



DIVERSITY PROGRAMS

WHAT IS THE MDC?

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- MBE: Minority Business Enterprise**
- WBE: Women Business Enterprise**
- MWBE: Minority & Women Business Enterprise**
- SBE: Small Business Enterprise**
- EEO: Equal Employment Opportunity**
- OJT: On The Job Training**



The Metropolitan District (MDC) is a nonprofit municipal corporation chartered by the Connecticut General Assembly in 1929. The MDC provides water, sewer and household hazardous waste collection services to its member municipalities: Bloomfield, East Hartford, Hartford, Newington, Rocky Hill, West Hartford, Wethersfield and Windsor. In addition, under a series of special agreements, the District supplies treated water to portions of Glastonbury, South Windsor, Farmington, and East Granby.

For more than 80 years, the MDC has played a preeminent role in the Capitol Region. From its beginning as a water and sewer service provider, its services have expanded greatly to park maintenance, GIS services, recreation, and household hazardous waste collection. The District remains ready to continue evolving to meet the changing needs of the region.

Part of those changing needs include creating an Office of Diversity, responsible for the fair and vigorous enforcement of the District's anti-discrimination, employment and supplier/vendor diversity policies and practices. The Office of Diversity staff also work to promote cultural awareness, understanding, and respect within the District's working environment.



PROMOTING SUCCESS WITHIN OUR COMMUNITIES

SMALL CONTRACTOR DEVELOPMENT



The MDC's Supplier Diversity Team is proactive, partnering General Contractors and Small, Minority & Women-owned businesses with a focus on firms that are based within its eight member towns. Our goal is to prepare the local and diverse contracting community for business opportunities with the District.

The Metropolitan District's Supplier Diversity Strategic Partnership Council

Supplier Diversity Strategic Partners

- Connecticut's Department of Economic and Community Development (DECD)
- The U.S. Department of Commerce, Minority Business Development Agency (MBDA)
- Connecticut Construction Industries Association (CCIA)
- Capital Community College (CCC)
- University of Hartford's Entrepreneurial Center
- HEDCO, Inc.
- CT District Office of the U.S. Small Business Administration (SBA)

Supplier Diversity Council Services & Initiatives

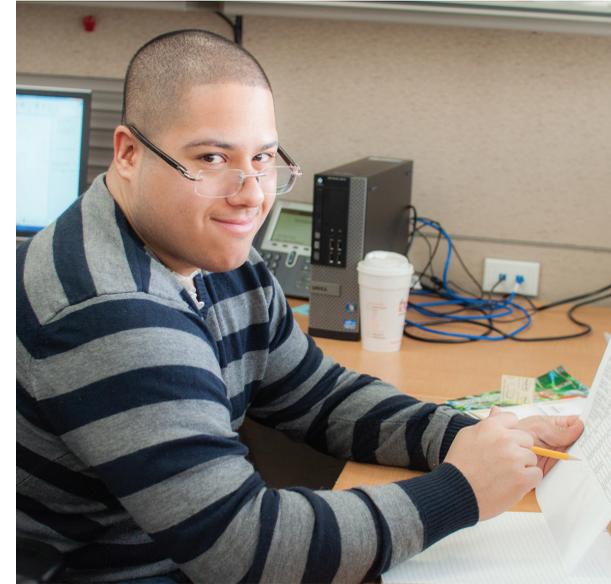
- Offering Business-to-Buyer **Match Maker Sessions** to introduce small contractors to MDC Prime General Contractors
- Providing technical training to support local MBEs, WBEs and SBEs with bonding, insurance, payroll, contract financing and general business development assistance
- Creating a **Small Business Service Center** where small contractors meet one-to-one with key resource partners regarding financial products, workforce development, bid preparation, contractor pre-qualification and equipment purchasing grants and loans
- Monitoring efforts through our **Diversity Compliance Unit** by providing comprehensive compliance management services to general contractors to assist them in meeting or exceeding MWBE contracting and workforce goals



PROVIDING OPPORTUNITIES FOR YOUNG ADULTS

Community Partnerships

- Through a partnership with Capital Workforce Partners and the Summer Youth Employment Initiative, the MDC hires area high school students to work within various departments and projects during the summer
- The MDC provides and coordinates on-the-job training for students through CRT Youthbuild, Blue Hills Civic Association, Hartford Job Corps, and Capital Community College
- Students have worked with MDC vendors, such as engineering firms, general contractors, and material supply houses



High School Internships

- Partnership with CREC and Summer Youth Employment initiatives to provide professional development and hands-on work experience to high school-aged students through classwork and on-the-job training
- MDC typically provides job placement for students each summer



College Internships

- Internships available in several MDC Departments, including: Finance, IT, Operations, Maintenance, Human Resources, Treasury, Legal, and Customer Service
- Opportunities posted on MDC website, and career centers at Capital Community College, University of Connecticut (UConn), University of Hartford, Eastern Connecticut State University (ECSU), Central Connecticut State University (CCSU), Trinity College
- Interns complete a community service-based summer project
- Paid positions each summer



MDC Metropolitan District Commission
Training Center
Dedicated May 20, 2004
in honor of
Anthony H. Gallicchio
Commissioner 1981 - 2002
MDC Chairman 1990 - 2001
in recognition of his years of service and leadership
and his unwavering support of initiatives
that have benefited the entire region.
William A. DiBella, Chairman
Dale A. Ryan, Vice Chairman

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CLEAN WATER PROJECT UPDATE



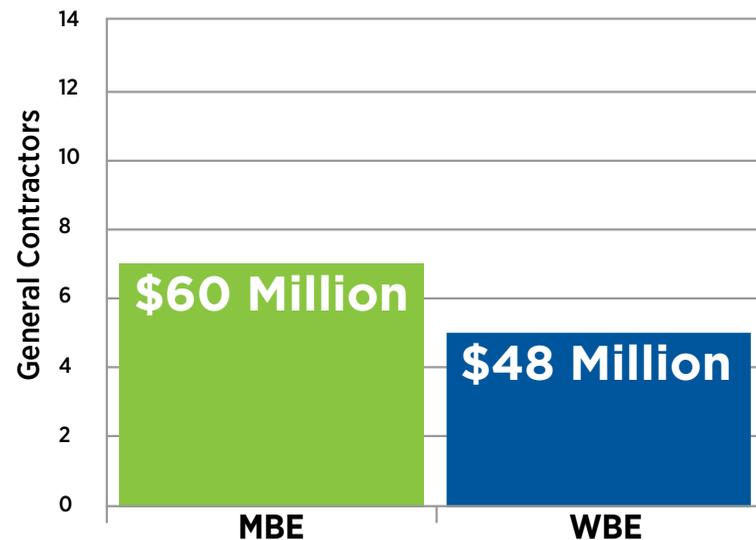
In November 2012, voters in the District's eight member towns overwhelmingly supported a second referendum authorizing the expansion of \$800 million for Phase II of the Clean Water Project (CWP). The CWP is an ambitious, multi-phase sewer infrastructure upgrade designed to address federal and state government mandates. The CWP is mitigating the effects of stormwater on our sewer system. Whenever it rains as little as one-quarter of an inch, the capacity of the sewer system can become overwhelmed with the combination of stormwater and raw sewage, causing spills and overflows into local streams, waterways, homes, and neighborhoods.

Typical opportunities available for small businesses may include paving, pipe laying, trucking, concrete, plumbing, electrical, rebar, signage, progress photos, and more.

Workforce Diversity Achievements

- Over 1.3 million total work hours performed through 2014
- Over 5,300 workers employed on all construction projects
- 30% of all work hours were performed by minority workers
- 19% of all work hours were performed by residents of MDC member towns

General Contracts (Prime Contractors)

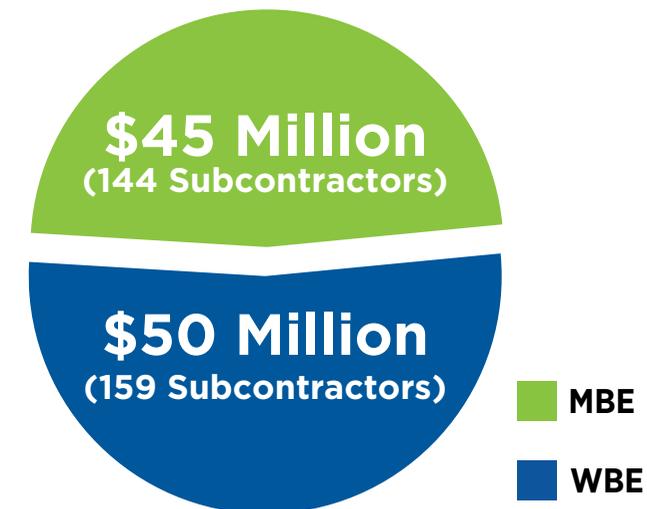


Supplier Diversity Achievements

There have been 48 Construction Projects valued at \$710 million awarded by the MDC through 2014.

- 126 MDC District Town MWBE contracts or 41% of all MWBE subcontract awards
- 12 contracts awarded to MWBE General Contractors, valued at \$106 million
- 304 contracts awarded to MWBE Subcontractors, valued at \$94 million

Subcontracts (Subcontractors, Vendors or 2nd Tier)



Includes trade subcontractors, material suppliers, contract support vendors, truckers, and professional service providers.

CONTRACTOR TESTIMONIALS



“The MDC’s training and technical assistance has given me the tools to grow my business and succeed. They regularly reach out to businesses like mine to make us aware of upcoming contracting opportunities.”

*- Edna Clunie,
Owner of Rec. Trucking Co.*



“We have a great relationship with the MDC. They have made introductions for us through their matchmaker events with other corporate clients, which has helped grow our business.”

*- Ted Hsu,
Horizon Services Company*



“Over the past year the MDC, in collaboration with the Entrepreneurial Center, has put me in front of a lot of good people to help my business grow.”

*- Jerado Reynolds,
Reynolds Welding & Fabrication*



“The MDC has been one of the biggest contributors to help us grow our business in the last 10 years.”

*- Charlene Addison,
Addison Electrical Contractors, LLC*

AWARDS & RECOGNITION

(2009, 2010, 2012) The U.S. Dept. of Commerce's Minority Business Development Agency (MBDA)

(2010) The U.S. Small Business Administration (SBA)

(2011) Greater New England Minority Supplier Development Council (GNEMSDC)

(2011) Co-Opportunity YouthBuild

(2012, 2015) National Association of Women in Construction (NAWIC)

(2013) National Association of Minority Contractors (NAMC New England)

(2013, 2014) Environmental Protection Agency

(2014) State of Connecticut Business Matchmaker Organizational Committee



MDC



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