



**MINORITY, WOMEN, DISADVANTAGED & EVANSTON BUSINESS ENTERPRISE
DEVELOPMENT COMMITTEE**

**Wednesday, June 21, 2023 6:00 P.M.
Lorraine H. Morton Civic Center, 2100 Ridge Avenue, Room 2403**

AGENDA

Page

1. CALL TO ORDER/DECLARATION OF A QUORUM

2. APPROVAL OF MINUTES

- A. **A. Approval of the May 17, 2023 Minutes** 3 - 5
[MWEBE MINS 05-17-23](#)

3. GUEST INTRODUCTIONS

- A. **A. Qwally – Brandon Gumm**
B. **B. CPOM - Corey Buchanan, Glenn Spoolstra, and Latricia Booker**

4. STAFF REPORTS

- A. **A. M/W/D/EBE and LEP Tracking Report** 6 - 9
[2023 MWEBE Tracking sheet](#)

5. NEW BUSINESS

- A. **A. Qwally – Presentation**
- B. **B. CPOM - Presentation**

6. OLD BUSINESS

- A. **A. M/W/D/EBE Self Declaration of Local Business**
- B. **B. Anchor Procurement NLC Update**
- C. **C. M/W/D/EBE Committee Work Plan Updates** 10 - 15
[MWEBE Committee 2023 Work Plan 0523](#)

7. OTHER BUSINESS

8. ADJOURNMENT

Order & Agenda Items are subject to change. Information about the Minority, Women, *Disadvantaged* & Evanston Business Enterprise Development Committee (M/W/D/EBE) is available at: www.cityofevanston.org/mwebecommittee. Questions can be directed to Tammi Nunez at 847-866-2935.

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MINORITY, WOMEN, DISADVANTAGED & EVANSTON BUSINESS ENTERPRISE (M/W/D/EBE) DEVELOPMENT COMMITTEE

Wednesday, May 17, 2023
6:00 P.M.
Meeting Minutes

MEMBERS PRESENT: Councilmember Bobby Burns, Councilmember Kristian Harris, Councilmember Devon Reid, Angela Pennisi, Ernest Noy, Rachel Williams, Michael McLean

MEMBERS ABSENT: Jared Davis, Bonaventure Fandohan, Kemone Hendricks

STAFF PRESENT: Treasurer; Tammi Nunez, Purchasing Manager; John Gonzalez, Purchasing Specialist; Nathan Norman, Workforce Development Manager; Stephanie Mendoza, City Clerk; Paul Zalmezak, Economic Development Manager

GUEST: Peter Braithwaite, Northwestern University; Travis Centers, RiseKit; Wissam Akra, Tough Leaf

PRESIDING MEMBER: Councilmember Bobby Burns

1. Declaration of a Quorum

With a quorum present, Councilmember (CM) Burns called the meeting to order.

2. Approval of Minutes

Councilmember Harris motioned to approve the April 19, 2023, minutes. Seconded by E. Noy. All voted in favor of approving minutes unanimously.

3. Guest Introduction

A. Wissam Akra (Tough Leaf)

Third party business that matches contractors with minority businesses. Allows general contractors to find qualified minority, woman and disadvantaged subcontractors in order to meet M/W/DBE compliance goals.

B. RiseKit Platform Representative

Provides a community partnership management platform for job seekers, community organizations, employers/recruiters, and government agencies.

4. Staff Reports

A. M/W/EBE and LEP Tracking Report

Councilmember Reid motioned to hold reporting for the next meeting on June 21, 2023. Seconded by councilmember Harris. All voted in favor unanimously.

5. New Business

A. Tough Leaf – Presentation

Wissam Akra, CEO and Co-Founder of Tough Leaf presented. His services allow Contractors/Developers to find and hire firms that are M/W/DBE to meet compliance goals. Tough Leaf provides a list of vetted diverse firms that are qualified and are ready to bid on projects. Diverse firms get access to opportunities based on their qualifications. They also get access to capacity building services such as: Insurance, Bonding, Financing, Benefits, Staffing and more. Data is updated weekly by aggregating data from agencies such as Department of Labor and Dun & Bradstreet. Services are free for Cities to use if all city projects use their services. In addition to construction/ development projects, other projects covered include engineering services, supply requisitions, facility services and many others.

B. RiseKit Platform – Presentation

Travis Centers, Vice President, Community Development presented. His organization is currently working with Nathan Norman who is the Workforce Development Managers for the City of Evanston. RiseKit allows job seekers from underserved communities to find and stay on a fulfilling career pathway by connecting community organizations and employers. Riskkit and the City of Evanston have a scheduled launch for the third week of June.

6. Old Business

A. M/W/D/EBE Certification for Local business, Certification Process - Discussion

Peter Braithwaite from Northwestern University discussed the idea of the City of Evanston allowing local businesses to Self-Declare as a Woman, Minority or Disadvantaged Business Enterprise with government identification and without having to provide actual certification for City lead projects. Self-Declaring will allow for a smoother process and better tracking. The database would be accessible to the public including residents seeking services from specific business groups. A. Pennisi suggested having a disclaimer for using any of the data.

B. Anchor Procurement NLC Update

The memorandum of understanding has been signed. NLC should be issuing the grant funds by the week of May 22nd or 29th, which have been delayed due to staffing issues on their end. The next cohort call is scheduled for July 26th, 2023.

C. MWEBE Committee Work Plan Updates

Goal #1: Position Evanston's MWEBE Committee as a leader in MWEBE advocacy in Evanston.

Committee A. Pennisi has reached out to other municipalities for info and is still waiting to hear back. Group No. 1 will work with Peter Braithwaite and Clerk Mendoza regarding the Self-Declaring of businesses as the data will be useful and in line with their goal. Group No. 1 will also like to request a survey from the local community businesses at the June 13th, MWDEBE Contracting Fair.

Goal #2: Increase local firms that provide goods and services the city needs.

Group No. 2 will also work/ further discuss the MWDEBE Self-Declare database process with Peter Braithwaite and Clerk Stephanie Mendoza. Group No. 2 is looking for feedback through a survey at the June 13th, MWDEBE Contracting Fair. Group No. 2 will also review the model presented by Tough Leaf for their project.

Goal #3: Increase local contractors that work as general contractors and subcontractors on major projects in Evanston.

Group No. 3 is experiencing difficulties with access to good data, other groups will share. Group No. 3 suggests that Risekit have a table at the June 13th, MWDEBE Contracting Fair.

7. Other Business

8. Adjournment

Councilmember Burns motioned the meeting be adjourned, motion carried unanimously. Meeting ended at 8:24 P.M.

2023 MWEBE Goal Compliant											
Dept.	Date	RFP/Bid #	Project Title	Total Project Amount	% MWEBE	Name of MWEBE	M BE	W BE	E BE	D BE	Subcontract Amount
PWA	1/9/2023	Bid 22-67	Interior Renovations at Lovelace Park Field House	\$221,905.00		Bodala, LLC, DBA Central Rug and Carpet					
					83.8%	Central Rug and Carpet			X		\$185,905.00
					16.2%	Gilco Mechanical Contractors	X				\$36,000.00
PWA	1/9/2023	RFP 22-60	Standpipe Water Quality Study	\$129,590.00		Stantec Consulting Services Inc.					
					20.5%	AAA Engineering		X			\$26,610.00
PWA	1/9/2023	RFP 22-65	Study and Designation of Howard Street Special Service Area (SSA)	\$37,120.00		Teska Associates, Inc.					
					86%	Teska Associates, Inc.			X		\$32,045.00
					14%	Dynasty Group, Inc.	X				\$5,075.00
PWA	1/23/2023	RFP 22-53	Material Testing Services	\$200,000.00		Interra, Inc.					
					25%	Interra, Inc. (Task Order 1)	X				\$65,000.00
PWA	1/23/2023	No Proj #	Evanston Municipal Storage Facility Phase 1	\$717,550.00		G.A. Johnson & Sons (LEP Eligible)					
					100%	G.A. Johnson & Sons			X		\$717,550.00
January Total				\$1,306,165.00							\$1,068,185.00
Total to Date				\$1,306,165.00	82%		3	1	3	0	\$1,068,185.00
CMO	2/13/2023	Bid 22-63	Request for Demolition or Deconstruction Services of the Emerson/Jackson Site	\$207,000.00		Wreckcon Specs. LLC					
					100%	Wreckcon Specs. LLC			X		\$207,000.00
PWA	2/13/2023	No Proj #	2023 Water Plant Roof Improvements	\$997,205.00		Garland/DBS Inc. (LEP Eligible)					
					5.60%	Futurity 19, Inc,		X			\$54,753.00
PWA	2/13/2023	RFP 22-42	Ladd Arboretum Canoe Launch	\$125,498.00		Christopher B. Burke Engineering Ltd.					
					70.06%	Christopher B. Burke Eng. Ltd.			X		\$87,928.00
					20.25%	Teska Associates			X		\$25,420.00
CMO	2/13/2023	RFP 22-59	Legacy Business Program Logo and Website Design	\$47,300.00		Glantz Design					
					100%	Glantz Design			X		\$47,300.00
PWA	2/27/2023	RFP 23-04	Engineering Services Related to the Evanston Service Center North Fuel Island Replacement	\$212,946.00		Greeley and Hansen, LLC					
					23.90%	CCJM Engineers, Ltd.	X				\$51,000.00
					3.40%	O'Brien & Associates, Inc.		X			\$7,275.00
February Total				\$1,589,949.00							\$480,676.00
Total to Date				\$2,896,114.00	54.00%		4	3	7	0	\$1,548,861.00
PWA	3/13/2023	Bid 23-03	Evanston Skate Park at Twiggs Park	\$1,757,266.00		Hacienda Landscaping, Inc. (LEP Eligible)					
					52%	Hacienda Landscaping, Inc	X				\$921,296.00
PWA	3/27/2023	Bid 23-14	Green Bay Road Water Main Improvements	\$1,269,508.95		Pan Oceanic Engineering Co. (LEP Eligible)					

2023 MWEBE Goal Compliant											
Dept.	Date	RFP/Bid #	Project Title	Total Project Amount	% MWEBE	Name of MWEBE	M BE	W BE	E BE	D BE	Subcontract Amount
					85.95%	Pan Oceanic Engineering Co., Inc.	X				\$1,091,178.87
					0.70%	J.A.C.K. Contractor Services, Inc.		X			\$8,835.00
					1.20%	City Lights, Ltd.		X			\$15,275.00
PWA	3/27/2023	No Proj #	2023 Facility Envelope Repairs, Contract 1	\$389,727.00		Garland/DBS Inc. (LEP Eligible)					
					84%	KG Roofing, Inc.	X				\$328,057.00
ED	3/27/2023	RFP 23-13	2023 Great Merchant Grant Planters and Landscape Maintenance	\$77,368.00		Herrera Landscape & Snow Removal, Inc.					
					100%	Herrera Landscape & Snow Removal, Inc.			X		\$77,368.00
March Total				\$3,493,869.95							\$2,442,009.87
Total to Date				\$6,389,983.95	62.00%		7	5	8	0	\$3,990,870.87
PWA	4/10/2023	Bid 23-09	Oakton Street Corridor Improvement Project	\$4,156,960.10		Landmark Contractors, Inc					
					31.3%	Elmund & Nelson Co.				X	\$1,300,679.90
						Futurity 19					
PWA	4/24/2023	Bid 23-22	Robert Crown Community Center Gymnasium Acoustic Panel Installation Project	\$45,500.00	100.00%	Futurity 19		X			\$45,500.00
April Total				\$4,202,460.10							\$1,346,179.90
Total to Date				\$10,592,444.05	50.00%		7	6	8	1	\$5,337,050.77
PWA	5/8/2023	Bid 23-26	2023 Water Main Improvements and Street Resurfacing Project	\$6,551,795.40		Bolder Contractors, Inc. (LEP Eligible)					
					0.20%	Chicago Cut Concrete Cutting		X			\$16,000.00
					1.70%	Flader Plumbing			X		\$110,000.00
					10.20%	JG Demo				X	\$670,000.00
					1.10%	Precision Pavement	X				\$73,075.00
					1.00%	Smith Maintenance	X				\$40,000.00
					3.10%	Sonican Trucking	X				\$200,000.00
PWA	5/8/2023	Bid 23-16	2023 MFT Street Resurfacing Project	\$1,214,412.00		J.A. Johnson Paving Co (Partial-Waiver)					
					11.44%	Galaxy Underground, Inc.		X			\$138,870.00
ED	5/8/2023	RFP 23-19	Independent Ryan Field Rebuild Economic Impact Study Consulting Services	\$78,500.00		C.H. Johnson Consulting, Inc.					
					22%	Desman Inc,	X				\$17,500.00
May Total				\$7,844,707.40							\$1,265,445.00
Total to Date				\$18,437,151.45	35.00%		11	8	9	2	\$6,602,495.77
PWA	6/12/2023	No Proj #	Engineering Services for the Central Street/Central Park Avenue Traffic Signal Modernization Project	\$88,200.00		Christopher B. Burke Engineering, Ltd					
					89.00%	Christopher B. Burke Engineering, Ltd			X		\$78,861.00

2023 MWEBE Goal Compliant											
Dept.	Date	RFP/Bid #	Project Title	Total Project Amount	% MWEBE	Name of MWEBE	M BE	W BE	E BE	D BE	Subcontract Amount
PWA	6/12/2023	No Proj #	2023 Capital Improvements Projects Construction Engineering	\$107,624.00		TERRA Engineering, Ltd.					
					100.00%	TERRA Engineering, Ltd.		X			\$107,624.00
PWA	6/12/2023	No Proj #	Engineering Services for Leon Place Reconstruction Project (Simpson Street to Ridge Avenue)	\$138,364.00		Christopher B. Burke Engineering, Ltd					
					93%	Christopher B. Burke Engineering, Ltd			X		\$128,364.00
June Total				\$334,188.00							\$314,849.00
Total to Date				\$18,771,339.45	37.00%		11	9	11	2	\$6,917,344.77
							M BE	W BE	E BE	D BE	

2023 MWEBE Goal Compliant											
Dept.	Date	RFP/Bid #	Project Title	Total Project Amount	% MWEBE	Name of MWEBE	M BE	W BE	E BE	D BE	Subcontract Amount
2023 MWEBE Goal Waived											
Dept.	Date	RFP/Bid #	Base Bid Amount	Project Title	Company	Reason Waived					
PWA	2/27/2023	Bid 23-05	\$537,687.50	2023 CIPP Sewer Rehabilitation – Contract A	Hoerr Construction, Inc. (Goodfield, IL)	Contractor will self-perform all work					
PWA	2/27/2023	Bid 23-12	\$129,550.00	Arrington Lakefront Lagoon Repairs	Blinderman Construction Co., Inc. (Chicago, IL)	Contractor will self-perform all work					
PRCS	3/27/2023	BID 23-08	\$65,000.00	Dredging of the Church Street Boat Ramp	Kovilic Construction Company, Inc. (Franklin Pk, IL)	Contractor will self-perform all work					
PWA	5/8/2023	Bid 23-15	\$686,668.59	Dutch Elm Tree Injection Program	Robert Kinnucan Tree Experts & Landscaping Company, Inc. (Lake Bluff, IL)	Precludes Subcontracting Opportunities					
PWA	5/22/2023	BID 23-23	\$73,910.00	Two 30" Filter Backwash Valves with Hydraulic Actuators	Core & Main LP (Lake Bluff, IL)	Precludes Subcontracting Opportunities					
PRCS	5/22/2023	BID 23-31	\$43,040.00	2023 Summer Bus Transportation	Compass Transportation (Chicago, IL)	Precludes Subcontracting Opportunities					
PWA	6/12/2023	Bid 23-33	\$82,882.00	Water Treatment Plant Window and Door Reglazing	Auburn Corporation (Orland Park, IL)	Contractor will self-perform all work					
				LEP Penalty Fund as of 6.64.2023							
				No additional Information available							
				Current LEP Balance was <u>\$77,596.75</u>							

MWEBE COMMITTEE 2023 WORK PLAN

Purpose of this document: To provide previously discussed goals, example strategies, working group assignments and definitions for “**Strategies & Objectives.**”

Definitions: A **strategy** is the approach you take to achieve a goal. An **objective** is a measurable step you take to achieve a strategy. A **tactic** is a tool you use in pursuing an objective associated with a strategy.

Forbes article on the topic: <https://www.forbes.com/sites/mikalbelicove/2013/09/27/understanding-goals-strategies-objectives-and-tactics-in-the-age-of-social/?sh=7bc83d404c79>

Assignment due by November 16th, 6PM: Meet with your working group partner to identify strategies and objectives that are most important to fulfill the selected goal.

Goal #1: Position Evanston’s MWEBE Committee as a leader in MWEBE advocacy in Evanston

Working Group Members: Angela & Jared & Kemone

Example Strategies (Bold items should be prioritized)

- Website with information about the purpose of the committee, past successes, current priorities and long term plans.
- Host in-person and virtual events connecting businesses with programs and opportunities to support their efforts.
- **Develop and maintain a MW/EBE directory**
- **Prepare status reports and an annual economic presentation to the Mayor and City Council that’s based upon actual and proposed MW/EBE participation and related cost factors.**
- **Identify and assess the needs of the MW/EBE community on a regular basis**
- **Review the economic development committee agenda, provide recommendations or send items to both committees**

Group #1 Progress Goals (May 2023)

Committee A. Pennisi has reached out to other municipalities for info and is still waiting to hear back. Group No. 1 will work with Peter Braithwaite and Clerk Mendoza regarding the Self-Declaring of businesses as the data will be useful and in line with their goal. Group No. 1 will also like to request a survey from the local community businesses at the June 13th, MWDEBE Contracting Fair.

Group #1 Progress Goals (April 2023)

Identifying all the mwdebe businesses, first identify the organizations that have lists. And reach out to them. And then, additionally, just come up with a system. that we would need to put in place to properly maintain this type of list and identify any, you know, resources or anything that's needed to maintain it and to get an idea of You know who will maintain it is it, you know, purchasing is it? Or will work with you on that, is it the committee, purchasing, another city division or community partner? The workforce development coordinator just came up with a whole system, how it would operate in any resources that we need to be effective or put something like that together.

Group #1 Output (March, 2023)

Goal 1: Position Evanston's MWEBE Committee as a leader in MWEBE advocacy in Evanston.

Strategy:

1. In collaboration with community partners, develop and maintain a MWEBE directory that is accessible to the public.
 - a. Prepare and distribute an email form to gather directory information for MWEBE businesses
 - b. Aggregate available business registration information on MWEBE businesses
 - c. Seek input from and / or collaboration with the Black Business Consortium, Evanston Chamber of Commerce and other potential partners.

\$\$ - This strategy will require budget for staff or contractor time to aggregate the data and collate the directory.

2. Identify and assess the needs of the MWEBE community through a minimum of quarterly initiatives and outreach efforts
 - a. Survey businesses that identify as MWEBE through the business registration process
 - b. Host in-person and virtual listening events, including ward meeting attendance

\$ - This strategy may require limited budget to attract attendees, such as a guest speaker or refreshments.

3. Collaborate with the Economic Development Committee to facilitate discussion of their agenda items, allowing the MWEBE Committee to provide an assessment of impact on the MWEBE community.

Free

4. Seek opportunities to collaborate with community partners to provide networking and supportive programming for the MWEBE community.

- a. Provide an MWEBE Committee presence at existing and planned networking events.
5. Prepare an annual report to the Mayor and City Council, summarizing actual versus proposed MWEBE participation in city budget items and related cost factors, as well as the assessed needs of the MWEBE community and supportive activities of the MWEBE committee.

Group #1 Output (February 2023)

Goal 1: Position Evanston's MWEBE Committee as a leader in MWEBE advocacy in Evanston.

Strategies

1. In collaboration with community partners, develop and maintain a MWEBE directory that is accessible to the public.

Objectives:

Aggregate the business registration information on MWEBE businesses

Seek input from and / or collaboration with the Black Business Consortium, Evanston Chamber of Commerce, and other potential partners.

2. Identify and assess the needs of the MWEBE community through a minimum of quarterly initiatives and outreach efforts.

Objectives:

Survey businesses that identify as MWEBE through the business registration process.

Host in-person and virtual listening events, including ward meeting attendance

3. Collaborate with the Economic Development Committee to facilitate discussion of their agenda items, allowing the MWEBE Committee to provide an assessment of impact on the MWEBE community.

4. Seek opportunities to collaborate with community partners to provide networking and supportive programming for the MWEBE community.

Objectives:

Provide an MWEBE Committee presence at existing and planned networking events.

5. Prepare an annual report to the Mayor and City Council, summarizing actual versus proposed MWEBE participation in city budget items and related cost factors, as well as the assessed needs of the MWEBE community and supportive activities of the MWEBE committee.
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Goal #2: Increase local firms that provide goods and services the City needs

Working Group Members: Bonaventure & Krissie & Devon

Example Strategies:

- Create a Supplier Diversity Program at the City that may include designing a training program for the purpose of increasing the capacity of local firms to provide the goods and services the City needs.
- Review and evaluate the City of Evanston's procurement and competitive bidding practices in order to maximize opportunities for MW/EBE businesses.

Group #2 Progress Goals (May 2023)

Group No. 2 will also work/ further discuss the MWDEBE Self-Declare database process with Peter Braithwaite and Clerk Stephanie Mendoza. Group No. 2 is looking for feedback through a survey at the June 13th, MWDEBE Contracting Fair. Group No. 2 will also review the model presented by Tough Leaf for their project.

Group #2 Progress Goals (April 2023)

Create a survey. Hold in person 10 to 15 people mwdebe businesses and they speak to them about the procurement and specifically people that have experience to procurement process Doing business with the City of Evanston (have worked and experienced / haven't experienced). At least to start if they talk specifically to people that have gone through our procurement process and find evidence and whether they were approved, you know, whether they were awarded or not.

Put together a focus group. Design focus group questions, identified venue, a timeline when they want to complete the focus group and to understand how they want to use event (Group # 1) is planning in May or June; identify people for the focus group or the for the market, the opportunity But that was their next step.

Group #2 Output

Goal: Increase local firms that provide goods and services the City needs

Objectives:

1. WMEBE posting 10 days earlier to these vendors (similar to internal posting at other jobs) **based on the knowledge of the businesses in advance**
2. Create an assessment to know the city needs in term of services and work
3. Actively share opportunities with MWEBE businesses city procurement and

All of these can happen simultaneously

Target women and minority businesses through a bi-annual meeting to discuss their constraints and challenges in being able to participate in the city's procurements process.

Partner with workforce development organizations (schools, consultants, nonprofits) to provide training for M/W/EBE growth in Evanston.

Host open house programs that allows different vendors access to the procurement process with Q&A

Reassess the procurement system that might allow businesses that have MWEBE requirements to have points towards the bidding system.

Set aside a certain percentage of work/bids to go to MWEBE (possible time frame)

Encourage bigger companies to partner/sub contract with MWEBE for higher points in bid process.

Goal #3: Increase local contractors that work as general contractors and subcontractors on major projects in Evanston

Working Group Members: Michael & Ernest

Example Strategies:

- Work on connecting Local MW/EBE contractors, consultants, and vendors to training and business opportunities with NU's \$800 million dollar new stadium project
- Help to launch a training center that will address the labor shortage by creating a pipeline for laborers into the trades

Group #3 Progress Goals (May 2023)

Group No. 3 is experiencing difficulties with access to good data, other groups will share. Group No. 3 suggests that Risekit have a table at the June 13th, MWDEBE Contracting Fair.

Group #3 Progress Goals (April 2023)

Continue to have recurring meetings. Create a list of organizations that we want them to reach out to meet with.

Based on the urgency (from NU's Team) try to make the end of May work for the event. Maybe base it off what we've done before. We don't have to completely reinvent the wheel and just kind of add on things that are easy to do but we will talk about that at the next meeting and finalize,

planning event. Identify Different groups. Groups/ individuals that we want to introduce to NU and GC's Turner-Walsh team.

Group #3 Output

Goal #3: Increase local contractors that work as general contractors and subcontractors on major projects in Evanston

Challenges:

- 1) Lack of formally qualified and/or certified contractors which reside in Evanston.
- 2) No centralized system to keep active lists of qualified contractors.
- 3) Limited access to available training and education programs for those interested in forming or growing small businesses into qualified ones.
- 4) Cost of doing business in Evanston is higher than other communities. The "Evanston Mark-Up" is a real thing and limits our City's ability to host contractors.
- 5) Municipal contracts may be out of reach for the current level of local small businesses.

Potential Strategies:

- 1) Increase access to existing resources to help small businesses grow.
- 2) Provide new resources to local small businesses that created greater access to education and training resources.
- 3) Consider the SBA 8A Mentor/Protégé program as a foundation for creating a regenerative business environment where local businesses mentor small businesses to gain access to greater opportunities within the government and other work.
- 4) Consider a permanent home for small business assistance program for Evanston based businesses aimed at clearing obstacles to growth and opportunities.
- 5) Increase work opportunities within Evanston for local small businesses by reevaluating our hiring criteria. (We might need Legal opinion on what can and can't be done.)
- 6) Increase incentives for Real Estate owners to utilize local small businesses. Perhaps a tax incentive?
- 7) Continue to support the Rebuilder's Warehouse as they expand their work in training a skilled labor force for local businesses to tap into.
- 8) Engage the High School to educate and promote small businesses and entrepreneurship, including training in the 8A program requirements.

Potential Goals

- 1) Launch a training center that will address the training shortage for tradespeople to transition from individual to business entity.
- 2) Increase employment options for individuals looking to take the next step.
- 3) Breakdown municipal contracts to smaller sizes to help small businesses qualify.
- 4) Create tax incentives for home owners and commercial property owners to utilize local businesses.
- 5) Work on connecting Local MWEBE contractors, consultants, and vendors to training and business opportunities with NU's \$800 million dollar new stadium project.