



3310

## Business Partner Diversity

*Policy 3310*

Original Adoption: 09/14/2010  
Revision Dates:

Effective Date: 09/15/2010

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### **I. PURPOSE**

The Board of Education strongly believes that the purchasing power of the Minneapolis Public Schools should enhance equal employment and business opportunities for minorities, women and diverse communities. The District's mission and values mandate that it promotes diversity and equity. The District wishes to foster economic development in the Minneapolis community. Reduction of poverty and unemployment in our city is of vital interest to the District.

Minneapolis Public Schools seeks to increase business opportunities for Minority and Women Business Enterprises (M/WBE's) and other diverse enterprises. This is a proactive effort of the Minneapolis Public School District to partner with our community. This effort is system wide and is inclusive of all contracting efforts within the traditional procurement systems, and contracted services in facilities and other professional services.

The District recognizes its obligation concerning its employment and contracting practices to ensure that applicants, employees, bidders, and contractors are not discriminated against on the basis of race, color, gender, sexual orientation, national origin, and other factors and shall encourage its vendors to do the same.

### **II. GENERAL STATEMENT OF POLICY**

- A. The District shall promote the participation of businesses owned and operated by minorities, women and diverse communities in District procurement and contracts for goods and services.
- B. The Superintendent shall provide quarterly business diversity reports to the Board of Directors demonstrating participation of minority, women and diverse community participation in District contracts for goods and services.
- C. The District shall encourage all of its contractors and their subcontractors to take action to achieve and maintain levels of minority and female employment.
- D. All contract suppliers must certify their compliance with applicable laws prohibiting discrimination as to all aspects of employment because of race,



color, religion, gender, age, disability, sexual orientation or national origin, and that they are equal opportunity employers.

- E. All contract suppliers must certify their compliance with applicable District Policies on equal opportunity and prohibition of harassment and violence.

### **III. RESPONSIBILITY**

- A. The Superintendent is authorized to promulgate regulations to implement this policy.
- B. The Superintendent, or Superintendent's designees shall promote, monitor and enforce this policy and shall ensure good faith compliance.

#### ***Legal References:***

Minn. Stat. §471.345 (Uniform Municipal Contracting Law)

Minn. Stat. §16C.16 (Designation of Procurement from Small Businesses)

#### ***Cross References:***

MPS Policy 1304 (Equity and Diversity)

MPS Policy 3300 (Purchasing)

MPS Policy 3312 (Bidding Procedures)

MPS Policy 3313 (Vendor Relations)

MPS Policy 3314 (Prevailing Wages)

MPS Policy 3323 (Evaluation of Bids and Requests for Proposals)

MPS Policy 4000 (Equal Employment Opportunity)

MPS Policy 4001 (Disability Non-Discrimination)

MPS Policy 4002 (Harassment and Violence Prohibition)