

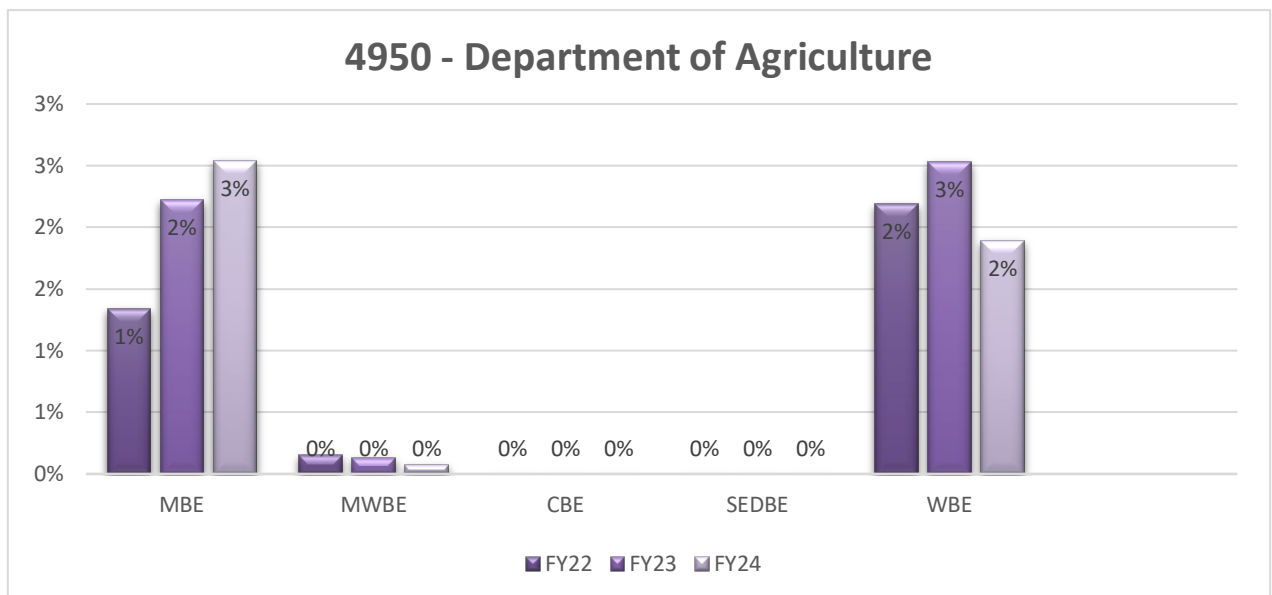


Please insert your agency logo here.

FY25 Business Diversity Spending Goal Plan – Agency name

[Governor's Supplier Diversity Subcabinet approved best practices](#)

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



FY 2023 – No spending goal established

FY 2023 – 4.88%

FY24 Spending Goal – 7.53%

FY24 Actual Spend – 1.38%

FY25 Spending Goal: 5.80%

Summary Statement:

The Department of Agriculture remains committed to maximizing opportunities for certified businesses in Fiscal Year 2025. When considering new contracts, we actively search for certified firms that can perform the given scope of work. We will continue to use available strategies, including outreach and longer bid response times to increase participation

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

We have reviewed past contracting to assist in forecasting new opportunities. To enhance our forecasting, the procurement manager will meet with central budget staff and division

coordinators to gather information on upcoming procurements so we can plan to include strategies to increase certified firms' participation in bids and awarded contracts.

How are supplier diversity efforts managed within your agency:

Division and program managers and procurement staff monitor new contracting opportunities to check for availability of certified firms. It's a mostly centralized effort, which we feel will yield the best results. It's important to note that Agriculture has regulatory, scientific and food assistance missions. Many vendors in those business lines are not certified. We search for opportunities when we need facilitators, change management, and assistance with Pro-Equity Anti-Racism work.

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

No. We have done targeted outreach for specific procurements using our internal communications staff and outreach lists (Japanese Beetle treatments is a good example). We have taken the Access Equity Outreach training and are prepared to use the module.

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

No. Currently our contracts are lower dollar value. In this instance, contractors keep the work in house rather than use subcontractors. When we have subcontracts, we will use the appropriate Access Equity module for reporting.

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

We use our website, WEBS, specific email lists. We can also post to OMWBE's website.

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?

Our biggest gain has been increased awareness of the need to plan procurements farther ahead and actively search for certified firms, as well as additional outreach to encourage bids.

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

Agriculture had a mixed result – our minority spend increased and women-owned decreased. The opportunities for certified firms' participation is entirely dependent on the work priorities for the fiscal year. If there are contracting opportunities, we actively search for certified firms. A challenge, perhaps not a "barrier", is that Agriculture's food assistance grants and other customer-specific programs (farm compost grants, meat processors, etc.) are growing. In those

programs, the contractor/grantee pool is dictated by the legislature or a grant program. Another challenge is a large part of our spend supports a variety of scientific and regulatory efforts. The vendors in those spaces are mostly not certified firms.

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

We will continue to partner with DES and OMWBE to increase our diverse spend. Internally, we will increase our efforts to forecast and maximize early outreach to grow the number of certified firms participating in procurements and eventual contracts. We will also promote awareness across the agency to make this a more foundational effort.