675,974	2.57%	$ 214,786,995	97.25%
Outside United States and Canada	$ 6,072,669	2.75%	$ 220,859,664	100.00%
Internet	$ -			
Total	$ 220,859,664	100.00%		

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E. Availability Analysis

1. Methodology

Availability Estimate is the determination of the percentage of M/WBEs that are "ready, willing, and able" to provide goods or services for the State of Connecticut.

The methodology utilized to determine the availability of businesses for public contracting is crucial to understanding whether a disparity exists within the Relevant Geographic Market area. Availability is a benchmark to examine whether there are any disparities between the utilization of M/WBEs and their availability in the marketplace.

Croson and subsequent decisions give only general guidance as to how to measure availability. One common theme from the court decisions is that being qualified to perform work for a local jurisdiction is one of the key indices of an available firm. In addition, the firm must have demonstrated that it is both willing and able to perform the work.

The measures of Availability utilized in this Study incorporate all the criteria of Availability required by *Croson*:

- The firm does business within an Industry Category from which the State of Connecticut makes certain purchases.
- The firm's owner has taken steps (such as registering, bidding, certifying, prequalifying, etc.) to demonstrate interest in doing business with government.
- The firm is located within a relevant geographical market area, which is the State of Connecticut for purposes of this Study.

M/WBE availability is a percentage and is determined by dividing the number of firms in each M/WBE demographic group by the total number of businesses overall in that Industry Category. Once these Availability Estimates were calculated, GSPC compared them to the percentage of firms utilized in the respective Industry Categories in order to generate the disparity indices which will be discussed later in this analysis.

2. Measurement Basis for Availability

There are several approaches to measuring available and qualified firms. GSPC has established a methodology of measuring Availability based upon demonstrated interest in doing business with governments in the Relevant Geographic Market area and in the relevant Industry Categories. In determining those firms to be included in the availability pool, GSPC included the entire "Master Vendor File".

The Study team also calculated Availability using the alternative measure of "Custom Census" which uses Dun & Bradstreet's Hoover data as a purported complete data set of firms in the State to calculate Availability. This alternative measure is contained in Appendix Q of the Study.

For more detailed support for Availability, please see Appendix B: Expanded Legal Analysis.

3. Capacity

The ability or capacity to perform the work is tested in the Regression Analysis conducted in Chapter V: Marketplace Disparities below. The regression analysis shows whether race/ethnicity/gender factors are impediments overall to the success of M/WBEs in obtaining awards in the marketplace and whether, but for those factors, firms would have the capacity to provide goods and services on a level higher than what is presently being utilized.

4. Availability Estimates

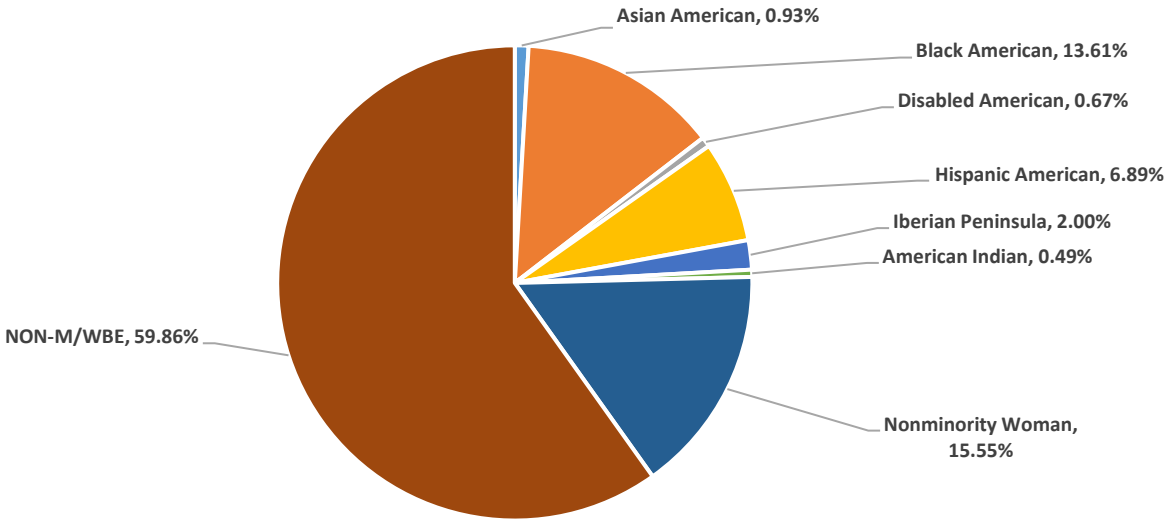
Below are the Availability Estimates for the Study using the Master Vendor File. The data were separated into the seven (7) Industry Categories. Figures 1 through 7 show the number of firms by race/gender/ethnicity as compared with the total number of firms. Please see Table E-1 through E-7 in Appendix E for detailed availability information including the breakdown by Industry Category and ethnicity of the firm owners. The Availability analyzed from the Master Vendor File includes all unique vendors in each Industry Category.

The State of Connecticut Relevant Geographic Market Area Availability for **Construction** is shown in Figure 4-1. As depicted in the figure, Non-M/WBE owned firms were 59.86% of all Construction firms followed by 15.55% of the firms owned by Nonminority Woman. Black American owned firms represented 13.61%, Hispanic American owned firms were 6.89%, while Iberian Peninsula, and Asian American owned firms reflected 2.0% and 0.93% of total Construction availability, respectively. Likewise, the Disabled American reflected 0.67%[164] and American Indian businesses accounted for 0.49 of the Construction firms located within the State of Connecticut. A total of 4,297 vendors were available in Construction in the Relevant Geographic Market area. Please see Table E-1 in Appendix E for the actual number of businesses in each category.

GSPC also conducted a Custom Census Availability analysis as an alternative measure in Appendix Q to this report.

[164] Disabled American owned firms for purposes of the Availability, Utilization, and Disparity tables are only Non-M/WBE Disabled American owned firms. An analysis of all Disabled American owned firms whether or not certified as M/WBE, is represented in Table 43.

Figure 1: ***Availability Estimates – Construction in the Relevant Geographic Market area***
FY 2017-2021
State of Connecticut Disparity Study



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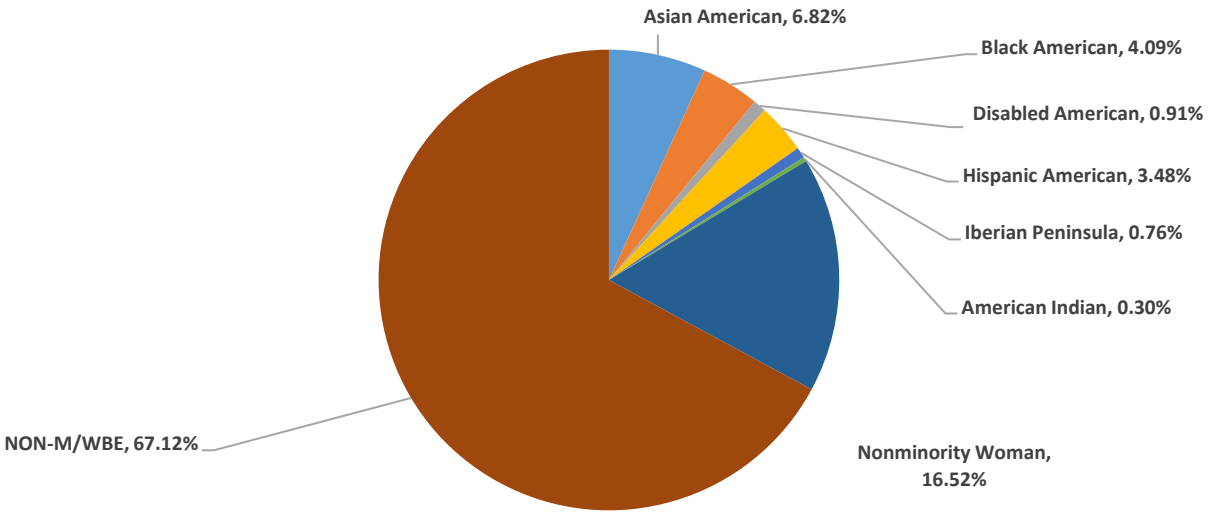
Availability of **Architectural & Engineering Firms** by Ownership in the Relevant Geographic Market area is presented in Figure 4-2. GSPC recorded 660 vendors in that area. As the figure reflects, 67.12% of all vendors that were not certified as Ethnic Minorities, Women, or owned by persons with Disabilities while 16.52% of businesses were owned by Nonminority Woman. Likewise, as depicted in Figure 4-2, Asian American businesses represented 6.82% of total firms in that category while Black Americans' businesses showed 4.09%. There were only 2 American Indian owned firms (0.30) available in this category within the Relevant Geographic Market area and proportion of Hispanic American Business owners was as low as 3.48%. Disabled American owned Businesses accounted for 0.91% and Iberian Peninsulas firms added up to 0.76% of the businesses in this category. Please see Table E-2 in Appendix E for the actual number of businesses in each category.

Figure 2: ***Availability Estimates – Architectural & Engineering in the Relevant Geographic Market area***
FY 2017-2021
State of Connecticut Disparity Study



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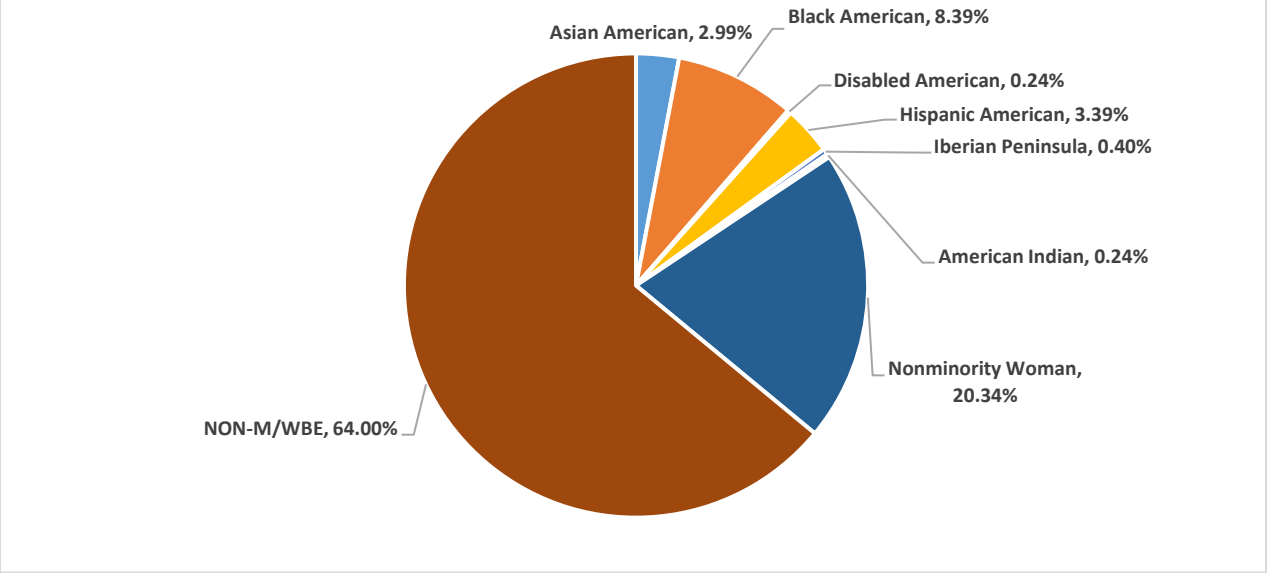
In reference to **Professional Services**, GSPC recorded 1,239 vendors in the Relevant Geographic Market area. As depicted in the Figure 3, 64% of firm owners were non-M/WBEs while 20.34% were non-minority Woman owned businesses. Black American firms accounted for 8.39 of the firms' ownership and Hispanic American represented 3.39%. Asian American owned firms accounted for 2.99% of the total and American Indian owned businesses were at 0.24% of the businesses in that area. Disabled American and Iberian Peninsula owned businesses accounted for 0.24% and 0.40%, respectively. (Please see Table E-3 in Appendix E for the actual number of businesses in each category.)

Figure 3: ***Availability Estimates – Professional Services in the Relevant Geographic Market area***
FY 2017-2021
State of Connecticut Disparity Study



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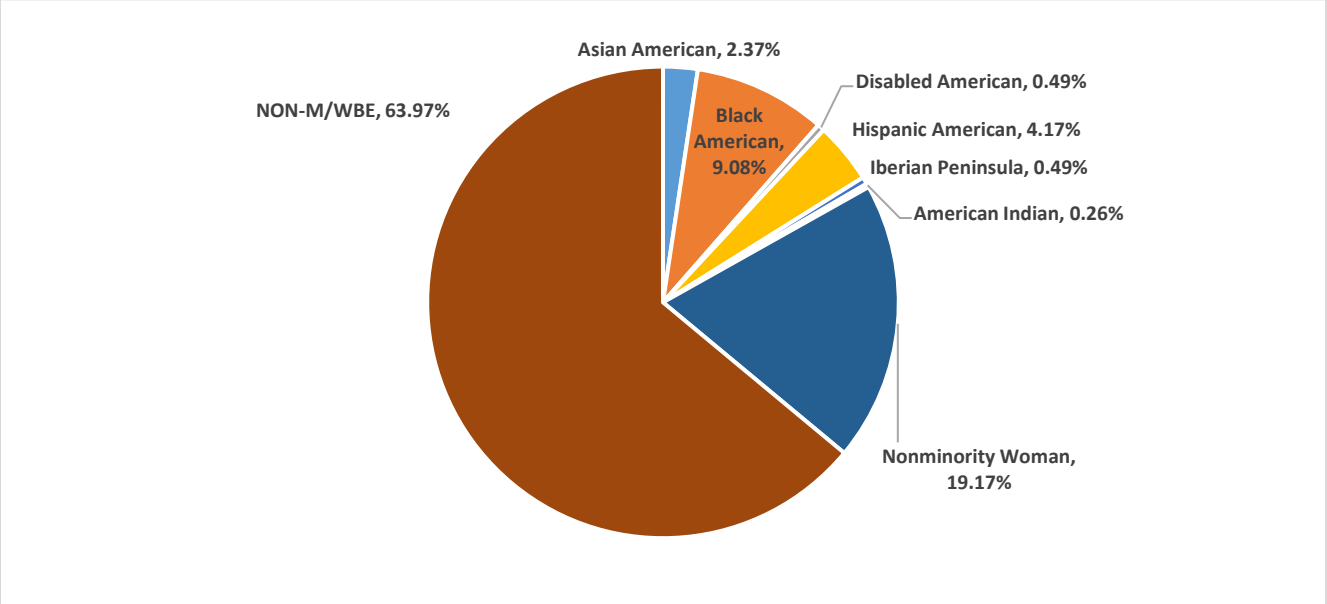
Availability of **Other Services** firms in the Relevant Geographic Market area is presented in Figure 4. There were 6,541 firms in that category (please refer to the complete listing in Appendix E, Table E-4). As depicted in Figure 4, 63.97% of the firms were owned non-M/WBEs and 19.17% were owned by non-minority Woman. The Black American owned businesses accounted for 9.08% while Hispanic Americans made up 4.17% of the firms' ownership. Asian American and American Indian businesses reflected 2.37% and 0.26%, respectively. The percentage for Disabled American and American Indian owned businesses were both 0.49% of the total.

Figure 4: ***Availability Estimates – Other Services in the Relevant Geographic Market area***
FY 2017-2021
State of Connecticut Disparity Study



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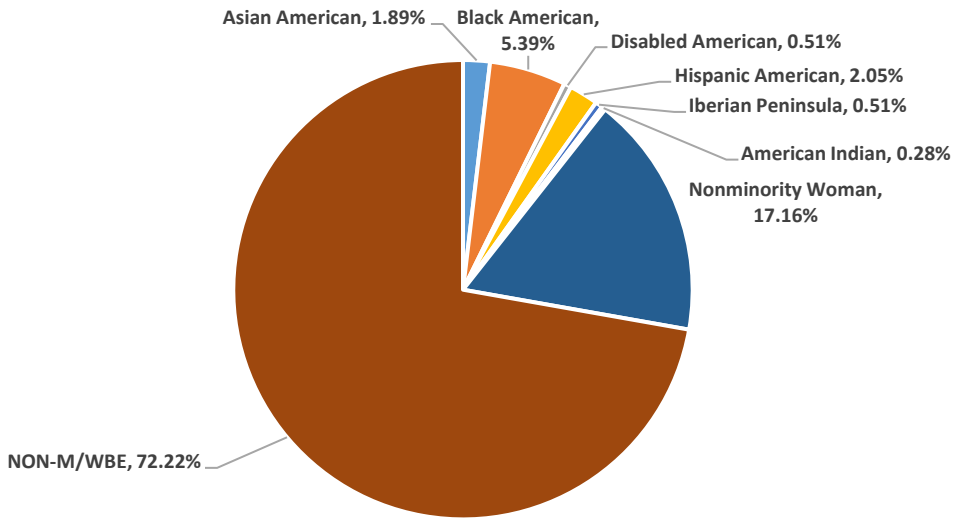
Availability of firms in the Goods category is presented in Figure 5. There were 2,541 vendors in that category. As shown in Figure 4-5, 72.22% of firms were owned by non-M/WBEs while 17.16% were non-minority Woman owned. Black American owned firms accounted for 5.39% of the total, Hispanic American owned firms reflected 2.05%, and American Indians were 0.28% of the firms. Both Disabled American and Iberian Peninsula owned businesses accounted for 0.51 % of the totals. (Please see Table E-5 in Appendix E for the actual number of businesses in each category.)

Figure 5: ***Availability Estimates – Goods in the Relevant Geographic Market area***
FY 2017-2021
State of Connecticut Disparity Study



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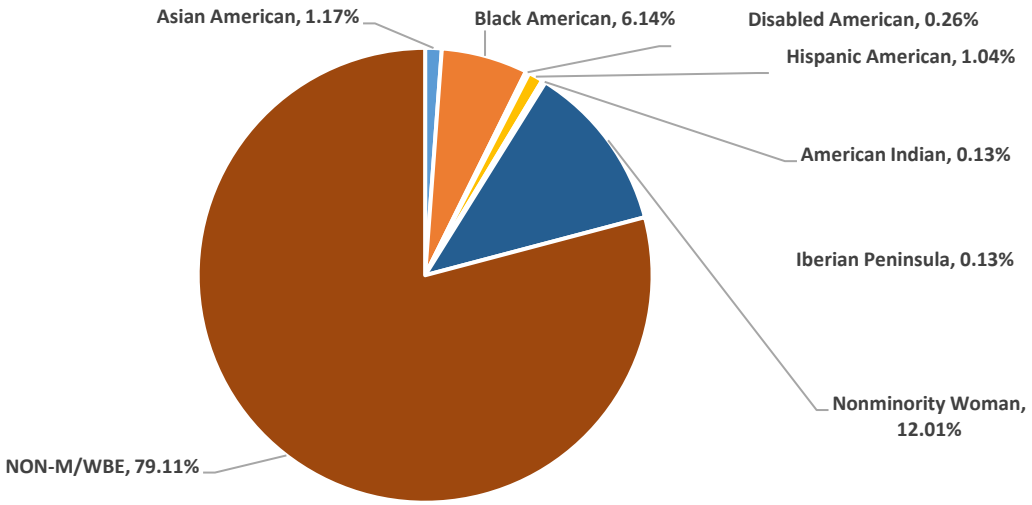
Availability of firms providing **Health & Human Services** related services are presented in Figure 6. A total of 229 businesses were identified in this category. As the figure reflects, 79.11% of the vendors were Non-M/WBEs while 12.01% of business owned by Nonminority Woman. Likewise, as depicted in the Figure, Black American owned businesses represented 6.14% of total firms in that category while Asian American owned firms showed 1.17%. There was only one American Indian owned firm (0.13) available in this category within the Relevant Geographic Market area and proportion of Hispanic American Business owners was as low as 1.04% Disabled American owned businesses accounted for 0.26% and Iberian Peninsulas firms added up to 0.13% of the business in this category. (Please see Table E-6 in Appendix E for the actual number of businesses in each category.)

Figure 6: ***Availability Estimates – Health & Human Services in the Relevant Geographic Market area***
FY 2017-2021
State of Connecticut Disparity Study



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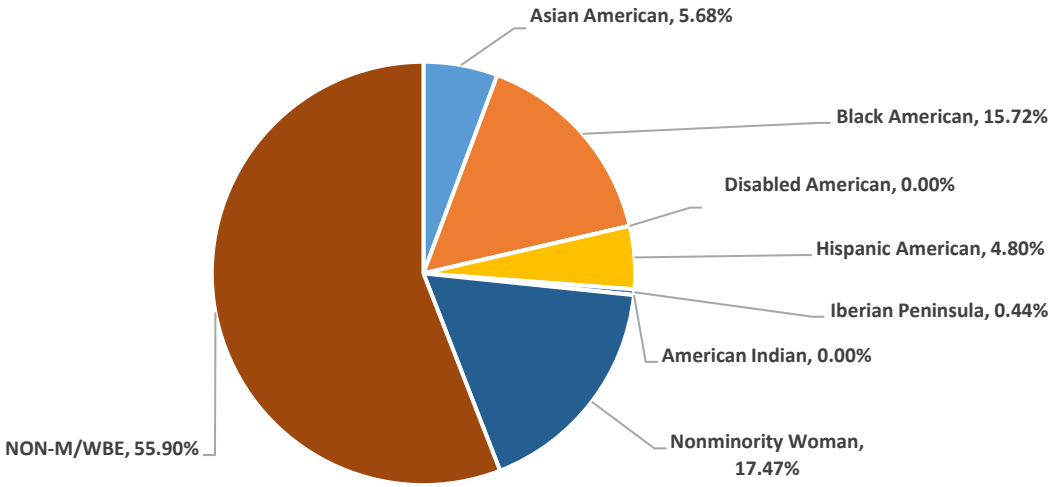
In reference to the **Financial & Investment** category, GSPC recorded 1,239 vendors in the Relevant Geographic Market area. As depicted in the Figure 7, close to 60% of firm owners were non-M/WBEs while 17.47% were non-minority Woman owned businesses. Black American firms accounted for 15.72% of the firms' ownership and Hispanic American owners represented 4.80%. Asian American owners accounted for 5.68% of the firms. There were no American Indian or Disabled American owned businesses in this category. Iberian Peninsula owned businesses accounted for 0.44% of the total. (Please see Table E-7 in Appendix E for the actual number of businesses in each category.)

Figure 7: ***Availability Estimates – Financial & Investment in the Relevant Geographic Market area***
FY 2017-2021
State of Connecticut Disparity Study



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F. Prime Utilization Analysis

PRIME UTILIZATION *is the percentage of actual payments made directly by the State of Connecticut during the Study Period to M/WBEs in comparison to all actual payments made directly to all vendors by the State during the Study Period.*

The relevant payment history for the State of Connecticut has been recorded based upon the paid amounts provided by the State. In the Prime Utilization tables below, the dollars and percentage of dollars paid in each of the seven (7) Industry Categories have been broken out by race/ethnicity and gender for each year of the Study Period. The total of each race/ethnicity and gender

group represented in the M/WBE category will, when added to the Non-M/WBE category, equal the Total Column.

As shown in Tables 15 (number of vendors utilized) and 16 (utilization in Prime Construction), only 7.52% of procurement in **Construction** was spent with M/WBEs. Table 15, in particular, shows a very limited number of M/WBE vendors were utilized in Construction area as compared to non-M/WBEs, 78 and 376, respectively. The average payment to non-M/WBE businesses in Construction category was $4,163,219 compared to $2,036,748 and $234,303 for non-minority Woman and Black American, respectively. In the same vein, the average expenditure with Hispanic American firms was only $236,259 per vendor.

Table 15: ***Number of Businesses by Business Ownership and Fiscal Year***
Prime Data, Construction
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Fiscal Year	Asian American	Black American	Disabled American	Hispanic American	Iberian Peninsula	American Indian	Total MBE	Nonminority Woman	Total M/WBE	Non-M/WBE	TOTAL
	N	N	N	N	N	N	N	N	N	N	N
2017	0	1	0	4	2	0	7	40	47	255	302
2018	0	1	0	2	2	0	5	37	42	244	286
2019	0	4	0	3	2	0	9	32	41	228	269
2020	0	5	1	4	3	0	13	31	44	214	258
2021	0	3	0	2	3	0	8	25	33	204	237
Total 2017-2021	0	14	1	15	12	0	42	165	207	1145	1352
Total Unique Number of Businesses	**0**	**7**	**1**	**7**	**3**	**0**	**18**	**60**	**78**	**376**	**454**
Fiscal Year	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**
2017	0.00%	0.33%	0.00%	1.32%	0.66%	0.00%	2.32%	13.25%	15.56%	84.44%	100.00%
2018	0.00%	0.35%	0.00%	0.70%	0.70%	0.00%	1.75%	12.94%	14.69%	85.31%	100.00%
2019	0.00%	1.49%	0.00%	1.12%	0.74%	0.00%	3.35%	11.90%	15.24%	84.76%	100.00%
2020	0.00%	1.94%	0.39%	1.55%	1.16%	0.00%	5.04%	12.02%	17.05%	82.95%	100.00%
2021	0.00%	1.27%	0.00%	0.84%	1.27%	0.00%	3.38%	10.55%	13.92%	86.08%	100.00%
Total 2017-2021	0.00%	1.04%	0.07%	1.11%	0.89%	0.00%	3.11%	12.20%	15.31%	84.69%	100.00%
Percent of Total Unique Number of Businesses	**0.00%**	**1.54%**	**0.22%**	**1.54%**	**0.66%**	**0.00%**	**3.96%**	**13.22%**	**17.18%**	**82.82%**	**100.00%**

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Table 16: *Utilization of Prime Analysis in Relevant Geographic Market area*
Prime Data, Construction
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Business Ownership Classification	2017 ($)	2018 ($)	2019 ($)	2020 ($)	2021 ($)	TOTAL ($)
Asian American	$ -	$ -	$ -	$ -	$ -	$ -
Black American	$ 100,000	$ 300,000	$ 569,496	$ 426,720	$ 243,908	$ 1,640,124
Disabled American	$ -	$ -	$ -	$ 129,550	$ -	$ 129,550
Hispanic American	$ 386,670	$ 232,232	$ 314,508	$ 495,100	$ 225,300	$ 1,653,810
Iberian Peninsula	$ 163,574	$ 55,084	$ 20,830	$ 247,134	$ 1,236,984	$ 1,723,606
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 650,245**	**$ 587,315**	**$ 904,834**	**$ 1,298,504**	**$ 1,706,192**	**$ 5,147,089**
Nonminority Woman	$ 18,156,770	$ 25,605,003	$ 29,296,849	$ 21,523,243	$ 27,623,055	$ 122,204,920
TOTAL M/WBE	**$ 18,807,014**	**$ 26,192,319**	**$ 30,201,683**	**$ 22,821,746**	**$ 29,329,247**	**$ 127,352,009**
NON-M/WBE	$ 337,138,888	$ 319,046,091	$ 341,403,398	$ 300,827,515	$ 266,954,659	$ 1,565,370,550
TOTAL FIRMS	**$ 355,945,903**	**$ 345,238,409**	**$ 371,605,081**	**$ 323,649,261**	**$ 296,283,905**	**$ 1,692,722,559**
Business Ownership Classification	**2017 (%)**	**2018 (%)**	**2019 (%)**	**2020 (%)**	**2021 (%)**	**TOTAL (%)**
Asian American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Black American	0.03%	0.09%	0.15%	0.13%	0.08%	0.10%
Disabled American	0.00%	0.00%	0.00%	0.04%	0.00%	0.01%
Hispanic American	0.11%	0.07%	0.08%	0.15%	0.08%	0.10%
Iberian Peninsula	0.05%	0.02%	0.01%	0.08%	0.42%	0.10%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**0.18%**	**0.17%**	**0.24%**	**0.40%**	**0.58%**	**0.30%**
Nonminority Woman	5.10%	7.42%	7.88%	6.65%	9.32%	7.22%
TOTAL M/WBE	**5.28%**	**7.59%**	**8.13%**	**7.05%**	**9.90%**	**7.52%**
NON-M/WBE	94.72%	92.41%	91.87%	92.95%	90.10%	92.48%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table 17 depicts the number of businesses utilized in the **Architectural & Engineering** category by the State of Connecticut during the Study period. Overall, 158 vendors were utilized in the A&E category during the Study period. Of those, 33 were M/WBEs (20.89%). On average, the non-M/WBEs earned $2,821,418 per vendor during the Study time frame, compared to $667,447 and $422,054 for non-minority Woman and Black American owned businesses, respectively (please consult Table 18). On the other hand, the average earning for Asian American owned businesses in Architectural and Engineering was as high as $2,610,486 per vendor. Likewise, the average earning per vendor for Iberian Peninsula owned firms was $1,010,508. Altogether, the M/WBE businesses earned 9.60% of the procurement expenditure in Architectural & Engineering as compared to 90.40% for non-M/WBEs (please see Table 18).

Table 17: ***Number of Businesses by Business Ownership and Fiscal Year***
Prime Data, Architectural & Engineering
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Fiscal Year	Asian American	Black American	Disabled American	Hispanic American	Iberian Peninsula	American Indian	Total MBE	Nonminority Woman	Total M/WBE	Non-M/WBE	TOTAL
	N	N	N	N	N	N	N	N	N	N	N
2017	7	2	0	3	1	0	13	8	21	97	118
2018	8	2	0	3	1	0	14	10	24	82	106
2019	8	2	0	2	2	0	14	10	24	82	106
2020	8	2	0	2	1	0	13	10	23	80	103
2021	8	2	0	2	2	0	14	13	27	81	108
Total 2017-2021	39	10	0	12	7	0	68	51	119	422	541
Total Unique Number of Businesses	**8**	**2**	**0**	**4**	**3**	**0**	**17**	**16**	**33**	**125**	**158**
	%	%	%	%	%	%	%	%	%	%	%
2017	5.93%	1.69%	0.00%	2.54%	0.85%	0.00%	11.02%	6.78%	17.80%	82.20%	100.00%
2018	7.55%	1.89%	0.00%	2.83%	0.94%	0.00%	13.21%	9.43%	22.64%	77.36%	100.00%
2019	7.55%	1.89%	0.00%	1.89%	1.89%	0.00%	13.21%	9.43%	22.64%	77.36%	100.00%
2020	7.77%	1.94%	0.00%	1.94%	0.97%	0.00%	12.62%	9.71%	22.33%	77.67%	100.00%
2021	7.41%	1.85%	0.00%	1.85%	1.85%	0.00%	12.96%	12.04%	25.00%	75.00%	100.00%
Total 2017-2021	7.21%	1.85%	0.00%	2.22%	1.29%	0.00%	12.57%	9.43%	22.00%	78.00%	100.00%
Percent of Total Unique Number of Businesses	**5.06%**	**1.27%**	**0.00%**	**2.53%**	**1.90%**	**0.00%**	**10.76%**	**10.13%**	**20.89%**	**79.11%**	**100.00%**

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Table 18: *Utilization of Prime Analysis in Relevant Geographic Market area*
Prime Data, Architectural & Engineering
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Business Ownership Classification	2017 ($)	2018 ($)	2019 ($)	2020 ($)	2021 ($)	TOTAL ($)
Asian American	$ 6,654,942	$ 3,705,839	$ 3,042,630	$ 3,476,540	$ 4,003,935	$ 20,883,886
Black American	$ 393,611	$ 243,992	$ 174,136	$ 4,115	$ 28,255	$ 844,109
Disabled American	$ -	$ -	$ -	$ -	$ -	$ -
Hispanic American	$ 761,890	$ 372,396	$ 325,919	$ 280,374	$ 263,335	$ 2,003,913
Iberian Peninsula	$ 711,630	$ 678,980	$ 1,221,627	$ 209,628	$ 209,658	$ 3,031,523
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 8,522,072**	**$ 5,001,207**	**$ 4,764,311**	**$ 3,970,658**	**$ 4,505,182**	**$ 26,763,431**
Nonminority Woman	$ 3,717,262	$ 3,171,167	$ 1,907,158	$ 1,355,281	$ 528,284	$ 10,679,152
TOTAL M/WBE	**$ 12,239,334**	**$ 8,172,374**	**$ 6,671,469**	**$ 5,325,938**	**$ 5,033,467**	**$ 37,442,583**
NON-M/WBE	$ 73,450,669	$ 70,806,109	$ 63,219,180	$ 78,619,867	$ 66,581,374	$352,677,199
TOTAL FIRMS	**$ 85,690,003**	**$ 78,978,484**	**$ 69,890,649**	**$ 83,945,805**	**$ 71,614,840**	**$390,119,782**
Business Ownership Classification	**2017 (%)**	**2018 (%)**	**2019 (%)**	**2020 (%)**	**2021 (%)**	**TOTAL (%)**
Asian American	7.77%	4.69%	4.35%	4.14%	5.59%	5.35%
Black American	0.46%	0.31%	0.25%	0.00%	0.04%	0.22%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	0.89%	0.47%	0.47%	0.33%	0.37%	0.51%
Iberian Peninsula	0.83%	0.86%	1.75%	0.25%	0.29%	0.78%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**9.95%**	**6.33%**	**6.82%**	**4.73%**	**6.29%**	**6.86%**
Nonminority Woman	4.34%	4.02%	2.73%	1.61%	0.74%	2.74%
TOTAL M/WBE	**14.28%**	**10.35%**	**9.55%**	**6.34%**	**7.03%**	**9.60%**
NON-M/WBE	85.72%	89.65%	90.45%	93.66%	92.97%	90.40%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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As shown in Tables 19 and 20, only 1.63% of procurement in Professional Services was spent with M/WBEs. Further, from the total of over $600 million spent, only 0.04% was spent with Black American owned businesses and 0.42% with Non-minority Woman owned businesses. Table 19 shows a very limited number of M/WBE vendors were utilized in **Professional Services** area (26 firms) as compared to Non-M/WBE vendors (510).

Table 19: *Number of Businesses by Business Ownership and Fiscal Year*
Prime Data, Professional Services
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Fiscal Year	Asian American	Black American	Disabled American	Hispanic American	Iberian Peninsula	American Indian	Total MBE	Nonminority Woman	Total M/WBE	Non-M/WBE	TOTAL
	N	N	N	N	N	N	N	N	N	N	N
2017	2	2	0	6	1	0	11	8	19	220	239
2018	2	2	0	4	1	0	9	7	16	201	217
2019	2	2	0	4	1	0	9	7	16	253	269
2020	2	3	0	4	1	0	10	9	19	222	241
2021	2	3	0	3	1	0	9	6	15	189	204
Total 2017-2021	10	12	0	21	5	0	48	37	85	1085	1170
Total Unique Number of Businesses	**2**	**5**	**0**	**6**	**1**	**0**	**14**	**12**	**26**	**510**	**536**
Fiscal Year	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**
2017	0.84%	0.84%	0.00%	2.51%	0.42%	0.00%	4.60%	3.35%	7.95%	92.05%	100.00%
2018	0.92%	0.92%	0.00%	1.84%	0.46%	0.00%	4.15%	3.23%	7.37%	92.63%	100.00%
2019	0.74%	0.74%	0.00%	1.49%	0.37%	0.00%	3.35%	2.60%	5.95%	94.05%	100.00%
2020	0.83%	1.24%	0.00%	1.66%	0.41%	0.00%	4.15%	3.73%	7.88%	92.12%	100.00%
2021	0.98%	1.47%	0.00%	1.47%	0.49%	0.00%	4.41%	2.94%	7.35%	92.65%	100.00%
Total 2017-2021	0.85%	1.03%	0.00%	1.79%	0.43%	0.00%	4.10%	3.16%	7.26%	92.74%	100.00%
Percent of Total Unique Number of Businesses	**0.37%**	**0.93%**	**0.00%**	**1.12%**	**0.19%**	**0.00%**	**2.61%**	**2.24%**	**4.85%**	**95.15%**	**100.00%**

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Table 20: *Utilization of Prime Analysis in Relevant Geographic Market area*
Prime Data, Professional Services
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ 262,685	$ 119,317	$ 214,905	$ 139,769	$ 175,470	$ 912,146
Black American	$ 156,355	$ 6,499	$ 25,635	$ 53,089	$ 44,226	$ 285,804
Disabled American	$ -	$ -	$ -	$ -	$ -	$ -
Hispanic American	$ 826,009	$ 1,401,644	$ 1,244,063	$ 1,288,943	$ 1,779,036	$ 6,539,694
Iberian Peninsula	$ 281	$ 7,085	$ 627	$ 1,049	$ 7,699	$ 16,741
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 1,245,329**	**$ 1,534,544**	**$ 1,485,230**	**$ 1,482,851**	**$ 2,006,432**	**$ 7,754,386**
Nonminority Woman	$ 634,055	$ 596,638	$ 424,725	$ 394,647	$ 609,343	$ 2,659,408
TOTAL M/WBE	**$ 1,879,384**	**$ 2,131,182**	**$ 1,909,955**	**$ 1,877,498**	**$ 2,615,774**	**$ 10,413,794**
NON-M/WBE	$ 162,000,277	$ 149,674,680	$ 120,738,416	$ 71,673,057	$ 124,424,075	$628,510,505
TOTAL FIRMS	**$ 163,879,661**	**$ 151,805,863**	**$ 122,648,371**	**$ 73,550,555**	**$ 127,039,849**	**$638,924,299**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	**(%)**	**(%)**	**(%)**	**(%)**	**(%)**
Asian American	0.16%	0.08%	0.18%	0.19%	0.14%	0.14%
Black American	0.10%	0.00%	0.02%	0.07%	0.03%	0.04%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	0.50%	0.92%	1.01%	1.75%	1.40%	1.02%
Iberian Peninsula	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**0.76%**	**1.01%**	**1.21%**	**2.02%**	**1.58%**	**1.21%**
Nonminority Woman	0.39%	0.39%	0.35%	0.54%	0.48%	0.42%
TOTAL M/WBE	**1.15%**	**1.40%**	**1.56%**	**2.55%**	**2.06%**	**1.63%**
NON-M/WBE	98.85%	98.60%	98.44%	97.45%	97.94%	98.37%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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The number of firms utilized and the associated amount for **Other Services** are presented in Tables 21 and 22. Comparatively speaking, the number of non-M/WBEs utilized in that category was only 6.45% of total number of businesses utilized in the Other Services category. The same trend was observed in reference to expenditure. As reflected in Table 21, only 0.50% of the total procurement was conducted with Black American business owners and as low as 3.37% with non-minority Women owned businesses.

Table 21: *Number of Businesses by Business Ownership and Fiscal Year*
Prime Data, Other Services
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Fiscal Year	Asian American	Black American	Disabled American	Hispanic American	Iberian Peninsula	American Indian	Total MBE	Nonminority Woman	Total M/WBE	Non-M/WBE	TOTAL
	N	N	N	N	N	N	N	N	N	N	N
2017	13	10	2	8	2	1	36	59	95	1107	1202
2018	9	8	2	10	1	1	31	56	87	1053	1140
2019	9	11	2	11	0	1	34	55	89	1089	1178
2020	9	8	2	8	1	0	28	47	75	1071	1146
2021	6	8	2	8	0	0	24	56	80	979	1059
Total 2017-2021	46	45	10	45	4	3	153	273	426	5299	5725
Total Unique Number of Businesses	**14**	**19**	**2**	**14**	**2**	**1**	**52**	**91**	**143**	**2075**	**2218**
	%	%	%	%	%	%	%	%	%	%	%
2017	1.08%	0.83%	0.17%	0.67%	0.17%	0.08%	3.00%	4.91%	7.90%	92.10%	100.00%
2018	0.79%	0.70%	0.18%	0.88%	0.09%	0.09%	2.72%	4.91%	7.63%	92.37%	100.00%
2019	0.76%	0.93%	0.17%	0.93%	0.00%	0.08%	2.89%	4.67%	7.56%	92.44%	100.00%
2020	0.79%	0.70%	0.17%	0.70%	0.09%	0.00%	2.44%	4.10%	6.54%	93.46%	100.00%
2021	0.57%	0.76%	0.19%	0.76%	0.00%	0.00%	2.27%	5.29%	7.55%	92.45%	100.00%
Total 2017-2021	0.80%	0.79%	0.17%	0.79%	0.07%	0.05%	2.67%	4.77%	7.44%	92.56%	100.00%
Percent of Total Unique Number of Businesses	**0.63%**	**0.86%**	**0.09%**	**0.63%**	**0.09%**	**0.05%**	**2.34%**	**4.10%**	**6.45%**	**93.55%**	**100.00%**

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Table 22: ***Utilization of Prime Analysis in Relevant Geographic Market area***
Prime Data, Other Services
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ 4,345,581	$ 2,463,860	$ 2,912,681	$ 1,803,501	$ 1,369,917	$ 12,895,539
Black American	$ 1,765,503	$ 1,366,118	$ 1,035,617	$ 1,179,391	$ 525,314	$ 5,871,942
Disabled American	$ 426,672	$ 617,008	$ 275,671	$ 488,323	$ 1,078,892	$ 2,886,566
Hispanic American	$ 402,139	$ 590,208	$ 535,484	$ 1,199,305	$ 2,419,612	$ 5,146,747
Iberian Peninsula	$ 24,229	$ 28,162	$ 16,862	$ 4,532	$ 855	$ 74,640
American Indian	$ 3,500	$ 12,395	$ 20,000	$ -	$ -	$ 35,895
TOTAL MINORITY	**$ 6,967,623**	**$ 5,077,750**	**$ 4,796,315**	**$ 4,675,053**	**$ 5,394,590**	**$ 26,911,330**
Nonminority Woman	$ 6,045,694	$ 8,059,282	$ 6,243,680	$ 6,453,806	$ 12,370,760	$ 39,173,224
TOTAL M/WBE	**$ 13,013,317**	**$ 13,137,033**	**$ 11,039,995**	**$ 11,128,859**	**$ 17,765,350**	**$ 66,084,554**
NON-M/WBE	$ 223,985,995	$ 188,339,888	$ 218,778,847	$ 201,400,318	$ 265,487,343	$1,097,992,390
TOTAL FIRMS	**$ 236,999,312**	**$ 201,476,920**	**$ 229,818,842**	**$ 212,529,177**	**$ 283,252,693**	**$1,164,076,944**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	**(%)**	**(%)**	**(%)**	**(%)**	**(%)**
Asian American	1.83%	1.22%	1.27%	0.85%	0.48%	1.11%
Black American	0.74%	0.68%	0.45%	0.55%	0.19%	0.50%
Disabled American	0.18%	0.31%	0.12%	0.23%	0.38%	0.25%
Hispanic American	0.17%	0.29%	0.23%	0.56%	0.85%	0.44%
Iberian Peninsula	0.01%	0.01%	0.01%	0.00%	0.00%	0.01%
American Indian	0.00%	0.01%	0.01%	0.00%	0.00%	0.00%
TOTAL MINORITY	**2.94%**	**2.52%**	**2.09%**	**2.20%**	**1.90%**	**2.31%**
Nonminority Woman	2.55%	4.00%	2.72%	3.04%	4.37%	3.37%
TOTAL M/WBE	**5.49%**	**6.52%**	**4.80%**	**5.24%**	**6.27%**	**5.68%**
NON-M/WBE	94.51%	93.48%	95.20%	94.76%	93.73%	94.32%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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The same trend was observed with respect to businesses in the **Goods** category. As depicted in Table 23, only five Black American and four Asian American owned businesses were utilized during the Study period, as compared to 950 Non-M/WBE owned businesses. The same proportionality was recorded in reference to Disabled American and Iberian Peninsula owned businesses in which one and four businesses were utilized, respectively. Only 48 Nonminority Woman owned businesses were utilized during the course of the Study. The analysis of data revealed a similar trend in reference to total expenditure. As shown in Table 24, Black American owned businesses gained $101,464 in contracting with the State of Connecticut compared with over $800 million spent with non-M/WBEs during the same time frame.

Table 23: ***Number of Businesses by Business Ownership and Fiscal Year***
Prime Data, Goods
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

	Asian American	Black American	Disabled American	Hispanic American	Iberian Peninsula	American Indian	Total MBE	Nonminority Woman	Total M/WBE	Non-M/WBE	TOTAL
Fiscal Year	**N**	**N**	**N**	**N**	**N**	**N**	**N**	**N**	**N**	**N**	**N**
2017	4	3	1	0	3	0	11	33	44	561	605
2018	4	1	0	0	3	0	8	30	38	560	598
2019	4	1	0	0	4	0	9	32	41	544	585
2020	3	3	0	0	3	0	9	31	40	574	614
2021	3	1	0	0	3	0	7	26	33	494	527
Total 2017-2021	18	9	1	0	16	0	44	152	196	2733	2929
Total Unique Number of Businesses	**4**	**5**	**1**	**0**	**4**	**0**	**14**	**48**	**62**	**950**	**1012**
	%	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**
2017	0.66%	0.50%	0.17%	0.00%	0.50%	0.00%	1.82%	5.45%	7.27%	92.73%	100.00%
2018	0.67%	0.17%	0.00%	0.00%	0.50%	0.00%	1.34%	5.02%	6.35%	93.65%	100.00%
2019	0.68%	0.17%	0.00%	0.00%	0.68%	0.00%	1.54%	5.47%	7.01%	92.99%	100.00%
2020	0.49%	0.49%	0.00%	0.00%	0.49%	0.00%	1.47%	5.05%	6.51%	93.49%	100.00%
2021	0.57%	0.19%	0.00%	0.00%	0.57%	0.00%	1.33%	4.93%	6.26%	93.74%	100.00%
Total 2017-2021	0.61%	0.31%	0.03%	0.00%	0.55%	0.00%	1.50%	5.19%	6.69%	93.31%	100.00%
Percent of Total Unique Number of Businesses	**0.40%**	**0.49%**	**0.10%**	**0.00%**	**0.40%**	**0.00%**	**1.38%**	**4.74%**	**6.13%**	**93.87%**	**100.00%**

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Table 24: ***Utilization of Prime Analysis in Relevant Geographic Market area***
Prime Data, Goods
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Business Ownership Classification	2017 ($)	2018 ($)	2019 ($)	2020 ($)	2021 ($)	TOTAL ($)
Asian American	$ 803,130	$ 804,289	$ 863,905	$ 4,247,044	$ 2,308,554	$ 9,026,921
Black American	$ 18,215	$ 15,584	$ 25,958	$ 21,219	$ 20,488	$ 101,464
Disabled American	$ 80	$ -	$ -	$ -	$ -	$ 80
Hispanic American	$ -	$ -	$ -	$ -	$ -	$ -
Iberian Peninsula	$ 353,997	$ 51,604	$ 123,762	$ 157,603	$ 152,214	$ 839,180
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 1,175,421**	**$ 871,476**	**$ 1,013,626**	**$ 4,425,866**	**$ 2,481,256**	**$ 9,967,645**
Nonminority Woman	$ 2,122,767	$ 1,738,056	$ 4,685,435	$ 2,705,347	$ 1,875,489	$ 13,127,094
TOTAL M/WBE	**$ 3,298,188**	**$ 2,609,533**	**$ 5,699,060**	**$ 7,131,213**	**$ 4,356,746**	**$ 23,094,739**
NON-M/WBE	$ 141,662,335	$ 142,039,889	$ 160,749,579	$ 180,561,977	$ 178,011,286	$ 803,025,067
TOTAL FIRMS	**$ 144,960,523**	**$ 144,649,422**	**$ 166,448,639**	**$ 187,693,190**	**$ 182,368,032**	**$ 826,119,806**
Business Ownership Classification	**2017 (%)**	**2018 (%)**	**2019 (%)**	**2020 (%)**	**2021 (%)**	**TOTAL (%)**
Asian American	0.55%	0.56%	0.52%	2.26%	1.27%	1.09%
Black American	0.01%	0.01%	0.02%	0.01%	0.01%	0.01%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Iberian Peninsula	0.24%	0.04%	0.07%	0.08%	0.08%	0.10%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**0.81%**	**0.60%**	**0.61%**	**2.36%**	**1.36%**	**1.21%**
Nonminority Woman	1.46%	1.20%	2.81%	1.44%	1.03%	1.59%
TOTAL M/WBE	**2.28%**	**1.80%**	**3.42%**	**3.80%**	**2.39%**	**2.80%**
NON-M/WBE	97.72%	98.20%	96.58%	96.20%	97.61%	97.20%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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As shown in Tables 25 and 26, the most dollars spent in **Health & Human Services** with an Ethnic Minority or Woman owned business was 15.47% spent with Hispanic American owned firms. Only 0.66% of procurement in Health & Human Services was spent with Nonminority Woman owned businesses. Further, from the total of over $1.25 million spent in that category, only 0.74% was spent with Black American owned businesses and 0.27% with Asian American owned businesses. Table 25, in particular, shows a very limited number of M/WBE vendors were utilized in Health & Human Services area (13 firms) as compared to non-M/WBE vendor (407).

Table 25: ***Number of Businesses by Business Ownership and Fiscal Year***
Prime Data, Health & Human Services
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

	Asian American	Black American	Disabled American	Hispanic American	Iberian Peninsula	American Indian	Total MBE	Nonminority Woman	Total M/WBE	Non-M/WBE	TOTAL
Fiscal Year	**N**	**N**	**N**	**N**	**N**	**N**	**N**	**N**	**N**	**N**	**N**
2017	1	1	0	1	0	0	3	8	11	200	211
2018	0	1	0	1	0	0	2	7	9	189	198
2019	0	1	0	1	0	0	2	5	7	215	222
2020	1	1	0	1	0	0	3	5	8	216	224
2021	1	2	0	2	0	0	5	6	11	219	230
Total 2017-2021	3	6	0	6	0	0	15	31	46	1039	1085
Total Unique Number of Businesses	**1**	**2**	**0**	**2**	**0**	**0**	**5**	**8**	**13**	**407**	**420**
Fiscal Year	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**
2017	0.47%	0.47%	0.00%	0.47%	0.00%	0.00%	1.42%	3.79%	5.21%	94.79%	100.00%
2018	0.00%	0.51%	0.00%	0.51%	0.00%	0.00%	1.01%	3.54%	4.55%	95.45%	100.00%
2019	0.00%	0.45%	0.00%	0.45%	0.00%	0.00%	0.90%	2.25%	3.15%	96.85%	100.00%
2020	0.45%	0.45%	0.00%	0.45%	0.00%	0.00%	1.34%	2.23%	3.57%	96.43%	100.00%
2021	0.43%	0.87%	0.00%	0.87%	0.00%	0.00%	2.17%	2.61%	4.78%	95.22%	100.00%
Total 2017-2021	0.28%	0.55%	0.00%	0.55%	0.00%	0.00%	1.38%	2.86%	4.24%	95.76%	100.00%
Percent of Total Unique Number of Businesses	**0.24%**	**0.48%**	**0.00%**	**0.48%**	**0.00%**	**0.00%**	**1.19%**	**1.90%**	**3.10%**	**96.90%**	**100.00%**

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Table 26: *Utilization of Prime Analysis in Relevant Geographic Market area*
Prime Data, Health & Human Services
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Business Ownership Classification	2017 ($)	2018 ($)	2019 ($)	2020 ($)	2021 ($)	TOTAL ($)
Asian American	$ 500,000	$ -	$ -	$ 684,841	$ 2,156,247	$ 3,341,087
Black American	$ 1,879,137	$ 1,796,923	$ 1,803,088	$ 1,808,993	$ 2,005,207	$ 9,293,348
Disabled American	$ -	$ -	$ -	$ -	$ -	$ -
Hispanic American	$ 30,699,763	$ 31,493,178	$ 37,734,744	$ 45,797,230	$ 48,516,425	$ 194,241,340
Iberian Peninsula	$ -	$ -	$ -	$ -	$ -	$ -
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 33,078,900**	**$ 33,290,101**	**$ 39,537,832**	**$ 48,291,064**	**$ 52,677,878**	**$ 206,875,776**
Nonminority Woman	$ 2,664,328	$ 1,550,873	$ 1,285,768	$ 977,190	$ 1,840,593	$ 8,318,752
TOTAL M/WBE	**$ 35,743,228**	**$ 34,840,974**	**$ 40,823,600**	**$ 49,268,254**	**$ 54,518,471**	**$ 215,194,528**
NON-M/WBE	$ 179,966,455	$ 177,116,872	$ 178,065,480	$ 196,868,273	$ 308,308,779	$ 1,040,325,858
TOTAL FIRMS	**$ 215,709,683**	**$ 211,957,846**	**$ 218,889,081**	**$ 246,136,527**	**$ 362,827,250**	**$ 1,255,520,386**
Business Ownership Classification	**2017 (%)**	**2018 (%)**	**2019 (%)**	**2020 (%)**	**2021 (%)**	**TOTAL (%)**
Asian American	0.23%	0.00%	0.00%	0.28%	0.59%	0.27%
Black American	0.87%	0.85%	0.82%	0.73%	0.55%	0.74%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	14.23%	14.86%	17.24%	18.61%	13.37%	15.47%
Iberian Peninsula	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**15.33%**	**15.71%**	**18.06%**	**19.62%**	**14.52%**	**16.48%**
Nonminority Woman	1.24%	0.73%	0.59%	0.40%	0.51%	0.66%
TOTAL M/WBE	**16.57%**	**16.44%**	**18.65%**	**20.02%**	**15.03%**	**17.14%**
NON-M/WBE	83.43%	83.56%	81.35%	79.98%	84.97%	82.86%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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The number of firms utilized and the associated amounts for **Financial & Investment** are presented in Tables 27 and 28. Comparatively speaking, the number of non-M/WBEs utilized in that category was only 4.88% of total number of businesses utilized in the Financial & Investment category. The same trend was observed in reference to expenditure. As reflected in Table 27, only 0.46% of the total procurement was conducted with Asian American business owners and as low as 3.34% with non-minority Woman owned businesses.

Table 27: *Number of Businesses by Business Ownership and Fiscal Year*
Prime Data, Financial & Investment
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Fiscal Year	Asian American	Black American	Disabled American	Hispanic American	Iberian Peninsula	American Indian	Total MBE	Nonminority Woman	Total M/WBE	Non-M/WBE	TOTAL
	N	N	N	N	N	N	N	N	N	N	N
2017	1	0	0	0	0	0	1	0	1	25	26
2018	1	0	0	0	0	0	1	0	1	21	22
2019	0	0	0	0	0	0	0	1	1	21	22
2020	0	0	0	0	0	0	0	1	1	18	19
2021	0	0	0	0	0	0	0	1	1	14	15
Total 2017-2021	2	0	0	0	0	0	2	3	5	99	104
Total Unique Number of Businesses	**0**	**1**	**0**	**0**	**0**	**0**	**1**	**1**	**2**	**39**	**41**
Fiscal Year	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**	**%**
2017	3.85%	0.00%	0.00%	0.00%	0.00%	0.00%	3.85%	0.00%	3.85%	96.15%	100.00%
2018	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	4.55%	0.00%	4.55%	95.45%	100.00%
2019	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.55%	4.55%	95.45%	100.00%
2020	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.26%	5.26%	94.74%	100.00%
2021	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%	6.67%	93.33%	100.00%
Total 2017-2021	1.92%	0.00%	0.00%	0.00%	0.00%	0.00%	1.92%	2.88%	4.81%	95.19%	100.00%
Percent of Total Unique Number of Businesses	**0.00%**	**2.44%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**2.44%**	**2.44%**	**4.88%**	**95.12%**	**100.00%**

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Table 28: ***Utilization of Prime Analysis in Relevant Geographic Market area***
Prime Data, Financial & Investment
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ 218,987	$ 44,364	$ -	$ -	$ -	$ 263,351
Black American	$ -	$ -	$ -	$ -	$ -	$ -
Disabled American	$ -	$ -	$ -	$ -	$ -	$ -
Hispanic American	$ -	$ -	$ -	$ -	$ -	$ -
Iberian Peninsula	$ -	$ -	$ -	$ -	$ -	$ -
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 218,987**	**$ 44,364**	**$ -**	**$ -**	**$ -**	**$ 263,351**
Nonminority Woman	$ -	$ -	$ 4,975	$ 387,835	$ 1,524,384	$ 1,917,194
TOTAL M/WBE	**$ 218,987**	**$ 44,364**	**$ 4,975**	**$ 387,835**	**$ 1,524,384**	**$ 2,180,545**
NON-M/WBE	$ 20,905,279	$ 18,876,900	$ 9,181,775	$ 2,539,299	$ 3,652,130	$55,155,383
TOTAL FIRMS	**$ 21,124,266**	**$ 18,921,264**	**$ 9,186,750**	**$ 2,927,134**	**$ 5,176,514**	**$57,335,928**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	**(%)**	**(%)**	**(%)**	**(%)**	**(%)**
Asian American	1.04%	0.23%	0.00%	0.00%	0.00%	0.46%
Black American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Iberian Peninsula	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**1.04%**	**0.23%**	**0.00%**	**0.00%**	**0.00%**	**0.46%**
Nonminority Woman	0.00%	0.00%	0.05%	13.25%	29.45%	3.34%
TOTAL M/WBE	**1.04%**	**0.23%**	**0.05%**	**13.25%**	**29.45%**	**3.80%**
NON-M/WBE	98.96%	99.77%	99.95%	86.75%	70.55%	96.20%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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G. Determination of Disparity

This section of the report addresses the crucial question of whether, and to what extent, there is disparity between the Utilization of M/WBEs as measured against their Availability in the State of Connecticut marketplace.

DISPARITY INDICES calculate the difference between the percentage of the State of Connecticut's **UTILIZATION** of M/WBEs during the Study Period and the **AVAILABILITY** percentage of M/WBEs.

1. Methodology

The statistical approach to answer this question is to assess the existence and extent of disparity by comparing the M/WBE utilization percentages (by dollars) to the percentage of the total pool of M/WBE firms in the relevant geographic and product areas. The actual disparity derived as a result of employing this approach is measured by use of a Disparity Index (DI).

The Disparity Index is defined as the ratio of the percentage of M/WBE firms utilized (U) divided by the percentage of such firms available in the marketplace, (A):

Let:	U	=Utilization percentage for the M/WBE group
	A	=Availability percentage for the M/WBE group
	DI	=Disparity Index for the M/WBE group
	DI	=U/A

The results obtained by a disparity analysis will result in one of three conclusions: overutilization, underutilization, or parity. Underutilization is when the Disparity Index is below one hundred. Overutilization is when the Disparity Index is over one hundred. Parity or the absence of disparity is when the Disparity Index is one hundred (100) which indicates that the utilization percentage equals the availability percentage. In situations where there is Availability, but no Utilization, the corresponding disparity index will be zero. Finally, in cases where there is neither Utilization nor Availability, the corresponding disparity index is undefined and designated by a dash (-) or (Small Number) symbol. Disparity analyses are presented separately for each Industry Category and for each race/gender/ethnicity group.

2. Determining the Significance of Disparity Indices

The determination that a particular ethnic or gender group has been overutilized or underutilized is not, standing alone, proof of discrimination. Typically, the determination of whether a disparity is "statistically significant" can be based on the depth of the disparity in that any disparity index that is less than 80 is

considered to be a statistically significant underutilization[165], and any disparity index over 100 is considered to be a statistically significant overutilization. The disparity indices impact as designated in the tables below as "overutilization", "underutilization", or "parity" have been bolded to indicate such statistically significant impact.

GSPC uses a statistical test that considers whether or not the typical disparity index across all vendor categories is equal to unity. This constitutes a null hypothesis of "parity[166], and the test estimates the probability that the typical disparity index departs from unity, and the magnitude of the calculated test statistic indicates whether there is typically underutilization or overrepresentation. Statistical significance tests were performed for each disparity index derived for each M/WBE group, and in each Industry Category. This approach to statistical significance is consistent with the case law and the Transportation Research Board approach to statistical significance in disparity studies.

The existence of a statistically significant disparity between the availability and utilization of Minority or Nonminority Woman-owned businesses which are determined to likely be the result of the owners' race, gender, or ethnicity will establish an inference that ongoing effects of discrimination are adversely affecting market outcomes for underutilized groups. Accordingly, such findings will impact the recommendations provided in this Study. GSPC will, in such a case, make recommendations for consideration of appropriate and narrowly tailored race/ethnicity/gender-neutral remedies for this discrimination to give all firms equal access to public contracting within the State of Connecticut. GSPC will also, if appropriate, recommend narrowly tailored race/ethnicity/gender-conscious remedies to remedy identified barriers and forms of discrimination likely affected by such disparity. If no statistically significant disparity is found to exist, or if such a disparity is not determined to be a likely result of firm owners' race, ethnicity, or gender upon their success in the marketplace, GSPC may still make recommendations to support the continuation of engagement, outreach, small business development, and non-discrimination policies in the purchasing processes of the State of Connecticut.

3. Prime Disparity Indices

The results of the statistical analysis of utilization data for seven Industry Categories are presented in Table 29. The outcomes of the statistical tests are colorized for easy understanding. As reflected in the Table, Iberian Peninsula business owners were overutilized in Architectural & Engineering. Likewise, Hispanic Americans were overutilized in the Health & Human Services category. On the other hand, all Minority owned businesses were significantly underutilized in Construction, Professional Services, Other Services, Goods, and Financial & Investment categories. Please see tables showing detailed analysis of this section in Appendix C, Tables C-1 through C-7.

[165] The 80% rule was first used in state employee procedures in the early 70's to determine a threshold for fairness and has become a standard measurement in disparity studies and other fairness measures ever since.
[166] "Parity" is the null hypothesis, meaning that the percent of vendors in the Availability list is the same as the Utilization percentage.

Table 29: *State of Connecticut Prime Disparity Indices*
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Industry Category	Business Ownership	Amount of Dollars	Percent of Dollars	Number of Available Firms	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
Construction	Asian American	$ -	0.00%	40	0.93%	0	Underutilization	*	P<.05
	Black American	$1,640,124	0.10%	585	13.61%	0.71	Underutilization	*	P<.05
	Disabled American	$129,550	0.01%	29	0.67%	1.13	Underutilization		P<.05
	Hispanic American	$1,653,810	0.10%	296	6.89%	1.42	Underutilization	*	P<.05
	Iberian Peninsula	$1,723,606	0.10%	86	2.00%	5.09	Underutilization		P<.05
	American Indian	$ -	0.00%	21	0.49%	0	Underutilization	*	P<.05
	TOTAL MBE	$5,147,089	0.30%	**1,057**	24.60%	1.24	**Underutilization**	*	P<.05
	Nonminority Woman	$122,204,920	7.22%	668	15.55%	46.44	Underutilization	*	P<.05
	TOTAL M/WBE	$127,352,009	7.52%	**1,725**	40.14%	18.74	**Underutilization**	*	P<.05
	Non-M/WBE	$1,565,370,550	92.48%	2,572	59.86%	154.5	Overutilization		
A&E	Asian American	$20,883,886	5.35%	45	6.82%	78.51	Underutilization	*	
	Black American	$844,109	0.22%	27	4.09%	5.29	Underutilization	*	P<.05
	Disabled American	$ -	0.00%	6	0.91%	0	Underutilization		P<.05
	Hispanic American	$2,003,913	0.51%	23	3.48%	14.74	Underutilization	*	P<.05
	Iberian Peninsula	$3,031,523	0.78%	5	0.76%	102.57	Overutilization		
	American Indian	$ -	0.00%	2	0.30%	0	Underutilization	*	Small Number
	TOTAL MBE	$26,763,431	6.86%	**108**	16.36%	41.92	**Underutilization**	*	P<.05
	Nonminority Woman	$10,679,152	2.74%	109	16.52%	16.58	Underutilization	*	P<.05
	TOTAL M/WBE	$37,442,583	9.60%	**217**	32.88%	29.19	**Underutilization**	*	P<.05
	Non-M/WBE	$352,677,199	90.40%	443	67.12%	134.69	Overutilization		
Professional Services	Asian American	$912,146	0.14%	37	2.98%	4.79	Underutilization	*	P<.05
	Black American	$285,804	0.04%	104	8.62%	0.52	Underutilization	*	P<.05
	Disabled American	$ -	0.00%	3	0.24%	0	Underutilization		P<.05
	Hispanic American	$6,539,694	1.02%	42	3.38%	30.27	Underutilization	*	P<.05
	Iberian Peninsula	$16,741	0.00%	5	0.40%	0.65	Underutilization		P<.05
	American Indian	$ -	0.00%	3	0.24%	0	Underutilization	*	P<.05
	TOTAL MBE	$7,754,386	1.21%	**194**	15.86%	7.65	**Underutilization**	*	P<.05
	Nonminority Woman	$2,659,408	0.42%	252	20.29%	2.05	Underutilization	*	P<.05
	TOTAL M/WBE	$10,413,794	1.63%	**446**	36.15%	4.51	**Underutilization**	*	P<.05
	Non-M/WBE	$628,510,505	98.37%	793	63.85%	154.07	Overutilization		
Other Services	Asian American	$12,895,539	1.11%	155	2.37%	46.75	Underutilization	*	P<.05
	Black American	$5,871,942	0.50%	594	9.08%	5.55	Underutilization	*	P<.05
	Disabled American	$2,886,566	0.25%	32	0.49%	50.69	Underutilization	*	P<.05
	Hispanic American	$5,146,747	0.44%	273	4.17%	10.59	Underutilization	*	P<.05
	Iberian Peninsula	$74,640	0.01%	32	0.49%	1.31	Underutilization	*	P<.05
	American Indian	$35,895	0.00%	17	0.26%	1.19	Underutilization	*	P<.05
	TOTAL MBE	$26,911,330	2.31%	**1,103**	16.86%	13.71	**Underutilization**	*	P<.05
	Nonminority Woman	$39,173,224	3.37%	1,254	19.17%	17.55	Underutilization	*	P<.05
	TOTAL M/WBE	$66,084,554	5.68%	**2,357**	36.03%	15.75	**Underutilization**	*	P<.05
	Non-M/WBE	$1,097,992,390	94.32%	4,184	63.97%	147.46	Overutilization		

Table 30: *State of Connecticut Prime Disparity Indices* (continued)

Industry Category	Business Ownership	Amount of Dollars	Percent of Dollars	Number of Available Firms	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
Goods	Asian American	$9,026,921	1.09%	48	1.89%	57.84	Underutilization	*	P<.05
	Black American	$101,464	0.01%	137	5.39%	0.23	Underutilization	*	P<.05
	Disabled American	$80	0.00%	13	0.51%	0	Underutilization	*	P<.05
	Hispanic American	$ -	0.00%	52	2.05%	0	Underutilization	*	P<.05
	Iberian Peninsula	$839,180	0.10%	13	0.51%	19.86	Underutilization	*	P<.05
	American Indian	$ -	0.00%	7	0.28%	0	Underutilization	*	P<.05
	TOTAL MBE	$9,967,645	1.21%	**270**	10.63%	11.36	**Underutilization**	*	P<.05
	Nonminority Woman	$13,127,094	1.59%	436	17.16%	9.26	Underutilization	*	P<.05
	TOTAL M/WBE	$23,094,739	2.80%	**706**	27.78%	10.06	**Underutilization**	*	P<.05
	Non-M/WBE	$803,025,067	97.20%	1,835	72.22%	134.6	Overutilization		
Health & Human Services	Asian American	$341,087	0.27%	9	1.17%	22.65	Underutilization	*	P<.05
	Black American	$9,293,348	0.74%	47	6.14%	12.06	Underutilization	*	P<.05
	Disabled American	-	0.00%	2	0.26%	0	Underutilization	*	Small Number
	Hispanic American	$194,241,340	15.47%	8	1.04%	1481.35	Overutilization		
	Iberian Peninsula	-	0.00%	1	0.13%	0	Underutilization	*	Small Number
	American Indian	-	0.00%	1	0.13%	0	Underutilization	*	Small Number
	TOTAL MBE	$206,875,776	16.48%	**68**	8.88%	185.61	**Overutilization**		
	Nonminority Woman	$8,318,752	0.66%	92	12.01%	5.52	Underutilization	*	P<.05
	TOTAL M/WBE	$215,194,528	17.14%	**160**	20.89%	82.06	**Underutilization**		
	Non-M/WBE	$1,040,325,858	82.86%	606	79.11%	104.74	Overutilization		
Financial & Investment	Asian American	$263,351	0.46%	13	5.68%	8.09	Underutilization	*	P<.05
	Black American	$ -	0.00%	36	15.72%	0	Underutilization	*	P<.05
	Disabled American	$ -	0.00%	0	0.00%	-	n/a		Small Number
	Hispanic American	$ -	0.00%	11	4.80%	0	Underutilization	*	P<.05
	Iberian Peninsula	$ -	0.00%	1	0.44%	0	Underutilization		P<.05
	Native American	$ -	0.00%	0	0.00%	-	n/a		Small Number
	TOTAL MBE	$263,351	0.46%	**61**	26.64%	1.72	**Underutilization**	*	P<.05
	Nonminority Woman	$1,917,194	3.34%	40	17.47%	19.14	Underutilization	*	P<.05
	TOTAL M/WBE	$2,180,545	3.80%	**101**	44.10%	8.62	**Underutilization**	*	P<.05
	Non-M/WBE	$55,155,383	96.20%	128	55.90%	172.1	Overutilization		

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Legend:

* Statistically significant disparity (Confidence interval of 95% and probability of error of less than 5%).
**Number too small to produce statistical significance

Significant Underutilization (Disparity percentage below 80%).

Disparity (Disparity percentage 80% to 99.9%).

Overutilized (Disparity percentage over 100%).

No color is parity

H. Threshold and Contract Size Analysis

Threshold and Contract Size Analysis show the largest contracts in each Industry Category and *Controls* or *Excludes* them prior to conducting additional statistical analysis in order to take capacity into account.

This section of the Study addresses the question of whether controlling for or excluding large contracts impact the analysis results, and whether controlling or excluding large contracts narrow the gap in disparity.

1. Methodology

To control for large contracts and to reexamine the analysis of disparity after removing the same, GSPC conducted three sets of statistical analysis:

- Threshold analysis of all contracts over $5,000 value
- Statistical analysis of all contracts with less than $1 million total amount
- Statistical analysis of all contracts with less than $500K total amount

The above procedures, individually and collectively, show the contract sizing and the potential capacity of Minority owned firms in engaging and receiving those contracts.

2. Threshold Analysis:

GSPC conducted threshold analysis on all State awarded prime contracts with a total value of $5,000 or higher during the Study period (FY 2017-2021). A threshold analysis is a practical way of showing the contract size by simply eliminating or controlling for large contracts.

Table 30 depicts the results of threshold analysis for Construction contracts. As shown in the table the average Construction contracts with a value of over $5,000 was $362,722 with a median value of $19,232, meaning that 50% of Construction contracts were less than the median amount. As the table below reflects, over 80% of contracts had a total value of $100,000 or less.

Table 31: ***Threshold Analysis, Relevant Geographic Market area***
Number of Awards, Prime Utilization, Construction
(Using Contract Dollars over $5,000, FY 2017-2021)
State of Connecticut Disparity Study

Contract Threshold	Number of Contracts	Percent of Contracts	Dollars	Percent of Dollars
5,000 to 10,000	1,456	31.35%	$ 10,824,638	0.64%
10,001 to 50,000	1,809	38.95%	$ 41,946,281	2.49%
50,001 to 100,000	475	10.23%	$ 34,219,420	2.03%
100,001 to 250,000	266	5.73%	$ 41,978,803	2.49%
250,001 to 500,000	175	3.77%	$ 63,326,086	3.76%
500,001 to 750,000	126	2.71%	$ 78,438,916	4.66%
750,001 to 1,000,000	115	2.48%	$ 68,344,054	4.06%
1,000,001 to 1,500,000	70	1.51%	$ 85,109,332	5.05%
1,500,001 to 2,000,000	45	0.97%	$ 78,454,205	4.66%
2,000,001 to 2,500,000	16	0.34%	$ 35,480,110	2.11%
2,500,001 to 5,000,000	39	0.84%	$ 142,001,041	8.43%
Over 5,000,000	52	1.12%	$ 1,004,356,374	59.62%
Total	4,644	100.00%	$ 1,684,479,260	100.00%

Mean = $362,722
Median = $19,232
Griffin & Strong, P.C. 2023

The threshold analysis of **Architectural & Engineering** (A&E) contracts is presented in Table 31. Of the total 1,183 contracts analyzed in this Study, over 58% fell between $5,000 and $50,000 categories. The table also shows that only 4.90% of the A&E contracts were $1 million or higher.

Table 32: ***Threshold Analysis, Relevant Geographic Market area***
Number of Awards, Prime Utilization, Architectural & Engineering
(Using Contract Dollars over $5,000, FY 2017-2021)
State of Connecticut Disparity Study

Contract Threshold	Number of Contracts	Percent of Contracts	Dollars	Percent of Dollars
5,000 to 10,000	215	18.17%	$ 1,565,990	0.40%
10,001 to 50,000	473	39.98%	$ 11,405,848	2.93%
50,001 to 100,000	156	13.19%	$ 11,273,519	2.90%
100,001 to 250,000	150	12.68%	$ 24,011,834	6.17%
250,001 to 500,000	83	7.02%	$ 28,832,560	7.41%
500,001 to 750,000	27	2.28%	$ 16,396,519	4.21%
750,001 to 1,000,000	21	1.78%	$ 18,517,711	4.76%
1,000,001 to 1,500,000	11	0.93%	$ 13,926,224	3.58%
1,500,001 to 2,000,000	7	0.59%	$ 12,092,391	3.11%
2,000,001 to 2,500,000	11	0.93%	$ 24,402,642	6.27%
2,500,001 to 5,000,000	12	1.01%	$ 45,055,525	11.58%
Over 5,000,000	17	1.44%	$ 181,619,355	46.68%
Total	1,183	100.00%	$ 389,100,118	100.00%

Mean = $328,910
Median = $34,063
Griffin & Strong, P.C. 2023

In reference to **Professional Services**, GSPC's analysis recorded a higher percentage of contracts in the lower amount categories. As shown in Table 32, almost 68% of Professional Services contracts fell below $100,000 value with over 52% within $5,000 and $50,000 brackets. As the table reflects, the average Professional Services contract was $600,442 with a median of $45,944.

Table 33: ***Threshold Analysis, Relevant Geographic Market area***
Number of Awards, Prime Utilization, Professional Services
(Using Contract Dollars over $5,000, FY 2017-2021)
State of Connecticut Disparity Study

Contract Threshold	Number of Contracts	Percent of Contracts	Dollars	Percent of Dollars
5,000 to 10,000	175	16.49%	$ 1,220,463	0.19%
10,001 to 50,000	380	35.82%	$ 9,060,015	1.42%
50,001 to 100,000	163	15.36%	$ 12,003,722	1.88%
100,001 to 250,000	178	16.78%	$ 26,585,675	4.17%
250,001 to 500,000	66	6.22%	$ 22,308,043	3.50%
500,001 to 750,000	19	1.79%	$ 10,804,710	1.70%
750,001 to 1,000,000	13	1.23%	$ 11,692,643	1.84%
1,000,001 to 1,500,000	12	1.13%	$ 14,931,445	2.34%
1,500,001 to 2,000,000	6	0.57%	$ 10,608,125	1.67%
2,000,001 to 2,500,000	7	0.66%	$ 16,039,608	2.52%
2,500,001 to 5,000,000	13	1.23%	$ 47,299,078	7.42%
Over 5,000,000	29	2.73%	$ 454,515,093	71.34%
Total	1,061	100.00%	$ 637,068,620	100.00%

Mean = $600,442
Median = $45,944
Griffin & Strong, P.C. 2023

GSPC recorded a similar trend following the threshold analysis of **Other Services** contracts. As reflected in Table 33, of 8,697 Other Services contracts, close to 74% were within the $5,000 and $50,000 value. Only 3.22% of Other Services contracts had a price tag of $1 million or higher. The average contract amount was $130,619 with a median of $17,292.

Table 34: ***Threshold Analysis, Relevant Geographic Market area***
Number of Awards, Prime Utilization, Other Services
(Using Contract Dollars over $5,000, FY 2017-2021)
State of Connecticut Disparity Study

Contract Threshold	Number of Contracts	Percent of Contracts	Dollars	Percent of Dollars
5,000 to 10,000	2,838	32.63%	$ 20,319,130	1.79%
10,001 to 50,000	3,597	41.36%	$ 82,386,062	7.25%
50,001 to 100,000	851	9.78%	$ 59,958,228	5.28%
100,001 to 250,000	665	7.65%	$ 106,633,120	9.39%
250,001 to 500,000	328	3.77%	$ 117,234,488	10.32%
500,001 to 750,000	138	1.59%	$ 84,147,991	7.41%
750,001 to 1,000,000	88	1.01%	$ 76,626,218	6.75%
1,000,001 to 1,500,000	64	0.74%	$ 76,591,124	6.74%
1,500,001 to 2,000,000	37	0.43%	$ 64,343,130	5.66%
2,000,001 to 2,500,000	25	0.29%	$ 55,421,501	4.88%
2,500,001 to 5,000,000	41	0.47%	$ 141,462,829	12.45%
Over 5,000,000	25	0.29%	$ 250,871,576	22.08%
Total	8,697	100.00%	$ 1,135,995,397	100.00%

Mean = $130,619
Median = $17,292
Griffin & Strong, P.C. 2023

The results of the **Goods** threshold analysis of contracts are presented in Table 34. The percentage column in that table shows the Goods Contracts were mostly in the lower brackets. As shown, nearly 90% of Goods contracts fell between the $5,000 and $50,000 interval. Only 0.69% of the Goods contracts were over $1 million.

Table 35: ***Threshold Analysis, Relevant Geographic Market area***
Number of Awards, Prime Utilization, Goods
(Using Contract Dollars over $5,000, FY 2017-2021)
State of Connecticut Disparity Study

Contract Threshold	Number of Contracts	Percent of Contracts	Dollars	Percent of Dollars
5,000 to 10,000	7,088	43.65%	$ 51,434,601	6.69%
10,001 to 50,000	7,472	46.01%	$ 152,009,386	19.77%
50,001 to 100,000	908	5.59%	$ 60,457,314	7.86%
100,001 to 250,000	353	2.17%	$ 53,534,158	6.96%
250,001 to 500,000	156	0.96%	$ 57,055,032	7.42%
500,001 to 750,000	85	0.52%	$ 52,009,219	6.76%
750,001 to 1,000,000	66	0.41%	$ 57,339,107	7.46%
1,000,001 to 1,500,000	44	0.27%	$ 53,506,853	6.96%
1,500,001 to 2,000,000	25	0.15%	$ 42,722,516	5.56%
2,000,001 to 2,500,000	5	0.03%	$ 11,475,161	1.49%
2,500,001 to 5,000,000	29	0.18%	$ 100,338,264	13.05%
Over 5,000,000	9	0.06%	$ 77,004,259	10.02%
Total	16,240	100.00%	$ 768,885,870	100.00%

Mean = $47,345
Median = $11,165
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The threshold analysis of **Health & Human Services** contracts is depicted in Table 35. Of the total 1,173 contracts analyzed in this category, over 47% fell between the $5,000 and $50,000 intervals. The table also shows that only 11.49% of the Health & Human Services contracts were $1 million or higher. The average contract amount was $1,069,046 with median of $62,100.

Table 36: ***Threshold Analysis, Relevant Geographic Market area***
Number of Awards, Prime Utilization, Health & Human Services
(Using Contract Dollars over $5,000, FY 2017-2021)
State of Connecticut Disparity Study

Contract Threshold	Number of Contracts	Percent of Contracts	Dollars	Percent of Dollars
5,000 to 10,000	239	20.38%	$ 1,778,430	0.14%
10,001 to 50,000	318	27.11%	$ 8,159,622	0.65%
50,001 to 100,000	118	10.06%	$ 9,186,181	0.73%
100,001 to 250,000	145	12.36%	$ 23,207,581	1.85%
250,001 to 500,000	62	5.29%	$ 21,073,874	1.68%
500,001 to 750,000	37	3.15%	$ 22,577,784	1.80%
750,001 to 1,000,000	114	9.72%	$ 109,338,038	8.72%
1,000,001 to 1,500,000	25	2.13%	$ 30,907,065	2.46%
1,500,001 to 2,000,000	32	2.73%	$ 55,962,206	4.46%
2,000,001 to 2,500,000	9	0.77%	$ 19,755,125	1.58%
2,500,001 to 5,000,000	29	2.47%	$ 95,329,528	7.60%
Over 5,000,000	45	3.84%	$ 856,715,489	68.32%
Total	1,173	100.00%	$ 1,253,990,923	100.00%

Mean = $1,069,046
Median = $62,100
Griffin & Strong, P.C. 2023

In reference to **Financial & Investment**, GSPC's analysis recorded a majority of contracts in the lower amount intervals. As shown in Table 36, over 69% of Financial & Investment contracts fell below $100,000 in value with close to 55% within the $5,000 and $50,000 brackets. As the table reflects the average contract amount was $468,920 with a median of $40,994.

Table 37: ***Threshold Analysis, Relevant Geographic Market area***
Number of Awards, Prime Utilization, Financial & Investment
(Using Contract Dollars over $5,000, FY 2017-2021)
State of Connecticut Disparity Study

Contract Threshold	Number of Contracts	Percent of Contracts	Dollars	Percent of Dollars
5,000 to 10,000	16	14.41%	$ 117,871	0.23%
10,001 to 50,000	45	40.54%	$ 1,069,825	2.06%
50,001 to 100,000	16	14.41%	$ 1,179,046	2.27%
100,001 to 250,000	14	12.61%	$ 2,352,217	4.52%
250,001 to 500,000	6	5.41%	$ 2,363,492	4.54%
500,001 to 750,000	0	0.00%	$ -	0.00%
750,001 to 1,000,000	3	2.70%	$ 2,497,298	4.80%
1,000,001 to 1,500,000	3	2.70%	$ 3,535,460	6.79%
1,500,001 to 2,000,000	2	1.80%	$ 3,238,372	6.22%
2,000,001 to 2,500,000	1	0.90%	$ 2,381,890	4.58%
2,500,001 to 5,000,000	2	1.80%	$ 8,085,671	15.53%
Over 5,000,000	3	2.70%	$ 25,228,992	48.47%
Total	111	100.00%	$ 52,050,134	100.00%

Mean = $468,920
Median = $40,994
Griffin & Strong, P.C. 2023

a) Contract Size Analysis

In this set of analyses, GSPC used a statistical control procedure by excluding contracts over $1 million to investigate the potential disparity, particularly for Minority owned businesses with lower capacity. The results are presented in summary Table 37. As shown in Table 37, most categories showed significant disparity. Comparing this table with the statistical analysis for all prime data (Table 29), one can observe an improved disparity index, particularly for the Nonminority Woman owned businesses (Construction), Asian American owned businesses (Architectural & Engineering and Goods) and Disabled American owned businesses (Other Services). Conversely, the table shows a higher disparity index for Iberian Peninsula

owned businesses (A&E) and Hispanic American owned businesses (Health & Human Services). Overall, controlling for contracts over $1 million reduced the disparity percentages for most M/WBE categories. Please see tables showing detailed analysis of this section in Appendix H, Tables H-1 through H-7.

Table 38: ***Disparity Results, all Prime Awards***
Prime Data Disparity Results for Contract Less than $1 million
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Firm Ownership	Procurement Categories						
	Construction	Architectural & Engineering	Professional Services	Other Services	Goods	Health & Human Services	Financial & Investment
Asian American	0.00*	80.95	8.88*	80.38	54.82*	13.84*	19.94*
Black American	2.21*	14.05*	0.96*	9.52*	0.33*	0.39*	0.00*
Disabled American	3.53*	0.00*	0.00*	87.21	0.00*	**	**
Hispanic American	4.41*	39.14*	35.72*	18.23*	0.00*	13.39*	0.00*
Iberian Peninsula	15.82*	73.33*	1.20*	2.26*	28.79*	**	0.00*
American Indian	0.00*	**	0.00*	2.04*	**	**	**
TOTAL Ethnic Minority	**3.84***	**48.97***	**9.84***	**23.56***	**11.30***	**3.68***	**4.25***
Nonminority Woman	101.58	13.09*	2.32*	21.22*	13.42*	11.18*	47.17*
TOTAL M/WBE	**41.69***	**30.95***	**5.62***	**22.31***	**12.61***	**7.99***	**21.25***
Non-M/WBE	139.11	133.83	153.44	143.76	133.62	124.29	162.14

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Legend:

* Statistically significant disparity (Confidence interval of 95% and probability of error of less than 5%).
**Number too small to produce statistical significance

Significant Underutilization (Disparity percentage below 80%).
Disparity (Disparity percentage 80% to 99.9%).
Overutilized (Disparity percentage over 100%).
No color is parity

GSPC also analyzed all contracts under $500,000 to detect and record the sources of disparity. As shown in Table 38, the disparity indices produced mixed results reflecting a higher rate of disparity among minority groups when the contracts fell below a certain dollar amount. Please see tables showing detailed analysis of this section in Appendix I, Tables I-1 through I-5.

Table 39: ***Disparity Results, all Prime Awards***
Prime Data Disparity Results for Contract Less than $ 500K
(Using Payment Dollars, FY 2017-2021)
State of Connecticut Disparity Study

Firm Ownership	Procurement Categories						
	Construction	Architectural & Engineering	Professional Services	Other Services	Goods	Health & Human Services	Financial & Investment
Asian American	0*	76.14*	9.36*	84.22	52.84*	17.87*	21.43*
Black American	2.86*	17.23*	1.01*	11.74*	0.40*	0.50*	0*
Disabled American	4.56*	0*	0*	108.24	0*	**	**
Hispanic American	5.71*	24.45*	36.44*	21.80*	0*	2.66*	0*
Iberian Peninsula	11.76*	89.95	1.27*	2.80*	35.17*	**	0*
American Indian	0*	0.00	0*	2.36*	**	**	**
TOTAL Ethnic Minority	4.26*	45.41*	10.11*	26.81*	**11.29***	3.02*	4.57*
Nonminority Woman	81.31	9.53*	2.45*	25.47*	14.76*	14.43*	30.73*
TOTAL M/WBE	34.10*	27.39*	5.81*	26.10*	**13.44***	9.58*	14.93*
Non-M/WBE	144.20	135.57	153.33	141.63	133.30	123.87	167.13

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Legend:

* Statistically significant disparity (Confidence interval of 95% and probability of error of less than 5%).
**Number too small to produce statistical significance

Significant Disparity (Disparity percentage below 80%).
Disparity (Disparity percentage 80% to 99.9%).
Over Utilized (Disparity percentage over 100%).
No color is parity

The above three sets of statistical analyses, individually and collectively, provide a response to concerns about the impact of contract size in the analysis of disparity. Even with contracts under $500,000, GSPC recorded disparity in most Industry Categories.

I. Analysis of Disparity Using Certified SBE Businesses

Analysis of Prime payment data revealed that proportionately, SBE Certified vendors earned more in Architectural & Engineering than other categories (Table 39). Altogether, 13.49% of the total procurement included in the Disparity Study was conducted with the Certified SBE vendors in the State of Connecticut.

Table 40: ***SBE Expenditure in all Prime Payments***
FY 2017-2021
Disparity Results, all Prime Awards
State of Connecticut Disparity Study

Category	Total Amount	SBE Certified		Not SBE Certified	
		$	%	$	%
Construction	$ 1,692,722,559	$ 392,801,201	23.21%	$ 1,299,921,359	76.79%
Architectural & Engineering	$ 390,119,782	$ 134,680,466	34.52%	$ 255,439,316	65.48%
Professional Services	$ 638,924,299	$ 73,450,295	11.50%	$ 565,474,004	88.50%
Other Services	$ 1,164,076,944	$ 146,864,337	12.62%	$ 1,017,212,607	87.38%
Goods	$ 826,119,806	$ 54,071,266	6.55%	$ 772,048,540	93.45%
Health & Human Services	$ 1,255,520,386	$ 8,697,253	0.69%	$ 1,246,823,133	99.31%
Financial & Investment	$ 57,335,928	$ 2,307,584	4.02%	$ 55,028,344	95.98%
	$ -				
Total	**$ 6,024,819,705**	**$ 812,872,401**	**13.49%**	**$ 5,211,947,304**	**86.51%**

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A summary of disparity analysis using only SBE Certified vendors by race/ethnicity/gender is presented in Table 40. The list of available vendors for this section was limited to all SBEs. As the summary reflects, disparity analysis could not be conducted due to "Small Numbers" in several categories. Nevertheless, the analysis showed:

- Overutilization of Asian American owned businesses in Architectural & Engineering, Other Services, Goods, and Health & Human Services.
- Nonminority Woman owned businesses showed overutilization in all but in A&E and Professional Services categories.
- Overutilization of Black American owned businesses in Goods and Hispanic American businesses in A&E and Other Services categories.

Please see all related tables in Appendix K through M.

Table 41: ***Prime Data Disparity Results for Certified SBE Firms by Race/Gender/Ethnicity***
FY 2017-2021
State of Connecticut Disparity Study

Firm Ownership	Procurement Categories						
	Construction	Architectural & Engineering	Professional Services	Other Services	Goods	Health & Human Services	Financial & Investment
Asian American	0*	293.70	**	4254.66	6270.18	2266.51	**
Black American	0*	**	**	0*	135.54	**	**
Disabled American	69.59*	**	**	**	**	**	**
Hispanic American	**	120.04	0*	745.40	**	**	**
Iberian Peninsula	**	0.16*	**	92.05	**	**	**
American Indian	**	**	**	44.51*	**	**	**
TOTAL Ethnic Minority	26.55*	200.26	0*	1360.26	4225.30	2266.51	**
Nonminority Woman	365.38	37.51*	**	177.01	320.18	199.78	4403.36
TOTAL M/WBE	314.23	118.88	0*	402.39	829.54	1233.15	4403.36
Non-M/WBE	94.48	99.42	100.60	92.86	77.08	60.24	17.24*

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Legend:

* Statistically significant disparity (Confidence interval of 95% and probability of error of less than 5%).
**Number too small to produce statistical significance

Significant Underutilization (Disparity percentage below 80%).
Disparity (Disparity percentage 80% to 99.9%).
Overutilized (Disparity percentage over 100%).

No color is parity

A summary of disparity analysis between SBE Certified vendors and all vendors is presented in Table 41. This analysis showed that there was Underutilization of SBE Certified vendors in all Industry Categories except that in Professional Services there was Underutilization, but it was not statistically significant.

Table 42: ***Prime Data Disparity Results for Certified SBE Firms Compared to All Firms***
FY 2017-2021
State of Connecticut Disparity Study

Category	Total Utilization	SBE Utilization	% of Utilization	Total Availability	SBE Availability	Percent of Availability	SBE Disparity Index	Disparate Impact
	$	$	%	#	#	%		
Construction	$ 1,692,722,559.26	$ 392,801,201	23.21%	4297	2110	49.10%	47.26	Underutilized
Architectural & Engineering	$ 390,119,781.64	$ 134,680,466	34.52%	660	334	50.61%	68.22	Underutilized
Professional Services	$ 638,924,298.67	$ 73,450,295	11.50%	1239	168	13.56%	84.78	Underutilized
Other Services	$ 1,164,076,943.88	$ 146,864,337	12.62%	6541	1821	27.84%	45.32	Underutilized
Goods	$ 826,119,806.39	$ 54,071,266	6.55%	2541	755	29.71%	22.03	Underutilized
Health & Human Services	$ 1,255,520,386.43	$ 8,697,253	0.69%	766	59	7.70%	8.99	Underutilized
Financial & Investment	$ 57,335,928.25	$ 2,307,584	4.02%	229	53	23.14%	17.39	Underutilized
				0				
Total	$ 6,024,819,704.52	$ 812,872,401	13.49%	16273	5300	32.57%	41.43	Underutilized

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J. Subcontract Summary

The State does not track all payments to subcontractors, therefore GSPC used a Prime Vendor Questionnaire to collect subcontracting data. The Study Team sent out a six question questionnaire to all firms in the Relevant Geographic Market area that received awards during the Study Period in the Industry Categories of Construction, A&E, Health & Human Services, Other Services and Professional Services[167] to ask them who their subcontractors were and how much they were paid. Of the 3,897 firms that received a questionnaire, 194 or 5% of firms responded to the Prime Vendor Questionnaire. The responses reflect 1,626 cases of subcontracts. Of those 1,626 cases, 640 payments were excluded because the subcontractor payment either pre-dated or post-dated the Study period.

From the remaining responses, GSPC made inferences about the State's subcontracting. Table 42 below shows that of the amount of MWBE subcontracting reported, most was conducted in Construction with Nonminority Women gaining 16.05% of all reported subcontracting payments. Hispanic American and Black American owned businesses earned 3.39% and 3.87% of reported subcontracting dollars. Non-M/WBE received 76.05% of reported Construction subcontracting payments.

[167] The Industry Category of Goods was not included as there is little or no subcontracting in this category.

GSPC notes that the sample size of responses from the Prime Vendor Questionnaire was small. This is taken into account in the types of recommendations that GSPC makes in reliance upon the Prime Vendor Questionnaire.

Table 43: *Prime Data Subcontract Summary*
FY 2017-2021
State of Connecticut Disparity Study

Category	Firm's Ownership	Paid Subcontract Amount During FY 2017-	Percent
A&E	Asian American	$ 4,000	4.68%
	Black American	$ -	0.00%
	Disabled	$ -	0.00%
	Hispanic American	$ 4,785	5.60%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ -	0.00%
	Non M/WBE	$ 76,624	89.71%
	Total A&E	**$ 85,409**	**100.00%**
Construction	Asian American	$ 636,400	0.40%
	Black American	$ 6,109,124	3.87%
	Disabled	$ 11,934	0.01%
	Hispanic American	$ 5,344,404	3.39%
	Iberian Peninsula	$ 62,628	0.04%
	American Indian	$ 307,467	0.19%
	Nonminority Woman	$ 25,335,096	16.05%
	Non M/WBE	$ 120,006,044	76.04%
	Total Construction	**$ 157,813,096**	**100.00%**
Other Services	Asian American	$ -	0.00%
	Black American	$ -	0.00%
	Disabled	$ -	0.00%
	Hispanic American	$ -	0.00%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ -	0.00%
	Non M/WBE	$ 68,269	100.00%
	Total Other Services	**$ 68,269**	**100.00%**
Total	Asian American	$ 640,400	0.41%
	Black American	$ 6,109,124	3.87%
	Disabled	$ 11,934	0.01%
	Hispanic American	$ 5,349,189	3.39%
	Iberian Peninsula	$ 62,628	0.04%
	American Indian	$ 307,467	0.19%
	Nonminority Woman	$ 25,335,096	16.04%
	Non M/WBE	$ 120,150,937	76.06%
	Total Subcontract Amount	**$ 157,966,774**	**100.00%**

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K. Certified Disabled Businesses

Table 43 shows the prime amount paid to Certified Disabled businesses during the Study period. As the table below reflects, most payments were related to Other Services category.

Table 44: *Distribution of Prime Dollars by Disabled Ownership and Fiscal Year*
FY 2017-2021
State of Connecticut Disparity Study

Business Ownership Classification	2017 ($)	2018 ($)	2019 ($)	2020 ($)	2021 ($)	TOTAL ($)
Construction	$ -	$ -	$ -	$ 129,550	$ -	$ 129,550
Architectural & Engendering	$ -	$ -	$ -	$ -	$ -	$ -
Professional Services	$ -	$ -	$ -	$ -	$ -	$ -
Other Services	$ 426,672	$ 617,008	$ 275,671	$ 488,323	$ 1,078,892	$ 2,886,566
Goods	$ 80	$ -	$ -	$ -	$ -	$ 80
Health & Human Services	$ -	$ -	$ -	$ -	$ -	$ -
Financial & Investment	$ -	$ -	$ -	$ -	$ -	$ -
Total	$ 426,751	$ 617,008	$ 275,671	$ 617,873	$ 1,078,892	$ 3,016,196
Business Ownership Classification	**2017 (%)**	**2018 (%)**	**2019 (%)**	**2020 (%)**	**2021 (%)**	**TOTAL (%)**
Construction	0.00%	0.00%	0.00%	20.97%	0.00%	4.30%
Architectural & Engendering	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professional Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other Services	99.98%	100.00%	100.00%	79.03%	100.00%	95.70%
Goods	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%
Health & Human Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Financial & Investment	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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Additionally, an analysis of prime payment data revealed that Certified Disabled owned businesses proportionally earned the most in Construction (Table 44). Overall, .05%, or $3,016,916 of all procurement during the Study period was conducted with Disabled American owned businesses. This work was conducted with 3.54% of all available Disabled American owned businesses in the State of Connecticut.

Table 45: *Utilization and Availability of Disabled Owned Businesses*
Including Firms with Declared Race, Ethnicity and Gender
FY 2017-2021
State of Connecticut Disparity Study

Procurement Categories	Amount Spent FY 2017-2021			Number of Firms Utilized		
	Total Utilization	Utilization with Disabled Firms	Percent	Available Disabled Firms	Number of Firms Utilized	Percent
Construction	$ 1,692,722,559	$ 1,161,854	0.07%	36	2	5.56%
A&E	$ 390,119,782	$ -	0.00%	6	0	0.00%
Professional Services	$ 638,924,299	$ -	0.00%	3	0	0.00%
Other Services	$ 1,164,076,944	$ 4,466,289	0.38%	48	4	8.33%
Goods	$ 826,119,806	$ 34,243	0.00%	18	2	11.11%
Health & Human Services	$ 1,255,520,386	$ -	0.00%	2	0	0.00%
Financial & Investment	$ 57,335,928	$ -	0.00%	0	0	0.00%
Total	$ 6,024,819,704	$ 5,662,385	0.09%	113	8	7.08%

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L. Agency, Department, and Commission Utilization Tables

Appendix N shows the breakdown of the Prime payment amount by the State of Connecticut Agencies, Departments, and Commissions. Of the sixty (60) Agencies, Departments, and Commissions, six had no Ethnic Minority owned firm participation as prime vendors, and 4 had no participation by Nonminority Women, with two having no participation of any MBEs.

M. Quantitative Evidence Conclusion

The Study Team's analysis of the percentage of vendors utilized and payments made in each Industry Category revealed that a proportionately smaller number of M/WBE businesses were utilized in all Industry Categories compared to their Availability in the State. With the exception of Iberian Peninsula American owned businesses in Architectural & Engineering and Hispanic American owned businesses in Health & Human Services, every M/WBE group was significantly underutilized in each Industry Category throughout the Study Period as prime vendors.

The Threshold and Contract Sizing analyses revealed that most contracts, in all Industry Categories, were valued between $5,000 and $50,000. In addition, after controlling for contracts over $1 million, significant improvement in disparity index appeared in most categories. The disparity remained with most contract categories for M/WBE firms when the analysis was limited to only contracts under $500,000.

VI. ANALYSIS OF MARKETPLACE CONTRACTING DISPARITIES IN THE STATE OF CONNECTICUT MARKET AREA

A. Introduction

In this section GSPC considers the market entry, private sector, public contracting and subcontracting outcomes, and other relevant market experiences of Ethnic Minority and Women owned firms relative to non-MWBE firms in the State of Connecticut Market Area[168]. The Study team's analysis utilizes data from businesses that are willing, able, or have actually contracted/subcontracted for goods and services in the State of Connecticut Market Area. The aim was to determine if the likelihood of successful contracting/subcontracting opportunities—actual and perceived—in the State of Connecticut Market Area is conditioned, in a statistically significant manner, on the race, ethnicity, gender, or disability status of firm owners. Such an analysis is a useful and important complement to estimating simple disparity indices, meaning that a disparity exists without analysis as to what caused the disparity. In other words, a simple disparity index assumes that all things important for firm success and failure are equal among businesses competing for public contracts. This analysis is based on unconditional moments, that is, statistics that do not necessarily inform causality or the source of differences across such statistics. As simple disparity indices do not condition on possible confounders[169]of new firm entry and success and failure in public sector contracting/subcontracting by businesses. Just because there is a simple disparity it cannot be concluded that there is a likelihood of disparate treatment without ruling out certain neutral factors. Further details on this statistical analysis is provided in Appendix O.[170]

To the contrary, GSPC's analysis posits that there are possible confounders of success and failure in the entry of new firms in the market and public sector contracting/subcontracting that are sources of heterogeneity, or diverse characteristics among businesses that lead to differences in success and failure. Failure to condition on the sources of heterogeneity in success/failure of new firm formation and public sector contracting/subcontracting outcomes can leave simple disparity indices devoid of substantive policy implications as they ignore the extent to which firm owner race/ethnicity characteristics are causal factors. Disparate outcomes could possibly reflect in whole or in part, outcomes driven by disparate business firm

[168] In particular, the relevant market is the State of Connecticut.
[169] A confounder can be defined as a variable that, when added to the regression model, changes the estimate of the association between the main independent variable of interest (exposure) and the dependent variable (outcome) by 10% or more.
[170] While causal estimates are difficult to secure in observational studies, correlation is consistent with causation. In general, regression parameters capture "condition mean outcomes" which informs how a particular characteristic such as race/gender/ethnicity change the expected value of some outcome of interest (e.g. prime contract awards). This is particularly true in regression parameter estimates when there are sufficient controls that allow contrasts between individuals who are similar in characteristics other than their race/ethnicity/gender. In the GSPC regression methodology, we control for race/ethnicity/gender neutral factors which allow for estimating the effects of race/ethnicity/gender alone on the outcomes of interest.

characteristics that matter fundamentally for success/failure in the formation of new firms and public sector contracting/subcontracting outcomes. If the race, ethnicity, or gender status of a firm owner conditions lower likelihoods of success/failure, this would be suggestive of these salient and mostly immutable characteristics causing the observed disparities.

A broad context for considering disparities by firm ownership status can be informed by considering private sector outcomes in the relevant State of Connecticut Market Area. In general, the success and failure of MWBEs and Disabled owned firms in public contracting could be conditioned by their outcomes in the private sector regarding their revenue generating capacity. The value of a descriptive private sector analysis is that it situates disparity analyses in the "but-for" justification. Ayres and Vars (1998), in their consideration of the constitutionality of public affirmative programs posit a scenario in which private suppliers of financing systematically exclude or charge higher prices to Minority businesses, which potentially increases the cost of which Minority owned businesses can provide services required under public contracts relative to non-Minority owned businesses.[171] This private discrimination means that MWBEs may only have recourse to higher cost financing due to facing discrimination in private sector capital markets, which compromises the competitiveness of their bids. Such a perspective on discrimination suggests that barriers faced by MWBEs in the private sector can rationalize targeted contracting programs by political jurisdictions, as the counterfactual is that in the absence of such private sector discrimination, they would be able to compete with other firms in bidding for public contracts.

B. Firm Revenue

Table 45 below reports on firm ownership type for "employer-firms" and "proxied" sales revenue for the State of Connecticut—the relevant market area—from the US Census Bureau's Annual Business Survey (ABS).[172] GSPC's descriptive private sector analysis considers the percentage of representation in the population of firms and revenue across the available and relevant firm ownership type classifications.[173]

171 See: Ayres, Ian, and Fredrick E. Vars. 1998, "When does private discrimination justify public affirmative action?" Columbia Law Review, 98: 1577-1641.

172 ABS data are publicly available at https://www.census.gov/programs-surveys/abs/data.htm.l The ABS provides information on selected economic and demographic characteristics for businesses and business owners by sex, ethnicity, race, and veteran status. Further, the survey measures research and development (for microbusinesses), new business topics such as innovation and technology, as well as other business characteristics. The ABS is conducted jointly by the U.S. Census Bureau and the National Center for Science and Engineering Statistics within the National Science Foundation. It replaces the five-year Survey of Business Owners for employer businesses, the Annual Survey of Entrepreneurs, the Business R&D and Innovation for Microbusinesses survey, and the innovation section of the Business R&D and Innovation Survey. The most recent data for the Aurora MSA for which firm revenue data are available is for the year 2017. As sales revenue data are not sufficiently and uniformly reported, we proxy sales with a firm's payroll, which is proportional to payroll.

173 The data are only reportable for firms with data that can be captured without any sacrifice of confidentiality or reliability. In some instances, there are firms in revenue/sales categories for which this condition is not met, and their operating data is not reported in the publicly available version of the ABS—this is indicated by an entry of "Suppressed" in Table 45. In this context, while this may impart a bias to Table 45, data for firms that cannot satisfy the confidentiality requirements are likely very small, and account for a small percentage of overall market revenue.

Measuring at the firm level, business ownership is defined as having 51% or more of the stock or equity in the business and is categorized by sex, ethnicity, race, veteran status, and publicly held and other firms not classifiable by sex, ethnicity, race, and veteran status.

For the State of Connecticut Market Area, Table 45 reveals that relative to White owned firms, the estimated revenue shares of each Minority owned firm never exceeds 6.5% (Hispanics).[174] All MWBEs have estimated revenue shares far smaller than their firm representation shares. Relative to firms owned by Whites in the State of Connecticut Market Area, exclusive of Women owned firms—some of whom are Whites—the individual MWBE revenue shares are of a large order of magnitude below their implied 17% (approximately) firm representation shares.[175] The revenue shares analysis is suggestive of, but not necessarily causal evidence for, MWBEs facing discriminatory barriers in the private sector of the State of Connecticut Market Area.[176]

Table 46: *Firm Ownership Type and Revenue Characteristics*
State of Connecticut Market Area:
Census Bureau Annual Business Survey
State of Connecticut Disparity Study

Ownership Structure	Number of Firms	Percentage of all Firms (approximate)	Market Area Total Revenue (proxied by payroll)	Percentage of Market Area Total Revenue (approximate	Ratio of Firm Share to Proxied Revenue Share
All	66,032	100	$98,118,010	100	1.0
Women	11,803	.178	$4,013,835	.041	4.34
White	54,517	.826	$33,799,495	.345	2.39
Black American	943	.014	$338,599	.003	4.67
American Indian & Alaskan Native	Suppressed	Suppressed	Suppressed	Suppressed	Suppressed
Asian American	5,648	.086	$ 1,421,758	.014	6.14
Native Hawaiian & Other Pacific Islanders	18	.00002	$ 1,503	.00001	2.0
Hispanic American	2,620	.039	$ 630,395	.006	6.5
Unclassifiable by sector, race, gender, ethnicity	4,756	.072	$ 62,626,236	.638	.113

[174] The percentages do not ``add-up" to one, as the Women ownership category is not "mutually exclusive" of the other race/ethnicity/gender categories.
[175] This implied MWBE share is simply 1 minus the firm share of firms owned by Whites.
[176] This can be ascertained by simply computing the ratio of each MWBEs firm share to total revenue share. For example, in the case of firms owned by Asian Americans, this ratio is approximately 6.14, in contrast to approximately 2.39 for firms owned by Whites. In this context, relative to firms owned by Whites, firms owned by Asian Americans are more "revenue underrepresented" with respect to their firm share.

Source: US Census Bureau 2020 Annual Business Survey.

Given that publicly held firms are not usually classifiable by race/ethnicity/gender status, and account for a disproportionate share of revenues, a simple comparison of an MWBE firm and revenue share may not inform the existence of any private sector disparities with precision. In this context, the ratio of an MWBE firm share to revenue share may be more informative of disparities.[177] For example, in the case of firms owned by Hispanic Americans this ratio is (.039)/ (.006) or approximately 6.5. This suggests that the revenue share of firms owned by Hispanic Americans would have to increase by a factor of approximately 6.5 to achieve firm share parity in the State of Connecticut Market Area. For firms owned by Whites this ratio is approximately 2.39. Thus, relative to White owned firms, those owned by American Indians & Alaskan Natives, are revenue underrepresented in the State of Connecticut Market Area by a factor of approximately 6.5/2.39 = 2.72 or approximately 272%. In general, the estimates suggest that the majority of firms owned by non-Whites—or MWBEs—in the State of Connecticut Market Area are revenue underrepresented relative to White owned firms.

Overall, the descriptive summary in Table 45 suggests that in the State of Connecticut Market Area private sector, conditional on similar capacity, MWBEs face barriers that translate into lower firm revenues. In general, if being an MWBE in the State of Connecticut Market Area private sector is associated with lower firm revenue, absolutely and relative to their firm share in the market, this lends some support to the "but-for" justification for affirmative action in public procurement. Lower revenues for MWBEs in the State of Connecticut Market Area is suggestive, but does not necessarily prove, the existence of private discrimination that undermines their capacity to compete with Non-MWBEs for public contracting opportunities. This could motivate a private discrimination justification for Affirmative Action in State procurement policies, otherwise this is potentially a passive participant in private discrimination against MWBEs with respect to its procurement practices.

C. Self-Employment

The Concrete Works decision upholding an MWBE program was based in part on evidence that "Black Americans, Hispanic Americans, and American Indians working in Construction have lower rates of self-employment than similarly situated Whites."[178]To explicitly examine potential disparities in the rates of business ownership in the State of Connecticut Market Area, GSPC estimated the parameters of a Logit regression model using 2020 American Community Survey (ACS) data from the Integrated Public Use

[177] This ratio can be viewed as an index of underrepresentation, as it measures the distance between a firm's representation in the market relative to its share of market revenue. A value greater than unity indicates underrepresentation, a value equal to unity indicates parity, and a value less then unity indicates overrepresentation.
10 Concrete Works v. City and County of Denver, 321 F.3 950 (10th Cir 2003).

Microdata Series (IPUMS) housed at the University of Minnesota.[179] The ACS is a project of the U.S. Census Bureau that has replaced the decennial census as the key source of information about American population and housing characteristics. The 2020 ACS is an approximately 1-in-100 weighted public use sample consisting of U.S households with the smallest identifiable unit being the Public Use Microdata Unit (PUMA), which is a geography containing at least 100,000 individuals. The specification of each model controls for those variables customary in the literature that are utilized to explain self-employment, so as to estimate the effects of MWBE status on self-employment while minimizing and/or eliminating confounding factors.[180] GSPC determines statistical significance on the basis of the estimated coefficient's probability value—or P-value. The P-value is the probability of obtaining an estimate of the coefficient by chance alone, assuming that the null hypothesis of the variable having a zero effect is true. In an econometric/statistical model, the standard set-up for the estimated parameters is to test for "No or zero effect"—this is the standard null hypothesis. For example, it is assumed that for being an MWBE, the estimated effect found is actually zero in the probability distribution of possible values. If the significance of the estimated parameter is such that finding it by "chance alone" is less than or equal to 5 percent (*P-value ≤ .05*), it is statistically significant and matters for the outcome under consideration.

The ACS data are based upon the State of Connecticut Market Area. In particular, the ACS sample was selected on the basis of the STATEFIP variable, which identifies US states using the Federal Information Processing Standards (FIPS) coding scheme, which orders the states alphabetically. In the GSPC Logit regression model of self-employment, the estimated parameters are odds ratios, and when greater (or less) than unity indicate that having a particular characteristics increases (or decreases) the likelihood of being self-employed. In the case of the MWBE status indicators (e.g. Black American, Woman), the excluded category is White Males, and a positive (or negative) odds ratio indicates that relative to White Males, having that MWBE characteristic increases (or decreases) the likelihood of being self-employed in the State of Connecticut Market Area.

The MWBE, Disability, and Lesbian/Gay/Bisexual/Transgender/Queer (LGBTQ) status indicators are of primary interest, as they inform the extent to which such status is a driver of disparities in outcomes[181]. The other covariates serve as controls for individual self-employment capacity. The capacity for self-employment is conditioned on education, English language status, and access to capital as measured by capital income streams and home mortgages.

179 ACS data are publicly available at https://usa.ipums.org/usa/. See: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 10.0 [dataset]. Minneapolis, MN: IPUMS, 2020. https://doi.org/10.18128/D010.V10.0

180 See: Grilo, Isabel, and Roy Thurik. 2008. "Determinants of Entrepreneurial Engagement Levels in Europe and the US." Industrial and Corporate Change 17: pp. 1113-1145, and Van der Sluis, Justin, Mirjam Van Praag, and Wim Vijverberg. 2008. "Education and Entrepreneurship Selection and Performance: A Review of the Empirical Literature." Journal of economic surveys 22: pp. 795-841.

181 The LGBTQ measure is based on the ACS variable *ssmc*, which indicates if a household consists of a same-sex married coupled. As same-sex couples could cohabit a household unmarried, our LGBTQ measure could be downwardly biased.

Table 46 reports Logit odds ratio parameter estimates across all business sectors in the State of Connecticut Market Area. Relative to Whites, Women, Black Americans, Asian Americans, Disabled Americans, are less likely to be self-employed, as the estimated odds ratio is less than unity and statistically significant in these instances. This is suggestive of these demographic groups facing barriers to self-employment in the State of Connecticut Market Area. The lower self-employment likelihood of these demographic groups could reflect disparities in public contracting as Chatterji, Chay, and Fairlie (2014) find that the self-employment rate of Black Americans is increasing with respect to the provisioning and establishment of MWBE public procurement programs.[182]

Table 47 reports Logit odd ratio parameter estimates for Construction in the State of Connecticut Market Area—an important sector in the market for public procurement. The estimated odds ratios less than unity with statistical significance suggest that relative to firms owned by White Male Americans, firms owned Women, Black Americans, Pacific Islanders, and Asian Americans are less likely to be self-employed in the State of Connecticut Market Area construction sector. This is suggestive of these demographic groups facing barriers to self-employment in the State of Connecticut Market Area construction sector. The lower likelihood of these demographic groups being self-employed in the construction sector could reflect disparities in public contracting, as Marion (2009) finds that the self-employment rate of Black Americans in construction is increasing with respect to the provisioning and establishment of MWBE public construction procurement programs.[183]

Table 47: *Self-Employment/Business Ownership in State of Connecticut Market Area:*
Logit Parameter Odds Ratio Estimates from the 2020 American Community Survey
State of Connecticut Disparity Study

	Coefficient	P-value
Regressand: Self-Employed: Binary		
Age	1.0579	**0.0001**
Age Squared	0.9998	0.0813
Respondent is Married: Binary	1.1828	**0.0421**
Respondent is Female: Binary	0.6265	**0.0000**
Respondent is Non-Hispanic Black: Binary	0.6572	**0.0001**
Respondent is Non-White Hispanic: Binary	0.9860	0.9266

[182] Chatterji, Aaron K., Kenneth Y. Chay, and Robert W. Fairlie. 2014. "The Impact of City Contracting Set-asides on Black Self-employment and Employment." *Journal of Labor Economics* 32: pp. 507-561.

[183] Marion, Justin. 2009. "Firm Racial Segregation and Affirmative Action in the Highway Construction Industry." *Small Business Economics* 33: Article 441.

Respondent is American Indian: Binary	1.0069	0.9546
Respondent is a Pacific Islander: Binary	1.0736	0.9346
Respondent is Asian: Binary	0.7355	**0.0004**
Respondent is Other Race: Binary	1.0824	0.6149
Respondent is Lesbian, Gay, Bisexual, Transgender, Queer: Binary	0.7731	0.4751
Respondent is Disabled: Binary	0.5168	**0.0094**
Respondent is Veteran: Binary	0.7154	**0.0025**
Respondent has a 4-year degree: Binary	0.9838	0.7396
Respondent speaks only English: Binary	0.7492	**0.0000**
Mortgage Payment	1.0001	**0.0000**
Interest, Dividend, and Rental Income	1.0001	**0.0001**
Number of Observations	17,854	
Pseudo R^2	0.0640	

Source: American Community Survey 2023, IPUMs USA

Table 48: *Construction Sector Self-Employment/Business Ownership in State of Connecticut Market Area:*
Logit Parameter Odds Ratio Estimates from the 2020 American Community Survey
State of Connecticut Disparity Study

	Coefficient	P-value
Regressand: Self-Employed In Construction Industry: Binary		
Age	1.2318	**0.0000**
Age Squared	0.9981	**0.0000**
Respondent is Married: Binary	1.5610	**0.0001**
Respondent is Female: Binary	0.0595	**0.0000**
Respondent is Non-Hispanic Black: Binary	0.2434	**0.0230**
Respondent is Non-White Hispanic: Binary	1.1698	0.5982
Respondent is American Indian: Binary	1.2436	0.5866
Respondent is a Pacific Islander: Binary	0.0001	**0.0000**
Respondent is Asian: Binary	0.1184	**0.0000**
Respondent is Other Race: Binary	0.7231	0.5179
Respondent is Lesbian, Gay, Bisexual, Transgender, Queer: Binary	0.3583	0.1835
Respondent is Disabled: Binary	0.8751	0.8082

Respondent is veteran: Binary	0.7185	0.1154
Respondent has a 4-year degree: Binary	0.4352	**0.0007**
Respondent speaks only English: Binary	0.5751	**0.0004**
Mortgage Payment	0.9999	0.7532
Interest, Dividend, and Rental Income	1.0001	0.2328
Number of Observations	17,784	
Pseudo R^2	0.1590	

Source: American Community Survey 2023, IPUMs USA

D. Bank Loan Denials

To the extent that Minority and Women Business Enterprises ("MWBEs") are credit-constrained as a result of discrimination in private lending markets, their capacity to compete for and execute public projects could be compromised. In this context, a political jurisdiction that awards public contracts is potentially a passive participant in discrimination as MWBEs may only have recourse to higher cost financing due to facing discrimination in private credit markets, which compromises the competitiveness of their bids. Such a perspective on discrimination suggests that barriers faced by MWBEs in the private sector credit markets can rationalize targeted public contracting programs by political jurisdictions, and the capacity and growth of MWBEs could be enhanced with access to public contracting opportunites (Bates, 2009).[184]

To determine if MWBEs face barriers in the private credit market in the State of Connecticut Market Area, Tables 48-49 report, for each of the distinct MWBEs and owner self-reported race/ethnicity/gender ownership characteristics in the GSPC sample, the estimated parameters of an Ordinary Least Squares regression, where the dependent variable is the standardized linear prediction of being denied for a commerical bank loan, which is estimated from an ordinal logit regression model.[185]

The estimated linear prediction captures how the outcome of interest is determined by presumably "*race-neutral*" factors determining a firm's capacity to do business in the marketplace and with the State of Connecticut. The regressors in the logit specification capturing firm capacitiy include: (1) Firm owner has more than 20 years experience, (2) Firm has more than 10 employees, (3) Firm owner has a baccalaureate

184 See: Bates, Timothy. 2009 "Utilizing Affirmative Action in Public Sector Procurement as a Local Economic Development Strategy." Economic Development Quarterly, 23: pp. 180 - 192., Bates, Timothy, and Alicia Robb. 2013. "Greater Access to Capital is Needed to Unleash the Local Economic Development Potential of Minority owned Businesses." Economic Development Quarterly, 27: pp.250 - 259., and Shelton, Lois M., and Maria Minniti. 2018. "Enhancing product market access: Minority Entrepreneurship, Status Leveraging, and Preferential Procurement Programs." Small Business Economics, 50: pp. 481-498.

185 See the Appendix O for a detailed discussion of this regression methodology. The P-values are based upon heteroskedasticity-robust standard errors.

degree, (4) Annual firm gross revenue is more than 1.5 million dollars, (5) Firm bonding limit is more than 1.5 million dollars, and (6) Whether or not financing is a barrer to securing public contracts.

The estimated coefficients in Table 48 reveal that for the four distinct broadly classified MWBEs in the GSPC sample, relative to non-MWBEs—the excluded group in the CRM specification—none of the Non-MWBEs were more likely to have commercial bank loan denials. When disaggregated by the race/ethnicity/gender of owners, the results in Table 49 are similar. This suggests that in the State of Connecticut Market Area that disparties between firm identified as owned by Other Race-owned firms and Non-MBE/DBEs firms in the State of Connecticut Market area cannot possibly be explained, at least in part, by differential access to private credit (e.g. race based credit market discrimination) that enables financing a capacity for success in public procurement. In other words access to credit would not be a reason for disparities between those groups.

Table 49: *Ordinary Least Parameter Estimates-Bank Loan Denials:*
MWBE Status and Commercial Bank Loan Denial Probabilities
In State of Connecticut Market Area
State of Connecticut Disparity Study

	Coefficient	P-value
Regressand: Linear Prediction of Commercial Bank Loan Denial		
Firm is a certified minority business enterprise: (Binary)	0.0849	0.3020
Firm is a certified woman enterprise: (Binary)	0.3349	**0.0005**
Firm is a certified disadvantaged business enterprise: (Binary)	0.2746	0.0576
Constant	-0.1700	**0.0022**
Number of Observations	653	
R^2	0.0509	

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Table 50: ***Ordinary Least Parameter Estimates-Bank Loan Denials:***
Race/Ethnicity/Gender Status and Commercial Bank Loan Denial Probabilities
In State of Connecticut Market Area
State of Connecticut Disparity Study

	Coefficient	P-value
Regressand: Standardized Linear Prediction of Commercial Bank Loan Denial		
Firm is Black American-owned: (Binary)	0.7878	**0.0000**
Firm is Hispanic American-owned: (Binary)	0.8593	**0.0000**
Firm is Asian American-owned: (Binary)	0.0623	0.8051
Firm is American Indian-owned: (Binary)	1.0828	0.0715
Firm is bi/multiracial-owned: (Binary)	0.7422	**0.0156**
Firm is other race-owned: (Binary)	0.0088	0.9592
Firm is Woman-owned: (Binary)	0.0251	0.7389
Firm is Iberian-owned: (Binary)	0.7121	0.2300
Firm is LGBTQ-owned	0.2019	0.2212
Firm-owner has a Disability	0.3021	0.0871
Constant	-0.2354	**0.0000**
Number of Observations	653	
R^2	0.1383	

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E. Marketplace Contracting Disparities Conclusion

A descriptive and inferential private sector analysis of the State of Connecticut Market Area revealed that in general, being an MWBE in the State of Connecticut Market Area is associated with lower firm revenue relative to non-MWBE firms. For Asian Americans, Black Americans, Pacific Islanders, and Women, self-employment likelihoods are lower, which lends some support to the "but-for" justification for affirmative action in public procurement—a policy intervention which can increase the self-employment outcomes of MWBEs. Lower revenues for MWBEs in the State of Connecticut Market Area are suggestive of private sector discrimination that undermines their capacity to enter the market and compete with non-MWBE firms for public contracting and subcontracting opportunities.

In other relevant outcomes, the regression results reported in Appendix G provide additional empirical insight on how MWBE status in the broad State of Connecticut Market Area translates into lower likelihoods of winning prime awards and/or subcontracts. For example, firms owned by Black Americans, Hispanic Americans, American Indians, Bi/multiracial Americans, and Women were less likely, relative to non-

MWBEs, to have won a prime contract with the State of Connecticut. Firms owned by Black Americans, Hispanic Americans, American Indians, and Bi/multiracial Americans were more likely, relative to non-MWBEs, to perceive that they face discrimination at the State of Connecticut. The Study Team also finds that firms owned by Black Americans, Hispanic Americans, American Indians, Bi/multiracial Americans and Women are more likely to believe that their capacity to compete in the market for public procurement is constrained as a result of being excluded from formal/informal contracting and relationship networks that potentially enhances success likelihoods in winning public contracts with the State of Connecticut.

VII. ANECDOTAL EVIDENCE

A. Introduction

The objective of this chapter of the Study is to present and analyze the experiences, perceptions, and beliefs of individuals, businesses, and groups in and around the State of Connecticut. The quotes, themes, and conversations presented are not intended to be representative of every single community member but are an attempt to authentically represent the variety of individual perspectives about the State's contracting, procurement, and Minority, women and disabled owned business utilization. Those experiences can be and often are perceived differently from person to person, so it is possible readers recollect experiences differently than those referenced. However, perceived experiences undergird and inform beliefs and those beliefs then undergird and inform behavior. Since the behavior of all involved parties in procurement and contracting is relevant to the Study, the beliefs, experiences, and perceptions integral to those beliefs are as well. GSPC also gathered input from LGBTQ owned firms to provide additional guidance to the State at their request.

The GSPC Study team did not seek to verify, disprove, or correct insights shared by participants in anecdotal data collection in order to honor the integrity of the information gathered. Thus, this chapter may include conclusions which are not reflective of written policy and procedures, but those conclusions are included to provide readers with as much information as possible about the community's experience doing or attempting to do business with the State. They may also serve to highlight areas where communication between the State and the public regarding policy and procedure can be bolstered or improved.

During the Study, a variety of methods were used to gather evidence from a diverse collection of participants. The Study team engaged with one hundred (100) diverse local business owners and vendors randomly selected for 30- to 60-minute virtual or phone interviews conducted between May 30 and December 12, 2023.

The Study team assembled five (5) virtual focus groups of randomly selected stakeholders to facilitate discussions about working with the State on January 10, 11, 16, and 17, 2024, with a total of thirteen participants. Seven virtual public engagement meetings were convened between October 10, 2023, and November 16, 2023, with a combined total of fifty-one (51) community attendees participating. Each public meeting was widely publicized through social media, press releases to area news outlets, email blasts, and an announcement on the Study website. Additionally, in response to invitation, the Study team attended two meetings hosted by local organizations for their membership on October 17th, 2023, and November 16th, 2023, attended by 18 and 14 participants, respectively. All focus groups, public meetings, and organization meetings were held virtually to adhere to safe social distancing practices recommended by state and federal governments during the ongoing COVID-19 crisis and to allow for greater accessibility for possible participants.

Finally, GSPC circulated an Online Survey of Business Owners widely throughout the area asking 16,376 business owners and 3,290 local non-profit leaders for detailed information about demographics and previous or current experience working with the State. The Study team ultimately collected survey data from 653 respondents.

The data gathered from survey responses, interviews, focus groups and public hearings were analyzed to assess common themes representing barriers that SMDBEs encounter or perceive in doing business with the State. Those themes include Issues with Prompt Pay, Unfair Competition with Large Companies, Efforts to Avoid Hiring SMDBEs, Informal Networks, Experiences with Discriminatory Behavior, Excessive Paperwork, and Lack of Outreach as a Barrier to Certification.

Key Themes from Anecdotal Data Analysis	
1	Issues With Prompt Pay
2	Unfair Competition with Larger Companies
3	Efforts to Avoid Hiring Small/Minority/Women-Owned Businesses
4	Informal Networks
5	Experience With Discriminatory Behavior
6	Excessive Paperwork
7	Lack of Outreach a Barrier to Certification

B. Issues With Prompt Pay

For-profit businesses are driven by and rely on payment from clients or customers. When pay is interrupted or even delayed, the impact on those companies can be varied and costly, particularly for small businesses. State agencies are required to pay prime contractors within 45 days of receipt of a "properly completed" invoice (See Policy Chapter). In turn, prime contractors are required to pay subcontractors no later than 30 days after receipt of payment from the State. Business owners participating in this Study, however, believe there isa need for the State to improve its oversight of payment timeliness on State work.

Of the respondents participating in the Study's Survey of Business Owners. 44.8% stated that it typically takes 45 days or more to receive payment from the State of Connecticut. (See Table 1 below and Appendix P: Survey of Business Owners: Table 48). 23.2% of participating business owners said it took the State between 46 and 60 days to pay them, with another 12.1% reporting receipt of payment in between 61 and 90 days. 5.7% said they were paid between 91 and 120 days, and 3.8% said they waited more than four months to receive payment from the State.

Table 1. What is the amount of time that it typically takes to receive payment from the State of CT from the time you submit your invoice for your services on State of CT projects?

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Less than 45 days	55	24	8	3	2	3	0	0	4	3	102
	33.1 %	29.6 %	29.6 %	18.8 %	50 %	60 %	0 %	0 %	50 %	60 %	32.4 %
46-60 days	44	15	6	5	0	0	0	1	1	1	73
	26.5 %	18.5 %	22.2 %	31.2 %	0 %	0 %	0 %	33.3 %	12.5 %	20 %	23.2 %
61-90 days	21	13	0	2	1	0	0	0	1	0	38
	12.7 %	16 %	0 %	12.5 %	25 %	0 %	0 %	0 %	12.5 %	0 %	12.1 %
91-120 days	10	4	1	0	0	1	0	1	0	1	18
	6 %	4.9 %	3.7 %	0 %	0 %	20 %	0 %	33.3 %	0 %	20 %	5.7 %
Over 120 days	5	5	1	1	0	0	0	0	0	0	12
	3 %	6.2 %	3.7 %	6.2 %	0 %	0 %	0 %	0 %	0 %	0 %	3.8 %
Do Not Know/NA	31	20	11	5	1	1	0	1	2	0	72
	18.7 %	24.7 %	40.7 %	31.2 %	25 %	20 %	0 %	33.3 %	25 %	0 %	22.9 %
Total	166	81	27	16	4	5	0	3	8	5	315

Griffin & Strong, P.C. 2024

Only 13.3% of participating business owners said they were paid by prime vendors in fewer than 30 days, according to the Survey (See Table 2 below and Appendix P: Survey of Business Owners: Table 49). According to what business owners reported, that left 27.6% waiting from 30 to 60 days to be paid, 15.2%

going between 61 and 90 days without payment, 7.6% unpaid after between 91 and 120 days, and 2.5% waiting more than 120 days to receive a payment.

Table 2. What is the amount of time that it typically takes to receive payment from prime vendors from the time you submit your invoice for your services on State of CT projects?

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	**Total**
Less than 30 days	21	13	2	2	1	0	0	0	2	1	42
	12.7 %	16 %	7.4 %	12.5 %	25 %	0 %	0 %	0 %	25 %	20 %	13.3 %
30-60 days	43	20	10	6	2	1	0	0	4	1	87
	25.9 %	24.7 %	37 %	37.5 %	50 %	20 %	0 %	0 %	50 %	20 %	27.6 %
61-90 days	33	7	2	3	1	0	0	1	0	1	48
	19.9 %	8.6 %	7.4 %	18.8 %	25 %	0 %	0 %	33.3 %	0 %	20 %	15.2 %
91-120 days	8	10	3	0	0	2	0	1	0	0	24
	4.8 %	12.3 %	11.1 %	0 %	0 %	40 %	0 %	33.3 %	0 %	0 %	7.6 %
Over 120 days	3	3	1	0	0	0	0	0	0	1	8
	1.8 %	3.7 %	3.7 %	0 %	0 %	0 %	0 %	0 %	0 %	20 %	2.5 %
Do Not Know/NA	58	28	9	5	0	2	0	1	2	1	106
	34.9 %	34.6 %	33.3 %	31.2 %	0 %	40 %	0 %	33.3 %	25 %	20 %	33.7 %
Total	166	81	27	16	4	5	0	3	8	5	315

Griffin & Strong, P.C. 2024

Business owners told the Study team that they would like to see the State implement shorter payment terms, "[S]o that contractors could be paid quickly," according to AI-100, an American Indian owned landscaping business. AI-100 continued, "It is hard for contractors to front the entire cost of a project and then have to wait 60 to 90 days to be paid." Other business owners noted that they would request so-called "favorable

payment terms" as a condition of working with the State without the need to seek financial assistance. "My company would need favorable payment terms and would not accept anything over net 60," said AI-61, an LGBTQ American owned communications networking company. "If the payment terms were not ideal, we would have to seek financial assistance," LGBTQ American owned marketing firm AI-58 said. Black American owned daycare center AI-1 said prompt payment is essential to her business. "I wished payments from the State could come more swiftly," she said. "We've constructed a financial back up plan when payments are not made in a timely manner. Being a daycare center and provider, the company is paid as a reimbursement and [we] would like to be paid within 30 days but often experience being paid within a 60- to 90-day timeframe."

Black American owned construction company FG-10 said he has seen how delayed pay to prime contractors impacts subcontractors. "They have a difficult time getting paid as well, so then it trickles down," he said, speaking of pay from primes. PH-20, a community business advocacy group, said the State's Set Aside Program (See Chapter IV: Purchasing Policies, Practices, and Procedures Review) must ensure that subcontractors get paid in a timely manner. "If they're going to actually do a set aside, almost by definition, it means these businesses need a leg up," she said. "In order to give a leg up, you can't bury them with having to come up with large outlays for meeting their payrolls and expenses. The State can do a better job with the larger contractors, putting policies in their contracts that would have them pay on a shorter turnaround cycle so that the smaller contractors aren't burdened. And that again, can be built into the contracts."

Extended pay periods create a hardship and can be a barrier to participation in public contracting, particularly for Ethnic Minority and Woman owned businesses, business owners told the Study. "Sixty- to ninety-day payment terms are hard for many MBEs to sustain," AI-20, an Asian American owned electrical business said. "Sometimes, we have to borrow money to manage the projects because we have to wait to be paid [when] payment from the State takes 60 days or more. This is a challenge because a company's responsibilities do not stop and must be paid for even when we have not been paid. We have a responsibility to pay bills, meet payroll, and pay independent contractors."

Black American owned construction firm AI-13 worked as a subcontractor on a State project and described the extended payment terms as discouraging. "Payment for the project took approximately 120 days and contributed to me not wanting to do business with the State," he said. "In the end, the State ended up paying us directly. When payment terms are too long it greatly impacts a business and its ability to pay their contractors which can impact the company's ability to complete future projects." PH-17, a Black American owned construction company, said that because minority subcontractors are sometimes considered "second tier" and can experience even longer wait times to get paid, they shy away from State jobs and prefer working in the private sector. "A lot of minority subcontractors are afraid of working with the State because of the fact that they get paid (after) 90 days … and there are some of the [primes] that are able to hold the check another 30 days," he said. "So now you're in a hundred and something days before you're actually getting a check on a project while you have to manage … and put materials in the job. A lot of guys would rather go on the private side or go do homes. They're afraid of not getting paid in time to do payroll." While these subcontractors report trouble receiving prompt payment from the prime contractor they are working with, rather than from the State who they are not in direct business with, issues in subcontracting can be a barrier for MBEs who are otherwise trying to participate in State-funded projects.

Some businesses, however, reported having little or no concern about getting payment from the State. Iberian American owned law firm AI-50 said the new online billing system he uses with the State allows him to bill immediately and receive quick payment. "Whenever billing is submitted, I'm paid within a week's time," he said. AI-42, a Hispanic American owned commercial cleaning company, contributed some of the reason he enjoyed subcontracting on State projects to prompt pay. "I've had nothing but positive experiences with the prime because we are paid on time," he said.

C. Unfair Competition with Larger Businesses

Some survey respondents indicated that trying to compete against larger companies made it difficult for them to successfully win awards with the State. Of the participants, 31.2% said that they viewed unfair competition with large companies as a barrier to doing business (See Table 3 below and Appendix P: Survey of Business Owners: Table 47). That includes 54.5% of Hispanic American owned firms, 37.1% of Black American owned businesses, 30.6% of Woman owned firms, and 24.6% of non-Minority owned companies.

Table 3. In your experience, have any of the following been a barrier to your firm obtaining work on projects for the State of CT? Unfair competition with large firms

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	214	120	66	15	6	5	1	7	10	5	449
	75.4 %	69.4 %	62.9 %	45.5 %	100 %	31.2 %	50 %	53.8 %	83.3 %	55.6 %	68.8 %
Selected	70	53	39	18	0	11	1	6	2	4	204
	24.6 %	30.6 %	37.1 %	54.5 %	0 %	68.8 %	50 %	46.2 %	16.7 %	44.4 %	31.2 %
Total	284	173	105	33	6	16	2	13	12	9	653

Griffin & Strong, P.C. 2024

Competing with larger firms is more difficult when those larger companies have greater capacity to participate in the bidding process as a result of more resources, finances, and staff at their disposal, some Study participants reported. "Smaller firms can be disadvantaged when competing with larger firms," Asian American owned construction management firm AI-7 said. "Between the DBE and SBE programs there are opportunities for Minority or Women-owned businesses, but it can be hard to compete with larger firms."

Hispanic American owned landscaping firm AI-69 said he cannot compete against the resources of larger businesses. "Larger companies have more of an advantage," he said. "I find money to be a barrier because I don't have access to all the machinery needed to complete a larger job." AI-64, an Asian American owned medical supply company said he is losing business attempting to compete against larger firms that can absorb lower prices better than he. He believes that "The State has shifted from working with small businesses and now wants to work with larger companies which are taking business away from smaller firms. I filed a complaint and noted how the larger companies, which meet the new requirements, are pricing me out." Disabled American owned surveying company AI-63 similarly expressed, "the State likes using the larger companies rather than using smaller ones they never worked with."

Some business owners told the Study team that they believe State policy seems to favor larger firms. Hispanic American owned communications company AI-45 said smaller companies like his can often get overwhelmed by the State's requirements for bidding on a project, leaving the work to large firms. "Too many requirements which makes [my] company less competitive," he said. "A lot of companies have a lot of girth in terms of both financial and human resources. Larger companies can handle the responsibilities. Meanwhile, smaller companies are unable to do so." AI-33, a Woman owned environmental consulting firm, said RFPs are often crafted in a way that disadvantages smaller firms. "By writing the contract so broadly with so many different aspects and then requiring the contractor to have all of those aspects, it limits the playing field to larger firms to handle the one contract," she said. "These opportunities always go to one or two of the biggest companies in the country who can offer the whole package." Disabled American owned environmental consulting firm AI-56 said the State awards opportunities to larger firms even though disabled veteran businesses provide the same services. "My company has not bid on anything (lately) because as an environmental consulting business, the State prefers using larger firms," he said. "The bids the State has put out are only given to larger firms. We have been trying for years but only larger firms with a certain number of employees can bid on environmental consulting RFPs. Small businesses cannot compete with larger businesses without set asides." AI-55, a Disabled American owned networking and design firm, said his Disabled Business Enterprise certification does not help him compete as a prime against larger firms. "I'm not large enough for the DAS pre-qualification," he said. "I'm able to work for the State as a subcontractor and have done so in the last five years."

AI-99, an Iberian American owned excavation company, said opportunities to bid on some State projects seem to exclude smaller companies. "The Department of Transportation has been putting out very large RFPs that only large contractors can apply for," he said. "The larger RFPs limit smaller companies from applying and the larger RFPs are for the rich. There have been less opportunities for companies to bid on midsize jobs which fall into the $1M to $10M range." Hispanic American owned janitorial business AI-49 concurred that bigger firms monopolize jobs due to experience, but also noted that this excludes smaller firms from the growth opportunities experience offers. "For some reason, the State is choosing the larger

companies because they have prior experience with the State and that is understandable," he said. "However, doing so eliminates smaller companies for gaining experience." AI-38, a Hispanic American owned business consulting firm, said the State will overlook smaller local firms in favor of more recognizable, large companies. "They give large projects, sometimes without a bid, to larger firms," he perceived. "Granted, those firms bring a lot of power to the table, but they do not recognize minority businesses that can do the same level of work. If a minority firm wants to create any kind of subcontracting or partnership opportunities, it is too difficult because the State does not require large primes to utilize any level of that contract for minority owned businesses."

However, PH-18, a community business advocacy group anticipated that new changes in State law will open greater opportunity to small businesses and even the playing field between them and their larger competitors. "One of the things I was hoping that would be a benefit for minority contractors is the new increase of the pre-qualification threshold," she said. "I'm hoping that the reason it was intended for is that it will allow more minority contractors an opportunity to bid on larger projects because having the pre-qualification in the past has stopped our contractors from being able to bid on larger projects. But now this rule, that went into effect as of October 1 [2023], it should allow them the opportunity to bid on projects up to $1 million without being pre-qualified."

D. Efforts to Avoid Hiring SMBEs

The State of Connecticut sets aspirational goals through its Set Aside Program for including SMBEs in public contracting (see Chapter IV: Purchasing Policies, Practices, and Procedures Review). But despite policies, Study participants say that prime contractors continue to use a variety of methods to circumvent the State's goals to include Minority, Women, and Disadvantaged firms. According to the Survey of Business Owners, 27.9% of businesses polled agreed to some extent that sometimes a prime contractor would contact a Minority or disadvantaged business to ask for quotes but never give the proposal sufficient review to consider giving the firm the award (See Table 4 below and Appendix P: Survey of Business Owners: Table 68). That includes 16.4% who agree and 11.5% who strongly agree. Among those respondents was 45.5% of Hispanic American owned companies, 22.9% of Black American owned firms, 16.8% of Woman owned businesses and 10.9% of non-Minority owned businesses that agreed, and 24.2% of Hispanic American owned firms, 22.9% of Black American owned companies, and 11.6% of Woman owned businesses that strongly agreed.

Table 4. Sometimes, a prime vendor will contact a Minority, or disadvantaged business to ask for quotes but never give the proposal sufficient review to consider giving that firm the award.

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Strongly Agree	12	20	24	8	0	3	2	4	0	2	75
	4.2 %	11.6 %	22.9 %	24.2 %	0 %	18.8 %	100 %	30.8 %	0 %	22.2 %	11.5 %
Agree	31	29	24	15	1	6	0	1	0	0	107
	10.9 %	16.8 %	22.9 %	45.5 %	16.7 %	37.5 %	0 %	7.7 %	0 %	0 %	16.4 %
Neither Agree or Disagree	179	111	48	8	5	5	0	8	10	5	379
	63 %	64.2 %	45.7 %	24.2 %	83.3 %	31.2 %	0 %	61.5 %	83.3 %	55.6 %	58 %
Disagree	33	13	4	1	0	2	0	0	0	2	55
	11.6 %	7.5 %	3.8 %	3 %	0 %	12.5 %	0 %	0 %	0 %	22.2 %	8.4 %
Strongly Disagree	29	0	5	1	0	0	0	0	2	0	37
	10.2 %	0 %	4.8 %	3 %	0 %	0 %	0 %	0 %	16.7 %	0 %	5.7 %
Total	284	173	105	33	6	16	2	13	12	9	653

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Nearly a quarter of the Survey participants (24.5%) agreed to some degree that sometimes, a prime vendor will include a Minority or disadvantaged subcontractor on a bid to meet participation goals, then drop the company as a subcontractor after winning the award (See Table 5 below and Appendix P: Survey of Business

Owners: Table 69). This includes 14.4% who agree and 10.1% who strongly agree, and comprises 30.3% of Hispanic American owned firms, 19% of Black American owned businesses, and 15.6% of Woman owned companies who agree, along with 23.8% of Black American owned companies, 12.1% of Hispanic American owned firms, and 9.8% of Woman owned businesses that strongly agree.

Table 5. Sometimes, a prime vendor will include a Minority, or disadvantaged subcontractor on a bid to meet participation goals, then drop the company as a subcontractor after winning the award.

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Strongly Agree	11	17	25	4	0	3	1	4	0	1	66
	3.9 %	9.8 %	23.8 %	12.1 %	0 %	18.8 %	50 %	30.8 %	0 %	11.1 %	10.1 %
Agree	26	27	20	10	2	4	1	3	0	1	94
	9.2 %	15.6 %	19 %	30.3 %	33.3 %	25 %	50 %	23.1 %	0 %	11.1 %	14.4 %
Neither Agree or Disagree	181	114	53	14	4	6	0	6	10	4	392
	63.7 %	65.9 %	50.5 %	42.4 %	66.7 %	37.5 %	0 %	46.2 %	83.3 %	44.4 %	60 %
Disagree	34	15	4	3	0	2	0	0	0	3	61
	12 %	8.7 %	3.8 %	9.1 %	0 %	12.5 %	0 %	0 %	0 %	33.3 %	9.3 %
Strongly Disagree	32	0	3	2	0	1	0	0	2	0	40
	11.3 %	0 %	2.9 %	6.1 %	0 %	6.2 %	0 %	0 %	16.7 %	0 %	6.1 %
Total	284	173	105	33	6	16	2	13	12	9	653

Griffin & Strong, P.C. 2024

In the context of Minority and disadvantaged businesses participating in public contracting, a front is a business that on the surface is presented or even certified as owned by a qualified Minority American but is actually operated by a non-Minority male individual or groups with a vested interest in potentially benefitting from a goals program such as the State's Set Aside Program. According to the Survey of Business Owners, just over one third of those polled for the Study believe to some extent that there are fronts, firms being inauthentically represented as Minority. (See Table 6 below and Appendix P: Survey of Business Owners: Table 72). The Survey reflects that 17.2% of respondents agreed including 36.4% of Hispanic American owned businesses, 16.9% of non-Minority owned firms, 16.8% of Woman owned businesses, and 12.4% of Black Americans. Among the 16.8% who strongly agreed, there were 31.4% of Black American owned businesses, 18.5% of Woman owned companies, 15.2% of Hispanic American owned firms, and 10.2% of non-Minority owned businesses.

Table 6. There are fronts being used to get around the State certification requirements (i.e., firms whose ownership is inauthentically represented as Minority.)

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Strongly Agree	29	32	33	5	1	3	1	4	0	2	110
	10.2 %	18.5 %	31.4 %	15.2 %	16.7 %	18.8 %	50 %	30.8 %	0 %	22.2 %	16.8 %
Agree	48	29	13	12	1	4	1	3	0	1	112
	16.9 %	16.8 %	12.4 %	36.4 %	16.7 %	25 %	50 %	23.1 %	0 %	11.1 %	17.2 %
Neither Agree or Disagree	180	103	54	15	4	8	0	6	12	5	387
	63.4 %	59.5 %	51.4 %	45.5 %	66.7 %	50 %	0 %	46.2 %	100 %	55.6 %	59.3 %
Disagree	10	9	2	0	0	1	0	0	0	1	23
	3.5 %	5.2 %	1.9 %	0 %	0 %	6.2 %	0 %	0 %	0 %	11.1 %	3.5 %
Strongly Disagree	17	0	3	1	0	0	0	0	0	0	21
	6 %	0 %	2.9 %	3 %	0 %	0 %	0 %	0 %	0 %	0 %	3.2 %
Total	284	173	105	33	6	16	2	13	12	9	653

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Of Survey participants, 45.4% believe to some degree that some non-Minority prime vendors only use MDBE (companies when required to do so by the State of Connecticut (See Table 7 below and Appendix P: Survey of Business Owners: Table 71), including 26% who agree and 19.4% who strongly agree. Those who strongly agree include 36.2% of Black American owned firms, 27.3% of Hispanic American businesses, 23.7% of Woman owned companies, and 8.5% of non-Minority owned companies. Those who agree comprise of 42.4% of Hispanic American businesses, 28.9% of Woman owned companies, 23.2% of non-Minority owned firms, and 22.9% of Black American owned businesses.

Table 7. I believe that some non-Minority prime vendors only utilize MDBE companies when required to do so by the State of Connecticut.

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Strongly Agree	24	41	38	9	0	6	1	5	0	3	127
	8.5 %	23.7 %	36.2 %	27.3 %	0 %	37.5 %	50 %	38.5 %	0 %	33.3 %	19.4 %
Agree	66	50	24	14	3	6	0	3	1	3	170
	23.2 %	28.9 %	22.9 %	42.4 %	50 %	37.5 %	0 %	23.1 %	8.3 %	33.3 %	26 %
Neither Agree or Disagree	160	74	38	8	3	4	1	5	10	3	306
	56.3 %	42.8 %	36.2 %	24.2 %	50 %	25 %	50 %	38.5 %	83.3 %	33.3 %	46.9 %
Disagree	19	7	2	1	0	0	0	0	1	0	30
	6.7 %	4 %	1.9 %	3 %	0 %	0 %	0 %	0 %	8.3 %	0 %	4.6 %
Strongly Disagree	15	1	3	1	0	0	0	0	0	0	20
	5.3 %	0.6 %	2.9 %	3 %	0 %	0 %	0 %	0 %	0 %	0 %	3.1 %
Total	284	173	105	33	6	16	2	13	12	9	653

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The State Set Aside Program specifically calls for prime contractors to use "good faith effort" when seeking out qualified SBEs, MBEs or DBEs to meet hiring goals (See Chapter IV: Purchasing Policies, Practices, and Procedures Review). Some SBE, MBE, and DBE company owners claim that there are primes that will intentionally sidestep this requirement. "Primes reach out and say they tried, but they really did not," said Hispanic American owned communications firm AI-45, noting that State officials need better oversight of the practice. "I want to see the State mandate the good faith effort practice." Woman owned electrical firm AI-32 realizes there is a set aside expectation that some primes do not wish to honor. "Sometimes, prime contractors just want to do a good faith effort by reaching out by email," she said. "I'll start getting a lot of emails from prime contractors with a two-day notice to bid on a job." Disabled American owned employment agency AI-52 said primes will skirt making a good faith effort by claiming to bring him onto a project's response to an RFP. "Prime contractors reach out to me to be included on a bid but have no real intent on using my company," he said. AI-30, a Hispanic American owned landscaping company, said he knows that primes don't use the "best faith effort," and suggested that "If prime contractors do not have a Minority on the contract, then the application and the prime should be penalized."

Businesses pretending to be SMDBE owned have frustrated business owners participating in the Study. Hispanic American owned landscaping business AI-30 complained about falsely Woman owned fronts. "Husbands and fathers will use their wives and daughters to be classified as a woman owned business, but they have no idea what is going on in the business." AI-8, a Black American owned architecture firm, said, "some companies constantly put their wives in the company so the business can be categorized as a Woman owned business." Black American owned construction firm AI-25 complained about fronts being a wide-ranging problem in the State. "Most of the opportunities from the State of Connecticut are going to Caucasian women," he claimed. "Businesses owned by white women are winning 80% of the work. The challenge here is that a lot of these companies categorized as a woman owned business are not run by white women but are run by white men who use their wives or daughters as fronts to gain the woman owned status." AI-4, a Black American owned electrical company, suggested the State reclassify what it means to be an MBE or WBE to combat fronts. "I find it unfair that a lot of companies in the State are a front," he said. "A lot of companies have been around for some time but are reclassified to get a Minority status when they are not."

AI-35, a Woman owned construction firm, said State officials are beginning to crack down on fronts. "It's interesting how a lot of men had their wives be the front person when the statistics show my type of business is in a male dominated industry," she said. "This practice prompted the State to start going out and interviewing companies to verify ownership. I like that because it eliminated the fake people who were using a female or Minority as a front. The State would conduct interviews and ask all the questions to make sure that women really were running the businessFG-12, an LGBTQ owned business consulting firm, said he believed the State did a good job of regulating the certification process to ensure that the system was not abused. "It's nice that there is that due diligence process, so that way, somebody can't just slap a sticker on and say, I'm a DBE,'" he said. "Because we are getting to that point where I think people are misappropriating. Is it a woman owned business now? You're not just going to say your wife has 51% owner or your company and not know anything about it…Are you 51% owned and operated minority? Are you 51% woman owned? Are you 51% LGBTQ? Those are important things."

Small, Women and Ethnic Minority owned firms all expressed concerns about firms misrepresenting themselves in the Marketplace and taking advantage of the State's aspirational efforts to increase inclusion on State projects.

E. Informal Networks

Relationship building is a part of doing business, but informal networks are understood to go a step beyond. At best, informal networks tend to favor the same firms with which an agency is familiar because of a previous working arrangement. At worst, informal networks serve as back channels providing information and preference to the subset of the same firms. In either case, they exclude the entrance of new firms in doing business with a public agency. While private sector firms can legitimately use the same firms exclusively over and over, that practice feeds a continuing practice of exclusion of possibly underutilized tax paying populations seeking to work in both the public and private sectors.

In the GSPC Survey of Business Owners, 52.8%, of the 653 respondents, said "yes" when asked if they believed that some form of an informal network monopolized public contracting with the State (See Table 8 below and Appendix P: Survey of Business Owners: Table 64). Of that percentage, 78.8% of Hispanic American owned companies, 74.3% of Black American owned firms, 54.3% of Woman owned businesses, and 40.1% of Non-MBE owned companies responded in the affirmative.

Table 8. Do you believe there is an informal network of prime and subcontractors doing business with the State of CT that monopolizes the public contracting process?

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Yes	114	94	78	26	3	10	1	11	2	6	345
	40.1 %	54.3 %	74.3 %	78.8 %	50 %	62.5 %	50 %	84.6 %	16.7 %	66.7 %	52.8 %
No	170	79	27	7	3	6	1	2	10	3	308
	59.9 %	45.7 %	25.7 %	21.2 %	50 %	37.5 %	50 %	15.4 %	83.3 %	33.3 %	47.2 %
Total	284	173	105	33	6	16	2	13	12	9	653

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More than half of survey participants (56.2%) indicated a belief that their company's exclusion from the aforementioned informal network prevented them from winning contracts with the State (See Table 9 below and Appendix P: Survey of Business Owners: Table 65), with 27.5% agreeing with the statement and 28.7% strongly agreeing. Those percentages include 38.5% of Black American owned firms, 30.9% of Woman owned firms, 26.9% of Hispanic American owned companies, and 19.3% of non-Minority owned businesses that strongly agree, and 34.6% of Hispanic American owned firms, 31.9% of Woman owned companies, 25.4% of Non-Minority owned businesses, and 16.7% of Black American owned businesses that agree.

Table 9. My company's exclusion from this informal network has prevented us from winning contracts with the State of CT.

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Strongly Agree	22	29	30	7	0	2	1	5	0	3	99
	19.3 %	30.9 %	38.5 %	26.9 %	0 %	20 %	100 %	45.5 %	0 %	50 %	28.7 %
Agree	29	30	13	9	2	6	0	2	1	3	95
	25.4 %	31.9 %	16.7 %	34.6 %	66.7 %	60 %	0 %	18.2 %	50 %	50 %	27.5 %
Neither Agree or Disagree	52	29	29	10	1	2	0	3	1	0	127
	45.6 %	30.9 %	37.2 %	38.5 %	33.3 %	20 %	0 %	27.3 %	50 %	0 %	36.8 %
Disagree	8	4	2	0	0	0	0	1	0	0	15
	7 %	4.3 %	2.6 %	0 %	0 %	0 %	0 %	9.1 %	0 %	0 %	4.3 %
Strongly Disagree	3	2	4	0	0	0	0	0	0	0	9
	2.6 %	2.1 %	5.1 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	2.6 %
Total	114	94	78	26	3	10	1	11	2	6	345

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Business owners participating in the Study cited concerns that they were precluded from doing business with State of Connecticut because of preferred prime contractors and vendors who consistently won contract bids. "The State already knows who they want to work with," said Hispanic American owned human resources consulting firm AI-23. "It feels like the State only works with companies they know," Hispanic American owned commercial cleaning company AI-21 said. "That is difficult for me." AI-4 a Black American owned electrical company, believes that State projects with the highest pay are reserved for favored companies. "The State has a list that they update every five years, and this list is limited to certain

companies. Most often minorities are not included on this list. Larger opportunities ranging from $500,000 to $1,000,000 are only reserved for companies on the State's preferred list."[186] American Indian owned general contracting company AI-27 said he stopped trying to win State projects after he was beat out by a company he believes had inside information on changes to bid specifications for a certain project. "All the other contractors bidding for the job felt the same way," he said. "I do think the State operates on a good old boy system where they work with people they know and have no desire to deviate from that."

Woman owned environmental consulting firm AI-33 said she believes State officials hire companies they know and/or former State employees who have left to start their own businesses. "The State only hires people they know and are used to working with or they hire people that are affiliated with their preferred vendors," she said. "The system is a revolving door with people who work in the State who have gotten into the habit of recommending the same companies. Then when the State employees seek new employment, they end up working for the company they recommended to do the State work." Hispanic American owned business consulting firm AI-38 said the State has favorites. "The procurement people have become accustomed to utilizing the same vendors over and over again," he said. "They are comfortable with that and that is very difficult to overcome."

Some business owners acknowledge the advantages of informal networks and confessed either seeking to gain access to assumed informal network or are already taking advantage of the same. Hispanic American owned architecture firm AI-8 said he has been able to rely on his connections rather than a Minority certification to win bids. "I built relationships with the State and did not need or use my Minority status to win work. I was able to win work by applying, providing a resume, and having a solid relationship with representative of the State." A Woman owned branding and promotional business AI-18 was able to get State work because she had a previous relationship with someone in the private sector that moved into a role with the State. "When the business relationship moved to the State, so did the work," she said. AI-26, an American Indian owned landscaping business, has several primes contacting him for work. "I've become one of the preferred subcontractors for quite a few prime contractors," he said. LGBTQ owned business consulting firm AI-68 said he wanted to be close to decision makers when it comes to getting business. "It is all about who you know instead of your capabilities," he said. "I always feel like I need to be in the right room with the right people and the decision makers. As a Minority, business is already tough. So, it is important to make connections."

F. Experience With Discriminatory Behavior

Business owners participating in the Study cited instances of discriminatory behavior when doing business with or attempting to do business with the State. Of survey respondents 19.6% felt as though they had experienced discriminatory behavior from the State between July 2016 and June 2021. (See Table 10 below and Appendix P: Survey of Business Owners: Table 63). That included 31.4% of Black American owned companies, 15.2% of Hispanic American owned businesses, 17.3% of non-Minority owned companies, and 15% of Woman owned firms.

[186] The perception by more than half of all firms that replied to the survey, believe that such a written or implied list exists is a paramount issue for the state to address.

Table 10. Do you feel as though you experienced discriminatory behavior from the State of CT from July 1, 2016, through June 30, 2021?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Yes	49	26	33	5	0	3	1	6	2	3	128
	17.3 %	15 %	31.4 %	15.2 %	0 %	18.8 %	50 %	46.2 %	16.7 %	33.3 %	19.6 %
No	193	119	44	16	5	6	1	2	5	5	396
	68 %	68.8 %	41.9 %	48.5 %	83.3 %	37.5 %	50 %	15.4 %	41.7 %	55.6 %	60.6 %
Do Not know	42	28	28	12	1	7	0	5	5	1	129
	14.8 %	16.2 %	26.7 %	36.4 %	16.7 %	43.8 %	0 %	38.5 %	41.7 %	11.1 %	19.8 %
Total	284	173	105	33	6	16	2	13	12	9	653

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Compared to State results, survey respondents overall noted fewer instances of discriminatory behavior working with the private sector at a rate of 16.1% than the higher proportions of Ethnic Minorities reporting discriminatory experiences than with the State- (See Table 11 below and Appendix P: Survey of Business Owners: Table 62) including 40% of Black American owned businesses, 24.2% of Hispanic American owned firms, 13.3% of Woman owned companies, and 7% of Non-Minority owned firms.

Table 11. Do you feel as though you experienced discriminatory behavior from the private sector (i.e., non-governmental entities) from July 1, 2016, through June 30, 2021?

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Yes	20	23	42	8	0	1	0	7	1	3	105
	7 %	13.3 %	40 %	24.2 %	0 %	6.2 %	0 %	53.8 %	8.3 %	33.3 %	16.1 %
No	222	124	35	16	5	8	2	4	6	4	426
	78.2 %	71.7 %	33.3 %	48.5 %	83.3 %	50 %	100 %	30.8 %	50 %	44.4 %	65.2 %
Do Not know	42	26	28	9	1	7	0	2	5	2	122
	14.8 %	15 %	26.7 %	27.3 %	16.7 %	43.8 %	0 %	15.4 %	41.7 %	22.2 %	18.7 %
Total	284	173	105	33	6	16	2	13	12	9	653

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More than a quarter of respondents (27.4%) told the Study that to some degree they believe that MDBEs tend to be viewed by non-MDBE business to be less competent than non-Minority male-owned businesses (See Table 12 below and Appendix P: Survey of Business Owners: Table 70). That includes 18.1% who agree —39.4% of Hispanic American owned firms, 22.9% of Black American owned businesses, 21.4% of Woman owned companies—and 9.3% who strongly agree, which is comprised of 23.8% of Black American owned firms, 18.2% of Hispanic American owned companies, 11% of Woman owned businesses, and 1.4% of non-Minority owned companies.

Table 12. In general, MDBE's tend to be viewed by non-MDBE businesses as less competent than non-Minority male-owned businesses.

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Strongly Agree	4	19	25	6	0	2	0	3	0	2	61
	1.4 %	11 %	23.8 %	18.2 %	0 %	12.5 %	0 %	23.1 %	0 %	22.2 %	9.3 %
Agree	27	37	24	13	2	8	0	3	1	3	118
	9.5 %	21.4 %	22.9 %	39.4 %	33.3 %	50 %	0 %	23.1 %	8.3 %	33.3 %	18.1 %
Neither Agree or Disagree	183	100	50	10	4	5	1	7	9	3	372
	64.4 %	57.8 %	47.6 %	30.3 %	66.7 %	31.2 %	50 %	53.8 %	75 %	33.3 %	57 %
Disagree	34	14	4	3	0	1	1	0	0	0	57
	12 %	8.1 %	3.8 %	9.1 %	0 %	6.2 %	50 %	0 %	0 %	0 %	8.7 %
Strongly Disagree	36	3	2	1	0	0	0	0	2	1	45
	12.7 %	1.7 %	1.9 %	3 %	0 %	0 %	0 %	0 %	16.7 %	11.1 %	6.9 %
Total	284	173	105	33	6	16	2	13	12	9	653

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Woman owned businesses pointed to mistreatment because of their gender. AI-28 said being a woman in the construction industry is tough. "I have to fight every day because my company is woman owned," she said. "There is pervasive sexism, and I can share 100 stories about it." AI-5, a Black American / woman owned construction firm], said working in her field was doubly difficult because she is a Black woman. "Being a woman in a male dominated field is an obstacle," she said. "Women are overlooked in the construction field just because they are women. Larger contractors hire people they know and most of the time they do not know or choose not to hire Black people." AI-87, a Woman owned masonry contracting

business, also acknowledged that survival in the male dominated construction industry was difficult. “As a woman owned business in a male dominated industry, women can be pushed around and taken advantage of.” Black American owned events and catering firm AI-15 said she is often overlooked as a woman. “Potential clients seek out my husband when conversations arise and bypass me altogether,” she said. “

Black American owned civil engineering firm AI-12 said Minority owned businesses must work harder to succeed. “There is a pervasive opinion that Minority firms are not as good as non-Minority firms,” he said. “Obviously, I disagree with the notion, but I acknowledge that the perception, right or wrong, is an obstacle. Minority owned businesses need to present themselves as highly capable performance driven Minority firms and focus on delivering what they promise so when the company is selected the client knows they are getting a firm they can rely on.” Black American owned electrical firm AI-4 said Connecticut’s marketplace has opportunities for “some but not all.” “Minority owned businesses have a hard time finding work in the State of Connecticut,” he said.

Hispanic American owned construction company AI-2 said he encountered attitudes about his race when he initially started his business and attributes the obstacles to being misjudged. “But attitudes began to change when people noticed I spoke English very well and was very professional,” he said. “A lot of people tend to misjudge others based off preconceived notions.” LGBTQ owned communications company AI-62 said he is at a disadvantage because of his identity. “Being recognized as LGBTQ can be a disadvantage sometimes because the title is earmarked as being different and sometimes works to a disadvantage,” he said. Black American owned IT firm AI-17 said he believes he had to take a lower pay rate because of his race. “The State did not have faith in my ability to sustain because I was African American,” he said.

AI-59, an LGBTQ owned real estate agency, said the stigma associated with being gay is the biggest obstacle he encounters. “People outside of the community prefer LGBTQ individuals to be more reserved and when they are not, it tends to create issues where people are uncomfortable with doing business with LGBTQ businesses,” he said. “When first starting out I believed it was necessary to package my business through my client base. For example, I made a conscious effort to present myself in a way that met my clients’ expectations.” He reported that he presented himself in traditional business attire and displayed a demeanor that he believed would lead to where everyone wanted to do business with his company.

Some non-Minority owned firms believed, however, that set asides amount to discrimination against them. AI-34, a non-Minority owned transportation company, said he feels that he is highlighted as a white male and does not think is it right. “I am being discriminated against because being female, being a Minority, or Latino affords preferential treatment,” he said. “People should be judged by merit and if they do a better job. If someone does a better job, then they should get the better work.”

G. Excessive Paperwork

Of the business owners who responded to the survey, 40% responded that excessive paperwork was a barrier to doing business with the State (See Table 13 below and Appendix P: Survey of Business Owners: Table 32). That includes 60% of Hispanic American owned companies, 43.4% of Woman owned firms, 39.8% of non-Minority owned businesses, and 30.5% of Black American owned firms.

Table 13. In your experience, have any of the following been a barrier to your firm obtaining work on projects for the State of CT? Excessive paperwork

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	171	98	73	13	3	7	1	7	12	7	392
	60.2 %	56.6 %	69.5 %	39.4 %	50 %	43.8 %	50 %	53.8 %	100 %	77.8 %	60 %
Selected	113	75	32	20	3	9	1	6	0	2	261
	39.8 %	43.4 %	30.5 %	60.6 %	50 %	56.2 %	50 %	46.2 %	0 %	22.2 %	40 %
Total	284	173	105	33	6	16	2	13	12	9	653

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Businesses said they can be overwhelmed by paperwork, from completing proposals to responding to simple personnel matters. Iberian American owned construction firm AI-85 encountered a major issue with the State's Commission on Human Rights and Opportunities when an employee called in sick. "The replacement employee was not listed on the contract," he said. "The amount of regulations to work under CHRO are too much." FG-8, a Woman owned construction firm, said that until she was able to grow her staff, she struggled with completing documentation to get certified as a WBE. "Getting my certification through the State was a nightmare," she said. "The rigmarole to go through it, I understand. But at the same time, it could scare people off. If I hadn't grown my staff in the back office to help with the paperwork, it would have been almost impossible. I feel like a smaller, newer company, it's probably a barrier for them." Even Hispanic American owned human resources consulting firm AI-23 said State documentation requirements are overzealous and finds it harder to work with the State versus the commercial market. "The RFP process is cumbersome and time consuming with a high probability of not winning the project," he said. "The time commitment on filling out all the paperwork is significant and very competitive."

AI-9, an Asian American owned irrigation business, suggests simplifying the RFP process. And for migrant business owners already struggling with English, he said what he believed to be hundreds of pages to fill out to obtain work can be discouraging. "The paperwork is mundane and excessive," AI-9 said. "I find the paperwork to be hard since English is not my first language and I must often seek help to make sure it is done properly." Hispanic American owned construction cleaning firm AI-42 also found the amount of paperwork needed to work with the State to be a challenge. "It is tough to bid directly with the State with all the paperwork requirements," he said. AI-49, a Hispanic American owned janitorial service also feels the paperwork required is excessive. "We do not have resources to hire a full-time person to research all the RFP's and fill out all the documentation required to submit an RFP," he said. Woman owned landscaping company AI-16 agreed. "A business would need a dedicated human resource department because of the amount of time it takes to complete the required paperwork when applying for an RFP," she said.

H. Lack of Outreach a Barrier to Certification

More than 40% of the business owners polled for the Study (43.8%) said they were not certified with the State as a Small, Minority or Disadvantaged business (See Table 14 below and Appendix P: Survey of Business Owners: Table 50). That includes 55.6% of non-Minority owned companies, 35.2% of Black American owned firms, 34.1% of Woman owned businesses, and 18.2% of Hispanic American owned firms. In addition to listing Excessive Paperwork as a major factor precluding them from becoming certified SMDBEs (see above Category E), uncertified survey respondents also attributed not being certified to not understanding the certification process (26.6% of survey participants, as seen in Table 15 below and Appendix P: Survey of Business Owners: Table 54, including 43.2% of Black American business owners and 30.5% of Woman owned firms).

Table 14. Is your company a certified Small, Minority (includes racial/ethnic groups, women, and disabled persons), or Disadvantaged Business Enterprise? (Collectively, "SMDBE")

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Yes	126	114	68	27	3	13	2	8	1	5	367
	44.4 %	65.9 %	64.8 %	81.8 %	50 %	81.2 %	100 %	61.5 %	8.3 %	55.6 %	56.2 %
No	158	59	37	6	3	3	0	5	11	4	286

	55.6 %	34.1 %	35.2 %	18.2 %	50 %	18.8 %	0 %	38.5 %	91.7 %	44.4 %	43.8 %
Total	284	173	105	33	6	16	2	13	12	9	653

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Table 15. Why is your company not certified as an SMDBE? Please check all that apply. [I do not understand the certification process]

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	128	41	21	1	0	3	0	4	10	2	210
	81 %	69.5 %	56.8 %	16.7 %	0 %	100 %	0 %	80 %	90.9 %	50 %	73.4 %
Selected	30	18	16	5	3	0	0	1	1	2	76
	19 %	30.5 %	43.2 %	83.3 %	100 %	0 %	0 %	20 %	9.1 %	50 %	26.6 %
Total	158	59	37	6	3	3	0	5	11	4	286

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Some business owners engaging with the Study indicated that they needed more information from the State and from the State Commission on Human Rights and Opportunities to become certified as an SMDBE. "I would love it if they had more in-person information," said FG-9, a Woman owned art supply business. AI-55 and FG-6 both said the State needed to provide more information to business owners. "I would like to see the State provide some educational opportunities where we can learn how to win State work," said Disabled American owned telecommunications networking business AI-55. Woman owned marketing and communications firm FG-6 used the State of New York as an example of ways the State could inform businesses. "They have a lot of opportunities for networking and educational seminars," she said, pointing out that she allowed her certification to lapse because she did not know how it benefited her. "I didn't get anything out of it. No reward. So, I just let it lapse." PH-21, a non-Minority owned construction company, described how confusing regulations made it difficult for many of the subcontractors working for him to maintain their certifications. "Is there a kind of a framework possible to have all the renewals happen at the first of the year?" he asked, pointing to the need for a consistent certification process to help both he and his subs keep certifications from lapsing. "Right now, I have 60 MBE trucks working for me on different State projects, and three of the trucks may have fallen off the list in the last week. Some have certifications that go June to June and other will go April to April."

Business owners expressed varied experiences getting feedback after attempting to work with the State. FG-1, a Black American owned commercial cleaning company, said she was unable to get a response from State officials after submitting paperwork. "I believe that any of us business owners here should be notified, and they should let us know what happened and what were we missing," she said. However, Black American owned construction firm FG-10 described positive results working with CHRO following repeated efforts to get help. "I said 'Hey, sit down with me and walk me through this process so I don't have to keep wasting time getting it done,'" he said. "They sat down with me, and once they showed me, it was a fairly simple stuff that we had to tweak. And once they showed me it became a lot easier."

Firm owners expressed a lack of information that can be gained from outreach and education from the appropriate agencies as a perceived barrier to doing work with the State.

I. Other Notable Findings

Beyond the major topics discussed above, there were other topics and issues that, while not discussed at length in the interviews, focus groups or public hearings, did elicit notable response in the Survey of Business Owners.

1. **Financing as a Barrier:** Of those surveyed, 14.4% reported financing as a barrier to doing business with the State (See Table 16 below and Appendix P: Survey of Business Owners: Table 33). Among those who indicated this as an issue include 37.1% of Black American owned firms, 21.2% of Hispanic American owned companies, and 9.2% of Women owned firms.

Table 16. In your experience, have any of the following been a barrier to your firm obtaining work on projects for the State of CT? Financing

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
	264	157	66	26	4	14	1	8	10	9	559

Table 16. In your experience, have any of the following been a barrier to your firm obtaining work on projects for the State of CT? Financing

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	93 %	90.8 %	62.9 %	78.8 %	66.7 %	87.5 %	50 %	61.5 %	83.3 %	100 %	85.6 %
Selected	20	16	39	7	2	2	1	5	2	0	94
	7 %	9.2 %	37.1 %	21.2 %	33.3 %	12.5 %	50 %	38.5 %	16.7 %	0 %	14.4 %
Total	284	173	105	33	6	16	2	13	12	9	653

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2. **Bid Bonding:** 16.8% of respondents saw bid bonding as a barrier to doing business with the State (See Table 17 below and Appendix P: Survey of Business Owners: Table 32). That includes 27.3% of Hispanic American owned businesses, 19% of Black American owned firms, 16.2% of non-Minority owned companies, and 15% of Woman owned businesses.

Table 17. In your experience, have any of the following been a barrier to your firm obtaining work on projects for the State of CT? Bid bond requirements

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	238	147	85	24	5	13	1	11	11	8	543
	83.8 %	85 %	81 %	72.7 %	83.3 %	81.2 %	50 %	84.6 %	91.7 %	88.9 %	83.2 %
Selected	46	26	20	9	1	3	1	2	1	1	110
	16.2 %	15 %	19 %	27.3 %	16.7 %	18.8 %	50 %	15.4 %	8.3 %	11.1 %	16.8 %
Total	284	173	105	33	6	16	2	13	12	9	653

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3. **Performance Bond Requirements:** 16.8% of respondents saw bid bonding as a barrier to doing business with the State (See Table 18 below and Appendix P: Survey of Business Owners: Table 31). That includes 30% of Hispanic American owned businesses, just over 15% respectively of Black American owned firms, Non-Minority owned companies, and Woman owned businesses.

Table 18. In your experience, have any of the following been a barrier to your firm obtaining work on projects for the State of CT? Performance bond requirements

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	240	146	89	23	5	12	0	11	12	9	547
	84.5 %	84.4 %	84.8 %	69.7 %	83.3 %	75 %	0 %	84.6 %	100 %	100 %	83.8 %
Selected	44	27	16	10	1	4	2	2	0	0	106
	15.5 %	15.6 %	15.2 %	30.3 %	16.7 %	25 %	100 %	15.4 %	0 %	0 %	16.2 %
Total	284	173	105	33	6	16	2	13	12	9	653

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4. **Pre-qualification requirements:** 26.5% of respondents described pre-qualification requirements as a barrier to doing business with the State (See Table 19 below and Appendix P: Survey of Business Owners: Table 30). That includes 36.4% of Hispanic American owned businesses, 33.3% of Black American owned firms, 24.6% of non-Minority owned companies, and 23.7% of Woman owned businesses.

Table 19. In your experience, have any of the following been a barrier to your firm obtaining work on projects for the State of CT? [Pre-qualification requirements]

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	214	132	70	21	5	9	1	9	12	7	480
	75.4 %	76.3 %	66.7 %	63.6 %	83.3 %	56.2 %	50 %	69.2 %	100 %	77.8 %	73.5 %
Selected	70	41	35	12	1	7	1	4	0	2	173
	24.6 %	23.7 %	33.3 %	36.4 %	16.7 %	43.8 %	50 %	30.8 %	0 %	22.2 %	26.5 %
Total	284	173	105	33	6	16	2	13	12	9	653

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J. Anecdotal Evidence Conclusion

The Study identified anecdotal evidence of issues that may preclude SMDBE from participating in public contracting with the State of Connecticut. Anecdotal data collected for the Study found that business owners encountered difficulty doing business with the State due to:

- *Perceived informal networks:* Well-entrenched companies holding long-standing relationships with State agencies and/or prime contractors in different sectors of business are believed to monopolize the procurement process with the State.
- *Challenges competing with large firms:* Business owners indicated that they struggle to compete against larger companies with a greater wealth of resources, financing, and staffing which allows these large firms to bid lower on contracts and establish themselves as the favored options for the State.

- *Primes circumventing the hire of SMDBEs:* Small, Minority, and Disadvantaged Business Enterprises seeking to do business with the State complained that they encountered prime contractors who took steps to avoid making good faith efforts to meet the State's public contracting goals.
- *Concerns with timely pay:* Business owners indicated that the time it took to be paid to do work for the State—either directly from the State or from a prime contractor—took longer than these SMDBEs could afford or than State policy allowed.
- *Excessive paperwork*: Businesses engaging with the Study described tedious, and at times, overwhelming amounts of documentation to do business with the state.
- *Encounters with discrimination*: Business owners described incidents of discriminatory behavior while trying to work on State projects.
- *Insufficient outreach precluding certification*: Study participants pointed to circumstances in which communication challenges made certification difficult.

To reiterate, the Study team does not report these themes of perception and expressed experience as verifiable conclusions. These quotes, tables, and themes are intended as additional qualitative data for the vendor community and State of Connecticut alongside the Study's quantitative analysis and private sector analysis which inform the Study's findings and recommendations.

VIII. STUDY CONCLUSION

The State of Connecticut continues to implement both race and gender-neutral measures and race and gender-conscious measures to try to increase utilization of Minority and Women owned firms, as well as firms owned by disabled persons, but the present Study shows that those efforts have not been effective in resolving the identified disparities. Accordingly, the State has a factual basis to continue the use of race and gender-conscious policies toward that goal, and to perhaps introduce more robust remedial measures.

The use of a regression analysis and consideration of the contracting environment in the private sector as part of this Study have demonstrated that factors other than M/WBE status *cannot* fully account for the statistical disparities found. In fact, M/WBE status continues to have an adverse impact on a firm's ability to secure contracting opportunities with the State of Connecticut.

Lastly, having obtained statistical and anecdotal evidence of disparities that are race, ethnicity, and gender specific, the more robust remedies considered as a result of this Study can be limited to race, ethnicity, and/or gender groups for which statistically significant underutilization has been identified.

As presented in Chapter II: Executive Summary of Findings and Recommendations, GSPC has made certain recommendations to the state that it believes can be effective in reducing or eliminating the identified disparities. These recommendations were based upon a review of the State's written policies, the expressed perceptions and experiences of the State's business community and GSPC's knowledge of best practices that have been utilized by other governmental entities throughout the county. [187]

[187] GSPC has provided the State with a supplemental summary of Best Practices as part of its deliverables with this Study.

APPENDIX A

DISPARITY STUDY DEFINITIONS

STATE OF CONNECTICUT
DISPARITY STUDY

GRIFFIN & STRONG

APPENDIX A: Disparity Study Definitions

Anecdotal: A reported personal experience or encounter, retold through interview, testimony, email, or survey. Not necessarily verified or based on research.

Availability Estimates: A term of art in Disparity Studies that refers to the percentage of ready, willing, and able firms in the entity's Relevant Geographic Market in each Industry Category that is disaggregated by race/ethnicity/gender. For this Study, availability was determined through the List Approach with an alternative analysis using the Custom Census approach in Appendix Q.

State of Connecticut Market Area: As used in the Marketplace Contracting Disparities chapter, the geographic area where the Study determines if the likelihood of successful contracting/subcontracting opportunities—actual and perceived—with the State of Connecticut is conditioned in a statistically significant manner on the race, ethnicity, or gender status of firm owners. The American Community Survey (ACS) data define the Market Area as the State of Connecticut.

City of Richmond v. J.A. Croson Company 488 U.S. 469 (1989) ("Croson"): – Laws that, on their face, favor one class of citizens over another, may run afoul of the Equal Protection Clause of the 14 Amendment of the U.S. Constitution even if those laws are meant to remedy discrimination. Such laws, including those that create race conscious programs, must withstand judicial "strict scrutiny" or they will be dismantled. In its Croson decision, the Supreme Court ruled that the City of Richmond's Minority Business Enterprise (hereinafter "MBE") program failed to satisfy the requirements of "strict scrutiny" review under the 14th Amendment "Strict scrutiny" review involves two co-equal considerations to determine whether a race conscious program can withstand the Strict Scrutiny: First, the need to demonstrate a compelling governmental interest (which may be established through periodic disparity studies); Second, implementation of a program or method narrowly-tailored to achieve/remedy the compelling interest. In Croson, the Supreme Court concluded that the City of Richmond failed to show that its minority set-aside program was "necessary" to remedy the effects of discrimination in the marketplace.

Disparity Index: A statistical measure demonstrated by the failure to meet parity between availability and Utilization. Disparity is calculated by comparing the utilization percentage to the availability percentage of each race/gender/ethnic group. Will result in either overutilization, underutilization, or parity.

Disparity Study ("Study"): A tool, identified by the Supreme Court as necessary for satisfying the strict scrutiny threshold for race conscious programs and demonstrating the compelling governmental interest by "factual predicate" that identifies discrimination and a narrowly tailored remedy to redress any finding of discrimination. Must adhere to the legal requirements of U.S Supreme Court decisions like City of Richmond v. J.A. Croson Company, 488 U.S. 469 (1989) and its progeny. Disparity studies are not designed to be an analysis of any current remedial programs but an analysis of race, ethnicity, and gender status and how it affects participation in the procurement process and in the marketplace.

Good Faith Efforts ("GFE"): The documentation and verification process to ensure that prime contractors are soliciting and negotiating with MBEs in "good faith" for potential subcontracting opportunities.

Industry Categories: Means, collectively, the industry categories included in the Disparity Study, which are: Construction, Architecture & Engineering , Other Professional Services, Other Services, Goods, Brokerage & Investment, and Health & Human Services.

Master Vendor File: The listing of all firms who were ready, willing and able to provide goods and services to the State of Connecticut. For the purpose of this study, this file was created from the following sources: The State of Connecticut Vendor Payment List; Bidder Connecticut Source: BizNET SBE & MBE Database; Construction Contract awarded files; Connecticut LGBTQ Certified firms; Connecticut

Department of Transportation Contracts; Connecticut Source Vendor Export File; City of Hartford Certified Vendors; CTDOT DBE List; Prequalified List of CTDOT Vendors; Subcontract Vendors; Prime Vendor List; PSA POS Annual Agency Detail

Minority-owned Business Enterprise (MBE): Means a for-profit, independent operating business with a principal place of business in the State with gross revenues not exceeding twenty million dollars and had demonstrated 51% or more ownership by aby statutorily defined minority person(s) which includes individuals who are: Black, Hispanic, of Iberian Peninsula ancestry, Asian Pacific and Pacific Islander, American Indian, Woman or disabled. The ownership by racial minorities or women must be real and substantial. The minority group member(s) or women must have operational and managerial control, interest in capital and earnings commensurate with the percentage of ownership.

Overutilization: The measure by which the utilization percentage is higher than the availability percentage and the Disparity Index is above 100. In order to be statistically significantly overutilized, the Disparity Index must be 100 or more.

Parity: The absence of disparity, demonstrated by the utilization percentage being equal to availability percentage and the Disparity Index equaling 100.

Prime Contractor: A business who has entered into direct contractual relationship with the State of Connecticut or other public or private entity to provide a good, service, or perform a scope of services.

Qualitative Analysis: Also known as anecdotal analysis. Referring to a measurement of quality (ex. how good over how much). Typified through collection and analysis of constituents' anecdotal impressions, such as interviews, public hearings, focus groups, and other forms of commentary.

Quantitative Analysis: Commonly referred to as statistical analysis. Referring to a measurement of quantity over quality (ex. how much over how good). Typified by analysis of mathematical or statistical modeling.

Regression Analysis: Statistical measure used to determine whether the race, ethnicity or gender status of a business owner are an impediment in contracting in Gainesville's marketplace and whether but for these, they would have the capacity to provide services on a higher level than is currently utilized.

Relevant Geographic Market Area: A term of art in disparity studies that refers to the geographical area in which the entity spends at least 75% of its dollars based upon firm location. For the State of Connecticut, the Relevant Market Area is comprised of the State of Connecticut.

Strict Scrutiny: The highest level of judicial scrutiny used in determining the constitutionality of laws.

Study Period: The period between which all State awards and payments are subject to study analysis. For this study it has been defined as FY2017-2021.

Subcontractor: A business who has entered into a direct contractual relationship with a Prime Contractor to either provide a good or service or perform a full scope, or portion of a scope of services.

Underutilization: The measure by which the utilization percentage is less than the availability percentage and the Disparity Index is below 100. In order to be statistically significantly underutilized, the Disparity Index must be 80 or less.

Utilization: A review of the State's payments to determine where and with whom Prime Contractor and Subcontractor were made. The analysis is conducted both with regard to the number of firms and the dollars in each race, ethnicity, gender group during each year of the Study.

APPENDIX B

EXPANDED LEGAL ANALYSIS

STATE OF CONNECTICUT
DISPARITY STUDY

GRIFFIN & STRONG

Appendix B: Expanded Legal Analysis

Having provided an historical overview of the significant cases that led to the development of disparity studies, the following discussion underscores the importance of such studies for establishing and maintaining a legally defensible M/W/DBE program or initiative. Included in this expanded section is a review of the key aspects of the methodology utilized by GSPC to conduct the State of Connecticut Study, including the process by which GSPC will gather and analyze both the statistical and the anecdotal evidence, which together provide the "factual predicate" for recommended remedial programs and policies.

A. Overview of Legal Challenges to M/WBE Programs and Legislation

There are several important legal standards and considerations that arise when a constitutional challenge to an M/W/DBE program is initiated. Matters such as burden(s) of proof, the applicable judicial scrutiny, and the types and sufficiency of evidence necessary for the court's evaluation all must be addressed.

1. Burdens of Production/Proof

As noted above, the *Croson* court struck down the City of Richmond's minority set-aside program because the City failed to provide an adequate evidentiary showing of past and present discrimination as was its initial burden.[1] Since the Fourteenth Amendment only allows affirmative action policies that narrowly seek to remedy particularized discrimination, the Court reasoned that state and local governments "must identify that discrimination . . . with some specificity before they may use race conscious [sic] relief."[2] The court's rationale for judging the sufficiency of the City's factual predicate for affirmative action legislation was whether there existed a "strong basis in evidence for its [government's] conclusion that remedial action was necessary."[3]

The initial burden of production lies with the state or local governmental entity to demonstrate that its race- and gender-conscious contract program is aimed at remedying identified past or present discrimination.[4] Merely articulating a "benign" or "remedial" purpose does not constitute a "strong basis in evidence" that the remedial plan is necessary, nor does it establish a prima facie case of discrimination.[5] Thus, the local

[1] *Croson*, 488 U.S. at 498-506.
[2] *Id.* at 504.
[3] *Id.* at 500 (quoting *Wygant v. Jackson Bd. of Educ.*, 476 U.S. 267, 277, 106 S.Ct. 1842, 1849 (1986)).
[4] *See Jana-Rock Construction, Inc. v. New York State Dept. of Economic Development*, 438 F.3d 195, 204-05 (2nd Cir. 2006) ("[T]he government has the burden of proving that racial classifications are narrowly tailored measures that further compelling government interests."); *see also West Tennessee Chapter of Associated Builders v. City of Memphis*, 302 F.Supp.2d 860, 863 (W.D. Tenn. 2004) (citing *Croson; Adarand III*).
[5] *Croson*, 488 U.S. at 500.

government must not only identify the discrimination it seeks to redress, but also produce particularized findings of discrimination.[6]

A governmental entity may, for example, establish an inference of discrimination by using empirical evidence of a significant statistical disparity between the number of qualified, willing, and able M/WBEs in the relevant market area and the number of M/W/DBE contractors awarded a contract by the governmental entity or brought in as subcontractors by prime contractors to which a public contract is awarded.[7]

The courts maintain that the quantum of evidence required for the governmental entity is to be determined on a case-by-case basis, and in the context and breadth of the M/W/DBE program it purports to advance.[8] Once the governmental entity has shown acceptable proof of a compelling interest in remedying past discrimination and illustrated that its plan is narrowly tailored to achieve this goal, the party challenging the affirmative action plan bears the ultimate burden of proving that the plan is unconstitutional.[9]

2. The Equal Protection Clause and Relevant Levels of Judicial Scrutiny

The Fourteenth Amendment provides that "No state shall . . . deny to any person within its jurisdiction the equal protection of the laws."[10] Courts are to determine the appropriate standard of equal protection review.[11]

a) Strict Scrutiny for Race-Based Classifications

The Supreme Court has made clear that "all racial classifications imposed by government must be analyzed by a reviewing court under strict scrutiny."[12] The Second Circuit, in the *Jana-Rock Construction* decision, provided the underlying rationale for this level of judicial review:

> When a plaintiff challenges "racial classifications, imposed by whatever federal, state, or local governmental actor, [the classifications] must be analyzed by a reviewing court under strict scrutiny. In other words, such classifications are constitutional only if they are

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[6] *Id.* at 500-501.
[7] *Id.* at 509.
[8] See *Concrete Works of Colorado, Inc. v. City & Cty. of Denver*, 36 F.3d 1513 (10th Cir. 1994).
[9] See *Sherbrooke Turf, Inc. v. Minn.DOT.*, 345 F.3d 964, 971 (8th Cir. 2003). ("Sherbrooke and Gross Seed have the ultimate burden of establishing that the DBE program is not narrowly tailored."); *Geyer Signal, Inc. v. Minn. DOT.*, 2014 WL 1309092, *26 (D. Minn. 2014) ("The party challenging the constitutionality of the DBE program bears the burden of demonstrating that the government's evidence did not support an inference of prior discrimination."), citing *Adarand VII*, 228 F.3d at 1166.).
[10] Fourteenth Amendment to the U.S. Constitution, Section 1.
[11] *S. J. Groves & Sons Company v. Fulton Cty. et. al.,* 920 F.2d 752, 767 (11th Cir. 1991).
[12] *Grutter v. Bollinger*, 539 U.S. 306, 326, 123 S. Ct. 2325, 156 L.Ed.2d 304 (2003). *See also Adarand III*, 515 U.S. at 227.

> narrowly tailored measures that further compelling governmental interests." *Adarand Constructors, Inc. v. Peña,* 515 U.S. 200, 227, 115 S.Ct. 2097, 132 L.Ed.2d 158 (1995). "[T]he purpose of strict scrutiny is to 'smoke out' illegitimate uses of race by assuring that the legislative body is pursuing a goal important enough to warrant use of a highly suspect tool." *City of Richmond v. J.A. Croson Co.,* 488 U.S. 469, 493, 109 S.Ct. 706, 102 L.Ed.2d 854 (1989) (plurality opinion).[13]

Again, "[u]nder strict scrutiny, a racial classification must (1) serve a compelling governmental interest and (2) be narrowly tailored to achieve that interest."[14]

b) *Intermediate Scrutiny for Gender-Based Classifications in the Second Circuit*

Though there is no definitive ruling on the level of constitutional scrutiny applicable to gender-based classifications in the Second Circuit, the court has indicated in reported opinions that programs with gender-based classifications are evaluated for constitutionality under a more relaxed level of scrutiny than race-based ones, *i.e.*, intermediate scrutiny:

> The state and federal programs challenged in the present suit contain gender-conscious classifications in addition to classifications based on race. The *Croson* Court commented only briefly on gender-conscious set-aside programs, stating that the Court has engaged in a "close examination of the legislative purpose ... when reviewing classifications based on either race or gender." *Croson*, 109 S.Ct. at 721-22 (citing *Weinberger v. Wiesenfeld*, 420 U.S. 636, 648, 95 S.Ct. 1225, 1233, 43 L.Ed.2d 514 (1975)).
>
> The Supreme Court has generally applied an intermediate level of scrutiny when reviewing an equal protection challenge to governmental programs which classify persons on the basis of gender. *See generally*, *Reed v. Reed*, 404 U.S. 71, 92 S.Ct. 251, 30 L.Ed.2d 225 (1971); *Craig v. Boren*, 429 U.S. 190, 97 S.Ct. 451, 50 L.Ed.2d 397 (1976). Moreover, whether the "statutory policy discriminates against males rather than against females does not exempt it from scrutiny or reduce the standard of review." *Mississippi University for Women v. Hogan*, 458 U.S. 718, 723, 102 S.Ct. 3331, 3335-36, 73 L.Ed.2d 1090 (1982). The intermediate standard as it applies to gender-based classification places a burden on the

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[13] *Jana-Rock Construction v. New* York, 438 F.3d at 200. *See also, Podberesky v. Kirwin*, 38 F.3d 147, 152 (4th Cir. 1994) (same), quoting *Maryland Troopers Assn. v. Evans, 993 F.2d 1072, 1076 (4th Cir. 1993)* (internal citations omitted).

[14] *See Tuttle by Tuttle v. Arlington County Sch. Bd.*, 195 F.3d 698, 704 (4th Cir. 1999) (citing *Adarand III*). *See also Michigan Road Builders Assn. v. Milliken*, 834 F.2d 583, 589-90 (6th Cir. 1987); *Drabik*, 214 F.3d at 734; *Cleveland Firefighters for Fair Housing v. City of Cleveland*, 917 F.Supp.2d 668, 679-80 (N.D. Ohio 2013). The strict scrutiny test further requires a "searching judicial inquiry into the justification" for the race-conscious remedy to determine whether the classifications are remedial or "in fact, motivated by the illegitimate notions of social inferiority or simple social politics." *Doe v. Sundquist*, 943 F. Supp. 886 (M.D. Tenn. 1996).

party seeking to uphold the statute to demonstrate that "the classification serves `important governmental objectives and that the discriminatory means employed' are `substantially related to the achievement of those objectives.'" *Id.* at 724, 102 S.Ct. at 3336 (quoting *Wengler v. Druggists Mutual Ins. Co.*, 446 U.S. 142, 150, 100 S.Ct. 1540, 1545, 64 L.Ed.2d 107 (1980)).[15,16]

In light of the above, the gender-based classification components in the State of Connecticut's program may be analyzed under level of scrutiny which would be easier for the State to meet under challenge than that which would be applied to the race-based component. That said, any recommendations GSPC makes at the end of this Study regarding gender-based program policies or elements will be designed to meet the strict scrutiny standard in an abundance of caution given the lack of a definitive ruling from the Second Circuit.

B. "Compelling Public Interest" Considerations

In order for a local government's M/W/DBE contracting program to be constitutionally valid, it first must be rooted in a compelling governmental interest.

> Although imposing a substantial burden, strict scrutiny is not automatically "fatal in fact." *Adarand [III]*, 515 U.S. at 237. After all, "[t]he unhappy persistence of both the practice and the lingering effects of racial discrimination against minority groups in this country is an unfortunate reality, and government is not disqualified from acting in response to it." *Id.*; *Alexander*, 95 F.3d at 315. In so acting, a governmental entity must demonstrate it had a compelling interest in "remedying the effects of past or present racial discrimination." *Shaw v. Hunt*, 517 U.S. 899, 909, 116 S.Ct. 1894, 135 L.Ed.2d 207 (1996).
>
> Thus, to justify a race-conscious measure, a state must "identify that discrimination, public or private, with some specificity," *Croson*, 488 U.S. at 504, and must have a "'strong basis in evidence for its conclusion that remedial action [is] necessary,'" *id.* at 500 (quoting *Wygant v. Jackson Bd. of Educ.*, 476 U.S. 267, 277, 106 S. Ct. 1842, 90 L. Ed.2d 260 (1986) (plurality opinion)); *see also Podberesky v. Kirwan*, 38 F.3d 147, 153 (4th Cir. 1994). As

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[15] *Harrison & Burrowes Bridge Constructors v. Cuomo*, 743 F. Supp. 977, 992-93 (N.D.N.Y. 1990).

[16] *See also, H.B. Rowe v. Tippett*, 615 F.3d 233, 242 (4th Cir. 2010) (also citing *Miss. Univ. v. Hogan*):

> Precedent dictates, and the parties agree, that courts apply "intermediate scrutiny" to statutes that classify on the basis of gender. *Adkins v. Rumsfeld*, 464 F.3d 456, 468 (4th Cir.2006); *see also Miss. Univ. for Women v. Hogan*, 458 U.S. 718, 724, 102 S.Ct. 3331, 73 L.Ed.2d 1090 (1982). A defender of such a statute meets this burden "by showing at least that the classification serves important governmental objectives and that the discriminatory means employed are substantially related to the achievement of those objectives." *Hogan*, 458 U.S. at 724, 102 S.Ct. 3331 (internal quotation marks omitted). Of course, intermediate scrutiny requires less of a showing than does "the most exacting" strict scrutiny standard of review. *See Clark v. Jeter*, 486 U.S. 456, 461, 108 S.Ct. 1910, 100 L.Ed.2d 465 (1988).

courts have noted, "there is no 'precise mathematical formula to assess the quantum of evidence that rises to the *Croson* 'strong basis in evidence' benchmark.'" *Rothe Dev. Corp. v. Dep't of Def.*, 545 F.3d 1023, 1049 (Fed. Cir. 2008) (*Rothe II*) (quoting *W.H. Scott Constr. Co. V. City of Jackson*, 199 F.3d 206, 218 n.11 (5th Cir. 1999)).[17]

This compelling interest must be proven by particularized findings of discrimination. The strict scrutiny test ensures that the means used to address the compelling goal of remedying discrimination "fit" the goal so closely that there is little likelihood the motive for the racial classification is illegitimate racial prejudice or stereotype.[18]

The relevant case law establishes that the compelling state interests of remedying past discrimination and of avoiding discrimination in the context of governmental procurement programs are well-accepted, and not controversial at this point.[19]

1. The Extent of Participation in Discrimination by the Public Entity

The courts have uniformly held that general societal discrimination is insufficient to justify the use of race-based measures to satisfy a compelling governmental interest.[20] Rather, there must be some showing of prior discrimination by the governmental actor involved, either as an "active" or "passive" participant.[21] The upshot of this dual-faceted evaluation of the enacting governmental entity is that, even if the entity did not directly discriminate, it can take corrective action.

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[17] *H.B. Rowe Co., Inc. v. Tippett*, 615 F.3d 233, 241 (4th Cir. 2010).

[18] *Jana-Rock Construction v. New York,* 438 F.3d at 207; *Eng. Contrs. Assn. v. Metro. Dade Cty.,* 122 F.3d 895, 906 (11th Cir.1997) (same). *See also*, *Adarand III*, 515 U.S. at 235.

[19] *See W.H. Scott Const. Co. v. City of Jackson*, 199 F.3d 206, 217 (5th Cir. 1999) ("[C]ombatting racial discrimination is a compelling government interest."); *Croson*, 488 U.S. at 492 ("It is beyond dispute that any public entity, state or federal, has a compelling interest in assuring that public dollars, drawn from the tax contributions of all citizens, do not serve to finance the evils of private prejudice."); *Adarand III*, 515 U.S. at 237 ("The unhappy persistence of both the practice and the lingering effects of racial discrimination against minority groups in this country is an unfortunate reality, and government is not disqualified from acting in response to it.").

[20] *Adarand III*, 515 U.S. at 227; Croson, 488 U.S. at 496-97.

[21] *Croson*, 488 U.S. at 492. *See also Ashton v. City of Memphis*, 49 F. Supp.2d 1051, 1057 (W. D. Tenn. 1999) (citing *Croson*). As the Sixth Circuit clarified, "[g]overnmental entities are not restricted to eradicating the effects only of their own discriminatory acts." *Tennessee Asphalt Co. v. Farris,* 942 F.2d 969, 974 (6th Cir. 1991). Thus, even if the governmental unit did not directly discriminate, it can take corrective action. *Eng. Contractors*, 122 F.3d at 907 ("[I]f the [County] could show that it had essentially become a 'passive participant' in a system of racial exclusion practiced by elements of the local construction industry," the Supreme Court has made it "clear that the [County] could take affirmative steps to dismantle such a system.") quoting *Croson*, 488 U.S. at 492.

Subsequent lower court rulings have provided more guidance on passive participation by local governments. In *Concrete Works*, the Tenth Circuit held that it was sufficient for the local government to demonstrate that it engaged in passive participation in discrimination rather than showing that it actively participated in the discrimination:

> Neither *Croson* nor its progeny clearly state whether private discrimination that is in no way funded with public tax dollars can, by itself, provide the requisite strong basis in evidence necessary to justify a municipality's affirmative action program. Although we do not read *Croson* as requiring the municipality to identify an exact linkage between its award of public contracts and private discrimination, such evidence would at least enhance the municipality's factual predicate for a race/gender-conscious program.[22]

Thus, the desire for a government entity to prevent the infusion of public funds into a discriminatory industry is enough to satisfy the requirement. The next question, however, is whether a public entity has the requisite factual support for its M/W/DBE program in order to satisfy the particularized showing of discrimination required by *Croson*. This factual support can be developed from anecdotal and statistical evidence, as discussed hereafter.

2. Types of Evidence

The types of evidence routinely presented to show the existence of a compelling interest include statistical and anecdotal evidence.[23] Where gross statistical disparities exist, they alone may constitute *prima facie* proof of a pattern or practice of discrimination. Anecdotal evidence, such as testimony from minority contractors, is most useful as a supplement to strong statistical evidence, as it cannot carry the burden for the entity by itself.

The majority decision in *Croson* implicitly endorsed the inclusion of personal accounts of discrimination, but *Croson* and subsequent decisions also make clear that selective anecdotal evidence about MBE/WBE experiences alone would not provide an ample basis in evidence to demonstrate public or private discrimination in a municipality's construction industry.[24] Stated otherwise, personal accounts of actual discrimination or the effects of discriminatory practices are admissible and effective, and anecdotal evidence of a governmental entity's institutional practices that provoke discriminatory market conditions

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[22] *Concrete Works*, 36 F.3d at 1529.

[23] *Croson*, 488 U.S. at 501.

[24] *Croson*, 488 U.S. at 480 (noting as a weakness in the City's case that the Richmond City Council heard "no direct evidence of race-conscious discrimination on the part of the city in letting contracts or any evidence that the City's prime contractors had discriminated against minority-owned subcontractors"); *See also Eng. Contractors Assn.*, 122 F. 3d at 925 ("We have found that kind of evidence [anecdotal] to be helpful in the past, but only when it was combined with and reinforced by sufficiently probative statistical evidence.").

is particularly probative. To carry the day, however, such evidence must be supplemented with strong statistical proof:

> A state need not conclusively prove the existence of past or present racial discrimination to establish a strong basis in evidence for concluding that remedial action is necessary. Instead, a state may meet its burden by relying on 'a significant statistical disparity' between the availability of qualified, willing, and able minority subcontractors and the utilization of such subcontractors by the governmental entity or its prime contractors. We further require that such evidence be 'corroborated by significant anecdotal evidence of racial discrimination.'[25]

Accordingly, a combination of statistical disparities in the utilization of M/W/DBEs and particularized anecdotal accounts of discrimination by the M/W/DBEs (or others) are required to satisfy the factual predicate.[26]

Of note, several courts have rejected assertions by plaintiffs attacking programs that anecdotal evidence must be verified to be considered as part of a governmental entity's evidentiary proffer.[27]

a) Statistical Data Generally

The Court in *Croson* explained that an inference of discrimination may be made with empirical evidence that demonstrates "a significant statistical disparity between the number of qualified minority contractors . . . and the number of such contractors actually engaged by the locality or the locality's prime contractors."[28] A predicate to governmental action is a demonstration that gross statistical disparities exist between the

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[25] *H.B. Rowe*, 615 F.3d at 241 (citations omitted).

[26] *See Middleton v. City of Flint*, 92 F.3d 396, 405 (6th Cir. 1996) ("Anecdotal evidence is most useful as a supplement to strong statistical evidence[.]") quoting *O'Donnell Constr. Co. v. District of Columbia*, 963 F.2d 420, 427 (D.C. Cir. 1992).

[27] *Associated Gen. Contrs. of Am. v. California DOT*, 713 F.3d 1187, 1197 (9th Cir.2013) ("AGC contends that the anecdotal evidence has little or no probative value in identifying discrimination because it is not verified. AGC cites to no controlling authority for a verification requirement. Both the Fourth and Tenth Circuits have rejected the need to verify anecdotal evidence."), citing *H.B. Rowe*, 615 F.3d at 249; *Concrete Works*, 321 F.3d at 989. *See also Kossman Contracting Co. v. City of Houston*, Case No. H-14-1203, at 58 (S.D. Texas 2016) ("Plaintiff criticizes the anecdotal evidence with which NERA supplemented its statistical analysis as not having been verified and investigated. Anecdotes are not the sole or even primary evidence of discrimination in this case. One reason anecdotal evidence is valuable supplemental evidence is that it reaches what statistics cannot: a witness' narrative of an incident told from the witness' perspective and including the witness' perceptions.") (quotations and citations omitted).

[28] 488 U.S. at 509.

proportion of MBEs awarded government contracts and the proportion of MBEs in the local industry "willing and able to do the work," in order to justify its use of race-conscious contract measures.[29]

In order to adequately assess statistical evidence, there must be information identifying the basic qualifications of minority contractors "willing and able to do the job" and the Court must determine, based upon these qualifications, the relevant statistical pool with which to make the appropriate statistical comparisons.[30] Although subsequent lower court decisions have provided considerable guidelines for statistical analyses sufficient for satisfying the *Croson* factual predicate, there are multiple methods that the courts have accepted for conducting statistical analyses. The most prevalent of these are outlined hereafter.

b) Availability

The attempted methods of calculating M/W/DBE availability have varied from case to case. In *Contrs. Assn. of E. Pennsylvania v. City of Philadelphia*,[31] the Third Circuit stated that available and qualified minority-owned businesses comprise the "relevant statistical pool" for purposes of determining availability.[32] The court permitted availability to be based on the metropolitan statistical area (MSA) and local list of the Office of Minority Opportunity for non-MBE/WBEs, which itself was based on census data.

In *Associated Gen. Contrs. of Am. v. City of Columbus*,[33] the City's consultants collected data on the number of M/WBE firms in the Columbus MSA in order to calculate the percentage of available M/WBE firms. Three sources were considered to determine the number of M/WBEs "ready, willing and able" to perform construction work for the city (the City Auditor Vendor Payment History file, Subcontractor Participation Reports, or Contract Document Database of the City).[34] However, the Court found that none of these measures of availability purported to measure the number of M/WBEs who were qualified and willing to bid as a prime contractor on City construction projects because none of the three data sources relied upon were attentive to which firms were able to be responsible or provide either a bid bond or performance

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[29] *Id.*; *see also, Associated General Contractors of Connecticut, Inc. v. City of New Haven*, 41 F.3d 62, 66 (2nd Cir. 1994) ("In the context of race-based set-asides, *Croson* makes clear that the constitutionality of any municipal plan is inextricably linked to its factual justification.").

[30] *Eng. Contrs*, 122 F. 3d. at 925. As noted in *Drabik*, 214 F.3d 730, the statistical evidence should be industry or work category-specific in order to be meaningful and relevant on the issue of possible underutilization. *Id.* at 736 ("The problem with Ohio's statistical comparison is that the percentage of minority-owned businesses in Ohio (7% as of 1978) did not take into account how many of those businesses were construction companies of any sort, let alone how many were qualified, willing, and able to perform state construction contracts.").

[31] 6 F.3d 990 (3rd Cir. 1993).

[32] *Id.* at 1003.

[33] 936 F. Supp. 1363 (S.D. Ohio 1996), *vacated on other grounds*, 172 F.3d 411 (6th Cir. 1999).

[34] *Id.* at 1372, 1388.

bond.[35] The Court thus wrote "[t]here is no basis in the evidence for an inference that qualified M/WBE firms exist in the same proportions as they do in relation to all construction firms in the market."[36]

In *H.B. Rowe*, availability was calculated using a vendor list that included: "1) subcontractors approved by the Department to perform subcontract work on state-funded projects, (2) subcontractors that performed such work during the study period, and (3) contractors qualified to perform prime construction work on state-funded contracts."[37]

The issue of availability also was examined by the Eleventh Circuit in *Eng. Contrs. Assn. v. Metro. Dade Cty.*.[38] There, the court opined that when reliance is made upon statistical disparity, and special qualifications are necessary to undertake a particular task, the relevant statistical pool must include only those minority-owned firms qualified to provide the requested services.[39] Moreover, these minority firms must be qualified, willing and able to provide the requested services.[40] If the statistical analysis includes the proper pool of eligible minorities, any resulting disparity, in a proper case, may constitute *prima facie* proof of a pattern or practice of discrimination.

A common question in collecting and applying availability data is whether prime contractor and subcontractor data needs to be evaluated separately. Though the Second Circuit has not spoken on this particular question the trend is to accept combined data.

> NCI's argument is that IDOT essentially abused its discretion under this regulation by failing to separate prime contractor availability from subcontractor availability. However, NCI has not identified any aspect of the regulations that requires such separation. Indeed, as the district court observed, the regulations require the local goal to be focused on overall DBE participation in the recipient's DOT-assisted contracts. *See* 49 C.F.R. § 26.45(a)(1). It would make little sense to separate prime contractor and subcontractor availability as suggested by NCI when DBEs will also compete for prime contracts and any success will be reflected in the recipient's calculation of success in meeting the overall goal.[41]

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[35] *Id.* at 1389.
[36] *Id.*
[37] 615 F.3d at 244.
[38] *122 F.3d 895.*
[39] *Id.* at 920-21, citing *Croson*, 488 U.S. at 502.
[40] *Id.* at 907.
[41] *Northern Contracting, Inc. v. Illinois D.O.T.*, 473 F.3d 715, 723 (7th Cir. 2007). *See also Associated Gen. Contrs. of Am. v. California D.O.T.*, 713 F.3d at 1199 (citing *Northern Contracting*); *Kossman*, at 58 ("Separately considering prime contractors and subcontractors is not only unnecessary but may be misleading. The anecdotal evidence indicates that construction firms had served, on different contracts, as both."); *H.B.Rowe*, 615 F.3d at 245 (court accepted combined data based on experts' explanation that prime contractors are also qualified to do subcontracting work, and often do).

Also, several courts have accepted the use of a "custom census" methodology for calculating availability. For example, in *Northern Contracting*, after identifying the relevant geographic market and product market (transportation construction) the analyst "surveyed Dun & Bradstreet's *Marketplace*, which is a comprehensive database of American businesses that identifies which businesses are minority or women-owned. Wainwright supplemented this survey with IDOT's list of DBEs in Illinois."[42] In *Kossman*, the consulting analyst "relied on data acquired from Dun & Bradstreet's Hoovers subsidiary on the total number of businesses in the defined market area Because the Dun & Bradstreet data did not adequately identify all MWBEs, NERA collected information on MWBEs in Texas and surrounding states through lists from public and private entities, as well as prior NERA studies, and culled records for MWBEs within the [City's] defined market area."[43]

c) Utilization

Utilization is a natural corollary of availability, in terms of statistical calculation. Different courts have applied utilization rates to different base measures, including percentage-based analyses regarding contract awards and dollars paid.

In *Eng. Contrs.*,[44] the City's consultants calculated the percentage of City contracting dollars that were paid to MWBE construction firms.[45] In *Associated Gen. Contrs. of Am. v. California DOT*, the State's disparity study consultants calculated the percentage of contracting dollars that were paid to DBE firms.[46] This is referred to as the rate of utilization. From this point, one can determine if a disparity exists and, if so, to what extent. A similar methodology was utilized in *Associated Gen. Contrs. of Am. v. City of Columbus*.[47]

In *Cone Corp. v. Hillsborough County*,[48] the following utilization statistics were developed and presented to justify an MBE program:

> The County documented the disparity between the percentage of MBE contractors in the area and the percentage of contracts awarded to those MBE contractors. Hillsborough County determined the percentage of County construction dollars going to MBE

[42] 473 F.3d at 718.
[43] *Id.* at 5. *See also Midwest Fence*, 840 F.3d at 950 (discussing and approving custom census method).
[44] 122 F.3d at 914.
[45] 615 F.3d at 241 ("[A] state may meet its burden by relying on 'a significant statistical disparity' between the availability of qualified, willing, and able minority subcontractors and the utilization of such subcontractors by the governmental entity or its prime contractors."), citing *Croson*, 488 U.S. at 509.
[46] 713 F.3d at 1192-1193. In *Kossman v. City of Houston*, NERA used both "award amounts" and "paid amounts" to determine utilization. *Id.* at 3, n. 10. The court, in approving the statistical proffer, looked only at the award amounts to "simplify matters." *Id.*
[47] 936 F. Supp. 1363 (City calculated the percentage of City contracting dollars that were paid to M/WBE construction firms)
[48] 908 F.2d 908, 915-16 (11th Cir. 1990).

> contractors compared to the total percentage of County construction dollars spent. The data extracted from the studies indicates that while ten percent of the businesses and twelve percent of the contractors in the County were minorities, only 7.89% of the County purchase orders, 1.22% of the County purchase dollars, 6.3% of the awarded bids, and 6.5% of the awarded dollars went to minorities. The statistical disparities between the total percentage of minorities involved in construction and the work going to minorities, therefore, varied from approximately four to ten percent, with a glaring 10.78% disparity between the percentage of minority contractors in the County and the percentage of County construction dollars awarded to minorities. Such a disparity clearly constitutes a prima facie case of discrimination indicating that the racial classification in the County plan were necessary.

d) Disparity Indices

To demonstrate the under-utilization of M/W/DBEs in a particular area, parties can employ a statistical device known as the "disparity index." The use of such an index was explained, and cited approvingly, in *H.B. Rowe*.[49]

In *H.B. Rowe*, after noting the increasing use of disparity indices, the court explained that the State (through a consulting firm) calculated a disparity index for each relevant racial or gender group covered by the M/WBE program, and further, conducted a standard deviation analysis on each of those indices using t-tests.[50] The resulting calculations "demonstrated marked underutilization of [] African American and Native American subcontractors," according to the court.[51]

The utility of disparity indices or similar measures to examine the utilization of minorities or women in a particular industry has been recognized by a number of federal circuit courts.[52] Specifically, courts have used these M/WBE disparity indices to apply the "strong basis in evidence" standard in *Croson*. As noted, the disparity index in *H.B. Rowe* was 0.46 for African Americans and was 0.48 for Native Americans.[53] Based on a disparity index of 0.22, the Ninth Circuit upheld the denial of a preliminary injunction to a

[49] 615 F.3d at 243-44.
[50] *Id.* at 244. The disparity index is calculated by dividing the percentage of available MBE/WBE participation (amount of contract dollars) by the percentage of MBE/WBEs in the relevant population of local firms. A disparity index of one (1) demonstrates full MBE/WBE participation, whereas the closer the index is to zero, the greater the MBE/WBE under-utilization. Some courts multiply the disparity index by 100, thereby creating a scale between 0 and 100, with 100 representing full MBE/WBE utilization. *Eng. Contractors*, 122 F.3d at 914.
[51] *Id.*
[52] *See Concrete Works*, 36 F.3d at 1523 n. 10 (10th Cir.1994) (employing disparity index); *Contrs. Assn.*, 6 F.3d at 1005 (3d Cir.1993) (employing disparity index); *Associated Gen. Contrs. v. Coalition for Economic Equity*, 950 F.2d 1401, 1414 (9th Cir.1991) (employing similar statistical data).
[53] *Id.* at 245.

challenger of the City of San Francisco's MBE plan based upon an equal protection claim.[54] Similarly, the Third Circuit held that a disparity of 0.04 was "probative of discrimination in City contracting in the Philadelphia construction industry."[55]

e) Use of Standard Deviation

The number calculated via the disparity index (established above) is then tested for its validity through the application of a standard deviation analysis. Standard deviation analysis measures the probability that a result is a random deviation from the predicted result (the more standard deviations, the lower the probability the result is a random one). Social scientists consider a finding of two standard deviations significant, meaning that there is about one chance in 20 that the explanation for the deviation could be random, so the deviation must be accounted for by some factor.

As noted above, standard deviations were applied by the State of North Carolina in the statistical analysis utilized to defend its MBE/WBE program in *H.B. Rowe*.[56] The Fourth Circuit described the significance of the findings as follows:

> For African Americans the t-value of 3.99 fell outside of two standard deviations from the mean and, therefore, was statistically significant at a 95 percent confidence level. In other words, there was at least a 95 percent probability that prime contractors' underutilization of African American subcontractors was not the result of mere chance. For Native American subcontractors, the t-value of 1.41 was significant at a confidence level of approximately 85 percent.[57]

Similarly, the Eleventh Circuit has directed that "'where the difference between the expected value and the observed number is greater than two or three standard deviations', then the hypothesis that [employees] were hired without regard to race would be suspect."[58]

f) Regression Analysis

In conducting its statistical analysis of the State of Connecticut's purchasing, GSPC will also be employing a regression analysis, which essentially seeks to control for numerous factors other than discrimination, *e.g.*, firm size, experience level, which may be causing or contributing to any disparity identified. This

[54] *AGC v. Coalition for Economic Equity*, 950 F.2d 1401, 1414 (9th Cir. 1991).
[55] *Contrs. Assn.*., 6 F.3d at 1005.
[56] 615 F.3d at 244-45.
[57] *Id.* at 245.
[58] *Peightal v. Metropolitan Dade County*, 26 F.3d 1545, 1556 (11th Cir. 1994) (quoting *Hazelwood School Dist. v. United States*, 433 U.S. 299, 97 S.Ct. 2736, 53 L.Ed.2d 768 (1977).

aspect of the GSPC methodology likewise has the support of several courts as a current "best practice" for disparity studies.

For example, after the Fourth Circuit in *H.B. Rowe* noted the statistical significance of certain quantitative analyses showing two standard deviations or a disparity ratio higher than .80, it addressed the value of a regression analysis as a further evaluative tool.[59] Specifically, in discussing the disparity evidence offered by the State, the court favorably noted:

> To corroborate the disparity data, MGT conducted a regression analysis studying the influence of certain company and business characteristics - with a particular focus on owner race and gender - on a firm's gross revenues. MGT obtained the data from a telephone survey of firms that conducted or attempted to conduct business with the Department. The survey pool consisted of a random sample of 647 such firms; of this group, 627 participated in the survey.
>
> MGT used the firms' gross revenues as the dependent variable in the regression analysis to test the effect of other variables, including company age and number of full-time employees, and the owners' years of experience, level of education, race, ethnicity, and gender. The analysis revealed that minority and women ownership universally had a negative effect on revenue. African American ownership of a firm had the largest negative effect on that firm's gross revenue of all the independent variables included in the regression model. These findings led MGT to conclude that "for African Americans, in particular, the disparity in firm revenue was not due to capacity-related or managerial characteristics alone."[60]

g) Geographic Scope

The *Croson* Court also observed that because discrimination varies across market areas, state and local governments cannot rely on national statistics of discrimination in the disputed industry to draw conclusions about prevailing market conditions in their respective regions.[61] However, to confine the permissible data to a governmental entity's strict geographical borders would ignore the economic reality that contracts are awarded to firms located in adjacent areas. Thus, courts closely scrutinize pertinent data related to the jurisdictional area of the state or municipality.

Generally, the scope of the statistical analyses pertains to the geographic market area from which the governmental entity offerors come. As the appellate court wrote in *Harrison & Burrowes v. Cuomo*, "[the

[59] 615 F.3d at 244-46.
[60] *Id.* at 245-46; 250.
[61] *Croson*, 488 U.S. at 504.

district court's] injunction issued on the ground that the program was suspect under *Croson* since it was not supported by findings of localized discrimination."[62]

In addition, disparities concerning utilization, firm size, and formation are also relevant in determining discrimination in a marketplace. It has been deemed appropriate to examine the existence of discrimination against M/W/DBEs even when these areas go beyond the geographical boundaries of the local jurisdictions.[63]

When utilizing evidence of discrimination from nearby public entities and from within the relevant private marketplace, however, extra-jurisdictional evidence must still pertain to the operation of an industry within geographic boundaries of the jurisdiction.

C. Requirement for Narrowly Tailored Remedies

Under the *Croson* framework, any race-conscious plan must be narrowly tailored to ameliorate the effects of past discrimination.[64] "Generally, while 'goals' are permissible, unyielding preferential 'quotas' will normally doom an affirmative action plan."[65]

The Second Circuit addressed the parameters of this narrow tailoring requirement in *Jana-Rock Construction v. New York*:

> In determining whether a program is narrowly tailored, we have considered: "(1) the necessity for relief and the efficacy of alternative remedies, (2) the flexibility and duration of the relief, (3) the relationship of the numerical goals of the relief to the relevant labor market (or to its analog in a case involving something other than employment discrimination), and (4) the impact of the relief on the rights of third parties." *United States v. Sec'y of HUD,* 239 F.3d 211, 219 (2d Cir.2001) (citing *United States v. Paradise,* 480 U.S. 149, 171, 107 S.Ct. 1053, 94 L.Ed.2d 203 (1987)).[66]

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[62] *Harrison & Burrowes Bridge Constructors v. Cuomo,* 981 F.2d 50, 58 (2nd Cir. 1992).
[63] *See Contrs. Assn., E. Pa.*
v. City of Philadelphia, 91 F.3d 586, 604 (3rd Cir. 1996).
[64] *See Michigan Rd. Builders Assn. v. Milliken*, 834 F.2d 583, 589-90 (6th Cir. 1987). *See also Jana-Rock Construction v. New York*, 438 F.3d at 207 ("The narrow-tailoring requirement 'ensures that the means chosen "fit" the compelling goal so closely that the motive for the classification was illegitimate racial prejudice or stereotype.'") (citations omitted).
[65] *Virdi v. DeKalb County School District*, 135 Fed. Appx. 262 (11th Cir. 2005). *See also Sherbrooke Turf*, 345 F.3d at 972 (citing *Croson*, 488 U.S. at 496).
[66] 1438 F.3d at 205-06; *see also Tuttle v. Arlington County*, 195 F.3d 698, at 706.

In *Croson*, the Court considered similar factors, including 1) whether the city has first considered race-neutral measures, but found them to be ineffective;[67] 2) the basis offered for the goals selected; 3) whether the program provides for waivers; and 4) whether the program applies only to MBEs who operate in the geographic jurisdiction covered by the program.[68]

More refined guideposts are provided in several post-*Croson* cases wrestling with efforts to meet the "narrowly tailored" prong – which we simply list for ease of reference:

- Relief is limited to minority groups for which there is identified discrimination;
- Remedies are limited to redressing the discrimination within the boundaries of the enacting jurisdiction;
- The goals of the programs should be flexible and provide waiver provisions;
- Race and/or gender neutral measures should be considered; and
- The program should include provisions or mechanisms for periodic review and sunset.

The Sixth Circuit in *Associated Gen. Contrs. v. Drabik* affirmed that Ohio's MBEA statute was <u>not</u> narrowly tailored to remedy past discrimination because: (1) the MBEA suffered from under inclusiveness and over inclusiveness, (lumping together racial and ethnic groups without identified discrimination); (2) the MBEA lacked a sunset date; and (3) the state failed to provide specific evidence that Ohio had considered race-neutral alternatives before adopting the plan to increase minority participation.[69]

Inherent in the above discussion is the notion that M/W/DBE Programs and remedies must maintain flexibility with regard to local conditions in the public and private sectors. Courts have suggested project-by-project goal setting and waiver provisions as means of ensuring fairness to all vendors. Finally, "review" or "sunset" provisions are strongly suggested components for an M/W/DBE program to guarantee that remedies do not out-live their intended remedial purpose. As an example, the Sixth Circuit in *Drabik* specifically cited the lack of a "sunset" provision in criticizing the MBEA instituted by the State of Ohio.[70]

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[67] 488 U.S. at 507-08. *See also Sherbrooke Turf*, 345 F.3d at 971-72 ("Narrow tailoring does not require exhaustion of every conceivable race-neutral alternative, but it does require serious, good faith consideration of workable race-neutral alternatives.").
[68] *Sherbrooke Turf*, 345 F.3d at 971 ("In determining whether a race-conscious remedy is narrowly tailored, we look to factors such as the efficacy of alternative remedies, the flexibility and duration of the race-conscious remedy, the relationship of the numerical goals to the relevant labor market, and the impact of the remedy on third parties.").
[69] 214 F.3d 739.
[70] *Drabik*, 214 F.3d at 739.

D. Conclusion

The *Croson* decision, handed down thirty years ago, continues to cast a long shadow over M/WBE and DBE programs and legislation. Significant refinement by the Supreme Court and the federal Circuit Courts of Appeal transpired in its wake, though, addressing the acceptable and proper methodologies for achieving the legal standards established by *Croson*.

In fact, the court in *Kossman* included in its opinion a lengthy legal overview of what it dubbed "*Croson's* Continuing Significance." In this section of its decision, the court opined about why a statistical analysis like that presented by the City of Houston was necessary and proper under the Equal Protection scheme established by *Croson* and refined by its (continuing) progeny.[71] In many respects, this opinion provides a roadmap for success in implementing and defending an M/W/DBE program under the current state of the law, with appropriate attribution and reference to *Croson*. It is in this legal environment that any M/W/DBE program or policy implemented by the State of Connecticut will be evaluated, including in the face of any legal/constitutional challenge.

[71] *Id.* at pp. 34-49, and 53-62.

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Associated Gen. Contrs. of Ohio, Inc. v. Drabik, 214 F.3d 730 (6th Cir. 2000)

Associated Gen. Contrs. of America, San Diego Chapter v. California D.O.T., 713 F.3d 1187 (7th Cir. 2013)

Brunet v. City of Columbus, 1 F.3d 390 (6th Cir. 1993)

Builders Assn.of Chicago v. County of Cook, 256 F.3d 642 (7th Cir. 2001)

City of Richmond v. J. A. Croson Company, 488 U.S. 469 (1989)

Cleveland Firefighters for Fair Housing v. City of Cleveland, 917 F.Supp.2d 668 (N.D. Ohio 2013)

Concrete Works of Colorado, Inc. v. City of Denver, 36 F.3d 1513 (10th Cir. 1994)

Cone Corp. v. Hillsborough County, 908 F.2d 908 (11th Cir. 1990)

Conlin v. Blanchard, 890 F.2d 811 (6th Cir. 1989)

Contrs. Association of Eastern Pennsylvania v. City of Philadelphia, 6 F.3d 990 (3rd Cir. 1993)

Contrs. Association of South Florida v. Metropolitan Dade County, 122 F.3d 895 (11th Cir. 1997)

Doe v. Sundquist, 943 F. Supp. 886 (M.D. Tenn. 1996)

Eng. Contrs. Assn. v. Metropolitan Dade County, 122 F.3d 895 (11th Cir. 1997)

Ensley Branch N.A.A.C.P. v. Seibels, 31 F.3d 1548 (11th Cir. 1994)

Geyer Signal, Inc. v. Minnesota D.O.T., 2014 WL 1309092 (D. Minn. 2014)

Grutter v. Bollinger, 539 U.S. 306, 123 S.Ct. 2325, 156 L.Ed.2d 304 (2003)

Harrison & Burrowes Bridge Constructors v. Cuomo, 981 F.2d 50 (2nd Cir. 1992)

Harrison & Burrowes Bridge Constructors v. Cuomo, 743 F. Supp. 977, 992-93 (N.D.N.Y. 1990).

Hazelwood School Dist. v. United States, 433 U.S. 299, 97 S.Ct. 2736, 53 L.Ed.2d 768 (1977)

H.B. Rowe v. Tippett, 615 F.3d 233 (4th Cir. 2010)

Jana-Rock Construction, Inc. v. New York State Dept. of Economic Development, 438 F.3d 195 (2nd Cir. 2006)

Kossman Contracting Co. v. City of Houston, Case No. H-14-1203 (S.D. Texas 2016)

Michigan Road Builders Assn. v. Milliken, 834 F.2d 583 (6th Cir. 1987)

Middleton et. al. v. City of Flint, 92 F.3d 396 (6th Cir. 1996)

Midwest Fence Corp. v. U.S. DOT, 840 F.3d 932 (7th Cir. 2016)

N. Contracting, Inc. v. Illinois, 473 F.3d 715 (7th Cir. 2007)

Peightal v. Metro. Dade Cty., 26 F.3d 1545 (11th Cir. 1994)

Podberesky v. Kirwin, 38 F.3d 147 (4th Cir. 1994)

Price v. City of Charlotte, 93 F.3d 1241 (4th Circuit 1996)

Sherbrooke Turf, Inc. v. Minn. DOT, 345 F.3d 964 (8th Cir. 2003)

S. J. Groves & Sons Co. v. Fulton Cty., 920 F.2d 752 (11th Cir. 1991)

Tennessee Asphalt v. Farris, 942 F.2d 969 (6th Cir. 1991)

Tuttle v. Arlington Cty. School Bd., 195 F.3d 698 (4th Cir. 1999)

Virdi v. DeKalb Cty. School Dist., 135 Fed. Appx. 262 (2005)

United States v. Paradise, 480 U.S. 149, 107 S.Ct. 1053, 94 L.Ed.2d 203 (1987).

W. Tennessee Chapter of Associated Builders & Contrs., Inc. v. City of Memphis, 302 F.Supp.2d 860 (W.D. Tenn. 2004)

W.H. Scott Constr. Co. v. City of Jackson, 199 F.3d 206 (5th Cir. 1999)

Wygant v. Jackson Bd. of Edn., 476 U.S. 267, 106 S.Ct. 1842, 90 L.Ed.2d 260 (1986)

U.S. Const. Article III, Section 2, cl. 1

The Fourteenth Amendment, Section 1

APPENDIX C

DATA ASSESSMENT REPORT

STATE OF CONNECTICUT
DISPARITY STUDY

GRIFFIN & STRONG

STATE of CONNECTICUT
2024 DISPARITY STUDY
DATA ASSESSMENT REPORT

Griffin & Strong, P.C. ("GSPC") conducted 5 virtual data assessment meetings with various relevant parties on July 13th, July 14th, July 27th, August 29th, and September 29th, 2022. This report summarizes these meetings, presents preliminary questions to be answered and sets forth resulting action items. It is necessary to issue a data assessment report prior to completing the data collection plan to confirm that GSPC has the correct understanding of how and where data is kept by the State.

I. Scope Statement

The State of Connecticut contracted Griffin & Strong, P.C. to conduct a disparity study to assess the effectiveness of the State's set-aside program, contracting processes and relevant statutory provisions and then, determine whether a disparity exists between the availability and the state's utilization of SBEs/MBEs through statistical and anecdotal analysis.

A. The Industry Categories for the Study as set by the State will be:

- Construction;
- Construction Related Professional Services (Architecture & Engineering);
- Other Professional Services;
- Brokerage & Investment;
- Other Services;
- Goods; *and*
- Health & Human Services.

B. The Study period was determined to be FY2017 through FY2021.

C. The Study groups are statutorily defined SBEs[1] [2][3]

D. The Study is only for state funded contracts. Contracts are excluded from the study if funded, at all, with federal dollars as the Federal DBE program would control those contracts.

E. Departments and Offices in the Study include:

1. Constitutional Offices

- Office of the Governor
- Office of the Lieutenant Governor
- Office of the State Treasurer
- Office of the State Comptroller
- Office of the State Attorney General

2. Departments and Agencies

- Administrative Services, Department of
- Aging, State Unit on
- Aging and Disability Services, Department of
- Agricultural Experiment Station, Connecticut
- Agriculture, Department of
- Banking, Department of

[1] The threshold for small business was changed from $15 million to $20 million effective 10/01/2019, per P.A. 19-117 (budget implementer).

[2] Conn. Gen. Stat. § 32-7g(g): ""minority" means (i) Black Americans, including all persons having origins in any of the Black African racial groups not of Hispanic origin; (ii) Hispanic Americans, including all persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race; (iii) all persons having origins in the Iberian Peninsula, including Portugal, regardless of race; (iv) women; (v) Asian Pacific Americans and Pacific islanders; or (vi) American Indians and persons having origins in any of the original peoples of North America and maintaining identifiable tribal affiliations through membership and participation or community identification."

[3] Conn. Gen. Stat. § 4a-60g(4): "Minority business enterprise" means any small contractor (A) fifty-one per cent or more of the capital stock, if any, or assets of which are owned by a person or persons who (i) exercise operational authority over the daily affairs of the enterprise, (ii) have the power to direct the management and policies and receive the beneficial interest of the enterprise, (iii) possess managerial and technical competence and experience directly related to the principal business activities of the enterprise, and (iv) are members of a minority, as such term is defined in subsection (a) of section 32-9n, or are individuals with a disability, or (B) which is a nonprofit corporation in which fifty-one per cent or more of the persons who (i) exercise operational authority over the enterprise, (ii) possess managerial and technical competence and experience directly related to the principal business activities of the enterprise, (iii) have the power to direct the management and policies of the enterprise, and (iv) are members of a minority, as defined in this subsection, or are individuals with a disability.

- Building Code Training Council
- Bureau of Information Technology Solutions
- Child Advocate, Office of the
- Children and Families, Department of
- Claims Commissioner, State of Connecticut Office of the
- Code Education and Training Fund Board of Control
- Codes & Standards Committee
- Codes & Standards Sub-Committee
- Connecticut Environmental Public Health Tracking
- Connecticut State Marshal Commission
- Consumer Counsel, Office of
- Consumer Protection, Department of
- Correction, Department of
- Criminal Justice Commission
- Criminal Justice, Division of
- Criminal Justice Information System Governing Board
- Developmental Disabilities, Connecticut Council on
- Developmental Services, Department of
- Disabilities, Office of Protection and Advocacy for Persons with
- Early Childhood, Office of
- Economic and Community Development, Department of
- Education, State Department of
- Educational Technology, Commission for
- Elections Enforcement Commission, State
- Emergency Management and Homeland Security, Division of
- Emergency Services and Public Protection, Department of
- Employees' Review Board
- Energy and Environmental Protection, Department of
- Environmental Quality, Council on
- Ethics, Office of State
- Examining Board for Crane Operators
- Fire Marshal Training Council
- Fire Prevention and Control, Commission on
- Fire Prevention Code Advisory Committee
- Firearms Permit Examiners, Board of
- Freedom of Information Commission
- Governmental Accountability, Office of
- Health Strategy, Office of
- Healthcare Advocate, Office of the
- Housing, Department of
- Human Rights and Opportunities, Commission on
- Insurance, Department of
- Judicial Review Council
- Judicial Selection Commission
- Labor, Department of
- Library, Connecticut State

- Medical Examiner, Office of the Chief
- Mental Health and Addiction Services, Department of
- Military Affairs, Office of
- Military Department
- Motor Vehicles, Department of
- Pardons and Paroles, Board of
- Policy and Management, Office of
- Psychiatric Security Review Board
- Public Defender Services, Division of
- Public Health, Department of
- Public Utilities Regulatory Authority
- Racial and Ethnic Disparity Commission in the Criminal Justice System
- Revenue Services, Department of
- School Building Projects Advisory Board
- Sentencing Commission
- Siting Council
- Social Services, Department of
- Soldiers, Sailors, and Marines Fund
- State Contracting Standards Board
- State Emergency Response Commission
- State Insurance and Risk Management Board
- State Properties Review Board
- Teachers' Retirement Board
- Transportation, Department of
- Veterans Affairs, Department of
- Victim Advocate, Office of the
- Workers' Compensation Commission

3. Only departments and agencies that are paid out from the State Comptroller's Office are included in the Disparity Study.

4. The Department of Higher Education is excluded from the Study and makes all of its own payments, which do not come through the State Comptroller's Office. Colleges and Universities are not included in the Disparity Study.

II. Preliminary Purchasing Practices Summary

A. Some procurement is centralized through the Department of Administrative Services. Much of the health and human services spend, along with much of the professional services spend, is centralized through OPM. Some agencies do maintain the authority to procure up to a certain threshold.

1. **Thresholds:**
    a. CTDOT thresholds vary from the below.
    b. Up to $50K: need 3 quotes.
    c. All solicitations over $50K must be posted for no fewer than five days on the State Contracting Portal.
    d. There are several agencies who have the authority to procure on their own. There is not an extant master list of said agencies, but it does include the following:
        i. The Military Department has the authority to procure construction up to $2 million.
        ii. The Legislative Branch and Judicial Branch have the authority to procure construction up to $1.5 million.
        iii. Department of Public Health
        iv. Department of Transportation
        v. Department of Social Service
    e. The State of Connecticut has a Set-Aside Program for Small and Minority (Black American; Asian Pacific Americans and Pacific Islanders; Iberian Peninsula, including Portugal, Americans; Hispanic Americans; American Indians), Non-Minority Women, and Disabled individuals. To participate the firm's principal place of business must be in Connecticut. Firms are encouraged, but not required, to be registered in CTSource for certification. However, for agencies who use Core, only firms that are registered in CTSource (and certified) can be tracked in Core towards an agency's or department's set aside goals. There are State agencies that do not use Core and therefore the hired firms and any resulting goals are not tracked there. The BizNet system is the platform used for SBE applications and companies must create an account in BizNet to access the application. The SBE application includes a page that provides information about CTSOURCE and a link to the registration for CTSOURCE should the applicant want to register and receive bid notices regarding state opportunities. Companies may certify as a CT SBE for private opportunities and not want to participate in state work, and therefore would not register in CTSOURCE. Therefore, GSPC will be requesting both the CTSource vendor registration list and the Certified lists.
    f. As of October 2021, CT requires GSA registration - 4a-60g (1) (A) (ii) for SBEs which is then verified as part of the certification process. The State also uses NAICS codes along with their own commodity codes. DAS utilized homegrown commodity codes in BizNet. When the change was made to CTSource, DAS changed to UNSPSC (United Nations Standard Products and Services Codes) commodity and service code(s). The UNSPC codes in the SBE application are used as a keyword search on the directory of certified S/MBE's. The codes allow for a greater search for companies to be located in the search features on the directory. The NAICS codes are only used to determine size standard. Previously, during most of the Study Period, the size standard was $15 Million. It was changed to 20 million in October 2019.

g. Set-aside requirements are defined by statute. The application of the set asides, whether they are applied in whole or in part is discretionary on behalf of the requesting agency on a solicitation-by-solicitation basis. These set asides are covered in 4a-60(g).[4] Programs related to contracting with firms engaging disabled and/or disadvantaged workers are covered under 4a-82[5] and have substantially different requirements. Firms participating in the disabled and/or disadvantaged program do not have to certified as S/MBE's

h. DAS Real Estate and Construction Services (RECS) has primary responsibility for all major vertical construction projects, and DOT has primary responsibility for all horizontal construction projects. There are a few other small offices not within RECS authority.

III. Data Assessment Summary

A. General Data

1. The State's data is *mostly* centralized and stored in CTSource, CORE-CT or OpenCheckbook. Some agencies do maintain their own data regarding professional services; however, those specific agencies were not determined during the data assessment meetings.

2. CORE-CT is the State's financial system that houses the STARS reporting tool. STARS is the financial reporting tool and includes contract numbers; it is only used for goods and services, not construction. CTSource is the procurement tool where a majority of contracts are housed. BizNet is the predecessor to CTSource as the contract portal.

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[4] "Notwithstanding any provisions of the general statutes to the contrary, and except as set forth herein, the head of each state agency and each political subdivision of the state other than a municipality shall set aside in each fiscal year, for award to small contractors, on the basis of competitive bidding procedures, contracts or portions of contracts for the construction, reconstruction or rehabilitation of public buildings, the construction and maintenance of highways and the purchase of goods and services. Eligibility of nonprofit corporations under the provisions of this section shall be limited to predevelopment contracts awarded by the Commissioner of Economic and Community Development for housing projects. The total value of such contracts or portions thereof to be set aside by each such agency shall be at least twenty-five per cent of the total value of all contracts let by the head of such agency in each fiscal year, provided that neither: (1) A contract that may not be set aside due to a conflict with a federal law or regulation; or (2) a contract for any goods or services which have been determined by the Commissioner of Administrative Services to be not customarily available from or supplied by small contractors shall be included. Contracts or portions thereof having a value of not less than twenty-five per cent of the total value of all contracts or portions thereof to be set aside shall be reserved for awards to minority business enterprises."

[5] ""Person with a disability" means any individual with a disability, excluding blindness, as such term is applied by the Department of Mental Health and Addiction Services, the Department of Developmental Services, the Department of Rehabilitation Services or the Veterans' Administration and who is certified by the Department of Rehabilitation Services as qualified to participate in a qualified partnership, as described in subsections (e) to (l), inclusive, of this section;"

B. Specific Data Files

In these series of meetings, GSPC inquired about the following desired files from the State for the Study's quantitative data analysis:

1. **Solicitations**
2. Supplier Registration (Vendor List)
3. Suppliers List
4. Bidder Data
5. Purchase Orders
6. Payment Data
7. Awards/Contracts
8. P-Cards
9. Subcontractors
10. Certified Lists
11. Prequalified List

1. Solicitations

a. There is a master list of public solicitations. These are stored in BizNet or CTSource.

b. The switch from BizNet to CTSource happened approximately two years ago, therefore the list from FY2017 to FY2020 will be on BizNet and the list for FY2021 will be on CTSource All active contracts were migrated from BizNet to CTSource; completed contracts remained in BizNet.

c. For CTDOT, Contract Development does all letting with a 30-day notice when a project is released on the DAS website.

2. Supplier Registration (Vendor List)

a. The CTSource Supplier Registration is outward facing, and firms can register themselves to do business with the State of Connecticut.

b. There are over 200,000 vendor profiles in the State's CORE-CT vendor file, not all of which will be relevant for scope of this Study.

c. All vendors must be registered in CTSource to bid and in CORE-CT if awarded for purchase order and payment purposes.

d. The DAS Construction prequalification program, CGS § 4a-100, requires all contractors to prequalify before bidding on a contract or performing work pursuant to a contract for the construction, reconstruction, alteration, remodeling, repair or demolition of any public building or any other public work by the state or a municipality estimated to cost more than $500,000 and which is funded in whole or in part with state funds, except a public highway or bridge project or any other construction project administered by the Department of Transportation. The prequalification is handled by the Department of Administrative Services. The prequalification lists are public facing.

e. Not all subcontractors have to be registered in CTSource or prequalified. A "substantial subcontractor" as defined by statute is required to be prequalified.[6]

f. CTSource uses UNSPSC codes which vendors self-select.

3. **Suppliers List**
    a. The Suppliers List is inward facing and is maintained by OSC Central Accounts Payable.
    b. The Suppliers List includes addresses where checks are sent.
    c. Vendors have Core-CT vendor ID numbers that are unique to each vendor.
4. **Bidder Data**
    a. Bidder information is kept in CTSource presently, but in BizNet historically. Solicitation data is available on request for CTSource.
    b. For CTDOT there is a full five years of bidder data with their subcontractors for construction projects on the website. There are 60-85 projects a year.
5. **Purchase Orders**
    a. Purchase orders are stored in CORE-CT.
    b. Purchase orders are the authorization to the vendor to provide certain services or goods up to a specified amount, not beyond the maximum contracted amount. On statewide contracts, the contract amount is estimated (in CTSource). The purchase orders are the exact amount based and encumbrances in CORE-CT.
    c. Purchase Orders contain the following:
        i. Purchase Order Number
        ii. Item Number[7]
        iii. Department
        iv. Program
        v. Account Code
        vi. Account Code Description
        vii. Fund Description
        viii. Fund Type
        ix. Vendor Name
        x. Vendor ID
        xi. Invoice ID
        xii. Invoice Date
        xiii. Description (general)(optional)
        xiv. Contract Number[8]
        xv. Account Code (key is in the Chart of Accounts)
        xvi. Commodity Code (key is in the State Accounting Manual)
    d. Purchase order numbers are different than contract numbers.

[7] POs have a field for item number, but it is not always populated.

[8] The field for contract number may have a contract ID or be blank. Some purchase orders have different purchasing authorities i.e., GL or CGA.

6. Payment Data

a. Payment data is stored in CORE-CT, the statewide accounting system, and is publicly available through **Open Checkbook** for at least the last 5 years (incl. study period). Open Checkbook is managed by the Comptroller's office.

b. STARS, a reporting tool for the financial system, is used to track goods and services on contracts as well as the set-aside program. Agencies report quarterly per 4a-60g spending with S/MBEs. Agencies that do not use CORE would report outside of STARS for S/MBE spending.

c. Payment data will include vendor names, date of contract, and contract numbers and funding source.

d. Some payment data in Open Checkbook will have an undisclosed vendor name. This is likely because it is a medical expense under HIPAA.

e. Payment data also contains account codes which include detailed object codes indicating exactly what was purchased. Comptroller's accounting manual has the descriptions of State's account codes.

f. With some exceptions, most payments will have a purchase order number that ties back to a contract.

g. Actual spend noted by purchase orders is found in CORE-CT.

h. The Department of Social Services' payments come through the Comptroller's Office, but Social Services Doctors' payments will not show up in the data for Medicaid or Medicare because those are paid directly by DSS.

i. For CMAR or other Design-Build contracts, the full amount of the award will be paid through the Construction Manager and not directly to the individual Subcontractor on the project.

j. P-card payments will be paid through P-card vendor. The STARS system has a tool that captures the spend with SBE/MBEs from JP Morgan Chase.

7. **Awards/Contracts**
    a. Estimated maximum contract amount is stored in CTSource for contracts housed in CTSource.
    b. All contracts administered by DAS are stored in CTSource. CTSource does not contain PSA or POS agreements administered by OPM.
    c. All individual agencies' contracts and remaining awards are stored in CORE-CT.
    d. Initial Construction awards' amounts are stored by CTDOT. Contracts are also entered into CORECT.
    e. For CTDOT, if not in CTSource, Construction tracks change orders in SiteManager. But these should be in the contracts module of CORE-CT.
    f. The Judicial Branch and Legislative Managements do not use the Purchase Orders or Contracts module in Core-CT. They do use POs and Contracts internally as both branches execute contracts under their own statutory authority and also utilize other state contracts.
    g. Only one CMR project during the Study Period, but some additional Design-Build projects and joint ventures. They will be noted with the type of project on the awards list, but, if not, will have the information for CTDOT.

8. **P-Cards**

    a. P-Cards are used for procurement and payments.
    b. Their usage is unique to individuals with user profiles and varied purchase spend limits. There are some department cards in addition to individual cards.
    c. P-Cards limits are determined by the Department of Administrative Services and the affected agency's leadership. The limits vary but, generally, most limits are lower than $10K.
    d. P-Card purchases for the Department of Social Services are requested separately because it is kept outside of STARS.
    e. Some Set-Aside reporting may be on P-card purchases.
    f. P-cards serviced through JP Morgan Chase. (See 6j for more information.)
    g. SBE spend through P-Cards are tracked through the STARS report and reported quarterly.

9. Subcontractors

a. Not all subcontractor data is maintained or tracked. The State has a set-aside program, however, subcontractor information is maintained for construction projects; only on a limited number of non-construction projects is subcontractor data available.

b. For construction projects only, CHRO contract compliance keeps close out data where the utilization of S/M/W/DisBEs is reported. This data is only in hard copy and is available from 2019 onward.

c. On relevant projects, prime contractors submit one payment application per month based on AIA format which includes a cover sheet and schedule of values directly to CHRO. There is no requirement that the subcontractor be identified on said application.

d. CHRO does have data for prime contractors and subcontractors. This data includes the contracted amount and actual amount paid for all projects.

e. Monthly forms are submitted by S/M/W/DisBE subcontractors and suppliers.

f. On CMAR projects, subcontractors with contracts ≥$50,000 are subject to the same utilization plan requirements and reporting requirements as prime contractors. Thus, on CMAR projects, the CHRO collects 2nd tier subcontractor information and data.

g. Form cc-258a is completed by the prime contractor for each month of the project. It includes a list of all S/M/W/DisBE subcontractors and suppliers, the total contracted amount, the payment that month, and the total payment to date. There is not a schedule of values. It is not a payment application; it reflects the payments made.

h. Form cc-259 is completed and signed by the suppliers of materials and services, then submitted to the CHRO by the prime contractor.

i. Form cc-257 is completed and signed by subcontractors, then submitted to the CHRO by the prime contractor. It tracks trade work performed at the project site.

j. Form cc-257a is completed and signed by subcontractors, then submitted to the CHRO by the prime contractor. It tracks non-trade work performed at the project site.

k. Form cc-257b is completed and signed by subcontractors, then submitted to the CHRO by the prime. It is the sum of all hours recorded in the monthly Forms cc-257.

l. There are no consequences for failure to submit a S/M/W/DisBE utilization plan, for failure to comply with a submitted plan, or for other related statutory violations.

m. Lien waivers are kept on PMWEB.

n. Any construction contract over $50,000 would have all subcontractors named, not just S/M/W/DisBEs. Non-S/M/W/DisBEs will not have dollar amounts.

o. For CTDOT all subcontractor data is in the awards data posted by the Office of Contracts on the website. There is an SBE and DBE commitment form for construction projects. Only initial awards are tracked for Set-Asides. CTDOT tracks both race-neutral and race-conscious participation for the DBE program. They also track SBE participation that was not included in the pre-award commitment.

p. CTDOT monitors and requires documentation of subcontractor payments in order to determine the amount of DBE or SBE credit eligible to be counted towards the project goal.

q. There is some second-tier subcontractor reporting, particularly required for IT staffing.

r. The successful contractor in Construction must document to CHRO they have committed enough participation to meet the SBE goal or provide documentation of their good faith efforts to meet the goal and provide the list of firms that they solicited. CTDOT also requires that they submit documentation of their outreach to SBE firms, items offered, and the responses received. CHRO does not handle CTDOT-administered projects.

10. Certified Lists

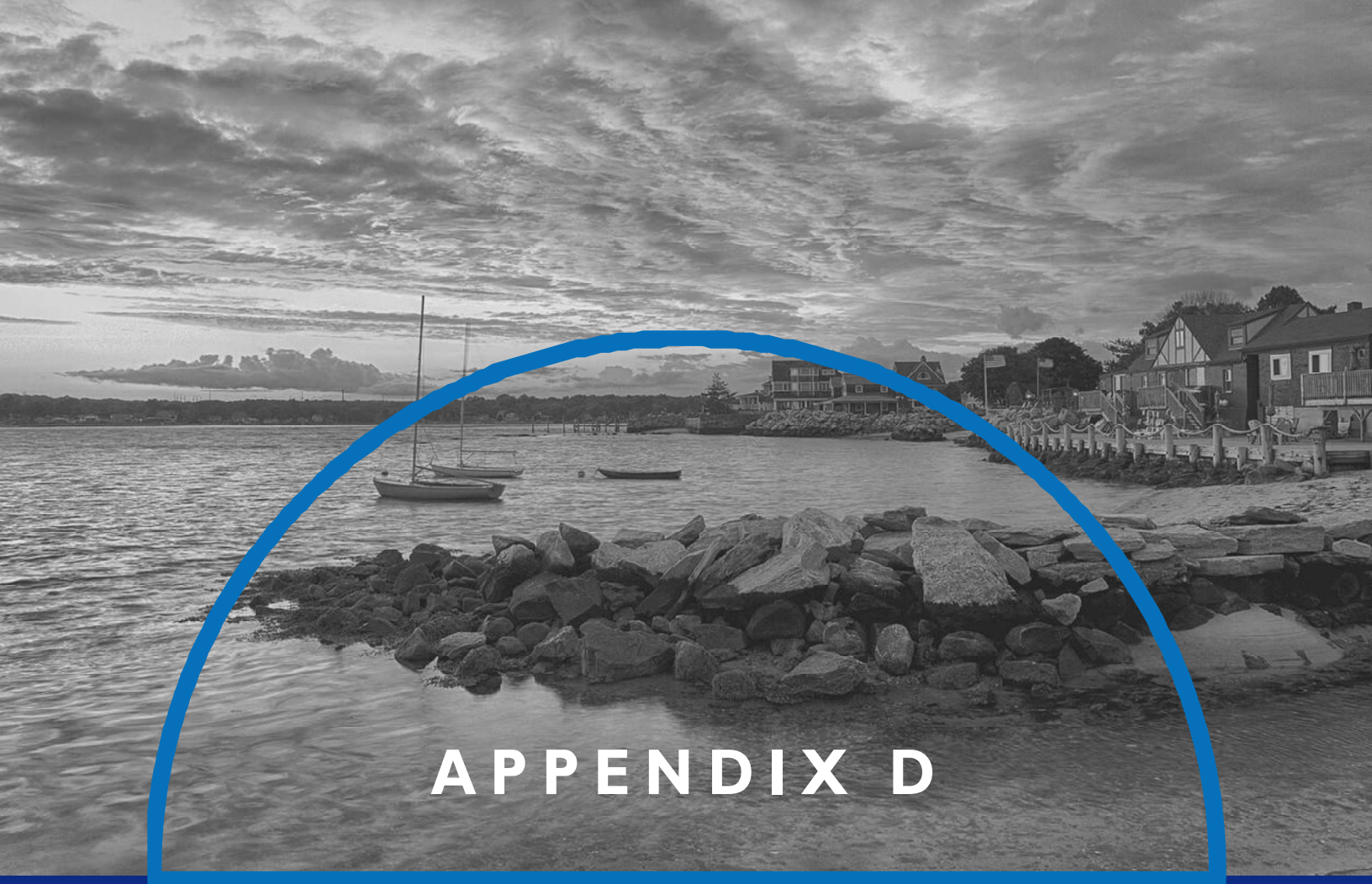
a. DAS Procurement administers the SBE/MBE certification process through BizNet. Certification is good for up to two years and, per statute, can be extended for an additional six months.

b. There is an online directory of all current small and minority-owned business enterprises.

11. Prequalified List

To bid as a prime on CTDOT construction projects, the bidder (both Construction and Consultants) must be prequalified, but any subcontractors do not have to be prequalified, including Consultants (Engineering firms) that are subcontractors. Prequalification is by scopes of work and not NAICS codes, although CTDOT does use NAICS codes to categorize Subcontractor commitments.

All other contractors over $500,000 must be prequalified. Prequalification is handled by a unit of the Department of Administrative Services. The prequalification lists are public facing.



APPENDIX D

DETAILED RELEVANT MARKET BY COUNTY

STATE OF CONNECTICUT
DISPARITY STUDY

GRIFFIN & STRONG

Table D-1
State of Connecticut Disparity Study
List of Counties and States in the Prime Vendor Payments
Construction

County, State	Amount	Percent	Cumulative Percent
HARTFORD COUNTY, CT	$ 616,090,786	35.05%	35.05%
FAIRFIELD COUNTY, CT	$ 366,123,906	20.83%	55.89%
LITCHFIELD COUNTY, CT	$ 264,556,174	15.05%	70.94%
NEW HAVEN COUNTY, CT	$ 252,490,419	14.37%	85.31%
MIDDLESEX COUNTY, CT	$ 140,085,925	7.97%	93.28%
NEW LONDON COUNTY, CT	$ 45,604,374	2.59%	95.87%
TOLLAND COUNTY, CT	$ 4,585,588	0.26%	96.13%
WINDHAM COUNTY, CT	$ 3,185,387	0.18%	96.31%
LYCOMING COUNTY, PA	$ 17,293,834	0.98%	97.30%
WORCESTER COUNTY, MA	$ 12,855,602	0.73%	98.03%
HAMPDEN COUNTY, MA	$ 7,830,249	0.45%	98.47%
MIDDLESEX COUNTY, MA	$ 7,147,115	0.41%	98.88%
NORFOLK COUNTY, MA	$ 6,372,379	0.36%	99.24%
SCOTT COUNTY, MN	$ 3,574,419	0.20%	99.45%
SOMERSET COUNTY, ME	$ 2,422,623	0.14%	99.59%
HALL COUNTY, GA	$ 1,488,150	0.08%	99.67%
CUMBERLAND COUNTY, PA	$ 1,099,659	0.06%	99.73%
BROOME COUNTY, NY	$ 1,097,013	0.06%	99.80%
BALTIMORE CITY COUNTY, MD	$ 937,978	0.05%	99.85%
NEW YORK COUNTY, NY	$ 682,708	0.04%	99.89%
COOK COUNTY, IL	$ 599,567	0.03%	99.92%
PINELLAS COUNTY, FL	$ 265,471	0.02%	99.94%
PHILADELPHIA COUNTY, PA	$ 185,681	0.01%	99.95%
PLYMOUTH COUNTY, MA	$ 163,157	0.01%	99.96%
WESTCHESTER COUNTY, NY	$ 124,932	0.01%	99.96%
SUFFOLK COUNTY, MA	$ 116,900	0.01%	99.97%
NASSAU COUNTY, NY	$ 68,556	0.00%	99.97%
ROCKINGHAM COUNTY, NH	$ 64,860	0.00%	99.98%
PROVIDENCE COUNTY, RI	$ 60,004	0.00%	99.98%
WILLIAMSON COUNTY, TX	$ 59,735	0.00%	99.98%
BERGEN COUNTY, NJ	$ 50,000	0.00%	99.99%
VIRGINIA BEACH CITY COUNTY, VA	$ 47,880	0.00%	99.99%
CHESTER COUNTY, PA	$ 21,341	0.00%	99.99%
WAKE COUNTY, NC	$ 19,898	0.00%	99.99%
PULASKI COUNTY, AR	$ 17,971	0.00%	99.99%
SCHENECTADY COUNTY, NY	$ 17,900	0.00%	99.99%
BEXAR COUNTY, TX	$ 14,839	0.00%	100.00%
LEHIGH COUNTY, PA	$ 14,650	0.00%	100.00%
FREDERICK COUNTY, MD	$ 14,383	0.00%	100.00%
COLUMBIA COUNTY, NY	$ 11,555	0.00%	100.00%
HAMILTON COUNTY, OH	$ 9,825	0.00%	100.00%
CUYAHOGA COUNTY, OH	$ 7,875	0.00%	100.00%
ESSEX COUNTY, NJ	$ 5,000	0.00%	100.00%
WASHINGTON COUNTY, RI	$ 4,956	0.00%	100.00%
TARRANT COUNTY, TX	$ 4,541	0.00%	100.00%
JEFFERSON COUNTY, CO	$ 4,343	0.00%	100.00%
ESSEX COUNTY, MA	$ 3,995	0.00%	100.00%
PUTNAM COUNTY, NY	$ 2,229	0.00%	100.00%
Total	**$ 1,757,506,333**	**100.00%**	

Griffin & Strong, P.C., 2023

Table D-2
State of Connecticut Disparity Study
List of Counties and States in the Prime Vendor Payments
Architectural & Engineering

County, State	Amount	Percent	Cumulative Percent
HARTFORD COUNTY, CT	$ 259,254,728	62.03%	62.03%
NEW HAVEN COUNTY, CT	$ 70,450,861	16.86%	78.89%
FAIRFIELD COUNTY, CT	$ 23,011,550	5.51%	84.40%
MIDDLESEX COUNTY, CT	$ 22,425,160	5.37%	89.76%
NEW LONDON COUNTY, CT	$ 12,004,914	2.87%	92.64%
TOLLAND COUNTY, CT	$ 2,927,249	0.70%	93.34%
WINDHAM COUNTY, CT	$ 22,770	0.01%	93.34%
LITCHFIELD COUNTY, CT	$ 22,550	0.01%	93.35%
LEON COUNTY, FL	$ 3,892,432	0.93%	94.28%
MONTGOMERY COUNTY, PA	$ 3,824,370	0.92%	95.19%
CHARLESTON COUNTY, SC	$ 3,803,983	0.91%	96.10%
BERGEN COUNTY, NJ	$ 2,240,888	0.54%	96.64%
NORFOLK COUNTY, MA	$ 2,208,936	0.53%	97.17%
NEW YORK COUNTY, NY	$ 2,083,982	0.50%	97.67%
MIDDLESEX COUNTY, MA	$ 1,908,685	0.46%	98.12%
ORLEANS COUNTY, LA	$ 1,792,693	0.43%	98.55%
FAIRFAX COUNTY, VA	$ 1,280,042	0.31%	98.86%
LOS ANGELES COUNTY, CA	$ 1,055,433	0.25%	99.11%
HILLSBOROUGH COUNTY, NH	$ 857,577	0.21%	99.32%
BALTIMORE COUNTY, MD	$ 733,769	0.18%	99.49%
COOK COUNTY, IL	$ 383,327	0.09%	99.58%
SUFFOLK COUNTY, MA	$ 238,074	0.06%	99.64%
KENT COUNTY, RI	$ 235,986	0.06%	99.70%
PHILADELPHIA COUNTY, PA	$ 212,468	0.05%	99.75%
NASSAU COUNTY, NY	$ 211,941	0.05%	99.80%
HAMPDEN COUNTY, MA	$ 211,648	0.05%	99.85%
CUMBERLAND COUNTY, PA	$ 153,053	0.04%	99.89%
CHESTER COUNTY, PA	$ 141,425	0.03%	99.92%
HAMILTON COUNTY, OH	$ 83,325	0.02%	99.94%
BERKSHIRE COUNTY, MA	$ 69,400	0.02%	99.96%
BALTIMORE CITY COUNTY, MD	$ 33,688	0.01%	99.97%
WORCESTER COUNTY, MA	$ 28,400	0.01%	99.97%
BUTLER COUNTY, OH	$ 27,385	0.01%	99.98%
PLYMOUTH COUNTY, MA	$ 24,658	0.01%	99.98%
PROVIDENCE COUNTY, RI	$ 16,311	0.00%	99.99%
CAMDEN COUNTY, NJ	$ 11,950	0.00%	99.99%
HUNTERDON COUNTY, NJ	$ 10,505	0.00%	99.99%
KNOX COUNTY, TN	$ 8,805	0.00%	100.00%
ESSEX COUNTY, NJ	$ 8,415	0.00%	100.00%
MECKLENBURG COUNTY, NC	$ 5,578	0.00%	100.00%
NEW CASTLE COUNTY, DE	$ 2,341	0.00%	100.00%
KENT COUNTY, MI	$ 93	0.00%	100.00%
Total	$ 417,921,349	100.00%	

Griffin & Strong, P.C. 2023

Table D-3
State of Connecticut Disparity Study
List of Counties and States in the Prime Vendor Payments
Professional Services

County, State	Amount	Percent	Cumulative Percent
HARTFORD COUNTY, CT	$ 519,156,350	72.48%	72.48%
FAIRFIELD COUNTY, CT	$ 65,877,323	9.20%	81.68%
MIDDLESEX COUNTY, CT	$ 35,326,363	4.93%	86.61%
NEW LONDON COUNTY, CT	$ 9,048,461	1.26%	87.87%
NEW HAVEN COUNTY, CT	$ 6,643,186	0.93%	88.80%
LITCHFIELD COUNTY, CT	$ 1,663,294	0.23%	89.03%
TOLLAND COUNTY, CT	$ 817,171	0.11%	89.15%
WINDHAM COUNTY, CT	$ 392,151	0.05%	89.20%
SUFFOLK COUNTY, MA	$ 16,049,518	2.24%	91.44%
FAIRFAX COUNTY, VA	$ 6,226,130	0.87%	92.31%
COOK COUNTY, IL	$ 5,841,294	0.82%	93.13%
SUFFOLK COUNTY, NY	$ 5,220,805	0.73%	93.86%
WASHINGTON COUNTY, OR	$ 4,440,649	0.62%	94.48%
NEW YORK COUNTY, NY	$ 4,317,647	0.60%	95.08%
TRAVIS COUNTY, TX	$ 3,767,020	0.53%	95.61%
MIDDLESEX COUNTY, MA	$ 3,346,351	0.47%	96.07%
PHILADELPHIA COUNTY, PA	$ 2,955,636	0.41%	96.48%
CLARK COUNTY, WA	$ 2,027,863	0.28%	96.77%
DISTRICT OF COLUMBIA COUNTY, DC	$ 1,973,209	0.28%	97.04%
MONTGOMERY COUNTY, MD	$ 1,225,690	0.17%	97.21%
LOS ANGELES COUNTY, CA	$ 968,102	0.14%	97.35%
PROVIDENCE COUNTY, RI	$ 944,950	0.13%	97.48%
MECKLENBURG COUNTY, NC	$ 862,441	0.12%	97.60%
SAN FRANCISCO COUNTY, CA	$ 825,739	0.12%	97.72%
DANE COUNTY, WI	$ 721,981	0.10%	97.82%
INGHAM COUNTY, MI	$ 636,640	0.09%	97.91%
DALLAS COUNTY, TX	$ 604,236	0.08%	97.99%
BROWARD COUNTY, FL	$ 583,170	0.08%	98.07%
WAKE COUNTY, NC	$ 580,156	0.08%	98.15%
WESTCHESTER COUNTY, NY	$ 565,272	0.08%	98.23%
ORANGE COUNTY, FL	$ 563,291	0.08%	98.31%
ONEIDA COUNTY, NY	$ 541,632	0.08%	98.39%
CUYAHOGA COUNTY, OH	$ 540,972	0.08%	98.46%
WAYNE COUNTY, MI	$ 535,591	0.07%	98.54%
JACKSON COUNTY, MO	$ 500,908	0.07%	98.61%
SCHENECTADY COUNTY, NY	$ 492,885	0.07%	98.68%
JEFFERSON COUNTY, AL	$ 491,198	0.07%	98.74%
MERCER COUNTY, NJ	$ 449,411	0.06%	98.81%
ALAMEDA COUNTY, CA	$ 431,502	0.06%	98.87%
PALM BEACH COUNTY, FL	$ 388,513	0.05%	98.92%
PENNINGTON COUNTY, SD	$ 365,163	0.05%	98.97%
SACRAMENTO COUNTY, CA	$ 326,450	0.05%	99.02%
HUGHES COUNTY, SD	$ 279,771	0.04%	99.06%
HAMPSHIRE COUNTY, MA	$ 277,821	0.04%	99.10%

NORFOLK COUNTY, MA	$ 268,642	0.04%	99.13%
ALAMANCE COUNTY, NC	$ 227,722	0.03%	99.17%
FULTON COUNTY, GA	$ 216,933	0.03%	99.20%
NASSAU COUNTY, NY	$ 214,909	0.03%	99.23%
WILLIAMSON COUNTY, TX	$ 207,296	0.03%	99.25%
DENVER COUNTY, CO	$ 206,024	0.03%	99.28%
KING COUNTY, WA	$ 200,979	0.03%	99.31%
ALLEGHENY COUNTY, PA	$ 196,937	0.03%	99.34%
ESSEX COUNTY, MA	$ 194,620	0.03%	99.37%
WORCESTER COUNTY, MA	$ 179,436	0.03%	99.39%
HORRY COUNTY, SC	$ 122,508	0.02%	99.41%
MERCER COUNTY, PA	$ 120,576	0.02%	99.43%
HILLSBOROUGH COUNTY, FL	$ 111,819	0.02%	99.44%
BALTIMORE COUNTY, MD	$ 110,477	0.02%	99.46%
HAMILTON COUNTY, OH	$ 109,196	0.02%	99.47%
HENNEPIN COUNTY, MN	$ 105,413	0.01%	99.49%
MARION COUNTY, IN	$ 103,680	0.01%	99.50%
DELAWARE COUNTY, OH	$ 92,000	0.01%	99.51%
FRANKLIN COUNTY, OH	$ 88,203	0.01%	99.53%
CLERMONT COUNTY, OH	$ 81,939	0.01%	99.54%
YORK COUNTY, PA	$ 80,875	0.01%	99.55%
DUPAGE COUNTY, IL	$ 77,521	0.01%	99.56%
MILWAUKEE COUNTY, WI	$ 73,634	0.01%	99.57%
OCEAN COUNTY, NJ	$ 70,766	0.01%	99.58%
KINGS COUNTY, NY	$ 69,697	0.01%	99.59%
LATAH COUNTY, ID	$ 60,215	0.01%	99.60%
HARRIS COUNTY, TX	$ 56,570	0.01%	99.61%
CHESTER COUNTY, PA	$ 55,794	0.01%	99.61%
SAGADAHOC COUNTY, ME	$ 53,009	0.01%	99.62%
SALT LAKE COUNTY, UT	$ 50,667	0.01%	99.63%
ALBANY COUNTY, NY	$ 47,819	0.01%	99.63%
MONTGOMERY COUNTY, PA	$ 47,558	0.01%	99.64%
SAN JOAQUIN COUNTY, CA	$ 43,010	0.01%	99.65%
DUTCHESS COUNTY, NY	$ 41,116	0.01%	99.65%
ALBEMARLE COUNTY, VA	$ 39,600	0.01%	99.66%
BERGEN COUNTY, NJ	$ 39,200	0.01%	99.66%
BARNSTABLE COUNTY, MA	$ 39,123	0.01%	99.67%
DAVIDSON COUNTY, TN	$ 39,094	0.01%	99.67%
SNOHOMISH COUNTY, WA	$ 37,475	0.01%	99.68%
QUEENS COUNTY, NY	$ 33,480	0.00%	99.68%
ERIE COUNTY, NY	$ 31,788	0.00%	99.69%
MORRIS COUNTY, NJ	$ 30,371	0.00%	99.69%
CHITTENDEN COUNTY, VT	$ 27,558	0.00%	99.70%
HAMPDEN COUNTY, MA	$ 27,354	0.00%	99.70%
STARK COUNTY, OH	$ 24,000	0.00%	99.70%
BRISTOL COUNTY, RI	$ 23,745	0.00%	99.71%
JOHNSON COUNTY, IA	$ 22,848	0.00%	99.71%
EL PASO COUNTY, CO	$ 21,250	0.00%	99.71%
HUNTERDON COUNTY, NJ	$ 21,000	0.00%	99.72%
SOMERSET COUNTY, NJ	$ 20,886	0.00%	99.72%
BLOUNT COUNTY, TN	$ 20,000	0.00%	99.72%

WINDHAM COUNTY, VT	$ 19,500	0.00%	99.73%
CUMBERLAND COUNTY, ME	$ 19,242	0.00%	99.73%
HAMILTON COUNTY, IN	$ 18,889	0.00%	99.73%
ROCKINGHAM COUNTY, NH	$ 18,351	0.00%	99.73%
MIAMI-DADE COUNTY, FL	$ 18,350	0.00%	99.74%
SARASOTA COUNTY, FL	$ 18,060	0.00%	99.74%
MONMOUTH COUNTY, NJ	$ 17,064	0.00%	99.74%
DOUGLAS COUNTY, NE	$ 17,047	0.00%	99.74%
STRAFFORD COUNTY, NH	$ 16,500	0.00%	99.75%
YORK COUNTY, SC	$ 15,000	0.00%	99.75%
WASHINGTON COUNTY, MD	$ 14,776	0.00%	99.75%
PENOBSCOT COUNTY, ME	$ 12,250	0.00%	99.75%
ARLINGTON COUNTY, VA	$ 12,047	0.00%	99.75%
LEWIS AND CLARK COUNTY, MT	$ 11,400	0.00%	99.75%
SANTA CRUZ COUNTY, CA	$ 10,575	0.00%	99.76%
MONTEREY COUNTY, CA	$ 10,435	0.00%	99.76%
WASHINGTON COUNTY, RI	$ 10,200	0.00%	99.76%
LEON COUNTY, FL	$ 10,141	0.00%	99.76%
CAMDEN COUNTY, NJ	$ 10,104	0.00%	99.76%
NEW CASTLE COUNTY, DE	$ 10,000	0.00%	99.76%
DELAWARE COUNTY, PA	$ 9,894	0.00%	99.76%
ARAPAHOE COUNTY, CO	$ 9,826	0.00%	99.77%
SAN MATEO COUNTY, CA	$ 9,500	0.00%	99.77%
CHESTERFIELD COUNTY, VA	$ 8,386	0.00%	99.77%
PLYMOUTH COUNTY, MA	$ 6,930	0.00%	99.77%
DAVIS COUNTY, UT	$ 6,800	0.00%	99.77%
BURLINGTON COUNTY, NJ	$ 6,769	0.00%	99.77%
MULTNOMAH COUNTY, OR	$ 6,748	0.00%	99.77%
JOHNSON COUNTY, KS	$ 6,666	0.00%	99.77%
ADDISON COUNTY, VT	$ 6,100	0.00%	99.77%
CLAY COUNTY, MO	$ 6,000	0.00%	99.77%
HUDSON COUNTY, NJ	$ 6,000	0.00%	99.78%
JEFFERSON COUNTY, PA	$ 6,000	0.00%	99.78%
HANOVER COUNTY, VA	$ 5,900	0.00%	99.78%
CHARLOTTE COUNTY, FL	$ 5,476	0.00%	99.78%
BRISTOL COUNTY, MA	$ 4,325	0.00%	99.78%
LINCOLN COUNTY, ME	$ 3,950	0.00%	99.78%
FREDERICK COUNTY, MD	$ 3,645	0.00%	99.78%
DENTON COUNTY, TX	$ 3,601	0.00%	99.78%
PRINCE GEORGES COUNTY, MD	$ 3,570	0.00%	99.78%
MONTGOMERY COUNTY, OH	$ 3,135	0.00%	99.78%
HAMILTON COUNTY, TN	$ 2,696	0.00%	99.78%
STANLY COUNTY, NC	$ 2,688	0.00%	99.78%
MARICOPA COUNTY, AZ	$ 2,500	0.00%	99.78%
DUVAL COUNTY, FL	$ 2,100	0.00%	99.78%
LANE COUNTY, OR	$ 1,719	0.00%	99.78%
TRUJILLO ALTO COUNTY, PR	$ 1,480	0.00%	99.78%
FORSYTH COUNTY, NC	$ 1,441	0.00%	99.78%
MIDDLESEX COUNTY, NJ	$ 1,350	0.00%	99.78%
MONTGOMERY COUNTY, AL	$ 1,182	0.00%	99.78%
SUSSEX COUNTY, DE	$ 800	0.00%	99.78%

SAN DIEGO COUNTY, CA	$ 725	0.00%	99.78%
PIMA COUNTY, AZ	$ 710	0.00%	99.78%
NEWPORT COUNTY, RI	$ 675	0.00%	99.78%
PLACER COUNTY, CA	$ 300	0.00%	99.78%
KENNEBEC COUNTY, ME	$ 184	0.00%	99.78%
MILLS COUNTY, IA	$ 109	0.00%	99.78%
CANADA	$ 1,484,055	0.21%	99.99%
OUT OF US AND CANADA	$ 62,594	0.01%	100.00%
Total	$ 716,266,695		

Griffin & Strong, P.C., 2024

Table D-4
State of Connecticut Disparity Study
List of Counties and States in the Prime Vendor Payments
Other Services

County, State	Amount	Percent	Cumulative Percent
HARTFORD COUNTY, CT	$ 770,626,737	50.22%	50.22%
NEW HAVEN COUNTY, CT	$ 179,114,334	11.67%	61.89%
FAIRFIELD COUNTY, CT	$ 111,583,977	7.27%	69.16%
MIDDLESEX COUNTY, CT	$ 54,665,555	3.56%	72.73%
TOLLAND COUNTY, CT	$ 15,276,121	1.00%	73.72%
LITCHFIELD COUNTY, CT	$ 15,033,795	0.98%	74.70%
NEW LONDON COUNTY, CT	$ 13,421,083	0.87%	75.58%
WINDHAM COUNTY, CT	$ 4,355,342	0.28%	75.86%
COLLIN COUNTY, TX	$ 54,899,298	3.58%	79.44%
ARAPAHOE COUNTY, CO	$ 29,121,371	1.90%	81.33%
FULTON COUNTY, GA	$ 25,710,901	1.68%	83.01%
FAIRFAX COUNTY, VA	$ 23,701,298	1.54%	84.55%
MARION COUNTY, IN	$ 17,442,832	1.14%	85.69%
MIDDLESEX COUNTY, MA	$ 10,698,735	0.70%	86.39%
COOK COUNTY, IL	$ 9,824,888	0.64%	87.03%
ALBANY COUNTY, NY	$ 9,158,396	0.60%	87.63%
SUFFOLK COUNTY, MA	$ 8,230,131	0.54%	88.16%
LOS ANGELES COUNTY, CA	$ 7,659,913	0.50%	88.66%
PINELLAS COUNTY, FL	$ 7,138,115	0.47%	89.13%
SANTA BARBARA COUNTY, CA	$ 5,786,553	0.38%	89.50%
NEW YORK COUNTY, NY	$ 5,684,938	0.37%	89.87%
SALT LAKE COUNTY, UT	$ 5,664,625	0.37%	90.24%
ORANGE COUNTY, CA	$ 5,098,069	0.33%	90.58%
WAKE COUNTY, NC	$ 5,017,901	0.33%	90.90%
WILLIAMSON COUNTY, TX	$ 4,771,241	0.31%	91.21%
HOWARD COUNTY, MD	$ 4,756,780	0.31%	91.52%
JEFFERSON COUNTY, KY	$ 4,578,884	0.30%	91.82%
HILLSBOROUGH COUNTY, FL	$ 3,892,705	0.25%	92.08%
KING COUNTY, WA	$ 3,751,997	0.24%	92.32%
MARICOPA COUNTY, AZ	$ 3,372,342	0.22%	92.54%
DISTRICT OF COLUMBIA COUNTY, DC	$ 3,202,877	0.21%	92.75%
ERIE COUNTY, NY	$ 2,992,815	0.20%	92.94%
HAMPDEN COUNTY, MA	$ 2,978,502	0.19%	93.14%
KINGS COUNTY, NY	$ 2,900,196	0.19%	93.33%
MIDDLESEX COUNTY, NJ	$ 2,843,636	0.19%	93.51%
CACHE COUNTY, UT	$ 2,538,568	0.17%	93.68%
ESSEX COUNTY, MA	$ 2,529,547	0.16%	93.84%
HENNEPIN COUNTY, MN	$ 2,315,365	0.15%	93.99%

WASHINGTON COUNTY, OR	$ 2,292,349	0.15%	94.14%
SARPY COUNTY, NE	$ 2,275,839	0.15%	94.29%
JOHNSON COUNTY, KS	$ 2,139,886	0.14%	94.43%
DELAWARE COUNTY, OH	$ 2,113,897	0.14%	94.57%
PLYMOUTH COUNTY, MA	$ 2,027,869	0.13%	94.70%
DELAWARE COUNTY, PA	$ 1,991,568	0.13%	94.83%
TRAVIS COUNTY, TX	$ 1,977,521	0.13%	94.96%
CHESHIRE COUNTY, NH	$ 1,896,746	0.12%	95.08%
WASHINGTON COUNTY, RI	$ 1,865,864	0.12%	95.20%
PASSAIC COUNTY, NJ	$ 1,854,523	0.12%	95.32%
ALAMEDA COUNTY, CA	$ 1,715,646	0.11%	95.44%
BERGEN COUNTY, NJ	$ 1,658,687	0.11%	95.54%
WORCESTER COUNTY, MA	$ 1,630,230	0.11%	95.65%
LEWIS COUNTY, NY	$ 1,602,120	0.10%	95.76%
ALLEGANY COUNTY, NY	$ 1,464,119	0.10%	95.85%
SAN MATEO COUNTY, CA	$ 1,343,404	0.09%	95.94%
NORFOLK COUNTY, MA	$ 1,305,469	0.09%	96.02%
WOOD COUNTY, WI	$ 1,277,235	0.08%	96.11%
DAVIDSON COUNTY, TN	$ 1,253,534	0.08%	96.19%
DANE COUNTY, WI	$ 1,221,806	0.08%	96.27%
DALLAS COUNTY, TX	$ 1,208,245	0.08%	96.35%
MERCER COUNTY, NJ	$ 1,167,441	0.08%	96.42%
BROOME COUNTY, NY	$ 1,156,857	0.08%	96.50%
MORRIS COUNTY, NJ	$ 1,112,685	0.07%	96.57%
PROVIDENCE COUNTY, RI	$ 1,092,339	0.07%	96.64%
GWINNETT COUNTY, GA	$ 1,092,134	0.07%	96.71%
MONTGOMERY COUNTY, PA	$ 1,077,715	0.07%	96.78%
CENTRE COUNTY, PA	$ 1,058,776	0.07%	96.85%
SAN DIEGO COUNTY, CA	$ 1,025,223	0.07%	96.92%
MECKLENBURG COUNTY, NC	$ 992,886	0.06%	96.98%
SANTA CLARA COUNTY, CA	$ 985,776	0.06%	97.05%
ROCKINGHAM COUNTY, NH	$ 975,588	0.06%	97.11%
RICHLAND COUNTY, SC	$ 964,917	0.06%	97.17%
SAINT TAMMANY COUNTY, LA	$ 957,300	0.06%	97.24%
WESTCHESTER COUNTY, NY	$ 886,893	0.06%	97.29%
CLACKAMAS COUNTY, OR	$ 876,160	0.06%	97.35%
MONTGOMERY COUNTY, MD	$ 871,093	0.06%	97.41%
SPOKANE COUNTY, WA	$ 844,087	0.06%	97.46%
BUCKS COUNTY, PA	$ 835,891	0.05%	97.52%
SAN FRANCISCO COUNTY, CA	$ 807,324	0.05%	97.57%
WAYNE COUNTY, MI	$ 806,581	0.05%	97.62%
DURHAM COUNTY, NC	$ 789,167	0.05%	97.67%
CHAUTAUQUA COUNTY, NY	$ 775,992	0.05%	97.73%
SACRAMENTO COUNTY, CA	$ 711,377	0.05%	97.77%
KENT COUNTY, MI	$ 707,391	0.05%	97.82%

MIAMI-DADE COUNTY, FL	$ 706,617	0.05%	97.86%
WARREN COUNTY, NJ	$ 699,752	0.05%	97.91%
BEXAR COUNTY, TX	$ 693,883	0.05%	97.95%
DESCHUTES COUNTY, OR	$ 680,386	0.04%	98.00%
UTAH COUNTY, UT	$ 679,671	0.04%	98.04%
MARIN COUNTY, CA	$ 670,966	0.04%	98.09%
ARLINGTON COUNTY, VA	$ 627,180	0.04%	98.13%
FORSYTH COUNTY, GA	$ 625,702	0.04%	98.17%
HENRICO COUNTY, VA	$ 606,626	0.04%	98.21%
PORTER COUNTY, IN	$ 570,865	0.04%	98.25%
ULSTER COUNTY, NY	$ 542,810	0.04%	98.28%
BALTIMORE COUNTY, MD	$ 542,158	0.04%	98.32%
HARFORD COUNTY, MD	$ 489,020	0.03%	98.35%
LEON COUNTY, FL	$ 487,252	0.03%	98.38%
DENVER COUNTY, CO	$ 484,402	0.03%	98.41%
WESTMORELAND COUNTY, PA	$ 465,910	0.03%	98.44%
NEWPORT NEWS CITY COUNTY, VA	$ 456,520	0.03%	98.47%
BOONE COUNTY, MO	$ 442,057	0.03%	98.50%
YORK COUNTY, SC	$ 433,112	0.03%	98.53%
MONROE COUNTY, IN	$ 428,062	0.03%	98.56%
SUFFOLK COUNTY, NY	$ 414,035	0.03%	98.58%
GREENE COUNTY, MO	$ 412,457	0.03%	98.61%
CALUMET COUNTY, WI	$ 405,181	0.03%	98.64%
MONROE COUNTY, NY	$ 399,306	0.03%	98.66%
LOUDOUN COUNTY, VA	$ 395,655	0.03%	98.69%
LAWRENCE COUNTY, AL	$ 390,096	0.03%	98.71%
PRINCE GEORGES COUNTY, MD	$ 387,274	0.03%	98.74%
HARRIS COUNTY, TX	$ 374,996	0.02%	98.76%
MONTGOMERY COUNTY, VA	$ 364,073	0.02%	98.79%
BERKSHIRE COUNTY, MA	$ 361,767	0.02%	98.81%
CLEVELAND COUNTY, OK	$ 359,925	0.02%	98.83%
SAINT LOUIS COUNTY, MO	$ 350,229	0.02%	98.86%
ANNE ARUNDEL COUNTY, MD	$ 348,582	0.02%	98.88%
OAKLAND COUNTY, MI	$ 334,835	0.02%	98.90%
OTTAWA COUNTY, MI	$ 325,856	0.02%	98.92%
SEMINOLE COUNTY, FL	$ 321,637	0.02%	98.94%
FRESNO COUNTY, CA	$ 311,313	0.02%	98.96%
ALLEGHENY COUNTY, PA	$ 280,209	0.02%	98.98%
WASHTENAW COUNTY, MI	$ 278,196	0.02%	99.00%
CUYAHOGA COUNTY, OH	$ 272,302	0.02%	99.02%
ORANGE COUNTY, FL	$ 258,319	0.02%	99.03%
DUVAL COUNTY, FL	$ 252,911	0.02%	99.05%
BURLINGTON COUNTY, NJ	$ 251,293	0.02%	99.07%
VENTURA COUNTY, CA	$ 250,358	0.02%	99.08%
SULLIVAN COUNTY, NH	$ 248,850	0.02%	99.10%

CARROLL COUNTY, NH	$	248,182	0.02%	99.12%
MERRIMACK COUNTY, NH	$	246,014	0.02%	99.13%
HAMPSHIRE COUNTY, MA	$	245,345	0.02%	99.15%
CHESTER COUNTY, PA	$	243,952	0.02%	99.16%
COLLIER COUNTY, FL	$	243,436	0.02%	99.18%
MONTGOMERY COUNTY, OH	$	236,650	0.02%	99.20%
CLARK COUNTY, WA	$	229,821	0.01%	99.21%
NASSAU COUNTY, NY	$	224,968	0.01%	99.23%
QUEENS COUNTY, NY	$	218,580	0.01%	99.24%
CHARLOTTESVILLE CITY COUNTY, VA	$	211,194	0.01%	99.25%
DOUGLAS COUNTY, NE	$	210,345	0.01%	99.27%
PIERCE COUNTY, WA	$	209,234	0.01%	99.28%
HAMILTON COUNTY, OH	$	209,008	0.01%	99.29%
PLACER COUNTY, CA	$	206,593	0.01%	99.31%
CUMBERLAND COUNTY, ME	$	194,823	0.01%	99.32%
TARRANT COUNTY, TX	$	182,652	0.01%	99.33%
FRANKLIN COUNTY, MA	$	174,313	0.01%	99.34%
BOULDER COUNTY, CO	$	173,029	0.01%	99.35%
MONTGOMERY COUNTY, AL	$	172,084	0.01%	99.37%
ALACHUA COUNTY, FL	$	169,018	0.01%	99.38%
ISANTI COUNTY, MN	$	165,415	0.01%	99.39%
CLARK COUNTY, NV	$	162,353	0.01%	99.40%
OSCEOLA COUNTY, FL	$	160,850	0.01%	99.41%
BROWARD COUNTY, FL	$	157,088	0.01%	99.42%
CLINTON COUNTY, NY	$	152,909	0.01%	99.43%
BRISTOL COUNTY, MA	$	149,934	0.01%	99.44%
SANGAMON COUNTY, IL	$	148,217	0.01%	99.45%
DAUPHIN COUNTY, PA	$	146,728	0.01%	99.46%
DENTON COUNTY, TX	$	146,230	0.01%	99.47%
LAKE COUNTY, IL	$	145,304	0.01%	99.48%
TOMPKINS COUNTY, NY	$	141,619	0.01%	99.49%
NEW CASTLE COUNTY, DE	$	140,719	0.01%	99.50%
CHESAPEAKE CITY COUNTY, VA	$	137,300	0.01%	99.50%
JOHNSON COUNTY, IA	$	127,852	0.01%	99.51%
PRINCE WILLIAM COUNTY, VA	$	126,054	0.01%	99.52%
PIMA COUNTY, AZ	$	125,687	0.01%	99.53%
BALTIMORE CITY COUNTY, MD	$	123,627	0.01%	99.54%
CHESTERFIELD COUNTY, VA	$	113,077	0.01%	99.54%
LAKE COUNTY, FL	$	112,127	0.01%	99.55%
OSBORNE COUNTY, KS	$	110,501	0.01%	99.56%
SPARTANBURG COUNTY, SC	$	110,242	0.01%	99.57%
VIRGINIA BEACH CITY COUNTY, VA	$	109,820	0.01%	99.57%
BERNALILLO COUNTY, NM	$	107,590	0.01%	99.58%
WAUKESHA COUNTY, WI	$	103,415	0.01%	99.59%
SMITH COUNTY, TX	$	103,231	0.01%	99.59%

CARSON CITY COUNTY, NV	$ 101,988	0.01%	99.60%
LEBANON COUNTY, PA	$ 95,220	0.01%	99.61%
ALEXANDRIA CITY COUNTY, VA	$ 93,976	0.01%	99.61%
LEE COUNTY, FL	$ 93,398	0.01%	99.62%
WILLIAMSON COUNTY, TN	$ 92,474	0.01%	99.63%
RUTHERFORD COUNTY, TN	$ 90,597	0.01%	99.63%
LUZERNE COUNTY, PA	$ 89,801	0.01%	99.64%
MARTIN COUNTY, FL	$ 87,052	0.01%	99.64%
ORANGE COUNTY, NY	$ 86,923	0.01%	99.65%
DUTCHESS COUNTY, NY	$ 84,930	0.01%	99.65%
FRANKLIN COUNTY, OH	$ 84,684	0.01%	99.66%
SNOHOMISH COUNTY, WA	$ 82,116	0.01%	99.66%
MONMOUTH COUNTY, NJ	$ 81,346	0.01%	99.67%
JACKSON COUNTY, MS	$ 80,696	0.01%	99.68%
KENT COUNTY, RI	$ 79,130	0.01%	99.68%
CONTRA COSTA COUNTY, CA	$ 77,020	0.01%	99.69%
YORK COUNTY, ME	$ 76,770	0.01%	99.69%
LANCASTER COUNTY, PA	$ 76,247	0.00%	99.70%
CADDO COUNTY, LA	$ 74,870	0.00%	99.70%
LICKING COUNTY, OH	$ 71,375	0.00%	99.70%
DUPAGE COUNTY, IL	$ 68,173	0.00%	99.71%
PALM BEACH COUNTY, FL	$ 68,077	0.00%	99.71%
ONEIDA COUNTY, NY	$ 66,572	0.00%	99.72%
BREVARD COUNTY, FL	$ 63,668	0.00%	99.72%
ORANGE COUNTY, VA	$ 59,077	0.00%	99.73%
GREENVILLE COUNTY, SC	$ 57,880	0.00%	99.73%
SARATOGA COUNTY, NY	$ 57,442	0.00%	99.73%
KOOTENAI COUNTY, ID	$ 54,220	0.00%	99.74%
ONONDAGA COUNTY, NY	$ 52,417	0.00%	99.74%
BALDWIN COUNTY, AL	$ 51,896	0.00%	99.74%
OTSEGO COUNTY, NY	$ 51,726	0.00%	99.75%
ESSEX COUNTY, NJ	$ 49,833	0.00%	99.75%
CUMBERLAND COUNTY, PA	$ 49,274	0.00%	99.75%
ORANGE COUNTY, NC	$ 46,522	0.00%	99.76%
HILLSBOROUGH COUNTY, NH	$ 46,190	0.00%	99.76%
PULASKI COUNTY, AR	$ 46,124	0.00%	99.76%
SAN LUIS OBISPO COUNTY, CA	$ 45,632	0.00%	99.77%
MORRISON COUNTY, MN	$ 45,575	0.00%	99.77%
ROCKLAND COUNTY, NY	$ 44,904	0.00%	99.77%
LANE COUNTY, OR	$ 44,371	0.00%	99.77%
COBB COUNTY, GA	$ 44,105	0.00%	99.78%
HAMILTON COUNTY, NY	$ 42,893	0.00%	99.78%
WASHINGTON COUNTY, NE	$ 41,943	0.00%	99.78%
PHILADELPHIA COUNTY, PA	$ 41,421	0.00%	99.79%
HENDERSON COUNTY, NC	$ 40,117	0.00%	99.79%

MADISON COUNTY, AL	$	40,031	0.00%	99.79%
SOMERSET COUNTY, NJ	$	39,629	0.00%	99.79%
CHARLESTON COUNTY, SC	$	38,610	0.00%	99.80%
SUMNER COUNTY, TN	$	36,900	0.00%	99.80%
MONTEREY COUNTY, CA	$	36,474	0.00%	99.80%
SUMMIT COUNTY, OH	$	35,915	0.00%	99.80%
LEHIGH COUNTY, PA	$	35,901	0.00%	99.81%
QUEEN ANNES COUNTY, MD	$	34,612	0.00%	99.81%
HORRY COUNTY, SC	$	33,115	0.00%	99.81%
LINN COUNTY, IA	$	31,764	0.00%	99.81%
LA CROSSE COUNTY, WI	$	30,742	0.00%	99.81%
BERKELEY COUNTY, SC	$	29,300	0.00%	99.82%
KANDIYOHI COUNTY, MN	$	29,188	0.00%	99.82%
LARIMER COUNTY, CO	$	28,148	0.00%	99.82%
KENT COUNTY, DE	$	27,750	0.00%	99.82%
COMAL COUNTY, TX	$	26,935	0.00%	99.82%
GRANT COUNTY, KY	$	26,744	0.00%	99.82%
SAINT LOUIS CITY COUNTY, MO	$	26,587	0.00%	99.83%
DEKALB COUNTY, GA	$	26,548	0.00%	99.83%
PUTNAM COUNTY, NY	$	25,911	0.00%	99.83%
SANTA CRUZ COUNTY, AZ	$	25,265	0.00%	99.83%
WINNEBAGO COUNTY, WI	$	25,206	0.00%	99.83%
WINDSOR COUNTY, VT	$	24,000	0.00%	99.83%
HINDS COUNTY, MS	$	22,400	0.00%	99.84%
KNOX COUNTY, TN	$	21,792	0.00%	99.84%
MILWAUKEE COUNTY, WI	$	21,780	0.00%	99.84%
TULSA COUNTY, OK	$	21,713	0.00%	99.84%
MEDINA COUNTY, OH	$	21,189	0.00%	99.84%
FAIRFAX CITY COUNTY, VA	$	20,976	0.00%	99.84%
MAHONING COUNTY, OH	$	20,801	0.00%	99.84%
DUBUQUE COUNTY, IA	$	20,357	0.00%	99.85%
CORTLAND COUNTY, NY	$	19,666	0.00%	99.85%
RIVERSIDE COUNTY, CA	$	19,304	0.00%	99.85%
SUMTER COUNTY, FL	$	18,475	0.00%	99.85%
SAN BERNARDINO COUNTY, CA	$	17,813	0.00%	99.85%
YELLOWSTONE COUNTY, MT	$	17,400	0.00%	99.85%
LANCASTER COUNTY, NE	$	17,280	0.00%	99.85%
WAYNE COUNTY, OH	$	17,040	0.00%	99.85%
GALLATIN COUNTY, MT	$	17,000	0.00%	99.86%
LAKE COUNTY, OH	$	16,959	0.00%	99.86%
KITSAP COUNTY, WA	$	16,900	0.00%	99.86%
WASHOE COUNTY, NV	$	16,818	0.00%	99.86%
RICHMOND CITY COUNTY, VA	$	16,792	0.00%	99.86%
POLK COUNTY, IA	$	16,525	0.00%	99.86%
WAYNE COUNTY, NY	$	15,805	0.00%	99.86%

JEFFERSON COUNTY, WA	$ 15,780	0.00%	99.86%
RAMSEY COUNTY, MN	$ 15,313	0.00%	99.86%
HENDERSON COUNTY, KY	$ 15,100	0.00%	99.86%
OUTAGAMIE COUNTY, WI	$ 14,940	0.00%	99.87%
ADA COUNTY, ID	$ 14,681	0.00%	99.87%
ALLEN COUNTY, IN	$ 13,861	0.00%	99.87%
HUDSON COUNTY, NJ	$ 13,500	0.00%	99.87%
FAULKNER COUNTY, AR	$ 13,492	0.00%	99.87%
SHELBY COUNTY, TN	$ 13,449	0.00%	99.87%
SPOTSYLVANIA COUNTY, VA	$ 13,393	0.00%	99.87%
EAU CLAIRE COUNTY, WI	$ 13,273	0.00%	99.87%
SAINT CLAIR COUNTY, IL	$ 11,770	0.00%	99.87%
BRISTOL COUNTY, RI	$ 11,574	0.00%	99.87%
CREEK COUNTY, OK	$ 11,318	0.00%	99.87%
KAUFMAN COUNTY, TX	$ 10,941	0.00%	99.88%
ATLANTIC COUNTY, NJ	$ 10,850	0.00%	99.88%
BOONE COUNTY, IN	$ 10,706	0.00%	99.88%
FORT BEND COUNTY, TX	$ 10,310	0.00%	99.88%
ONTARIO COUNTY, NY	$ 10,269	0.00%	99.88%
BENNINGTON COUNTY, VT	$ 10,000	0.00%	99.88%
PEMBINA COUNTY, ND	$ 9,913	0.00%	99.88%
CAMDEN COUNTY, NJ	$ 9,835	0.00%	99.88%
NIAGARA COUNTY, NY	$ 9,825	0.00%	99.88%
LOWNDES COUNTY, GA	$ 9,787	0.00%	99.88%
DICKSON COUNTY, TN	$ 9,288	0.00%	99.88%
KALAMAZOO COUNTY, MI	$ 9,269	0.00%	99.88%
SCHENECTADY COUNTY, NY	$ 9,028	0.00%	99.88%
WALWORTH COUNTY, WI	$ 8,726	0.00%	99.88%
JACKSON COUNTY, MO	$ 8,679	0.00%	99.88%
BAY COUNTY, MI	$ 8,561	0.00%	99.88%
OCONEE COUNTY, SC	$ 8,522	0.00%	99.89%
EAST BATON ROUGE COUNTY, LA	$ 8,425	0.00%	99.89%
MULTNOMAH COUNTY, OR	$ 8,383	0.00%	99.89%
ISLAND COUNTY, WA	$ 7,860	0.00%	99.89%
KANE COUNTY, IL	$ 7,639	0.00%	99.89%
LYON COUNTY, NV	$ 7,500	0.00%	99.89%
CARROLL COUNTY, MD	$ 7,308	0.00%	99.89%
BARNSTABLE COUNTY, MA	$ 7,119	0.00%	99.89%
MACOMB COUNTY, MI	$ 7,086	0.00%	99.89%
CHARLES COUNTY, MD	$ 6,950	0.00%	99.89%
MARION COUNTY, OR	$ 6,853	0.00%	99.89%
MCHENRY COUNTY, IL	$ 6,800	0.00%	99.89%
JEFFERSON COUNTY, CO	$ 6,663	0.00%	99.89%
HUNTERDON COUNTY, NJ	$ 6,487	0.00%	99.89%
RACINE COUNTY, WI	$ 6,480	0.00%	99.89%

GEAUGA COUNTY, OH	$	6,441	0.00%	99.89%
YORK COUNTY, PA	$	5,917	0.00%	99.89%
FREDERICKSBURG CITY COUNTY, VA	$	5,650	0.00%	99.89%
MEADE COUNTY, SD	$	5,373	0.00%	99.89%
LIVINGSTON COUNTY, MI	$	5,371	0.00%	99.89%
MONTGOMERY COUNTY, NY	$	5,348	0.00%	99.89%
OKLAHOMA COUNTY, OK	$	5,317	0.00%	99.89%
CHARLOTTE COUNTY, FL	$	5,250	0.00%	99.89%
ANOKA COUNTY, MN	$	5,115	0.00%	99.89%
NEWPORT COUNTY, RI	$	4,950	0.00%	99.90%
UNION COUNTY, NJ	$	4,938	0.00%	99.90%
LINN COUNTY, MO	$	4,850	0.00%	99.90%
WAYNE COUNTY, PA	$	4,800	0.00%	99.90%
WRIGHT COUNTY, MN	$	4,650	0.00%	99.90%
PUEBLO COUNTY, CO	$	4,633	0.00%	99.90%
DAKOTA COUNTY, MN	$	4,556	0.00%	99.90%
WASHINGTON COUNTY, UT	$	4,500	0.00%	99.90%
BERRIEN COUNTY, MI	$	4,457	0.00%	99.90%
SCOTT COUNTY, MN	$	4,315	0.00%	99.90%
BOND COUNTY, IL	$	4,151	0.00%	99.90%
CALHOUN COUNTY, MI	$	4,000	0.00%	99.90%
SAN JUAN COUNTY, WA	$	3,870	0.00%	99.90%
CHRISTIAN COUNTY, MO	$	3,650	0.00%	99.90%
ADAMS COUNTY, CO	$	3,507	0.00%	99.90%
HENRY COUNTY, GA	$	3,500	0.00%	99.90%
STORY COUNTY, IA	$	3,479	0.00%	99.90%
FAYETTE COUNTY, KY	$	3,352	0.00%	99.90%
FRANKLIN COUNTY, VT	$	3,286	0.00%	99.90%
INGHAM COUNTY, MI	$	3,284	0.00%	99.90%
HAMILTON COUNTY, IN	$	3,214	0.00%	99.90%
CLEARFIELD COUNTY, PA	$	3,080	0.00%	99.90%
GLOUCESTER COUNTY, NJ	$	3,071	0.00%	99.90%
GRAYSON COUNTY, TX	$	3,000	0.00%	99.90%
CHITTENDEN COUNTY, VT	$	2,975	0.00%	99.90%
CANYON COUNTY, ID	$	2,951	0.00%	99.90%
CHATHAM COUNTY, GA	$	2,950	0.00%	99.90%
STEARNS COUNTY, MN	$	2,757	0.00%	99.90%
FRANKLIN COUNTY, MO	$	2,746	0.00%	99.90%
SEBASTIAN COUNTY, AR	$	2,697	0.00%	99.90%
WAYNE COUNTY, IN	$	2,620	0.00%	99.90%
MOBILE COUNTY, AL	$	2,532	0.00%	99.90%
SAINT CROIX COUNTY, WI	$	2,527	0.00%	99.90%
GRAND COUNTY, UT	$	2,500	0.00%	99.90%
HAMILTON COUNTY, TN	$	2,500	0.00%	99.90%
LEXINGTON COUNTY, SC	$	2,500	0.00%	99.90%

WILL COUNTY, IL	$	2,403	0.00%	99.90%
JEFFERSON COUNTY, AL	$	2,400	0.00%	99.90%
MADISON COUNTY, ID	$	2,277	0.00%	99.90%
LE SUEUR COUNTY, MN	$	2,240	0.00%	99.90%
TIFT COUNTY, GA	$	2,150	0.00%	99.90%
ADDISON COUNTY, VT	$	2,106	0.00%	99.90%
BRAZOS COUNTY, TX	$	2,100	0.00%	99.90%
WASHINGTON COUNTY, MN	$	2,071	0.00%	99.90%
LYNCHBURG CITY COUNTY, VA	$	2,000	0.00%	99.90%
CERRO GORDO COUNTY, IA	$	1,950	0.00%	99.90%
WEBER COUNTY, UT	$	1,885	0.00%	99.90%
CHURCHILL COUNTY, NV	$	1,800	0.00%	99.90%
DOUGLAS COUNTY, CO	$	1,800	0.00%	99.90%
ROCKDALE COUNTY, GA	$	1,800	0.00%	99.91%
MUSCOGEE COUNTY, GA	$	1,799	0.00%	99.91%
HURON COUNTY, OH	$	1,777	0.00%	99.91%
HARRISONBURG CITY COUNTY, VA	$	1,768	0.00%	99.91%
WARREN COUNTY, NY	$	1,701	0.00%	99.91%
IREDELL COUNTY, NC	$	1,700	0.00%	99.91%
ALCONA COUNTY, MI	$	1,635	0.00%	99.91%
BROOKE COUNTY, WV	$	1,633	0.00%	99.91%
PORTAGE COUNTY, OH	$	1,628	0.00%	99.91%
OCEAN COUNTY, NJ	$	1,438	0.00%	99.91%
THURSTON COUNTY, WA	$	1,400	0.00%	99.91%
SAINT MARY COUNTY, LA	$	1,237	0.00%	99.91%
SAINT LAWRENCE COUNTY, NY	$	1,200	0.00%	99.91%
ROSCOMMON COUNTY, MI	$	1,155	0.00%	99.91%
NORTHAMPTON COUNTY, PA	$	1,125	0.00%	99.91%
GRANVILLE COUNTY, NC	$	1,062	0.00%	99.91%
BOONE COUNTY, KY	$	1,030	0.00%	99.91%
CUMBERLAND COUNTY, NJ	$	1,000	0.00%	99.91%
BARREN COUNTY, KY	$	972	0.00%	99.91%
HARRISON COUNTY, IA	$	959	0.00%	99.91%
WHITLEY COUNTY, IN	$	950	0.00%	99.91%
UNION COUNTY, PA	$	920	0.00%	99.91%
SUFFOLK CITY COUNTY, VA	$	878	0.00%	99.91%
VANDERBURGH COUNTY, IN	$	851	0.00%	99.91%
FLAGLER COUNTY, FL	$	850	0.00%	99.91%
BAY COUNTY, FL	$	831	0.00%	99.91%
BENTON COUNTY, OR	$	771	0.00%	99.91%
RANKIN COUNTY, MS	$	721	0.00%	99.91%
EATON COUNTY, MI	$	665	0.00%	99.91%
WHITESIDE COUNTY, IL	$	625	0.00%	99.91%
WINDHAM COUNTY, VT	$	600	0.00%	99.91%
CARVER COUNTY, MN	$	562	0.00%	99.91%

MCLEAN COUNTY, IL	$ 520	0.00%	99.91%
LEE COUNTY, NC	$ 434	0.00%	99.91%
WAYNE COUNTY, NC	$ 434	0.00%	99.91%
OCONEE COUNTY, GA	$ 416	0.00%	99.91%
CASS COUNTY, ND	$ 389	0.00%	99.91%
AVERY COUNTY, NC	$ 375	0.00%	99.91%
MADISON COUNTY, NY	$ 341	0.00%	99.91%
MIAMI COUNTY, OH	$ 322	0.00%	99.91%
BARRON COUNTY, WI	$ 319	0.00%	99.91%
CAMDEN COUNTY, MO	$ 300	0.00%	99.91%
NICOLLET COUNTY, MN	$ 297	0.00%	99.91%
JEFFERSON COUNTY, MO	$ 289	0.00%	99.91%
KENNEBEC COUNTY, ME	$ 275	0.00%	99.91%
COLE COUNTY, MO	$ 275	0.00%	99.91%
DUKES COUNTY, MA	$ 250	0.00%	99.91%
SARASOTA COUNTY, FL	$ 225	0.00%	99.91%
GREGORY COUNTY, SD	$ 207	0.00%	99.91%
CHAMPAIGN COUNTY, IL	$ 188	0.00%	99.91%
BELL COUNTY, TX	$ 105	0.00%	99.91%
NORFOLK CITY COUNTY, VA	$ 100	0.00%	99.91%
GUILFORD COUNTY, NC	$ 96	0.00%	99.91%
MONROE COUNTY, PA	$ 82	0.00%	99.91%
CHEROKEE COUNTY, GA	$ 75	0.00%	99.91%
BROWN COUNTY, WI	$ 25	0.00%	99.91%
CANADA	$ 1,304,001	0.08%	99.99%
OUT OF US AND CANADA	$ 17,296	0.00%	99.99%
INTERNET	$ 93,135	0.01%	100.00%
Total	$ 1,534,518,812	100.00%	

Table D-5
State of Connecticut Disparity Study
List of Counties and States in the Prime Vendor Payments
Goods

County, State	Amount	Percent	Cumulative Percent
HARTFORD COUNTY, CT	$ 392,369,390	35.60%	35.60%
FAIRFIELD COUNTY, CT	$ 123,088,856	11.17%	46.76%
NEW HAVEN COUNTY, CT	$ 122,438,556	11.11%	57.87%
NEW LONDON COUNTY, CT	$ 114,443,735	10.38%	68.25%
LITCHFIELD COUNTY, CT	$ 35,225,010	3.20%	71.45%
MIDDLESEX COUNTY, CT	$ 32,677,998	2.96%	74.41%
WINDHAM COUNTY, CT	$ 4,077,108	0.37%	74.78%
TOLLAND COUNTY, CT	$ 1,799,153	0.16%	74.95%
COOK COUNTY, IL	$ 52,812,554	4.79%	79.74%
INDIANA COUNTY, PA	$ 45,937,120	4.17%	83.90%
LOS ANGELES COUNTY, CA	$ 31,508,763	2.86%	86.76%
PASSAIC COUNTY, NJ	$ 11,953,622	1.08%	87.85%
JEFFERSON COUNTY, IL	$ 6,775,205	0.61%	88.46%
SOMERSET COUNTY, NJ	$ 6,665,537	0.60%	89.07%
SUFFOLK COUNTY, NY	$ 6,145,676	0.56%	89.62%
BERKSHIRE COUNTY, MA	$ 5,074,654	0.46%	90.08%
WORCESTER COUNTY, MA	$ 4,963,001	0.45%	90.53%
SAN DIEGO COUNTY, CA	$ 4,469,889	0.41%	90.94%
MECKLENBURG COUNTY, NC	$ 4,036,603	0.37%	91.31%
PORTAGE COUNTY, OH	$ 3,988,760	0.36%	91.67%
ESSEX COUNTY, MA	$ 3,171,253	0.29%	91.96%
CARROLL COUNTY, MD	$ 3,024,517	0.27%	92.23%
WESTCHESTER COUNTY, NY	$ 2,751,506	0.25%	92.48%
CUYAHOGA COUNTY, OH	$ 2,495,120	0.23%	92.71%
ROCKINGHAM COUNTY, NH	$ 2,417,346	0.22%	92.92%
SUFFOLK COUNTY, MA	$ 2,289,668	0.21%	93.13%
HUNTINGDON COUNTY, PA	$ 2,094,189	0.19%	93.32%
GWINNETT COUNTY, GA	$ 2,020,302	0.18%	93.51%
DELAWARE COUNTY, OH	$ 1,831,468	0.17%	93.67%
DUTCHESS COUNTY, NY	$ 1,750,838	0.16%	93.83%
MIDDLESEX COUNTY, MA	$ 1,731,811	0.16%	93.99%
GUILFORD COUNTY, NC	$ 1,717,002	0.16%	94.14%
SAN FRANCISCO COUNTY, CA	$ 1,710,737	0.16%	94.30%
HILLSBOROUGH COUNTY, NH	$ 1,697,489	0.15%	94.45%
SAINT LOUIS COUNTY, MO	$ 1,630,797	0.15%	94.60%
NORFOLK COUNTY, MA	$ 1,369,561	0.12%	94.73%
PLYMOUTH COUNTY, MA	$ 1,366,603	0.12%	94.85%
BERGEN COUNTY, NJ	$ 1,298,081	0.12%	94.97%

NEW YORK COUNTY, NY	$ 1,271,937	0.12%	95.08%
CUMBERLAND COUNTY, PA	$ 1,266,753	0.11%	95.20%
KINGS COUNTY, NY	$ 1,197,500	0.11%	95.31%
GLOUCESTER COUNTY, NJ	$ 1,166,603	0.11%	95.41%
SALT LAKE COUNTY, UT	$ 1,154,476	0.10%	95.52%
FRANKLIN COUNTY, MA	$ 1,150,741	0.10%	95.62%
YORK COUNTY, PA	$ 1,132,855	0.10%	95.72%
ONTARIO COUNTY, NY	$ 1,053,043	0.10%	95.82%
NASSAU COUNTY, NY	$ 1,011,131	0.09%	95.91%
CLACKAMAS COUNTY, OR	$ 996,491	0.09%	96.00%
CLARKE COUNTY, GA	$ 908,366	0.08%	96.08%
HAMPDEN COUNTY, MA	$ 811,511	0.07%	96.16%
ORANGE COUNTY, CA	$ 732,303	0.07%	96.22%
ORANGE COUNTY, FL	$ 719,262	0.07%	96.29%
MONTGOMERY COUNTY, PA	$ 712,541	0.06%	96.35%
FAYETTE COUNTY, PA	$ 711,443	0.06%	96.42%
FRANKLIN COUNTY, OH	$ 695,432	0.06%	96.48%
NORTHAMPTON COUNTY, PA	$ 665,577	0.06%	96.54%
CHESTER COUNTY, PA	$ 643,529	0.06%	96.60%
CHATHAM COUNTY, GA	$ 606,939	0.06%	96.66%
CATAWBA COUNTY, NC	$ 598,129	0.05%	96.71%
WAKE COUNTY, NC	$ 560,793	0.05%	96.76%
SUMNER COUNTY, TN	$ 542,904	0.05%	96.81%
ALLEGHENY COUNTY, PA	$ 532,270	0.05%	96.86%
MERRIMACK COUNTY, NH	$ 517,184	0.05%	96.90%
LAKE COUNTY, IL	$ 480,143	0.04%	96.95%
GREENVILLE COUNTY, SC	$ 463,106	0.04%	96.99%
BALTIMORE CITY COUNTY, MD	$ 459,592	0.04%	97.03%
DUVAL COUNTY, FL	$ 458,466	0.04%	97.07%
FULTON COUNTY, GA	$ 455,361	0.04%	97.11%
DELAWARE COUNTY, PA	$ 426,579	0.04%	97.15%
ROCKLAND COUNTY, NY	$ 424,393	0.04%	97.19%
MONMOUTH COUNTY, NJ	$ 416,078	0.04%	97.23%
DALLAS COUNTY, TX	$ 410,376	0.04%	97.27%
ORANGE COUNTY, NY	$ 408,930	0.04%	97.30%
BUCKS COUNTY, PA	$ 395,848	0.04%	97.34%
BROWARD COUNTY, FL	$ 382,580	0.03%	97.37%
VIRGINIA BEACH CITY COUNTY, VA	$ 369,459	0.03%	97.41%
PROVIDENCE COUNTY, RI	$ 356,154	0.03%	97.44%
HENRICO COUNTY, VA	$ 346,413	0.03%	97.47%
CUMBERLAND COUNTY, ME	$ 343,649	0.03%	97.50%
HAMPSHIRE COUNTY, MA	$ 339,926	0.03%	97.53%
HAMILTON COUNTY, OH	$ 335,465	0.03%	97.56%
MIFFLIN COUNTY, PA	$ 328,104	0.03%	97.59%
DANE COUNTY, WI	$ 323,204	0.03%	97.62%

ALAMEDA COUNTY, CA	$ 297,233	0.03%	97.65%
KENOSHA COUNTY, WI	$ 291,525	0.03%	97.68%
KANDIYOHI COUNTY, MN	$ 282,746	0.03%	97.70%
HILLSBOROUGH COUNTY, FL	$ 275,961	0.03%	97.73%
LEON COUNTY, FL	$ 261,747	0.02%	97.75%
SAN MATEO COUNTY, CA	$ 250,386	0.02%	97.77%
NORTHUMBERLAND COUNTY, PA	$ 247,191	0.02%	97.80%
PHILADELPHIA COUNTY, PA	$ 246,388	0.02%	97.82%
WASHTENAW COUNTY, MI	$ 245,013	0.02%	97.84%
MONROE COUNTY, NY	$ 244,468	0.02%	97.86%
IBERIA COUNTY, LA	$ 235,367	0.02%	97.88%
TALBOT COUNTY, MD	$ 234,944	0.02%	97.91%
LORAIN COUNTY, OH	$ 230,358	0.02%	97.93%
COLLIN COUNTY, TX	$ 227,797	0.02%	97.95%
LAKE COUNTY, IN	$ 210,125	0.02%	97.97%
FAYETTE COUNTY, KY	$ 210,048	0.02%	97.99%
WHATCOM COUNTY, WA	$ 200,830	0.02%	98.00%
ISABELLA COUNTY, MI	$ 200,000	0.02%	98.02%
MULTNOMAH COUNTY, OR	$ 198,580	0.02%	98.04%
UTAH COUNTY, UT	$ 196,564	0.02%	98.06%
ATLANTIC COUNTY, NJ	$ 192,672	0.02%	98.08%
ALBANY COUNTY, NY	$ 190,985	0.02%	98.09%
BEXAR COUNTY, TX	$ 190,877	0.02%	98.11%
HENNEPIN COUNTY, MN	$ 181,457	0.02%	98.13%
UNION COUNTY, NJ	$ 178,054	0.02%	98.14%
SEMINOLE COUNTY, FL	$ 175,552	0.02%	98.16%
ANDROSCOGGIN COUNTY, ME	$ 166,342	0.02%	98.17%
MARION COUNTY, IN	$ 164,349	0.01%	98.19%
LAWRENCE COUNTY, PA	$ 164,075	0.01%	98.20%
CHARLESTON COUNTY, SC	$ 163,818	0.01%	98.22%
RACINE COUNTY, WI	$ 160,308	0.01%	98.23%
NEVADA COUNTY, CA	$ 156,597	0.01%	98.25%
PINELLAS COUNTY, FL	$ 152,705	0.01%	98.26%
SUMMIT COUNTY, OH	$ 152,703	0.01%	98.27%
GREENE COUNTY, OH	$ 147,015	0.01%	98.29%
MOBILE COUNTY, AL	$ 145,109	0.01%	98.30%
YORK COUNTY, ME	$ 136,913	0.01%	98.31%
MARICOPA COUNTY, AZ	$ 131,429	0.01%	98.33%
BURKE COUNTY, NC	$ 130,428	0.01%	98.34%
JEFFERSON COUNTY, KY	$ 126,558	0.01%	98.35%
LONOKE COUNTY, AR	$ 123,951	0.01%	98.36%
BRAZOS COUNTY, TX	$ 123,532	0.01%	98.37%
LEHIGH COUNTY, PA	$ 121,035	0.01%	98.38%
MERCER COUNTY, PA	$ 116,312	0.01%	98.39%
BROWN COUNTY, WI	$ 115,050	0.01%	98.40%

FAIRFAX COUNTY, VA	$ 114,254	0.01%	98.41%
DELAWARE COUNTY, IA	$ 111,196	0.01%	98.42%
MADISON COUNTY, OH	$ 110,837	0.01%	98.43%
MORRIS COUNTY, NJ	$ 106,956	0.01%	98.44%
BOULDER COUNTY, CO	$ 106,163	0.01%	98.45%
CLEVELAND COUNTY, OK	$ 105,328	0.01%	98.46%
TRUMBULL COUNTY, OH	$ 103,397	0.01%	98.47%
MIAMI-DADE COUNTY, FL	$ 102,735	0.01%	98.48%
WILL COUNTY, IL	$ 101,419	0.01%	98.49%
QUEEN ANNES COUNTY, MD	$ 99,310	0.01%	98.50%
MONTGOMERY COUNTY, NY	$ 98,640	0.01%	98.51%
DUPAGE COUNTY, IL	$ 95,853	0.01%	98.52%
WILLIAMSON COUNTY, TX	$ 95,657	0.01%	98.53%
ORANGE COUNTY, TX	$ 95,465	0.01%	98.53%
LA PLATA COUNTY, CO	$ 93,840	0.01%	98.54%
LARIMER COUNTY, CO	$ 92,360	0.01%	98.55%
COBB COUNTY, GA	$ 92,152	0.01%	98.56%
CARSON CITY COUNTY, NV	$ 91,782	0.01%	98.57%
DAUPHIN COUNTY, PA	$ 91,015	0.01%	98.58%
YORK COUNTY, VA	$ 90,464	0.01%	98.58%
QUEENS COUNTY, NY	$ 90,418	0.01%	98.59%
SAINT THOMAS COUNTY, VI	$ 88,467	0.01%	98.60%
SULLIVAN COUNTY, NY	$ 86,000	0.01%	98.61%
COVINGTON COUNTY, AL	$ 85,486	0.01%	98.62%
GALVESTON COUNTY, TX	$ 83,796	0.01%	98.62%
CAMPBELL COUNTY, KY	$ 82,907	0.01%	98.63%
DAKOTA COUNTY, MN	$ 82,779	0.01%	98.64%
HANOVER COUNTY, VA	$ 82,159	0.01%	98.65%
MILWAUKEE COUNTY, WI	$ 81,191	0.01%	98.65%
ST JOSEPH COUNTY, IN	$ 77,611	0.01%	98.66%
TRAVIS COUNTY, TX	$ 75,151	0.01%	98.67%
COSHOCTON COUNTY, OH	$ 74,724	0.01%	98.67%
ERIE COUNTY, NY	$ 74,212	0.01%	98.68%
SPOKANE COUNTY, WA	$ 72,153	0.01%	98.69%
PRICE COUNTY, WI	$ 71,950	0.01%	98.69%
BRISTOL COUNTY, MA	$ 71,686	0.01%	98.70%
OCEAN COUNTY, NJ	$ 70,766	0.01%	98.71%
KANE COUNTY, IL	$ 69,246	0.01%	98.71%
SANTA BARBARA COUNTY, CA	$ 66,778	0.01%	98.72%
GLYNN COUNTY, GA	$ 66,221	0.01%	98.73%
PALM BEACH COUNTY, FL	$ 66,000	0.01%	98.73%
CHEMUNG COUNTY, NY	$ 65,158	0.01%	98.74%
DOUGLAS COUNTY, NE	$ 63,790	0.01%	98.74%
BURLINGTON COUNTY, NJ	$ 63,090	0.01%	98.75%
WINNEBAGO COUNTY, WI	$ 63,073	0.01%	98.75%

MCHENRY COUNTY, IL	$ 60,828	0.01%	98.76%
ALLEN COUNTY, IN	$ 60,374	0.01%	98.77%
MIDDLESEX COUNTY, NJ	$ 58,659	0.01%	98.77%
MORGAN COUNTY, IL	$ 58,588	0.01%	98.78%
EMMET COUNTY, MI	$ 57,868	0.01%	98.78%
CHEYENNE COUNTY, NE	$ 56,540	0.01%	98.79%
SANGAMON COUNTY, IL	$ 55,840	0.01%	98.79%
ALAMANCE COUNTY, NC	$ 55,755	0.01%	98.80%
OAKLAND COUNTY, MI	$ 52,190	0.00%	98.80%
FULTON COUNTY, OH	$ 51,930	0.00%	98.81%
HINDS COUNTY, MS	$ 50,202	0.00%	98.81%
BALTIMORE COUNTY, MD	$ 49,024	0.00%	98.82%
DURHAM COUNTY, NC	$ 47,876	0.00%	98.82%
PENNINGTON COUNTY, SD	$ 47,160	0.00%	98.82%
GRAVES COUNTY, KY	$ 46,471	0.00%	98.83%
RAMSEY COUNTY, MN	$ 45,096	0.00%	98.83%
SAINT LOUIS CITY COUNTY, MO	$ 43,498	0.00%	98.84%
TULSA COUNTY, OK	$ 43,467	0.00%	98.84%
MACON COUNTY, IL	$ 43,461	0.00%	98.84%
POWESHIEK COUNTY, IA	$ 43,126	0.00%	98.85%
NEW CASTLE COUNTY, DE	$ 42,284	0.00%	98.85%
TUSCALOOSA COUNTY, AL	$ 41,998	0.00%	98.86%
FREDERICK COUNTY, MD	$ 41,836	0.00%	98.86%
DENVER COUNTY, CO	$ 40,610	0.00%	98.86%
FRANKLIN COUNTY, AL	$ 39,719	0.00%	98.87%
ONONDAGA COUNTY, NY	$ 39,324	0.00%	98.87%
GALLATIN COUNTY, MT	$ 38,862	0.00%	98.87%
DODGE COUNTY, WI	$ 38,175	0.00%	98.88%
VENTURA COUNTY, CA	$ 37,763	0.00%	98.88%
AUGUSTA COUNTY, VA	$ 37,414	0.00%	98.88%
BERRIEN COUNTY, MI	$ 37,281	0.00%	98.89%
WAYNE COUNTY, MI	$ 36,102	0.00%	98.89%
ANOKA COUNTY, MN	$ 35,420	0.00%	98.89%
WASHINGTON COUNTY, OR	$ 35,313	0.00%	98.90%
HARRIS COUNTY, TX	$ 34,732	0.00%	98.90%
ERIE COUNTY, PA	$ 34,264	0.00%	98.90%
CLINTON COUNTY, NY	$ 34,035	0.00%	98.91%
TIPPECANOE COUNTY, IN	$ 32,711	0.00%	98.91%
CLINTON COUNTY, IN	$ 32,665	0.00%	98.91%
LUZERNE COUNTY, PA	$ 29,942	0.00%	98.92%
DELAWARE COUNTY, IN	$ 28,597	0.00%	98.92%
CONTRA COSTA COUNTY, CA	$ 28,241	0.00%	98.92%
NEWPORT COUNTY, RI	$ 27,608	0.00%	98.92%
KENT COUNTY, MI	$ 27,565	0.00%	98.93%
ESSEX COUNTY, NJ	$ 26,710	0.00%	98.93%

HAMILTON COUNTY, IN	$ 24,939	0.00%	98.93%
PERRY COUNTY, OH	$ 24,702	0.00%	98.93%
FRANKLIN COUNTY, VA	$ 24,157	0.00%	98.93%
JEFFERSON COUNTY, IN	$ 24,140	0.00%	98.94%
RILEY COUNTY, KS	$ 24,000	0.00%	98.94%
KENT COUNTY, RI	$ 23,985	0.00%	98.94%
POLK COUNTY, FL	$ 23,757	0.00%	98.94%
OKLAHOMA COUNTY, OK	$ 23,511	0.00%	98.95%
DEKALB COUNTY, GA	$ 23,370	0.00%	98.95%
HOWARD COUNTY, MD	$ 23,361	0.00%	98.95%
NEW HANOVER COUNTY, NC	$ 23,073	0.00%	98.95%
STEELE COUNTY, MN	$ 22,426	0.00%	98.95%
SHELBY COUNTY, TN	$ 20,959	0.00%	98.96%
LEE COUNTY, IA	$ 20,957	0.00%	98.96%
ANNE ARUNDEL COUNTY, MD	$ 20,816	0.00%	98.96%
ROCK COUNTY, WI	$ 20,480	0.00%	98.96%
HENRY COUNTY, VA	$ 20,437	0.00%	98.96%
WASHINGTON COUNTY, MD	$ 20,399	0.00%	98.96%
MERCER COUNTY, NJ	$ 20,205	0.00%	98.97%
JEFFERSON COUNTY, AL	$ 19,780	0.00%	98.97%
ADA COUNTY, ID	$ 19,555	0.00%	98.97%
WOODBURY COUNTY, IA	$ 19,442	0.00%	98.97%
TUSCARAWAS COUNTY, OH	$ 19,232	0.00%	98.97%
WHITE COUNTY, IN	$ 18,417	0.00%	98.98%
KITSAP COUNTY, WA	$ 18,227	0.00%	98.98%
KING COUNTY, WA	$ 18,211	0.00%	98.98%
SANTA CLARA COUNTY, CA	$ 17,076	0.00%	98.98%
PUTNAM COUNTY, TN	$ 16,700	0.00%	98.98%
WOODFORD COUNTY, IL	$ 16,661	0.00%	98.98%
EL PASO COUNTY, CO	$ 16,555	0.00%	98.98%
SACRAMENTO COUNTY, CA	$ 15,952	0.00%	98.99%
WINDSOR COUNTY, VT	$ 15,575	0.00%	98.99%
HERKIMER COUNTY, NY	$ 15,570	0.00%	98.99%
SARASOTA COUNTY, FL	$ 14,790	0.00%	98.99%
WOOD COUNTY, OH	$ 14,770	0.00%	98.99%
WASHINGTON COUNTY, MN	$ 14,691	0.00%	98.99%
SANTA CRUZ COUNTY, CA	$ 14,541	0.00%	98.99%
MARIN COUNTY, CA	$ 14,531	0.00%	99.00%
PLATTE COUNTY, MO	$ 14,148	0.00%	99.00%
BARRON COUNTY, WI	$ 13,832	0.00%	99.00%
ONEIDA COUNTY, WI	$ 13,637	0.00%	99.00%
HUDSON COUNTY, NJ	$ 13,629	0.00%	99.00%
SHEBOYGAN COUNTY, WI	$ 13,589	0.00%	99.00%
SAN BERNARDINO COUNTY, CA	$ 13,586	0.00%	99.00%
HUNT COUNTY, TX	$ 13,026	0.00%	99.00%

SONOMA COUNTY, CA	$ 12,969	0.00%	99.01%
BARNSTABLE COUNTY, MA	$ 12,961	0.00%	99.01%
WASHINGTON COUNTY, RI	$ 12,854	0.00%	99.01%
RALEIGH COUNTY, WV	$ 12,477	0.00%	99.01%
SAINT LUCIE COUNTY, FL	$ 12,395	0.00%	99.01%
SPARTANBURG COUNTY, SC	$ 12,303	0.00%	99.01%
CHESTERFIELD COUNTY, VA	$ 12,224	0.00%	99.01%
NORFOLK CITY COUNTY, VA	$ 12,087	0.00%	99.01%
FAULKNER COUNTY, AR	$ 12,072	0.00%	99.01%
LOUDOUN COUNTY, VA	$ 12,023	0.00%	99.02%
JEFFERSON COUNTY, WI	$ 11,915	0.00%	99.02%
RIVERSIDE COUNTY, CA	$ 11,872	0.00%	99.02%
JOHNSON COUNTY, KS	$ 11,872	0.00%	99.02%
WAUKESHA COUNTY, WI	$ 11,431	0.00%	99.02%
WINDHAM COUNTY, VT	$ 11,337	0.00%	99.02%
BUTLER COUNTY, PA	$ 11,300	0.00%	99.02%
JEFFERSON COUNTY, PA	$ 11,293	0.00%	99.02%
LAWRENCE COUNTY, IN	$ 10,683	0.00%	99.02%
BUNCOMBE COUNTY, NC	$ 10,465	0.00%	99.02%
WELD COUNTY, CO	$ 10,349	0.00%	99.03%
JONES COUNTY, TX	$ 10,060	0.00%	99.03%
JOSEPHINE COUNTY, OR	$ 9,967	0.00%	99.03%
OTTAWA COUNTY, MI	$ 9,761	0.00%	99.03%
BRUNSWICK COUNTY, NC	$ 9,704	0.00%	99.03%
SALEM CITY COUNTY, VA	$ 9,600	0.00%	99.03%
LANCASTER COUNTY, PA	$ 9,540	0.00%	99.03%
ARAPAHOE COUNTY, CO	$ 9,539	0.00%	99.03%
ONEIDA COUNTY, NY	$ 9,486	0.00%	99.03%
SUSSEX COUNTY, DE	$ 9,140	0.00%	99.03%
PAGE COUNTY, IA	$ 9,114	0.00%	99.03%
JEFFERSON COUNTY, CO	$ 9,112	0.00%	99.04%
VIGO COUNTY, IN	$ 8,970	0.00%	99.04%
MONTGOMERY COUNTY, MD	$ 8,430	0.00%	99.04%
BRONX COUNTY, NY	$ 8,313	0.00%	99.04%
CAYUGA COUNTY, NY	$ 8,120	0.00%	99.04%
MAVERICK COUNTY, TX	$ 8,010	0.00%	99.04%
TARRANT COUNTY, TX	$ 7,993	0.00%	99.04%
PENNINGTON COUNTY, MN	$ 7,900	0.00%	99.04%
JACKSON COUNTY, MO	$ 7,769	0.00%	99.04%
MACOMB COUNTY, MI	$ 7,703	0.00%	99.04%
CALLOWAY COUNTY, KY	$ 7,658	0.00%	99.04%
COWLITZ COUNTY, WA	$ 7,653	0.00%	99.04%
EL DORADO COUNTY, CA	$ 7,361	0.00%	99.04%
CENTRE COUNTY, PA	$ 7,195	0.00%	99.04%
SHASTA COUNTY, CA	$ 7,188	0.00%	99.05%

WASHINGTON COUNTY, PA	$	7,184	0.00%	99.05%
SAINT LOUIS COUNTY, MN	$	6,535	0.00%	99.05%
DAVIESS COUNTY, KY	$	6,476	0.00%	99.05%
WOOD COUNTY, WI	$	6,442	0.00%	99.05%
CLARK COUNTY, NV	$	6,398	0.00%	99.05%
BEAVER COUNTY, PA	$	6,377	0.00%	99.05%
JACKSON COUNTY, GA	$	6,373	0.00%	99.05%
UNION COUNTY, NC	$	6,365	0.00%	99.05%
WARREN COUNTY, NY	$	6,328	0.00%	99.05%
MEEKER COUNTY, MN	$	6,127	0.00%	99.05%
CRITTENDEN COUNTY, AR	$	6,117	0.00%	99.05%
MONONGALIA COUNTY, WV	$	6,011	0.00%	99.05%
FORSYTH COUNTY, GA	$	5,824	0.00%	99.05%
RICHLAND COUNTY, WI	$	5,708	0.00%	99.05%
ELKHART COUNTY, IN	$	5,670	0.00%	99.05%
LYCOMING COUNTY, PA	$	5,561	0.00%	99.05%
MORGAN COUNTY, AL	$	5,522	0.00%	99.05%
SCOTT COUNTY, IA	$	5,277	0.00%	99.06%
NATRONA COUNTY, WY	$	5,014	0.00%	99.06%
CHESAPEAKE CITY COUNTY, VA	$	4,952	0.00%	99.06%
WYANDOT COUNTY, OH	$	4,950	0.00%	99.06%
DAVIDSON COUNTY, TN	$	4,891	0.00%	99.06%
RICH COUNTY, UT	$	4,648	0.00%	99.06%
COFFEE COUNTY, AL	$	4,588	0.00%	99.06%
KNOX COUNTY, IL	$	4,248	0.00%	99.06%
ADAMS COUNTY, PA	$	4,213	0.00%	99.06%
BROOMFIELD COUNTY, CO	$	3,991	0.00%	99.06%
NAPA COUNTY, CA	$	3,938	0.00%	99.06%
DENTON COUNTY, TX	$	3,930	0.00%	99.06%
FRANKLIN COUNTY, ME	$	3,920	0.00%	99.06%
MCLEAN COUNTY, IL	$	3,398	0.00%	99.06%
HUNTERDON COUNTY, NJ	$	3,363	0.00%	99.06%
STRAFFORD COUNTY, NH	$	3,357	0.00%	99.06%
SOMERSET COUNTY, ME	$	3,355	0.00%	99.06%
OLMSTED COUNTY, MN	$	3,345	0.00%	99.06%
JASPER COUNTY, MO	$	3,260	0.00%	99.06%
FENTRESS COUNTY, TN	$	3,258	0.00%	99.06%
SNOHOMISH COUNTY, WA	$	3,255	0.00%	99.06%
PASCO COUNTY, FL	$	3,228	0.00%	99.06%
MIAMI COUNTY, OH	$	3,194	0.00%	99.06%
SALINE COUNTY, KS	$	3,193	0.00%	99.06%
LEE COUNTY, NC	$	3,108	0.00%	99.06%
COLONIAL HEIGHTS CITY COUNTY, VA	$	3,087	0.00%	99.06%
BEDFORD COUNTY, VA	$	3,036	0.00%	99.06%
POLK COUNTY, IA	$	2,970	0.00%	99.06%

CAMBRIA COUNTY, PA	$	2,947	0.00%	99.06%
CRAWFORD COUNTY, PA	$	2,772	0.00%	99.07%
HAMILTON COUNTY, TN	$	2,769	0.00%	99.07%
WALDO COUNTY, ME	$	2,768	0.00%	99.07%
BONNER COUNTY, ID	$	2,767	0.00%	99.07%
MARSHALL COUNTY, TN	$	2,734	0.00%	99.07%
GAGE COUNTY, NE	$	2,700	0.00%	99.07%
LANE COUNTY, OR	$	2,694	0.00%	99.07%
MARSHALL COUNTY, KS	$	2,612	0.00%	99.07%
SARATOGA COUNTY, NY	$	2,597	0.00%	99.07%
IOSCO COUNTY, MI	$	2,597	0.00%	99.07%
LINN COUNTY, IA	$	2,572	0.00%	99.07%
MECKLENBURG COUNTY, VA	$	2,568	0.00%	99.07%
POLK COUNTY, TX	$	2,559	0.00%	99.07%
LAUDERDALE COUNTY, AL	$	2,553	0.00%	99.07%
CASS COUNTY, ND	$	2,504	0.00%	99.07%
SAINT TAMMANY COUNTY, LA	$	2,498	0.00%	99.07%
TAZEWELL COUNTY, IL	$	2,404	0.00%	99.07%
LEAVENWORTH COUNTY, KS	$	2,335	0.00%	99.07%
PORTER COUNTY, IN	$	2,309	0.00%	99.07%
LINN COUNTY, OR	$	2,263	0.00%	99.07%
LOGAN COUNTY, KY	$	2,209	0.00%	99.07%
SAN JOAQUIN COUNTY, CA	$	2,180	0.00%	99.07%
SULLIVAN COUNTY, TN	$	2,160	0.00%	99.07%
OHIO COUNTY, WV	$	2,095	0.00%	99.07%
MCLENNAN COUNTY, TX	$	2,086	0.00%	99.07%
MADISON COUNTY, AL	$	2,058	0.00%	99.07%
VAN BUREN COUNTY, AR	$	2,036	0.00%	99.07%
MONTGOMERY COUNTY, OH	$	1,982	0.00%	99.07%
LACKAWANNA COUNTY, PA	$	1,922	0.00%	99.07%
DOUGLAS COUNTY, WI	$	1,905	0.00%	99.07%
VANCE COUNTY, NC	$	1,890	0.00%	99.07%
HAAKON COUNTY, SD	$	1,777	0.00%	99.07%
LATAH COUNTY, ID	$	1,617	0.00%	99.07%
KERN COUNTY, CA	$	1,527	0.00%	99.07%
MEDINA COUNTY, OH	$	1,490	0.00%	99.07%
IOWA COUNTY, WI	$	1,375	0.00%	99.07%
WAYNE COUNTY, NY	$	1,356	0.00%	99.07%
COOS COUNTY, NH	$	1,193	0.00%	99.07%
MANATEE COUNTY, FL	$	1,104	0.00%	99.07%
CLARK COUNTY, WA	$	1,100	0.00%	99.07%
SHAWNEE COUNTY, KS	$	1,099	0.00%	99.07%
BURKE COUNTY, GA	$	1,057	0.00%	99.07%
MINNEHAHA COUNTY, SD	$	1,034	0.00%	99.07%
CHESTERFIELD COUNTY, SC	$	1,015	0.00%	99.07%

FRANKLIN COUNTY, PA	$	965	0.00%	99.07%
WASHINGTON COUNTY, TN	$	945	0.00%	99.07%
WASHINGTON COUNTY, VT	$	945	0.00%	99.07%
CHARLOTTESVILLE CITY COUNTY, VA	$	936	0.00%	99.07%
TAOS COUNTY, NM	$	894	0.00%	99.07%
CRAWFORD COUNTY, KS	$	815	0.00%	99.07%
SALINE COUNTY, MO	$	792	0.00%	99.07%
CAMDEN COUNTY, NJ	$	740	0.00%	99.07%
WYANDOTTE COUNTY, KS	$	736	0.00%	99.07%
SANDUSKY COUNTY, OH	$	733	0.00%	99.07%
SCHUYLER COUNTY, NY	$	720	0.00%	99.07%
RUTLAND COUNTY, VT	$	705	0.00%	99.07%
DELAWARE COUNTY, NY	$	692	0.00%	99.07%
OTSEGO COUNTY, NY	$	665	0.00%	99.07%
MORGAN COUNTY, IN	$	663	0.00%	99.07%
ALLEN COUNTY, OH	$	636	0.00%	99.07%
WASHOE COUNTY, NV	$	595	0.00%	99.07%
DAVIS COUNTY, UT	$	584	0.00%	99.07%
RUTHERFORD COUNTY, TN	$	545	0.00%	99.07%
ALPENA COUNTY, MI	$	534	0.00%	99.07%
BERKS COUNTY, PA	$	463	0.00%	99.07%
BEAUFORT COUNTY, SC	$	450	0.00%	99.07%
EAST BATON ROUGE COUNTY, LA	$	440	0.00%	99.07%
WILSON COUNTY, NC	$	438	0.00%	99.07%
CLEARFIELD COUNTY, PA	$	431	0.00%	99.07%
PIERCE COUNTY, WA	$	423	0.00%	99.07%
CATOOSA COUNTY, GA	$	401	0.00%	99.07%
RICHMOND COUNTY, NY	$	400	0.00%	99.07%
SEVIER COUNTY, TN	$	386	0.00%	99.07%
LEE COUNTY, FL	$	364	0.00%	99.07%
DISTRICT OF COLUMBIA COUNTY, DC	$	363	0.00%	99.07%
KENT COUNTY, DE	$	297	0.00%	99.07%
PIMA COUNTY, AZ	$	288	0.00%	99.07%
BROOME COUNTY, NY	$	286	0.00%	99.07%
KNOX COUNTY, TN	$	261	0.00%	99.08%
SHELBY COUNTY, OH	$	257	0.00%	99.08%
ORLEANS COUNTY, VT	$	253	0.00%	99.08%
PISCATAQUIS COUNTY, ME	$	241	0.00%	99.08%
VANDERBURGH COUNTY, IN	$	187	0.00%	99.08%
NIAGARA COUNTY, NY	$	187	0.00%	99.08%
ADAIR COUNTY, IA	$	186	0.00%	99.08%
ANDERSON COUNTY, TX	$	149	0.00%	99.08%
PLACER COUNTY, CA	$	132	0.00%	99.08%
LAFAYETTE COUNTY, LA	$	113	0.00%	99.08%
BOONE COUNTY, KY	$	110	0.00%	99.08%

TOMPKINS COUNTY, NY	$ 108	0.00%	99.08%
CUMBERLAND COUNTY, NC	$ 78	0.00%	99.08%
YAVAPAI COUNTY, AZ	$ 44	0.00%	99.08%
CANADA	$ 10,161,986	0.92%	100.00%
OUT OF US AND CANADA	$ 21,161	0.00%	100.00%
NONE COUNTY, AA	$ 10,928	0.00%	100.00%
Total	$ 1,102,298,845	100.00%	

Griffin & Strong P.C., 2023

Table D-6
State of Connecticut Disparity Study
List of Counties and States in the Prime Vendor Payments
Health & Human Services

County, State	Amount	Percent	Cumulative Percent
FAIRFIELD COUNTY, CT	$ 338,613,645	20.28%	20.28%
NEW HAVEN COUNTY, CT	$ 310,927,589	18.62%	38.90%
HARTFORD COUNTY, CT	$ 229,982,072	13.77%	52.67%
MIDDLESEX COUNTY, CT	$ 179,353,661	10.74%	63.41%
NEW LONDON COUNTY, CT	$ 168,203,427	10.07%	73.48%
LITCHFIELD COUNTY, CT	$ 18,934,767	1.13%	74.62%
WINDHAM COUNTY, CT	$ 7,224,551	0.43%	75.05%
TOLLAND COUNTY, CT	$ 2,280,674	0.14%	75.19%
FAIRFAX COUNTY, VA	$ 72,172,576	4.32%	79.51%
DUPAGE COUNTY, IL	$ 55,255,034	3.31%	82.82%
MONROE COUNTY, PA	$ 52,307,408	3.13%	85.95%
DALLAS COUNTY, TX	$ 34,510,963	2.07%	88.02%
WESTCHESTER COUNTY, NY	$ 20,928,238	1.25%	89.27%
UNION COUNTY, NJ	$ 19,203,203	1.15%	90.42%
BALTIMORE COUNTY, MD	$ 18,355,378	1.10%	91.52%
FULTON COUNTY, GA	$ 17,946,939	1.07%	92.59%
SAN DIEGO COUNTY, CA	$ 15,622,389	0.94%	93.53%
SAINT LOUIS COUNTY, MO	$ 14,389,884	0.86%	94.39%
CARROLL COUNTY, GA	$ 13,980,788	0.84%	95.23%
MARICOPA COUNTY, AZ	$ 12,906,736	0.77%	96.00%
TRAVIS COUNTY, TX	$ 10,831,075	0.65%	96.65%
WILLIAMSON COUNTY, TN	$ 9,439,424	0.57%	97.22%
SUFFOLK COUNTY, MA	$ 8,238,143	0.49%	97.71%
MIDDLESEX COUNTY, MA	$ 5,159,370	0.31%	98.02%
INGHAM COUNTY, MI	$ 4,897,972	0.29%	98.31%
HOWARD COUNTY, MD	$ 3,204,697	0.19%	98.50%
ALLEN COUNTY, IN	$ 2,760,409	0.17%	98.67%
MONTGOMERY COUNTY, PA	$ 2,615,624	0.16%	98.82%
PROVIDENCE COUNTY, RI	$ 2,188,167	0.13%	98.96%
MULTNOMAH COUNTY, OR	$ 2,112,435	0.13%	99.08%
NEW YORK COUNTY, NY	$ 1,680,451	0.10%	99.18%
SULLIVAN COUNTY, NH	$ 1,562,027	0.09%	99.28%
ALLEGHENY COUNTY, PA	$ 1,521,306	0.09%	99.37%
PHILADELPHIA COUNTY, PA	$ 1,357,403	0.08%	99.45%
ERIE COUNTY, NY	$ 1,327,814	0.08%	99.53%
HENNEPIN COUNTY, MN	$ 908,188	0.05%	99.58%
NORFOLK COUNTY, MA	$ 885,210	0.05%	99.64%
BRISTOL COUNTY, MA	$ 784,585	0.05%	99.68%

BUCKS COUNTY, PA	$ 779,112	0.05%	99.73%
DUVAL COUNTY, FL	$ 598,000	0.04%	99.77%
POLK COUNTY, FL	$ 587,150	0.04%	99.80%
CURRITUCK COUNTY, NC	$ 447,250	0.03%	99.83%
NEW CASTLE COUNTY, DE	$ 399,690	0.02%	99.85%
COLLIN COUNTY, TX	$ 342,248	0.02%	99.87%
LEE COUNTY, FL	$ 292,218	0.02%	99.89%
SOMERSET COUNTY, NJ	$ 240,167	0.01%	99.90%
BURKE COUNTY, NC	$ 233,833	0.01%	99.92%
SARASOTA COUNTY, FL	$ 162,485	0.01%	99.93%
HAMPDEN COUNTY, MA	$ 159,036	0.01%	99.94%
HILLSBOROUGH COUNTY, FL	$ 121,627	0.01%	99.94%
PLYMOUTH COUNTY, MA	$ 103,622	0.01%	99.95%
ARAPAHOE COUNTY, CO	$ 85,598	0.01%	99.96%
LOUDOUN COUNTY, VA	$ 78,605	0.00%	99.96%
WAKE COUNTY, NC	$ 71,700	0.00%	99.96%
HILLSBOROUGH COUNTY, NH	$ 65,897	0.00%	99.97%
CHATHAM COUNTY, GA	$ 55,040	0.00%	99.97%
KINGS COUNTY, NY	$ 54,381	0.00%	99.97%
WASHINGTON COUNTY, MN	$ 39,032	0.00%	99.98%
HARFORD COUNTY, MD	$ 32,360	0.00%	99.98%
CHARLOTTE COUNTY, FL	$ 27,254	0.00%	99.98%
LOS ANGELES COUNTY, CA	$ 25,527	0.00%	99.98%
HENRICO COUNTY, VA	$ 22,243	0.00%	99.98%
WASHINGTON COUNTY, MD	$ 21,094	0.00%	99.98%
DENVER COUNTY, CO	$ 21,048	0.00%	99.99%
RIVERSIDE COUNTY, CA	$ 21,000	0.00%	99.99%
FRANKLIN COUNTY, MA	$ 19,508	0.00%	99.99%
WORCESTER COUNTY, MA	$ 16,764	0.00%	99.99%
STAFFORD COUNTY, VA	$ 14,817	0.00%	99.99%
JOHNSON COUNTY, KS	$ 14,546	0.00%	99.99%
SALT LAKE COUNTY, UT	$ 14,290	0.00%	99.99%
DUTCHESS COUNTY, NY	$ 14,177	0.00%	99.99%
LAKE COUNTY, OH	$ 13,250	0.00%	99.99%
JACKSON COUNTY, OR	$ 10,464	0.00%	99.99%
BRAZORIA COUNTY, TX	$ 9,075	0.00%	100.00%
WAUKESHA COUNTY, WI	$ 8,991	0.00%	100.00%
ANNE ARUNDEL COUNTY, MD	$ 8,100	0.00%	100.00%
SACRAMENTO COUNTY, CA	$ 7,960	0.00%	100.00%
COOK COUNTY, IL	$ 7,946	0.00%	100.00%
ESSEX COUNTY, MA	$ 6,300	0.00%	100.00%
POLK COUNTY, IA	$ 4,827	0.00%	100.00%
MERRIMACK COUNTY, NH	$ 3,400	0.00%	100.00%
ORANGE COUNTY, CA	$ 3,300	0.00%	100.00%
ESSEX COUNTY, NJ	$ 3,109	0.00%	100.00%

JEFFERSON COUNTY, CO	$ 3,000	0.00%	100.00%
GREENVILLE COUNTY, SC	$ 2,583	0.00%	100.00%
ALBANY COUNTY, NY	$ 1,950	0.00%	100.00%
ALAMEDA COUNTY, CA	$ 1,912	0.00%	100.00%
CHITTENDEN COUNTY, VT	$ 1,815	0.00%	100.00%
BERGEN COUNTY, NJ	$ 1,725	0.00%	100.00%
ISLAND COUNTY, WA	$ 1,670	0.00%	100.00%
BONNEVILLE COUNTY, ID	$ 1,500	0.00%	100.00%
WASHINGTON COUNTY, RI	$ 1,350	0.00%	100.00%
PICKAWAY COUNTY, OH	$ 1,228	0.00%	100.00%
MONMOUTH COUNTY, NJ	$ 1,188	0.00%	100.00%
PALM BEACH COUNTY, FL	$ 1,000	0.00%	100.00%
SAN FRANCISCO COUNTY, CA	$ 958	0.00%	100.00%
EL PASO COUNTY, CO	$ 810	0.00%	100.00%
ARLINGTON COUNTY, VA	$ 461	0.00%	100.00%
MECKLENBURG COUNTY, NC	$ 375	0.00%	100.00%
DAVIDSON COUNTY, TN	$ 47	0.00%	100.00%
CANADA	$ 5,847	0.00%	100.00%
Total	$ 1,669,871,681	100.00%	

Griffin & Strong P.C., 2023

Table D-7
State of Connecticut Disparity Study
List of Counties and States in the Prime Vendor Payments
Financial & Investment

County, State	Amount	Percent	Cumulative Percent
HARTFORD COUNTY, CT	$ 25,700,732	11.64%	11.64%
FAIRFIELD COUNTY, CT	$ 22,778,492	10.31%	21.95%
NEW LONDON COUNTY, CT	$ 4,604,198	2.08%	24.03%
NEW HAVEN COUNTY, CT	$ 4,238,221	1.92%	25.95%
WINDHAM COUNTY, CT	$ 7,348	0.00%	25.96%
LITCHFIELD COUNTY, CT	$ 6,938	0.00%	25.96%
NEW YORK COUNTY, NY	$ 42,813,693	19.39%	45.35%
LOS ANGELES COUNTY, CA	$ 23,969,782	10.85%	56.20%
SAN FRANCISCO COUNTY, CA	$ 18,950,770	8.58%	64.78%
SUFFOLK COUNTY, MA	$ 18,349,608	8.31%	73.09%
COOK COUNTY, IL	$ 10,439,694	4.73%	77.81%
PHILADELPHIA COUNTY, PA	$ 8,860,008	4.01%	81.83%
TRAVIS COUNTY, TX	$ 6,606,669	2.99%	84.82%
DALLAS COUNTY, TX	$ 5,698,014	2.58%	87.40%
COLUMBIA COUNTY, FL	$ 5,064,171	2.29%	89.69%
NORFOLK COUNTY, MA	$ 2,700,285	1.22%	90.91%
MIDDLESEX COUNTY, MA	$ 1,915,978	0.87%	91.78%
ORANGE COUNTY, CA	$ 1,831,264	0.83%	92.61%
COBB COUNTY, GA	$ 1,632,106	0.74%	93.35%
WARREN COUNTY, OH	$ 538,672	0.24%	93.59%
FAIRFAX COUNTY, VA	$ 529,803	0.24%	93.83%
BURLINGTON COUNTY, NJ	$ 504,295	0.23%	94.06%
MONTGOMERY COUNTY, MD	$ 428,880	0.19%	94.25%
DISTRICT OF COLUMBIA COUNTY, DC	$ 308,290	0.14%	94.39%
MONTGOMERY COUNTY, PA	$ 217,500	0.10%	94.49%
PIERCE COUNTY, GA	$ 129,476	0.06%	94.55%
PASSAIC COUNTY, NJ	$ 127,901	0.06%	94.61%
MARION COUNTY, IN	$ 41,531	0.02%	94.63%
CHARLOTTESVILLE CITY COUNTY, VA	$ 38,840	0.02%	94.65%
HILLSBOROUGH COUNTY, FL	$ 14,229	0.01%	94.65%
ORANGE COUNTY, FL	$ 12,500	0.01%	94.66%
CONTRA COSTA COUNTY, CA	$ 11,406	0.01%	94.66%
FAIRFAX CITY COUNTY, VA	$ 11,300	0.01%	94.67%
MIAMI-DADE COUNTY, FL	$ 10,850	0.00%	94.67%
HARRIS COUNTY, TX	$ 9,000	0.00%	94.68%
DENTON COUNTY, TX	$ 3,272	0.00%	94.68%
STEARNS COUNTY, MN	$ 2,050	0.00%	94.68%
MARTIN COUNTY, FL	$ 1,860	0.00%	94.68%

JOHNSON COUNTY, KS	$ 500	0.00%	94.68%
MULTNOMAH COUNTY, OR	$ 498	0.00%	94.68%
FULTON COUNTY, GA	$ 398	0.00%	94.68%
CANADA	$ 5,675,974	2.57%	97.25%
OUT OF US AND CANADA	$ 6,072,669	2.75%	100.00%
Total	$ 220,859,664	100.00%	

Griffin & Strong P.C., 2024

APPENDIX E

DETAILED AVAILABILITY

STATE OF CONNECTICUT
DISPARITY STUDY

GRIFFIN & STRONG

Table E-1
State of Connecticut Disparity Study
Availability of Firms by Business Ownership in Market Area
Construction

Business Ownership Classification	Number of Firms	Percent of Firms
Asian American	40	0.93%
Black American	585	13.61%
Disabled American	29	0.67%
Hispanic American	296	6.89%
Iberian Peninsula	86	2.00%
American Indian	21	0.49%
TOTAL MBE	**1,057**	**24.60%**
Nonminority Woman	668	15.55%
TOTAL M/WBE	**1,725**	**40.14%**
NON-M/WBE	2,572	59.86%
TOTAL FIRMS	**4,297**	**100.00%**

Griffin & Strong, P.C. 2023

Table E-2
State of Connecticut Disparity Study
Availability of Firms by Business Ownership in Market Area
Architectural & Engineering

Business Ownership Classification	Number of Firms	Percent of Firms
Asian American	45	6.82%
Black American	27	4.09%
Disabled American	6	0.91%
Hispanic American	23	3.48%
Iberian Peninsula	5	0.76%
American Indian	2	0.30%
TOTAL MBE	**108**	**16.36%**
Nonminority Woman	109	16.52%
TOTAL M/WBE	**217**	**32.88%**
NON-M/WBE	443	67.12%
TOTAL FIRMS	**660**	**100.00%**

Griffin & Strong, P.C. 2023

Table E-3
State of Connecticut Disparity Study
Availability of Firms by Business Ownership in Market Area
Professional Services

Business Ownership Classification	Number of Firms	Percent of Firms
Asian American	37	2.99%
Black American	104	8.39%
Disabled American	3	0.24%
Hispanic American	42	3.39%
Iberian Peninsula	5	0.40%
American Indian	3	0.24%
TOTAL MBE	**194**	**15.66%**
Nonminority Woman	252	20.34%
TOTAL M/WBE	**446**	**36.00%**
NON-M/WBE	793	64.00%
TOTAL FIRMS	**1,239**	**100.00%**

Griffin & Strong, P.C. 2023

Table E-4
State of Connecticut Disparity Study
Availability of Firms by Business Ownership in Market Area
Other Services

Business Ownership Classification	Number of Firms	Percent of Firms
Asian American	155	2.37%
Black American	594	9.08%
Disabled American	32	0.49%
Hispanic American	273	4.17%
Iberian Peninsula	32	0.49%
American Indian	17	0.26%
TOTAL MBE	**1,103**	**16.86%**
Nonminority Woman	1,254	19.17%
TOTAL M/WBE	**2,357**	**36.03%**
NON-M/WBE	4,184	63.97%
TOTAL FIRMS	**6,541**	**100.00%**

Griffin & Strong, P.C. 2023

Table E-5
State of Connecticut Disparity Study
Availability of Firms by Business Ownership in Market Area
Goods

Business Ownership Classification	Number of Firms	Percent of Firms
Asian American	48	1.89%
Black American	137	5.39%
Disabled American	13	0.51%
Hispanic American	52	2.05%
Iberian Peninsula	13	0.51%
American Indian	7	0.28%
TOTAL MBE	**270**	**10.63%**
Nonminority Woman	436	17.16%
TOTAL M/WBE	**706**	**27.78%**
NON-M/WBE	1,835	72.22%
TOTAL FIRMS	**2,541**	**100.00%**

Griffin & Strong, P.C. 2023

Table E-6
State of Connecticut Disparity Study
Availability of Firms by Business Ownership in Market Area
Health & Human Services

Business Ownership Classification	Number of Firms	Percent of Firms
Asian American	9	1.17%
Black American	47	6.14%
Disabled American	2	0.26%
Hispanic American	8	1.04%
Iberian Peninsula	1	0.13%
American Indian	1	0.13%
TOTAL MBE	**68**	**8.88%**
Nonminority Woman	92	12.01%
TOTAL M/WBE	**160**	**20.89%**
NON-M/WBE	606	79.11%
TOTAL FIRMS	**766**	**100.00%**

Griffin & Strong, P.C. 2023

Table E-7
State of Connecticut Disparity Study
Availability of Firms by Business Ownership in Market Area
Financial & Investment

Business Ownership Classification	Number of Firms	Percent of Firms
Asian American	13	5.68%
Black American	36	15.72%
Disabled American	0	0.00%
Hispanic American	11	4.80%
Iberian Peninsula	1	0.44%
American Indian	0	0.00%
TOTAL MBE	**61**	**26.64%**
Nonminority Woman	40	17.47%
TOTAL M/WBE	**101**	**44.10%**
NON-M/WBE	128	55.90%
TOTAL FIRMS	**229**	**100.00%**

Griffin & Strong, P.C. 2023

APPENDIX F

DISPARITY ANALYSIS (ALL DOLLARS, UNDER $1M & UNDER $500,000)

STATE OF CONNECTICUT
DISPARITY STUDY

GRIFFIN & STRONG

Table F-1
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments
Prime Construction
(Using Payment Dollars, FY 2017-2021)

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	0.00%	0.93%	0.00	Underutilization	*	
	Black American	0.03%	13.61%	0.21	Underutilization	*	
	Disabled American	0.00%	0.67%	0.00	Underutilization		
	Hispanic American	0.11%	6.89%	1.58	Underutilization	*	
	Iberian Peninsula	0.05%	2.00%	2.30	Underutilization		
	American Indian	0.00%	0.49%	0.00	Underutilization	*	
	TOTAL MBE	0.18%	24.60%	0.74	**Underutilization**	*	
	Nonminority Woman	5.10%	15.55%	32.81	Underutilization	*	
	TOTAL M/WBE	5.28%	40.14%	13.16	**Underutilization**	*	
	Non-M/WBE	94.72%	59.86%	158.24	Overutilization		
2018	Asian American	0.00%	0.93%	0.00	Underutilization	*	
	Black American	0.09%	13.61%	0.64	Underutilization	*	
	Disabled American	0.00%	0.67%	0.00	Underutilization		
	Hispanic American	0.07%	6.89%	0.98	Underutilization	*	
	Iberian Peninsula	0.02%	2.00%	0.80	Underutilization		
	American Indian	0.00%	0.49%	0.00	Underutilization	*	
	TOTAL MBE	0.17%	24.60%	0.69	**Underutilization**	*	
	Nonminority Woman	7.42%	15.55%	47.71	Underutilization	*	
	TOTAL M/WBE	7.59%	40.14%	18.90	**Underutilization**	*	
	Non-M/WBE	92.41%	59.86%	154.39	Overutilization		
2019	Asian American	0.00%	0.93%	0.00	Underutilization	*	
	Black American	0.15%	13.61%	1.13	Underutilization	*	
	Disabled American	0.00%	0.67%	0.00	Underutilization		
	Hispanic American	0.08%	6.89%	1.23	Underutilization	*	
	Iberian Peninsula	0.01%	2.00%	0.28	Underutilization		
	American Indian	0.00%	0.49%	0.00	Underutilization	*	
	TOTAL MBE	0.24%	24.60%	0.99	**Underutilization**	*	
	Nonminority Woman	7.88%	15.55%	50.71	Underutilization	*	
	TOTAL M/WBE	8.13%	40.14%	20.25	**Underutilization**	*	
	Non-M/WBE	91.87%	59.86%	153.49	Overutilization		
2020	Asian American	0.00%	0.93%	0.00	Underutilization	*	
	Black American	0.13%	13.61%	0.97	Underutilization	*	
	Disabled American	0.04%	0.67%	5.93	Underutilization		
	Hispanic American	0.15%	6.89%	2.22	Underutilization	*	
	Iberian Peninsula	0.08%	2.00%	3.82	Underutilization		
	American Indian	0.00%	0.49%	0.00	Underutilization	*	
	TOTAL MBE	0.40%	24.60%	1.63	**Underutilization**	*	
	Nonminority Woman	6.65%	15.55%	42.78	Underutilization	*	
	TOTAL M/WBE	7.05%	40.14%	17.57	**Underutilization**	*	
	Non-M/WBE	92.95%	59.86%	155.29	Overutilization		
2021	Asian American	0.00%	0.93%	0.00	Underutilization	*	
	Black American	0.08%	13.61%	0.60	Underutilization	*	
	Disabled American	0.00%	0.67%	0.00	Underutilization		

	Hispanic American	0.08%	6.89%	1.10	Underutilization	*	
	Iberian Peninsula	0.42%	2.00%	20.86	Underutilization		
	American Indian	0.00%	0.49%	0.00	Underutilization	*	
	TOTAL MBE	0.58%	24.60%	2.34	**Underutilization**	*	
	Nonminority Woman	9.32%	15.55%	59.97	Underutilization	*	
	TOTAL M/WBE	9.90%	40.14%	24.66	**Underutilization**	*	
	Non-M/WBE	90.10%	59.86%	150.53	Overutilization		
Total	Asian American	0.00%	0.93%	0.00	Underutilization	*	**P<.05**
	Black American	0.10%	13.61%	0.71	Underutilization	*	**P<.05**
	Disabled American	0.01%	0.67%	1.13	Underutilization		**P<.05**
	Hispanic American	0.10%	6.89%	1.42	Underutilization	*	**P<.05**
	Iberian Peninsula	0.10%	2.00%	5.09	Underutilization		**P<.05**
	American Indian	0.00%	0.49%	0.00	Underutilization	*	**P<.05**
	TOTAL MBE	0.30%	24.60%	1.24	**Underutilization**	*	**P<.05**
	Nonminority Woman	7.22%	15.55%	46.44	Underutilization	*	**P<.05**
	TOTAL M/WBE	7.52%	40.14%	18.74	**Underutilization**	*	**P<.05**
	Non-M/WBE	92.48%	59.86%	154.50	Overutilization		

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Table F-2
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments
Prime Architectural & Engineering
(Using Payment Dollars, FY 2017-2021)

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	7.77%	6.82%	113.91	Overutilization		
	Black American	0.46%	4.09%	11.23	Underutilization	*	
	Disabled American	0.00%	0.91%	0.00	Underutilization	*	
	Hispanic American	0.89%	3.48%	25.51	Underutilization	*	
	Iberian Peninsula	0.83%	0.76%	109.62	Overutilization		
	American Indian	0.00%	0.30%	0.00	Underutilization	*	
	TOTAL MBE	9.95%	16.36%	60.78	**Underutilization**	*	
	Nonminority Woman	4.34%	16.52%	26.27	Underutilization	*	
	TOTAL M/WBE	14.28%	32.88%	43.44	**Underutilization**	*	
	Non-M/WBE	85.72%	67.12%	127.70	Overutilization		
2018	Black American	4.69%	6.82%	68.82	Underutilization	*	
	Asian American	0.31%	4.09%	7.55	Underutilization	*	
	Disabled American	0.00%	0.91%	0.00	Underutilization	*	
	Hispanic American	0.47%	3.48%	13.53	Underutilization	*	
	Iberian Peninsula	0.86%	0.76%	113.48	Overutilization		
	American Indian	0.00%	0.30%	0.00	Underutilization	*	
	TOTAL MBE	6.33%	16.36%	38.70	**Underutilization**	*	
	Nonminority Woman	4.02%	16.52%	24.31	Underutilization	*	
	TOTAL M/WBE	10.35%	32.88%	31.47	**Underutilization**	*	
	Non-M/WBE	89.65%	67.12%	133.57	Overutilization		
2019	Asian American	4.35%	6.82%	63.85	Underutilization	*	
	Black American	0.25%	4.09%	6.09	Underutilization	*	
	Disabled American	0.00%	0.91%	0.00	Underutilization	*	
	Hispanic American	0.47%	3.48%	13.38	Underutilization	*	
	Iberian Peninsula	1.75%	0.76%	230.72	Overutilization		
	American Indian	0.00%	0.30%	0.00	Underutilization	*	
	TOTAL MBE	6.82%	16.36%	41.66	**Underutilization**	*	
	Nonminority Woman	2.73%	16.52%	16.52	Underutilization	*	
	TOTAL M/WBE	9.55%	32.88%	29.03	**Underutilization**	*	
	Non-M/WBE	90.45%	67.12%	134.76	Overutilization		
2020	Asian American	4.14%	6.82%	60.74	Underutilization	*	
	Black American	0.00%	4.09%	0.12	Underutilization	*	
	Disabled American	0.00%	0.91%	0.00	Underutilization	*	
	Hispanic American	0.33%	3.48%	9.58	Underutilization	*	
	Iberian Peninsula	0.25%	0.76%	32.96	Underutilization	*	
	American Indian	0.00%	0.30%	0.00	Underutilization	*	
	TOTAL MBE	4.73%	16.36%	28.91	**Underutilization**	*	
	Nonminority Woman	1.61%	16.52%	9.78	Underutilization	*	
	TOTAL M/WBE	6.34%	32.88%	19.30	**Underutilization**	*	
	Non-M/WBE	93.66%	67.12%	139.53	Overutilization		
2021	Asian American	5.59%	6.82%	82.00	Underutilization		
	Black American	0.04%	4.09%	0.96	Underutilization	*	
	Disabled American	0.00%	0.91%	0.00	Underutilization	*	
	Hispanic American	0.37%	3.48%	10.55	Underutilization	*	
	Iberian Peninsula	0.29%	0.76%	38.64	Underutilization	*	
	American Indian	0.00%	0.30%	0.00	Underutilization	*	
	TOTAL MBE	6.29%	16.36%	38.44	**Underutilization**	*	
	Nonminority Woman	0.74%	16.52%	4.47	Underutilization	*	

	TOTAL M/WBE	7.03%	32.88%	21.38	**Underutilization**	*	
	Non-M/WBE	92.97%	67.12%	138.51	Overutilization		
Total	Asian American	5.35%	6.82%	78.51	Underutilization	*	
	Black American	0.22%	4.09%	5.29	Underutilization	*	**P<.05**
	Disabled American	0.00%	0.91%	0.00	Underutilization		**P<.05**
	Hispanic American	0.51%	3.48%	14.74	Underutilization	*	**P<.05**
	Iberian Peninsula	0.78%	0.76%	102.57	Overutilization		
	American Indian	0.00%	0.30%	0.00	Underutilization	*	**Small Number**
	TOTAL MBE	6.86%	16.36%	41.92	**Underutilization**	*	**P<.05**
	Nonminority Woman	2.74%	16.52%	16.58	Underutilization	*	**P<.05**
	TOTAL M/WBE	9.60%	32.88%	29.19	**Underutilization**	*	**P<.05**
	Non-M/WBE	90.40%	67.12%	134.69	Overutilization		

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Table F-3
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments
Prime Professional Services
(Using Payment Dollars, FY 2017-2021)

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	0.16%	2.98%	5.38	Underutilization	*	
	Black American	0.10%	8.62%	1.11	Underutilization	*	
	Disabled American	0.00%	0.24%	0.00	Underutilization		
	Hispanic American	0.50%	3.38%	14.90	Underutilization	*	
	Iberian Peninsula	0.00%	0.40%	0.04	Underutilization		
	American Indian	0.00%	0.24%	0.00	Underutilization	*	
	TOTAL MBE	0.76%	15.86%	4.79	**Underutilization**	*	
	Nonminority Woman	0.39%	20.29%	1.91	Underutilization	*	
	TOTAL M/WBE	1.15%	36.15%	3.17	**Underutilization**	*	
	Non-M/WBE	98.85%	63.85%	154.82	Overutilization		
2018	Asian American	0.08%	2.98%	2.64	Underutilization	*	
	Black American	0.00%	8.62%	0.05	Underutilization	*	
	Disabled American	0.00%	0.24%	0.00	Underutilization		
	Hispanic American	0.92%	3.38%	27.30	Underutilization	*	
	Iberian Peninsula	0.00%	0.40%	1.16	Underutilization		
	American Indian	0.00%	0.24%	0.00	Underutilization	*	
	TOTAL MBE	1.01%	15.86%	6.37	**Underutilization**	*	
	Nonminority Woman	0.39%	20.29%	1.94	Underutilization	*	
	TOTAL M/WBE	1.40%	36.15%	3.88	**Underutilization**	*	
	Non-M/WBE	98.60%	63.85%	154.42	Overutilization		
2019	Asian American	0.18%	2.98%	5.88	Underutilization	*	
	Black American	0.02%	8.62%	0.24	Underutilization	*	
	Disabled American	0.00%	0.24%	0.00	Underutilization		
	Hispanic American	1.01%	3.38%	30.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.40%	0.13	Underutilization		
	American Indian	0.00%	0.24%	0.00	Underutilization	*	
	TOTAL MBE	1.21%	15.86%	7.63	**Underutilization**	*	
	Nonminority Woman	0.35%	20.29%	1.71	Underutilization	*	
	TOTAL M/WBE	1.56%	36.15%	4.31	**Underutilization**	*	
	Non-M/WBE	98.44%	63.85%	154.18	Overutilization		
2020	Asian American	0.19%	2.98%	6.38	Underutilization	*	
	Black American	0.07%	8.62%	0.84	Underutilization	*	
	Disabled American	0.00%	0.24%	0.00	Underutilization		
	Hispanic American	1.75%	3.38%	51.82	Underutilization	*	
	Iberian Peninsula	0.00%	0.40%	0.35	Underutilization		
	American Indian	0.00%	0.24%	0.00	Underutilization	*	
	TOTAL MBE	2.02%	15.86%	12.71	**Underutilization**	*	
	Nonminority Woman	0.54%	20.29%	2.64	Underutilization	*	
	TOTAL M/WBE	2.55%	36.15%	7.06	**Underutilization**	*	
	Non-M/WBE	97.45%	63.85%	152.62	Overutilization		
2021	Asian American	0.14%	2.98%	4.64	Underutilization	*	
	Black American	0.03%	8.62%	0.40	Underutilization	*	
	Disabled American	0.00%	0.24%	0.00	Underutilization		
	Hispanic American	1.40%	3.38%	41.41	Underutilization	*	

	Iberian Peninsula	0.01%	0.40%	1.51	Underutilization		
	American Indian	0.00%	0.24%	0.00	Underutilization	*	
	TOTAL MBE	1.58%	15.86%	9.96	**Underutilization**	*	
	Nonminority Woman	0.48%	20.29%	2.36	Underutilization	*	
	TOTAL M/WBE	2.06%	36.15%	5.70	**Underutilization**	*	
	Non-M/WBE	97.94%	63.85%	153.40	Overutilization		
Total	Asian American	0.14%	2.98%	4.79	Underutilization	*	**P<.05**
	Black American	0.04%	8.62%	0.52	Underutilization	*	**P<.05**
	Disabled American	0.00%	0.24%	0.00	Underutilization		**P<.05**
	Hispanic American	1.02%	3.38%	30.27	Underutilization	*	**P<.05**
	Iberian Peninsula	0.00%	0.40%	0.65	Underutilization		**P<.05**
	American Indian	0.00%	0.24%	0.00	Underutilization	*	**P<.05**
	TOTAL MBE	1.21%	15.86%	7.65	**Underutilization**	*	**P<.05**
	Nonminority Woman	0.42%	20.29%	2.05	Underutilization	*	**P<.05**
	TOTAL M/WBE	1.63%	36.15%	4.51	**Underutilization**	*	**P<.05**
	Non-M/WBE	98.37%	63.85%	154.07	Overutilization		

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Table F-4
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments Prime Other Services
(Using Payment Dollars, FY 2017-2021)

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	1.83%	2.37%	77.38	Underutilization	*	
	Black American	0.74%	9.08%	8.20	Underutilization	*	
	Disabled American	0.18%	0.49%	36.80	Underutilization	*	
	Hispanic American	0.17%	4.17%	4.07	Underutilization	*	
	Iberian Peninsula	0.01%	0.49%	2.09	Underutilization	*	
	American Indian	0.00%	0.26%	0.57	Underutilization	*	
	TOTAL MBE	2.94%	16.86%	17.43	**Underutilization**	*	
	Nonminority Woman	2.55%	19.17%	13.31	Underutilization	*	
	TOTAL M/WBE	5.49%	36.03%	15.24	**Underutilization**	*	
	Non-M/WBE	94.51%	63.97%	147.75	Overutilization		
2018	Asian American	1.22%	2.37%	51.61	Underutilization	*	
	Black American	0.68%	9.08%	7.47	Underutilization	*	
	Disabled American	0.31%	0.49%	62.60	Underutilization	*	
	Hispanic American	0.29%	4.17%	7.02	Underutilization	*	
	Iberian Peninsula	0.01%	0.49%	2.86	Underutilization	*	
	American Indian	0.01%	0.26%	2.37	Underutilization	*	
	TOTAL MBE	2.52%	16.86%	14.95	**Underutilization**	*	
	Nonminority Woman	4.00%	19.17%	20.86	Underutilization	*	
	TOTAL M/WBE	6.52%	36.03%	18.09	**Underutilization**	*	
	Non-M/WBE	93.48%	63.97%	146.14	Overutilization		
2019	Asian American	1.27%	2.37%	53.48	Underutilization	*	
	Black American	0.45%	9.08%	4.96	Underutilization	*	
	Disabled American	0.12%	0.49%	24.52	Underutilization	*	
	Hispanic American	0.23%	4.17%	5.58	Underutilization	*	
	Iberian Peninsula	0.01%	0.49%	1.50	Underutilization	*	
	American Indian	0.01%	0.26%	3.35	Underutilization	*	
	TOTAL MBE	2.09%	16.86%	12.38	**Underutilization**	*	
	Nonminority Woman	2.72%	19.17%	14.17	Underutilization	*	
	TOTAL M/WBE	4.80%	36.03%	13.33	**Underutilization**	*	
	Non-M/WBE	95.20%	63.97%	148.82	Overutilization		
2020	Asian American	0.85%	2.37%	35.81	Underutilization	*	
	Black American	0.55%	9.08%	6.11	Underutilization	*	
	Disabled American	0.23%	0.49%	46.97	Underutilization	*	
	Hispanic American	0.56%	4.17%	13.52	Underutilization	*	
	Iberian Peninsula	0.00%	0.49%	0.44	Underutilization	*	
	American Indian	0.00%	0.26%	0.00	Underutilization	*	
	TOTAL MBE	2.20%	16.86%	13.04	**Underutilization**	*	
	Nonminority Woman	3.04%	19.17%	15.84	Underutilization	*	
	TOTAL M/WBE	5.24%	36.03%	14.53	**Underutilization**	*	
	Non-M/WBE	94.76%	63.97%	148.15	Overutilization		
2021	Asian American	0.48%	2.37%	20.41	Underutilization	*	
	Black American	0.19%	9.08%	2.04	Underutilization	*	
	Disabled American	0.38%	0.49%	77.86	Underutilization	*	
	Hispanic American	0.85%	4.17%	20.47	Underutilization	*	
	Iberian Peninsula	0.00%	0.49%	0.06	Underutilization	*	
	American Indian	0.00%	0.26%	0.00	Underutilization	*	
	TOTAL MBE	1.90%	16.86%	11.29	**Underutilization**	*	
	Nonminority Woman	4.37%	19.17%	22.78	Underutilization	*	
	TOTAL M/WBE	6.27%	36.03%	17.41	**Underutilization**	*	
	Non-M/WBE	93.73%	63.97%	146.53	Overutilization		

Total	Asian American	1.11%	2.37%	46.75	Underutilization	*	**P<.05**
	Black American	0.50%	9.08%	5.55	Underutilization	*	**P<.05**
	Disabled American	0.25%	0.49%	50.69	Underutilization	*	**P<.05**
	Hispanic American	0.44%	4.17%	10.59	Underutilization	*	**P<.05**
	Iberian Peninsula	0.01%	0.49%	1.31	Underutilization	*	**P<.05**
	American Indian	0.00%	0.26%	1.19	Underutilization	*	**P<.05**
	TOTAL MBE	2.31%	16.86%	13.71	**Underutilization**	*	**P<.05**
	Nonminority Woman	3.37%	19.17%	17.55	Underutilization	*	**P<.05**
	TOTAL M/WBE	5.68%	36.03%	15.75	**Underutilization**	*	**P<.05**
	Non-M/WBE	94.32%	63.97%	147.46	Overutilization		

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Table F-5
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments
Prime Goods
(Using Payment Dollars, FY 2017-2021)

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	0.55%	1.89%	29.33	Underutilization	*	
	Black American	0.01%	5.39%	0.23	Underutilization	*	
	Disabled American	0.00%	0.51%	0.01	Underutilization	*	
	Hispanic American	0.00%	2.05%	0.00	Underutilization	*	
	Iberian Peninsula	0.24%	0.51%	47.73	Underutilization	*	
	American Indian	0.00%	0.28%	0.00	Underutilization	*	
	TOTAL MBE	0.81%	10.63%	7.63	**Underutilization**	*	
	Nonminority Woman	1.46%	17.16%	8.53	Underutilization	*	
	TOTAL M/WBE	2.28%	27.78%	8.19	**Underutilization**	*	
	Non-M/WBE	97.72%	72.22%	135.32	Overutilization		
2018	Asian American	0.56%	1.89%	29.43	Underutilization	*	
	Black American	0.01%	5.39%	0.20	Underutilization	*	
	Disabled American	0.00%	0.51%	0.00	Underutilization	*	
	Hispanic American	0.00%	2.05%	0.00	Underutilization	*	
	Iberian Peninsula	0.04%	0.51%	6.97	Underutilization	*	
	American Indian	0.00%	0.28%	0.00	Underutilization	*	
	TOTAL MBE	0.60%	10.63%	5.67	**Underutilization**	*	
	Nonminority Woman	1.20%	17.16%	7.00	Underutilization	*	
	TOTAL M/WBE	1.80%	27.78%	6.49	**Underutilization**	*	
	Non-M/WBE	98.20%	72.22%	135.98	Overutilization		
2019	Asian American	0.52%	1.89%	27.48	Underutilization	*	
	Black American	0.02%	5.39%	0.29	Underutilization	*	
	Disabled American	0.00%	0.51%	0.00	Underutilization	*	
	Hispanic American	0.00%	2.05%	0.00	Underutilization	*	
	Iberian Peninsula	0.07%	0.51%	14.53	Underutilization	*	
	American Indian	0.00%	0.28%	0.00	Underutilization	*	
	TOTAL MBE	0.61%	10.63%	5.73	**Underutilization**	*	
	Nonminority Woman	2.81%	17.16%	16.41	Underutilization	*	
	TOTAL M/WBE	3.42%	27.78%	12.32	**Underutilization**	*	
	Non-M/WBE	96.58%	72.22%	133.73	Overutilization		
2020	Asian American	2.26%	1.89%	119.78	Overutilization		
	Black American	0.01%	5.39%	0.21	Underutilization	*	
	Disabled American	0.00%	0.51%	0.00	Underutilization	*	
	Hispanic American	0.00%	2.05%	0.00	Underutilization	*	
	Iberian Peninsula	0.08%	0.51%	16.41	Underutilization	*	
	American Indian	0.00%	0.28%	0.00	Underutilization	*	
	TOTAL MBE	2.36%	10.63%	22.19	**Underutilization**	*	
	Nonminority Woman	1.44%	17.16%	8.40	Underutilization	*	
	TOTAL M/WBE	3.80%	27.78%	13.67	**Underutilization**	*	
	Non-M/WBE	96.20%	72.22%	133.21	Overutilization		
2021	Asian American	1.27%	1.89%	67.01	Underutilization	*	
	Black American	0.01%	5.39%	0.21	Underutilization	*	
	Disabled American	0.00%	0.51%	0.00	Underutilization	*	
	Hispanic American	0.00%	2.05%	0.00	Underutilization	*	
	Iberian Peninsula	0.08%	0.51%	16.31	Underutilization	*	
	American Indian	0.00%	0.28%	0.00	Underutilization	*	
	TOTAL MBE	1.36%	10.63%	12.80	**Underutilization**	*	
	Nonminority Woman	1.03%	17.16%	5.99	Underutilization	*	
	TOTAL M/WBE	2.39%	27.78%	8.60	**Underutilization**	*	
	Non-M/WBE	97.61%	72.22%	135.17	Overutilization		
Total	Asian American	1.09%	1.89%	57.84	Underutilization	*	**P<.05**

	Black American	0.01%	5.39%	0.23	Underutilization	*	**P<.05**
	Disabled American	0.00%	0.51%	0.00	Underutilization	*	**P<.05**
	Hispanic American	0.00%	2.05%	0.00	Underutilization	*	**P<.05**
	Iberian Peninsula	0.10%	0.51%	19.86	Underutilization	*	**P<.05**
	American Indian	0.00%	0.28%	0.00	Underutilization	*	**P<.05**
	TOTAL MBE	1.21%	10.63%	11.36	**Underutilization**	*	**P<.05**
	Nonminority Woman	1.59%	17.16%	9.26	Underutilization	*	**P<.05**
	TOTAL M/WBE	2.80%	27.78%	10.06	**Underutilization**	*	**P<.05**
	Non-M/WBE	97.20%	72.22%	134.60	Overutilization		

Table F-6
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments
Prime Health & Human Services
(Using Payment Dollars, FY 2017-2021)

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	0.23%	1.17%	19.73	Underutilization	*	
	Black American	0.87%	6.14%	14.20	Underutilization	*	
	Disabled American	0.00%	0.26%	0.00	Underutilization	*	
	Hispanic American	14.23%	1.04%	1362.71	Overutilization		
	Iberian Peninsula	0.00%	0.13%	0.00	Underutilization	*	
	American Indian	0.00%	0.13%	0.00	Underutilization	*	
	TOTAL MBE	15.33%	8.88%	172.74	**Overutilization**		
	Nonminority Woman	1.24%	12.01%	10.28	Underutilization	*	
	TOTAL M/WBE	16.57%	20.89%	79.33	**Underutilization**	*	
	Non-M/WBE	83.43%	79.11%	105.46	Overutilization		
2018	Asian American	0.00%	1.17%	0.00	Underutilization	*	
	Black American	0.85%	6.14%	13.82	Underutilization	*	
	Disabled American	0.00%	0.26%	0.00	Underutilization	*	
	Hispanic American	14.86%	1.04%	1422.68	Overutilization		
	Iberian Peninsula	0.00%	0.13%	0.00	Underutilization	*	
	American Indian	0.00%	0.13%	0.00	Underutilization	*	
	TOTAL MBE	15.71%	8.88%	176.92	**Overutilization**		
	Nonminority Woman	0.73%	12.01%	6.09	Underutilization	*	
	TOTAL M/WBE	16.44%	20.89%	78.70	**Underutilization**	*	
	Non-M/WBE	83.56%	79.11%	105.62	Overutilization		
2019	Asian American	0.00%	1.17%	0.00	Underutilization	*	
	Black American	0.82%	6.14%	13.43	Underutilization	*	
	Disabled American	0.00%	0.26%	0.00	Underutilization	*	
	Hispanic American	17.24%	1.04%	1650.65	Overutilization		
	Iberian Peninsula	0.00%	0.13%	0.00	Underutilization	*	
	American Indian	0.00%	0.13%	0.00	Underutilization	*	
	TOTAL MBE	18.06%	8.88%	203.47	**Overutilization**		
	Nonminority Woman	0.59%	12.01%	4.89	Underutilization	*	
	TOTAL M/WBE	18.65%	20.89%	89.29	**Underutilization**		
	Non-M/WBE	81.35%	79.11%	102.83	Overutilization		
2020	Asian American	0.28%	1.17%	23.68	Underutilization	*	
	Black American	0.73%	6.14%	11.98	Underutilization	*	
	Disabled American	0.00%	0.26%	0.00	Underutilization	*	
	Hispanic American	18.61%	1.04%	1781.57	Overutilization		
	Iberian Peninsula	0.00%	0.13%	0.00	Underutilization	*	
	American Indian	0.00%	0.13%	0.00	Underutilization	*	
	TOTAL MBE	19.62%	8.88%	221.01	**Overutilization**		
	Nonminority Woman	0.40%	12.01%	3.31	Underutilization	*	
	TOTAL M/WBE	20.02%	20.89%	95.83	**Underutilization**		
	Non-M/WBE	79.98%	79.11%	101.10	Overutilization		
2021	Asian American	0.59%	1.17%	50.58	Underutilization	*	
	Black American	0.55%	6.14%	9.01	Underutilization	*	
	Disabled American	0.00%	0.26%	0.00	Underutilization	*	
	Hispanic American	13.37%	1.04%	1280.35	Overutilization		
	Iberian Peninsula	0.00%	0.13%	0.00	Underutilization	*	
	American Indian	0.00%	0.13%	0.00	Underutilization	*	

	TOTAL MBE	14.52%	8.88%	163.55	**Overutilization**		
	Nonminority Woman	0.51%	12.01%	4.22	Underutilization	*	
	TOTAL M/WBE	15.03%	20.89%	71.94	**Underutilization**	*	
	Non-M/WBE	84.97%	79.11%	107.41	Overutilization		
Total	Asian American	0.27%	1.17%	22.65	Underutilization	*	**P<.05**
	Black American	0.74%	6.14%	12.06	Underutilization	*	**P<.05**
	Disabled American	0.00%	0.26%	0.00	Underutilization	*	**Small Number**
	Hispanic American	15.47%	1.04%	1481.35	Overutilization		
	Iberian Peninsula	0.00%	0.13%	0.00	Underutilization	*	**Small Number**
	American Indian	0.00%	0.13%	0.00	Underutilization	*	**Small Number**
	TOTAL MBE	16.48%	8.88%	185.61	**Overutilization**		
	Nonminority Woman	0.66%	12.01%	5.52	Underutilization	*	**P<.05**
	TOTAL M/WBE	17.14%	20.89%	82.06	**Underutilization**		
	Non-M/WBE	82.86%	79.11%	104.74	Overutilization		

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Table F-7
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments
Prime Financial & Investment
(Using Payment Dollars, FY 2017-2021)

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	1.04%	5.68%	18.26	Underutilization	*	
	Black American	0.00%	15.72%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	4.80%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.44%	0.00	Underutilization		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	1.04%	26.64%	3.89	**Underutilization**	*	
	Nonminority Woman	0.00%	17.47%	0.00	Underutilization	*	
	TOTAL M/WBE	1.04%	44.10%	2.35	**Underutilization**	*	
	Non-M/WBE	98.96%	55.90%	177.05	Overutilization		
2018	Asian American	0.23%	5.68%	4.13	Underutilization	*	
	Black American	0.00%	15.72%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	4.80%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.44%	0.00	Underutilization		
	Native American	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.23%	26.64%	0.88	**Underutilization**	*	
	Nonminority Woman	0.00%	17.47%	0.00	Underutilization	*	
	TOTAL M/WBE	0.23%	44.10%	0.53	**Underutilization**	*	
	Non-M/WBE	99.77%	55.90%	178.49	Overutilization		
2019	Asian American	0.00%	5.68%	0.00	Underutilization	*	
	Black American	0.00%	15.72%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	4.80%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.44%	0.00	Underutilization		
	Native American	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	26.64%	0.00	**Underutilization**	*	
	Nonminority Woman	0.05%	17.47%	0.31	Underutilization	*	
	TOTAL M/WBE	0.05%	44.10%	0.12	**Underutilization**	*	
	Non-M/WBE	99.95%	55.90%	178.81	Overutilization		
2020	Asian American	0.00%	5.68%	0.00	Underutilization	*	
	Black American	0.00%	15.72%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	4.80%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.44%	0.00	Underutilization	*	
	Native American	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	26.64%	0.00	**Underutilization**	*	
	Nonminority Woman	13.25%	17.47%	75.85	Underutilization	*	
	TOTAL M/WBE	13.25%	44.10%	30.04	**Underutilization**	*	
	Non-M/WBE	86.75%	55.90%	155.20	Overutilization		
2021	Asian American	0.00%	5.68%	0.00	Underutilization	*	
	Black American	0.00%	15.72%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	4.80%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.44%	0.00	Underutilization	*	
	Native American	0.00%	0.00%	-	n/a		

	TOTAL MBE	0.00%	26.64%	0.00	**Underutilization**	*	
	Nonminority Woman	29.45%	17.47%	168.59	Overutilization		
	TOTAL M/WBE	29.45%	44.10%	66.77	**Underutilization**	*	
	Non-M/WBE	70.55%	55.90%	126.22	Overutilization		
Total	Asian American	0.46%	5.68%	8.09	Underutilization	*	**P<.05**
	Black American	0.00%	15.72%	0.00	Underutilization	*	**P<.05**
	Disabled American	0.00%	0.00%	-	n/a		**Small Number**
	Hispanic American	0.00%	4.80%	0.00	Underutilization	*	**P<.05**
	Iberian Peninsula	0.00%	0.44%	0.00	Underutilization		**P<.05**
	Native American	0.00%	0.00%	-	n/a		**Small Number**
	TOTAL MBE	0.46%	26.64%	1.72	**Underutilization**	*	**P<.05**
	Nonminority Woman	3.34%	17.47%	19.14	Underutilization	*	**P<.05**
	TOTAL M/WBE	3.80%	44.10%	8.62	**Underutilization**	*	**P<.05**
	Non-M/WBE	96.20%	55.90%	172.10	Overutilization		

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APPENDIX G

PRIME CONTRACT UTILIZATION (LESS THAN $1M)

STATE OF CONNECTICUT
DISPARITY STUDY

GRIFFIN & STRONG

Table G-1
State of Connecticut Disparity Study
Award Dollars by Business Ownership and Fiscal Year
Prime Contracts Less than $1 million, Construction
FY 2017-2021

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ -	$ -	$ -	$ -	$ -	$ -
Black American	$ 100,000	$ 300,000	$ 569,496	$ 426,720	$ 243,908	$ 1,640,124
Disabled American	$ -	$ -	$ -	$ 129,550	$ -	$ 129,550
Hispanic American	$ 386,670	$ 232,232	$ 314,508	$ 495,100	$ 225,300	$ 1,653,810
Iberian Peninsula	$ 163,574	$ 55,084	$ 20,830	$ 247,134	$ 1,236,984	$ 1,723,606
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 650,245**	**$ 587,315**	**$ 904,834**	**$ 1,298,504**	**$ 1,706,192**	**$ 5,147,089**
Nonminority Woman	$ 16,354,048	$ 15,865,908	$ 23,342,877	$ 18,462,250	$ 11,955,331	$ 85,980,414
TOTAL M/WBE	**$ 17,004,293**	**$ 16,453,224**	**$ 24,247,711**	**$ 19,760,754**	**$ 13,661,523**	**$ 91,127,504**
NON-M/WBE	$ 142,692,554	$ 64,389,042	$ 82,839,959	$ 90,622,710	$ 72,790,780	$453,335,046
TOTAL FIRMS	**$ 159,696,847**	**$ 80,842,266**	**$107,087,670**	**$110,383,464**	**$ 86,452,303**	**$544,462,550**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	**(%)**	**(%)**	**(%)**	**(%)**	**(%)**
Asian American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Black American	0.06%	0.37%	0.53%	0.39%	0.28%	0.30%
Disabled American	0.00%	0.00%	0.00%	0.12%	0.00%	0.02%
Hispanic American	0.24%	0.29%	0.29%	0.45%	0.26%	0.30%
Iberian Peninsula	0.10%	0.07%	0.02%	0.22%	1.43%	0.32%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**0.41%**	**0.73%**	**0.84%**	**1.18%**	**1.97%**	**0.95%**
Nonminority Woman	10.24%	19.63%	21.80%	16.73%	13.83%	15.79%
TOTAL M/WBE	**10.65%**	**20.35%**	**22.64%**	**17.90%**	**15.80%**	**16.74%**
NON-M/WBE	89.35%	79.65%	77.36%	82.10%	84.20%	83.26%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table G-2
State of Connecticut Disparity Study
Award Dollars by Business Ownership and Fiscal Year
Prime Contracts Less than $1 million, Architectural & Engineering
FY 2017-2021

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ 2,174,109	$ 1,136,026	$ 1,089,878	$ 1,884,970	$ 1,822,727	$ 8,107,709
Black American	$ 393,611	$ 243,992	$ 174,136	$ 4,115	$ 28,255	$ 844,109
Disabled American	$ -	$ -	$ -	$ -	$ -	$ -
Hispanic American	$ 761,890	$ 372,396	$ 325,919	$ 280,374	$ 263,335	$ 2,003,913
Iberian Peninsula	$ 124,370	$ 92,739	$ 179,664	$ 209,628	$ 209,658	$ 816,058
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 3,453,979**	**$ 1,845,153**	**$ 1,769,596**	**$ 2,379,087**	**$ 2,323,975**	**$ 11,771,790**
Nonminority Woman	$ 392,981	$ 710,514	$ 968,190	$ 724,608	$ 378,513	$ 3,174,804
TOTAL M/WBE	**$ 3,846,960**	**$ 2,555,666**	**$ 2,737,786**	**$ 3,103,694**	**$ 2,702,488**	**$ 14,946,594**
NON-M/WBE	$ 28,095,554	$ 28,080,369	$ 21,990,349	$ 25,000,986	$ 28,788,461	$131,955,719
TOTAL FIRMS	**$ 31,942,514**	**$ 30,636,035**	**$ 24,728,135**	**$ 28,104,680**	**$ 31,490,949**	**$146,902,312**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	**(%)**	**(%)**	**(%)**	**(%)**	**(%)**
Asian American	6.81%	3.71%	4.41%	6.71%	5.79%	5.52%
Black American	1.23%	0.80%	0.70%	0.01%	0.09%	0.57%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	2.39%	1.22%	1.32%	1.00%	0.84%	1.36%
Iberian Peninsula	0.39%	0.30%	0.73%	0.75%	0.67%	0.56%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**10.81%**	**6.02%**	**7.16%**	**8.47%**	**7.38%**	**8.01%**
Nonminority Woman	1.23%	2.32%	3.92%	2.58%	1.20%	2.16%
TOTAL M/WBE	**12.04%**	**8.34%**	**11.07%**	**11.04%**	**8.58%**	**10.17%**
NON-M/WBE	87.96%	91.66%	88.93%	88.96%	91.42%	89.83%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table G-3
State of Connecticut Disparity Study
Award Dollars by Business Ownership and Fiscal Year
Prime Contracts Less than $1 million, Professional Services
FY 2017-2021

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ 262,685	$ 119,317	$ 214,905	$ 139,769	$ 175,470	$ 912,146
Black American	$ 156,355	$ 6,499	$ 25,635	$ 53,089	$ 44,226	$ 285,804
Disabled American	$ -	$ -	$ -	$ -	$ -	$ -
Hispanic American	$ 342,981	$ 847,118	$ 561,885	$ 891,149	$ 1,522,791	$ 4,165,923
Iberian Peninsula	$ 281	$ 7,085	$ 627	$ 1,014	$ 7,699	$ 16,706
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 762,301**	**$ 980,018**	**$ 803,052**	**$ 1,085,022**	**$ 1,750,187**	**$ 5,380,580**
Nonminority Woman	$ 431,124	$ 333,148	$ 249,659	$ 235,488	$ 375,450	$ 1,624,870
TOTAL M/WBE	**$ 1,193,426**	**$ 1,313,166**	**$ 1,052,711**	**$ 1,320,511**	**$ 2,125,636**	**$ 7,005,450**
NON-M/WBE	$ 123,450,615	$ 110,382,722	$ 58,924,898	$ 19,105,013	$ 25,984,208	$337,847,455
TOTAL FIRMS	**$ 124,644,040**	**$ 111,695,888**	**$ 59,977,609**	**$ 20,425,524**	**$ 28,109,844**	**$344,852,905**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	**(%)**	**(%)**	**(%)**	**(%)**	**(%)**
Asian American	0.21%	0.11%	0.36%	0.68%	0.62%	0.26%
Black American	0.13%	0.01%	0.04%	0.26%	0.16%	0.08%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	0.28%	0.76%	0.94%	4.36%	5.42%	1.21%
Iberian Peninsula	0.00%	0.01%	0.00%	0.00%	0.03%	0.00%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**0.61%**	**0.88%**	**1.34%**	**5.31%**	**6.23%**	**1.56%**
Nonminority Woman	0.35%	0.30%	0.42%	1.15%	1.34%	0.47%
TOTAL M/WBE	**0.96%**	**1.18%**	**1.76%**	**6.47%**	**7.56%**	**2.03%**
NON-M/WBE	99.04%	98.82%	98.24%	93.53%	92.44%	97.97%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table G-4
State of Connecticut Disparity Study
Award Dollars by Business Ownership and Fiscal Year
Prime Contracts Less than $1 million, Other Services
FY 2017-2021

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ 4,345,581	$ 2,463,860	$ 2,911,774	$ 1,803,501	$ 1,361,523	$ 12,886,238
Black American	$ 1,765,503	$ 1,366,118	$ 1,035,617	$ 1,179,391	$ 501,111	$ 5,847,739
Disabled American	$ 426,672	$ 617,008	$ 275,671	$ 488,323	$ 1,078,892	$ 2,886,566
Hispanic American	$ 402,139	$ 590,208	$ 535,484	$ 1,199,305	$ 2,419,612	$ 5,146,747
Iberian Peninsula	$ 24,229	$ 28,162	$ 16,862	$ 4,532	$ 855	$ 74,640
American Indian	$ 3,500	$ 12,395	$ 20,000	$ -	$ -	$ 35,895
TOTAL MINORITY	**$ 6,967,623**	**$ 5,077,750**	**$ 4,795,408**	**$ 4,675,053**	**$ 5,361,993**	**$ 26,877,826**
Nonminority Woman	$ 4,378,410	$ 4,928,395	$ 4,624,941	$ 3,866,764	$ 9,721,428	$ 27,519,937
TOTAL M/WBE	**$ 11,346,033**	**$ 10,006,145**	**$ 9,420,349**	**$ 8,541,816**	**$ 15,083,421**	**$ 54,397,763**
NON-M/WBE	$ 149,234,481	$ 107,696,939	$ 116,538,285	$ 117,881,748	$ 130,826,346	$622,177,800
TOTAL FIRMS	**$ 160,580,514**	**$ 117,703,083**	**$ 125,958,634**	**$ 126,423,565**	**$ 145,909,767**	**$676,575,563**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	**(%)**	**(%)**	**(%)**	**(%)**	**(%)**
Asian American	2.71%	2.09%	2.31%	1.43%	0.93%	1.90%
Black American	1.10%	1.16%	0.82%	0.93%	0.34%	0.86%
Disabled American	0.27%	0.52%	0.22%	0.39%	0.74%	0.43%
Hispanic American	0.25%	0.50%	0.43%	0.95%	1.66%	0.76%
Iberian Peninsula	0.02%	0.02%	0.01%	0.00%	0.00%	0.01%
American Indian	0.00%	0.01%	0.02%	0.00%	0.00%	0.01%
TOTAL MINORITY	**4.34%**	**4.31%**	**3.81%**	**3.70%**	**3.67%**	**3.97%**
Nonminority Woman	2.73%	4.19%	3.67%	3.06%	6.66%	4.07%
TOTAL M/WBE	**7.07%**	**8.50%**	**7.48%**	**6.76%**	**10.34%**	**8.04%**
NON-M/WBE	92.93%	91.50%	92.52%	93.24%	89.66%	91.96%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table G-5
State of Connecticut Disparity Study
Award Dollars by Business Ownership and Fiscal Year
Prime Contracts Less than $1 million, Goods
FY 2017-2021

Business Ownership Classification	2017 ($)	2018 ($)	2019 ($)	2020 ($)	2021 ($)	TOTAL ($)
Asian American	$ 802,690	$ 804,289	$ 863,905	$ 1,552,794	$ 1,876,714	$ 5,900,391
Black American	$ 18,215	$ 15,584	$ 25,958	$ 21,219	$ 20,488	$ 101,464
Disabled American	$ 80	$ -	$ -	$ -	$ -	$ 80
Hispanic American	$ -	$ -	$ -	$ -	$ -	$ -
Iberian Peninsula	$ 353,997	$ 51,604	$ 123,762	$ 157,603	$ 152,214	$ 839,180
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 1,174,981**	**$ 871,476**	**$ 1,013,626**	**$ 1,731,616**	**$ 2,049,416**	**$ 6,841,115**
Nonminority Woman	$ 2,122,767	$ 1,736,855	$ 4,684,860	$ 2,704,707	$ 1,875,309	$ 13,124,497
TOTAL M/WBE	**$ 3,297,748**	**$ 2,608,331**	**$ 5,698,485**	**$ 4,436,323**	**$ 3,924,726**	**$ 19,965,613**
NON-M/WBE	$ 102,568,807	$ 101,502,205	$ 109,421,652	$ 119,462,644	$ 116,851,172	$549,806,479
TOTAL FIRMS	**$ 105,866,555**	**$ 104,110,536**	**$ 115,120,138**	**$ 123,898,967**	**$ 120,775,897**	**$569,772,092**

Business Ownership Classification	2017 (%)	2018 (%)	2019 (%)	2020 (%)	2021 (%)	TOTAL (%)
Asian American	0.76%	0.77%	0.75%	1.25%	1.55%	1.04%
Black American	0.02%	0.01%	0.02%	0.02%	0.02%	0.02%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Iberian Peninsula	0.33%	0.05%	0.11%	0.13%	0.13%	0.15%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**1.11%**	**0.84%**	**0.88%**	**1.40%**	**1.70%**	**1.20%**
Nonminority Woman	2.01%	1.67%	4.07%	2.18%	1.55%	2.30%
TOTAL M/WBE	**3.12%**	**2.51%**	**4.95%**	**3.58%**	**3.25%**	**3.50%**
NON-M/WBE	96.88%	97.49%	95.05%	96.42%	96.75%	96.50%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table G-6
State of Connecticut Disparity Study
Award Dollars by Business Ownership and Fiscal Year
Prime Contracts Less than $1 million, Health & Human Services
FY 2017-2021

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ 500,000	$ -	$ -	$ -	$ 270,645	$ 770,645
Black American	$ -	$ -	$ 6,000	$ -	$ 106,490	$ 112,490
Disabled American	$ -	$ -	$ -	$ -	$ -	$ -
Hispanic American	$ 562,976	$ 33,259	$ 19,955	$ 10,608	$ 35,871	$ 662,669
Iberian Peninsula	$ -	$ -	$ -	$ -	$ -	$ -
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 1,062,976**	**$ 33,259**	**$ 25,955**	**$ 10,608**	**$ 413,006**	**$ 1,545,804**
Nonminority Woman	$ 1,022,597	$ 1,236,466	$ 1,285,768	$ 977,190	$ 1,840,593	$ 6,362,613
TOTAL M/WBE	**$ 2,085,573**	**$ 1,269,725**	**$ 1,311,723**	**$ 987,798**	**$ 2,253,599**	**$ 7,908,418**
NON-M/WBE	$ 82,330,307	$ 103,209,114	$ 97,218,577	$ 89,951,795	$ 93,133,471	$465,843,264
TOTAL FIRMS	**$ 84,415,880**	**$ 104,478,839**	**$ 98,530,300**	**$ 90,939,593**	**$ 95,387,070**	**$473,751,682**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	**(%)**	**(%)**	**(%)**	**(%)**	**(%)**
Asian American	0.59%	0.00%	0.00%	0.00%	0.28%	0.16%
Black American	0.00%	0.00%	0.01%	0.00%	0.11%	0.02%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	0.67%	0.03%	0.02%	0.01%	0.04%	0.14%
Iberian Peninsula	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**1.26%**	**0.03%**	**0.03%**	**0.01%**	**0.43%**	**0.33%**
Nonminority Woman	1.21%	1.18%	1.30%	1.07%	1.93%	1.34%
TOTAL M/WBE	**2.47%**	**1.22%**	**1.33%**	**1.09%**	**2.36%**	**1.67%**
NON-M/WBE	97.53%	98.78%	98.67%	98.91%	97.64%	98.33%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table G-7
State of Connecticut Disparity Study
Award Dollars by Business Ownership and Fiscal Year
Prime Contracts Less than $1 million, Financial & Investment
FY 2017-2021

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ 218,987	$ 44,364	$ -	$ -	$ -	$ 263,351
Black American	$ -	$ -	$ -	$ -	$ -	$ -
Disabled American	$ -	$ -	$ -	$ -	$ -	$ -
Hispanic American	$ -	$ -	$ -	$ -	$ -	$ -
Iberian Peninsula	$ -	$ -	$ -	$ -	$ -	$ -
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 218,987**	**$ 44,364**	**$ -**	**$ -**	**$ -**	**$ 263,351**
Nonminority Woman	$ -	$ -	$ 4,975	$ 387,835	$ 1,524,384	$ 1,917,194
TOTAL M/WBE	**$ 218,987**	**$ 44,364**	**$ 4,975**	**$ 387,835**	**$ 1,524,384**	**$ 2,180,545**
NON-M/WBE	$ 8,162,328	$ 5,550,993	$ 2,598,331	$ 1,525,237	$ 3,252,699	$21,089,588
TOTAL FIRMS	**$ 8,381,315**	**$ 5,595,358**	**$ 2,603,306**	**$ 1,913,072**	**$ 4,777,083**	**$23,270,134**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	**(%)**	**(%)**	**(%)**	**(%)**	**(%)**
Asian American	2.61%	0.79%	0.00%	0.00%	0.00%	1.13%
Black American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Iberian Peninsula	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**2.61%**	**0.79%**	**0.00%**	**0.00%**	**0.00%**	**1.13%**
Nonminority Woman	0.00%	0.00%	0.19%	20.27%	31.91%	8.24%
TOTAL M/WBE	**2.61%**	**0.79%**	**0.19%**	**20.27%**	**31.91%**	**9.37%**
NON-M/WBE	97.39%	99.21%	99.81%	79.73%	68.09%	90.63%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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APPENDIX H

DISPARITY ANALYSIS OF PRIME PAYMENTS LESS THAN $1M

STATE OF CONNECTICUT
DISPARITY STUDY

GRIFFIN & STRONG

Table H-1
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments,
Less than $1 million Contracts, Prime Construction
FY 2017-2021

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	0.00%	0.93%	0.00	Underutilization	*	
	Black American	0.06%	13.61%	0.46	Underutilization	*	
	Disabled American	0.00%	0.67%	0.00	Underutilization		
	Hispanic American	0.24%	6.89%	3.51	Underutilization	*	
	Iberian Peninsula	0.10%	2.00%	5.12	Underutilization		
	American Indian	0.00%	0.49%	0.00	Underutilization	*	
	TOTAL MBE	0.41%	24.60%	1.66	**Underutilization**	*	
	Nonminority Woman	10.24%	15.55%	65.87	Underutilization	*	
	TOTAL M/WBE	10.65%	40.14%	26.52	**Underutilization**	*	
	Non-M/WBE	89.35%	59.86%	149.28	Overutilization		
2018	Asian American	0.00%	0.93%	0.00	Underutilization	*	
	Black American	0.37%	13.61%	2.73	Underutilization	*	
	Disabled American	0.00%	0.67%	0.00	Underutilization		
	Hispanic American	0.29%	6.89%	4.17	Underutilization	*	
	Iberian Peninsula	0.07%	2.00%	3.40	Underutilization		
	American Indian	0.00%	0.49%	0.00	Underutilization	*	
	TOTAL MBE	0.73%	24.60%	2.95	**Underutilization**	*	
	Nonminority Woman	19.63%	15.55%	126.25	Overutilization		
	TOTAL M/WBE	20.35%	40.14%	50.70	**Underutilization**	*	
	Non-M/WBE	79.65%	59.86%	133.07	Overutilization		
2019	Asian American	0.00%	0.93%	0.00	Underutilization	*	
	Black American	0.53%	13.61%	3.91	Underutilization	*	
	Disabled American	0.00%	0.67%	0.00	Underutilization		
	Hispanic American	0.29%	6.89%	4.26	Underutilization	*	
	Iberian Peninsula	0.02%	2.00%	0.97	Underutilization		
	American Indian	0.00%	0.49%	0.00	Underutilization	*	
	TOTAL MBE	0.84%	24.60%	3.43	**Underutilization**	*	
	Nonminority Woman	21.80%	15.55%	140.22	Overutilization		
	TOTAL M/WBE	22.64%	40.14%	56.40	**Underutilization**	*	
	Non-M/WBE	77.36%	59.86%	129.24	Overutilization		
2020	Asian American	0.00%	0.93%	0.00	Underutilization	*	
	Black American	0.39%	13.61%	2.84	Underutilization	*	
	Disabled American	0.12%	0.67%	17.39	Underutilization		
	Hispanic American	0.45%	6.89%	6.51	Underutilization	*	
	Iberian Peninsula	0.22%	2.00%	11.19	Underutilization		
	American Indian	0.00%	0.49%	0.00	Underutilization	*	
	TOTAL MBE	1.18%	24.60%	4.78	**Underutilization**	*	
	Nonminority Woman	16.73%	15.55%	107.59	Overutilization		
	TOTAL M/WBE	17.90%	40.14%	44.59	**Underutilization**	*	
	Non-M/WBE	82.10%	59.86%	137.16	Overutilization		
2021	Asian American	0.00%	0.93%	0.00	Underutilization	*	
	Black American	0.28%	13.61%	2.07	Underutilization	*	
	Disabled American	0.00%	0.67%	0.00	Underutilization		
	Hispanic American	0.26%	6.89%	3.78	Underutilization	*	
	Iberian Peninsula	1.43%	2.00%	71.49	Underutilization		
	American Indian	0.00%	0.49%	0.00	Underutilization	*	
	TOTAL MBE	1.97%	24.60%	8.02	**Underutilization**	*	

	Nonminority Woman	13.83%	15.55%	88.96	Underutilization		
	TOTAL M/WBE	15.80%	40.14%	39.36	**Underutilization**	*	
	Non-M/WBE	84.20%	59.86%	140.67	Overutilization		
Total	Asian American	0.00%	0.93%	0.00	Underutilization	*	**P<.05**
	Black American	0.30%	13.61%	2.21	Underutilization	*	**P<.05**
	Disabled American	0.02%	0.67%	3.53	Underutilization		**P<.05**
	Hispanic American	0.30%	6.89%	4.41	Underutilization	*	**P<.05**
	Iberian Peninsula	0.32%	2.00%	15.82	Underutilization		**P<.05**
	American Indian	0.00%	0.49%	0.00	Underutilization	*	**P<.05**
	TOTAL MBE	0.95%	24.60%	3.84	**Underutilization**	*	**P<.05**
	Nonminority Woman	15.79%	15.55%	101.58	Overutilization		
	TOTAL M/WBE	16.74%	40.14%	41.69	**Underutilization**	*	**P<.05**
	Non-M/WBE	83.26%	59.86%	139.11	Overutilization		

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Table H-2
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments,
Less than $1 million Contracts, Prime Architectural & Engineering
FY 2017-2021

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	6.81%	6.82%	99.83	Underutilization		
	Black American	1.23%	4.09%	30.12	Underutilization	*	
	Disabled American	0.00%	0.91%	0.00	Underutilization	*	
	Hispanic American	2.39%	3.48%	68.44	Underutilization	*	
	Iberian Peninsula	0.39%	0.76%	51.39	Underutilization		
	American Indian	0.00%	0.30%	0.00	Underutilization	*	
	TOTAL MBE	10.81%	16.36%	66.08	**Underutilization**	*	
	Nonminority Woman	1.23%	16.52%	7.45	Underutilization	*	
	TOTAL M/WBE	12.04%	32.88%	36.63	**Underutilization**	*	
	Non-M/WBE	87.96%	67.12%	131.04	Overutilization		
2018	Black American	3.71%	6.82%	54.39	Underutilization	*	
	Asian American	0.80%	4.09%	19.47	Underutilization	*	
	Disabled American	0.00%	0.91%	0.00	Underutilization	*	
	Hispanic American	1.22%	3.48%	34.88	Underutilization	*	
	Iberian Peninsula	0.30%	0.76%	39.96	Underutilization		
	American Indian	0.00%	0.30%	0.00	Underutilization	*	
	TOTAL MBE	6.02%	16.36%	36.81	**Underutilization**	*	
	Nonminority Woman	2.32%	16.52%	14.04	Underutilization	*	
	TOTAL M/WBE	8.34%	32.88%	25.37	**Underutilization**	*	
	Non-M/WBE	91.66%	67.12%	136.56	Overutilization		
2019	Asian American	4.41%	6.82%	64.64	Underutilization	*	
	Black American	0.70%	4.09%	17.21	Underutilization	*	
	Disabled American	0.00%	0.91%	0.00	Underutilization	*	
	Hispanic American	1.32%	3.48%	37.82	Underutilization	*	
	Iberian Peninsula	0.73%	0.76%	95.91	Underutilization		
	American Indian	0.00%	0.30%	0.00	Underutilization	*	
	TOTAL MBE	7.16%	16.36%	43.73	**Underutilization**	*	
	Nonminority Woman	3.92%	16.52%	23.71	Underutilization	*	
	TOTAL M/WBE	11.07%	32.88%	33.67	**Underutilization**	*	
	Non-M/WBE	88.93%	67.12%	132.49	Overutilization		
2020	Asian American	6.71%	6.82%	98.37	Underutilization		
	Black American	0.01%	4.09%	0.36	Underutilization	*	
	Disabled American	0.00%	0.91%	0.00	Underutilization	*	
	Hispanic American	1.00%	3.48%	28.63	Underutilization	*	
	Iberian Peninsula	0.75%	0.76%	98.46	Underutilization		
	American Indian	0.00%	0.30%	0.00	Underutilization	*	
	TOTAL MBE	8.47%	16.36%	51.73	**Underutilization**	*	
	Nonminority Woman	2.58%	16.52%	15.61	Underutilization	*	
	TOTAL M/WBE	11.04%	32.88%	33.59	**Underutilization**	*	
	Non-M/WBE	88.96%	67.12%	132.53	Overutilization		
2021	Asian American	5.79%	6.82%	84.89	Underutilization		
	Black American	0.09%	4.09%	2.19	Underutilization	*	
	Disabled American	0.00%	0.91%	0.00	Underutilization	*	
	Hispanic American	0.84%	3.48%	24.00	Underutilization	*	
	Iberian Peninsula	0.67%	0.76%	87.88	Underutilization		
	American Indian	0.00%	0.30%	0.00	Underutilization	*	
	TOTAL MBE	7.38%	16.36%	45.10	**Underutilization**	*	
	Nonminority Woman	1.20%	16.52%	7.28	Underutilization	*	
	TOTAL M/WBE	8.58%	32.88%	26.10	**Underutilization**	*	

	Non-M/WBE	91.42%	67.12%	136.20	Overutilization		
Total	Asian American	5.52%	6.82%	80.95	Underutilization		
	Black American	0.57%	4.09%	14.05	Underutilization	*	**P<.05**
	Disabled American	0.00%	0.91%	0.00	Underutilization		**P<.05**
	Hispanic American	1.36%	3.48%	39.14	Underutilization	*	**P<.05**
	Iberian Peninsula	0.56%	0.76%	73.33	Underutilization		**P<.06**
	American Indian	0.00%	0.30%	0.00	Underutilization	*	**Small Number**
	TOTAL MBE	8.01%	16.36%	48.97	**Underutilization**	*	**P<.05**
	Nonminority Woman	2.16%	16.52%	13.09	Underutilization	*	**P<.05**
	TOTAL M/WBE	10.17%	32.88%	30.95	**Underutilization**	*	**P<.05**
	Non-M/WBE	89.83%	67.12%	133.83	Overutilization		

Griffin & Strong, P.C. 2023

Table H-3
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments,
Less than $1 million Contracts, Prime Professional Services
FY 2017-2021

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	0.21%	2.98%	7.07	Underutilization	*	
	Black American	0.13%	8.62%	1.46	Underutilization	*	
	Disabled American	0.00%	0.24%	0.00	Underutilization		
	Hispanic American	0.28%	3.38%	8.14	Underutilization	*	
	Iberian Peninsula	0.00%	0.40%	0.06	Underutilization	*	
	American Indian	0.00%	0.24%	0.00	Underutilization	*	
	TOTAL MBE	0.61%	15.86%	3.86	**Underutilization**	*	
	Nonminority Woman	0.35%	20.29%	1.70	Underutilization	*	
	TOTAL M/WBE	0.96%	36.15%	2.65	**Underutilization**	*	
	Non-M/WBE	99.04%	63.85%	155.12	Overutilization		
2018	Asian American	0.11%	2.98%	3.59	Underutilization	*	
	Black American	0.01%	8.62%	0.07	Underutilization	*	
	Disabled American	0.00%	0.24%	0.00	Underutilization		
	Hispanic American	0.76%	3.38%	22.43	Underutilization	*	
	Iberian Peninsula	0.01%	0.40%	1.58	Underutilization		
	American Indian	0.00%	0.24%	0.00	Underutilization	*	
	TOTAL MBE	0.88%	15.86%	5.53	**Underutilization**	*	
	Nonminority Woman	0.30%	20.29%	1.47	Underutilization	*	
	TOTAL M/WBE	1.18%	36.15%	3.25	**Underutilization**	*	
	Non-M/WBE	98.82%	63.85%	154.78	Overutilization		
2019	Asian American	0.36%	2.98%	12.03	Underutilization	*	
	Black American	0.04%	8.62%	0.50	Underutilization	*	
	Disabled American	0.00%	0.24%	0.00	Underutilization		
	Hispanic American	0.94%	3.38%	27.70	Underutilization	*	
	Iberian Peninsula	0.00%	0.40%	0.26	Underutilization	*	
	American Indian	0.00%	0.24%	0.00	Underutilization	*	
	TOTAL MBE	1.34%	15.86%	8.44	**Underutilization**	*	
	Nonminority Woman	0.42%	20.29%	2.05	Underutilization	*	
	TOTAL M/WBE	1.76%	36.15%	4.86	**Underutilization**	*	
	Non-M/WBE	98.24%	63.85%	153.87	Overutilization		
2020	Asian American	0.68%	2.98%	22.97	Underutilization	*	
	Black American	0.26%	8.62%	3.02	Underutilization	*	
	Disabled American	0.00%	0.24%	0.00	Underutilization	*	
	Hispanic American	4.36%	3.38%	129.02	Overutilization		
	Iberian Peninsula	0.00%	0.40%	1.23	Underutilization	*	
	American Indian	0.00%	0.24%	0.00	Underutilization	*	
	TOTAL MBE	5.31%	15.86%	33.49	**Underutilization**	*	
	Nonminority Woman	1.15%	20.29%	5.68	Underutilization	*	
	TOTAL M/WBE	6.47%	36.15%	17.88	**Underutilization**	*	
	Non-M/WBE	93.53%	63.85%	146.49	Overutilization		
2021	Asian American	0.62%	2.98%	20.95	Underutilization	*	
	Black American	0.16%	8.62%	1.83	Underutilization	*	
	Disabled American	0.00%	0.24%	0.00	Underutilization	*	
	Hispanic American	5.42%	3.38%	160.20	Overutilization		
	Iberian Peninsula	0.03%	0.40%	6.80	Underutilization	*	
	American Indian	0.00%	0.24%	0.00	Underutilization	*	
	TOTAL MBE	6.23%	15.86%	39.25	**Underutilization**	*	
	Nonminority Woman	1.34%	20.29%	6.58	Underutilization	*	
	TOTAL M/WBE	7.56%	36.15%	20.92	**Underutilization**	*	

	Non-M/WBE	92.44%	63.85%	144.78	Overutilization		
Total	Asian American	0.26%	2.98%	8.88	Underutilization	*	**P<.05**
	Black American	0.08%	8.62%	0.96	Underutilization	*	**P<.05**
	Disabled American	0.00%	0.24%	0.00	Underutilization	*	**P<.05**
	Hispanic American	1.21%	3.38%	35.72	Underutilization	*	**P<.05**
	Iberian Peninsula	0.00%	0.40%	1.20	Underutilization	*	**P<.05**
	American Indian	0.00%	0.24%	0.00	Underutilization	*	**P<.05**
	TOTAL MBE	1.56%	15.86%	9.84	**Underutilization**	*	**P<.05**
	Nonminority Woman	0.47%	20.29%	2.32	Underutilization	*	**P<.05**
	TOTAL M/WBE	2.03%	36.15%	5.62	**Underutilization**	*	**P<.05**
	Non-M/WBE	97.97%	63.85%	153.44	Overutilization		

Griffin & Strong, P.C. 2023

Table H-4
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments,
Less than $1 million Contracts, Prime Other Services
FY 2017-2021

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	2.71%	2.37%	114.20	Overutilization		
	Black American	1.10%	9.08%	12.11	Underutilization	*	
	Disabled American	0.27%	0.49%	54.31	Underutilization	*	
	Hispanic American	0.25%	4.17%	6.00	Underutilization	*	
	Iberian Peninsula	0.02%	0.49%	3.08	Underutilization	*	
	American Indian	0.00%	0.26%	0.84	Underutilization	*	
	TOTAL MBE	4.34%	16.86%	25.73	**Underutilization**	*	
	Nonminority Woman	2.73%	19.17%	14.22	Underutilization	*	
	TOTAL M/WBE	7.07%	36.03%	19.61	**Underutilization**	*	
	Non-M/WBE	92.93%	63.97%	145.29	Overutilization		
2018	Asian American	2.09%	2.37%	88.34	Underutilization		
	Black American	1.16%	9.08%	12.78	Underutilization	*	
	Disabled American	0.52%	0.49%	107.15	Overutilization		
	Hispanic American	0.50%	4.17%	12.01	Underutilization	*	
	Iberian Peninsula	0.02%	0.49%	4.89	Underutilization	*	
	American Indian	0.01%	0.26%	4.05	Underutilization	*	
	TOTAL MBE	4.31%	16.86%	25.58	**Underutilization**	*	
	Nonminority Woman	4.19%	19.17%	21.84	Underutilization	*	
	TOTAL M/WBE	8.50%	36.03%	23.59	**Underutilization**	*	
	Non-M/WBE	91.50%	63.97%	143.04	Overutilization		
2019	Asian American	2.31%	2.37%	97.55	Underutilization		
	Black American	0.82%	9.08%	9.05	Underutilization	*	
	Disabled American	0.22%	0.49%	44.74	Underutilization	*	
	Hispanic American	0.43%	4.17%	10.19	Underutilization	*	
	Iberian Peninsula	0.01%	0.49%	2.74	Underutilization	*	
	American Indian	0.02%	0.26%	6.11	Underutilization	*	
	TOTAL MBE	3.81%	16.86%	22.58	**Underutilization**	*	
	Nonminority Woman	3.67%	19.17%	19.15	Underutilization	*	
	TOTAL M/WBE	7.48%	36.03%	20.76	**Underutilization**	*	
	Non-M/WBE	92.52%	63.97%	144.64	Overutilization		
2020	Asian American	1.43%	2.37%	60.20	Underutilization	*	
	Black American	0.93%	9.08%	10.27	Underutilization	*	
	Disabled American	0.39%	0.49%	78.95	Underutilization	*	
	Hispanic American	0.95%	4.17%	22.73	Underutilization	*	
	Iberian Peninsula	0.00%	0.49%	0.73	Underutilization	*	
	American Indian	0.00%	0.26%	0.00	Underutilization	*	
	TOTAL MBE	3.70%	16.86%	21.93	**Underutilization**	*	
	Nonminority Woman	3.06%	19.17%	15.95	Underutilization	*	
	TOTAL M/WBE	6.76%	36.03%	18.75	**Underutilization**	*	
	Non-M/WBE	93.24%	63.97%	145.77	Overutilization		
2021	Asian American	0.93%	2.37%	39.38	Underutilization	*	
	Black American	0.34%	9.08%	3.78	Underutilization	*	
	Disabled American	0.74%	0.49%	151.14	Overutilization		
	Hispanic American	1.66%	4.17%	39.73	Underutilization	*	
	Iberian Peninsula	0.00%	0.49%	0.12	Underutilization	*	
	American Indian	0.00%	0.26%	0.00	Underutilization	*	
	TOTAL MBE	3.67%	16.86%	21.79	**Underutilization**	*	
	Nonminority Woman	6.66%	19.17%	34.75	Underutilization	*	
	TOTAL M/WBE	10.34%	36.03%	28.69	**Underutilization**	*	

	Non-M/WBE	89.66%	63.97%	140.17	Overutilization		
Total	Asian American	1.90%	2.37%	80.38	Underutilization		
	Black American	0.86%	9.08%	9.52	Underutilization	*	**P<.05**
	Disabled American	0.43%	0.49%	87.21	Underutilization		
	Hispanic American	0.76%	4.17%	18.23	Underutilization	*	**P<.05**
	Iberian Peninsula	0.01%	0.49%	2.26	Underutilization	*	**P<.05**
	American Indian	0.01%	0.26%	2.04	Underutilization	*	**P<.05**
	TOTAL MBE	3.97%	16.86%	23.56	**Underutilization**	*	**P<.05**
	Nonminority Woman	4.07%	19.17%	21.22	Underutilization	*	**P<.05**
	TOTAL M/WBE	8.04%	36.03%	22.31	**Underutilization**	*	**P<.05**
	Non-M/WBE	91.96%	63.97%	143.76	Overutilization		

Griffin & Strong, P.C. 2023

Table H-5
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments,
Less than $1 million Contracts, Prime Goods
FY 2017-2021

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	0.76%	1.89%	40.14	Underutilization	*	
	Black American	0.02%	5.39%	0.32	Underutilization	*	
	Disabled American	0.00%	0.51%	0.01	Underutilization	*	
	Hispanic American	0.00%	2.05%	0.00	Underutilization	*	
	Iberian Peninsula	0.33%	0.51%	65.36	Underutilization	*	
	American Indian	0.00%	0.28%	0.00	Underutilization	*	
	TOTAL MBE	1.11%	10.63%	10.45	**Underutilization**	*	
	Nonminority Woman	2.01%	17.16%	11.69	Underutilization	*	
	TOTAL M/WBE	3.12%	27.78%	11.21	**Underutilization**	*	
	Non-M/WBE	96.88%	72.22%	134.16	Overutilization		
2018	Asian American	0.77%	1.89%	40.90	Underutilization	*	
	Black American	0.01%	5.39%	0.28	Underutilization	*	
	Disabled American	0.00%	0.51%	0.00	Underutilization	*	
	Hispanic American	0.00%	2.05%	0.00	Underutilization	*	
	Iberian Peninsula	0.05%	0.51%	9.69	Underutilization	*	
	American Indian	0.00%	0.28%	0.00	Underutilization	*	
	TOTAL MBE	0.84%	10.63%	7.88	**Underutilization**	*	
	Nonminority Woman	1.67%	17.16%	9.72	Underutilization	*	
	TOTAL M/WBE	2.51%	27.78%	9.02	**Underutilization**	*	
	Non-M/WBE	97.49%	72.22%	135.00	Overutilization		
2019	Asian American	0.75%	1.89%	39.73	Underutilization	*	
	Black American	0.02%	5.39%	0.42	Underutilization	*	
	Disabled American	0.00%	0.51%	0.00	Underutilization	*	
	Hispanic American	0.00%	2.05%	0.00	Underutilization	*	
	Iberian Peninsula	0.11%	0.51%	21.01	Underutilization	*	
	American Indian	0.00%	0.28%	0.00	Underutilization	*	
	TOTAL MBE	0.88%	10.63%	8.29	**Underutilization**	*	
	Nonminority Woman	4.07%	17.16%	23.72	Underutilization	*	
	TOTAL M/WBE	4.95%	27.78%	17.82	**Underutilization**	*	
	Non-M/WBE	95.05%	72.22%	131.62	Overutilization		
2020	Asian American	1.25%	1.89%	66.35	Underutilization	*	
	Black American	0.02%	5.39%	0.32	Underutilization	*	
	Disabled American	0.00%	0.51%	0.00	Underutilization	*	
	Hispanic American	0.00%	2.05%	0.00	Underutilization	*	
	Iberian Peninsula	0.13%	0.51%	24.86	Underutilization	*	
	American Indian	0.00%	0.28%	0.00	Underutilization	*	
	TOTAL MBE	1.40%	10.63%	13.15	**Underutilization**	*	
	Nonminority Woman	2.18%	17.16%	12.72	Underutilization	*	
	TOTAL M/WBE	3.58%	27.78%	12.89	**Underutilization**	*	
	Non-M/WBE	96.42%	72.22%	133.52	Overutilization		
2021	Asian American	1.55%	1.89%	82.26	Underutilization		
	Black American	0.02%	5.39%	0.31	Underutilization	*	
	Disabled American	0.00%	0.51%	0.00	Underutilization	*	
	Hispanic American	0.00%	2.05%	0.00	Underutilization	*	
	Iberian Peninsula	0.13%	0.51%	24.63	Underutilization	*	
	American Indian	0.00%	0.28%	0.00	Underutilization	*	
	TOTAL MBE	1.70%	10.63%	15.97	**Underutilization**	*	
	Nonminority Woman	1.55%	17.16%	9.05	Underutilization	*	
	TOTAL M/WBE	3.25%	27.78%	11.70	**Underutilization**	*	

	Non-M/WBE	96.75%	72.22%	133.97	Overutilization		
Total	Asian American	1.04%	1.89%	54.82	Underutilization	*	**P<.05**
	Black American	0.02%	5.39%	0.33	Underutilization	*	**P<.05**
	Disabled American	0.00%	0.51%	0.00	Underutilization	*	**P<.05**
	Hispanic American	0.00%	2.05%	0.00	Underutilization	*	**P<.05**
	Iberian Peninsula	0.15%	0.51%	28.79	Underutilization	*	**P<.05**
	American Indian	0.00%	0.28%	0.00	Underutilization	*	**Small Number**
	TOTAL MBE	1.20%	10.63%	11.30	**Underutilization**	*	**P<.05**
	Nonminority Woman	2.30%	17.16%	13.42	Underutilization	*	**P<.05**
	TOTAL M/WBE	3.50%	27.78%	12.61	**Underutilization**	*	**P<.05**
	Non-M/WBE	96.50%	72.22%	133.62	Overutilization		

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Table H-6
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments,
Less than $1 million Contracts, Prime Health & Human Services
FY 2017-2021

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	0.59%	1.17%	50.41	Underutilization	*	
	Black American	0.00%	6.14%	0.00	Underutilization	*	
	Disabled American	0.00%	0.26%	0.00	Underutilization	*	
	Hispanic American	0.67%	1.04%	63.86	Underutilization	*	
	Iberian Peninsula	0.00%	0.13%	0.00	Underutilization	*	
	American Indian	0.00%	0.13%	0.00	Underutilization	*	
	TOTAL MBE	1.26%	8.88%	14.18	**Underutilization**	*	
	Nonminority Woman	1.21%	12.01%	10.09	Underutilization	*	
	TOTAL M/WBE	2.47%	20.89%	11.83	**Underutilization**	*	
	Non-M/WBE	97.53%	79.11%	123.28	Overutilization		
2018	Asian American	0.00%	1.17%	0.00	Underutilization	*	
	Black American	0.00%	6.14%	0.00	Underutilization	*	
	Disabled American	0.00%	0.26%	0.00	Underutilization	*	
	Hispanic American	0.03%	1.04%	3.05	Underutilization	*	
	Iberian Peninsula	0.00%	0.13%	0.00	Underutilization	*	
	American Indian	0.00%	0.13%	0.00	Underutilization	*	
	TOTAL MBE	0.03%	8.88%	0.36	**Underutilization**	*	
	Nonminority Woman	1.18%	12.01%	9.85	Underutilization	*	
	TOTAL M/WBE	1.22%	20.89%	5.82	**Underutilization**	*	
	Non-M/WBE	98.78%	79.11%	124.87	Overutilization		
2019	Asian American	0.00%	1.17%	0.00	Underutilization	*	
	Black American	0.01%	6.14%	0.10	Underutilization	*	
	Disabled American	0.00%	0.26%	0.00	Underutilization	*	
	Hispanic American	0.02%	1.04%	1.94	Underutilization	*	
	Iberian Peninsula	0.00%	0.13%	0.00	Underutilization	*	
	American Indian	0.00%	0.13%	0.00	Underutilization	*	
	TOTAL MBE	0.03%	8.88%	0.30	**Underutilization**	*	
	Nonminority Woman	1.30%	12.01%	10.87	Underutilization	*	
	TOTAL M/WBE	1.33%	20.89%	6.37	**Underutilization**	*	
	Non-M/WBE	98.67%	79.11%	124.72	Overutilization		
2020	Asian American	0.00%	1.17%	0.00	Underutilization	*	
	Black American	0.00%	6.14%	0.00	Underutilization	*	
	Disabled American	0.00%	0.26%	0.00	Underutilization	*	
	Hispanic American	0.01%	1.04%	1.12	Underutilization	*	
	Iberian Peninsula	0.00%	0.13%	0.00	Underutilization	*	
	American Indian	0.00%	0.13%	0.00	Underutilization	*	
	TOTAL MBE	0.01%	8.88%	0.13	**Underutilization**	*	
	Nonminority Woman	1.07%	12.01%	8.95	Underutilization	*	
	TOTAL M/WBE	1.09%	20.89%	5.20	**Underutilization**	*	
	Non-M/WBE	98.91%	79.11%	125.03	Overutilization		
2021	Asian American	0.28%	1.17%	24.15	Underutilization	*	
	Black American	0.11%	6.14%	1.82	Underutilization	*	
	Disabled American	0.00%	0.26%	0.00	Underutilization	*	
	Hispanic American	0.04%	1.04%	3.60	Underutilization	*	
	Iberian Peninsula	0.00%	0.13%	0.00	Underutilization	*	
	American Indian	0.00%	0.13%	0.00	Underutilization	*	
	TOTAL MBE	0.43%	8.88%	4.88	**Underutilization**	*	
	Nonminority Woman	1.93%	12.01%	16.07	Underutilization	*	
	TOTAL M/WBE	2.36%	20.89%	11.31	**Underutilization**	*	

	Non-M/WBE	97.64%	79.11%	123.42	Overutilization		
Total	Asian American	0.16%	1.17%	13.84	Underutilization	*	**P<.05**
	Black American	0.02%	6.14%	0.39	Underutilization	*	**P<.05**
	Disabled American	0.00%	0.26%	0.00	Underutilization	*	**Small Number**
	Hispanic American	0.14%	1.04%	13.39	Underutilization	*	**P<.05**
	Iberian Peninsula	0.00%	0.13%	0.00	Underutilization	*	**Small Number**
	American Indian	0.00%	0.13%	0.00	Underutilization	*	**Small Number**
	TOTAL MBE	0.33%	8.88%	3.68	**Underutilization**	*	**P<.05**
	Nonminority Woman	1.34%	12.01%	11.18	Underutilization	*	**P<.05**
	TOTAL M/WBE	1.67%	20.89%	7.99	**Underutilization**	*	**P<.05**
	Non-M/WBE	98.33%	79.11%	124.29	Overutilization		

Griffin & Strong, P.C. 2023

Table H-7
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments,
Less than $1 million Contracts, Prime Financial & Investment
FY 2017-2021

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	2.61%	5.68%	46.03	Underutilization	*	
	Black American	0.00%	15.72%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	4.80%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.44%	0.00	Underutilization	*	
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	2.61%	26.64%	9.81	**Underutilization**	*	
	Nonminority Woman	0.00%	17.47%	0.00	Underutilization	*	
	TOTAL M/WBE	2.61%	44.10%	5.92	**Underutilization**	*	
	Non-M/WBE	97.39%	55.90%	174.23	Overutilization		
2018	Asian American	0.79%	5.68%	13.97	Underutilization	*	
	Black American	0.00%	15.72%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	4.80%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.44%	0.00	Underutilization	*	
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.79%	26.64%	2.98	**Underutilization**	*	
	Nonminority Woman	0.00%	17.47%	0.00	Underutilization	*	
	TOTAL M/WBE	0.79%	44.10%	1.80	**Underutilization**	*	
	Non-M/WBE	99.21%	55.90%	177.49	Overutilization		
2019	Asian American	0.00%	5.68%	0.00	Underutilization	*	
	Black American	0.00%	15.72%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	4.80%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.44%	0.00	Underutilization	*	
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	26.64%	0.00	**Underutilization**	*	
	Nonminority Woman	0.19%	17.47%	1.09	Underutilization	*	
	TOTAL M/WBE	0.19%	44.10%	0.43	**Underutilization**	*	
	Non-M/WBE	99.81%	55.90%	178.56	Overutilization		
2020	Asian American	0.00%	5.68%	0.00	Underutilization	*	
	Black American	0.00%	15.72%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	4.80%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.44%	0.00	Underutilization	*	
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	26.64%	0.00	**Underutilization**	*	
	Nonminority Woman	20.27%	17.47%	116.06	Overutilization		
	TOTAL M/WBE	20.27%	44.10%	45.97	**Underutilization**	*	
	Non-M/WBE	79.73%	55.90%	142.64	Overutilization		
2021	Asian American	0.00%	5.68%	0.00	Underutilization	*	
	Black American	0.00%	15.72%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	4.80%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.44%	0.00	Underutilization	*	
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	26.64%	0.00	**Underutilization**	*	
	Nonminority Woman	31.91%	17.47%	182.69	Overutilization		
	TOTAL M/WBE	31.91%	44.10%	72.35	**Underutilization**	*	

	Non-M/WBE	68.09%	55.90%	121.82	Overutilization		
Total	Asian American	1.13%	5.68%	19.94	Underutilization	*	**P<.05**
	Black American	0.00%	15.72%	0.00	Underutilization	*	**P<.05**
	Disabled American	0.00%	0.00%	-	n/a		**Small Number**
	Hispanic American	0.00%	4.80%	0.00	Underutilization	*	**P<.05**
	Iberian Peninsula	0.00%	0.44%	0.00	Underutilization	*	**P<.05**
	American Indian	0.00%	0.00%	-	n/a		**Small Number**
	TOTAL MBE	1.13%	26.64%	4.25	**Underutilization**	*	**P<.05**
	Nonminority Woman	8.24%	17.47%	47.17	Underutilization	*	**P<.05**
	TOTAL M/WBE	9.37%	44.10%	21.25	**Underutilization**	*	**P<.05**
	Non-M/WBE	90.63%	55.90%	162.14	Overutilization		

Griffin & Strong, P.C. 2023

APPENDIX I

PRIME CONTRACTS LESS THAN $500K

STATE OF CONNECTICUT
DISPARITY STUDY

GRIFFIN & STRONG

Table I-1
State of Connecticut Disparity Study
Award Dollars by Business Ownership and Fiscal Year
Prime Contracts Less than $500K, Construction
FY 2017-2021

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ -	$ -	$ -	$ -	$ -	$ -
Black American	$ 100,000	$ 300,000	$ 569,496	$ 426,720	$ 243,908	$ 1,640,124
Disabled American	$ -	$ -	$ -	$ 129,550	$ -	$ 129,550
Hispanic American	$ 386,670	$ 232,232	$ 314,508	$ 495,100	$ 225,300	$ 1,653,810
Iberian Peninsula	$ 163,574	$ 55,084	$ 20,830	$ 247,134	$ 504,038	$ 990,660
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 650,245**	**$ 587,315**	**$ 904,834**	**$ 1,298,504**	**$ 973,245**	**$ 4,414,143**
Nonminority Woman	$ 8,422,487	$ 10,267,542	$ 15,002,081	$ 12,466,733	$ 7,034,892	$ 53,193,734
TOTAL M/WBE	**$ 9,072,732**	**$ 10,854,857**	**$ 15,906,915**	**$ 13,765,237**	**$ 8,008,137**	**$ 57,607,877**
NON-M/WBE	$ 111,158,162	$ 47,894,613	$ 71,389,009	$ 76,452,560	$ 56,313,468	$363,207,812
TOTAL FIRMS	**$ 120,230,894**	**$ 58,749,470**	**$ 87,295,924**	**$ 90,217,797**	**$ 64,321,605**	**$420,815,689**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	**(%)**	**(%)**	**(%)**	**(%)**	**(%)**
Asian American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Black American	0.08%	0.51%	0.65%	0.47%	0.38%	0.39%
Disabled American	0.00%	0.00%	0.00%	0.14%	0.00%	0.03%
Hispanic American	0.32%	0.40%	0.36%	0.55%	0.35%	0.39%
Iberian Peninsula	0.14%	0.09%	0.02%	0.27%	0.78%	0.24%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**0.54%**	**1.00%**	**1.04%**	**1.44%**	**1.51%**	**1.05%**
Nonminority Woman	7.01%	17.48%	17.19%	13.82%	10.94%	12.64%
TOTAL M/WBE	**7.55%**	**18.48%**	**18.22%**	**15.26%**	**12.45%**	**13.69%**
NON-M/WBE	92.45%	81.52%	81.78%	84.74%	87.55%	86.31%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table I-2
State of Connecticut Disparity Study
Award Dollars by Business Ownership and Fiscal Year
Prime Contracts Less than $500K, Architectural & Engineering
FY 2017-2021

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ 1,632,892	$ 1,018,704	$ 1,055,134	$ 1,235,553	$ 1,274,787	$ 6,217,070
Black American	$ 393,611	$ 243,992	$ 174,136	$ 4,115	$ 28,255	$ 844,109
Disabled American	$ -	$ -	$ -	$ -	$ -	$ -
Hispanic American	$ 288,723	$ 140,492	$ 159,392	$ 168,326	$ 263,335	$ 1,020,268
Iberian Peninsula	$ 124,370	$ 92,739	$ 179,664	$ 209,628	$ 209,658	$ 816,058
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 2,439,596**	**$ 1,495,928**	**$ 1,568,325**	**$ 1,617,622**	**$ 1,776,035**	**$ 8,897,505**
Nonminority Woman	$ 392,981	$ 160,835	$ 522,166	$ 507,810	$ 300,852	$ 1,884,644
TOTAL M/WBE	**$ 2,832,577**	**$ 1,656,763**	**$ 2,090,491**	**$ 2,125,432**	**$ 2,076,887**	**$ 10,782,149**
NON-M/WBE	$ 21,890,907	$ 23,235,269	$ 18,094,547	$ 21,845,998	$ 23,901,389	$108,968,110
TOTAL FIRMS	**$ 24,723,484**	**$ 24,892,032**	**$ 20,185,038**	**$ 23,971,430**	**$ 25,978,275**	**$119,750,259**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	**(%)**	**(%)**	**(%)**	**(%)**	**(%)**
Asian American	6.60%	4.09%	5.23%	5.15%	4.91%	5.19%
Black American	1.59%	0.98%	0.86%	0.02%	0.11%	0.70%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	1.17%	0.56%	0.79%	0.70%	1.01%	0.85%
Iberian Peninsula	0.50%	0.37%	0.89%	0.87%	0.81%	0.68%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**9.87%**	**6.01%**	**7.77%**	**6.75%**	**6.84%**	**7.43%**
Nonminority Woman	1.59%	0.65%	2.59%	2.12%	1.16%	1.57%
TOTAL M/WBE	**11.46%**	**6.66%**	**10.36%**	**8.87%**	**7.99%**	**9.00%**
NON-M/WBE	88.54%	93.34%	89.64%	91.13%	92.01%	91.00%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table I-3
State of Connecticut Disparity Study
Award Dollars by Business Ownership and Fiscal Year
Prime Contracts Less than $500K, Professional Services
FY 2017-2021

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ 262,685	$ 119,317	$ 214,745	$ 139,769	$ 175,470	$ 911,986
Black American	$ 156,355	$ 6,499	$ 25,635	$ 53,089	$ 44,226	$ 285,804
Disabled American	$ -	$ -	$ -	$ -	$ -	$ -
Hispanic American	$ 300,436	$ 810,059	$ 524,057	$ 874,494	$ 1,519,778	$ 4,028,824
Iberian Peninsula	$ 281	$ 7,050	$ 627	$ 1,014	$ 7,699	$ 16,671
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 719,756**	**$ 942,925**	**$ 765,064**	**$ 1,068,367**	**$ 1,747,174**	**$ 5,243,286**
Nonminority Woman	$ 431,124	$ 333,148	$ 249,659	$ 235,018	$ 375,450	$ 1,624,399
TOTAL M/WBE	**$ 1,150,881**	**$ 1,276,072**	**$ 1,014,723**	**$ 1,303,385**	**$ 2,122,624**	**$ 6,867,685**
NON-M/WBE	$ 121,009,870	$ 108,253,110	$ 56,476,984	$ 15,230,459	$ 19,126,637	$320,097,059
TOTAL FIRMS	**$ 122,160,750**	**$ 109,529,182**	**$ 57,491,707**	**$ 16,533,844**	**$ 21,249,260**	**$326,964,744**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	**(%)**	**(%)**	**(%)**	**(%)**	**(%)**
Asian American	0.22%	0.11%	0.37%	0.85%	0.83%	0.28%
Black American	0.13%	0.01%	0.04%	0.32%	0.21%	0.09%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	0.25%	0.74%	0.91%	5.29%	7.15%	1.23%
Iberian Peninsula	0.00%	0.01%	0.00%	0.01%	0.04%	0.01%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**0.59%**	**0.86%**	**1.33%**	**6.46%**	**8.22%**	**1.60%**
Nonminority Woman	0.35%	0.30%	0.43%	1.42%	1.77%	0.50%
TOTAL M/WBE	**0.94%**	**1.17%**	**1.76%**	**7.88%**	**9.99%**	**2.10%**
NON-M/WBE	99.06%	98.83%	98.24%	92.12%	90.01%	97.90%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table I-4
State of Connecticut Disparity Study
Award Dollars by Business Ownership and Fiscal Year
Prime Contracts Less than $500K, Other Services
FY 2017-2021

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ 3,843,141	$ 2,284,760	$ 2,017,289	$ 1,446,215	$ 1,287,823	$ 10,879,227
Black American	$ 1,765,503	$ 1,366,118	$ 1,001,344	$ 1,179,391	$ 501,111	$ 5,813,466
Disabled American	$ 426,672	$ 617,008	$ 275,671	$ 488,323	$ 1,078,892	$ 2,886,566
Hispanic American	$ 401,510	$ 590,208	$ 429,791	$ 1,120,585	$ 2,419,612	$ 4,961,706
Iberian Peninsula	$ 24,229	$ 28,162	$ 16,862	$ 4,532	$ 855	$ 74,640
American Indian	$ 3,500	$ 10,000	$ 20,000	$ -	$ -	$ 33,500
TOTAL MINORITY	**$ 6,464,554**	**$ 4,896,255**	**$ 3,760,957**	**$ 4,239,047**	**$ 5,288,293**	**$ 24,649,106**
Nonminority Woman	$ 4,378,410	$ 4,928,395	$ 4,623,870	$ 3,844,244	$ 8,839,235	$ 26,614,154
TOTAL M/WBE	**$ 10,842,964**	**$ 9,824,650**	**$ 8,384,827**	**$ 8,083,292**	**$ 14,127,527**	**$ 51,263,259**
NON-M/WBE	$ 122,620,211	$ 86,519,524	$ 92,315,843	$ 91,427,733	$ 100,955,358	$493,838,669
TOTAL FIRMS	**$ 133,463,175**	**$ 96,344,174**	**$100,700,670**	**$ 99,511,025**	**$ 115,082,885**	**$545,101,929**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	**(%)**	**(%)**	**(%)**	**(%)**	**(%)**
Asian American	2.88%	2.37%	2.00%	1.45%	1.12%	2.00%
Black American	1.32%	1.42%	0.99%	1.19%	0.44%	1.07%
Disabled American	0.32%	0.64%	0.27%	0.49%	0.94%	0.53%
Hispanic American	0.30%	0.61%	0.43%	1.13%	2.10%	0.91%
Iberian Peninsula	0.02%	0.03%	0.02%	0.00%	0.00%	0.01%
American Indian	0.00%	0.01%	0.02%	0.00%	0.00%	0.01%
TOTAL MINORITY	**4.84%**	**5.08%**	**3.73%**	**4.26%**	**4.60%**	**4.52%**
Nonminority Woman	3.28%	5.12%	4.59%	3.86%	7.68%	4.88%
TOTAL M/WBE	**8.12%**	**10.20%**	**8.33%**	**8.12%**	**12.28%**	**9.40%**
NON-M/WBE	91.88%	89.80%	91.67%	91.88%	87.72%	90.60%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table I-5
State of Connecticut Disparity Study
Award Dollars by Business Ownership and Fiscal Year
Prime Contracts Less than $500K, Goods
FY 2017-2021

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ 802,690	$ 804,289	$ 863,656	$ 991,108	$ 1,192,025	$ 4,653,768
Black American	$ 18,215	$ 15,584	$ 25,958	$ 21,219	$ 20,488	$ 101,464
Disabled American	$ 80	$ -	$ -	$ -	$ -	$ 80
Hispanic American	$ -	$ -	$ -	$ -	$ -	$ -
Iberian Peninsula	$ 353,997	$ 51,604	$ 123,762	$ 157,603	$ 151,827	$ 838,794
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 1,174,981**	**$ 871,476**	**$ 1,013,377**	**$ 1,169,930**	**$ 1,364,340**	**$ 5,594,105**
Nonminority Woman	$ 2,122,007	$ 1,736,399	$ 3,773,832	$ 2,302,069	$ 1,875,309	$ 11,809,616
TOTAL M/WBE	**$ 3,296,989**	**$ 2,607,875**	**$ 4,787,209**	**$ 3,471,999**	**$ 3,239,650**	**$ 17,403,722**
NON-M/WBE	$ 84,842,892	$ 78,324,472	$ 89,899,813	$ 96,819,486	$ 98,924,914	$448,811,577
TOTAL FIRMS	**$ 88,139,881**	**$ 80,932,347**	**$ 94,687,022**	**$100,291,486**	**$102,164,564**	**$466,215,299**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	**(%)**	**(%)**	**(%)**	**(%)**	**(%)**
Asian American	0.91%	0.99%	0.91%	0.99%	1.17%	1.00%
Black American	0.02%	0.02%	0.03%	0.02%	0.02%	0.02%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Iberian Peninsula	0.40%	0.06%	0.13%	0.16%	0.15%	0.18%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**1.33%**	**1.08%**	**1.07%**	**1.17%**	**1.34%**	**1.20%**
Nonminority Woman	2.41%	2.15%	3.99%	2.30%	1.84%	2.53%
TOTAL M/WBE	**3.74%**	**3.22%**	**5.06%**	**3.46%**	**3.17%**	**3.73%**
NON-M/WBE	96.26%	96.78%	94.94%	96.54%	96.83%	96.27%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table I-6
State of Connecticut Disparity Study
Award Dollars by Business Ownership and Fiscal Year
Prime Contracts Less than $500K, Health & Human Services
FY 2017-2021

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ 500,000	$ -	$ -	$ -	$ 270,645	$ 770,645
Black American	$ -	$ -	$ 6,000	$ -	$ 106,490	$ 112,490
Disabled American	$ -	$ -	$ -	$ -	$ -	$ -
Hispanic American	$ 23,310	$ 12,390	$ 19,955	$ 10,608	$ 35,871	$ 102,134
Iberian Peninsula	$ -	$ -	$ -	$ -	$ -	$ -
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 523,310**	**$ 12,390**	**$ 25,955**	**$ 10,608**	**$ 413,006**	**$ 985,269**
Nonminority Woman	$ 1,022,597	$ 1,236,466	$ 1,285,768	$ 977,190	$ 1,840,593	$ 6,362,613
TOTAL M/WBE	**$ 1,545,907**	**$ 1,248,856**	**$ 1,311,723**	**$ 987,798**	**$ 2,253,599**	**$ 7,347,883**
NON-M/WBE	$ 64,481,364	$ 84,548,247	$ 74,440,672	$ 63,273,910	$ 72,924,650	$359,668,843
TOTAL FIRMS	**$ 66,027,271**	**$ 85,797,103**	**$ 75,752,395**	**$ 64,261,709**	**$ 75,178,249**	**$367,016,726**

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	(%)	(%)	(%)	(%)	(%)	(%)
Asian American	0.76%	0.00%	0.00%	0.00%	0.36%	0.21%
Black American	0.00%	0.00%	0.01%	0.00%	0.14%	0.03%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	0.04%	0.01%	0.03%	0.02%	0.05%	0.03%
Iberian Peninsula	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**0.79%**	**0.01%**	**0.03%**	**0.02%**	**0.55%**	**0.27%**
Nonminority Woman	1.55%	1.44%	1.70%	1.52%	2.45%	1.73%
TOTAL M/WBE	**2.34%**	**1.46%**	**1.73%**	**1.54%**	**3.00%**	**2.00%**
NON-M/WBE	97.66%	98.54%	98.27%	98.46%	97.00%	98.00%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table I-7
State of Connecticut Disparity Study
Award Dollars by Business Ownership and Fiscal Year
Prime Contracts Less than $500K, Financial & Investment
FY 2017-2021

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ 218,987	$ 44,364	$ -	$ -	$ -	$ 263,351
Black American	$ -	$ -	$ -	$ -	$ -	$ -
Disabled American	$ -	$ -	$ -	$ -	$ -	$ -
Hispanic American	$ -	$ -	$ -	$ -	$ -	$ -
Iberian Peninsula	$ -	$ -	$ -	$ -	$ -	$ -
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 218,987**	**$ 44,364**	**$ -**	**$ -**	**$ -**	**$ 263,351**
Nonminority Woman	$ -	$ -	$ 4,975	$ 338,713	$ 818,456	$ 1,162,145
TOTAL M/WBE	**$ 218,987**	**$ 44,364**	**$ 4,975**	**$ 338,713**	**$ 818,456**	**$ 1,425,496**
NON-M/WBE	$ 8,162,328	$ 5,550,993	$ 2,598,331	$ 1,525,237	$ 2,385,794	$20,222,683
TOTAL FIRMS	**$ 8,381,315**	**$ 5,595,358**	**$ 2,603,306**	**$ 1,863,951**	**$ 3,204,249**	**$21,648,179**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	**(%)**	**(%)**	**(%)**	**(%)**	**(%)**
Asian American	2.61%	0.79%	0.00%	0.00%	0.00%	1.22%
Black American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Iberian Peninsula	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**2.61%**	**0.79%**	**0.00%**	**0.00%**	**0.00%**	**1.22%**
Nonminority Woman	0.00%	0.00%	0.19%	18.17%	25.54%	5.37%
TOTAL M/WBE	**2.61%**	**0.79%**	**0.19%**	**18.17%**	**25.54%**	**6.58%**
NON-M/WBE	97.39%	99.21%	99.81%	81.83%	74.46%	93.42%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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APPENDIX J

DISPARITY ANALYSIS OF PRIME VENDOR PAYMENTS LESS THAN $500K

STATE OF CONNECTICUT
DISPARITY STUDY

GRIFFIN & STRONG

Table J-1
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments,
Less than $500K Contracts, Prime Construction

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	0.00%	0.93%	0.00	Underutilization	*	
	Black American	0.08%	13.61%	0.61	Underutilization	*	
	Disabled American	0.00%	0.67%	0.00	Underutilization	*	
	Hispanic American	0.32%	6.89%	4.67	Underutilization	*	
	Iberian Peninsula	0.14%	2.00%	6.80	Underutilization	*	
	American Indian	0.00%	0.49%	0.00	Underutilization	*	
	TOTAL MBE	0.54%	24.60%	2.20	**Underutilization**	*	
	Nonminority Woman	7.01%	15.55%	45.06	Underutilization	*	
	TOTAL M/WBE	7.55%	40.14%	18.80	**Underutilization**	*	
	Non-M/WBE	92.45%	59.86%	154.46	Overutilization		
2018	Asian American	0.00%	0.93%	0.00	Underutilization	*	
	Black American	0.51%	13.61%	3.75	Underutilization	*	
	Disabled American	0.00%	0.67%	0.00	Underutilization	*	
	Hispanic American	0.40%	6.89%	5.74	Underutilization	*	
	Iberian Peninsula	0.09%	2.00%	4.68	Underutilization	*	
	American Indian	0.00%	0.49%	0.00	Underutilization	*	
	TOTAL MBE	1.00%	24.60%	4.06	**Underutilization**	*	
	Nonminority Woman	17.48%	15.55%	112.42	Overutilization		
	TOTAL M/WBE	18.48%	40.14%	46.03	**Underutilization**	*	
	Non-M/WBE	81.52%	59.86%	136.20	Overutilization		
2019	Asian American	0.00%	0.93%	0.00	Underutilization	*	
	Black American	0.65%	13.61%	4.79	Underutilization	*	
	Disabled American	0.00%	0.67%	0.00	Underutilization	*	
	Hispanic American	0.36%	6.89%	5.23	Underutilization	*	
	Iberian Peninsula	0.02%	2.00%	1.19	Underutilization	*	
	American Indian	0.00%	0.49%	0.00	Underutilization	*	
	TOTAL MBE	1.04%	24.60%	4.21	**Underutilization**	*	
	Nonminority Woman	17.19%	15.55%	110.55	Overutilization		
	TOTAL M/WBE	18.22%	40.14%	45.39	**Underutilization**	*	
	Non-M/WBE	81.78%	59.86%	136.63	Overutilization		
2020	Asian American	0.00%	0.93%	0.00	Underutilization	*	
	Black American	0.47%	13.61%	3.47	Underutilization	*	
	Disabled American	0.14%	0.67%	21.28	Underutilization	*	
	Hispanic American	0.55%	6.89%	7.97	Underutilization	*	
	Iberian Peninsula	0.27%	2.00%	13.69	Underutilization	*	
	American Indian	0.00%	0.49%	0.00	Underutilization	*	
	TOTAL MBE	1.44%	24.60%	5.85	**Underutilization**	*	
	Nonminority Woman	13.82%	15.55%	88.89	Underutilization		
	TOTAL M/WBE	15.26%	40.14%	38.01	**Underutilization**	*	
	Non-M/WBE	84.74%	59.86%	141.58	Overutilization		
2021	Asian American	0.00%	0.93%	0.00	Underutilization	*	
	Black American	0.38%	13.61%	2.79	Underutilization	*	
	Disabled American	0.00%	0.67%	0.00	Underutilization	*	
	Hispanic American	0.35%	6.89%	5.08	Underutilization	*	
	Iberian Peninsula	0.78%	2.00%	39.15	Underutilization	*	
	American Indian	0.00%	0.49%	0.00	Underutilization	*	
	TOTAL MBE	1.51%	24.60%	6.15	**Underutilization**	*	
	Nonminority Woman	10.94%	15.55%	70.35	Underutilization	*	
	TOTAL M/WBE	12.45%	40.14%	31.01	**Underutilization**	*	
	Non-M/WBE	87.55%	59.86%	146.27	Overutilization		

Total	Asian American	0.00%	0.93%	0.00	Underutilization	*	**P<.05**
	Black American	0.39%	13.61%	2.86	Underutilization	*	**P<.05**
	Disabled American	0.03%	0.67%	4.56	Underutilization	*	**P<.05**
	Hispanic American	0.39%	6.89%	5.71	Underutilization	*	**P<.05**
	Iberian Peninsula	0.24%	2.00%	11.76	Underutilization	*	**P<.05**
	American Indian	0.00%	0.49%	0.00	Underutilization	*	**P<.05**
	TOTAL MBE	1.05%	24.60%	4.26	**Underutilization**	*	**P<.05**
	Nonminority Woman	12.64%	15.55%	81.31	Underutilization		
	TOTAL M/WBE	13.69%	40.14%	34.10	**Underutilization**	*	**P<.05**
	Non-M/WBE	86.31%	59.86%	144.20	Overutilization		

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Table J-2
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments,
Less than $500K Contracts, Prime Architectural & Engineering

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	6.60%	6.82%	96.87	Underutilization		
	Black American	1.59%	4.09%	38.92	Underutilization	*	
	Disabled American	0.00%	0.91%	0.00	Underutilization	*	
	Hispanic American	1.17%	3.48%	33.51	Underutilization	*	
	Iberian Peninsula	0.50%	0.76%	66.40	Underutilization	*	
	American Indian	0.00%	0.30%	0.00	Underutilization	*	
	TOTAL MBE	9.87%	16.36%	60.30	**Underutilization**	*	
	Nonminority Woman	1.59%	16.52%	9.62	Underutilization	*	
	TOTAL M/WBE	11.46%	32.88%	34.85	**Underutilization**	*	
	Non-M/WBE	88.54%	67.12%	131.92	Overutilization		
2018	Black American	4.09%	6.82%	60.02	Underutilization	*	
	Asian American	0.98%	4.09%	23.96	Underutilization	*	
	Disabled American	0.00%	0.91%	0.00	Underutilization	*	
	Hispanic American	0.56%	3.48%	16.20	Underutilization	*	
	Iberian Peninsula	0.37%	0.76%	49.18	Underutilization	*	
	American Indian	0.00%	0.30%	0.00	Underutilization	*	
	TOTAL MBE	6.01%	16.36%	36.73	**Underutilization**	*	
	Nonminority Woman	0.65%	16.52%	3.91	Underutilization	*	
	TOTAL M/WBE	6.66%	32.88%	20.24	**Underutilization**	*	
	Non-M/WBE	93.34%	67.12%	139.07	Overutilization		
2019	Asian American	5.23%	6.82%	76.67	Underutilization	*	
	Black American	0.86%	4.09%	21.09	Underutilization	*	
	Disabled American	0.00%	0.91%	0.00	Underutilization	*	
	Hispanic American	0.79%	3.48%	22.66	Underutilization	*	
	Iberian Peninsula	0.89%	0.76%	117.49	Overutilization		
	American Indian	0.00%	0.30%	0.00	Underutilization	*	
	TOTAL MBE	7.77%	16.36%	47.48	**Underutilization**	*	
	Nonminority Woman	2.59%	16.52%	15.66	Underutilization	*	
	TOTAL M/WBE	10.36%	32.88%	31.50	**Underutilization**	*	
	Non-M/WBE	89.64%	67.12%	133.55	Overutilization		
2020	Asian American	5.15%	6.82%	75.60	Underutilization	*	
	Black American	0.02%	4.09%	0.42	Underutilization	*	
	Disabled American	0.00%	0.91%	0.00	Underutilization	*	
	Hispanic American	0.70%	3.48%	20.15	Underutilization	*	
	Iberian Peninsula	0.87%	0.76%	115.43	Overutilization		
	American Indian	0.00%	0.30%	0.00	Underutilization	*	
	TOTAL MBE	6.75%	16.36%	41.24	**Underutilization**	*	
	Nonminority Woman	2.12%	16.52%	12.83	Underutilization	*	
	TOTAL M/WBE	8.87%	32.88%	26.97	**Underutilization**	*	
	Non-M/WBE	91.13%	67.12%	135.77	Overutilization		
2021	Asian American	4.91%	6.82%	71.97	Underutilization	*	
	Black American	0.11%	4.09%	2.66	Underutilization	*	
	Disabled American	0.00%	0.91%	0.00	Underutilization	*	
	Hispanic American	1.01%	3.48%	29.09	Underutilization	*	
	Iberian Peninsula	0.81%	0.76%	106.53	Overutilization		
	American Indian	0.00%	0.30%	0.00	Underutilization	*	
	TOTAL MBE	6.84%	16.36%	41.78	**Underutilization**	*	
	Nonminority Woman	1.16%	16.52%	7.01	Underutilization	*	
	TOTAL M/WBE	7.99%	32.88%	24.32	**Underutilization**	*	
	Non-M/WBE	92.01%	67.12%	137.07	Overutilization		

Total	Asian American	5.19%	6.82%	76.14	Underutilization	*	
	Black American	0.70%	4.09%	17.23	Underutilization	*	**P<.05**
	Disabled American	0.00%	0.91%	0.00	Underutilization	*	**P<.05**
	Hispanic American	0.85%	3.48%	24.45	Underutilization	*	**P<.05**
	Iberian Peninsula	0.68%	0.76%	89.95	Underutilization		
	American Indian	0.00%	0.30%	0.00	Underutilization	*	**Small Number**
	TOTAL MBE	7.43%	16.36%	45.41	**Underutilization**	*	**P<.05**
	Nonminority Woman	1.57%	16.52%	9.53	Underutilization	*	**P<.05**
	TOTAL M/WBE	9.00%	32.88%	27.39	**Underutilization**	*	**P<.05**
	Non-M/WBE	91.00%	67.12%	135.57	Overutilization		

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Table J-3
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments,
Less than $500K Contracts, Prime Professional Services

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	0.22%	2.98%	7.22	Underutilization	*	
	Black American	0.13%	8.62%	1.49	Underutilization	*	
	Disabled American	0.00%	0.24%	0.00	Underutilization	*	
	Hispanic American	0.25%	3.38%	7.27	Underutilization	*	
	Iberian Peninsula	0.00%	0.40%	0.06	Underutilization	*	
	American Indian	0.00%	0.24%	0.00	Underutilization	*	
	TOTAL MBE	0.59%	15.86%	3.71	**Underutilization**	*	
	Nonminority Woman	0.35%	20.29%	1.74	Underutilization	*	
	TOTAL M/WBE	0.94%	36.15%	2.61	**Underutilization**	*	
	Non-M/WBE	99.06%	63.85%	155.14	Overutilization		
2018	Asian American	0.11%	2.98%	3.66	Underutilization	*	
	Black American	0.01%	8.62%	0.07	Underutilization	*	
	Disabled American	0.00%	0.24%	0.00	Underutilization	*	
	Hispanic American	0.74%	3.38%	21.87	Underutilization	*	
	Iberian Peninsula	0.01%	0.40%	1.60	Underutilization	*	
	American Indian	0.00%	0.24%	0.00	Underutilization	*	
	TOTAL MBE	0.86%	15.86%	5.43	**Underutilization**	*	
	Nonminority Woman	0.30%	20.29%	1.50	Underutilization	*	
	TOTAL M/WBE	1.17%	36.15%	3.22	**Underutilization**	*	
	Non-M/WBE	98.83%	63.85%	154.80	Overutilization		
2019	Asian American	0.37%	2.98%	12.54	Underutilization	*	
	Black American	0.04%	8.62%	0.52	Underutilization	*	
	Disabled American	0.00%	0.24%	0.00	Underutilization	*	
	Hispanic American	0.91%	3.38%	26.96	Underutilization	*	
	Iberian Peninsula	0.00%	0.40%	0.27	Underutilization	*	
	American Indian	0.00%	0.24%	0.00	Underutilization	*	
	TOTAL MBE	1.33%	15.86%	8.39	**Underutilization**	*	
	Nonminority Woman	0.43%	20.29%	2.14	Underutilization	*	
	TOTAL M/WBE	1.76%	36.15%	4.88	**Underutilization**	*	
	Non-M/WBE	98.24%	63.85%	153.86	Overutilization		
2020	Asian American	0.85%	2.98%	28.38	Underutilization	*	
	Black American	0.32%	8.62%	3.73	Underutilization	*	
	Disabled American	0.00%	0.24%	0.00	Underutilization	*	
	Hispanic American	5.29%	3.38%	156.41	Overutilization		
	Iberian Peninsula	0.01%	0.40%	1.52	Underutilization	*	
	American Indian	0.00%	0.24%	0.00	Underutilization	*	
	TOTAL MBE	6.46%	15.86%	40.74	**Underutilization**	*	
	Nonminority Woman	1.42%	20.29%	7.01	Underutilization	*	
	TOTAL M/WBE	7.88%	36.15%	21.81	**Underutilization**	*	
	Non-M/WBE	92.12%	63.85%	144.27	Overutilization		
2021	Asian American	0.83%	2.98%	27.72	Underutilization	*	
	Black American	0.21%	8.62%	2.42	Underutilization	*	
	Disabled American	0.00%	0.24%	0.00	Underutilization	*	
	Hispanic American	7.15%	3.38%	211.50	Overutilization		
	Iberian Peninsula	0.04%	0.40%	9.00	Underutilization	*	
	American Indian	0.00%	0.24%	0.00	Underutilization	*	
	TOTAL MBE	8.22%	15.86%	51.84	**Underutilization**	*	
	Nonminority Woman	1.77%	20.29%	8.71	Underutilization	*	
	TOTAL M/WBE	9.99%	36.15%	27.63	**Underutilization**	*	
	Non-M/WBE	90.01%	63.85%	140.98	Overutilization		

Total	Asian American	0.28%	2.98%	9.36	Underutilization	*	**P<.05**
	Black American	0.09%	8.62%	1.01	Underutilization	*	**P<.05**
	Disabled American	0.00%	0.24%	0.00	Underutilization	*	**P<.05**
	Hispanic American	1.23%	3.38%	36.44	Underutilization	*	**P<.05**
	Iberian Peninsula	0.01%	0.40%	1.27	Underutilization	*	**P<.05**
	American Indian	0.00%	0.24%	0.00	Underutilization	*	**P<.05**
	TOTAL MBE	1.60%	15.86%	10.11	**Underutilization**	*	**P<.05**
	Nonminority Woman	0.50%	20.29%	2.45	Underutilization	*	**P<.05**
	TOTAL M/WBE	2.10%	36.15%	5.81	**Underutilization**	*	**P<.05**
	Non-M/WBE	97.90%	63.85%	153.33	Overutilization		

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Table J-4
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments,
Less than $500K Contracts, Prime Other Services

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	2.88%	2.37%	121.52	Overutilization		
	Black American	1.32%	9.08%	14.57	Underutilization	*	
	Disabled American	0.32%	0.49%	65.35	Underutilization	*	
	Hispanic American	0.30%	4.17%	7.21	Underutilization	*	
	Iberian Peninsula	0.02%	0.49%	3.71	Underutilization	*	
	American Indian	0.00%	0.26%	1.01	Underutilization	*	
	TOTAL MBE	4.84%	16.86%	28.72	**Underutilization**	*	
	Nonminority Woman	3.28%	19.17%	17.11	Underutilization	*	
	TOTAL M/WBE	8.12%	36.03%	22.55	**Underutilization**	*	
	Non-M/WBE	91.88%	63.97%	143.63	Overutilization		
2018	Asian American	2.37%	2.37%	100.08	Overutilization		
	Black American	1.42%	9.08%	15.61	Underutilization	*	
	Disabled American	0.64%	0.49%	130.91	Overutilization		
	Hispanic American	0.61%	4.17%	14.68	Underutilization	*	
	Iberian Peninsula	0.03%	0.49%	5.97	Underutilization	*	
	American Indian	0.01%	0.26%	3.99	Underutilization	*	
	TOTAL MBE	5.08%	16.86%	30.14	**Underutilization**	*	
	Nonminority Woman	5.12%	19.17%	26.68	Underutilization	*	
	TOTAL M/WBE	10.20%	36.03%	28.30	**Underutilization**	*	
	Non-M/WBE	89.80%	63.97%	140.39	Overutilization		
2019	Asian American	2.00%	2.37%	84.54	Underutilization		
	Black American	0.99%	9.08%	10.95	Underutilization	*	
	Disabled American	0.27%	0.49%	55.96	Underutilization	*	
	Hispanic American	0.43%	4.17%	10.23	Underutilization	*	
	Iberian Peninsula	0.02%	0.49%	3.42	Underutilization	*	
	American Indian	0.02%	0.26%	7.64	Underutilization	*	
	TOTAL MBE	3.73%	16.86%	22.15	**Underutilization**	*	
	Nonminority Woman	4.59%	19.17%	23.95	Underutilization	*	
	TOTAL M/WBE	8.33%	36.03%	23.11	**Underutilization**	*	
	Non-M/WBE	91.67%	63.97%	143.32	Overutilization		
2020	Asian American	1.45%	2.37%	61.33	Underutilization	*	
	Black American	1.19%	9.08%	13.05	Underutilization	*	
	Disabled American	0.49%	0.49%	100.31	Overutilization		
	Hispanic American	1.13%	4.17%	26.98	Underutilization	*	
	Iberian Peninsula	0.00%	0.49%	0.93	Underutilization	*	
	American Indian	0.00%	0.26%	0.00	Underutilization	*	
	TOTAL MBE	4.26%	16.86%	25.26	**Underutilization**	*	
	Nonminority Woman	3.86%	19.17%	20.15	Underutilization	*	
	TOTAL M/WBE	8.12%	36.03%	22.54	**Underutilization**	*	
	Non-M/WBE	91.88%	63.97%	143.63	Overutilization		
2021	Asian American	1.12%	2.37%	47.22	Underutilization	*	
	Black American	0.44%	9.08%	4.79	Underutilization	*	
	Disabled American	0.94%	0.49%	191.63	Overutilization		
	Hispanic American	2.10%	4.17%	50.38	Underutilization	*	
	Iberian Peninsula	0.00%	0.49%	0.15	Underutilization	*	
	American Indian	0.00%	0.26%	0.00	Underutilization	*	
	TOTAL MBE	4.60%	16.86%	27.25	**Underutilization**	*	
	Nonminority Woman	7.68%	19.17%	40.06	Underutilization	*	
	TOTAL M/WBE	12.28%	36.03%	34.07	**Underutilization**	*	
	Non-M/WBE	87.72%	63.97%	137.14	Overutilization		

Total	Asian American	2.00%	2.37%	84.22	Underutilization		
	Black American	1.07%	9.08%	11.74	Underutilization	*	**P<.05**
	Disabled American	0.53%	0.49%	108.24	Overutilization		
	Hispanic American	0.91%	4.17%	21.81	Underutilization	*	**P<.05**
	Iberian Peninsula	0.01%	0.49%	2.80	Underutilization	*	**P<.05**
	American Indian	0.01%	0.26%	2.36	Underutilization	*	**P<.05**
	TOTAL MBE	4.52%	16.86%	26.82	**Underutilization**	*	**P<.05**
	Nonminority Woman	4.88%	19.17%	25.47	Underutilization	*	**P<.05**
	TOTAL M/WBE	9.40%	36.03%	26.10	**Underutilization**	*	**P<.05**
	Non-M/WBE	90.60%	63.97%	141.63	Overutilization		

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Table J-5
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments,
Less than $500K Contracts, Prime Goods

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	0.91%	1.89%	48.21	Underutilization	*	
	Black American	0.02%	5.39%	0.38	Underutilization	*	
	Disabled American	0.00%	0.51%	0.02	Underutilization	*	
	Hispanic American	0.00%	2.05%	0.00	Underutilization	*	
	Iberian Peninsula	0.40%	0.51%	78.50	Underutilization	*	
	American Indian	0.00%	0.28%	0.00	Underutilization	*	
	TOTAL MBE	1.33%	10.63%	12.55	**Underutilization**	*	
	Nonminority Woman	2.41%	17.16%	14.03	Underutilization	*	
	TOTAL M/WBE	3.74%	27.78%	13.46	**Underutilization**	*	
	Non-M/WBE	96.26%	72.22%	133.29	Overutilization		
2018	Asian American	0.99%	1.89%	52.61	Underutilization	*	
	Black American	0.02%	5.39%	0.36	Underutilization	*	
	Disabled American	0.00%	0.51%	0.00	Underutilization	*	
	Hispanic American	0.00%	2.05%	0.00	Underutilization	*	
	Iberian Peninsula	0.06%	0.51%	12.46	Underutilization	*	
	American Indian	0.00%	0.28%	0.00	Underutilization	*	
	TOTAL MBE	1.08%	10.63%	10.13	**Underutilization**	*	
	Nonminority Woman	2.15%	17.16%	12.50	Underutilization	*	
	TOTAL M/WBE	3.22%	27.78%	11.60	**Underutilization**	*	
	Non-M/WBE	96.78%	72.22%	134.01	Overutilization		
2019	Asian American	0.91%	1.89%	48.29	Underutilization	*	
	Black American	0.03%	5.39%	0.51	Underutilization	*	
	Disabled American	0.00%	0.51%	0.00	Underutilization	*	
	Hispanic American	0.00%	2.05%	0.00	Underutilization	*	
	Iberian Peninsula	0.13%	0.51%	25.55	Underutilization	*	
	American Indian	0.00%	0.28%	0.00	Underutilization	*	
	TOTAL MBE	1.07%	10.63%	10.07	**Underutilization**	*	
	Nonminority Woman	3.99%	17.16%	23.23	Underutilization	*	
	TOTAL M/WBE	5.06%	27.78%	18.20	**Underutilization**	*	
	Non-M/WBE	94.94%	72.22%	131.47	Overutilization		
2020	Asian American	0.99%	1.89%	52.31	Underutilization	*	
	Black American	0.02%	5.39%	0.39	Underutilization	*	
	Disabled American	0.00%	0.51%	0.00	Underutilization	*	
	Hispanic American	0.00%	2.05%	0.00	Underutilization	*	
	Iberian Peninsula	0.16%	0.51%	30.72	Underutilization	*	
	American Indian	0.00%	0.28%	0.00	Underutilization	*	
	TOTAL MBE	1.17%	10.63%	10.98	**Underutilization**	*	
	Nonminority Woman	2.30%	17.16%	13.38	Underutilization	*	
	TOTAL M/WBE	3.46%	27.78%	12.46	**Underutilization**	*	
	Non-M/WBE	96.54%	72.22%	133.68	Overutilization		
2021	Asian American	1.17%	1.89%	61.77	Underutilization	*	
	Black American	0.02%	5.39%	0.37	Underutilization	*	
	Disabled American	0.00%	0.51%	0.00	Underutilization	*	
	Hispanic American	0.00%	2.05%	0.00	Underutilization	*	
	Iberian Peninsula	0.15%	0.51%	29.05	Underutilization	*	
	American Indian	0.00%	0.28%	0.00	Underutilization	*	
	TOTAL MBE	1.34%	10.63%	12.57	**Underutilization**	*	
	Nonminority Woman	1.84%	17.16%	10.70	Underutilization	*	
	TOTAL M/WBE	3.17%	27.78%	11.41	**Underutilization**	*	
	Non-M/WBE	96.83%	72.22%	134.08	Overutilization		

Total	Asian American	1.00%	1.89%	52.84	Underutilization	*	**P<.05**
	Black American	0.02%	5.39%	0.40	Underutilization	*	**P<.05**
	Disabled American	0.00%	0.51%	0.00	Underutilization	*	**P<.05**
	Hispanic American	0.00%	2.05%	0.00	Underutilization	*	**P<.05**
	Iberian Peninsula	0.18%	0.51%	35.17	Underutilization	*	**P<.05**
	American Indian	0.00%	0.28%	0.00	Underutilization	*	**Small Number**
	TOTAL MBE	1.20%	10.63%	11.29	**Underutilization**	*	**P<.05**
	Nonminority Woman	2.53%	17.16%	14.76	Underutilization	*	**P<.05**
	TOTAL M/WBE	3.73%	27.78%	13.44	**Underutilization**	*	**P<.05**
	Non-M/WBE	96.27%	72.22%	133.30	Overutilization		

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Table J-6
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments,
Less than $500K Contracts, Prime Health & Human Services

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	0.76%	1.17%	64.45	Underutilization	*	
	Black American	0.00%	6.14%	0.00	Underutilization	*	
	Disabled American	0.00%	0.26%	0.00	Underutilization	*	
	Hispanic American	0.04%	1.04%	3.38	Underutilization	*	
	Iberian Peninsula	0.00%	0.13%	0.00	Underutilization	*	
	American Indian	0.00%	0.13%	0.00	Underutilization	*	
	TOTAL MBE	0.79%	8.88%	8.93	**Underutilization**	*	
	Nonminority Woman	1.55%	12.01%	12.90	Underutilization	*	
	TOTAL M/WBE	2.34%	20.89%	11.21	**Underutilization**	*	
	Non-M/WBE	97.66%	79.11%	123.44	Overutilization		
2018	Asian American	0.00%	1.17%	0.00	Underutilization	*	
	Black American	0.00%	6.14%	0.00	Underutilization	*	
	Disabled American	0.00%	0.26%	0.00	Underutilization	*	
	Hispanic American	0.01%	1.04%	1.38	Underutilization	*	
	Iberian Peninsula	0.00%	0.13%	0.00	Underutilization	*	
	American Indian	0.00%	0.13%	0.00	Underutilization	*	
	TOTAL MBE	0.01%	8.88%	0.16	**Underutilization**	*	
	Nonminority Woman	1.44%	12.01%	12.00	Underutilization	*	
	TOTAL M/WBE	1.46%	20.89%	6.97	**Underutilization**	*	
	Non-M/WBE	98.54%	79.11%	124.56	Overutilization		
2019	Asian American	0.00%	1.17%	0.00	Underutilization	*	
	Black American	0.01%	6.14%	0.13	Underutilization	*	
	Disabled American	0.00%	0.26%	0.00	Underutilization	*	
	Hispanic American	0.03%	1.04%	2.52	Underutilization	*	
	Iberian Peninsula	0.00%	0.13%	0.00	Underutilization	*	
	American Indian	0.00%	0.13%	0.00	Underutilization	*	
	TOTAL MBE	0.03%	8.88%	0.39	**Underutilization**	*	
	Nonminority Woman	1.70%	12.01%	14.13	Underutilization	*	
	TOTAL M/WBE	1.73%	20.89%	8.29	**Underutilization**	*	
	Non-M/WBE	98.27%	79.11%	124.21	Overutilization		
2020	Asian American	0.00%	1.17%	0.00	Underutilization	*	
	Black American	0.00%	6.14%	0.00	Underutilization	*	
	Disabled American	0.00%	0.26%	0.00	Underutilization	*	
	Hispanic American	0.02%	1.04%	1.58	Underutilization	*	
	Iberian Peninsula	0.00%	0.13%	0.00	Underutilization	*	
	American Indian	0.00%	0.13%	0.00	Underutilization	*	
	TOTAL MBE	0.02%	8.88%	0.19	**Underutilization**	*	
	Nonminority Woman	1.52%	12.01%	12.66	Underutilization	*	
	TOTAL M/WBE	1.54%	20.89%	7.36	**Underutilization**	*	
	Non-M/WBE	98.46%	79.11%	124.46	Overutilization		
2021	Asian American	0.36%	1.17%	30.64	Underutilization	*	
	Black American	0.14%	6.14%	2.31	Underutilization	*	
	Disabled American	0.00%	0.26%	0.00	Underutilization	*	
	Hispanic American	0.05%	1.04%	4.57	Underutilization	*	
	Iberian Peninsula	0.00%	0.13%	0.00	Underutilization	*	
	American Indian	0.00%	0.13%	0.00	Underutilization	*	
	TOTAL MBE	0.55%	8.88%	6.19	**Underutilization**	*	
	Nonminority Woman	2.45%	12.01%	20.38	Underutilization	*	
	TOTAL M/WBE	3.00%	20.89%	14.35	**Underutilization**	*	
	Non-M/WBE	97.00%	79.11%	122.61	Overutilization		

Total	Asian American	0.21%	1.17%	17.87	Underutilization	*	**P<.05**
	Black American	0.03%	6.14%	0.50	Underutilization	*	**P<.05**
	Disabled American	0.00%	0.26%	0.00	Underutilization	*	**Small Number**
	Hispanic American	0.03%	1.04%	2.66	Underutilization	*	**P<.05**
	Iberian Peninsula	0.00%	0.13%	0.00	Underutilization	*	**Small Number**
	American Indian	0.00%	0.13%	0.00	Underutilization	*	**Small Number**
	TOTAL MBE	0.27%	8.88%	3.02	**Underutilization**	*	**P<.05**
	Nonminority Woman	1.73%	12.01%	14.43	Underutilization	*	**P<.05**
	TOTAL M/WBE	2.00%	20.89%	9.58	**Underutilization**	*	**P<.05**
	Non-M/WBE	98.00%	79.11%	123.87	Overutilization		

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Table J-7
State of Connecticut Disparity Study
Disparity Analysis of Prime Vendor Payments,
Less than $500K Contracts, Prime Financial & Investment

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	2.61%	5.68%	46.03	Underutilization	*	
	Black American	0.00%	15.72%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	4.80%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.44%	0.00	Underutilization		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	2.61%	26.64%	9.81	**Underutilization**	*	
	Nonminority Woman	0.00%	17.47%	0.00	Underutilization	*	
	TOTAL M/WBE	2.61%	44.10%	5.92	**Underutilization**	*	
	Non-M/WBE	97.39%	55.90%	174.23	Overutilization		
2018	Asian American	0.79%	5.68%	13.97	Underutilization	*	
	Black American	0.00%	15.72%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	4.80%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.44%	0.00	Underutilization		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.79%	26.64%	2.98	**Underutilization**	*	
	Nonminority Woman	0.00%	17.47%	0.00	Underutilization	*	
	TOTAL M/WBE	0.79%	44.10%	1.80	**Underutilization**	*	
	Non-M/WBE	99.21%	55.90%	177.49	Overutilization		
2019	Asian American	0.00%	5.68%	0.00	Underutilization	*	
	Black American	0.00%	15.72%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	4.80%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.44%	0.00	Underutilization		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	26.64%	0.00	**Underutilization**	*	
	Nonminority Woman	0.19%	17.47%	1.09	Underutilization	*	
	TOTAL M/WBE	0.19%	44.10%	0.43	**Underutilization**	*	
	Non-M/WBE	99.81%	55.90%	178.56	Overutilization		
2020	Asian American	0.00%	5.68%	0.00	Underutilization	*	
	Black American	0.00%	15.72%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	4.80%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.44%	0.00	Underutilization	*	
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	26.64%	0.00	**Underutilization**	*	
	Nonminority Woman	18.17%	17.47%	104.03	Overutilization		
	TOTAL M/WBE	18.17%	44.10%	41.20	**Underutilization**	*	
	Non-M/WBE	81.83%	55.90%	146.40	Overutilization		
2021	Asian American	0.00%	5.68%	0.00	Underutilization	*	
	Black American	0.00%	15.72%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	4.80%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.44%	0.00	Underutilization	*	
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	26.64%	0.00	**Underutilization**	*	
	Nonminority Woman	25.54%	17.47%	146.23	Overutilization		
	TOTAL M/WBE	25.54%	44.10%	57.91	**Underutilization**	*	
	Non-M/WBE	74.46%	55.90%	133.21	Overutilization		

Total	Asian American	1.22%	5.68%	21.43	Underutilization	*	**P<.05**
	Black American	0.00%	15.72%	0.00	Underutilization	*	**P<.05**
	Disabled American	0.00%	0.00%	-	n/a		**Small Number**
	Hispanic American	0.00%	4.80%	0.00	Underutilization	*	**P<.05**
	Iberian Peninsula	0.00%	0.44%	0.00	Underutilization		**P<.05**
	American Indian	0.00%	0.00%	-	n/a		**Small Number**
	TOTAL MBE	1.22%	26.64%	4.57	**Underutilization**	*	**P<.05**
	Nonminority Woman	5.37%	17.47%	30.73	Underutilization	*	**P<.05**
	TOTAL M/WBE	6.58%	44.10%	14.93	**Underutilization**	*	**P<.05**
	Non-M/WBE	93.42%	55.90%	167.13	Overutilization		

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APPENDIX K

ANALYSIS OF SBE CERTIFIED IN PRIME VENDOR PAYMENTS

STATE OF CONNECTICUT
DISPARITY STUDY

GRIFFIN & STRONG

Table K-1
State of Connecticut Disparity Study
Analysis of SBE Expenditure FY 2017 - 2021
Construction

Business Ownership Classification	2017 ($)	2018 ($)	2019 ($)	2020 ($)	2021 ($)	TOTAL ($)
Asian American	$ -	$ -	$ -	$ -	$ -	$ -
Black American	$ -	$ -	$ -	$ -	$ -	$ -
Disabled American	$ -	$ -	$ -	$ 129,550	$ -	$ 129,550
Hispanic American	$ -	$ -	$ -	$ 265,800	$ -	$ 265,800
Iberian Peninsula	$ -	$ -	$ -	$ -	$ -	$ -
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ -**	**$ -**	**$ -**	**$ 395,350**	**$ -**	**$ 395,350**
Nonminority Woman	$ 4,618,214	$ 4,570,048	$ 6,528,184	$ 6,761,568	$ 8,130,663	$ 30,608,678
TOTAL M/WBE	**$ 4,618,214**	**$ 4,570,048**	**$ 6,528,184**	**$ 7,156,918**	**$ 8,130,663**	**$ 31,004,028**
NON-M/WBE	$ 105,789,584	$ 85,500,990	$ 61,431,704	$ 52,450,412	$ 56,624,483	$ 361,797,173
TOTAL FIRMS	**$ 110,407,799**	**$ 90,071,038**	**$ 67,959,888**	**$ 59,607,331**	**$ 64,755,146**	**$ 392,801,201**

Business Ownership Classification	2017 (%)	2018 (%)	2019 (%)	2020 (%)	2021 (%)	TOTAL (%)
Asian American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Black American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Disabled American	0.00%	0.00%	0.00%	0.22%	0.00%	0.03%
Hispanic American	0.00%	0.00%	0.00%	0.45%	0.00%	0.07%
Iberian Peninsula	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**0.00%**	**0.00%**	**0.00%**	**0.66%**	**0.00%**	**0.10%**
Nonminority Woman	4.18%	5.07%	9.61%	11.34%	12.56%	7.79%
TOTAL M/WBE	**4.18%**	**5.07%**	**9.61%**	**12.01%**	**12.56%**	**7.89%**
NON-M/WBE	95.82%	94.93%	90.39%	87.99%	87.44%	92.11%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table K-2
State of Connecticut Disparity Study
Analysis of SBE Expenditure FY 2017 - 2021
Architectural & Engineering

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ 254,691	$ 254,359	$ 554,470	$ 905,590	$ 1,583,800	$ 3,552,910
Black American	$ -	$ -	$ -	$ -	$ -	$ -
Disabled American	$ -	$ -	$ -	$ -	$ -	$ -
Hispanic American	$ 34,000	$ 71,118	$ 141,110	$ 74,322	$ 163,478	$ 484,028
Iberian Peninsula	$ -	$ -	$ 648	$ -	$ -	$ 648
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 288,691**	**$ 325,477**	**$ 696,228**	**$ 979,912**	**$ 1,747,278**	**$ 4,037,586**
Nonminority Woman	$ 57,960	$ 27,475	$ 152,839	$ 326,846	$ 191,105	$ 756,226
TOTAL M/WBE	**$ 346,651**	**$ 352,952**	**$ 849,068**	**$ 1,306,758**	**$ 1,938,383**	**$ 4,793,812**
NON-M/WBE	$ 21,166,833	$ 29,576,352	$ 20,879,488	$ 35,477,873	$ 22,786,108	$129,886,654
TOTAL FIRMS	**$ 21,513,484**	**$ 29,929,304**	**$ 21,728,555**	**$ 36,784,631**	**$ 24,724,491**	**$134,680,466**

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	(%)	(%)	(%)	(%)	(%)	(%)
Asian American	1.18%	0.85%	2.55%	2.46%	6.41%	2.64%
Black American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	0.16%	0.24%	0.65%	0.20%	0.66%	0.36%
Iberian Peninsula	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**1.34%**	**1.09%**	**3.20%**	**2.66%**	**7.07%**	**3.00%**
Nonminority Woman	0.27%	0.09%	0.70%	0.89%	0.77%	0.56%
TOTAL M/WBE	**1.61%**	**1.18%**	**3.91%**	**3.55%**	**7.84%**	**3.56%**
NON-M/WBE	98.39%	98.82%	96.09%	96.45%	92.16%	96.44%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table K-3
State of Connecticut Disparity Study
Analysis of SBE Expenditure FY 2017 - 2021
Professional Services

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ -	$ -	$ -	$ -	$ -	$ -
Black American	$ -	$ -	$ -	$ -	$ -	$ -
Disabled American	$ -	$ -	$ -	$ -	$ -	$ -
Hispanic American	$ -	$ -	$ -	$ -	$ -	$ -
Iberian Peninsula	$ -	$ -	$ -	$ -	$ -	$ -
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**
Nonminority Woman	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL M/WBE	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**
NON-M/WBE	$ 21,838,539	$ 21,181,849	$ 9,933,019	$ 9,033,766	$ 11,463,122	$ 73,450,295
TOTAL FIRMS	**$ 21,838,539**	**$ 21,181,849**	**$ 9,933,019**	**$ 9,033,766**	**$ 11,463,122**	**$ 73,450,295**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	(%)	(%)	(%)	(%)	(%)
Asian American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Black American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Iberian Peninsula	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**
Nonminority Woman	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL M/WBE	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**
NON-M/WBE	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table K-4
State of Connecticut Disparity Study
Analysis of SBE Expenditure FY 2017 - 2021
Other Services

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ 1,890,690	$ 862,158	$ 1,845,829	$ 1,281,158	$ 982,967	$ 6,862,800
Black American	$ -	$ -	$ -	$ -	$ -	$ -
Disabled American	$ -	$ -	$ -	$ -	$ -	$ -
Hispanic American	$ 248,969	$ 229,574	$ 296,942	$ 434,885	$ 593,144	$ 1,803,514
Iberian Peninsula	$ 24,064	$ 28,162	$ 16,862	$ 4,292	$ 855	$ 74,235
American Indian	$ 3,500	$ 12,395	$ 20,000	$ -	$ -	$ 35,895
TOTAL MINORITY	**$ 2,167,223**	**$ 1,132,289**	**$ 2,179,632**	**$ 1,720,335**	**$ 1,576,966**	**$ 8,776,444**
Nonminority Woman	$ 725,678	$ 858,588	$ 942,767	$ 1,067,762	$ 1,258,923	$ 4,853,717
TOTAL M/WBE	**$ 2,892,901**	**$ 1,990,876**	**$ 3,122,399**	**$ 2,788,097**	**$ 2,835,889**	**$ 13,630,161**
NON-M/WBE	$ 25,274,506	$ 22,210,444	$ 24,387,960	$ 25,807,383	$ 35,553,882	$ 133,234,175
TOTAL FIRMS	**$ 28,167,407**	**$ 24,201,321**	**$ 27,510,359**	**$ 28,595,480**	**$ 38,389,770**	**$ 146,864,337**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	**(%)**	**(%)**	**(%)**	**(%)**	**(%)**
Asian American	6.71%	3.56%	6.71%	4.48%	2.56%	4.67%
Black American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	0.88%	0.95%	1.08%	1.52%	1.55%	1.23%
Iberian Peninsula	0.09%	0.12%	0.06%	0.02%	0.00%	0.05%
American Indian	0.01%	0.05%	0.07%	0.00%	0.00%	0.02%
TOTAL MINORITY	**7.69%**	**4.68%**	**7.92%**	**6.02%**	**4.11%**	**5.98%**
Nonminority Woman	2.58%	3.55%	3.43%	3.73%	3.28%	3.30%
TOTAL M/WBE	**10.27%**	**8.23%**	**11.35%**	**9.75%**	**7.39%**	**9.28%**
NON-M/WBE	89.73%	91.77%	88.65%	90.25%	92.61%	90.72%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table K-5
State of Connecticut Disparity Study
Analysis of SBE Expenditure FY 2017 - 2021
Goods

Business Ownership Classification	2017 ($)	2018 ($)	2019 ($)	2020 ($)	2021 ($)	TOTAL ($)
Asian American	$ 796,976	$ 790,538	$ 844,445	$ 4,241,544	$ 2,307,603	$ 8,981,105
Black American	$ 14,314	$ 15,584	$ 25,958	$ 20,726	$ 20,488	$ 97,071
Disabled American	$ -	$ -	$ -	$ -	$ -	$ -
Hispanic American	$ -	$ -	$ -	$ -	$ -	$ -
Iberian Peninsula	$ -	$ -	$ -	$ -	$ -	$ -
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 811,290**	**$ 806,122**	**$ 870,403**	**$ 4,262,270**	**$ 2,328,091**	**$ 9,078,176**
Nonminority Woman	$ 758,994	$ 613,830	$ 2,374,288	$ 689,244	$ 149,745	$ 4,586,101
TOTAL M/WBE	**$ 1,570,284**	**$ 1,419,952**	**$ 3,244,691**	**$ 4,951,514**	**$ 2,477,836**	**$ 13,664,277**
NON-M/WBE	$ 5,421,763	$ 7,317,436	$ 8,720,012	$ 7,642,063	$ 11,305,715	$ 40,406,989
TOTAL FIRMS	**$ 6,992,047**	**$ 8,737,388**	**$ 11,964,703**	**$ 12,593,577**	**$ 13,783,551**	**$ 54,071,266**

Business Ownership Classification	2017 (%)	2018 (%)	2019 (%)	2020 (%)	2021 (%)	TOTAL (%)
Asian American	11.40%	9.05%	7.06%	33.68%	16.74%	16.61%
Black American	0.20%	0.18%	0.22%	0.16%	0.15%	0.18%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Iberian Peninsula	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**11.60%**	**9.23%**	**7.27%**	**33.84%**	**16.89%**	**16.79%**
Nonminority Woman	10.86%	7.03%	19.84%	5.47%	1.09%	8.48%
TOTAL M/WBE	**22.46%**	**16.25%**	**27.12%**	**39.32%**	**17.98%**	**25.27%**
NON-M/WBE	77.54%	83.75%	72.88%	60.68%	82.02%	74.73%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table K-6
State of Connecticut Disparity Study
Analysis of SBE Expenditure FY 2017 - 2021
Health & Human Services

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ 500,000	$ -	$ -	$ 684,841	$ 2,156,247	$ 3,341,087
Black American	$ -	$ -	$ -	$ -	$ -	$ -
Disabled American	$ -	$ -	$ -	$ -	$ -	$ -
Hispanic American	$ -	$ -	$ -	$ -	$ -	$ -
Iberian Peninsula	$ -	$ -	$ -	$ -	$ -	$ -
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ 500,000**	**$ -**	**$ -**	**$ 684,841**	**$ 2,156,247**	**$ 3,341,087**
Nonminority Woman	$ 9,500	$ -	$ -	$ -	$ 285,000	$ 294,500
TOTAL M/WBE	**$ 509,500**	**$ -**	**$ -**	**$ 684,841**	**$ 2,441,247**	**$ 3,635,587**
NON-M/WBE	$ 1,002,042	$ 1,055,204	$ 830,934	$ 1,385,538	$ 787,947	$ 5,061,666
TOTAL FIRMS	**$ 1,511,542**	**$ 1,055,204**	**$ 830,934**	**$ 2,070,379**	**$ 3,229,194**	**$ 8,697,253**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	**(%)**	**(%)**	**(%)**	**(%)**	**(%)**
Asian American	33.08%	0.00%	0.00%	33.08%	66.77%	38.42%
Black American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Iberian Peninsula	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**33.08%**	**0.00%**	**0.00%**	**33.08%**	**66.77%**	**38.42%**
Nonminority Woman	0.63%	0.00%	0.00%	0.00%	8.83%	3.39%
TOTAL M/WBE	**33.71%**	**0.00%**	**0.00%**	**33.08%**	**75.60%**	**41.80%**
NON-M/WBE	66.29%	100.00%	100.00%	66.92%	24.40%	58.20%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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Table K-7
State of Connecticut Disparity Study
Analysis of SBE Expenditure FY 2017 - 2021
Financial & Investment

Business Ownership Classification	2017	2018	2019	2020	2021	TOTAL
	($)	($)	($)	($)	($)	($)
Asian American	$ -	$ -	$ -	$ -	$ -	$ -
Black American	$ -	$ -	$ -	$ -	$ -	$ -
Disabled American	$ -	$ -	$ -	$ -	$ -	$ -
Hispanic American	$ -	$ -	$ -	$ -	$ -	$ -
Iberian Peninsula	$ -	$ -	$ -	$ -	$ -	$ -
American Indian	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL MINORITY	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**
Nonminority Woman	$ -	$ -	$ 4,975	$ 387,835	$ 1,524,384	$ 1,917,194
TOTAL M/WBE	**$ -**	**$ -**	**$ 4,975**	**$ 387,835**	**$ 1,524,384**	**$ 1,917,194**
NON-M/WBE	$ 186,892	$ 51,640	$ 46,640	$ 58,578	$ 46,640	$ 390,390
TOTAL FIRMS	**$ 186,892**	**$ 51,640**	**$ 51,615**	**$ 446,412**	**$ 1,571,024**	**$ 2,307,584**
Business Ownership Classification	**2017**	**2018**	**2019**	**2020**	**2021**	**TOTAL**
	(%)	**(%)**	**(%)**	**(%)**	**(%)**	**(%)**
Asian American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Black American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Disabled American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hispanic American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Iberian Peninsula	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
American Indian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL MINORITY	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**	**0.00%**
Nonminority Woman	0.00%	0.00%	9.64%	86.88%	97.03%	83.08%
TOTAL M/WBE	**0.00%**	**0.00%**	**9.64%**	**86.88%**	**97.03%**	**83.08%**
NON-M/WBE	100.00%	100.00%	90.36%	13.12%	2.97%	16.92%
TOTAL FIRMS	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

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APPENDIX L

AVAILABLE SBE BUSINESSES BY ETHNICITY/GENDER

STATE OF CONNECTICUT
DISPARITY STUDY

GRIFFIN & STRONG

Table L-1
State of Connecticut Disparity Study
Availability of SBE Firms by Business Ownership in Market Area
Construction

Business Ownership Classification	Number of Firms	Percent of Firms
Asian American	4	0.19%
Black American	3	0.14%
Disabled American	1	0.05%
Hispanic American	0	0.00%
Iberian Peninsula	0	0.00%
American Indian	0	0.00%
TOTAL MBE	**8**	**0.38%**
Nonminority Woman	45	2.13%
TOTAL M/WBE	**53**	**2.51%**
NON-M/WDBE	2,057	97.49%
TOTAL FIRMS	**2,110**	**100.00%**

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Table L-2
State of Connecticut Disparity Study
Availability of SBE Firms by Business Ownership in Market Area
Architectural & Engineering

Business Ownership Classification	Number of Firms	Percent of Firms
Asian American	3	0.90%
Black American	0	0.00%
Disabled American	0	0.00%
Hispanic American	1	0.30%
Iberian Peninsula	1	0.30%
American Indian	0	0.00%
TOTAL MBE	**5**	**1.50%**
Nonminority Woman	5	1.50%
TOTAL M/WBE	**10**	**2.99%**
NON-M/WDBE	324	97.01%
TOTAL FIRMS	**334**	**100.00%**

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Table L-3
State of Connecticut Disparity Study
Availability of SBE Firms by Business Ownership in Market Area
Professional Services

Business Ownership Classification	Number of Firms	Percent of Firms
Asian American	0	0.00%
Black American	0	0.00%
Disabled American	0	0.00%
Hispanic American	1	0.60%
Iberian Peninsula	0	0.00%
American Indian	0	0.00%
TOTAL MBE	**1**	**0.60%**
Nonminority Woman	0	0.00%
TOTAL M/WBE	**1**	**0.60%**
NON-M/WDBE	167	99.40%
TOTAL FIRMS	**168**	**100.00%**

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Table L-4
State of Connecticut Disparity Study
Availability of SBE Firms by Business Ownership in Market Area
Other Services

Business Ownership Classification	Number of Firms	Percent of Firms
Asian American	2	0.11%
Black American	1	0.05%
Disabled American	0	0.00%
Hispanic American	3	0.16%
Iberian Peninsula	1	0.05%
American Indian	1	0.05%
TOTAL MBE	**8**	**0.44%**
Nonminority Woman	34	1.87%
TOTAL M/WBE	**42**	**2.31%**
NON-M/WDBE	1,779	97.69%
TOTAL FIRMS	**1,821**	**100.00%**

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Table L-5
State of Connecticut Disparity Study
Availability of SBE Firms by Business Ownership in Market Area
Goods

Business Ownership Classification	Number of Firms	Percent of Firms
Asian American	2	0.26%
Black American	1	0.13%
Disabled American	0	0.00%
Hispanic American	0	0.00%
Iberian Peninsula	0	0.00%
American Indian	0	0.00%
TOTAL MBE	**3**	**0.40%**
Nonminority Woman	20	2.65%
TOTAL M/WBE	**23**	**3.05%**
NON-M/WDBE	732	96.95%
TOTAL FIRMS	**755**	**100.00%**

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Table L-6
State of Connecticut Disparity Study
Availability of SBE Firms by Business Ownership in Market Area
Health & Human Services

Business Ownership Classification	Number of Firms	Percent of Firms
Asian American	1	1.69%
Black American	0	0.00%
Disabled American	0	0.00%
Hispanic American	0	0.00%
Iberian Peninsula	0	0.00%
American Indian	0	0.00%
TOTAL MBE	**1**	**1.69%**
Nonminority Woman	1	1.69%
TOTAL M/WBE	**2**	**3.39%**
NON-M/WDBE	57	96.61%
TOTAL FIRMS	**59**	**100.00%**

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Table L-7
State of Connecticut Disparity Study
Availability of SBE Firms by Business Ownership in Market Area
Financial & Investment

Business Ownership Classification	Number of Firms	Percent of Firms
Asian American	0	0.00%
Black American	0	0.00%
Disabled American	0	0.00%
Hispanic American	0	0.00%
Iberian Peninsula	0	0.00%
American Indian	0	0.00%
TOTAL MBE	**0**	**0.00%**
Nonminority Woman	1	1.89%
TOTAL M/WBE	**1**	**1.89%**
NON-M/WDBE	52	98.11%
TOTAL FIRMS	**53**	**100.00%**

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APPENDIX M

DISPARITY ANALYSIS OF SBE IN PRIME VENDOR PAYMENTS

STATE OF CONNECTICUT
DISPARITY STUDY

GRIFFIN & STRONG

Table M-1
State of Connecticut Disparity Study
Disparity Analysis of SBE in Prime Vendor Payments, Construction
FY 2017-2021

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	0.00%	0.19%	0.00	Underutilization	*	
	Black American	0.00%	0.14%	0.00	Underutilization	*	
	Disabled American	0.00%	0.05%	0.00	Underutilization	*	
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	0.38%	0.00	**Underutilization**	*	
	Nonminority Woman	4.18%	2.13%	196.13	Overutilization		
	TOTAL M/WBE	4.18%	2.51%	166.53	**Overutilization**		
	Non-M/WBE	95.82%	97.49%	98.29	Underutilization		
2018	Asian American	0.00%	0.19%	0.00	Underutilization	*	
	Black American	0.00%	0.14%	0.00	Underutilization	*	
	Disabled American	0.00%	0.05%	0.00	Underutilization	*	
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	0.38%	0.00	**Underutilization**	*	
	Nonminority Woman	5.07%	2.13%	237.91	Overutilization		
	TOTAL M/WBE	5.07%	2.51%	202.00	**Overutilization**		
	Non-M/WBE	94.93%	97.49%	97.37	Underutilization		
2019	Asian American	0.00%	0.19%	0.00	Underutilization	*	
	Black American	0.00%	0.14%	0.00	Underutilization	*	
	Disabled American	0.00%	0.05%	0.00	Underutilization	*	
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	0.38%	0.00	**Underutilization**	*	
	Nonminority Woman	9.61%	2.13%	450.41	Overutilization		
	TOTAL M/WBE	9.61%	2.51%	382.43	**Overutilization**		
	Non-M/WBE	90.39%	97.49%	92.72	Underutilization		
2020	Asian American	0.00%	0.19%	0.00	Underutilization	*	
	Black American	0.00%	0.14%	0.00	Underutilization	*	
	Disabled American	0.22%	0.05%	458.59	Overutilization		
	Hispanic American	0.45%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.66%	0.38%	174.93	**Overutilization**		
	Nonminority Woman	11.34%	2.13%	531.88	Overutilization		
	TOTAL M/WBE	12.01%	2.51%	478.01	**Overutilization**		
	Non-M/WBE	87.99%	97.49%	90.26	Underutilization		
2021	Asian American	0.00%	0.19%	0.00	Underutilization	*	
	Black American	0.00%	0.14%	0.00	Underutilization	*	
	Disabled American	0.00%	0.05%	0.00	Underutilization	*	
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	0.38%	0.00	**Underutilization**	*	
	Nonminority Woman	12.56%	2.13%	588.74	Overutilization		
	TOTAL M/WBE	12.56%	2.51%	499.87	**Overutilization**		
	Non-M/WBE	87.44%	97.49%	89.70	Underutilization		

Total	Asian American	0.00%	0.19%	0.00	Underutilization	*	**P<.05**
	Black American	0.00%	0.14%	0.00	Underutilization	*	**P<.05**
	Disabled American	0.03%	0.05%	69.59	Underutilization	*	**P<.05**
	Hispanic American	0.07%	0.00%	-	n/a		**Small Number**
	Iberian Peninsula	0.00%	0.00%	-	n/a		**Small Number**
	American Indian	0.00%	0.00%	-	n/a		**Small Number**
	TOTAL MBE	0.10%	0.38%	26.55	**Underutilization**	*	**P<.05**
	Nonminority Woman	7.79%	2.13%	365.38	Overutilization		
	TOTAL M/WBE	7.89%	2.51%	314.23	**Overutilization**		
	Non-M/WBE	92.11%	97.49%	94.48	Underutilization		

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Table M-2
State of Connecticut Disparity Study
Disparity Analysis of SBE in Prime Vendor Payments, Architectural & Engineering
FY 2017-2021

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	1.18%	0.90%	131.80	Overutilization		
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.16%	0.30%	52.79	Underutilization	*	
	Iberian Peninsula	0.00%	0.30%	0.00	Underutilization	*	
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	1.34%	1.50%	89.64	**Underutilization**		
	Nonminority Woman	0.27%	1.50%	18.00	Underutilization	*	
	TOTAL M/WBE	1.61%	2.99%	53.82	**Underutilization**	*	
	Non-M/WBE	98.39%	97.01%	101.43	Overutilization		
2018	Black American	0.85%	0.90%	94.62	Underutilization		
	Asian American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.24%	0.30%	79.37	Underutilization	*	
	Iberian Peninsula	0.00%	0.30%	0.00	Underutilization	*	
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	1.09%	1.50%	72.64	**Underutilization**	*	
	Nonminority Woman	0.09%	1.50%	6.13	Underutilization	*	
	TOTAL M/WBE	1.18%	2.99%	39.39	**Underutilization**	*	
	Non-M/WBE	98.82%	97.01%	101.87	Overutilization		
2019	Asian American	2.55%	0.90%	284.10	Overutilization		
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.65%	0.30%	216.91	Overutilization		
	Iberian Peninsula	0.00%	0.30%	1.00	Underutilization	*	
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	3.20%	1.50%	214.04	**Overutilization**		
	Nonminority Woman	0.70%	1.50%	46.99	Underutilization	*	
	TOTAL M/WBE	3.91%	2.99%	130.51	**Overutilization**		
	Non-M/WBE	96.09%	97.01%	99.06	Underutilization		
2020	Asian American	2.46%	0.90%	274.09	Overutilization		
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.20%	0.30%	67.48	Underutilization	*	
	Iberian Peninsula	0.00%	0.30%	0.00	Underutilization	*	
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	2.66%	1.50%	177.95	**Overutilization**		
	Nonminority Woman	0.89%	1.50%	59.35	Underutilization	*	
	TOTAL M/WBE	3.55%	2.99%	118.65	**Overutilization**		
	Non-M/WBE	96.45%	97.01%	99.42	Underutilization		
2021	Asian American	6.41%	0.90%	713.18	Overutilization		
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.66%	0.30%	220.84	Overutilization		
	Iberian Peninsula	0.00%	0.30%	0.00	Underutilization	*	
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	7.07%	1.50%	472.08	**Overutilization**		
	Nonminority Woman	0.77%	1.50%	51.63	Underutilization	*	
	TOTAL M/WBE	7.84%	2.99%	261.85	**Overutilization**		
	Non-M/WBE	92.16%	97.01%	95.00	Underutilization		

Total	Asian American	2.64%	0.90%	293.70	Overutilization		
	Black American	0.00%	0.00%	-	n/a		**Small Number**
	Disabled American	0.00%	0.00%	-	n/a		**Small Number**
	Hispanic American	0.36%	0.30%	120.04	Overutilization		
	Iberian Peninsula	0.00%	0.30%	0.16	Underutilization	*	**P<.05**
	American Indian	0.00%	0.00%	-	n/a		**Small Number**
	TOTAL MBE	3.00%	1.50%	200.26	**Overutilization**		
	Nonminority Woman	0.56%	1.50%	37.51	Underutilization	*	**P<.05**
	TOTAL M/WBE	3.56%	2.99%	118.88	**Overutilization**		
	Non-M/WBE	96.44%	97.01%	99.42	Underutilization		

Griffin & Strong, P.C. 2023

Table M-3
State of Connecticut Disparity Study
Disparity Analysis of SBE in Prime Vendor Payments, Professional Services
FY 2017-2021

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	0.00%	0.00%	-	n/a		
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.60%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	0.60%	0.00	**Underutilization**	*	
	Nonminority Woman	0.00%	0.00%	-	n/a		
	TOTAL M/WBE	0.00%	0.60%	0.00	**Underutilization**	*	
	Non-M/WBE	100.00%	99.40%	100.60	Overutilization		
2018	Asian American	0.00%	0.00%	-	n/a		
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.60%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	0.60%	0.00	**Underutilization**	*	
	Nonminority Woman	0.00%	0.00%	-	n/a		
	TOTAL M/WBE	0.00%	0.60%	0.00	**Underutilization**	*	
	Non-M/WBE	100.00%	99.40%	100.60	Overutilization		
2019	Asian American	0.00%	0.00%	-	n/a		
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.60%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	0.60%	0.00	**Underutilization**	*	
	Nonminority Woman	0.00%	0.00%	-	n/a		
	TOTAL M/WBE	0.00%	0.60%	0.00	**Underutilization**	*	
	Non-M/WBE	100.00%	99.40%	100.60	Overutilization		
2020	Asian American	0.00%	0.00%	-	n/a		
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.60%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	0.60%	0.00	**Underutilization**	*	
	Nonminority Woman	0.00%	0.00%	-	n/a		
	TOTAL M/WBE	0.00%	0.60%	0.00	**Underutilization**	*	
	Non-M/WBE	100.00%	99.40%	100.60	Overutilization		
2021	Asian American	0.00%	0.00%	-	n/a		
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.60%	0.00	Underutilization	*	
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	0.60%	0.00	**Underutilization**	*	
	Nonminority Woman	0.00%	0.00%	-	n/a		
	TOTAL M/WBE	0.00%	0.60%	0.00	**Underutilization**	*	
	Non-M/WBE	100.00%	99.40%	100.60	Overutilization		

Total	Asian American	0.00%	0.00%	-	n/a		**Small Number**
	Black American	0.00%	0.00%	-	n/a		**Small Number**
	Disabled American	0.00%	0.00%	-	n/a		**Small Number**
	Hispanic American	0.00%	0.60%	0.00	Underutilization	*	**P<.05**
	Iberian Peninsula	0.00%	0.00%	-	n/a		**Small Number**
	American Indian	0.00%	0.00%	-	n/a		**Small Number**
	TOTAL MBE	0.00%	0.60%	0.00	**Underutilization**	*	**P<.05**
	Nonminority Woman	0.00%	0.00%	-	n/a		**Small Number**
	TOTAL M/WBE	0.00%	0.60%	0.00	**Underutilization**	*	**P<.05**
	Non-M/WBE	100.00%	99.40%	100.60	Overutilization		

Griffin & Strong, P.C. 2023

Table M-4
State of Connecticut Disparity Study
Disparity Analysis of SBE in Prime Vendor Payments, Other Services
FY 2017-2021

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	6.71%	0.11%	6111.58	Overutilization		
	Black American	0.00%	0.05%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.88%	0.16%	536.52	Overutilization		
	Iberian Peninsula	0.09%	0.05%	155.57	Overutilization		
	American Indian	0.01%	0.05%	22.63	Underutilization	*	
	TOTAL MBE	7.69%	0.44%	1751.36	**Overutilization**		
	Nonminority Woman	2.58%	1.87%	137.98	Overutilization		
	TOTAL M/WBE	10.27%	2.31%	445.29	**Overutilization**		
	Non-M/WBE	89.73%	97.69%	91.85	Underutilization		
2018	Asian American	3.56%	0.11%	3243.60	Overutilization		
	Black American	0.00%	0.05%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.95%	0.16%	575.80	Overutilization		
	Iberian Peninsula	0.12%	0.05%	211.90	Overutilization		
	American Indian	0.05%	0.05%	93.26	Underutilization		
	TOTAL MBE	4.68%	0.44%	1064.97	**Overutilization**		
	Nonminority Woman	3.55%	1.87%	190.01	Overutilization		
	TOTAL M/WBE	8.23%	2.31%	356.67	**Overutilization**		
	Non-M/WBE	91.77%	97.69%	93.94	Underutilization		
2019	Asian American	6.71%	0.11%	6109.07	Overutilization		
	Black American	0.00%	0.05%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	1.08%	0.16%	655.18	Overutilization		
	Iberian Peninsula	0.06%	0.05%	111.61	Overutilization		
	American Indian	0.07%	0.05%	132.39	Overutilization		
	TOTAL MBE	7.92%	0.44%	1803.46	**Overutilization**		
	Nonminority Woman	3.43%	1.87%	183.54	Overutilization		
	TOTAL M/WBE	11.35%	2.31%	492.10	**Overutilization**		
	Non-M/WBE	88.65%	97.69%	90.74	Underutilization		
2020	Asian American	4.48%	0.11%	4079.30	Overutilization		
	Black American	0.00%	0.05%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	1.52%	0.16%	923.14	Overutilization		
	Iberian Peninsula	0.02%	0.05%	27.33	Underutilization	*	
	American Indian	0.00%	0.05%	0.00	Underutilization	*	
	TOTAL MBE	6.02%	0.44%	1369.42	**Overutilization**		
	Nonminority Woman	3.73%	1.87%	199.99	Overutilization		
	TOTAL M/WBE	9.75%	2.31%	422.74	**Overutilization**		
	Non-M/WBE	90.25%	97.69%	92.38	Underutilization		
2021	Asian American	2.56%	0.11%	2331.33	Overutilization		
	Black American	0.00%	0.05%	0.00	Underutilization	*	
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	1.55%	0.16%	937.85	Overutilization		
	Iberian Peninsula	0.00%	0.05%	4.06	Underutilization	*	
	American Indian	0.00%	0.05%	0.00	Underutilization	*	
	TOTAL MBE	4.11%	0.44%	935.03	**Overutilization**		
	Nonminority Woman	3.28%	1.87%	175.64	Overutilization		
	TOTAL M/WBE	7.39%	2.31%	320.28	**Overutilization**		
	Non-M/WBE	92.61%	97.69%	94.80	Underutilization		

Total	Asian American	4.67%	0.11%	4254.66	Overutilization		
	Black American	0.00%	0.05%	0.00	Underutilization	*	**P<.05**
	Disabled American	0.00%	0.00%	-	n/a		**Small Number**
	Hispanic American	1.23%	0.16%	745.40	Overutilization		
	Iberian Peninsula	0.05%	0.05%	92.05	Underutilization		
	American Indian	0.02%	0.05%	44.51	Underutilization	*	**P<.05**
	TOTAL MBE	5.98%	0.44%	1360.26	**Overutilization**		
	Nonminority Woman	3.30%	1.87%	177.01	Overutilization		
	TOTAL M/WBE	9.28%	2.31%	402.39	**Overutilization**		
	Non-M/WBE	90.72%	97.69%	92.86	Underutilization		

Griffin & Strong, P.C. 2023

Table M-5
State of Connecticut Disparity Study
Disparity Analysis of SBE in Prime Vendor Payments, Goods
FY 2017-2021

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	11.40%	0.26%	4302.87	Overutilization		
	Black American	0.20%	0.13%	154.56	Overutilization		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	11.60%	0.40%	2920.10	**Overutilization**		
	Nonminority Woman	10.86%	2.65%	409.78	Overutilization		
	TOTAL M/WBE	22.46%	3.05%	737.21	**Overutilization**		
	Non-M/WBE	77.54%	96.95%	79.98	Underutilization	*	
2018	Asian American	9.05%	0.26%	3415.53	Overutilization		
	Black American	0.18%	0.13%	134.66	Overutilization		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	9.23%	0.40%	2321.91	**Overutilization**		
	Nonminority Woman	7.03%	2.65%	265.21	Overutilization		
	TOTAL M/WBE	16.25%	3.05%	533.47	**Overutilization**		
	Non-M/WBE	83.75%	96.95%	86.38	Underutilization		
2019	Asian American	7.06%	0.26%	2664.32	Overutilization		
	Black American	0.22%	0.13%	163.80	Overutilization		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	7.27%	0.40%	1830.81	**Overutilization**		
	Nonminority Woman	19.84%	2.65%	749.11	Overutilization		
	TOTAL M/WBE	27.12%	3.05%	890.21	**Overutilization**		
	Non-M/WBE	72.88%	96.95%	75.17	Underutilization	*	
2020	Asian American	33.68%	0.26%	12714.28	Overutilization		
	Black American	0.16%	0.13%	124.26	Overutilization		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	33.84%	0.40%	8517.61	**Overutilization**		
	Nonminority Woman	5.47%	2.65%	206.60	Overutilization		
	TOTAL M/WBE	39.32%	3.05%	1290.65	**Overutilization**		
	Non-M/WBE	60.68%	96.95%	62.59	Underutilization	*	
2021	Asian American	16.74%	0.26%	6320.00	Overutilization		
	Black American	0.15%	0.13%	112.22	Overutilization		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	16.89%	0.40%	4250.74	**Overutilization**		
	Nonminority Woman	1.09%	2.65%	41.01	Underutilization	*	
	TOTAL M/WBE	17.98%	3.05%	590.11	**Overutilization**		
	Non-M/WBE	82.02%	96.95%	84.60	Underutilization		

Total	Asian American	16.61%	0.26%	6270.18	Overutilization		
	Black American	0.18%	0.13%	135.54	Overutilization		
	Disabled American	0.00%	0.00%	-	n/a		**Small Number**
	Hispanic American	0.00%	0.00%	-	n/a		**Small Number**
	Iberian Peninsula	0.00%	0.00%	-	n/a		**Small Number**
	American Indian	0.00%	0.00%	-	n/a		**Small Number**
	TOTAL MBE	16.79%	0.40%	4225.30	**Overutilization**		
	Nonminority Woman	8.48%	2.65%	320.18	Overutilization		
	TOTAL M/WBE	25.27%	3.05%	829.54	**Overutilization**		
	Non-M/WBE	74.73%	96.95%	77.08	Underutilization	*	**P<.05**

Griffin & Strong, P.C. 2023

Table M-6
State of Connecticut Disparity Study
Disparity Analysis of SBE in Prime Vendor Payments, Health & Human Services
FY 2017-2021

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	33.08%	1.69%	1951.65	Overutilization		
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	33.08%	1.69%	1951.65	**Overutilization**		
	Nonminority Woman	0.63%	1.69%	37.08	Underutilization	*	
	TOTAL M/WBE	33.71%	3.39%	994.37	**Overutilization**		
	Non-M/WBE	66.29%	96.61%	68.62	Underutilization	*	
2018	Asian American	0.00%	1.69%	0.00	Underutilization	*	
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	1.69%	0.00	**Underutilization**	*	
	Nonminority Woman	0.00%	1.69%	0.00	Underutilization	*	
	TOTAL M/WBE	0.00%	3.39%	0.00	**Underutilization**	*	
	Non-M/WBE	100.00%	96.61%	103.51	Overutilization		
2019	Asian American	0.00%	1.69%	0.00	Underutilization	*	
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	1.69%	0.00	**Underutilization**	*	
	Nonminority Woman	0.00%	1.69%	0.00	Underutilization	*	
	TOTAL M/WBE	0.00%	3.39%	0.00	**Underutilization**	*	
	Non-M/WBE	100.00%	96.61%	103.51	Overutilization		
2020	Asian American	33.08%	1.69%	1951.60	Overutilization		
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	33.08%	1.69%	1951.60	**Overutilization**		
	Nonminority Woman	0.00%	1.69%	0.00	Underutilization	*	
	TOTAL M/WBE	33.08%	3.39%	975.80	**Overutilization**		
	Non-M/WBE	66.92%	96.61%	69.27	Underutilization	*	
2021	Asian American	66.77%	1.69%	3939.64	Overutilization		
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	66.77%	1.69%	3939.64	**Overutilization**		
	Nonminority Woman	8.83%	1.69%	520.72	Overutilization		
	TOTAL M/WBE	75.60%	3.39%	2230.18	**Overutilization**		
	Non-M/WBE	24.40%	96.61%	25.26	Underutilization	*	

Total	Asian American	38.42%	1.69%	2266.51	Overutilization		
	Black American	0.00%	0.00%	-	n/a		**Small Number**
	Disabled American	0.00%	0.00%	-	n/a		**Small Number**
	Hispanic American	0.00%	0.00%	-	n/a		**Small Number**
	Iberian Peninsula	0.00%	0.00%	-	n/a		**Small Number**
	American Indian	0.00%	0.00%	-	n/a		**Small Number**
	TOTAL MBE	38.42%	1.69%	2266.51	**Overutilization**		
	Nonminority Woman	3.39%	1.69%	199.78	Overutilization		
	TOTAL M/WBE	41.80%	3.39%	1233.15	**Overutilization**		
	Non-M/WBE	58.20%	96.61%	60.24	Underutilization	*	**P<.05**

Griffin & Strong, P.C. 2023

Table M-7
State of Connecticut Disparity Study
Disparity Analysis of SBE in Prime Vendor Payments, Financial & Investment
FY 2017-2021

Year	Business Ownership	Percent of Dollars	Percent of Available Firms	Disparity Index	Disparate Impact of Utilization	Less than 80%	Statistical Significance
2017	Asian American	0.00%	0.00%	-	n/a		
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	0.00%	-	**n/a**		
	Nonminority Woman	0.00%	1.89%	0.00	Underutilization	*	
	TOTAL M/WBE	0.00%	1.89%	0.00	**Underutilization**	*	
	Non-M/WBE	100.00%	98.11%	101.92	Overutilization		
2018	Asian American	0.00%	0.00%	-	n/a		
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	0.00%	-	**n/a**		
	Nonminority Woman	0.00%	1.89%	0.00	Underutilization	*	
	TOTAL M/WBE	0.00%	1.89%	0.00	**Underutilization**	*	
	Non-M/WBE	100.00%	98.11%	101.92	Overutilization		
2019	Asian American	0.00%	0.00%	-	n/a		
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	0.00%	-	**n/a**		
	Nonminority Woman	9.64%	1.89%	510.89	Overutilization		
	TOTAL M/WBE	9.64%	1.89%	510.89	**Overutilization**		
	Non-M/WBE	90.36%	98.11%	92.10	Underutilization		
2020	Asian American	0.00%	0.00%	-	n/a		
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	0.00%	-	**n/a**		
	Nonminority Woman	86.88%	1.89%	4604.54	Overutilization		
	TOTAL M/WBE	86.88%	1.89%	4604.54	**Overutilization**		
	Non-M/WBE	13.12%	98.11%	13.37	Underutilization	*	
2021	Asian American	0.00%	0.00%	-	n/a		
	Black American	0.00%	0.00%	-	n/a		
	Disabled American	0.00%	0.00%	-	n/a		
	Hispanic American	0.00%	0.00%	-	n/a		
	Iberian Peninsula	0.00%	0.00%	-	n/a		
	American Indian	0.00%	0.00%	-	n/a		
	TOTAL MBE	0.00%	0.00%	-	**n/a**		
	Nonminority Woman	97.03%	1.89%	5142.66	Overutilization		
	TOTAL M/WBE	97.03%	1.89%	5142.66	**Overutilization**		
	Non-M/WBE	2.97%	98.11%	3.03	Underutilization	*	

Total	Asian American	0.00%	0.00%	-	n/a		**Small Number**
	Black American	0.00%	0.00%	-	n/a		**Small Number**
	Disabled American	0.00%	0.00%	-	n/a		**Small Number**
	Hispanic American	0.00%	0.00%	-	n/a		**Small Number**
	Iberian Peninsula	0.00%	0.00%	-	n/a		**Small Number**
	American Indian	0.00%	0.00%	-	n/a		**Small Number**
	TOTAL MBE	0.00%	0.00%	-	**n/a**		**Small Number**
	Nonminority Woman	83.08%	1.89%	4403.36	Overutilization		
	TOTAL M/WBE	83.08%	1.89%	4403.36	**Overutilization**		
	Non-M/WBE	16.92%	98.11%	17.24	Underutilization	*	**P<.05**

Griffin & Strong, P.C. 2023

APPENDIX N

DISTRIBUTION OF PAYMENTS BY STATE AGENCIES, DEPARTMENTS & COMMISSIONS

STATE OF CONNECTICUT
DISPARITY STUDY

GRIFFIN & STRONG

Table N-1
State of Connecticut 2023 Disparity Study
Distribution of Payments by Business Ownership and Fiscal Year
by State Agencies, Departments, and Commissions
FY 2017 – 2021

Agency/Department/Commission	Ethnicity	Amount	Percent
Agricultural Experiment Station	Asian American	$ 8,994	0.27%
	Black American	$ -	0.00%
	Disabled American	$ -	0.00%
	Hispanic American	$ -	0.00%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 4,230	0.13%
	Non-M/WBE	$ 3,317,979	99.60%
	Total	$ 3,331,203	100.00%
Attorney General's Office	Asian American	$ 51,330	0.94%
	Black American	$ -	0.00%
	Disabled American	$ -	0.00%
	Hispanic American	$ 641	0.01%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 173,870	3.19%
	Non-M/WBE	$ 5,225,484	95.86%
	Total	$ 5,451,325	100.00%
Auditors of Public Accounts	Asian American	$ 25,406	6.26%
	Black American	$ -	0.00%
	Disabled American	$ -	0.00%
	Hispanic American	$ -	0.00%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ -	0.00%
	Non-M/WBE	$ 380,432	93.74%
	Total	$ 405,838	100.00%
Bd. of Regents - Academic Awards	Asian American	$ -	0.00%
	Black American	$ -	0.00%
	Disabled American	$ -	0.00%
	Hispanic American	$ 68,757	2.48%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ 450	0.02%
	Nonminority Woman	$ 271,596	9.79%
	Non-M/WBE	$ 2,433,020	87.71%
	Total	$ 2,773,823	100.00%
Chief Medical Examiner's Office	Asian American	$ 168,075	5.26%
	Black American	$ -	0.00%
	Disabled American	$ -	0.00%
	Hispanic American	$ 1,112	0.03%
	Iberian Peninsula	$ 11,242	0.35%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 41,460	1.30%
	Non-M/WBE	$ 2,972,856	93.05%
	Total	$ 3,194,745	100.00%
Connecticut Port Authority	Asian American	$ -	0.00%
	Black American	$ -	0.00%
	Disabled American	$ -	0.00%
	Hispanic American	$ -	0.00%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 32,404	2.87%

	Non-M/WBE	$	1,097,576	97.13%
	Total	$	1,129,980	100.00%
Connecticut State Library	Asian American	$	67,798	0.60%
	Black American	$	-	0.00%
	Disabled American	$	-	0.00%
	Hispanic American	$	-	0.00%
	Iberian Peninsula	$	-	0.00%
	American Indian	$	-	0.00%
	Nonminority Woman	$	43,420	0.39%
	Non-M/WBE	$	11,162,581	99.01%
	Total	$	11,273,799	100.00%
CT Airport Authority	Asian American	$	-	0.00%
	Black American	$	-	0.00%
	Disabled American	$	-	0.00%
	Hispanic American	$	259,913	0.85%
	Iberian Peninsula	$	-	0.00%
	American Indian	$	-	0.00%
	Nonminority Woman	$	1,430,121	4.66%
	Non-M/WBE	$	29,018,973	94.50%
	Total	$	30,709,007	100.00%
DCF - CT Juvenile Training Sch	Asian American	$	598	0.10%
	Black American	$	-	0.00%
	Disabled American	$	-	0.00%
	Hispanic American	$	5,513	0.91%
	Iberian Peninsula	$	-	0.00%
	American Indian	$	-	0.00%
	Nonminority Woman	$	8,138	1.34%
	Non-M/WBE	$	593,326	97.65%
	Total	$	607,575	100.00%
DCF - Solnit Children Center North	Asian American	$	5,796	0.15%
	Black American	$	-	0.00%
	Disabled American	$	129,550	3.43%
	Hispanic American	$	23,483	0.62%
	Iberian Peninsula	$	-	0.00%
	American Indian	$	-	0.00%
	Nonminority Woman	$	104,672	2.77%
	Non-M/WBE	$	3,517,597	93.03%
	Total	$	3,781,098	100.00%
DCF - Solnit Children Center South	Asian American	$	65,037	0.75%
	Black American	$	-	0.00%
	Disabled American	$	-	0.00%
	Hispanic American	$	17,270	0.20%
	Iberian Peninsula	$	16,142	0.19%
	American Indian	$	-	0.00%
	Nonminority Woman	$	431,048	4.96%
	Non-M/WBE	$	8,156,078	93.90%
	Total	$	8,685,575	100.00%
Department of Administrative Services - Revolving Fund	Asian American	$	-	0.00%
	Black American	$	-	0.00%
	Disabled American	$	-	0.00%
	Hispanic American	$	36,300	0.05%
	Iberian Peninsula	$	-	0.00%
	American Indian	$	-	0.00%
	Nonminority Woman	$	164,266	0.23%
	Non-M/WBE	$	71,916,542	99.72%
	Total	$	72,117,108	100.00%
Department of Administrative Services/Telecommunications	Asian American	$	-	0.00%
	Black American	$	-	0.00%
	Disabled American	$	-	0.00%
	Hispanic American	$	-	0.00%

	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ -	0.00%
	Non-M/WBE	$ 78,921	100.00%
	Total	$ 78,921	100.00%
Department of Development Serv	Asian American	$ 1,738,679	0.29%
	Black American	$ 114,580	0.02%
	Disabled American	$ -	0.00%
	Hispanic American	$ 194,774,129	32.44%
	Iberian Peninsula	$ 180,426	0.03%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 1,559,920	0.26%
	Non-M/WBE	$ 402,057,578	66.96%
	Total	$ 600,425,312	100.00%
Dept of Administrative Svcs	Asian American	$ 15,395,632	1.28%
	Black American	$ 2,050,894	0.17%
	Disabled American	$ 41,921	0.00%
	Hispanic American	$ 1,319,639	0.11%
	Iberian Peninsula	$ 599,536	0.05%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 5,052,903	0.42%
	Non-M/WBE	$ 1,174,509,076	97.96%
	Total	$ 1,198,969,600	100.00%
Dept of Consumer Protection	Asian American	$ 81,072	8.28%
	Black American	$ -	0.00%
	Disabled American	$ -	0.00%
	Hispanic American	$ -	0.00%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 95,899	9.79%
	Non-M/WBE	$ 802,715	81.94%
	Total	$ 979,687	100.00%
Dept of Emrg Svc & Public Prot	Asian American	$ 954,474	0.76%
	Black American	$ 4,483	0.00%
	Disabled American	$ -	0.00%
	Hispanic American	$ 335,558	0.27%
	Iberian Peninsula	$ 111	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 7,905,503	6.33%
	Non-M/WBE	$ 115,650,225	92.63%
	Total	$ 124,850,353	100.00%
Dept of Energy & Environ Prot.	Asian American	$ 378,561	0.41%
	Black American	$ 1,106,337	1.19%
	Disabled American	$ 12,836	0.01%
	Hispanic American	$ 244,293	0.26%
	Iberian Peninsula	$ 2,340,743	2.52%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 10,282,002	11.07%
	Non-M/WBE	$ 78,479,074	84.53%
	Total	$ 92,843,846	100.00%
Dept of Rehabilitation Services	Asian American	$ 34,188	0.26%
	Black American	$ 6,071	0.05%
	Disabled American	$ 10,440	0.08%
	Hispanic American	$ 321,305	2.46%
	Iberian Peninsula	$ 32,874	0.25%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 564,643	4.32%
	Non-M/WBE	$ 12,094,597	92.58%
	Total	$ 13,064,119	100.00%
	Asian American	$ 19,379	0.72%

Dept. of Agriculture	**Black American**	$ 7,340	0.27%
	Disabled American	$ 17,410	0.64%
	Hispanic American	$ 368,000	13.62%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 106,037	3.93%
	Non-M/WBE	$ 2,183,025	80.82%
	Total	$ 2,701,191	100.00%
Dept. of Banking	**Asian American**	$ 76,660	3.31%
	Black American	$ -	0.00%
	Disabled American	$ 28,494	1.23%
	Hispanic American	$ -	0.00%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 73,463	3.17%
	Non-M/WBE	$ 2,137,951	92.29%
	Total	$ 2,316,569	100.00%
Dept. of Children and Families	**Asian American**	$ 199,793	0.12%
	Black American	$ 246,466	0.15%
	Disabled American	$ -	0.00%
	Hispanic American	$ 14,208	0.01%
	Iberian Peninsula	$ 48,875	0.03%
	American Indian	$ 35,445	0.02%
	Nonminority Woman	$ 4,058,292	2.52%
	Non-M/WBE	$ 156,267,206	97.14%
	Total	$ 160,870,286	100.00%
Dept. of Correction	**Asian American**	$ 4,856,703	1.80%
	Black American	$ 87,375	0.03%
	Disabled American	$ 582,316	0.22%
	Hispanic American	$ 60,743	0.02%
	Iberian Peninsula	$ 131,601	0.05%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 4,691,345	1.73%
	Non-M/WBE	$ 260,088,710	96.15%
	Total	$ 270,498,793	100.00%
Dept. of Housing	**Asian American**	$ 229,746	1.04%
	Black American	$ -	0.00%
	Disabled American	$ -	0.00%
	Hispanic American	$ 1,081,447	4.89%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 675,343	3.06%
	Non-M/WBE	$ 20,111,297	91.01%
	Total	$ 22,097,833	100.00%
Dept. of Insurance	**Asian American**	$ 67,072	3.82%
	Black American	$ 4,100	0.23%
	Disabled American	$ -	0.00%
	Hispanic American	$ 40,000	2.28%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 30,708	1.75%
	Non-M/WBE	$ 1,613,930	91.92%
	Total	$ 1,755,810	100.00%
Dept. of Labor	**Asian American**	$ 221,240	0.58%
	Black American	$ -	0.00%
	Disabled American	$ -	0.00%
	Hispanic American	$ 138,509	0.36%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 603,409	1.57%

	Non-M/WBE	$ 37,442,171	97.49%
	Total	$ 38,405,329	100.00%
Dept. of Motor Vehicles	Asian American	$ 15,547	0.03%
	Black American	$ 21,566	0.05%
	Disabled American	$ -	0.00%
	Hispanic American	$ 1,331,929	2.89%
	Iberian Peninsula	$ 6,356	0.01%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 2,267,631	4.92%
	Non-M/WBE	$ 42,415,141	92.09%
	Total	$ 46,058,169	100.00%
Dept. of Public Health	Asian American	$ 1,812,309	0.98%
	Black American	$ 172,649	0.09%
	Disabled American	$ 272,931	0.15%
	Hispanic American	$ 212,624	0.11%
	Iberian Peninsula	$ 82	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 2,812,350	1.51%
	Non-M/WBE	$ 180,470,515	97.16%
	Total	$ 185,753,461	100.00%
Dept. of Revenue Services	Asian American	$ 6,578	0.07%
	Black American	$ -	0.00%
	Disabled American	$ 267,610	2.69%
	Hispanic American	$ -	0.00%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 1,056,962	10.64%
	Non-M/WBE	$ 8,602,571	86.60%
	Total	$ 9,933,721	100.00%
Dept. of Social Services	Asian American	$ 7,085	0.00%
	Black American	$ 3,136,213	0.59%
	Disabled American	$ -	0.00%
	Hispanic American	$ 1,205,156	0.23%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 1,972,570	0.37%
	Non-M/WBE	$ 525,258,441	98.81%
	Total	$ 531,579,465	100.00%
Dept. of Transportation	Asian American	$ 7,791,442	0.49%
	Black American	$ 36,825	0.00%
	Disabled American	$ -	0.00%
	Hispanic American	$ 1,190,473	0.08%
	Iberian Peninsula	$ 1,276,109	0.08%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 111,915,701	7.06%
	Non-M/WBE	$ 1,463,195,106	92.29%
	Total	$ 1,585,405,656	100.00%
Dept. of Veterans' Affairs	Asian American	$ 2,069,405	12.03%
	Black American	$ 23,820	0.14%
	Disabled American	$ -	0.00%
	Hispanic American	$ 7,015	0.04%
	Iberian Peninsula	$ 3,554	0.02%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 835,729	4.86%
	Non-M/WBE	$ 14,268,246	82.92%
	Total	$ 17,207,770	100.00%
Division of Criminal Justice	Asian American	$ 7,676	0.15%
	Black American	$ 109,886	2.09%
	Disabled American	$ -	0.00%
	Hispanic American	$ 35,938	0.68%

	Iberian Peninsula	$	12,371	0.24%
	American Indian	$	-	0.00%
	Nonminority Woman	$	112,051	2.13%
	Non-M/WBE	$	4,984,901	94.72%
	Total	$	5,262,822	100.00%
Econ. & Community Development	Asian American	$	3,175,600	4.33%
	Black American	$	1,040,355	1.42%
	Disabled American	$	-	0.00%
	Hispanic American	$	410,915	0.56%
	Iberian Peninsula	$	349,924	0.48%
	American Indian	$	-	0.00%
	Nonminority Woman	$	9,500,594	12.95%
	Non-M/WBE	$	58,897,792	80.27%
	Total	$	73,375,180	100.00%
Elections Enforcement Comm.	Asian American	$	266	1.33%
	Black American	$	-	0.00%
	Disabled American	$	-	0.00%
	Hispanic American	$	-	0.00%
	Iberian Peninsula	$	-	0.00%
	American Indian	$	-	0.00%
	Nonminority Woman	$	462	2.31%
	Non-M/WBE	$	19,237	96.35%
	Total	$	19,965	100.00%
Fiscal/Administrative	Asian American	$	-	0.00%
	Black American	$	2,958	0.00%
	Disabled American	$	-	0.00%
	Hispanic American	$	-	0.00%
	Iberian Peninsula	$	428	0.00%
	American Indian	$	-	0.00%
	Nonminority Woman	$	455,535	0.68%
	Non-M/WBE	$	66,994,636	99.32%
	Total	$	67,453,557	100.00%
Freedom of Information Comm	Asian American	$	-	0.00%
	Black American	$	-	0.00%
	Disabled American	$	-	0.00%
	Hispanic American	$	-	0.00%
	Iberian Peninsula	$	-	0.00%
	American Indian	$	-	0.00%
	Nonminority Woman	$	765	11.00%
	Non-M/WBE	$	6,189	89.00%
	Total	$	6,954	100.00%
Governor's Office	Asian American	$	6,057	0.08%
	Black American	$	-	0.00%
	Disabled American	$	-	0.00%
	Hispanic American	$	698,802	9.76%
	Iberian Peninsula	$	-	0.00%
	American Indian	$	-	0.00%
	Nonminority Woman	$	105,030	1.47%
	Non-M/WBE	$	6,347,036	88.68%
	Total	$	7,156,925	100.00%
Human Rights & Opportunities	Asian American	$	89,942	20.14%
	Black American	$	1,552	0.35%
	Disabled American	$	-	0.00%
	Hispanic American	$	15,975	3.58%
	Iberian Peninsula	$	-	0.00%
	American Indian	$	-	0.00%
	Nonminority Woman	$	4,212	0.94%
	Non-M/WBE	$	334,800	74.99%
	Total	$	446,482	100.00%
	Asian American	$	245	100.00%

Lieutenant Governor's Office	**Black American**	$ -	0.00%
	Disabled American	$ -	0.00%
	Hispanic American	$ -	0.00%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ -	0.00%
	Non-M/WBE	$ -	0.00%
	Total	$ 245	100.00%
Mental Health & Addiction Serv.	**Asian American**	$ 1,836,079	0.68%
	Black American	$ 9,319,004	3.47%
	Disabled American	$ 513,444	0.19%
	Hispanic American	$ 3,376,312	1.26%
	Iberian Peninsula	$ 380,303	0.14%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 8,247,688	3.08%
	Non-M/WBE	$ 244,519,761	91.17%
	Total	$ 268,192,591	100.00%
Military Dept.	**Asian American**	$ 104,243	0.20%
	Black American	$ 363,782	0.68%
	Disabled American	$ 1,165	0.00%
	Hispanic American	$ 650,791	1.22%
	Iberian Peninsula	$ 291,250	0.55%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 3,987,461	7.47%
	Non-M/WBE	$ 47,975,938	89.89%
	Total	$ 53,374,629	100.00%
Off of the Healthcare Advocate	**Asian American**	$ 301,392	12.55%
	Black American	$ -	0.00%
	Disabled American	$ -	0.00%
	Hispanic American	$ 950	0.04%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 20	0.00%
	Non-M/WBE	$ 2,100,070	87.41%
	Total	$ 2,402,432	100.00%
Off. of Protection & Advocacy	**Asian American**	$ -	#DIV/0!
	Black American	$ -	#DIV/0!
	Disabled American	$ -	#DIV/0!
	Hispanic American	$ -	#DIV/0!
	Iberian Peninsula	$ -	#DIV/0!
	American Indian	$ -	#DIV/0!
	Nonminority Woman	$ -	#DIV/0!
	Non-M/WBE	$ -	#DIV/0!
	Total	$ -	#DIV/0!
Off. of Protection & Advocacy	**Asian American**	$ -	0.00%
	Black American	$ -	0.00%
	Disabled American	$ -	0.00%
	Hispanic American	$ 511	1.56%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 10,956	33.42%
	Non-M/WBE	$ 21,317	65.02%
	Total	$ 32,783	100.00%
Office of Early Childhood	**Asian American**	$ 614,946	0.92%
	Black American	$ 15,290	0.02%
	Disabled American	$ 85,044	0.13%
	Hispanic American	$ 2,435	0.00%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 7,465,498	11.17%

	Non-M/WBE	$	58,641,934	87.75%
	Total	$	66,825,148	100.00%
Office of Governmental Accountability	Asian American	$	29,067	29.58%
	Black American	$	-	0.00%
	Disabled American	$	-	0.00%
	Hispanic American	$	-	0.00%
	Iberian Peninsula	$	-	0.00%
	American Indian	$	-	0.00%
	Nonminority Woman	$	5,095	5.18%
	Non-M/WBE	$	64,107	65.24%
	Total	$	98,269	100.00%
Office of Health Strategy	Asian American	$	-	0.00%
	Black American	$	-	0.00%
	Disabled American	$	-	0.00%
	Hispanic American	$	-	0.00%
	Iberian Peninsula	$	-	0.00%
	American Indian	$	-	0.00%
	Nonminority Woman	$	-	0.00%
	Non-M/WBE	$	1,523,959	100.00%
	Total	$	1,523,959	100.00%
Office of Higher Education	Asian American	$	143,553	12.76%
	Black American	$	65,960	5.86%
	Disabled American	$	-	0.00%
	Hispanic American	$	-	0.00%
	Iberian Peninsula	$	-	0.00%
	American Indian	$	-	0.00%
	Nonminority Woman	$	77,736	6.91%
	Non-M/WBE	$	838,009	74.47%
	Total	$	1,125,258	100.00%
Office of Policy & Management	Asian American	$	213,712	1.63%
	Black American	$	-	0.00%
	Disabled American	$	6,786	0.05%
	Hispanic American	$	154,646	1.18%
	Iberian Peninsula	$	-	0.00%
	American Indian	$	-	0.00%
	Nonminority Woman	$	253,628	1.93%
	Non-M/WBE	$	12,493,771	95.21%
	Total	$	13,122,543	100.00%
Office of State Ethics	Asian American	$	152,592	69.17%
	Black American	$	-	0.00%
	Disabled American	$	-	0.00%
	Hispanic American	$	-	0.00%
	Iberian Peninsula	$	-	0.00%
	American Indian	$	-	0.00%
	Nonminority Woman	$	6,085	2.76%
	Non-M/WBE	$	61,939	28.08%
	Total	$	220,616	100.00%
Office of the State Treasurer	Asian American	$	69,889	0.07%
	Black American	$	763	0.00%
	Disabled American	$	71,597	0.08%
	Hispanic American	$	680	0.00%
	Iberian Peninsula	$	-	0.00%
	American Indian	$	-	0.00%
	Nonminority Woman	$	1,119,855	1.19%
	Non-M/WBE	$	93,061,557	98.66%
	Total	$	94,324,341	100.00%
Probate Court Administration	Asian American	$	-	0.00%
	Black American	$	6,634	0.12%
	Disabled American	$	-	0.00%
	Hispanic American	$	57,666	1.05%

	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 305,565	5.59%
	Non-M/WBE	$ 5,097,506	93.24%
	Total	$ 5,467,370	100.00%
Public Defender Services	Asian American	$ 21,770	0.91%
	Black American	$ -	0.00%
	Disabled American	$ -	0.00%
	Hispanic American	$ -	0.00%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 418,194	17.55%
	Non-M/WBE	$ 1,943,349	81.54%
	Total	$ 2,383,313	100.00%
Secretary of the State	Asian American	$ 996,921	4.71%
	Black American	$ 24,203	0.11%
	Disabled American	$ 262,179	1.24%
	Hispanic American	$ 981,884	4.64%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 3,495,635	16.50%
	Non-M/WBE	$ 15,421,163	72.80%
	Total	$ 21,181,986	100.00%
State Comptroller's Office	Asian American	$ 2,478,867	1.17%
	Black American	$ -	0.00%
	Disabled American	$ -	0.00%
	Hispanic American	$ -	0.00%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 326,745	0.15%
	Non-M/WBE	$ 208,826,440	98.67%
	Total	$ 211,632,052	100.00%
State Dept of Education	Asian American	$ 696,103	0.90%
	Black American	$ 40,466	0.05%
	Disabled American	$ 710,076	0.92%
	Hispanic American	$ 136,974	0.18%
	Iberian Peninsula	$ 3,763	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 2,657,750	3.44%
	Non-M/WBE	$ 73,018,519	94.51%
	Total	$ 77,263,651	100.00%
State Dept on Aging	Asian American	$ -	0.00%
	Black American	$ -	0.00%
	Disabled American	$ -	0.00%
	Hispanic American	$ 3,008	3.35%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 10,976	12.24%
	Non-M/WBE	$ 75,679	84.40%
	Total	$ 89,663	100.00%
Teachers' Retirement Board	Asian American	$ -	0.00%
	Black American	$ -	0.00%
	Disabled American	$ -	0.00%
	Hispanic American	$ -	0.00%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 45,483	2.48%
	Non-M/WBE	$ 1,788,638	97.52%
	Total	$ 1,834,121	100.00%
	Asian American	$ 28,778	3.86%

Worker's Compensation Comm	**Black American**	$ 33,853	4.54%
	Disabled American	$ 2,397	0.32%
	Hispanic American	$ -	0.00%
	Iberian Peninsula	$ -	0.00%
	American Indian	$ -	0.00%
	Nonminority Woman	$ 201,090	26.96%
	Non-M/WBE	$ 479,763	64.32%
	Total	$ 745,881	100.00%
Total	**Asian American**	$ 47,316,298	0.79%
	Black American	$ 18,043,425	0.30%
	Disabled American	$ 3,016,196	0.05%
	Hispanic American	$ 209,585,504	3.48%
	Iberian Peninsula	$ 5,685,690	0.09%
	American Indian	$ 35,895	0.00%
	Nonminority Woman	$ 198,079,744	3.29%
	Non-M/WBE	$ 5,543,056,953	92.00%
	Grand Total	$ 6,024,819,705	100.00%

APPENDIX O

EXPANDED REGRESSION ANALYSIS

STATE OF CONNECTICUT
DISPARITY STUDY

GRIFFIN & STRONG

APPENDIX G: **Expanded Regression Analysis**

The tables in Appendix G (Tables G-2 through G-15) report additional regression results. The regression specifications and parameter estimates attempt to identify the possibly causal factors that explain private sector outcomes related to public contracting success, and public contracting disparities, after controlling for a variety of race-neutral capacity factors in the State of Connecticut Market area.

The results of the GSPC disparity analysis provide a framework to rationalize observed disparities in public contracting outcomes/success with the State of Connecticut between MBEs and non-MBEs in the State of Connecticut Market Area. The Study team's regression analysis suggests that any observed disparities in public contracting outcomes between MBEs and non-MBEs are not explained by differential capacities for public contracting success with the State of Connecticut. The Study's regression specifications control for firm public contracting capacity by including measures such as the education level of the firm owner, the age and market tenure of the firm, the size of the firm with respect to the number of employees and revenues, firm bonding capacity, willingness and ability to do business with the State of Connecticut, registration status, and firm financial standing. This inclusion of these control covariates in GSPC's regression specifications permit an assessment of public contracting success/failure conditional on MBE and non-MBE public contracting capacity. The existence of public contracting success disparities between MBEs and non-MBEs— particularly when disaggregating by the racial/ethnic/gender status of owners— even after controlling for capacity suggests that relative to non-MBEs, MBEs face barriers independent of their capacity—or their ability—in securing public contracts and subcontracts with the State of Connecticut.

Perhaps most indicative of racial/ethnic disparities in public contracting outcomes in the State of Connecticut Market Area, the Study team's results reveal that the likelihood of MBEs that are owned by Bi/Multiracial Americans are relatively more likely to have "never" been a prime contractor or subcontractor relative to non-MBEs over the Study period. This suggests that these type of MBEs face barriers in securing prime contracts and subcontracts from the State of Connecticut. The Study team also finds that in the State of Connecticut Market area, there are no differences in the prime bid submission rates of non-MBEs and MBEs. This suggests that any public contracting disparities between non-MBEs and MBEs can't be explained, at least in part, by differential prime bid submission rates. Coupled with the Study team's findings of MBE exclusion from formal/informal relationship networks at the State of Connecticut that may be important for public contracting success, the Study's results are also consistent with observed disparities in securing prime contracts and subcontracts with the State of Connecticut being driven, at least in part, by barriers specific to MBEs, that undermine their ability to secure prime contracts and subcontracts with the State of Connecticut.

A. Statistical and Econometric Framework

Methodologically, the GSPC statistical and econometric analysis of possible MBE public contracting disparities with the State of Connecticut utilizes both a standard Regression Model framework and a Categorical Regression Model (CRM) framework.[1] As the covariates measuring public contracting activity/outcomes and and other respondent characteristics in Table G-1 are categorical responses to questionaire items (e.g. public contracting bid ranges, yes, no), a CRM views the categories as latent variables with likelihood thresholds that are conditioned on other covariates. In the case where there are more than two categories and the succession of categories have a natural ranking, a CRM permits a determination as to how particular covariates condition the likelihood/probability of being in the highest valued category relative to the lower-valued categories. In the case of just two categorical but not naturally ordered categories, the CRM reduces to a Binary Regression Model (BRM).[2]

[1] For overview of the CRM, See: Richard D. McKelvey and William Zavoina. 1975. "A Statistical Model for the Analysis of Ordinal Level Dependent Variables," *Journal of Mathematical Sociology*, 4: pp. 103 - 120.

[2] More formally, if the latent realization of an outcome is Y_i^*, ranging from $-\infty$ to ∞, a structural and conditional specification

The Study team first uses a relevant CRM/BRM to estimate the linear predictions of particular ordinal-ranked outcomes as a function of the presumably "race-neutral" capacity of the firm. The motivation here is to initially determine how particular market and public sector contracting outcomes are determined by factors other than the ethnicity/race/gender and MBE classification status of the firm. The estimated *linear predictions* are then *standardized* and utilized in regression specification where the regressors are the binary ethnicity/race/gender and MBE indicators for individuals. The estimated coefficients inform the extent to which ethnicity/race/gender and MBE status impact the likelihood of an outcome, on average, relative to White-owned firms and non-MBEs.[3]

In those instances in which GSPC reports CRM/BRM parameter estimates, GSPC reports them as "odds ratios", which measure the ratio of the probability of success and the probability of failure relative to the omitted group in all our specifications—nonminority owned firms.[4] When the odds ratio is greater (less) than unity for a parameter, the measured characteristic of interest to the outcome of interest has the effect of increasing (decreasing) the likelihood of the outcome under consideration relative to nonnminority owned firms. The Study team determines statistical significance on the basis of the estimated coefficient's probability value—or P-value. The P-value is the probability of obtaining an estimate of the coefficient by chance alone, assuming that the null hypothesis of the variable having a zero effect is true. As a convention, GSPC rejects the null hypothesis of no effect, and concludes the estimated coefficient is statistically significant as long as P-value ≤ .05, which we highlight in bold for all parameter estimates. In all instances, the estimated standard errors are "robust" with respect to heteroskedasticity. GSPC also reports the R^2 as a goodness-of-fit measure.

The Study team's regression strategy also reports on two different specifications of the outcome of interest. The first one includes a broad classification of non-white firms as measured by whether or not they are certified and/or deemed as MBEs. Each category in this regression approach will have overlap of firms owned by particular racial/ethnic groups and Women. As this overlap might mask differences in outcomes for particular non-white minorities and Women, the second specification disaggregates the broad categories by specific racial/ethnic group, gender, disability, and sexual orientation. The exposition and discussion of the results are, in general, couched in terms of whether the outcome of interest suggests that broad MBE and race/ethnicity/gender/sexual orientation/disability status characteristics of a firm is a possible driver or not of public contracting and other relevant disparities in the State of Connecticut Market Area. In particular, the Study team does not necessarily exposit upon the statistical insignificance or significance of MBE or racial/ethnic/gender status in a regression if it is not uniform across all the various categories, as the absence of such a uniformity suggests that for particular MBEs, or on average, the outcome of interest is a driver of public

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for Y_i^* is $Y_i^* = \mathbf{X}_i \beta + \varepsilon_i$, where $\mathbf{X}$ is a vector of exogenous covariates, β is a vector of coefficients measuring the effects of particular covariates on the realization of Y_i^*, and ε_i is a random error. For categorical and ordinal outcomes $m = 1 \ldots J$, $Y_i = m$ if $\tau_{m-1} \leq Y_i^* < \tau_m$, where the τ_i are thresholds for the particular realizations of $Y_i^* = m$. Conditional on $\mathbf{X}$ the likelihood/probability that Y_i takes on a particular realization is $Pr(Y_i = m \mid \mathbf{X}) = \Phi(\tau_m - \mathbf{X}\beta) - \Phi(\tau_{m-1} - \mathbf{X}\beta)$, where Φ is the cumulative density function of ε. The GSPC methodology utilizes covariates that control and/or proxy for the education level of the firm owner, the age of the firm, the size of the firm with respect to the number of employees and revenues, firm bonding capacity, and firm financial standing.

[3] In particular, let y^{p_i} be the predicted linear probability for a particular ordinal outcome estimate from a CRM or BRM, the regressand in the regression model is $p^i = [y^{p_i} - \mu_y]/\sigma_y$, where μ_y is the mean of y^{p_i}, and σ_y is the standard deviation of y^{p_i}.

[4] An "odds-ratio" is also a measure of "effect size" in that in addition to the statistical significance of a parameter, the "odds-ratio" provides a measure of a parameter estimate's "practical magnitude." For an "odds-ratio" the practical magnitude is the absolute value of 1 minus the "odds-ratio", measuring the percentage change in the likelihood of observing the dependent outcome.

contracting disparities in the State of Connecticut market area, and can be at least partially explained by MBE and/or racial/ethnic/gender status.

B. GSPC Survey of Business Owners Data

The State of Connecticut disparity analysis is based on survey data compiled by GSPC, and constitutes a sample of firms from the bidder and vendor lists provided by the State of Connecticut. The GSPC survey was a questionnaire that captured data on firm and individual owner characteristics in the State of Connecticut market area. The questionaire was sent to registered firms, certified firms, prequalified firms, and awardees. Table 1 reports, for the 653 survey responses captured, a statistical summary of the variables that are relevant to the GSPC regression-based analysis of outcomes relevant to, and informative of, public procurement disparities in the State of Connecticut market area. The variables marked with an asterisk are those utilitize as factors determining a firm's "race-neutral capacity to compete in both the private and public sector of the State of Connecticut Relevant Market Area. All responses are relevant for the 7/1/16 – 6/30/21 time period.

Table G-1
Statistical Summary of Variables

Covariate	Description	Mean	Standard Deviation	Number of Observations
Firm entered market within past five years	*Binary Variable*: 1 = yes	.158	.365	653
Number of times denied a commercial bank loan	*Ordinal Variable:*1 = 0; 2 = 1 – 10; 3 = 11 – 25; 4 = 26 – 50; 5 = 51 – 100; 6 = Over 100	1.09	.606	653
Number of prime bids submitted on the State of Connecticut projects	*Ordinal Variable:*1 = 0; 2 = 1 – 10; 3 = 11 – 25; 4 = 26 – 50; 5 = 51 – 100; 6 = Over 100	1.89	1.49	653
Number of State of Connecticut prime contracts awarded between 7/1/16 – 6/30/21	*Ordinal Variable:*1 = 0; 2 = 1 – 10; 3 = 11 – 25; 4 = 26 – 50; 5 = 51 – 100; 6 = Over 100	1.49	1.13	653
Number of State of Connecticut subcontracts awarded between 7/1/16 – 6/30/21	*Ordinal Variable:*1 = 0; 2 = 1 – 10; 3 = 11 – 25; 4 = 26 – 50; 5 = 51 – 100; 6 = Over 100	1.55	1.21	653
Firm has experienced private sector discrimination	*Binary Variable:* 1 = Yes	.161	.368	653
Firm has experienced discrimination at State of Connecticut	*Binary Variable:*1 = Yes	.196	.397	653
Firm owner agrees informal relationships with the State of Connecticut is a Barrier to securing contracts	*Binary Variable:* 1 = Yes	.528	.500	653
Owner has more than 20 years of experience	*Binary Variable:* 1 = Yes	.761	.427	653
Firm has more than 10 employees*	*Binary Variable:* 1 = Yes	.387	.488	653
Firm owner has a baccalaureate/post-graduate degree*	*Binary Variable:* 1 =Yes	.360	.480	653
Firm gross revenue greater than $1,500,000*	*Binary Variable:* 1 = Yes	.308	.462	653
Firm bonding limit greater than $1,500,000*	*Binary Variable:* 1 = Yes	.708	.455	653
Financing is a Barrier to Submitting* Bids and Securing Contracts From State of Connecticut	*Binary Variable:* 1 = Yes	.856	.351	653
Performance Bonds are a Barrier to Submitting* Bids and Securing Contracts From State of Connecticut	*Binary Variable:* 1 = Yes	.838	.369	653
Firm is a certified Minority Business Enterprise	*Binary Variable:* 1 = Yes	.496	.500	653
Firm is a certified Woman business enterprise	*Binary Variable:* 1 = Yes	.294	.456	653
Firm is a certified Disadvantaged Business Enterprise	*Binary Variable:* 1 = Yes	.107	.310	653
Majority Firm Owner is Black American	*Binary Variable:* 1 = Yes	.161.	.368	653
Majority Firm Owner is Hispanic American	*Binary Variable*: 1 = Yes	.051	.219	653
Majority Firm Owner is Asian	*Binary Variable*: 1 = Yes	.025	.155	653
Majority Firm Owner is Native American	*Binary Variable:* 1 = Yes	.003	.055	653
Majority Firm Owner is Biracial/multiracial	*Binary Variable: 1 =Yes*	.021	.140	653
Majority Firm Owner is Other Race	*Binary Variable: 1 = Yes*	.020	.141	653
Majority Firm Owner is a Woman	*Binary Variable:*1 = Yes	.410	.492	653
Majority Firm Owner is Iberian American	*Binary Variable:*1 = Yes	.009	.095	653
Majority Firm Owner is LBGTQ	*Binary Variable:*1 = Yes	.037	.188	653
Majority Firm Owner is Disabled	*Binary Variable:* 1 = Yes	.070	.256	653

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C. MBE Status and Firm Entry in the State of Connecticut Market Area

To determine if MBE status is a barrier to the formation of new businesses in the State of Connecticut Market Area, Tables G-2 - 3 report, for each of the distinct MBEs and owner self-reported race/ethnicity in the GSPC sample, the estimated parameters of an Ordinary Least Square Regression with the standardized linear probability of being a new firms as the dependent variable.

The statistical significance for the parameter estimates in Tables G-2 suggest that relative to White-owned firms, certified Minority-owned firms are less likely, and certified Women and Disadvantaged firms are morely like to be new firms in the State of Connecticut Market Area. To the extent that market experience is an important determinant of and correlated with success in bidding and securing public contracts, this suggests that for certified Women and disadvantaged firms, relative inexperience in the market can possibly explain disparities in public contracting between them and non-MBEs in the State of Connecticut Market Area, as tenure in the market also implies similar knowledge/experience about bidding and securing public contracts. When disaggregated by race, the statistical significance for the estimated coefficient suggests that firms owned by Hispanic American, Native American, and Women in the State of Connecticut Market Area are relatively more likely to be new firms. This suggests that any public contracting disparities between non-MBEs and firms owned by these type of MBEs can possibly be explained by differential rates of market experience.

Table G-2
Ordinary Least Parameter Estimates-Firm Entry:
MBE Status and New Firm Entry Probabilities
in the State of Connecticut Market Area

	Coefficient	P-value
Regressand: Standardized linear prediction that firm is a new entrant to market		
Firm is a certified Minority business enterprise: (Binary)	-0.2957	**0.0008**
Firm is a certified Woman enterprise: (Binary)	0.5357	**0.0000**
Firm is a certified disadvantaged business enterprise: (Binary)	0.2982	**0.0248**
Constant	-0.0428	0.4292
Number of Observations	653	
R^2	0.0676	

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Table G-3
Ordinary Least Parameter Estimates-Firm Entry:
Race/ethnicity/gender/sexual orientation/disability Status and New Firm Entry Probabilities
in the State of Connecticut Market Area

	Coefficient	P-value
Regressand: Standardized linear prediction that firm is a new entrant to market		
Firm is Black-owned: (Binary)	0.9234	**0.0000**
Firm is Hispanic-owned: (Binary)	0.7316	**0.0002**
Firm is Asian-owned: (Binary)	0.1934	0.3536
Firm is Native American-owned: (Binary)	0.6339	**0.0003**
Firm is Bi/Multiracial-owned: (Binary)	0.6499	**0.0249**
Firm is other race-owned: (Binary)	0.1380	0.6317
Firm is Woman-owned: (Binary)	0.4152	**0.0000**
Firm is Iberian American-owned: (Binary)	-0.2360	0.5495
Firm is LGBTQ-owned	0.2358	0.2210
Firm-owner has a Disability	0.2118	0.1014
Constant	-0.3996	**0.0000**
Number of Observations	653	
R^2	0.2180	

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D. MBE Status and Number of Prime Bid Submissions In the State of Connecticut Market Area

One reason disparities in public contracting outcomes between MBEs and non-MBEs could exist is that relative to non-MBEs, MBEs may be less interested in, and/or less likely to submit bids for public contracts. To determine if this is the case in the State of Connecticut Market Area, Tables 4 - 5 report regression parameter estimates with the linear prediction of number of prime bid submissions as the dependent variable.

The statistical significance of the parameter estimates in Table 4 reveal that relative to non-MBEs, the prime bid submission rates of certified Minority owned-firms are higher, and that of certified Women and Disadvantaged firms are no different. This suggests that at least for certified Minority-owned firms any disparities between non-MBEs and MBEs cannot be explained by differential prime bid submission rates. However, when disaggregating by race/ethnicity/gender/sexual orientation/disability status, the results in Table 5 reveal that firms owned by Black Americans, Hispanic Americans, Native Americans and Women are less likely to submit prime bids relative to non-MBEs. This suggests that any disparities in public procurement outcomes between these specific types of MBEs and non-MBEs in the State of Connecticut market area can possibly be explained by relatively lower prime bid submissions rates.

Table G-4:*Ordinary Least Parameter Estimates-Prime Submissions:*
MBE Status and Number of Prime Bid Submissions
In the State of Connecticut Market Area

	Coefficient	P-value
Regressand: Standardized linear prediction of number of prime bid submissions		
Firm is a certified minority business enterprise: (Binary)	0.2922	**0.0009**
Firm is a certified woman enterprise: (Binary)	-0.4269	**0.0000**
Firm is a certified disadvantaged business enterprise: (Binary)	-0.2816	**0.0252**
Constant	0.0107	0.8514
Number of Observations	653	
R^2	0.0475	

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Table G-5:*Ordinary Least Parameter Estimates-Prime Submissions:*
Race/ethnicity/gender/sexual orientation/disability Status and Number of Prime Bid Submissions
In the State of Connecticut Market Area

	Coefficient	P-value
Regressand: Standardized linear prediction of number of prime bid submissions		
Firm is Black American-owned: (Binary)	-0.5764	**0.0000**
Firm is Hispanic American-owned: (Binary)	-0.8361	**0.0000**
Firm is Asian American-owned: (Binary)	-0.2130	0.3910
Firm is Native American-owned: (Binary)	-1.0964	**0.0000**
Firm is Bi/Multiracial-owned: (Binary)	-0.3620	0.0698
Firm is other race-owned: (Binary)	-0.2498	0.3030
Firm is woman-owned: (Binary)	-0.4044	**0.0000**
Firm is Iberian American-owned: (Binary)	0.1762	0.6214
Firm is LGBTQ-owned: (Binary)	-0.1276	0.4600
Firm-owner has a Disability: (Binary)	-0.0754	0.5793
Constant	0.3300	**0.0000**
Number of Observations	653	
R^2	0.1318	

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E. MBE Status and Number of Prime Contracts Awarded In the State of Connecticut Market Area

To the extent that frequency of public contract bids reflects past experience as a prime contractor, MBEs can potentially become frequent prime contract bidders by actually gaining experience as successful prime contractors. As such, the frequency of prime bids by MBEs firms need not be a concern if they are actually gaining valuable experience as prime contractors that will translate into frequent contract bids and success later. To explore if this is the case in the State of Connecticut Market Area, Tables G-6 - 7 report regression parameter estimates where the dependent variable is the linear prediction of number of prime contracts awarded.

The statistical significance of the parameter estimates in Table 6 suggest that relative to non-MBEs, certifed Women and Disadvantaged firms are less likely to win a prime contract. When disaggregating by the race/ethnicity/gender/sexual orientation/disability status of firm owners in Table 7, the statistical significance of the estimated parameters suggest that relative to non-MBES, firms owned by Black Americans, Hispanic Americans,

Native Americans, Bi/multiracial Americans, and Women are less likely to receive a prime contract award from the State of Connecticut. This suggests that at least for these type of MBEs, any contracting disparities between them and non-MBEs can possibly be explained by past, and possibly discriminatory constraints on them sucessfully winning prior prime contracts which could translate into future capacity to secure prime contracts.

Table G-6:*Ordinary Least Parameter Estimates-Prime Awards: MBE Status and Number of Prime Contracts Awarded*
In the State of Connecticut Market Area

	Coefficient	P-value
Regressand: Standardized linear prediction of number of prime contracts awarded		
Firm is a certified minority business enterprise: (Binary)	0.2801	**0.0012**
Firm is a certified woman enterprise: (Binary)	-0.4201	**0.0000**
Firm is a certified disadvantaged business enterprise: (Binary)	-0.3082	**0.0165**
Constant	0.0176	0.7589
Number of Observations	653	
R^2	0.0483	

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Table G-7:*Ordinary Least Parameter Estimates-Prime Awards: Race/ethnicity/gender/sexual orientation/disability Status and Number of Prime Contracts Awarded*
In the State of Connecticut Market Area

	Coefficient	P-value
Regressand: Standardized linear prediction of number of prime contracts awarded		
Firm is Black-owned: (Binary)	-0.5760	**0.0000**
Firm is American-owned: (Binary)	-0.9020	**0.0000**
Firm is Asian American-owned: (Binary)	-0.1415	0.5629
Firm is Native American-owned: (Binary)	-1.2001	**0.0000**
Firm is bi/multiracial-owned: (Binary)	-0.4981	**0.0162**
Firm is other race-owned: (Binary)	-0.2833	0.2287
Firm is Woman-owned: (Binary)	-0.4191	**0.0000**
Firm is Iberian-owned: (Binary)	0.0821	0.8023
Firm is LGBTQ-owned (Binary)	-0.2147	0.1979
Firm-owner has a Disability (Binary)	-0.0535	0.7193
Constant	0.3438	**0.0000**
Number of Observations	653	
R^2	0.1436	

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F. MBE Status and Number of Subcontracts Awarded In the State of Connecticut Market Area

To the extent that submitting and winning public contract bids requires experience, which can also be gained through subcontracting with lead prime firms with State of Connecticut contracts, MBEs can potentially become more frequent and successful prime contract bidders by acquiring experience as subcontractors. As such, the low-frequency of prime bid submission and lower likelihood of being a prime contractor by MBEs need not be a concern if they are gaining valuable subcontracting experience that will translate into high frequency contract bids and success later. To explore if this is the case in the State of Connecticut Market Area, Tables G-8 – 9 report regression parameter estimates where the dependent variable is the linear prediction of number of subcontracts awarded.

The statistical significance of the estimated parameters in Table G-8 suggest that relative to non-MBEs, certified Minority-owned firms are more likely, and certified Women-owned firms are less likely to have been awarded subcontracts. This suggests that any contracting disparities between non-MBEs and certified Women-owned firms can be explained, at least in part, by relative deficits in contracting experience gained by subcontracting experience. When disaggregating by the race/ethnicity/gender/sexual orientation/disability status of firm owners in Table G-9, relative to non-MBEs, the statistical significance of the estimated parameters suggest that firms owned by Black Americans, Native Americans and Women are relatively less likely to have been awarded a State of Connecticut subcontract. To the extent that success in public contracting is proportional to having prior subcontracts, this suggests that any contracting disparities between non-MBEs and these types of MBEs can be explained, at least in part, by relative deficits in contracting experience gained by subcontracting experience.

Table G-8:
Ordinary Least Parameter Estimates-Sub Awards:
SMBE Status and Number of Subcontracts Awarded
In the State of Connecticut Market Area

	Coefficient	P-value
Regressand: Standardized linear prediction of number of subcontracts awarded		
Firm is a certified minority business enterprise: (Binary)	0.3829	**0.0000**
Firm is a certified woman enterprise: (Binary)	-0.3424	**0.0008**
Firm is a certified disadvantaged business enterprise: (Binary)	-0.1306	0.2936
Constant	-0.0753	0.1687
Number of Observations	653	
R^2	0.0360	

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Table G-9:
Ordinary Least Parameter Estimates-Sub Awards:
Owner Racial/Ethnic Status and Number of Subcontracts Awarded
In the State of Connecticut Market Area

	Coefficient	P-value
Regressand: Standardized linear prediction of number of subcontracts awarded		
Firm is Black American-owned: (Binary)	-0.4317	**0.0000**
Firm is Hispanic American-owned: (Binary)	-0.3057	0.0712
Firm is Asian American-owned: (Binary)	-0.2222	0.3763
Firm is Native American-owned: (Binary)	-0.4952	**0.0131**
Firm is Bi/multiracial-owned: (Binary)	-0.1639	0.4986
Firm is other race-owned: (Binary)	-0.0529	0.8454
Firm is Woman-owned: (Binary)	-0.3442	**0.0000**
Firm is Iberian American-owned: (Binary)	0.3906	0.4474
Firm is LGBTQ-owned: (Binary)	-0.0035	0.9833
Firm-owner has a Disability: (Binary)	0.1230	0.3384
Constant	0.2253	**0.0001**
Number of Observations	653	
R^2	0.0653	

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G. MBE Status and Perceived Discrimination in the State of Connecticut Private Sector

Disparate contracting and subcontracting outcomes between MBEs and non-MBEs could reflect, at least in part, the effects of discrimination against them by private sector firms, which discourages their entry into the market, and/or undermines their capacity to compete for public sector projects. In Tables 10 – 11, the Study team reports OLS parameter estimates of the effects of MBE status on the standardized probability having experienced discrimination—in particular the perception of having experienced discrimination in the private sector of the State of Connecticut Market Area.

If perceptions of discrimination correlate positively with actual discrimination in the private sector, the statistical significance of the estimated parameters suggest that relative to non-MBEs, certified Minority-owned firms are less likely, and certified Disadvantaged-owned and Women-owned firms are more likely to experience discrimination in the private sector of the State of Connecticut Market Area. When disaggregated by the race/ethnicity/gender/sexual orientation/disability status of firm owners, the statistical significance of the estimated parameters suggest that relative to non-MBEs, firms owned by Black Americans, Hispanic Americans, Native Americans, Bi/multiracial Americans, Women, and Disabled Americans are more likely to experience discrimination in the private sector of the State of Connecticut Market Area. To the extent that private sector discrimination can undermine the capacity of MBEs to compete for public sector procurement, this suggests that, at least in the State of Connecticut Market Area, private sector discrimination may explain, at least in part, public contracting disparities between these type of MBEs and Non-MBEs.

Table G-10

Ordinary Least Parameter Estimates-Private Sector Discrimination
MBE Status and Perceived Discrimination in the Private Sector

	Coefficient	P-value
Regressand: Standardized linear prediction of experiencing perceived discrimination in the private sector		
Firm is a certified minority business enterprise: (Binary)	-0.2828	**0.0011**
Firm is a certified Woman enterprise: (Binary)	0.4790	**0.0000**
Firm is a certified Disadvantaged Business Enterprise: (Binary)	0.4584	**0.0014**
Constant	-0.0497	0.3605
Number of Observations	653	
R^2	0.0737	

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Table G-11

Ordinary Least Parameter Estimates-Private Sector Discrimination
Race/ethnicity/gender/sexual orientation/disability Status and Perceived Discrimination in the Private Sector

	Coefficient	P-value
Regressand: Standardized linear prediction of experiencing perceived discrimination in the private sector		
Firm is Black American-owned: (Binary)	0.9209	**0.0000**
Firm is Hispanic American-owned: (Binary)	0.8789	**0.0000**
Firm is Asian American-owned: (Binary)	0.2401	0.3067
Firm is Native American-owned: (Binary)	1.4574	**0.0000**
Firm is bi/multiracial-owned: (Binary)	0.7722	**0.0115**
Firm is other race-owned: (Binary)	-0.0284	0.9185
Firm is Woman-owned: (Binary)	0.2624	**0.0004**
Firm is Iberian American-owned: (Binary)	-0.1364	0.7061
Firm is LGBTQ-owned: (Binary)	0.1773	0.3857
Firm-owner has a Disability: (Binary)	0.4660	**0.0021**
Constant	-0.3634	**0.0000**
Number of Observations	653	
R^2	0.2184	

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H. MBE Status and Perceived Discrimination at the State of Connecticut

Disparate contracting and subcontracting outcomes between MBEs and non-MBEs could reflect, at least in part, the present effects of past discrimination against them by the State of Connecticut, which conditions their entry into the market, and opportunities for success at the State of Connecticut.[5] In Tables 12 – 13, the Study team reports OLS parameter estimates of the the effects of MBE status on the standardized probability of having experienced discrimination—in particular the perception of having experienced discrimination at the State of Connecticut.

If perceptions of discrimination correlate positively with actual discrimination at the State of Connecticut, the statistical significance of the estimated parameters suggest that relative to non-MBEs, certified Women-owned and Disadvantaged-owned firms are neither more likely to experience discrimination at the State of Connecticut. When disaggregated by the race/ethnicity/gender/sexual orientation/disability status of firm owners, the statistical significance of the estimated parameters suggest that relative to Non-MBEs, firms owned by Black Americans, Hispanic Americans, Native Americans, and Bi/multiracial Americans are more likely to experience discrimination at the State of Connecticut. To the extent that discrimination at the State of Connecticut can undermine the capacity of MBEs to compete for public sector procurement, this suggests that discrimination at the State of Connecticut may explain, at least in part, contracting disparities between non-MBEs and non-MBEs.

Table G-12
Ordinary Least Parameter Estimates-State of Connecticut Discrimination
MBE Status and Perceived Discrimination at the State of Connecticut

	Coefficient	P-value
Regressand: Standardized linear prediction of experiencing perceived discrimination at the State of Connecticut		
Firm is a certified minority business enterprise: (Binary)	-0.0990	0.2187
Firm is a certified woman enterprise: (Binary)	0.2886	**0.0020**
Firm is a certified Disadvantaged Business Enterprise: (Binary)	0.4015	**0.0115**
Constant	-0.0788	0.1577
Number of Observations	653	
R^2	0.0392	

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[5] For the effects that discrimination can have upon the entry and performance of minority-owned firms. See: Borjas, George J., and Stephen G. Bronars. 1989."Consumer Discrimination and Self-employment." *Journal of Political Economy*, 97: pp. 581-605.

Table G-13
Ordinary Least Parameter Estimates-State of Connecticut Discrimination
Race/ethnicity/gender/sexual orientation/disability Status and Perceived Discrimination at the State of Connecticut

	Coefficient	P-value
Regressand: Standardized linear prediction of experiencing perceived discrimination at the State of Connecticut		
Firm is Black American-owned: (Binary)	0.6540	**0.0000**
Firm is Hispanic American-owned: (Binary)	0.7778	**0.0004**
Firm is Asian American-owned: (Binary)	0.0564	0.8450
Firm is Native American-owned: (Binary)	1.4811	**0.0083**
Firm is bi/multiracial-owned: (Binary)	0.8247	**0.0300**
Firm is other race-owned: (Binary)	0.0783	0.7318
Firm is woman-owned: (Binary)	0.0885	0.2582
Firm is Iberian American-owned: (Binary)	0.4331	0.4529
Firm is LGBTQ-owned: (Binary)	0.2427	0.2021
Firm-owner has a Disability: (Binary)	0.3314	0.0618
Constant	-0.2409	**0.0000**
Number of Observations	653	
R^2	0.1196	

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I. MBE Status and Formal/Informal Relationships In the State of Connecticut Market Area

Similar to discrimination at the State of Connecticut, the existence of formal/informal public contracting networks that confer advantages to insiders in securing public contracts and subcontracts, and exclude MBEs, could possibly have an adverse effect on MBEs' ability to secure public contracts and subcontracts with the State of Connecticut.[6] To explore the role of such formal/informal networks, Tables 14 - 15 report OLS parameter estimates where the dependent variable is the standardized linear probability that the firm owner agrees that a lack of a relationship with the State of Connecticut is a barrier to winning contracts.

The statistical significance of the estimated parameters in Table 14 suggest that relative to non-MBEs, firms certified as Minority are less likely and firms certified as Women and Disadvantaged are more likely to agree informal networks are important for contracting success with the State of Connecticut. When disaggregated by the race/ethnicity/gender/sexual orientation/disability status of firm owners, the statistical significance of the estimated parameters in Table 15 suggest that relative to non-MBEs, firms owned by Black Americans, Hispanic Americans, Native Americans, Bi/muliracial Americans, and Women are more likely to agree informal networks are important for contracting success with the State of Connecticut. This suggests that, at least for these type of MBEs, contracting disparities between them and non-MBEs can explained, at least in part, by their exclusion from the State of Connecticut public contracting networks that reduces their ability to secure prime contracts and subcontracts.

[6] For evidence that access to informal networks can increase the likelihood of success in securing public contracting See: Sedita, Silvia Rita, and Roberta Apa. 2015. "The Impact of Inter-organizational Relationships on Contractors' Success in Winning Public Procurement Projects: The Case of the Construction Industry in the Veneto Region." *International Journal of Project Management*, 33: pp. 1548-1562.

Table G-14

Ordinary Least Parameter Estimates-City Informal Contracting Networks
MBE Status and Formal/Informal City Relationships
In the State of Connecticut Market Area

	Coefficient	P-value
Regressand: Standardized linear prediction of agreeing that formal/ informal City Relationships are Barriers to securing contracts		
Firm is a certified minority business enterprise: (Binary)	-0.1724	**0.0385**
Firm is a certified woman enterprise: (Binary)	0.3830	**0.0000**
Firm is a certified Disadvantaged Business Enterprise: (Binary)	0.4179	**0.0022**
Constant	-0.0719	0.2243
Number of Observations	653	
R^2	0.0531	

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Table G-15

Ordinary Least Parameter Estimates-City Informal Contracting Networks
Race/ethnicity/gender/sexual orientation/disability Status and Formal/Informal City Relationships
In the State of Connecticut Market Area

	Coefficient	P-value
Regressand: Standardized linear prediction of agreeing that formal/ informal City Relationships are Barriers to securing contracts		
Firm is Black American-owned: (Binary)	0.7118	**0.0000**
Firm is Hispanic American-owned: (Binary)	0.8636	**0.0000**
Firm is Asian American-owned: (Binary)	0.2075	0.4295
Firm is Native American-owned: (Binary)	1.8977	**0.0000**
Firm is bi/multiracial-owned: (Binary)	0.6028	**0.0395**
Firm is other race-owned: (Binary)	0.0884	0.7086
Firm is Woman-owned: (Binary)	0.3316	**0.0000**
Firm is Iberian American-owned: (Binary)	0.2857	0.4779
Firm is LGBTQ-owned: (Binary)	0.2625	0.1218
Firm-owner has a Disability: (Binary)	0.2722	0.1106
Constant	-0.3503	**0.0000**
Number of Observations	653	
R^2	0.1671	

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APPENDIX P

SURVEY OF BUSINESS OWNERS

STATE OF CONNECTICUT
DISPARITY STUDY

GRIFFIN & STRONG

State of CT Disparity Study Survey of Business Owners

A brief note on how tables are calculated

Duplicate responses have been removed. Duplicate responses were removed based on businesses having either the same email address or same business name.

The total count of responses for each question includes only those participants who responded to that question. Participants who skipped or were not given a question are not included.

Table 1. Is your company a government entity?If Yes, please submit now and do not complete the remainder of this survey.

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Yes	0	0	0	0	0	0	0	0	0	0	0
	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %
No	284	173	105	33	6	16	2	13	12	9	653
	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %	100 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 2. How long has your company been in operation?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Under 1 year	1	0	1	1	0	0	0	0	0	0	3
	0.4 %	0 %	1 %	3 %	0 %	0 %	0 %	0 %	0 %	0 %	0.5 %
1-5 years	14	26	46	9	1	2	0	5	0	0	103
	4.9 %	15 %	43.8 %	27.3 %	16.7 %	12.5 %	0 %	38.5 %	0 %	0 %	15.8 %
6-10 years	23	18	18	10	0	1	0	2	0	0	72
	8.1 %	10.4 %	17.1 %	30.3 %	0 %	6.2 %	0 %	15.4 %	0 %	0 %	11 %
11-15 years	19	23	14	4	1	3	1	1	0	2	68
	6.7 %	13.3 %	13.3 %	12.1 %	16.7 %	18.8 %	50 %	7.7 %	0 %	22.2 %	10.4 %
16-20 years	20	14	8	2	1	1	0	1	0	1	48
	7 %	8.1 %	7.6 %	6.1 %	16.7 %	6.2 %	0 %	7.7 %	0 %	11.1 %	7.4 %
Over 20 years	207	92	18	7	3	9	1	4	12	6	359
	72.9 %	53.2 %	17.1 %	21.2 %	50 %	56.2 %	50 %	30.8 %	100 %	66.7 %	55 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 3. Is at least 51% percent of your company owned and controlled by a woman or women?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Yes	0	173	65	13	4	3	0	8	2	0	268
	0 %	100 %	61.9 %	39.4 %	66.7 %	18.8 %	0 %	61.5 %	16.7 %	0 %	41 %
No	284	0	40	20	2	13	2	5	10	9	385
	100 %	0 %	38.1 %	60.6 %	33.3 %	81.2 %	100 %	38.5 %	83.3 %	100 %	59 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 4. Is at least 51% percent of your company owned and controlled by a person with disabilities?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Yes	14	8	16	5	0	1	0	2	0	0	46
	4.9 %	4.6 %	15.2 %	15.2 %	0 %	6.2 %	0 %	15.4 %	0 %	0 %	7 %
No	270	165	89	28	6	15	2	11	12	9	607
	95.1 %	95.4 %	84.8 %	84.8 %	100 %	93.8 %	100 %	84.6 %	100 %	100 %	93 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 5. Is at least 51% percent of your company owned and controlled by a person who identifies as Lesbian, Gay, Bisexual, Transgender, or Queer (LGBTQ)?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Yes	6	8	4	1	0	1	0	4	0	0	24
	2.1 %	4.6 %	3.8 %	3 %	0 %	6.2 %	0 %	30.8 %	0 %	0 %	3.7 %
No	278	165	101	32	6	15	2	9	12	9	629
	97.9 %	95.4 %	96.2 %	97 %	100 %	93.8 %	100 %	69.2 %	100 %	100 %	96.3 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 6. Which of the following categories would you consider to be the race or ethnic origin that the person or persons that own at least 51% of the company identify as?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
White	284	169	0	0	0	0	0	0	0	0	453
	100 %	97.7 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	69.4 %
Black Americans, including all persons having origins in any	0	0	105	0	0	0	0	0	0	0	105
	0 %	0 %	100 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	16.1 %
Hispanic Americans, including all persons of Mexican, Puerto	0	0	0	33	0	0	0	0	0	0	33
	0 %	0 %	0 %	100 %	0 %	0 %	0 %	0 %	0 %	0 %	5.1 %
All persons having origins in the Iberian Peninsula, includi	0	0	0	0	6	0	0	0	0	0	6
	0 %	0 %	0 %	0 %	100 %	0 %	0 %	0 %	0 %	0 %	0.9 %
Asian Pacific Americans and Pacific Islanders	0	0	0	0	0	16	0	0	0	0	16
	0 %	0 %	0 %	0 %	0 %	100 %	0 %	0 %	0 %	0 %	2.5 %
	0	0	0	0	0	0	2	0	0	0	2

Table 6. Which of the following categories would you consider to be the race or ethnic origin that the person or persons that own at least 51% of the company identify as?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
American Indians and persons having origins in any of the or	0 %	0 %	0 %	0 %	0 %	0 %	100 %	0 %	0 %	0 %	0.3 %
Bi-Racial or Multi-Racial	0	0	0	0	0	0	0	13	0	0	13
	0 %	0 %	0 %	0 %	0 %	0 %	0 %	100 %	0 %	0 %	2 %
N/A (i.e., Publicly Traded Company)	0	0	0	0	0	0	0	0	12	0	12
	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	100 %	0 %	1.8 %
Other Non-White (specify):	0	4	0	0	0	0	0	0	0	9	13
	0 %	2.3 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	100 %	2 %
Woman	0	0	0	0	0	0	0	0	0	0	0
	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 7. What is the highest level of education completed by the owner of your company?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Some High School	4	0	1	1	0	0	0	0	0	0	6
	1.4 %	0 %	1 %	3 %	0 %	0 %	0 %	0 %	0 %	0 %	0.9 %
High School graduate	29	13	12	6	1	0	1	0	0	0	62
	10.2 %	7.5 %	11.4 %	18.2 %	16.7 %	0 %	50 %	0 %	0 %	0 %	9.5 %
Some College	50	26	17	7	0	2	0	2	0	2	106
	17.6 %	15 %	16.2 %	21.2 %	0 %	12.5 %	0 %	15.4 %	0 %	22.2 %	16.2 %
College Graduate	114	70	29	5	2	4	0	6	2	3	235
	40.1 %	40.5 %	27.6 %	15.2 %	33.3 %	25 %	0 %	46.2 %	16.7 %	33.3 %	36 %
Post Graduate Degree	57	58	43	11	1	10	0	3	4	3	190
	20.1 %	33.5 %	41 %	33.3 %	16.7 %	62.5 %	0 %	23.1 %	33.3 %	33.3 %	29.1 %
Trade or Technical Certificate	22	5	3	3	2	0	1	1	0	0	37
	7.7 %	2.9 %	2.9 %	9.1 %	33.3 %	0 %	50 %	7.7 %	0 %	0 %	5.7 %
Don't Know	8	1	0	0	0	0	0	1	6	1	17
	2.8 %	0.6 %	0 %	0 %	0 %	0 %	0 %	7.7 %	50 %	11.1 %	2.6 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 8. How many years of experience in your company's line of business does the primary owner of your company have?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
None	1	0	0	0	0	0	0	0	2	1	4
	0.4 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	16.7 %	11.1 %	0.6 %
1-5	3	9	8	2	0	0	0	1	0	0	23
	1.1 %	5.2 %	7.6 %	6.1 %	0 %	0 %	0 %	7.7 %	0 %	0 %	3.5 %
6-10	6	6	19	6	0	0	0	2	0	0	39
	2.1 %	3.5 %	18.1 %	18.2 %	0 %	0 %	0 %	15.4 %	0 %	0 %	6 %
11-15	12	9	10	2	0	1	0	2	0	0	36
	4.2 %	5.2 %	9.5 %	6.1 %	0 %	6.2 %	0 %	15.4 %	0 %	0 %	5.5 %
16-20	10	18	11	9	1	0	0	3	1	1	54
	3.5 %	10.4 %	10.5 %	27.3 %	16.7 %	0 %	0 %	23.1 %	8.3 %	11.1 %	8.3 %
More than 20	252	131	57	14	5	15	2	5	9	7	497
	88.7 %	75.7 %	54.3 %	42.4 %	83.3 %	93.8 %	100 %	38.5 %	75 %	77.8 %	76.1 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 9. What is your current single project bonding limit?

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
$100,000 or less	14	10	15	3	0	1	0	0	0	1	44
	4.9 %	5.8 %	14.3 %	9.1 %	0 %	6.2 %	0 %	0 %	0 %	11.1 %	6.7 %
$100,001 - $250,000	4	2	5	3	0	0	0	1	0	0	15
	1.4 %	1.2 %	4.8 %	9.1 %	0 %	0 %	0 %	7.7 %	0 %	0 %	2.3 %
$250,001 - $500,000	6	5	3	1	0	2	0	0	0	0	17
	2.1 %	2.9 %	2.9 %	3 %	0 %	12.5 %	0 %	0 %	0 %	0 %	2.6 %
$500,001 - $750,000	10	2	1	2	1	0	0	0	0	0	16
	3.5 %	1.2 %	1 %	6.1 %	16.7 %	0 %	0 %	0 %	0 %	0 %	2.5 %
$750,000 - $1,000,000	9	3	3	3	0	0	0	1	0	0	19
	3.2 %	1.7 %	2.9 %	9.1 %	0 %	0 %	0 %	7.7 %	0 %	0 %	2.9 %
$1,000,001 - $2,500,000	18	15	10	0	0	2	0	1	0	0	46
	6.3 %	8.7 %	9.5 %	0 %	0 %	12.5 %	0 %	7.7 %	0 %	0 %	7 %
$2,500,001 - $5,000,000	17	1	2	0	0	0	0	0	0	1	21
	6 %	0.6 %	1.9 %	0 %	0 %	0 %	0 %	0 %	0 %	11.1 %	3.2 %
$5,000,001 to $10,000,000	14	8	0	2	1	0	0	0	0	0	25
	4.9 %	4.6 %	0 %	6.1 %	16.7 %	0 %	0 %	0 %	0 %	0 %	3.8 %
	12	3	0	0	0	1	0	0	0	0	16

Table 9. What is your current single project bonding limit?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
$10,000,001 to $25,000,000	4.2 %	1.7 %	0 %	0 %	0 %	6.2 %	0 %	0 %	0 %	0 %	2.5 %
$25,000,001 to $40,000,000	11	0	0	0	0	0	0	0	2	0	13
	3.9 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	16.7 %	0 %	2 %
Over $40,000,000 million	24	0	1	0	0	0	0	1	1	0	27
	8.5 %	0 %	1 %	0 %	0 %	0 %	0 %	7.7 %	8.3 %	0 %	4.1 %
Don't Know	37	23	22	4	3	4	0	4	3	1	101
	13 %	13.3 %	21 %	12.1 %	50 %	25 %	0 %	30.8 %	25 %	11.1 %	15.5 %
Not Applicable	108	101	43	15	1	6	2	5	6	6	293
	38 %	58.4 %	41 %	45.5 %	16.7 %	37.5 %	100 %	38.5 %	50 %	66.7 %	44.9 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 10. Indicate what you have performed as on any public or private contract since January 1, 2017.											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Prime vendor (contractor, vendor, supplier, consultant) and	155	91	45	15	2	9	1	7	8	5	338
	54.6 %	52.6 %	42.9 %	45.5 %	33.3 %	56.2 %	50 %	53.8 %	66.7 %	55.6 %	51.8 %
Prime vendor	46	27	7	1	1	4	0	0	3	2	91
	16.2 %	15.6 %	6.7 %	3 %	16.7 %	25 %	0 %	0 %	25 %	22.2 %	13.9 %
Subcontractor	44	27	22	8	2	1	1	2	0	0	107
	15.5 %	15.6 %	21 %	24.2 %	33.3 %	6.2 %	50 %	15.4 %	0 %	0 %	16.4 %
Neither	39	28	31	9	1	2	0	4	1	2	117
	13.7 %	16.2 %	29.5 %	27.3 %	16.7 %	12.5 %	0 %	30.8 %	8.3 %	22.2 %	17.9 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 11. On average, how many employees and regular independent contractors does your company keep on the payroll, including full-time and part-time staff? (Number of Employees)

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
None	17	28	29	8	1	0	0	1	0	2	86
	6 %	16.2 %	27.6 %	24.2 %	16.7 %	0 %	0 %	7.7 %	0 %	22.2 %	13.2 %
1-10	118	93	61	16	2	11	2	7	2	2	314
	41.5 %	53.8 %	58.1 %	48.5 %	33.3 %	68.8 %	100 %	53.8 %	16.7 %	22.2 %	48.1 %
11-30	62	30	10	8	2	2	0	4	1	3	122
	21.8 %	17.3 %	9.5 %	24.2 %	33.3 %	12.5 %	0 %	30.8 %	8.3 %	33.3 %	18.7 %
31-50	36	9	2	1	1	1	0	1	2	0	53
	12.7 %	5.2 %	1.9 %	3 %	16.7 %	6.2 %	0 %	7.7 %	16.7 %	0 %	8.1 %
51-75	17	4	2	0	0	0	0	0	0	0	23
	6 %	2.3 %	1.9 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	3.5 %
76-100	8	2	0	0	0	0	0	0	0	0	10
	2.8 %	1.2 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	1.5 %
101-300	18	4	0	0	0	2	0	0	1	2	27
	6.3 %	2.3 %	0 %	0 %	0 %	12.5 %	0 %	0 %	8.3 %	22.2 %	4.1 %
Over 300	8	3	1	0	0	0	0	0	6	0	18
	2.8 %	1.7 %	1 %	0 %	0 %	0 %	0 %	0 %	50 %	0 %	2.8 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 12. Which of the following categories best approximates your company's gross revenues for the calendar year 2021. Your best estimate will suffice.

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
$100,000 or less	21	35	58	9	0	2	0	4	0	0	129
	7.4 %	20.2 %	55.2 %	27.3 %	0 %	12.5 %	0 %	30.8 %	0 %	0 %	19.8 %
$100,001 - $250,000	18	25	14	6	1	2	1	1	1	0	69
	6.3 %	14.5 %	13.3 %	18.2 %	16.7 %	12.5 %	50 %	7.7 %	8.3 %	0 %	10.6 %
$250,001 - $500,000	26	19	11	4	0	2	0	0	1	1	64
	9.2 %	11 %	10.5 %	12.1 %	0 %	12.5 %	0 %	0 %	8.3 %	11.1 %	9.8 %
$500,001 - $750,000	18	12	3	1	0	3	0	2	0	0	39
	6.3 %	6.9 %	2.9 %	3 %	0 %	18.8 %	0 %	15.4 %	0 %	0 %	6 %
$750,000 - $1,000,000	12	11	8	5	0	0	1	1	0	1	39
	4.2 %	6.4 %	7.6 %	15.2 %	0 %	0 %	50 %	7.7 %	0 %	11.1 %	6 %
$1,000,001 - $1,320,000	13	7	2	1	1	1	0	0	0	0	25
	4.6 %	4 %	1.9 %	3 %	16.7 %	6.2 %	0 %	0 %	0 %	0 %	3.8 %
$1,320,001 - $1,500,000	4	5	0	0	0	0	0	1	0	0	10
	1.4 %	2.9 %	0 %	0 %	0 %	0 %	0 %	7.7 %	0 %	0 %	1.5 %
$1,500,001 - $5,000,000	52	30	3	4	3	4	0	2	0	3	101
	18.3 %	17.3 %	2.9 %	12.1 %	50 %	25 %	0 %	15.4 %	0 %	33.3 %	15.5 %
$5,000,001 to $10,000,000	43	12	1	3	1	0	0	0	2	1	63
	15.1 %	6.9 %	1 %	9.1 %	16.7 %	0 %	0 %	0 %	16.7 %	11.1 %	9.6 %

Table 12. Which of the following categories best approximates your company's gross revenues for the calendar year 2021. Your best estimate will suffice.											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
$10,000,001 to $25,000,000	29	4	1	0	0	0	0	0	2	1	37
	10.2 %	2.3 %	1 %	0 %	0 %	0 %	0 %	0 %	16.7 %	11.1 %	5.7 %
$25,000,001 to $40,000,000	16	2	0	0	0	2	0	0	1	1	22
	5.6 %	1.2 %	0 %	0 %	0 %	12.5 %	0 %	0 %	8.3 %	11.1 %	3.4 %
Over $40,000,000 million	20	1	0	0	0	0	0	0	4	0	25
	7 %	0.6 %	0 %	0 %	0 %	0 %	0 %	0 %	33.3 %	0 %	3.8 %
Don't Know	12	10	4	0	0	0	0	2	1	1	30
	4.2 %	5.8 %	3.8 %	0 %	0 %	0 %	0 %	15.4 %	8.3 %	11.1 %	4.6 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 13. Is your company registered to do business with the State of Connecticut?

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Yes	264	158	98	28	5	15	2	13	12	9	604
	93 %	91.3 %	93.3 %	84.8 %	83.3 %	93.8 %	100 %	100 %	100 %	100 %	92.5 %
No	20	15	7	5	1	1	0	0	0	0	49
	7 %	8.7 %	6.7 %	15.2 %	16.7 %	6.2 %	0 %	0 %	0 %	0 %	7.5 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 14. Is your company registered to do business with any other government entity including but not limited to the cities of Harford, Bridgeport, New Haven, State of NY, State of Mass?

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Yes	181	100	65	24	2	11	2	6	7	5	403
	63.7 %	57.8 %	61.9 %	72.7 %	33.3 %	68.8 %	100 %	46.2 %	58.3 %	55.6 %	61.7 %
No	103	73	40	9	4	5	0	7	5	4	250
	36.3 %	42.2 %	38.1 %	27.3 %	66.7 %	31.2 %	0 %	53.8 %	41.7 %	44.4 %	38.3 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 15. If you answered “No” to "Is your company registered to do business with the State of Connecticut?", why is your company not registered to do business with the State of Connecticut? Indicate all that apply. [Do not know how to register]

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	13	11	3	2	0	1	0	0	0	0	30
	65 %	73.3 %	42.9 %	40 %	0 %	100 %	0 %	0 %	0 %	0 %	61.2 %
Selected	7	4	4	3	1	0	0	0	0	0	19
	35 %	26.7 %	57.1 %	60 %	100 %	0 %	0 %	0 %	0 %	0 %	38.8 %
Total	20	15	7	5	1	1	0	0	0	0	49

Table 16. Did not know there was a registry?

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	15	11	3	3	0	1	0	0	0	0	33
	75 %	73.3 %	42.9 %	60 %	0 %	100 %	0 %	0 %	0 %	0 %	67.3 %
Selected	5	4	4	2	1	0	0	0	0	0	16
	25 %	26.7 %	57.1 %	40 %	100 %	0 %	0 %	0 %	0 %	0 %	32.7 %
Total	20	15	7	5	1	1	0	0	0	0	49

Table 17. Do not see any benefit in registering?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	14	13	7	4	0	0	0	0	0	0	38
	70 %	86.7 %	100 %	80 %	0 %	0 %	0 %	0 %	0 %	0 %	77.6 %
Selected	6	2	0	1	1	1	0	0	0	0	11
	30 %	13.3 %	0 %	20 %	100 %	100 %	0 %	0 %	0 %	0 %	22.4 %
Total	20	15	7	5	1	1	0	0	0	0	49

Table 18. Do not want to do business with government?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	17	15	7	4	1	1	0	0	0	0	45
	85 %	100 %	100 %	80 %	100 %	100 %	0 %	0 %	0 %	0 %	91.8 %
Selected	3	0	0	1	0	0	0	0	0	0	4
	15 %	0 %	0 %	20 %	0 %	0 %	0 %	0 %	0 %	0 %	8.2 %
Total	20	15	7	5	1	1	0	0	0	0	49

Table 19. Do not want to do business with the State of CT?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	16	14	7	4	1	1	0	0	0	0	43
	80 %	93.3 %	100 %	80 %	100 %	100 %	0 %	0 %	0 %	0 %	87.8 %
Selected	4	1	0	1	0	0	0	0	0	0	6
	20 %	6.7 %	0 %	20 %	0 %	0 %	0 %	0 %	0 %	0 %	12.2 %
Total	20	15	7	5	1	1	0	0	0	0	49

Table 20. Do not see opportunities in my field of work?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	17	14	6	4	1	1	0	0	0	0	43
	85 %	93.3 %	85.7 %	80 %	100 %	100 %	0 %	0 %	0 %	0 %	87.8 %
Selected	3	1	1	1	0	0	0	0	0	0	6
	15 %	6.7 %	14.3 %	20 %	0 %	0 %	0 %	0 %	0 %	0 %	12.2 %
Total	20	15	7	5	1	1	0	0	0	0	49

Table 21. Do not believe firm would be awarded contract?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	16	13	6	4	1	1	0	0	0	0	41
	80 %	86.7 %	85.7 %	80 %	100 %	100 %	0 %	0 %	0 %	0 %	83.7 %
Selected	4	2	1	1	0	0	0	0	0	0	8
	20 %	13.3 %	14.3 %	20 %	0 %	0 %	0 %	0 %	0 %	0 %	16.3 %
Total	20	15	7	5	1	1	0	0	0	0	49

Table 22. Other (fill in blank)											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	10	11	6	5	1	0	0	0	0	0	33
	50 %	73.3 %	85.7 %	100 %	100 %	0 %	0 %	0 %	0 %	0 %	67.3 %
Selected	10	4	1	0	0	1	0	0	0	0	16
	50 %	26.7 %	14.3 %	0 %	0 %	100 %	0 %	0 %	0 %	0 %	32.7 %
Total	20	15	7	5	1	1	0	0	0	0	49

Table 23. From July 1, 2016, through June 30, 2021, how many times has your company submitted bids or proposals for projects as prime vendor on: [CT Contracts]											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
None	97	76	60	11	1	5	1	7	3	2	263
	34.2 %	43.9 %	57.1 %	33.3 %	16.7 %	31.2 %	50 %	53.8 %	25 %	22.2 %	40.3 %
1-10	71	50	31	12	3	5	0	3	3	3	181
	25 %	28.9 %	29.5 %	36.4 %	50 %	31.2 %	0 %	23.1 %	25 %	33.3 %	27.7 %
11-25	27	13	2	1	0	3	0	1	0	2	49
	9.5 %	7.5 %	1.9 %	3 %	0 %	18.8 %	0 %	7.7 %	0 %	22.2 %	7.5 %
26-50	26	6	2	2	0	0	0	0	2	0	38
	9.2 %	3.5 %	1.9 %	6.1 %	0 %	0 %	0 %	0 %	16.7 %	0 %	5.8 %
51-100	11	7	1	0	0	1	1	0	2	0	23
	3.9 %	4 %	1 %	0 %	0 %	6.2 %	50 %	0 %	16.7 %	0 %	3.5 %
Over 100	19	4	3	2	1	1	0	0	0	2	32
	6.7 %	2.3 %	2.9 %	6.1 %	16.7 %	6.2 %	0 %	0 %	0 %	22.2 %	4.9 %
Do Not Know/NA	33	17	6	5	1	1	0	2	2	0	67
	11.6 %	9.8 %	5.7 %	15.2 %	16.7 %	6.2 %	0 %	15.4 %	16.7 %	0 %	10.3 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 24. From July 1, 2016, through June 30, 2021, how many times has your company submitted bids or proposals for projects as prime vendor on: [Private Sector Contracts]											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
None	88	58	58	7	2	3	0	7	3	2	228
	31 %	33.5 %	55.2 %	21.2 %	33.3 %	18.8 %	0 %	53.8 %	25 %	22.2 %	34.9 %
1-10	35	41	23	11	1	5	1	2	1	3	123
	12.3 %	23.7 %	21.9 %	33.3 %	16.7 %	31.2 %	50 %	15.4 %	8.3 %	33.3 %	18.8 %
11-25	19	15	7	6	0	0	0	0	0	1	48
	6.7 %	8.7 %	6.7 %	18.2 %	0 %	0 %	0 %	0 %	0 %	11.1 %	7.4 %
26-50	31	17	2	2	0	2	0	1	0	0	55
	10.9 %	9.8 %	1.9 %	6.1 %	0 %	12.5 %	0 %	7.7 %	0 %	0 %	8.4 %
51-100	22	8	0	0	1	2	0	0	1	0	34
	7.7 %	4.6 %	0 %	0 %	16.7 %	12.5 %	0 %	0 %	8.3 %	0 %	5.2 %
Over 100	52	9	7	3	1	3	1	0	2	3	81
	18.3 %	5.2 %	6.7 %	9.1 %	16.7 %	18.8 %	50 %	0 %	16.7 %	33.3 %	12.4 %
Do Not Know/NA	37	25	8	4	1	1	0	3	5	0	84
	13 %	14.5 %	7.6 %	12.1 %	16.7 %	6.2 %	0 %	23.1 %	41.7 %	0 %	12.9 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 25. From July 1, 2016, through June 30, 2021, how many times has your company submitted bids or proposals for projects as prime vendor on: [Other Public Sector (non-CT Contracts)]

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
None	112	74	63	13	5	3	1	8	4	3	286
	39.4 %	42.8 %	60 %	39.4 %	83.3 %	18.8 %	50 %	61.5 %	33.3 %	33.3 %	43.8 %
1-10	47	42	22	10	0	7	0	0	2	1	131
	16.5 %	24.3 %	21 %	30.3 %	0 %	43.8 %	0 %	0 %	16.7 %	11.1 %	20.1 %
11-25	20	14	2	1	0	1	1	0	0	0	39
	7 %	8.1 %	1.9 %	3 %	0 %	6.2 %	50 %	0 %	0 %	0 %	6 %
26-50	22	3	2	2	0	3	0	2	0	2	36
	7.7 %	1.7 %	1.9 %	6.1 %	0 %	18.8 %	0 %	15.4 %	0 %	22.2 %	5.5 %
51-100	20	6	1	0	0	1	0	0	0	1	29
	7 %	3.5 %	1 %	0 %	0 %	6.2 %	0 %	0 %	0 %	11.1 %	4.4 %
Over 100	21	6	5	2	0	0	0	0	2	1	37
	7.4 %	3.5 %	4.8 %	6.1 %	0 %	0 %	0 %	0 %	16.7 %	11.1 %	5.7 %
Do Not Know/NA	42	28	10	5	1	1	0	3	4	1	95
	14.8 %	16.2 %	9.5 %	15.2 %	16.7 %	6.2 %	0 %	23.1 %	33.3 %	11.1 %	14.5 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 26. From July 1, 2016, through June 30, 2021, how many times has your company been awarded contracts to perform as a prime vendor: [CT Contracts]											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
None	118	92	78	17	2	11	2	10	4	4	338
	41.5 %	53.2 %	74.3 %	51.5 %	33.3 %	68.8 %	100 %	76.9 %	33.3 %	44.4 %	51.8 %
1-10	88	46	17	10	2	2	0	1	3	3	172
	31 %	26.6 %	16.2 %	30.3 %	33.3 %	12.5 %	0 %	7.7 %	25 %	33.3 %	26.3 %
11-25	24	7	1	1	1	1	0	0	1	0	36
	8.5 %	4 %	1 %	3 %	16.7 %	6.2 %	0 %	0 %	8.3 %	0 %	5.5 %
26-50	10	2	1	0	0	1	0	0	1	0	15
	3.5 %	1.2 %	1 %	0 %	0 %	6.2 %	0 %	0 %	8.3 %	0 %	2.3 %
51-100	7	1	1	0	0	0	0	0	1	1	11
	2.5 %	0.6 %	1 %	0 %	0 %	0 %	0 %	0 %	8.3 %	11.1 %	1.7 %
Over 100	2	6	2	1	0	0	0	0	0	1	12
	0.7 %	3.5 %	1.9 %	3 %	0 %	0 %	0 %	0 %	0 %	11.1 %	1.8 %
Do Not Know/NA	35	19	5	4	1	1	0	2	2	0	69
	12.3 %	11 %	4.8 %	12.1 %	16.7 %	6.2 %	0 %	15.4 %	16.7 %	0 %	10.6 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 27. From July 1, 2016, through June 30, 2021, how many times has your company been awarded contracts to perform as a prime vendor: [Private Sector Contracts]											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
None	89	63	66	15	2	4	0	8	3	3	253
	31.3 %	36.4 %	62.9 %	45.5 %	33.3 %	25 %	0 %	61.5 %	25 %	33.3 %	38.7 %
1-10	47	46	25	8	1	5	1	1	1	3	138
	16.5 %	26.6 %	23.8 %	24.2 %	16.7 %	31.2 %	50 %	7.7 %	8.3 %	33.3 %	21.1 %
11-25	28	15	2	3	1	2	0	0	1	1	53
	9.9 %	8.7 %	1.9 %	9.1 %	16.7 %	12.5 %	0 %	0 %	8.3 %	11.1 %	8.1 %
26-50	27	9	0	1	0	0	0	0	0	0	37
	9.5 %	5.2 %	0 %	3 %	0 %	0 %	0 %	0 %	0 %	0 %	5.7 %
51-100	23	5	1	0	1	2	0	0	0	0	32
	8.1 %	2.9 %	1 %	0 %	16.7 %	12.5 %	0 %	0 %	0 %	0 %	4.9 %
Over 100	29	9	6	1	0	2	1	0	2	2	52
	10.2 %	5.2 %	5.7 %	3 %	0 %	12.5 %	50 %	0 %	16.7 %	22.2 %	8 %
Do Not Know/NA	41	26	5	5	1	1	0	4	5	0	88
	14.4 %	15 %	4.8 %	15.2 %	16.7 %	6.2 %	0 %	30.8 %	41.7 %	0 %	13.5 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 28. From July 1, 2016, through June 30, 2021, how many times has your company been awarded contracts to perform as a prime vendor: [Other Public Sector (non-CT Contracts)]											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
None	118	85	71	16	5	5	1	9	4	5	319
	41.5 %	49.1 %	67.6 %	48.5 %	83.3 %	31.2 %	50 %	69.2 %	33.3 %	55.6 %	48.9 %
1-10	54	40	18	11	0	6	1	0	2	1	133
	19 %	23.1 %	17.1 %	33.3 %	0 %	37.5 %	50 %	0 %	16.7 %	11.1 %	20.4 %
11-25	28	6	1	1	0	1	0	0	0	2	39
	9.9 %	3.5 %	1 %	3 %	0 %	6.2 %	0 %	0 %	0 %	22.2 %	6 %
26-50	19	5	2	0	0	2	0	1	0	0	29
	6.7 %	2.9 %	1.9 %	0 %	0 %	12.5 %	0 %	7.7 %	0 %	0 %	4.4 %
51-100	9	3	0	0	0	0	0	0	0	0	12
	3.2 %	1.7 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	1.8 %
Over 100	10	5	3	1	0	0	0	0	2	1	22
	3.5 %	2.9 %	2.9 %	3 %	0 %	0 %	0 %	0 %	16.7 %	11.1 %	3.4 %
Do Not Know/NA	46	29	10	4	1	2	0	3	4	0	99
	16.2 %	16.8 %	9.5 %	12.1 %	16.7 %	12.5 %	0 %	23.1 %	33.3 %	0 %	15.2 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 29. Approximately how many times did you serve as a subcontractor on a state of CT project From July 1, 2016, through June 30, 2021?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
None	150	106	80	19	1	12	1	8	5	6	388
	52.8 %	61.3 %	76.2 %	57.6 %	16.7 %	75 %	50 %	61.5 %	41.7 %	66.7 %	59.4 %
1-10	54	34	19	7	3	2	0	1	2	2	124
	19 %	19.7 %	18.1 %	21.2 %	50 %	12.5 %	0 %	7.7 %	16.7 %	22.2 %	19 %
11-25	26	10	0	3	0	1	1	1	1	1	44
	9.2 %	5.8 %	0 %	9.1 %	0 %	6.2 %	50 %	7.7 %	8.3 %	11.1 %	6.7 %
26-50	8	4	1	3	1	1	0	0	2	0	20
	2.8 %	2.3 %	1 %	9.1 %	16.7 %	6.2 %	0 %	0 %	16.7 %	0 %	3.1 %
51-100	11	3	0	0	0	0	0	0	0	0	14
	3.9 %	1.7 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	2.1 %
Over 100	8	5	2	0	0	0	0	1	0	0	16
	2.8 %	2.9 %	1.9 %	0 %	0 %	0 %	0 %	7.7 %	0 %	0 %	2.5 %
Do Not Know	27	11	3	1	1	0	0	2	2	0	47
	9.5 %	6.4 %	2.9 %	3 %	16.7 %	0 %	0 %	15.4 %	16.7 %	0 %	7.2 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 30. The following is a list of things that may prevent companies from bidding or obtaining work on a project. In your experience, have any of the following been a barrier to your firm obtaining work on projects for the State of CT? (Check all that apply) [Pre-qualification requirements]											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	214	132	70	21	5	9	1	9	12	7	480
	75.4 %	76.3 %	66.7 %	63.6 %	83.3 %	56.2 %	50 %	69.2 %	100 %	77.8 %	73.5 %
Selected	70	41	35	12	1	7	1	4	0	2	173
	24.6 %	23.7 %	33.3 %	36.4 %	16.7 %	43.8 %	50 %	30.8 %	0 %	22.2 %	26.5 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 31. Performance bond requirements											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	240	146	89	23	5	12	0	11	12	9	547
	84.5 %	84.4 %	84.8 %	69.7 %	83.3 %	75 %	0 %	84.6 %	100 %	100 %	83.8 %
Selected	44	27	16	10	1	4	2	2	0	0	106
	15.5 %	15.6 %	15.2 %	30.3 %	16.7 %	25 %	100 %	15.4 %	0 %	0 %	16.2 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 32. Excessive paperwork											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	171	98	73	13	3	7	1	7	12	7	392
	60.2 %	56.6 %	69.5 %	39.4 %	50 %	43.8 %	50 %	53.8 %	100 %	77.8 %	60 %
Selected	113	75	32	20	3	9	1	6	0	2	261
	39.8 %	43.4 %	30.5 %	60.6 %	50 %	56.2 %	50 %	46.2 %	0 %	22.2 %	40 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 33. Bid bond requirements											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	238	147	85	24	5	13	1	11	11	8	543
	83.8 %	85 %	81 %	72.7 %	83.3 %	81.2 %	50 %	84.6 %	91.7 %	88.9 %	83.2 %
Selected	46	26	20	9	1	3	1	2	1	1	110
	16.2 %	15 %	19 %	27.3 %	16.7 %	18.8 %	50 %	15.4 %	8.3 %	11.1 %	16.8 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 34. Financing

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	264	157	66	26	4	14	1	8	10	9	559
	93 %	90.8 %	62.9 %	78.8 %	66.7 %	87.5 %	50 %	61.5 %	83.3 %	100 %	85.6 %
Selected	20	16	39	7	2	2	1	5	2	0	94
	7 %	9.2 %	37.1 %	21.2 %	33.3 %	12.5 %	50 %	38.5 %	16.7 %	0 %	14.4 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 35. Insurance requirements

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	258	146	93	30	5	14	2	13	12	8	581
	90.8 %	84.4 %	88.6 %	90.9 %	83.3 %	87.5 %	100 %	100 %	100 %	88.9 %	89 %
Selected	26	27	12	3	1	2	0	0	0	1	72
	9.2 %	15.6 %	11.4 %	9.1 %	16.7 %	12.5 %	0 %	0 %	0 %	11.1 %	11 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 36. Bid specifications											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	238	143	85	21	5	9	2	8	11	9	531
	83.8 %	82.7 %	81 %	63.6 %	83.3 %	56.2 %	100 %	61.5 %	91.7 %	100 %	81.3 %
Selected	46	30	20	12	1	7	0	5	1	0	122
	16.2 %	17.3 %	19 %	36.4 %	16.7 %	43.8 %	0 %	38.5 %	8.3 %	0 %	18.7 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 37. Lack of access to competitive supplier pricing											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	250	148	80	24	5	15	2	10	12	8	554
	88 %	85.5 %	76.2 %	72.7 %	83.3 %	93.8 %	100 %	76.9 %	100 %	88.9 %	84.8 %
Selected	34	25	25	9	1	1	0	3	0	1	99
	12 %	14.5 %	23.8 %	27.3 %	16.7 %	6.2 %	0 %	23.1 %	0 %	11.1 %	15.2 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 38. Limited time given to prepare bid package or quote											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	223	143	86	23	5	11	2	8	12	6	519
	78.5 %	82.7 %	81.9 %	69.7 %	83.3 %	68.8 %	100 %	61.5 %	100 %	66.7 %	79.5 %
Selected	61	30	19	10	1	5	0	5	0	3	134
	21.5 %	17.3 %	18.1 %	30.3 %	16.7 %	31.2 %	0 %	38.5 %	0 %	33.3 %	20.5 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 39. Limited knowledge of purchasing/contracting policies and procedures											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	251	135	79	26	6	10	2	9	9	6	533
	88.4 %	78 %	75.2 %	78.8 %	100 %	62.5 %	100 %	69.2 %	75 %	66.7 %	81.6 %
Selected	33	38	26	7	0	6	0	4	3	3	120
	11.6 %	22 %	24.8 %	21.2 %	0 %	37.5 %	0 %	30.8 %	25 %	33.3 %	18.4 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 40. Language Barriers											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	283	172	104	31	6	16	2	13	12	9	648
	99.6 %	99.4 %	99 %	93.9 %	100 %	100 %	100 %	100 %	100 %	100 %	99.2 %
Selected	1	1	1	2	0	0	0	0	0	0	5
	0.4 %	0.6 %	1 %	6.1 %	0 %	0 %	0 %	0 %	0 %	0 %	0.8 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 41. Lack of experience											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	275	164	91	30	5	14	2	12	12	8	613
	96.8 %	94.8 %	86.7 %	90.9 %	83.3 %	87.5 %	100 %	92.3 %	100 %	88.9 %	93.9 %
Selected	9	9	14	3	1	2	0	1	0	1	40
	3.2 %	5.2 %	13.3 %	9.1 %	16.7 %	12.5 %	0 %	7.7 %	0 %	11.1 %	6.1 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 42. Lack of personnel											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	251	155	92	29	4	15	1	13	12	9	581
	88.4 %	89.6 %	87.6 %	87.9 %	66.7 %	93.8 %	50 %	100 %	100 %	100 %	89 %
Selected	33	18	13	4	2	1	1	0	0	0	72
	11.6 %	10.4 %	12.4 %	12.1 %	33.3 %	6.2 %	50 %	0 %	0 %	0 %	11 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 43. Contract too large											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	245	140	98	27	5	16	2	13	12	7	565
	86.3 %	80.9 %	93.3 %	81.8 %	83.3 %	100 %	100 %	100 %	100 %	77.8 %	86.5 %
Selected	39	33	7	6	1	0	0	0	0	2	88
	13.7 %	19.1 %	6.7 %	18.2 %	16.7 %	0 %	0 %	0 %	0 %	22.2 %	13.5 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 44. Contract too expensive to bid											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	260	157	91	26	5	14	2	13	10	9	587
	91.5 %	90.8 %	86.7 %	78.8 %	83.3 %	87.5 %	100 %	100 %	83.3 %	100 %	89.9 %
Selected	24	16	14	7	1	2	0	0	2	0	66
	8.5 %	9.2 %	13.3 %	21.2 %	16.7 %	12.5 %	0 %	0 %	16.7 %	0 %	10.1 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 45. Selection process											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	236	137	84	23	5	9	1	10	7	6	518
	83.1 %	79.2 %	80 %	69.7 %	83.3 %	56.2 %	50 %	76.9 %	58.3 %	66.7 %	79.3 %
Selected	48	36	21	10	1	7	1	3	5	3	135
	16.9 %	20.8 %	20 %	30.3 %	16.7 %	43.8 %	50 %	23.1 %	41.7 %	33.3 %	20.7 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 46. Not certified											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	256	156	86	31	6	14	2	13	12	8	584
	90.1 %	90.2 %	81.9 %	93.9 %	100 %	87.5 %	100 %	100 %	100 %	88.9 %	89.4 %
Selected	28	17	19	2	0	2	0	0	0	1	69
	9.9 %	9.8 %	18.1 %	6.1 %	0 %	12.5 %	0 %	0 %	0 %	11.1 %	10.6 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 47. Unfair competition with large firms											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	214	120	66	15	6	5	1	7	10	5	449
	75.4 %	69.4 %	62.9 %	45.5 %	100 %	31.2 %	50 %	53.8 %	83.3 %	55.6 %	68.8 %
Selected	70	53	39	18	0	11	1	6	2	4	204
	24.6 %	30.6 %	37.1 %	54.5 %	0 %	68.8 %	50 %	46.2 %	16.7 %	44.4 %	31.2 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 48. What is the amount of time that it typically takes to receive payment from the State of CT from the time you submit your invoice for your services on State of CT projects?

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Less than 45 days	55	24	8	3	2	3	0	0	4	3	102
	33.1 %	29.6 %	29.6 %	18.8 %	50 %	60 %	0 %	0 %	50 %	60 %	32.4 %
46-60 days	44	15	6	5	0	0	0	1	1	1	73
	26.5 %	18.5 %	22.2 %	31.2 %	0 %	0 %	0 %	33.3 %	12.5 %	20 %	23.2 %
61-90 days	21	13	0	2	1	0	0	0	1	0	38
	12.7 %	16 %	0 %	12.5 %	25 %	0 %	0 %	0 %	12.5 %	0 %	12.1 %
91-120 days	10	4	1	0	0	1	0	1	0	1	18
	6 %	4.9 %	3.7 %	0 %	0 %	20 %	0 %	33.3 %	0 %	20 %	5.7 %
Over 120 days	5	5	1	1	0	0	0	0	0	0	12
	3 %	6.2 %	3.7 %	6.2 %	0 %	0 %	0 %	0 %	0 %	0 %	3.8 %
Do Not Know/NA	31	20	11	5	1	1	0	1	2	0	72
	18.7 %	24.7 %	40.7 %	31.2 %	25 %	20 %	0 %	33.3 %	25 %	0 %	22.9 %
Total	166	81	27	16	4	5	0	3	8	5	315

Table 49. What is the amount of time that it typically takes to receive payment from prime vendors from the time you submit your invoice for your services on state of CT projects?

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Less than 30 days	21	13	2	2	1	0	0	0	2	1	42
	12.7 %	16 %	7.4 %	12.5 %	25 %	0 %	0 %	0 %	25 %	20 %	13.3 %
30-60 days	43	20	10	6	2	1	0	0	4	1	87
	25.9 %	24.7 %	37 %	37.5 %	50 %	20 %	0 %	0 %	50 %	20 %	27.6 %
61-90 days	33	7	2	3	1	0	0	1	0	1	48
	19.9 %	8.6 %	7.4 %	18.8 %	25 %	0 %	0 %	33.3 %	0 %	20 %	15.2 %
91-120 days	8	10	3	0	0	2	0	1	0	0	24
	4.8 %	12.3 %	11.1 %	0 %	0 %	40 %	0 %	33.3 %	0 %	0 %	7.6 %
Over 120 days	3	3	1	0	0	0	0	0	0	1	8
	1.8 %	3.7 %	3.7 %	0 %	0 %	0 %	0 %	0 %	0 %	20 %	2.5 %
Do Not Know/NA	58	28	9	5	0	2	0	1	2	1	106
	34.9 %	34.6 %	33.3 %	31.2 %	0 %	40 %	0 %	33.3 %	25 %	20 %	33.7 %
Total	166	81	27	16	4	5	0	3	8	5	315

Table 50. Is your company a certified Small, Minority (includes racial/ethnic groups, women, and disabled persons), or Disadvantaged Business Enterprise? (Collectively, "SMDBE")											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Yes	126	114	68	27	3	13	2	8	1	5	367
	44.4 %	65.9 %	64.8 %	81.8 %	50 %	81.2 %	100 %	61.5 %	8.3 %	55.6 %	56.2 %
No	158	59	37	6	3	3	0	5	11	4	286
	55.6 %	34.1 %	35.2 %	18.2 %	50 %	18.8 %	0 %	38.5 %	91.7 %	44.4 %	43.8 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 51. SBE (Small Business Enterprise)											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Yes	124	101	54	20	2	11	1	5	1	5	324
	98.4 %	88.6 %	79.4 %	74.1 %	66.7 %	84.6 %	50 %	62.5 %	100 %	100 %	88.3 %
No	1	7	10	3	1	2	1	2	0	0	27
	0.8 %	6.1 %	14.7 %	11.1 %	33.3 %	15.4 %	50 %	25 %	0 %	0 %	7.4 %
N/A	1	6	4	4	0	0	0	1	0	0	16
	0.8 %	5.3 %	5.9 %	14.8 %	0 %	0 %	0 %	12.5 %	0 %	0 %	4.4 %
Total	126	114	68	27	3	13	2	8	1	5	367

Table 52. MBE (Minority Business Enterprise)											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Yes	7	76	61	24	2	11	2	6	0	3	192
	5.6 %	66.7 %	89.7 %	88.9 %	66.7 %	84.6 %	100 %	75 %	0 %	60 %	52.3 %
No	102	25	3	2	1	2	0	1	1	1	138
	81 %	21.9 %	4.4 %	7.4 %	33.3 %	15.4 %	0 %	12.5 %	100 %	20 %	37.6 %
N/A	17	13	4	1	0	0	0	1	0	1	37
	13.5 %	11.4 %	5.9 %	3.7 %	0 %	0 %	0 %	12.5 %	0 %	20 %	10.1 %
Total	126	114	68	27	3	13	2	8	1	5	367

Table 53. DBE (Disadvantaged Business Enterprise)											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Yes	5	17	31	7	1	6	0	2	0	1	70
	4 %	14.9 %	45.6 %	25.9 %	33.3 %	46.2 %	0 %	25 %	0 %	20 %	19.1 %
No	106	67	25	16	1	2	1	4	1	3	226
	84.1 %	58.8 %	36.8 %	59.3 %	33.3 %	15.4 %	50 %	50 %	100 %	60 %	61.6 %
N/A	15	30	12	4	1	5	1	2	0	1	71
	11.9 %	26.3 %	17.6 %	14.8 %	33.3 %	38.5 %	50 %	25 %	0 %	20 %	19.3 %
Total	126	114	68	27	3	13	2	8	1	5	367

Table 54. Why is your company not certified as an SMDBE? Please check all that apply. [I do not understand the certification process]											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	128	41	21	1	0	3	0	4	10	2	210
	81 %	69.5 %	56.8 %	16.7 %	0 %	100 %	0 %	80 %	90.9 %	50 %	73.4 %
Selected	30	18	16	5	3	0	0	1	1	2	76
	19 %	30.5 %	43.2 %	83.3 %	100 %	0 %	0 %	20 %	9.1 %	50 %	26.6 %
Total	158	59	37	6	3	3	0	5	11	4	286

Table 55. We do not meet one or more of the requirements for certification											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	71	51	32	6	3	1	0	3	2	3	172
	44.9 %	86.4 %	86.5 %	100 %	100 %	33.3 %	0 %	60 %	18.2 %	75 %	60.1 %
Selected	87	8	5	0	0	2	0	2	9	1	114
	55.1 %	13.6 %	13.5 %	0 %	0 %	66.7 %	0 %	40 %	81.8 %	25 %	39.9 %
Total	158	59	37	6	3	3	0	5	11	4	286

Table 56. Certification is too expensive											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	156	56	31	5	3	3	0	4	11	4	273
	98.7 %	94.9 %	83.8 %	83.3 %	100 %	100 %	0 %	80 %	100 %	100 %	95.5 %
Selected	2	3	6	1	0	0	0	1	0	0	13
	1.3 %	5.1 %	16.2 %	16.7 %	0 %	0 %	0 %	20 %	0 %	0 %	4.5 %
Total	158	59	37	6	3	3	0	5	11	4	286

Table 57. I do not want the State of CT to have information about my company											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	155	58	37	6	3	3	0	5	11	4	282
	98.1 %	98.3 %	100 %	100 %	100 %	100 %	0 %	100 %	100 %	100 %	98.6 %
Selected	3	1	0	0	0	0	0	0	0	0	4
	1.9 %	1.7 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	1.4 %
Total	158	59	37	6	3	3	0	5	11	4	286

Table 58. I have not had time to get certified/the process is too time-consuming											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	146	39	23	5	1	3	0	4	11	4	236
	92.4 %	66.1 %	62.2 %	83.3 %	33.3 %	100 %	0 %	80 %	100 %	100 %	82.5 %
Selected	12	20	14	1	2	0	0	1	0	0	50
	7.6 %	33.9 %	37.8 %	16.7 %	66.7 %	0 %	0 %	20 %	0 %	0 %	17.5 %
Total	158	59	37	6	3	3	0	5	11	4	286

Table 59. Certification does not benefit and/or will negatively impact my company											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	145	45	33	5	3	2	0	4	10	4	251
	91.8 %	76.3 %	89.2 %	83.3 %	100 %	66.7 %	0 %	80 %	90.9 %	100 %	87.8 %
Selected	13	14	4	1	0	1	0	1	1	0	35
	8.2 %	23.7 %	10.8 %	16.7 %	0 %	33.3 %	0 %	20 %	9.1 %	0 %	12.2 %
Total	158	59	37	6	3	3	0	5	11	4	286

Table 60. Do not understand how certification can benefit my firm											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Not Selected	117	44	30	5	3	3	0	4	10	3	219
	74.1 %	74.6 %	81.1 %	83.3 %	100 %	100 %	0 %	80 %	90.9 %	75 %	76.6 %
Selected	41	15	7	1	0	0	0	1	1	1	67
	25.9 %	25.4 %	18.9 %	16.7 %	0 %	0 %	0 %	20 %	9.1 %	25 %	23.4 %
Total	158	59	37	6	3	3	0	5	11	4	286

Table 61. How many times have you been denied a commercial (business) bank loan from July 1, 2016, through June 30, 2021?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
None	236	138	60	19	3	10	1	4	6	6	483
	83.1 %	79.8 %	57.1 %	57.6 %	50 %	62.5 %	50 %	30.8 %	50 %	66.7 %	74 %
1-10	25	16	26	11	3	4	1	6	0	3	95
	8.8 %	9.2 %	24.8 %	33.3 %	50 %	25 %	50 %	46.2 %	0 %	33.3 %	14.5 %
11-25	3	1	5	0	0	0	0	0	0	0	9
	1.1 %	0.6 %	4.8 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	1.4 %
26-50	0	0	0	0	0	0	0	0	0	0	0
	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %
51-100	0	0	0	0	0	0	0	0	0	0	0
	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %
Over 100	0	0	1	0	0	0	0	1	0	0	2
	0 %	0 %	1 %	0 %	0 %	0 %	0 %	7.7 %	0 %	0 %	0.3 %
Do Not Know/NA	20	18	13	3	0	2	0	2	6	0	64
	7 %	10.4 %	12.4 %	9.1 %	0 %	12.5 %	0 %	15.4 %	50 %	0 %	9.8 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 62. Do you feel as though you experienced discriminatory behavior from the private sector (i.e., non-governmental entities) from July 1, 2016, through June 30, 2021?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Yes	20	23	42	8	0	1	0	7	1	3	105
	7 %	13.3 %	40 %	24.2 %	0 %	6.2 %	0 %	53.8 %	8.3 %	33.3 %	16.1 %
No	222	124	35	16	5	8	2	4	6	4	426
	78.2 %	71.7 %	33.3 %	48.5 %	83.3 %	50 %	100 %	30.8 %	50 %	44.4 %	65.2 %
Do Not know	42	26	28	9	1	7	0	2	5	2	122
	14.8 %	15 %	26.7 %	27.3 %	16.7 %	43.8 %	0 %	15.4 %	41.7 %	22.2 %	18.7 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 63. Do you feel as though you experienced discriminatory behavior from the State of CT from July 1, 2016, through June 30, 2021?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Yes	49	26	33	5	0	3	1	6	2	3	128
	17.3 %	15 %	31.4 %	15.2 %	0 %	18.8 %	50 %	46.2 %	16.7 %	33.3 %	19.6 %
No	193	119	44	16	5	6	1	2	5	5	396
	68 %	68.8 %	41.9 %	48.5 %	83.3 %	37.5 %	50 %	15.4 %	41.7 %	55.6 %	60.6 %
Do Not know	42	28	28	12	1	7	0	5	5	1	129
	14.8 %	16.2 %	26.7 %	36.4 %	16.7 %	43.8 %	0 %	38.5 %	41.7 %	11.1 %	19.8 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 64. Do you believe there is an informal network of prime and subcontractors doing business with the State of CT that monopolizes the public contracting process?											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Yes	114	94	78	26	3	10	1	11	2	6	345
	40.1 %	54.3 %	74.3 %	78.8 %	50 %	62.5 %	50 %	84.6 %	16.7 %	66.7 %	52.8 %
No	170	79	27	7	3	6	1	2	10	3	308
	59.9 %	45.7 %	25.7 %	21.2 %	50 %	37.5 %	50 %	15.4 %	83.3 %	33.3 %	47.2 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 65. My company's exclusion from this informal network has prevented us from winning contracts with the State of CT.											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Strongly Agree	22	29	30	7	0	2	1	5	0	3	99
	19.3 %	30.9 %	38.5 %	26.9 %	0 %	20 %	100 %	45.5 %	0 %	50 %	28.7 %
Agree	29	30	13	9	2	6	0	2	1	3	95
	25.4 %	31.9 %	16.7 %	34.6 %	66.7 %	60 %	0 %	18.2 %	50 %	50 %	27.5 %
Neither Agree or Disagree	52	29	29	10	1	2	0	3	1	0	127
	45.6 %	30.9 %	37.2 %	38.5 %	33.3 %	20 %	0 %	27.3 %	50 %	0 %	36.8 %
Disagree	8	4	2	0	0	0	0	1	0	0	15
	7 %	4.3 %	2.6 %	0 %	0 %	0 %	0 %	9.1 %	0 %	0 %	4.3 %
Strongly Disagree	3	2	4	0	0	0	0	0	0	0	9
	2.6 %	2.1 %	5.1 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %	2.6 %
Total	114	94	78	26	3	10	1	11	2	6	345

Table 66. Double standards in qualifications by the prime vendor and in work performance make it more difficult for minority and disadvantaged businesses to win bids or contracts.

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Strongly Agree	10	24	30	6	1	3	1	7	0	3	85
	3.5 %	13.9 %	28.6 %	18.2 %	16.7 %	18.8 %	50 %	53.8 %	0 %	33.3 %	13 %
Agree	25	34	27	14	0	4	0	2	1	2	109
	8.8 %	19.7 %	25.7 %	42.4 %	0 %	25 %	0 %	15.4 %	8.3 %	22.2 %	16.7 %
Neither Agree or Disagree	153	91	39	11	5	7	1	4	9	1	321
	53.9 %	52.6 %	37.1 %	33.3 %	83.3 %	43.8 %	50 %	30.8 %	75 %	11.1 %	49.2 %
Disagree	41	20	1	1	0	1	0	0	0	3	67
	14.4 %	11.6 %	1 %	3 %	0 %	6.2 %	0 %	0 %	0 %	33.3 %	10.3 %
Strongly Disagree	55	4	8	1	0	1	0	0	2	0	71
	19.4 %	2.3 %	7.6 %	3 %	0 %	6.2 %	0 %	0 %	16.7 %	0 %	10.9 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 67. The State of CT is generally accommodating to the language needs of its vendor community.											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Strongly Agree	21	13	11	3	0	4	0	0	2	1	55
	7.4 %	7.5 %	10.5 %	9.1 %	0 %	25 %	0 %	0 %	16.7 %	11.1 %	8.4 %
Agree	70	43	22	14	0	1	0	5	2	3	160
	24.6 %	24.9 %	21 %	42.4 %	0 %	6.2 %	0 %	38.5 %	16.7 %	33.3 %	24.5 %
Neither Agree or Disagree	173	105	59	12	6	10	0	6	8	4	383
	60.9 %	60.7 %	56.2 %	36.4 %	100 %	62.5 %	0 %	46.2 %	66.7 %	44.4 %	58.7 %
Disagree	15	6	9	3	0	1	1	2	0	0	37
	5.3 %	3.5 %	8.6 %	9.1 %	0 %	6.2 %	50 %	15.4 %	0 %	0 %	5.7 %
Strongly Disagree	5	6	4	1	0	0	1	0	0	1	18
	1.8 %	3.5 %	3.8 %	3 %	0 %	0 %	50 %	0 %	0 %	11.1 %	2.8 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 68. Sometimes, a prime vendor will contact a minority, or disadvantaged business to ask for quotes but never give the proposal sufficient review to consider giving that firm the award.

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Strongly Agree	12	20	24	8	0	3	2	4	0	2	75
	4.2 %	11.6 %	22.9 %	24.2 %	0 %	18.8 %	100 %	30.8 %	0 %	22.2 %	11.5 %
Agree	31	29	24	15	1	6	0	1	0	0	107
	10.9 %	16.8 %	22.9 %	45.5 %	16.7 %	37.5 %	0 %	7.7 %	0 %	0 %	16.4 %
Neither Agree or Disagree	179	111	48	8	5	5	0	8	10	5	379
	63 %	64.2 %	45.7 %	24.2 %	83.3 %	31.2 %	0 %	61.5 %	83.3 %	55.6 %	58 %
Disagree	33	13	4	1	0	2	0	0	0	2	55
	11.6 %	7.5 %	3.8 %	3 %	0 %	12.5 %	0 %	0 %	0 %	22.2 %	8.4 %
Strongly Disagree	29	0	5	1	0	0	0	0	2	0	37
	10.2 %	0 %	4.8 %	3 %	0 %	0 %	0 %	0 %	16.7 %	0 %	5.7 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 69. Sometimes, a prime vendor will include a minority, or disadvantaged subcontractor on a bid to meet participation goals, then drop the company as a subcontractor after winning the award.

	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Strongly Agree	11	17	25	4	0	3	1	4	0	1	66
	3.9 %	9.8 %	23.8 %	12.1 %	0 %	18.8 %	50 %	30.8 %	0 %	11.1 %	10.1 %
Agree	26	27	20	10	2	4	1	3	0	1	94
	9.2 %	15.6 %	19 %	30.3 %	33.3 %	25 %	50 %	23.1 %	0 %	11.1 %	14.4 %
Neither Agree or Disagree	181	114	53	14	4	6	0	6	10	4	392
	63.7 %	65.9 %	50.5 %	42.4 %	66.7 %	37.5 %	0 %	46.2 %	83.3 %	44.4 %	60 %
Disagree	34	15	4	3	0	2	0	0	0	3	61
	12 %	8.7 %	3.8 %	9.1 %	0 %	12.5 %	0 %	0 %	0 %	33.3 %	9.3 %
Strongly Disagree	32	0	3	2	0	1	0	0	2	0	40
	11.3 %	0 %	2.9 %	6.1 %	0 %	6.2 %	0 %	0 %	16.7 %	0 %	6.1 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 70. In general, MDBE's tend to be viewed by non-MDBE businesses as less competent than non-minority male-owned businesses.											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Strongly Agree	4	19	25	6	0	2	0	3	0	2	61
	1.4 %	11 %	23.8 %	18.2 %	0 %	12.5 %	0 %	23.1 %	0 %	22.2 %	9.3 %
Agree	27	37	24	13	2	8	0	3	1	3	118
	9.5 %	21.4 %	22.9 %	39.4 %	33.3 %	50 %	0 %	23.1 %	8.3 %	33.3 %	18.1 %
Neither Agree or Disagree	183	100	50	10	4	5	1	7	9	3	372
	64.4 %	57.8 %	47.6 %	30.3 %	66.7 %	31.2 %	50 %	53.8 %	75 %	33.3 %	57 %
Disagree	34	14	4	3	0	1	1	0	0	0	57
	12 %	8.1 %	3.8 %	9.1 %	0 %	6.2 %	50 %	0 %	0 %	0 %	8.7 %
Strongly Disagree	36	3	2	1	0	0	0	0	2	1	45
	12.7 %	1.7 %	1.9 %	3 %	0 %	0 %	0 %	0 %	16.7 %	11.1 %	6.9 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 71. I believe that some non-minority prime vendors only utilize MDBE companies when required to do so by the State of Connecticut.											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Strongly Agree	24	41	38	9	0	6	1	5	0	3	127
	8.5 %	23.7 %	36.2 %	27.3 %	0 %	37.5 %	50 %	38.5 %	0 %	33.3 %	19.4 %
Agree	66	50	24	14	3	6	0	3	1	3	170
	23.2 %	28.9 %	22.9 %	42.4 %	50 %	37.5 %	0 %	23.1 %	8.3 %	33.3 %	26 %
Neither Agree or Disagree	160	74	38	8	3	4	1	5	10	3	306
	56.3 %	42.8 %	36.2 %	24.2 %	50 %	25 %	50 %	38.5 %	83.3 %	33.3 %	46.9 %
Disagree	19	7	2	1	0	0	0	0	1	0	30
	6.7 %	4 %	1.9 %	3 %	0 %	0 %	0 %	0 %	8.3 %	0 %	4.6 %
Strongly Disagree	15	1	3	1	0	0	0	0	0	0	20
	5.3 %	0.6 %	2.9 %	3 %	0 %	0 %	0 %	0 %	0 %	0 %	3.1 %
Total	284	173	105	33	6	16	2	13	12	9	653

Table 72. There are fronts being used to get around the State certification requirements (i.e., firms whose ownership is inauthentically represented as minority.)											
	Owners' Minority Status										
Responses	**Non-Minority**	Woman	Black Americans	Hispanic Americans	Iberian Peninsula	Asian Pacific Americans and Pacific Islanders	American Indians	Bi-Racial or Multi-Racial	N/A (i.e., Publicly Traded Company)	Other Non-White (specify):	***Total***
Strongly Agree	29	32	33	5	1	3	1	4	0	2	110
	10.2 %	18.5 %	31.4 %	15.2 %	16.7 %	18.8 %	50 %	30.8 %	0 %	22.2 %	16.8 %
Agree	48	29	13	12	1	4	1	3	0	1	112
	16.9 %	16.8 %	12.4 %	36.4 %	16.7 %	25 %	50 %	23.1 %	0 %	11.1 %	17.2 %
Neither Agree or Disagree	180	103	54	15	4	8	0	6	12	5	387
	63.4 %	59.5 %	51.4 %	45.5 %	66.7 %	50 %	0 %	46.2 %	100 %	55.6 %	59.3 %
Disagree	10	9	2	0	0	1	0	0	0	1	23
	3.5 %	5.2 %	1.9 %	0 %	0 %	6.2 %	0 %	0 %	0 %	11.1 %	3.5 %
Strongly Disagree	17	0	3	1	0	0	0	0	0	0	21
	6 %	0 %	2.9 %	3 %	0 %	0 %	0 %	0 %	0 %	0 %	3.2 %
Total	284	173	105	33	6	16	2	13	12	9	653

APPENDIX Q

CUSTOM CENSUS SURVEY AVAILABILITY

STATE OF CONNECTICUT
DISPARITY STUDY

GRIFFIN & STRONG

APPENDIX Q – CUSTOM CENSUS SURVEY AVAILABILITY

Appendix Q presents the results of the Custom Census Survey ("Survey") as an alternative view of Availability in each of the Industry Categories.

GSPC pulled a sample of firms from each of the NAICS codes in which the State is purchasing 1% or more out of Dun & Bradstreet's Hoovers. It then called those firms to respond to various questions and combined those results with the responses to the same questions in the GSPC Online Survey of Business Owners. The number of firms called in each NAICS code was dictated by how many firms were needed in order to have a 95% Confidence Level and 3.5% error rate compared to all firms listed in Hoovers for those NAICS codes.

Those firms were only measurable for the Industry Categories of Construction, A&E, and Other Services,

Table Q-1
State of Connecticut Disparity Study
Custom Census Summary, All Categories
FY 2017-2021

Type of Firms Interviewed	N	%
A&E	122	17.43%
Construction	563	80.43%
Other Services	15	2.14%
Total	700	100.00%

Sample Size: Based on 95% Confidence Level and +/- 3.5% error rate

Tables Q-2 through Q-4 show a higher availability of MWBEs using the Custom Census method than using the Master Vendor File in the Statistical Chapter of the Report. This could be because MWBE firms were more likely to respond and be willing to participate in the Custom Census and Telephone Surveys. Therefore, although the Custom Census is instructive, GSPC has based its disparity study outcomes on the Master Vendor File Availability.

Table Q-2
State of Connecticut Disparity Study
Custom Census Summary, Construction
FY 2017-2021

Interview Questions	Options	Number	Percent
How long has your company been in operation?	1 to 5 Years	30	5.33%
	6 to 10 Years	103	18.29%
	11 to 15 Years	139	24.69%
	15 to 20 Years	56	9.95%
	Over 20 Years	224	39.79%
	No Response	11	1.95%
	Total	**563**	**100.00%**
Is firm ready willing & able to be a prime contractor with the State of Connecticut?	Yes	308	54.71%
	No	252	44.76%
	Do not Know	3	0.53%
	Total	**563**	**100.00%**
Is firm ready willing & able to be a subcontractor with the State of Connecticut?	Yes	414	383.33%
	No	148	137.04%
	Do not Know	1	
	Total	**563**	**520.37%**
Is at least 51% of your company owned and controlled by women?	Yes	61	10.83%
	No	463	82.24%
	No Response	39	6.93%
	Total	**563**	**100.00%**
Which is race or ethnicity of person that owns at least 51%?	Black American	126	22.38%
	Iberian American	73	12.97%
	Hispanic American	59	10.48%
	Native American	11	1.95%
	Asian American	41	7.28%
	Nonminority Woman	61	10.83%
	Non-W/MBE	192	34.10%
	Total	**563**	**100.00%**
What is your current single project bonding limit?	$100,000 or less	16	2.84%
	$100,001-$250,000	11	1.95%
	$250,001-$500,000	9	1.60%
	$500,001-$750,000	3	0.53%
	$750,000-$1,000,000	8	1.42%
	$1,000,001-$1,250,000	18	3.20%
	$1,250,001-$1,500,000	15	2.66%

	$1,500,001-$5,000,000	86	15.28%
	$5,000,001-$10,000,000	121	21.49%
	Over $10 Million	74	13.14%
	Don't Know	96	17.05%
	No Response	31	5.51%
	Not Applicable	75	13.32%
	Total	**563**	**100.00%**
What is the largest single contract awarded since July 1, 2017?	$100,000 or less	41	7.28%
	$100,001-$250,000	31	5.51%
	$250,001-$500,000	51	9.06%
	$500,001-$750,000	28	4.97%
	$750,001-$1,000,000	30	5.33%
	$1,000,001-$1,250,000	32	5.68%
	$1,250,001-$1,500,000	30	5.33%
	$1,500,001-$5,000,000	64	11.37%
	$5,000,001-$10,000,000	12	2.13%
	Over $10 Million	17	3.02%
	Don't Know	184	32.68%
	Not Applicable	43	7.64%
	No response	0	0.00%
	Total	**563**	**100.00%**
Firm performed as on any public or private contract since 7/1/2017	Prime Contractor	83	14.74%
	Prime Contractor and Subcontractor	339	60.21%
	Subcontractor	87	15.45%
	Neither	46	8.17%
	No Response	8	1.42%
	Total	**563**	**100.00%**

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Table Q-3
State of Connecticut Disparity Study
Custom Census Summary, Antitextual and Engineering
FY 2017-2021

Interview Questions	Options	Number	Percent
How long has your company been in operation?	1 to 5 Years	8	6.56%
	6 to 10 Years	18	14.75%
	11 to 15 Years	25	20.49%
	15 to 20 Years	13	10.66%
	Over 20 Years	56	45.90%
	No Response	2	1.64%
	Total	**122**	**100.00%**
Is firm ready willing & able to be a prime contractor with the State of Connecticut?	Yes	79	64.75%
	No	43	35.25%
	Total	**122**	**100.00%**
Is firm ready willing & able to be a subcontractor with the State of Connecticut?	Yes	91	74.59%
	No	31	25.41%
	Total	**122**	**100.00%**
Is at least 51% of your company owned and controlled by women?	Yes	25	20.49%
	No	87	71.31%
	No Response	10	8.20%
	Total	**122**	**100.00%**
Which is race or ethnicity of person that owns at least 51%?	Black American	15	12.30%
	Iberian American	10	8.20%
	Hispanic American	5	4.10%
	Native American	3	2.46%
	Asian American	16	13.11%
	Nonminority Woman	25	20.49%
	Non-W/MBE	48	39.34%
	Total	**122**	**100.00%**
What is your current single project bonding limit?	$100,000 or less	4	3.28%
	$100,001-$250,000	0	0.00%
	$250,001-$500,000	1	0.82%
	$500,001-$750,000	2	1.64%
	$750,000-$1,000,000	4	3.28%
	$1,000,001-$1,250,000	1	0.82%
	$1,250,001-$1,500,000	0	0.00%
	$1,500,001-$5,000,000	18	14.75%

	$5,000,001-$10,000,000	17	13.93%
	Over $10 Million	7	5.74%
	Don't Know	40	32.79%
	Not Applicable	28	22.95%
	Total	**122**	**100.00%**
What is the largest single contract awarded since July 1, 2017?	$100,000 or less	7	5.74%
	$100,001-$250,000	14	11.48%
	$250,001-$500,000	14	11.48%
	$500,001-$750,000	2	1.64%
	$750,001-$1,000,000	9	7.38%
	$1,000,001-$1,250,000	6	4.92%
	$1,250,001-$1,500,000	2	1.64%
	$1,500,001-$5,000,000	15	12.30%
	$5,000,001-$10,000,000	1	0.82%
	Over $10 Million	1	0.82%
	Not Applicable	7	5.74%
	No response	44	36.07%
	Total	**122**	**100.00%**
Firm performed as on any public or private contract since 7/1/2017	Prime Contractor	36	33.33%
	Prime Contractor and Subcontractor	65	60.19%
	Subcontractor	7	6.48%
	Neither	12	
	No Response	2	
	Total	**122**	**100.00%**

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Table Q-4
State of Connecticut Disparity Study
Custom Census Summary, Other Services
FY 2017-2021

Interview Questions	Options	Number	Percent
How long has your company been in operation?	1 to 5 Years	2	13.33%
	6 to 10 Years	1	6.67%
	11 to 15 Years	1	6.67%
	15 to 20 Years	2	13.33%
	Over 20 Years	7	46.67%
	No Response	2	13.33%
	Total	**15**	**100.00%**
Is firm ready willing & able to be a prime contractor with the State of Connecticut?	Yes	12	80.00%
	No	3	20.00%
	Total	**15**	**100.00%**
Is firm ready willing & able to be a subcontractor with the State of Connecticut?	Yes	13	86.67%
	No	2	13.33%
	Total	**15**	**100.00%**
Is at least 51% of your company owned and controlled by women?	Yes	4	26.67%
	No	9	60.00%
	No Response	2	13.33%
	Total	**15**	**100.00%**
Which is race or ethnicity of person that owns at least 51%?	Black American	3	20.00%
	Iberian American	0	0.00%
	Hispanic American	1	6.67%
	Native American	1	6.67%
	Asian American	0	0.00%
	Nonminority Woman	4	26.67%
	Non-W/MBE	6	40.00%
	Total	**15**	**100.00%**
What is your current single project bonding limit?	$100,000 or less	3	20.00%
	$100,001-$250,000	0	0.00%
	$250,001-$500,000	0	0.00%
	$500,001-$750,000	0	0.00%
	$750,000-$1,000,000	1	6.67%
	$1,000,001-$1,250,000	1	6.67%
	$1,250,001-$1,500,000	0	0.00%
	$1,500,001-$5,000,000	2	13.33%
	$5,000,001-$10,000,000	0	0.00%
	Over $10 Million	0	0.00%
	Don't Know	4	26.67%

	Not Applicable	4	26.67%
	Total	**15**	**100.00%**
What is the largest single contract awarded since July 1, 2017?	$100,000 or less	2	13.33%
	$100,001-$250,000	0	0.00%
	$250,001-$500,000	1	6.67%
	$500,001-$750,000	0	0.00%
	$750,001-$1,000,000	1	6.67%
	$1,000,001-$1,250,000	0	0.00%
	$1,250,001-$1,500,000	0	0.00%
	$1,500,001-$5,000,000	1	6.67%
	$5,000,001-$10,000,000	0	0.00%
	Over $10 Million	0	0.00%
	Not Applicable	1	6.67%
	No response	9	60.00%
	Total	**15**	**100.00%**
Firm performed as on any public or private contract since 7/1/2017	Prime Contractor	2	13.33%
	Prime Contractor and Subcontractor	7	46.67%
	Subcontractor	1	6.67%
	Neither	3	20.00%
	No Response	2	13.33%
	Total	**15**	**100.00%**

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