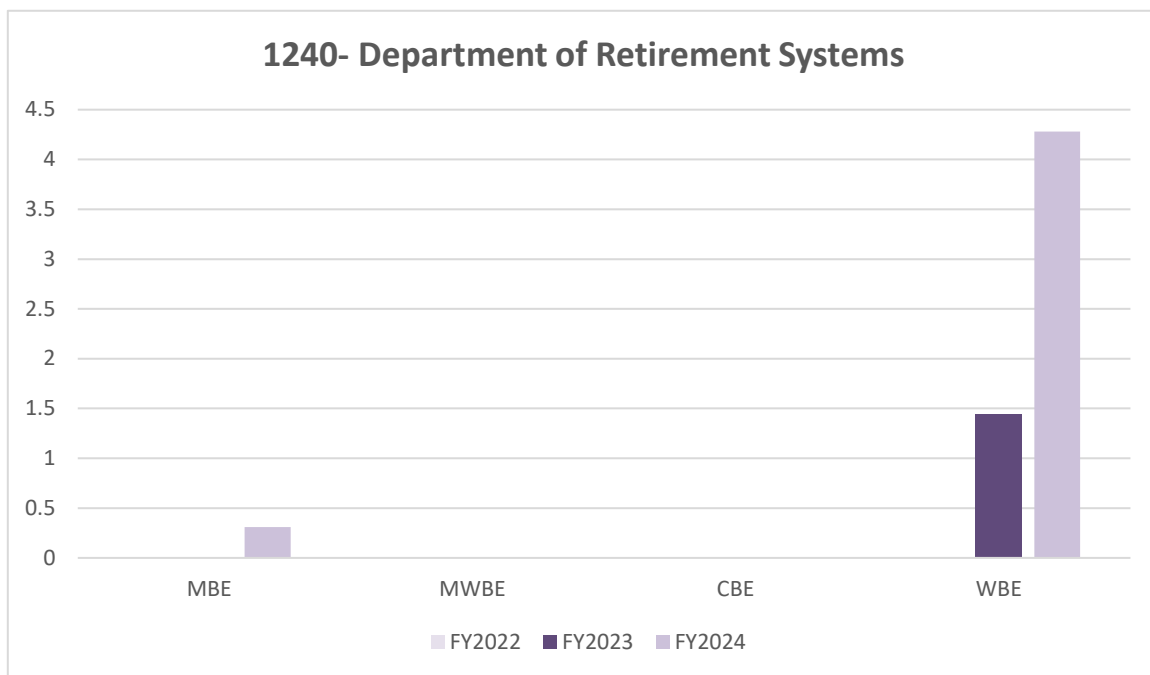


FY25 Business Diversity Spending Goal Plan – Department of Retirement Systems
[Governor's Supplier Diversity Subcabinet approved best practices](#)

(Agency graph showing spend comparison from FY22, FY23 and FY24)



FY2023- No Spending Goal established
FY 2023 -1.44%

FY 2024 Spending Goal -5.76%
FY2024 Actual Spend – 4.28%

FY25 Spending Goal: 4.35%

Summary Statement:

The Department of Retirement Systems reaffirms its commitment to fairness and equity in the selection of vendors for purchases and contracting decisions. To increase opportunities for diverse businesses to provide goods and services to the department, DRS will:

Continue to publish our procurements on the OMWBE website in addition to WEBS and our agency website. DRS will continually provide guidance to staff on how to search for certified minority and women owned businesses utilizing the OMWBE directory, as well as search for small and diverse MWBE vendors through DES Statewide Contracts when purchasing goods and services. We will promote the use of diverse subcontractors' participation in large, complex procurements, when applicable, through procurement language and inclusion plans.

Steps your agency has completed to prepare for forecasting and steps remaining:

Each fiscal year, the DRS Contracts Manager works with agency leaders to determine future spending and procurement needs. DRS has successfully posted fiscal year 2024 and 2025 forecasted procurements on its website.

How are supplier diversity efforts managed within your agency:

The DRS Leadership Team reviews the Diversity Spending Goals to provide their support, and commitment. The DRS Contract Manager and Purchasing Officer ensure Supplier Diversity best practices are followed for procuring goods and services. The PMO Director, a member of the DRS leadership team, is responsible for overseeing the agency's efforts to reach our goals.

Is your agency currently using the Outreach Module in Access Equity for marketing and connecting with Diverse Businesses?

DRS posts procurements on our website, on WEBS and on the OWMBE Bid and Contracting Opportunity site. We continue to notify vendors, when applicable, that they may qualify as an OMWBE certified vendor and provide the information on how to apply. The DRS Contracts Manager saves the list of monthly certified business for easy reference.

Are you using the Contract Compliance module in Access Equity to report your contract & purchase orders that include subcontractors (including statewide contracts)?

DRS has contacted our vendors that utilize subcontractors and is planning to provide training on how to use the OMWBE subcontractor reporting tool in FY25.

How does your agency track efforts to notify businesses about purchasing and opportunities to bid on contracts?

Email is the primary source used to track efforts of notifying businesses about purchasing and opportunities to bid on contracts. Specific folders are set up for each Statewide Contract and responses are kept within those folders.

Your agency plan according to EO 22-01 should already be implemented. How has your plan aided in your efforts to increase your agency plan from last year?

DRS has utilized DES contract templates to implement plain talk and consistency in our contracts.

We have also lengthened the amount of time a procurement is posted, to encourage small and diverse businesses participation. When utilizing statewide contracts, we utilize the search tool on the DES website to identify statewide contracts with small and diverse vendors. All of these measures have helped our agency improve our spending goal for FY2024.

Did your agencies spend decrease for FY24? If so, what was the reason(s)? What perceived barriers did you face?

Our FY 2023 spend was 1.44%, for FY 2024 our spend was 4.28%, so we were able to increase our business diversity spending by 2.84%. With only 40 contracts agencywide, DRS has a limited number of opportunities to seek new contractors.

What new efforts are you going to implement to try to increase your spending with small-minority and women owned businesses?

DRS will continue to reaffirm our commitment to fairness and equity in the selection of vendors for contracting decisions and purchasing. We will ensure to seek out entities on the OMWBE certified business list when applicable and continue to follow best practices.