



Diversity Policy

It is the policy of FBI Construction to ensure that minority, women and other disadvantaged business enterprises have an equal opportunity to receive information on and participate in all FBI Construction projects. It is the intent of FBI Construction to ensure non-discrimination in the award and administration of contracts and to create a level playing field on which minority, women and other disadvantaged business enterprises can compete fairly for purchase orders and subcontracts. FBI Construction recognizes the importance of minority business participation and has developed the following goals and strategies concerning such.

Goals/Objectives:

- Communicate the experience requirements and partnership opportunities that will be available as part of the project
- Assist minority owned firms with navigating the pre-qualification process for participation in the project
- Assist pre-qualified firms with identifying, pursuing, proposing/bidding and successfully performing work in accordance with project requirements and contract documents
- Develop and implement workforce goals, tracking and reporting to meet project workforce objectives
- To establish an effective program to encourage the participation of minority owned businesses and workers in the construction of the project
- To be accountable for achieving measurable outcomes for each project
- To provide both subcontractors and suppliers with timely and accurate information to support successful and meaningful engagement on each project.

Strategies:

- Outreach to MBE/WBE firms, regional business, and workforce development partners for participating trades.
- Pre-assessment and pre-qualification of Certified MBE/WBE firms to identify those that are fully prepared and ready for immediate contract opportunities as well as those needing additional assistance to reach that level of preparation for future contract opportunities.
- Provide information and needed assistance to minority owned firms to increase their ability to compete effectively for contracting opportunities.
- Provide assistance in obtaining required bonding or insurance coverage and/or provide alternatives to bonding or insurance for Certified MBE/WBE firms.
- Negotiate in good faith with interested Certified MBE/WBE firms.
Provide financial assistance to Certified MBE/WBE firms in connection with specific projects by:
 - (A) assistance in obtaining equipment, a loan, capital or lines of credit
 - (B) letters of credit, including waiving credit that is ordinarily required
 - (C) assistance in obtaining the same unit pricing as FBI Construction
- Provide quick pay agreements that form part of the construction contract. A quick pay commitment means an obligation to pay all Certified MBE/WBE firms participating in the project in an expedited manner