

**RESOLUTION AUTHORIZING THE CITY MANAGER TO SOLICIT PROPOSALS
FOR A DISPARITY STUDY**

WHEREAS, a disparity study is an analysis of the presence of inequality, or disparity, for a given program or organization; and

WHEREAS, municipalities and other segments of government utilize disparity studies to analyze their contracting and procurement activities respective to their inclusion of minority- and women-owned businesses; and

WHEREAS, these studies provide a snapshot of the contracting environment over a period of time, often over five to ten years; and

WHEREAS, the findings of the disparity study describe the business climate for minority- and women-owned businesses and identify barriers to entry in the marketplace, should they exist; and

WHEREAS, in the event that a disparity study determines that discrimination persists as a barrier to entry, recommendations may be provided to strengthen the city's M/WBE program and to promote inclusion and awareness; and

WHEREAS, the M/WBE Citizen's Advisory Committee (CAC) has had extensive discussions regarding the merits of a disparity study and voted 7 to 1 during their November meeting to recommend that the Mayor and City Council consider commissioning such a study.

NOW, THEREFORE, BE IT RESOLVED, that the Mayor and City Council of the City of Winston-Salem hereby authorize the City Manager to take such actions as necessary to develop and advertise a request for proposals to solicit the services of firms with experience conducting disparity studies.