

*THE ERIE RACIAL JUSTICE POLICY
IMPLEMENTATION: A 40 - YEAR PROMISE*

IMPLEMENTATION FOR AN INCLUSIVE ECONCOMY

Tuesday, Sept. 17, 2024
JEFFERSON EDUCATIONAL SOCIETY



WELCOME

AGENDA



WELCOME

- Intros
- Resources



THE ERJPI ACTION RESEARCH CASE STUDY

- Phase 1: Early Work - Process, Data, Report
- Phase 2: Up to Date - Dissemination, Reorganization, Engagement, & Feedback



DBE POLICY, LAW, & PRACTICE: A FOCUS ON ERIE EVIDENCE AND ITS PLACE WITHIN THE COMMONWEALTH

- Erie's DBE Law (Local Ordinances)
- Make the Change (State-driven Practices)
- "Cost of Not"
- Erie's Next Steps



DIALOGUE - Q & A



2025: 40-Years from Promise to Practice

SESSION GOALS

1

Inform Erie's academic, business, and political communities of the DBE disparity based on ERJPI results

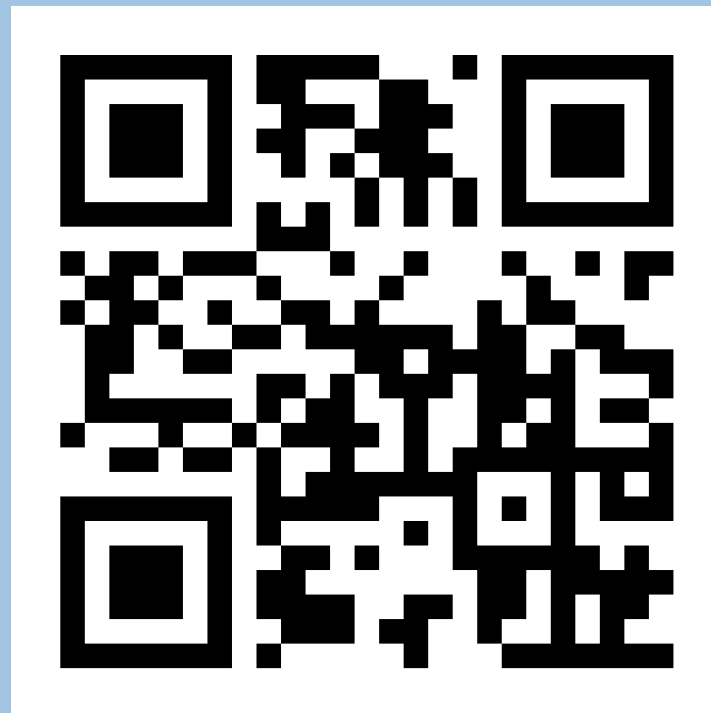
2

Inspire public sector change through enhanced leader practice and next-steps collaborations

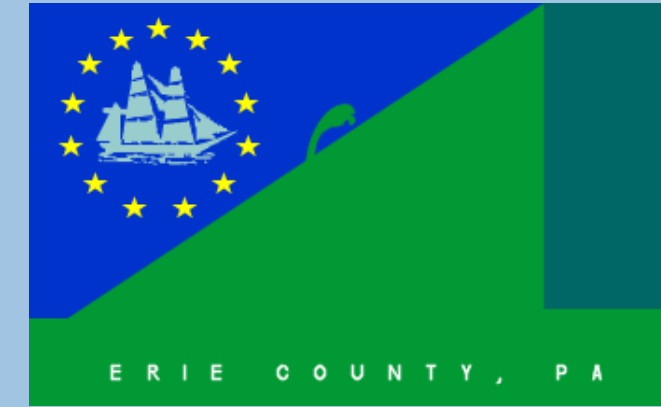
Erie Racial Justice Policy Initiative, 2024



RESOURCES



ARTICLE 127 (City) -
Discrimination and Contract
Compliance



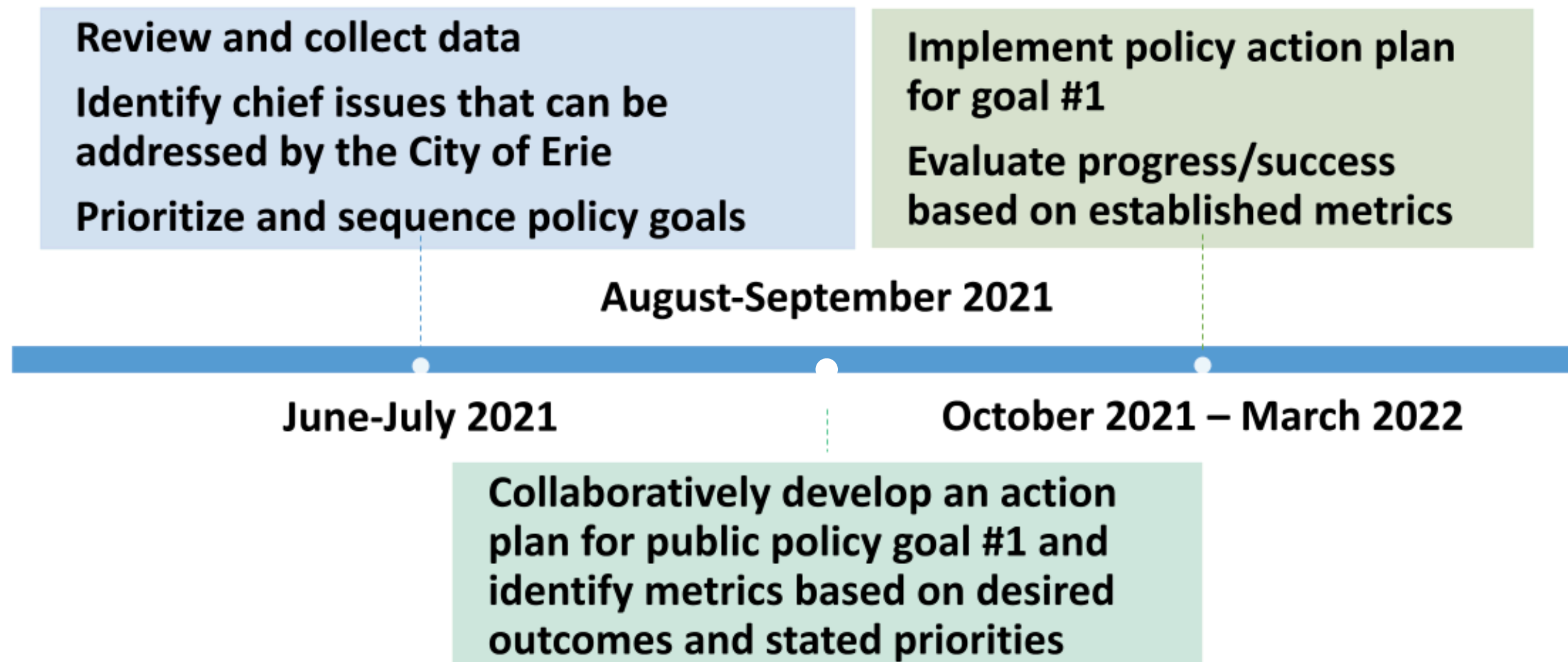
ORDINANCE 30 (County) -
Discrimination and Contract
Compliance



THE ERJPI ACTION RESEARCH CASE STUDY

PHASE 1: EARLY WORK

Figure 1: Erie Racial Justice Policy Initiative Timeline



QUANTITATIVE DATA: ERIE BY THE NUMBERS

Population, Unemployment, and Poverty by Race

Table 1: Population, Unemployment, Poverty by Race			
County Population: 269,428			2020 data
	POPULATION %	UNEMPLOYMENT	POVERTY
White	84.15%	6.70%	14.60%
Black/Africa/Amer	7.17%	14.60%	25.30%
2+ Races	2.18 %	13.80%	23.80%
Hispanic/Latino	4.46%	11:60%	19.80%

Table 2: Poverty by Zip Code

County Data	
Zip Code	Poverty%
*16501	63.80%
16503	42.40%
16502	32.00%
16507	24.49%
16504	21.60%
*Poorest in Erie, in PA, in USA.	

Figure 2: Erie by Zip Code

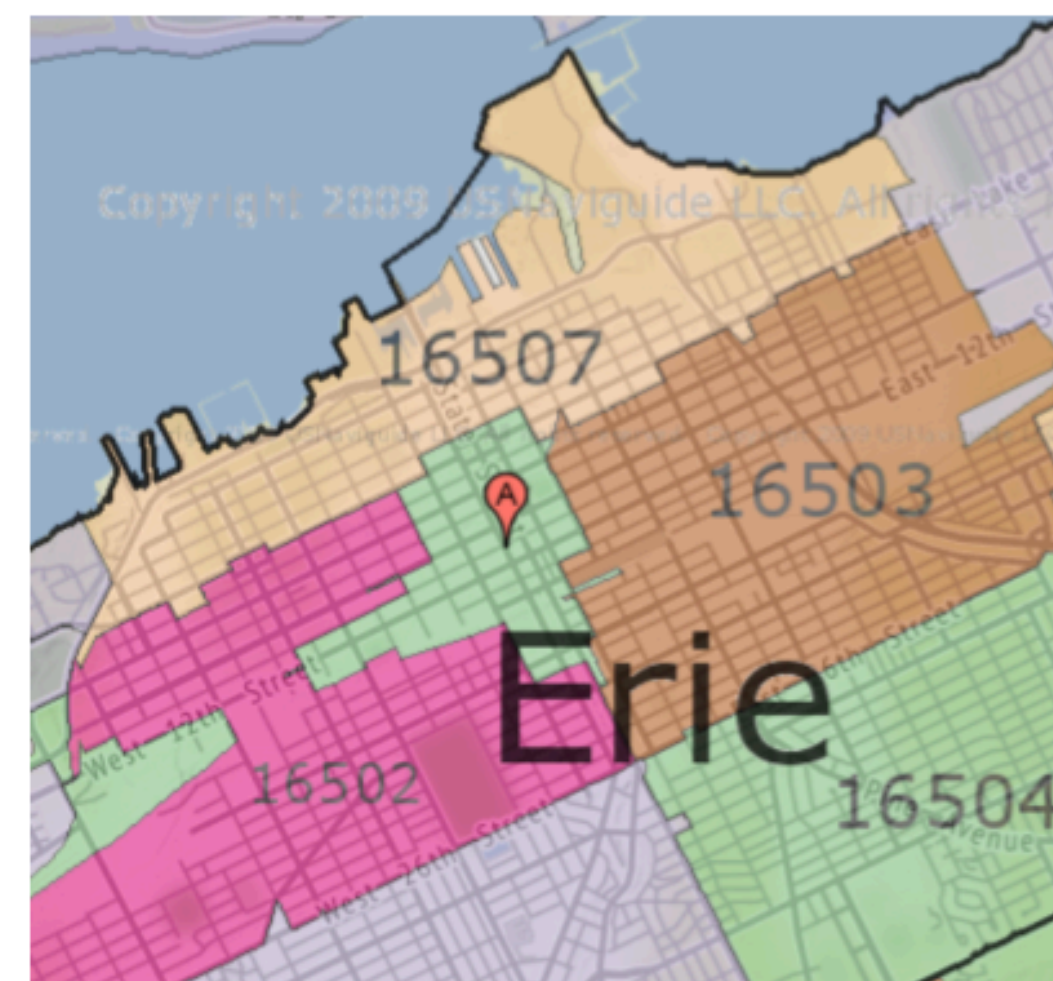


Table 3: Erie County Population and Poverty

Population and Poverty by City						
CITY	POPULATION			POVERTY		
	2017	2020	% Δ	2017	2020	% Δ
Union City	3,238	3,056	(5.62)	17.7%	26.32%	8.62
Erie	94,377	93,928	(0.47)	26.80%	26.18%	(0.62)
Corry	6,352	6,088	(4.15)	22.65%	24.65%	2.00
Edinboro	4,671	5,443	16.5	24.40%	24.09%	(0.31)
Wesleyville	3,223	3,185	(1.17)	23.20%	21.90%	(1.30)

QUALITATIVE DATA: VOICES OF ERIE

- 1 Experiencing well-being:** Having basic needs met (physically, socially, and emotionally)
- 2 Being safe:** Without harm or threat, with an opportunity to live free, and with hope.
- 3 Feeling respected:** Being accepted for who you are.

CAMILLE BUSETTE'S EXECUTIVE SUMMARY

- “PUBLIC POLICY REFORM IS OFTEN A LENGTHY PROCESS THAT RARELY MOVES IN A LINEAR FASHION, AND THEREFORE REQUIRES PATIENCE, FLEXIBILITY, **A COMMAND OF THE FACTS**, COMMUNITY INVOLVEMENT, COALITION-BUILDING, FREQUENT CONSULTATION WITH MANY STAKEHOLDERS, AND A HEIGHTENED SENSE OF SELF-AWARENESS AND REALISM.”
- “THE TRANSFORMATIONAL REWARDS OF POLICY REFORM ARE **WORTH THE EFFORT AND COMMITMENT.**”
- FIRST ORDER OF BUSINESS - DO WHAT'S MISSING;
“IMPLEMENT THE LAW.”



PHASE 2: UPDATE

1

Dissemination



2

Reorganization

Findings

Erie’s Black community, in particular, is exhausted by the decades-long cycle of outreach and lack of tangible changes from the status quo. ... **page4; Questions**

Report Focus

Equitable employment for government construction projects and other contracting; compliance with a 37 year-old administrative code (Article 127).

Action Options

Article 127
DEI External Focus Group – in progress

Compile & Publish Minority Business with Compliance Officer

Assess baseline minority business rates

EIG Playbook

Year 2 ERJPI “Best Fit”

2.3 Supply Erie

6.3 Boost ECRDA

7.7 BIPOC Developers/Construction

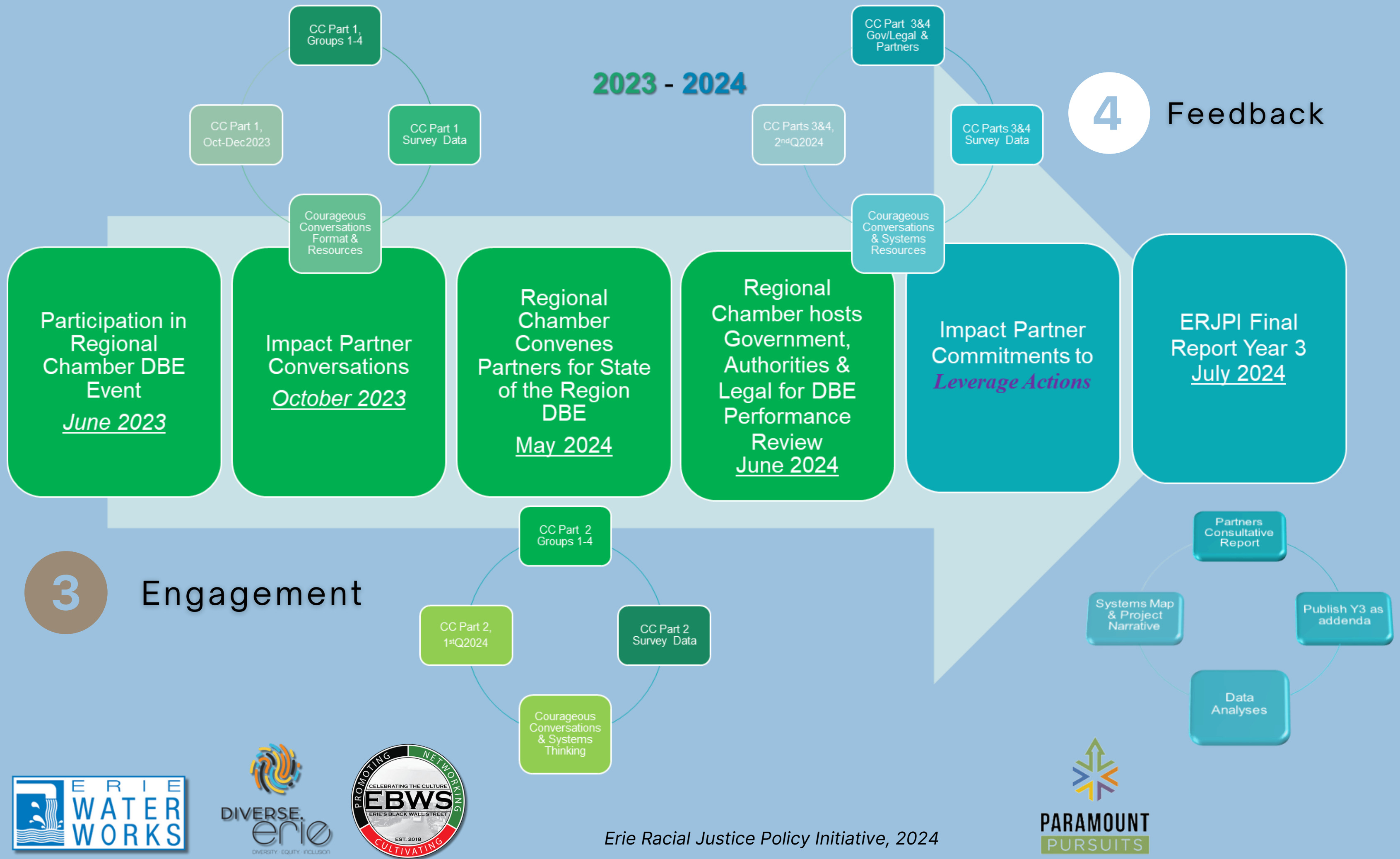
Next Steps

JES Continues as ERJPI Partner

Confirm:
Collaborations

Support

Technical Expert(s)





DBE POLICY, LAW, & PRACTICE: A FOCUS ON ERIE EVIDENCE

ERIE DBE PROCUREMENT LAWS @ YEAR 40

Fullfilment Status?



ARTICLE 127 (City) -
Discrimination and Contract
Compliance

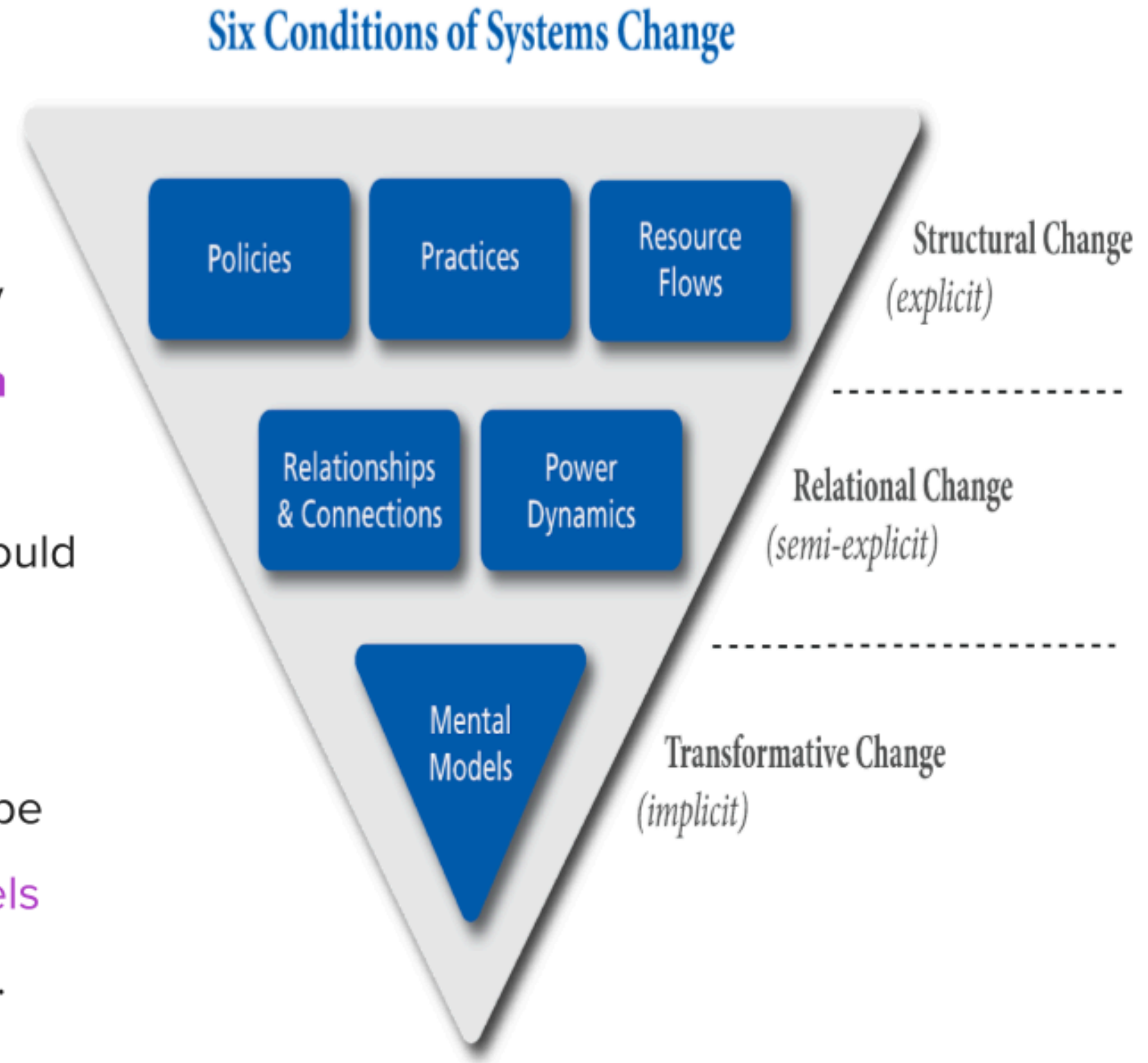


ORDINANCE 30 (County) -
Discrimination and Contract
Compliance

“The Water of Systems Change”

1. Systems change is about advancing equity by **shifting the conditions that hold a problem in place.**
2. To fully embrace systems change, funders should be prepared to see how their own **ways of thinking and acting must change as well.**
3. Shifts in system conditions are more likely to be sustained when working at **three different levels of change: explicit, semi-explicit, and implicit.**

https://www.fsg.org/resource/water_of_systems_change/



“Every system is perfectly designed to produce the results it gets.”

Dr. Paul Batalden

DBE
Policy > Law

BBC
RESEARCH &
CONSULTING

CITY OF ERIE ARTICLE 127 DISCRIMINATION AND CONTRACT COMPLIANCE.

Summary

- .01: [Definitions] Oct'85; Update terms & definitions
- .02: [Application] Oct'85; Update contract thresholds
- .03: [Contract Compliance Officer] Oct'85;
Compliance Officer history? Current accountability?
- .04: [Equal Employment Opportunity] Oct'85;
Compliance records?
- .05: [Contract Compliance Requirements] July'06;
Update terms, definitions, scope
- .06: [Pre-Award Conference] Oct'85 Status of
records?
- .07: [Goals] Oct'85; Update goals, business
categories (construction, services, supplies)/ certs
and correct mis-print
- .08: [Severability] Oct'85; Compare per current
review of related laws

ERIE COUNTY

ORDINANCE NUMBER 30, 1993

Amending the Administrative Code of 1983,
Article III - Purchasing and Sale Procedures,
Section 01, by Adding Section M,
Discrimination and Contract Compliance

BE IT ENACTED by the County Council of the County of Erie, pursuant to Article II, Sections 1C(2), 3(B)(2)(a) and (f) and 3(C)(2) of the Home Rule Charter for the County of Erie that the Administrative Code of 1983, Article III, Purchasing and Sales Procedure, Section 1, is amended by adding Subsection M, Discrimination and Contract Compliance, to read as follows:

M. Discrimination and Contract Compliance

1. DEFINITIONS.

As used in this article, certain terms are defined as follows:

- (a) "Discriminate", "discriminates" and "discrimination" means to distinguish, differentiate, separate or segregate on the basis of race, religion, color, sex, national origin or ancestry.
- (b) "Contractor" means any person, partnership, corporation, association or joint venture which has been awarded a public contract, and includes every subcontractor on such a contract.
- (c) "Subcontractor" means any person, partnership, corporation, association or joint venture which supplies any of the work, labor, supplies, equipment, materials or any combination of the foregoing under a contract with the contractor on a public contract.
- (d) "Public contract" means any contract awarded by the County whereby the County is committed to expend or does expend public funds in return for work, labor, services, supplies, equipment, materials, or any combination of the foregoing, or any lease, lease by way of concession agreement, permit or permit agreement whereby the County leases, grants or deises property of the County or otherwise grants a right or privileges to occupy or use property of the County.
- (e) "Construction contract" means any public contract for the construction, rehabilitation, alteration, conversion, extension or repair of buildings, streets or other improvements to real property.

PENNSYLVANIA A

2018 Disparity Study

Commonwealth of Pennsylvania
Department of General Services

MUNICIPALITY AUTHORITIES ACT OF 1945
Act of Dec. 20, 2000, P.L. 792, No. 112
Session of 2000
No. 2000-112

CL. 64

SB 712

AN ACT

Amending the act of May 2, 1945 (P.L.382, No.164), entitled "An act providing for the incorporation as bodies corporate and politic of 'Authorities' for municipalities, counties and townships; prescribing the rights, powers and duties of such Authorities heretofore or hereafter incorporated; authorizing such Authorities to acquire, construct, improve, maintain and operate projects, and to borrow money and issue bonds therefor; providing for the payment of such bonds, and prescribing the rights of the holders thereof; conferring the right of eminent domain on such Authorities; authorizing such Authorities to enter into contracts with and to accept grants from the Federal Government or any agency thereof; and conferring exclusive jurisdiction on certain courts over rates," further providing for the purposes and powers of an authority, for governing body residency requirements and for water and sewer service to tenants.

The General Assembly of the Commonwealth of Pennsylvania hereby enacts as follows:

Section 1. Sections 4A and B of the act of May 2, 1945 (P.L.382, No.164), known as the Municipality Authorities Act of 1945, amended or added June 12, 1947 (P.L.571, No.249), January 21, 1952 (1951 P.L.2188, No.626), August 24, 1953 (P.L.1338, No.381), May 31, 1957

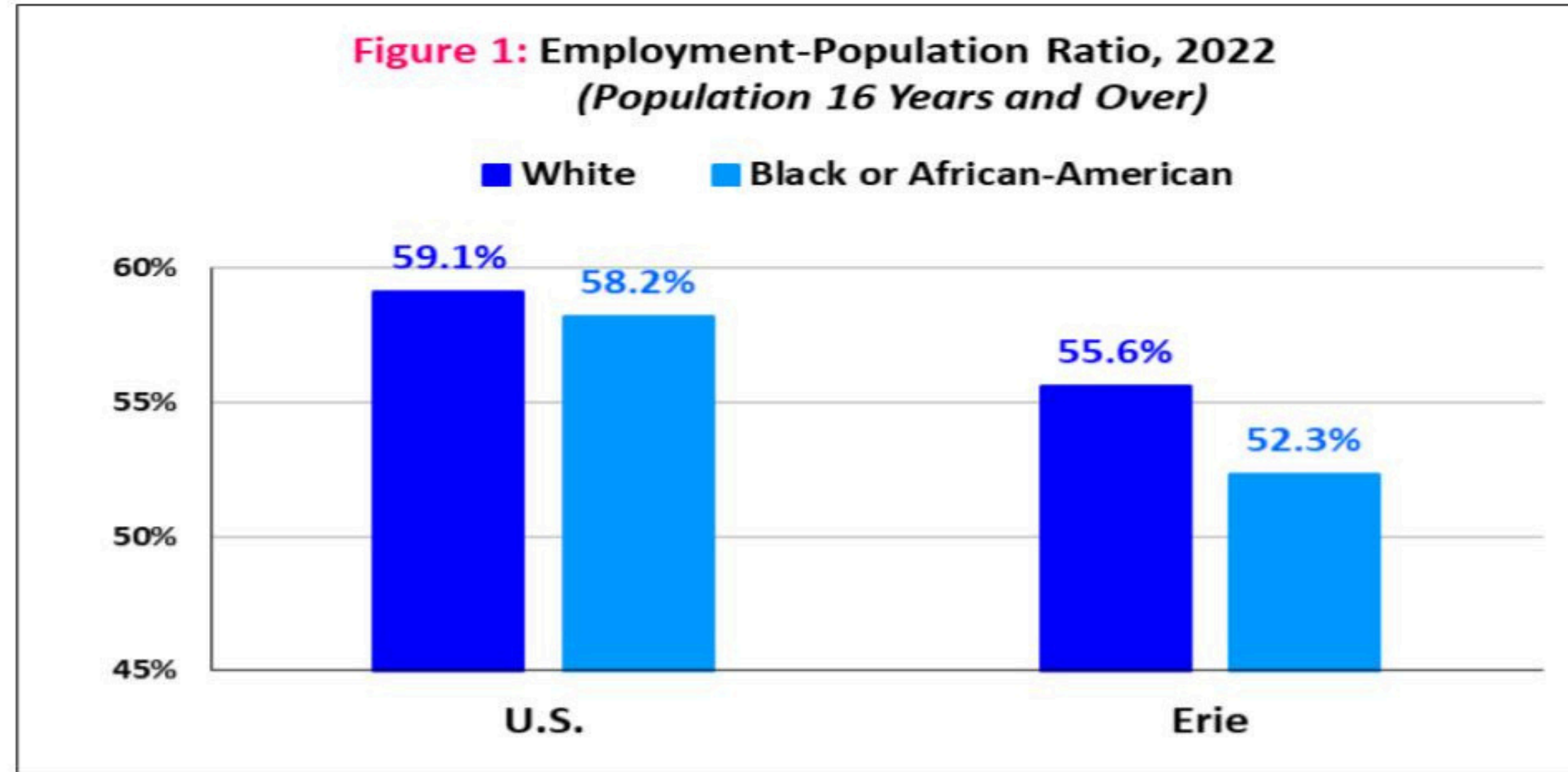


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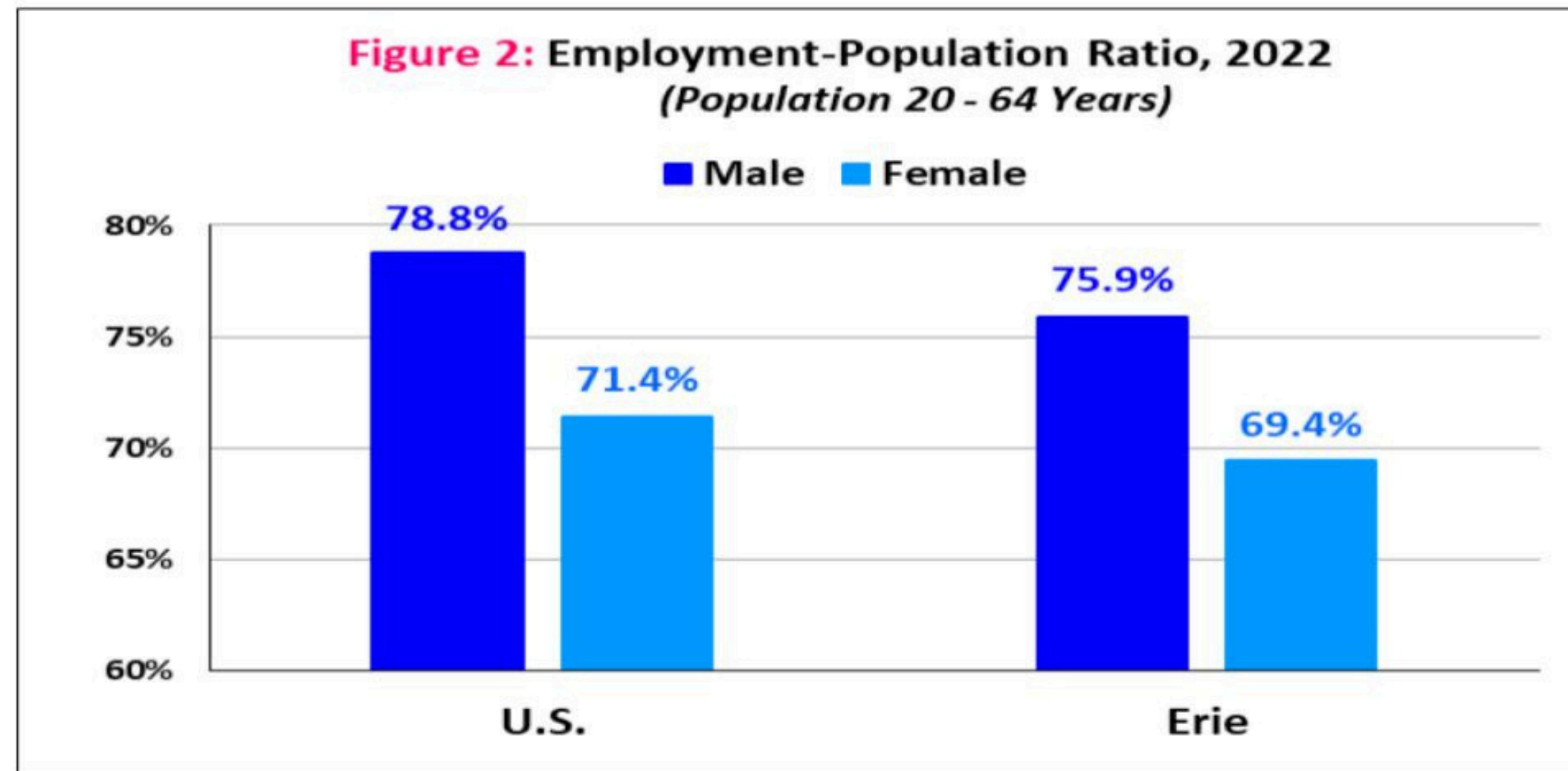
THE ‘COST OF NOT’ FOR ERIE

“Gaps” in Employment, Education, Earnings & Income

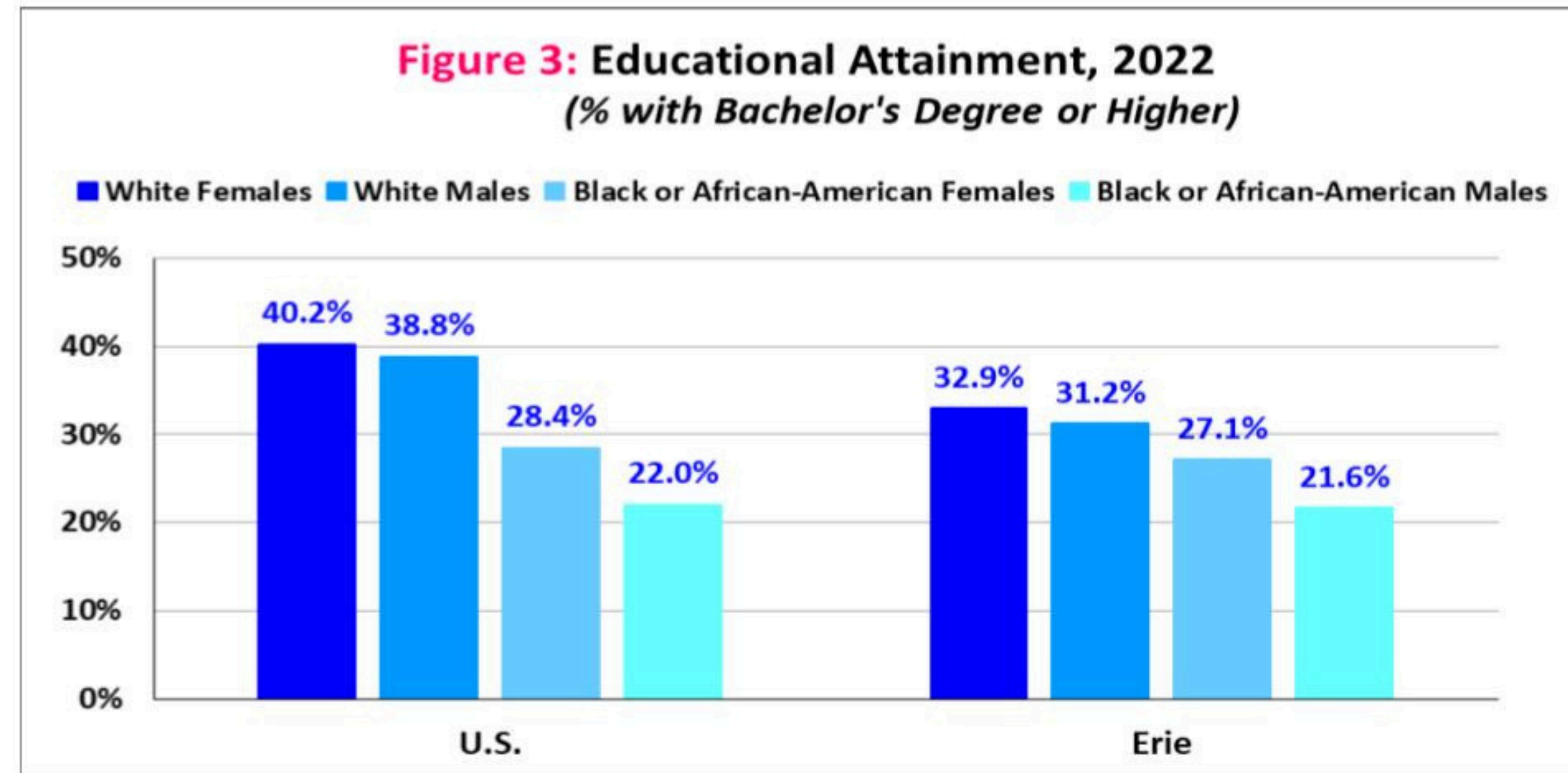


Source: U.S. Census Bureau, American Community Survey, 1-Year Estimates, 2022

“Gaps” in Employment, Education, Earnings & Income

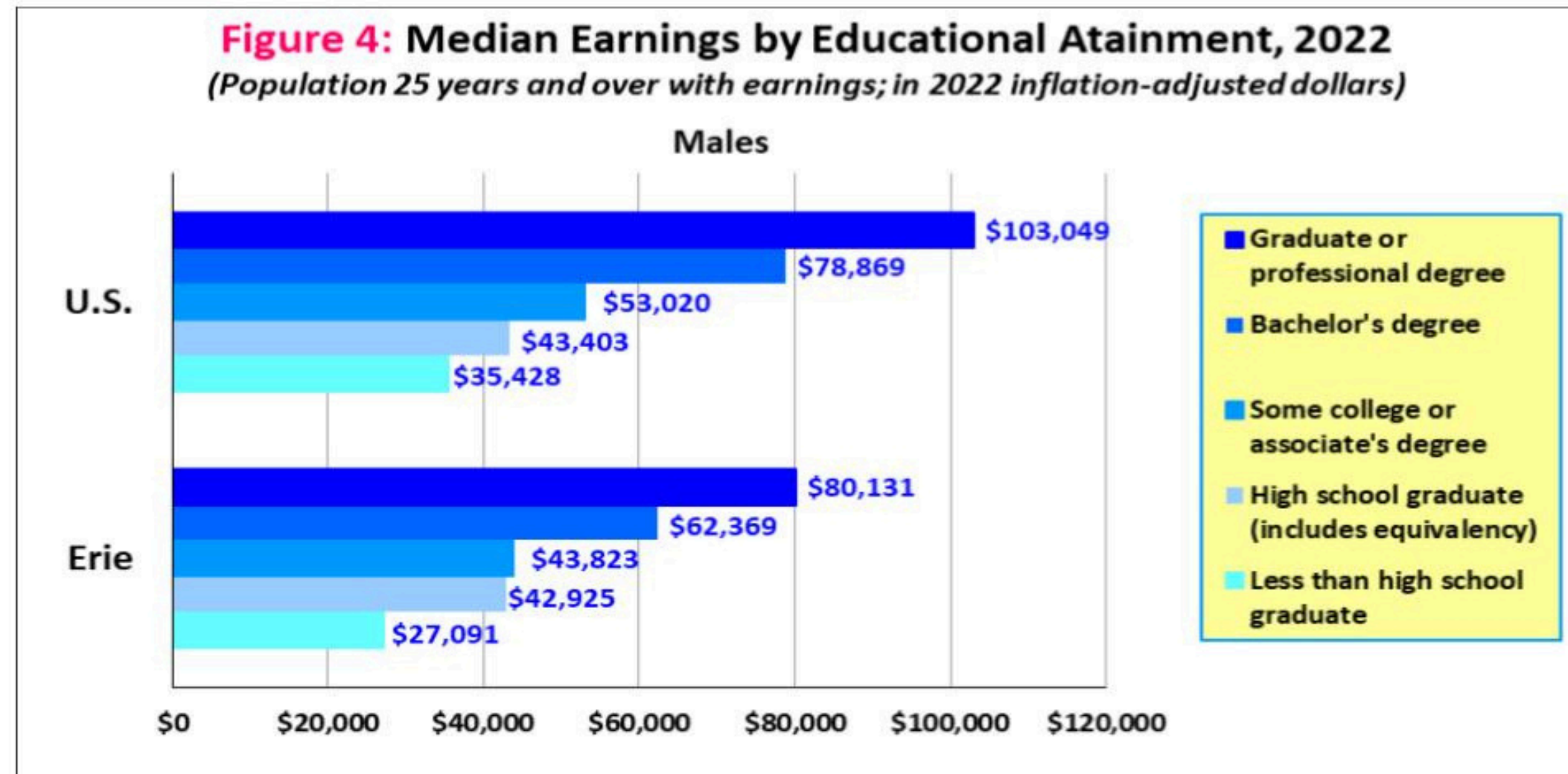


“Gaps” in Employment, Education, Earnings & Income



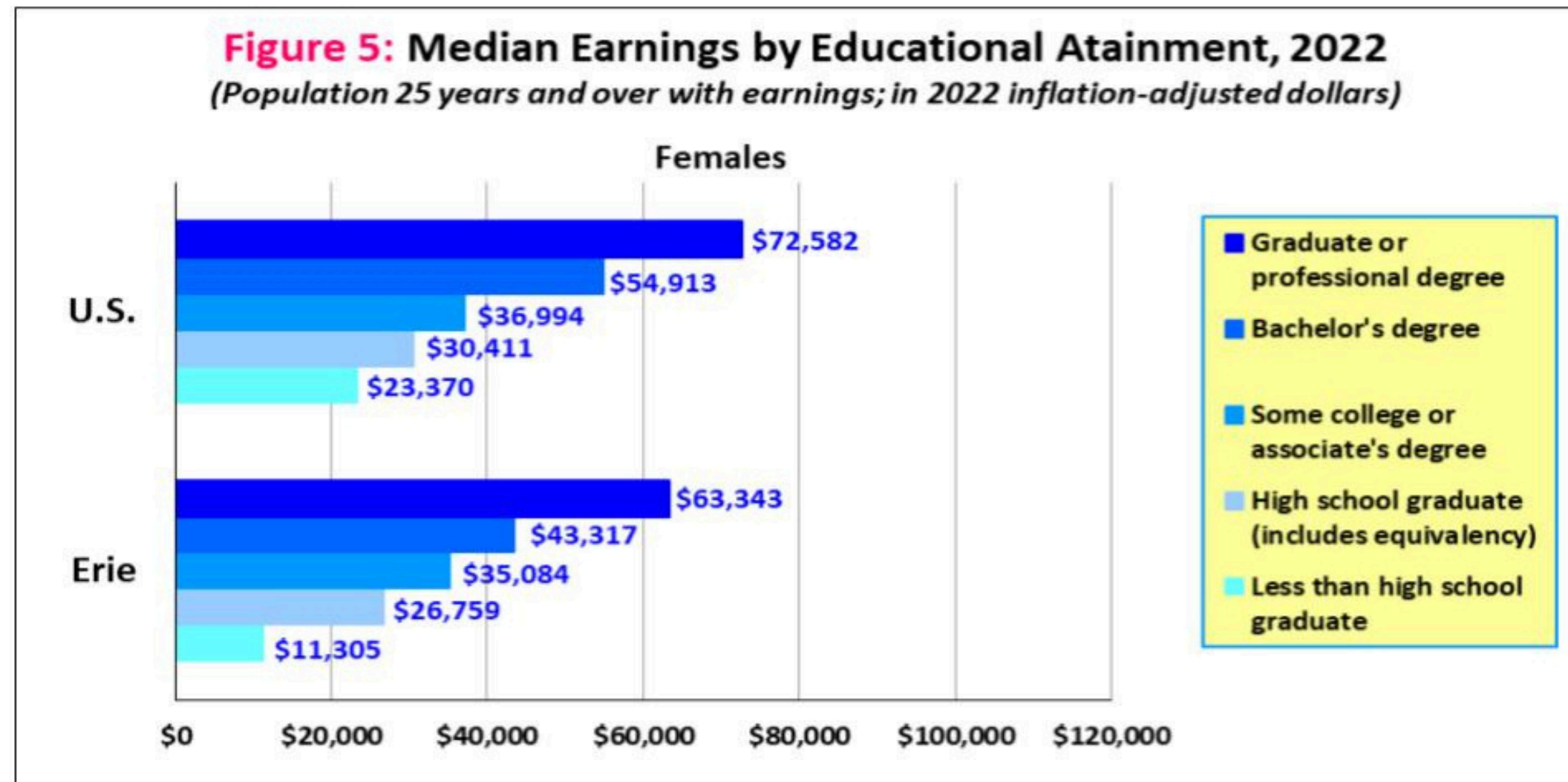
Source: U.S. Census Bureau, American Community Survey, 1-Year Estimates, 2022

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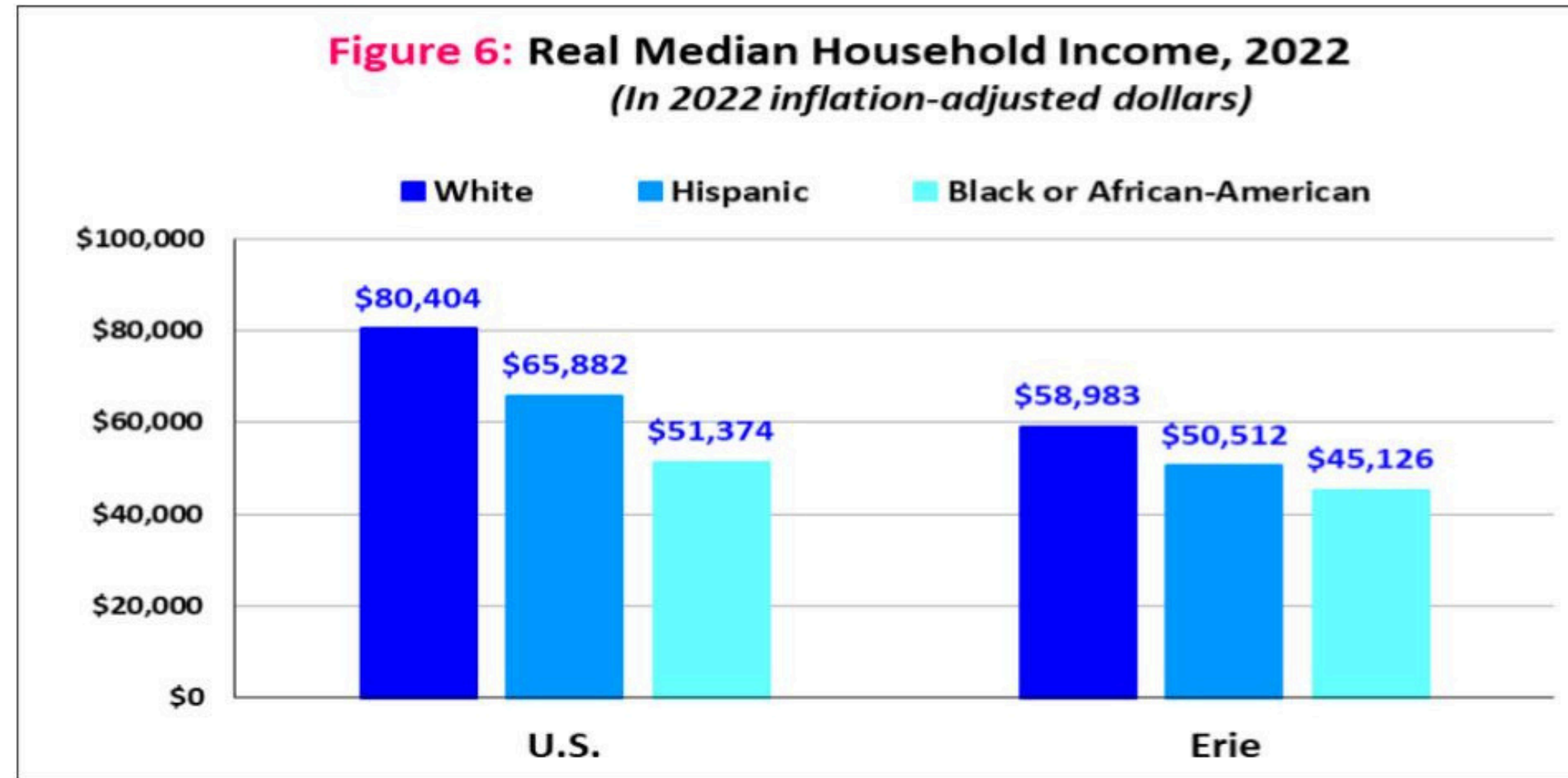
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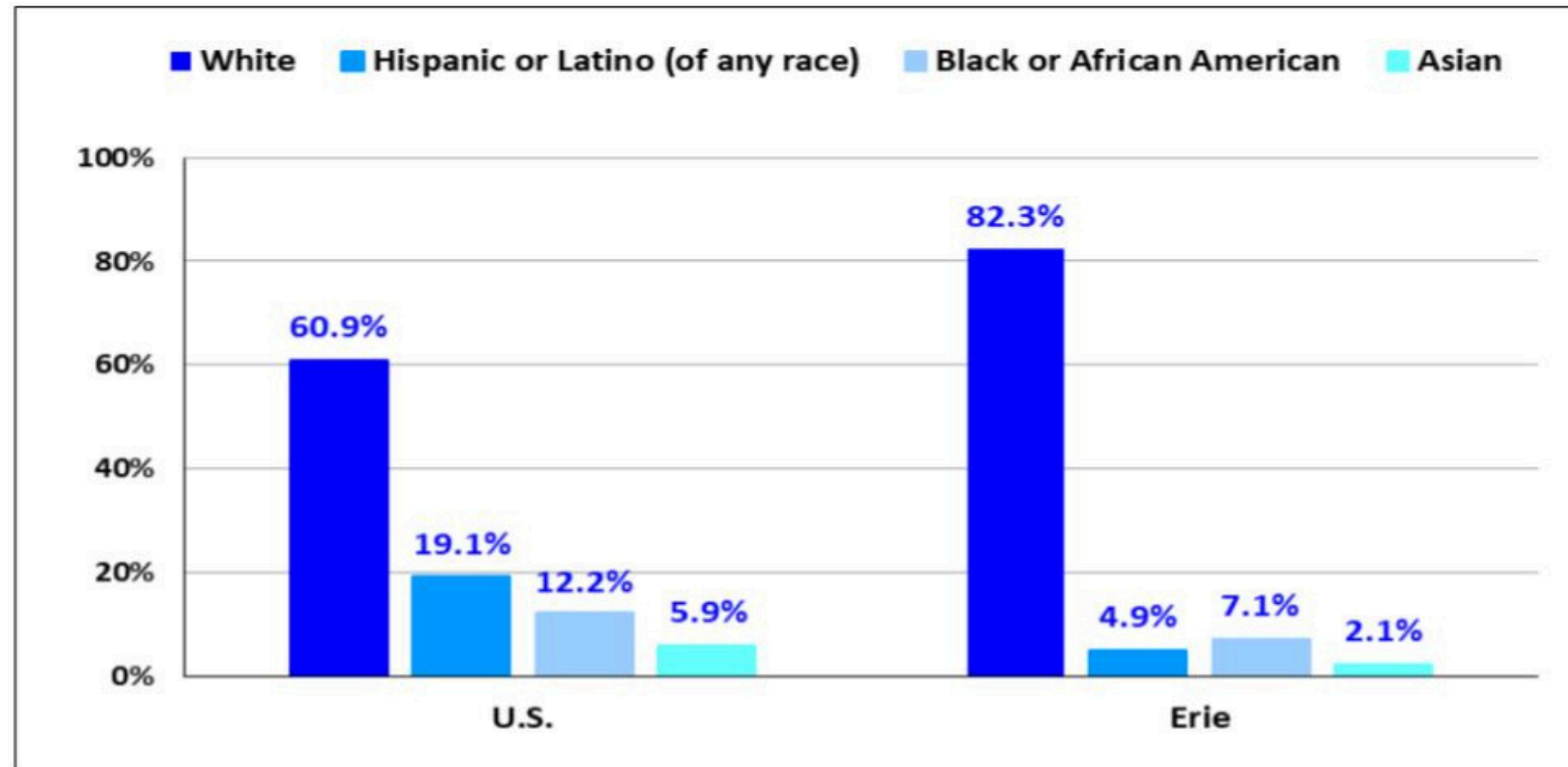
Source: U.S. Census Bureau, American Community Survey, 1-Year Estimates, 2022

“Gaps” in Employment, Education, Earnings & Income



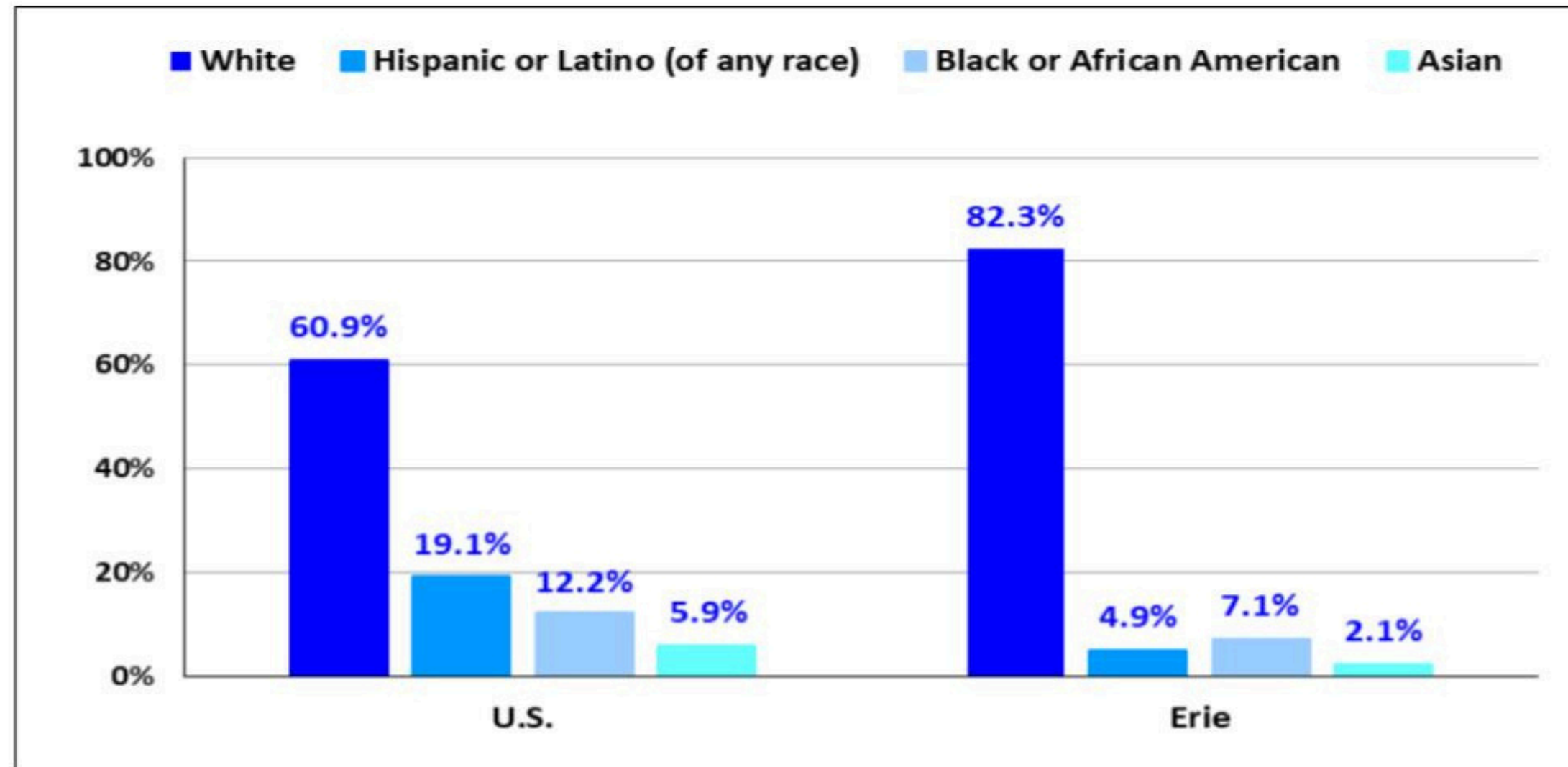
Source: U.S. Census Bureau, American Community Survey, 1-Year Estimates, 2022

Racial Distribution, U.S. and Erie (2022)



Source: U.S. Census Bureau, American Community Survey, 1-Year Estimates

Racial Distribution, U.S. and Erie (2022)



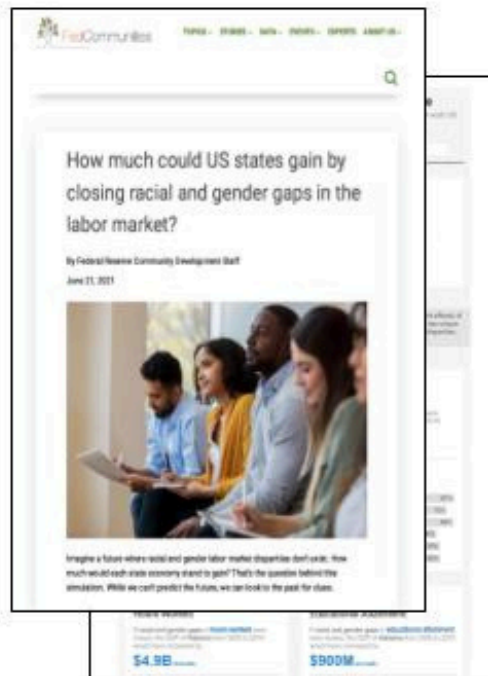
Source: U.S. Census Bureau, American Community Survey, 1-Year Estimates

The Potential Economic Gains from Greater Equity and Inclusion

9



Estimates of the Potential Gains to the Pennsylvania State Economy from Greater Racial & Gender Equity



*"If racial and gender gaps were closed, the GDP of Pennsylvania from 2005 to 2019 would have increased by **\$82 billion** annually (from a simulated baseline GDP of \$250 billion)."*



Source: U.S Federal Reserve, Fed Communities
(<https://fedcommunities.org/data/closethegaps/>)

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**Are There Potential Economic Gains to
the Erie economy
from Greater Equity and Inclusion?**

12



Erie County (Males) (Data are for 2022)	(A) Overall Population Age 16 - 64	(B) Percent Share of Population	(C) Group median annual earnings (\$)	Total group-specific earnings (\$billions) (A) x (B) x (C)
<i>Observed labor earnings</i>				
White	84,408	82.6%	\$56,220	\$3.92
Black or African American	84,408	8.7%	\$46,964	\$0.34
Hispanic or Latino	84,408	4.7%	\$31,954	\$0.13
Asian	84,408	2.4%	\$62,582	\$0.13
<i>Total contribution to GDP</i>				<i>\$4.52</i>
<i>Counterfactual labor earnings</i>				
White	84,408	82.6%	\$56,220	\$3.92
Black or African American	84,408	8.7%	\$56,220	\$0.41
Hispanic or Latino	84,408	4.7%	\$56,220	\$0.22
Asian	84,408	2.4%	\$62,582	\$0.13
<i>Total contribution to GDP</i>				<i>\$4.68</i>
<i>Gain to Erie GDP</i>				<i>\$0.16</i>



Source: ERIE Calculations based on U.S. Census Bureau, American Community Survey, 1-Year Estimates for 2022

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Erie County (Females) (Data are for 2022)	(A) Overall Population Age 16 - 64	(B) Percent Share of Population	(C) Group median annual earnings (\$)	Total group-specific earnings (\$billions) (A) x (B) x (C)
<i>Observed labor earnings</i>				
White	82,816	83.8%	\$46,949	\$3.26
Black or African American	82,816	7.4%	\$41,529	\$0.25
Hispanic or Latino	82,816	4.6%	\$48,496	\$0.19
Asian	82,816	2.3%	\$61,515	\$0.12
<i>Total contribution to GDP</i>				<i>\$3.82</i>
<i>Counterfactual labor earnings</i>				
White	82,816	83.8%	\$46,949	\$3.26
Black or African American	82,816	7.4%	\$46,949	\$0.29
Hispanic or Latino	82,816	4.6%	\$48,496	\$0.19
Asian	82,816	2.3%	\$61,515	\$0.12
<i>Total contribution to GDP</i>				<i>\$3.85</i>
<i>Gain to Erie GDP</i>				<i>\$0.03</i>



Source: ERIE Calculations based on U.S. Census Bureau, American Community Survey, 1-Year Estimates for 2022

14



Erie County (Females) (Data are for 2022)	(A) Overall Population Age 16 - 64	(B) Percent Share of Population	(C) Group median annual earnings (\$)	Total group-specific earnings (\$billions) (A) x (B) x (C)
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Black or African American	82,816	7.4%	\$56,220	\$0.34
Hispanic or Latino	82,816	4.6%	\$56,220	\$0.22
Asian	82,816	2.3%	\$62,582	\$0.12
<i>Total contribution to GDP</i>				<i>\$4.59</i>
<i>Gain to Erie GDP</i>				<i>\$0.77</i>



Source: ERIE Calculations based on U.S. Census Bureau, American Community Survey, 1-Year Estimates for 2022

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Summary

- Estimated potential gains to the **Erie economy** from reducing *racial, ethnic, and gender* earnings gaps:

\$765 million in labor income
(6.8% of Erie real GDP in 2022)





Important Caveats

- These are preliminary estimates based on very strict assumptions.
- The estimates do not necessarily suggest *how* we might go about reducing the racial, ethnic, and gender earnings gaps.
- Even if we figured out how to reduce those gaps, it would require much time and dedicated effort.



CURTIS JONES

*Director Of
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at Erie Regional
Chamber and Growth
Partnership -
PA Advisory Council
for Inclusive
Procurement*



ERIE'S NEXT STEPS CONVERSATION



Q & A - DIALOGUE



2025: 40-YEARS FROM PROMISE TO PRACTICE



JOIN
ERJPI & Impact Partners' COMMITTED
LEVERAGE ACTIONS

THANK YOU