



MASON TILLMAN
ASSOCIATES, LTD

Memorandum

Date: April 7, 2022

To: Kimberly Jones, Chief of Staff
For Councilmember Rebecca Kaplan

From: Eleanor M. Ramsey, President
Mason Tillman Associates, Ltd.

Subject: 2017 City of Oakland Race and Gender Disparity Study
Analysis

The 2017 City of Oakland Disparity Study presents a statistical analysis of the dollars spent with minority and woman-owned businesses during the period 2012 to 2016. In compliance with the law the Study also includes a comprehensive analysis of the City's policies and procedures that undergird the statistical findings of disparity.

While there may be unresolved issues regarding the age of the contract data analyzed in the 2017 Study, and its use as a predicate for race and gender conscious policy, the concern is not relevant to the application of the race and gender-neutral procurement policy recommendations. The race and gender-neutral procurement policy recommendations set forth in the 2017 Study identify and analyze the policies and procedures that adversely effected the utilization of available minority and woman-owned businesses on City funded prime contracts and subcontracts.