

Diversity and Inclusion Policy



PHILADELPHIA
Regional Port Authority

Applicable Projects



- All PRPA Projects that are bid out either formally or informally may be subject to the new Diversity and Inclusion Policy
- For contracts with a value of less than \$100,000.00:

Prime contractors that would otherwise be part of the Diversity Inclusion Pool will be allowed to count their performance toward the minimum participation requirement. At least 5% of additional commitment using another category is still expected.

- **Policy is fully implemented**

Diversity and Inclusion Pool



The Diversity Inclusion Pool shall include four categories:

- (1) minority-owned
- (2) woman-owned
- (3) veteran-owned and service-disabled-veteran-owned and
- (4) LGBT owned businesses

Accepted Certifications

- The Unified Certification Program (UCP)*
- The National Minority Supplier Development Council (NMSDC)
- The Women's Business Enterprise National Council (WBENC)
- The United States Small Business Administration (SBA) 8(A) Business Development Program*
- The Vets First Verification Program (Vetbiz.gov)
- Nat'l Gay & Lesbian Chamber of Commerce (NGLCC)
- Accepted DGS Certifications

Minimum Requirements



- In no event shall the minimum participation level be less than 20% of the contract value.
- The participation for each award must include at least 2 of the categories in the Diversity Inclusion Pool
- No less than 5% participation for each category being included

Non-Compliance

If the Contractor fails to meet the participation level two times during a calendar year:

- Contractor will be deemed non-responsive and ineligible to bid on future projects for a period of six months
- Possibility of liquidated damages in the amount of 10% of the dollar value of the participation committed

Contact Information



Please direct all **emails** to:

procurement@philaport.com

Subject Line: [Diversity](#)

Visit us **online** at:

philaport.com/procurement

Or

philaport.com/diversity

Thank You!

