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**Title:** Non-Discrimination Ordinance Contractor Compliance Summary for 2021 Report to City Council to be Submitted Jointly by Ann Arbor Purchasing Department and the Ann Arbor Human Rights Commission\*

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Date	Ver.	Action By	Action	Result
4/3/2023	1	City Council	Approved	Pass

Non-Discrimination Ordinance Contractor Compliance Summary for 2021 Report to City Council to be Submitted Jointly by Ann Arbor Purchasing Department and the Ann Arbor Human Rights Commission\*

Non-Discrimination Ordinance Contractor Compliance Summary for Calendar Year 2021. This is the fifth annual report on the compliance of City contractors with Ann Arbor’s Non-Discrimination Ordinance. (City of Ann Arbor Code, Chapter 112, Section 9:158).

In summary:

- We have confirmed that all contractors whose spending is over \$25,000 in any given quarter have on-file, up-to-date, signed Declarations of Compliance with Ann Arbor’s Non-Discrimination Ordinance (NDO) prior to the issuance of purchase orders.
- One of the provisions of the NDO is that all such contractors post the City-provided poster about the NDO at all work locations where their employees provide services under contracts with the City. (Chap. 112, Sec. 9:158.2) The City-provided poster summarizes the provisions of the City’s NDO, directs employees to the full ordinance, and explains the process for filing complaints under the NDO and contacting the Human Rights Commission.
- In calendar year 2021, there were no documented and/or reported contractor violations of the Non-Discrimination Ordinance and no contracts cancelled based on it.

We have slightly more vigorous goals to be met for the 2022 report:

- Confirm that Ann Arbor contractors should have the updated poster prominently displayed in accordance with the NDO and that they are accessing the most up-to-date version of the ordinance;

- Track all contractors subject to federal affirmative action requirements (Chap. 112, Sec. 9:158.3,4);
- Request that construction project contractors document good faith efforts to employ local persons in accordance with the NDO (Chap. 112, Sec. 9:158.5).

Below is a summary of all contractors who were paid over \$25,000 in each quarter of calendar year 2021 for doing business with the City of Ann Arbor:

**FY 2021-Q3 (Jan - Mar 2021)**

77 Total Contractors

32 of 77/total contractors received \$100k+ = 41.5%

1 of 77/total contractors received \$1mil+ = .0129%

7 of 77/total contractors are from Ann Arbor = .09%; 3 of same received \$100k+

Total Spend = \$13,158,022.77

**FY 2021-Q4 (Apr - Jun 2021)**

98 Total Contractors

43 of 98/total contractors received \$100k+ = 44%

2 of 98/total contractors received \$1mil+ = .0204% - of whom one is from Ann Arbor

16 of 98/total contractors are from Ann Arbor = 16%; 3 of same received \$100k+

Total Spend = \$17,842,355.16

**FY 2022-Q1 (Jul - Sep 2021)**

90 Total Contractors

38 of 90/total contractors received \$100k+ = 42%

3 of 90/total contractors received \$1mil+ = .0333%

12 of 90/total contractors are from Ann Arbor = 13%; 3 of same received \$100k+

Total Spend - \$19,638,021.39

**FY 2022-Q2 (Oct - Dec 2021)**

92 Total Contractors

43 of 90/total contractors received \$100k+ = 47%

2 of 92/total contractors received \$1mil+ = .0217%. NOTE: 1 of 92/total contractors received over \$4mil+

11 of 92/total contractors are from Ann Arbor = 12%; 6 of same received \$100k+

Total Spend = \$20,438,577.65

Prepared by: Human Rights Commission and Colin Spencer, Purchasing Manager

Reviewed by: Marti Praschan, Chief Financial Officer

Approved by: Milton J. Dohoney Jr., City Administrator

\*Approved by the Human Rights Commission, March 8, 2023