

MEMPHIS

LIGHT GAS & WATER

2023 DISPARITY STUDY

PUBLIC INFORMATION MEETING



ABOUT GRIFFIN & STRONG, P.C.



Griffin and Strong, P.C

Firm Specializes in disparity research, contract compliance, program development, training & supplier diversity consulting:

The most qualified team in the industry:

- 5 Juris Doctors
- 2 PhD Economists
- PhD Social Psychology
- PhD in Public Policy
- PhD in Anthropology

No study conducted by Griffin & Strong, P.C. has ever been challenged or overturned in court

IN GOOD HANDS

Project Executive, Rodney K. Strong has unmatched expertise, serving as Director of the City of Atlanta's Department of Contract Compliance, project manager on the first post-Croson disparity study, and as principal architect of the City of Atlanta's distinguished MWBE contracting program.

Principal Researcher, Dr. Vince Eagan is one of the foremost experts nationwide, conducting over 150 studies & successfully defending 6 studies as expert witness.

Senior Economist, Dr. Gregory Price has 25 years of experience in economic analysis of discrimination and disparity of employment, private sector contracting, lending and public contracting and was recently named one of the top 40 Black economists of the last 30 years.

What is a Disparity Study?



A DISPARITY STUDY is an objective research tool that determines whether there are disparities in a governmental agency's procurement activities of certain groups. It further determines if those disparities are statistically significant and likely caused by the race and gender status of firm owners.

These studies measure disparities between availability and utilization for race, ethnicity, and gender groups.

WHY DO WE DO DISPARITY STUDIES?

Disparity Studies Form the Factual Basis for Remedial Contracting Programs

City of Richmond v. J.A. Croson Co.,

- 488 U.S. 469 (1989)

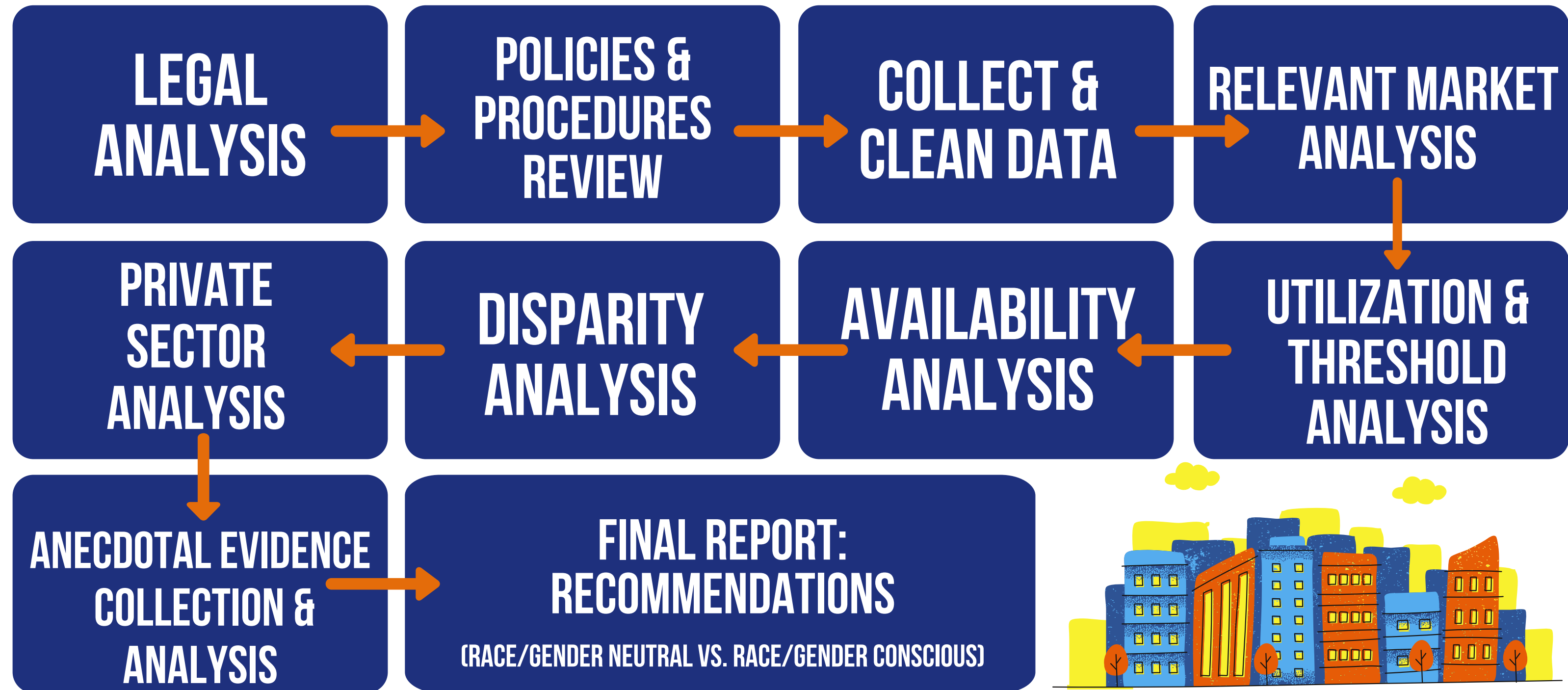
Adarand Constructors, Inc. v. Peña.

- 515 U.S. 200 (1995)

- **Strict Scrutiny for race-based programs(Intermediate for gender-based programs)**
 - **Must have a factual basis in evidence**
 - **Methodology dictated by Case Law**
- **Narrowly-tailored remedy (to avoid over- or under-inclusion)**
 - **Race/Gender Neutral**
 - **Race/Gender Conscious**

Methodology & Approach

STUDY PROCESS



COMMUNITY ENGAGEMENT & ANECDOTAL EVIDENCE

**INFORMATIONAL
MEETINGS**

**ANECDOTAL
INTERVIEWS**

**SURVEY OF
BUSINESS
OWNERS**

**PUBLIC
HEARINGS**

**FOCUS
GROUPS**

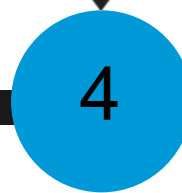
**BUSINESS CIVIC &
TRADE ORG.
MEETINGS**

**EMAIL &
SOCIAL MEDIA
COMMENTS**

STUDY'S PROJECTED TIMELINE

SUMMER 2022

- Initiation Phase (Workplan, Data Assessment & Kick off)
- Case Law Review
- Policy Review



WINTER '22-'23

- Anecdotal Interview Collection
- Data Analysis Preparation
- Launch Online Survey

SUMMER/FALL '23

- Draft Report
- MLGW Review Final Report 2023
- Presentation (Oct 2023)

FALL '22

- Informational Meeting
- Launching Website
- Quantitative Data Collection
- Anecdotal Interview Collection
- Data Analysis Preparation

SPRING '23

- Survey Completed
- Begin Quantitative Data Analyses
- Anecdotal Data Analysis
- Quantitative Data Analyses Completed

HOW CAN THE PUBLIC GET INVOLVED?

- **Participate if contacted for:**
 - **Anecdotal Interviews**
 - **Survey of Business Owners**
 - **Focus Groups**
- **Attend a Public Hearing and provide your input**

HOW CAN THE PUBLIC STAY INVOLVED?

Find us on Facebook or LinkedIn, or Tweet Us & Follow the Conversation on Twitter (@GriffinStrong)

Visit the Memphis, Light Gas & Water (MLGW) Disparity Study website MLGWDisparityStudy.com for information e.g. details about upcoming public hearing dates

Email additional comments to: MLGWstudy@gspclaw.com

Public Hearing

Purpose

The purpose of this hearing is to hear **candid** testimony about your experiences, both positive and negative, either doing business or attempting to do business with MLGW.

Disclaimer

Everything said during this hearing will be available for public record, **but** GSPC's final report will not publish the names, business names, or other affiliations of individuals who give testimony.

Process

We are not soliciting questions, but **commentary only**. Additionally, we will not be responding to questions or commentary, other than to try to gain additional clarity to your comments.

Public Comments

When providing comments, please begin by stating your name and business name clearly for the record **before** beginning your testimony.