

Department of State Bureau of Overseas Buildings Operations Industry Day

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29-30
2023
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Diversity, Equity, Inclusion, and Accessibility in Procurement and Competition



Office of the Procurement Executive



Equity in Procurement at the Department of State

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U.S. DEPARTMENT *of* STATE



OVERVIEW OF THE EXECUTIVE ORDERS & OMB MEMOS

E.O. 13985 Advancing Racial Equity and Support for Underserved Communities through the Federal Government

E.O. 14091: Further Advancing Racial Equity and Support for Underserved Communities through the Federal Government

E.O. 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal workforce. Compliments the EOs by ensuring that members of the workforce reflect the growing diversity of the communities they serve

OMB Memo M-22-03 – Advancing Equity in Federal Procurement
OMB Memo M-23-11- Creating a more Diverse and Resilient Federal Marketplace through Increased Participation of New and Recent Entrants

OMB Memo 508-01 – Strategies for Meeting and Exceeding the Small Disadvantaged Business Goal for FY-22

OMB Memo M-23-01- On increasing the amount of contract dollars awarded to SDBs, which provides guidance on steps agencies are expected to take in FY2023



AGENCY EQUITY PLAN

- [Executive Orders 13985 & 14091](#), Requires agencies to ensure contracting opportunities are available on an equal basis to all eligible providers and to address any barriers to participation in these opportunities.
- To implement these requirements, the Department established an [Equity Action Plan](#), which includes a focus area on embedding equity in contracts.
- The plan calls for increasing the number of awards to small and disadvantaged businesses and has a specific goal of 35% of awards under the SAT to go to small businesses in fiscal year 2023.
- The plan also requires Competition Advocate approval of acquisitions under the SAT that will not be set aside for small businesses.



Equity in Procurement – Agency Team (AET) and Plan (AEP)

The Agency Equity Team (AET) created the [Agency Equity Plan \(AEP\)](#)

AEP Key Priorities

1. Foreign assistance
2. Foreign policy development and implementation
3. Public diplomacy
4. Consular services
5. Procurement, Contracts, and Grants



EQUITY IN PROCUREMENT TEAM



The Office of the Procurement Executive and O/SDBU Partnership Commitment

- Conducting continuous outreach, training, and education
- Promote equity and fairness
- Remove systematic barriers in policy, programs, and processes
- Create opportunities for the improvement of underserved communities
- Establish formal quantifiable Goals



POLICY GOAL

A/OPE/OAP

- [FAR 19.502-2\(a\)](#), Requires acquisitions above the MPT, but not over the SAT, to be set aside for small businesses unless the CO determines there is not a reasonable expectation of obtaining offers from two or more responsible small businesses that are competitive in terms of prices, quality, and delivery.
 - **AA 23-02** requires this determination to be made in writing, and approved by the Competition Advocate, using a required D&F template.
 - This D&F must be submitted and approved prior to soliciting or awarding to other than small businesses within these thresholds.



AET – Procurement and Contracting Goal Statement



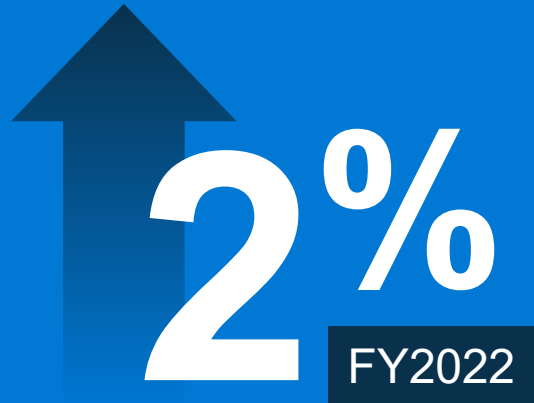
Promote equitable access and competition for underserved and underrepresented communities



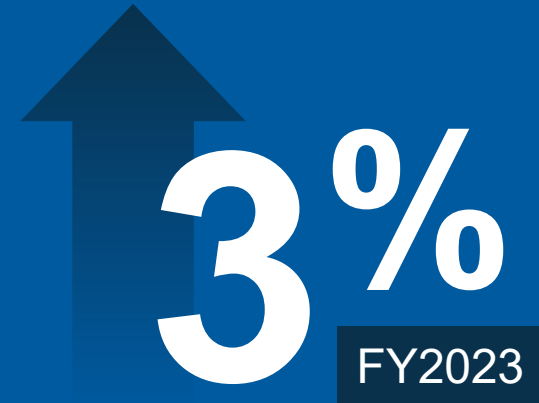
Train our DOS workforce to remove impediments to Small Business (SB) participation



DOS Agency Priority Goal



2 percentage point improvement in the dollar amount awarded to SB through SAT in FY-22 (to 32%).



3 percentage point improvement to FY-23 (to 35%), respectively.



FY'22 Equity Working Group Priority Initiatives

(PI4) SPE Memo 22-06

(PI4) Coordinate with OSDBU and OFPP on training related to implementation of SPE Memo 22-06.

(PI5) Issue policy guidance enforcing FAR 19.502-2 and DOSAR 619.000

(PI5) Update the Document Review and Approval Matrix requiring CA review/concurrence.

(PI5) Develop a mechanism within ILMS/GFMS to flag unrestricted acquisitions over \$10K, but not over the SAT



Competition Advocate Equity in Procurement Support Team



Sharon James

Director for the Office of
Acquisition Policy
(OAP)



Hilary Schroeder

Sr. Policy Analyst



Charles Ndiforngu

Contract Specialist



A/OPE Recognition Program



- To support these important efforts, the SPE will recognize individuals for their efforts in maximizing equity in procurement
- Each year, the top three individuals will be recognized for outstanding support to the Department's equity in procurement initiative to increase award to underserved communities



Round Table Discussion of OBO REC Program and Other Equity in Procurement Initiatives



- Dr. J. Anthony Josey, Procurement Analyst, A/OSDBU
- Patrick Dermidoff, Senior Contracting Officer, A/OPE/AQM/FDC
- Curtis Clay, Director of Architecture, OBO/PDCS/DE/AD



Contact Information



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Department of State should be directed**

to:

OSDBUDL@STATE.GOV

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