

City of Charlotte Disparity Study Frequently Asked Questions



Colette Holt & Associates (CHA) is conducting a disparity study of the City of Charlotte's Minority- and Woman-Owned Business Enterprise (MWBE) program and its Small Business Enterprise Business (SBE) program. The city seeks to ensure that MWBEs and SBEs have equal access to contracting opportunities and that the city's current program remains legally defensible and administratively successful.

What is a "Disparity Study"?

A disparity study involves compilation of evidence to determine whether the City has a strong basis for implementing race- and gender-conscious contracting remedies for its locally funded contracts, and narrowly tailoring its MWBE program. This includes statistical evidence of disparities, if any, between the availability of M/WBEs and their utilization on City contracts and related subcontracts and throughout the Charlotte economy as a whole.

The study will further examine factors necessary for entrepreneurial success, such as access to business capital, bonding, networks, suppliers and other resources. The study also will gather anecdotal evidence of any continuing effects of past or present race and sex discrimination, and the impact of the current MWBE and SBE programs. Finally, the study will review the City's current programs and activities and make recommendations for future initiatives and enhancements, including data collection to assist the City in setting its project-specific and overall goals

Who is conducting the study?

Colette Holt & Associates (CHA), a nationally recognized expert team on disparity studies and M/WBE programs, in conjunction with local partners Paradigm 360 Coach Training, LLC, Taylor Vaughn Solutions, LLC dba Asfalit Advisors, and Viridian Marketing.

How can business owners and other interested parties be involved?

The participation of business owners and other interested parties such as trade associations, advocacy groups, community organizations, etc. is critical to the study's outcomes in three important

ways. The study team will contact businesses to confirm information on specific contracts and/or to receive additional contract information that is currently not available to the City. Second, an electronic survey will be sent to interested parties to collect additional anecdotal information. Finally, CHA will also conduct interviews with business owners and stakeholders to collect information regarding discriminatory barriers and the City's programs.

How will the public informational webinar and business owner/ stakeholder interviews be conducted and how do I participate?

CHA will host a public information meeting to introduce the study methodology and process. A bit later in the process, CHA will administer an online survey for business owners. CHA will also host small group business owner/stakeholder interviews.

Participants who are unable to attend the meetings or the interviews but who would like to provide input to the disparity study are encouraged to return the survey and to submit written statements at the study email: charlotte-study@mwbelaw.com.

When will the study be completed?

The study is anticipated to be completed Fall 2022.

Where can I find additional information?

For additional information, visit the study website at charlottedisparitystudy.com

Who do I contact with questions?

You may contact the Study team via charlotte-study@mwbelaw.com or 855-692-3529.

Or you may contact:

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