

**MassDOT Rail and Transit Division**  
**Proposed Overall DBE Goal for FFYs 2025 – 2027: 7%**  
**(Race/Gender-Neutral: 5.25%; Race/Gender-Conscious: 1.75%)**

The MassDOT Rail and Transit Division (MassDOT RTD) calculated this goal utilizing a preliminary budget to identify Federal-aid service and supply contracts on USDOT-assisted projects expected to be performed in the next three Federal fiscal years (FFY). To determine the relative availability of DBE firms pertinent to each procurement category, information from the Massachusetts Unified Certification Program (MassUCP) and NAICS statistics from the 2022 U.S. Census Bureau were utilized. The information below illustrates MassDOT RTD's proposed DBE goal for the FFYs 2025 through 2027 period.

***Step 1: Determination of Base Figure for Relative Availability of DBEs***

The DBE goal is derived from an examination of census availability within the relevant geographic area (the Commonwealth of Massachusetts, Suffolk County, and metropolitan areas as defined by the most recent Economic Census), and the current Mass UCP directory. This geographic area was selected based on evidence received from DBE stakeholders that DBEs are willing to travel the entirety of the Commonwealth in pursuit of prospective work.

To prepare this DBE goal methodology, the Office of Diversity and Civil Rights (ODCR) consulted with MassDOT RTD, the MassDOT Planning Department, and reviewed the Federal Transit Administration's (FTA) Transit Award Management System (TrAMS). To begin the process of establishing an overall goal for DBE participation, ODCR obtained a list of all FTA-assisted grants and projects that are expected to be awarded during the next three FFYs. Grant managers were also consulted for additional project details specific to each FTA-assisted grant. The magnitude of anticipated contracting opportunities under each grant was determined and prospective procurement opportunities expected to occur under each grant were identified by NAICS code. Subrecipients under each grant were also identified.

***Base Figure of Relative Availability***

The base level of DBE availability was calculated through an analysis of businesses included in the 2022 U.S. Census Bureau data for Massachusetts. In addition, the MassUCP database of current certified DBEs was also used.

***Relative Availability of DBEs***

The relative availability of DBEs was determined by calculating the percentage of ready, willing, and able (RWA) DBE firms certified in Massachusetts for each category of work expected to be awarded in the next three FFYs relative to all businesses that perform the same category of work within the Commonwealth. The numerator is the number of businesses certified as DBEs by the Massachusetts Unified Certification Program. The denominator is the number of all firms in the 2022 U.S. Census Bureau Data for Massachusetts.

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**Expected FTA Funds for Each MassDOT RTD FTA-Assisted Program**

**Over the next three FFYs**

	<b>Grant</b>	<b>Amount of DOT funds on Grant:</b>	<b>% of total DOT funds (weight)</b>
<b>1</b>	5310	\$28,472,945	0.5909
<b>2</b>	5311	\$19,711,511	0.4091
<b>3</b>	5311(f)	\$0.00	0.0000
<b>4</b>	5311(b)	\$0.00	0.0000
<b>5</b>	5311	\$0.00	0.0000
<b>6</b>	5339	\$0.00	0.0000
<b>7</b>	5303	\$0.00	0.0000
<b>8</b>	5304	\$0.00	0.0000
	<b>Total FTA-Assisted Grant Funds in FFYs 2025 – 2027</b>	<b>\$48,184,456</b>	<b>1.0000</b>

**Expected FTA Funds for Each MassDOT RTD FTA-Assisted Program  
for FFYs 2025 – 2027 by FFY**

<b>FTA Grant Funding:</b>				
<b>FFY Apportionment:</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>TOTAL 25-27</b>
<b>Section 5310</b>	\$9,377,996	\$9,490,531	\$9,604,418	<b>\$28,472,945</b>
<b>Section 5311</b>	\$6,491,031	\$6,570,724	\$6,649,756	<b>\$19,711,511</b>
<b>TOTAL</b>	<b>\$15,869,027</b>	<b>\$16,061,255</b>	<b>\$16,254,174</b>	<b>\$48,184,456</b>

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### **Breakdown of MassDOT RTD Contracting Opportunities in FFYs 2025 – 2027 by FTA Program**

		FFY25	FFY27	Forecast		
		Contracting Type	2025	2026	2027	TOTAL 25 27
<b>5310</b>	NAICS					
	561210	Purchased Transportation	\$420,000	\$420,000	\$420,000	\$1,260,000
	323111	Marketing & printing	\$11,000	\$11,000	\$11,000	\$33,000
	561110	Apps or Scheduling & Dispatching	\$41,000	\$41,000	\$41,000	\$123,000
	541990	Vehicle Repairs	\$2,000	\$2,000	\$2,000	\$6,000
	424120	Miscellaneous	\$1,000	\$1,000	\$1,000	\$3,000
	541611	General Consulting New Contract ('26)	<u>\$700,000</u>	<u>\$700,000</u>	<u>\$700,000</u>	<u>\$700,000</u>
		5310 Total	<b>\$1,175,000</b>	<b>\$1,175,000</b>	<b>\$1,175,000</b>	<b>\$2,125,000</b>
		Contracting Type	2025	2026	2027	TOTAL 25 27
<b>5311</b>	NAICS					
	424720	Fuel	-	-	\$100,000	\$100,000
	541211	Contracted Services - Accounting	-	-	\$85,000	\$85,000
	315990	Uniforms	-	-	\$20,000	\$20,000
	561720	Contracted Services - Cleaning	-	-	\$20,000	\$20,000
	541611	General Consulting New Contract	-	-	\$500,000	\$500,000
	541611	RTAP Driver Training, Specialty Classes, Administration	-	-	<u>\$1,000,000</u>	<u>\$1,000,000</u>
		5311 Total	<b>\$0</b>	<b>\$0</b>	<b>\$1,725,000</b>	<b>\$1,725,000</b>
		Total Expected Contracting Opportunities	<b>\$1,175,000</b>	<b>\$1,175,000</b>	<b>\$2,900,000</b>	<b>\$ 3,850,000</b>

### **Relative Availability of DBEs MassDOT RTD Expected Contracting Opportunities in FFYs 2025 – 2027 by Category**

Categories	6 Digit NAICS	Expected Contracting Amount	Average of Availability of DBEs
All Other Professional, Scientific, and Technical Services	<b>541990</b>	\$6,000	11.71%
Facilities Support Services	<b>561210</b>	\$1,260,000	7.80%
Administrative Management and General Management Consulting Services	<b>541611</b>	\$700,000	9.57%

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Categories	6 Digit NAICS	Expected Contracting Amount	Average of Availability of DBEs
Petroleum and Petroleum Products Merchant Wholesalers (except Bulk Stations and Terminals)	424720	\$100,000	9.09%
Apparel Accessories and Other Apparel Manufacturing	315990	\$20,000	11.11%
Administrative Management and General Management Consulting Services	541611	\$500,000	9.57%
Office Administrative Services	561110	\$123,000	2.76%
Offices of Certified Public Accountants	541211	\$85,000.00	0.62%
Janitorial Services	561720	\$20,000	2.16%
Stationery and Office Supplies Merchant Wholesalers	424120	\$3,000	2.90%
Commercial Printing (except Screen and Books)	323111	\$33,000	4.60%
All Other Professional, Scientific, and Technical Services	541611	\$1,000,000	9.57%
<b>TOTAL</b>		<b>\$3,850,000</b>	<b>8.49%</b>

**The Base Figure DBE Availability is 8.49%.**

***Step 2: Examination of Other Evidence for Determination of Availability and Adjustments***

MassDOT RTD reviewed all available relevant evidence to determine what adjustments, if any, were needed to apply to the base figure in order to arrive at the overall annual DBE goal. Using data collected regarding availability of ready, willing and able DBE firms the goal is set at the level of DBE participation expected absent the effects of discrimination.

***Past Participation***

MassDOT RTD examined the work performed on FTA-assisted contracts by DBEs in the previous three complete FFYs. This information was obtained from the semiannual reports

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filed with FTA in TrAMS. The chart below shows the total past DBE participation relative to the total value of awards over the three-year period.

<b>FTA - Year Data</b>	<b>FY2021</b>	<b>FY2022</b>	<b>FY2023</b>	<b>3 Year Total</b>
<b>Total Value of Awards</b>	\$1,399,038	\$66,553	\$1,860,500	\$3,326,091
<b>Total DBE Participation</b>	\$195,308	\$38,413	\$10,691	\$244,412
<b>DBE Race/Gender Neutral</b>	\$195,308	\$38,413	\$10,691	\$244,412
<b>DBE Race/Gender Conscious</b>	\$0	\$0	\$0	\$0
<b>% DBE Participation</b>	13.96%	57.72%	0.57%	<b>3 Year Average: 7.35%</b>

As noted in the table above, during FFYs 2021 – 2023, MassDOT RTD’s DBE participation attainment average 7.35%, with the entirety of the achievement being met through race-neutral measures.

#### *Review of Available Regional Data Related to DBEs*

MassDOT RTD sought evidence in related fields within its jurisdiction that could affect opportunities for DBEs to form, grow, and compete, such as statistical disparities for DBEs to obtain finance, bonding, and insurance. Based on the 2020 City of Boston Disparity Study Final Report conducted by BBC Research & Consulting, it was determined that “minorities and women face certain barriers in Boston. Existing research, as well as primary research that the study team conducted, indicate that disparities exist in terms of acquiring human capital, accruing financial capital, owning businesses, and operating successful businesses. In many cases, there is evidence that those disparities exist even after accounting for various race- and gender-neutral factors such as age, income, education, and familial status. There is also evidence that many disparities are due—at least, in part—to discrimination.”<sup>1</sup>

The BBC Research & Consulting’s analysis continued that “barriers in the marketplace likely have important effects on the ability of minorities and women, to start businesses in relevant industries—construction, architecture and engineering, other professional services, goods, and other services—and operating those businesses successfully. Any difficulties that those individuals face in starting and operating businesses may reduce their availability for government work and may also reduce the degree to which they are able to successfully compete for government contracts. In addition, the existence of barriers in the marketplace indicates that government agencies in the region may be passively participating in discrimination that makes it more difficult for minority- and woman-owned businesses to successfully compete for their

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<sup>1</sup> 2020 City of Boston Disparity Study Final Report conducted by BBC Research & Consulting

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contracts. Many courts have held that passive participation in any race- or gender-based discrimination establishes a compelling governmental interest for agencies to take remedial action to address such discrimination.”<sup>1</sup>

### **Final Proposed DBE Overall Goal for FFYs 2025 – 2027**

The review of Steps 1 and 2 of the DBE goal methodology led MassDOT RTD make an adjustment to the baseline DBE Goal identified above.

The proposed MassDOT RTD Overall DBE Goal for FFYs 2025 – 2027 is: **7%**

#### ***Determination of Race/Gender-Conscious vs. Race/Gender-Neutral Split***

Per 49 CFR 26.51(a), MassDOT RTD intends to meet the maximum feasible portion of the goal through race/gender-neutral measures. Based upon availability of DBEs in the categories of work that MassDOT RTD intends to utilize and the average race/gender-neutral participation in the past triennial period, **MassDOT RTD anticipates meeting up to 5.25% of its overall goal through using race/gender-neutral measures and 1.75% through race/gender conscious participation.**

MassDOT RTD will continue to regularly review DBE attainment through our inspection of DBE commitments, awards, and actual payments. If it appears unlikely that the overall goal will not be achieved, race conscious measures may be added for the remainder of the year.

#### ***Description of the types of Race-Neutral measures implemented by MassDOT RTD***

MassDOT RTD will use the following Race/Gender-Neutral measures to increase DBE participation:

- ODCR has implemented a supportive services program to increase the growth and development of firms eligible to participate in Federally-aided transportation contract as a DBE firm by providing general business development training paired with specific transportation construction technical assistance and other resources to increase the capacity of participating DBEs.
- Providing technical assistance and other services to DBEs, one on one and through consultants.
- Informing DBEs of upcoming contracting opportunities.
- Providing a copy of the Invitation for Bids to DBEs upon request.
- Providing introductions to help DBEs, and other small businesses with access to prime contractors in an effort to develop working relationships

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***Stakeholder Consultation:***

On September 5, 2024, MassDOT RTD will hold a meeting to discuss its DBE goal setting methodology and to solicit feedback from stakeholders. The meeting will take place virtually through Microsoft Teams. Participants invited to the meeting include minority, women, contractor groups, community organizations, and other stakeholders.

MassDOT's Acting Chief Diversity Officer for ODCR, Francisco Morales, will present an overview of the DBE program and methodology for developing RTD's overall DBE goal. MassDOT's Deputy Transit Administrator, Thomas Schiavone, will give an overview of the transit division programs expected in the next three FFYs.

Notice: This document is posted on MassDOT's website at:

[Disadvantaged Business Enterprise Goals 2023-2027](#)