



# Blueprints for Change:

## Diversity, Equity & Inclusion in Affordable Housing Construction

### **Natasha Davis**

Construction Trainer,  
the Black Ladies of Construction (BLOC) Society;  
Real estate developer

### **Ann McNeill**

President, MCO Construction and Services, Inc;  
Founder, National Association of Black Women  
in Construction (NABWIC)

### **IyaSokoya Karade**

Founder & Chief Executive Officer,  
Mende Market Woman LLC (MMW);  
National Association of Black Women in Construction  
(NABWIC) NJ Area

### **Steve Schoch, AIA, LEED AP**

Principal and Director of Housing,  
Thriven Design

Housing as a Human Right: From Innovation to Impact

October 9, 2024



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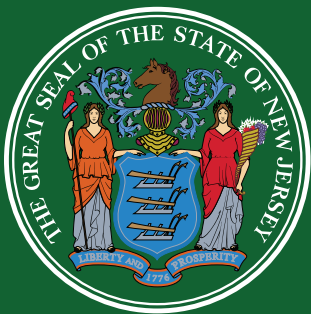
Housing as a Human Right: From Innovation to Impact

October 9, 2024





MASON TILLMAN  
ASSOCIATES, LTD



# NEW JERSEY DISPARITY STUDY

A Study on the Availability and Utilization of Small, Minority,  
Women, and Service-Disabled Veteran-Owned Businesses

*January 2024*



**Table 6.8: Available Construction Prime Contractors for Formal Contracts  
July 1, 2015 to June 30, 2020**

<b>Ethnicity</b>	<b>Percent of Businesses</b>
Black Americans	9.19%
Asian Americans	6.43%
Hispanic Americans	11.65%
American Indians and Alaskan Natives	0.70%
Caucasian Females	19.70%
Non-minority Males	52.33%
<b>TOTAL</b>	<b>100.00%</b>
<b>Ethnicity and Gender</b>	<b>Percent of Businesses</b>
Black American Females	1.98%
Black American Males	7.20%
Asian American Females	1.07%
Asian American Males	5.37%
Hispanic American Females	1.51%
Hispanic American Males	10.14%
American Indian and Alaskan Native Females	0.22%
American Indian and Alaskan Native Males	0.48%
Caucasian Females	19.70%
Non-minority Males	52.33%
<b>TOTAL</b>	<b>100.00%</b>
<b>Minority and Females</b>	<b>Percent of Businesses</b>
Minority Business Enterprises	27.97%
Woman Business Enterprises	24.48%

**Table 6.13: Available Construction Subcontractors  
July 1, 2015 to June 30, 2020**

<b>Ethnicity</b>	<b>Percent of Businesses</b>
Black Americans	10.72%
Asian Americans	9.32%
Hispanic Americans	8.99%
American Indians and Alaskan Natives	0.46%
Caucasian Females	21.65%
Non-minority Males	48.85%
TOTAL	100.00%
<b>Ethnicity and Gender</b>	<b>Percent of Businesses</b>
Black American Females	3.28%
Black American Males	7.44%
Asian American Females	2.45%
Asian American Males	6.87%
Hispanic American Females	1.87%
Hispanic American Males	7.12%
American Indian and Alaskan Native Females	0.17%
American Indian and Alaskan Native Males	0.30%
Caucasian Females	21.65%
Non-minority Males	48.85%
TOTAL	100.00%
<b>Minority and Females</b>	<b>Percent of Businesses</b>
Minority Business Enterprises	29.49%
Woman Business Enterprises	29.42%

**Table 6.7: Largest Prime Contracts Awarded to M/WBEs, July 1, 2015 to June 30, 2020**

Ethnic/Gender Group	Construction	Professional Services	Goods and Services
Black American Female	\$128,000	\$506,231	\$693,692
Black American Male	\$796,000	\$1,716,742	\$1,638,904
Asian American Female	\$8,075,930	\$47,082,068	\$4,028,566
Asian American Male	\$25,994,000	\$16,478,362	\$32,693,033
Hispanic American Female	\$441,434	\$452,492	\$983,472
Hispanic American Male	\$11,940,149	\$1,015,482	\$745,302
American Indian and Alaskan Native Female	\$78,107	----	----
American Indian and Alaskan Native Male	\$11,746,359	----	\$79,992
Caucasian Female	\$28,357,361	\$25,302,090	\$6,509,046
<b>Largest Dollar Amounts MBEs</b>	\$25,994,000	\$47,082,068	\$32,693,032
<b>Largest Dollar Amounts WBEs</b>	\$28,357,360	\$47,082,068	\$6,509,046

(----) Denotes a group that was not awarded any contracts within the respective industry.

**Table 7.3: Disparity Analysis: Construction Prime Contracts Valued over \$65,000 to \$5,710,000  
July 1, 2015 to June 30, 2020**

<b>Ethnicity</b>	<b>Actual Dollars</b>	<b>Utilization</b>	<b>Availability</b>	<b>Expected Dollars</b>	<b>Dollars Lost</b>	<b>Disp. Ratio</b>	<b>P-Value</b>
Black Americans	\$3,302,674	0.14%	9.19%	\$212,358,822	-\$209,056,148	0.02	< .05 *
Asian Americans	\$46,909,539	2.03%	6.43%	\$148,651,176	-\$101,741,636	0.32	< .05 *
Hispanic Americans	\$34,939,907	1.51%	11.65%	\$269,270,987	-\$234,331,080	0.13	< .05 *
American Indians and Alaskan Natives	\$247,871	0.01%	0.70%	\$16,139,271	-\$15,891,400	0.02	----
Caucasian Females	\$188,159,871	8.14%	19.70%	\$455,297,315	-\$267,137,445	0.41	< .05 *
Non-minority Males	\$2,037,753,561	88.16%	52.33%	\$1,209,595,852	\$828,157,709	1.68	< .05 †
<b>TOTAL</b>	<b>\$2,311,313,423</b>	<b>100.00%</b>	<b>100.00%</b>	<b>\$2,311,313,423</b>			
<b>Ethnicity and Gender</b>	<b>Actual Dollars</b>	<b>Utilization</b>	<b>Availability</b>	<b>Expected Dollars</b>	<b>Dollars Lost</b>	<b>Disp. Ratio</b>	<b>P-Value</b>
Black American Females	\$251,872	0.01%	1.98%	\$45,869,506	-\$45,617,634	0.01	< .05 *
Black American Males	\$3,050,802	0.13%	7.20%	\$166,489,317	-\$163,438,514	0.02	< .05 *
Asian American Females	\$12,716,126	0.55%	1.07%	\$24,633,623	-\$11,917,498	0.52	< .05 *
Asian American Males	\$34,193,414	1.48%	5.37%	\$124,017,552	-\$89,824,139	0.28	< .05 *
Hispanic American Females	\$659,926	0.03%	1.51%	\$34,826,847	-\$34,166,921	0.02	< .05 *
Hispanic American Males	\$34,279,981	1.48%	10.14%	\$234,444,140	-\$200,164,159	0.15	< .05 *
American Indian and Alaskan Native Females	\$78,107	0.00%	0.22%	\$5,096,612	-\$5,018,505	0.02	----
American Indian and Alaskan Native Males	\$169,764	0.01%	0.48%	\$11,042,659	-\$10,872,895	0.02	----
Caucasian Females	\$188,159,871	8.14%	19.70%	\$455,297,315	-\$267,137,445	0.41	< .05 *
Non-minority Males	\$2,037,753,561	88.16%	52.33%	\$1,209,595,852	\$828,157,709	1.68	< .05 †
<b>TOTAL</b>	<b>\$2,311,313,423</b>	<b>100.00%</b>	<b>100.00%</b>	<b>\$2,311,313,423</b>			
<b>Minority and Females</b>	<b>Actual Dollars</b>	<b>Utilization</b>	<b>Availability</b>	<b>Expected Dollars</b>	<b>Dollars Lost</b>	<b>Disp. Ratio</b>	<b>P-Value</b>
Minority Business Enterprises	\$85,399,991	3.69%	27.97%	\$646,420,255	-\$561,020,264	0.13	< .05 *
Woman Business Enterprises	\$201,865,901	8.73%	24.48%	\$565,723,903	-\$363,858,001	0.36	< .05 *

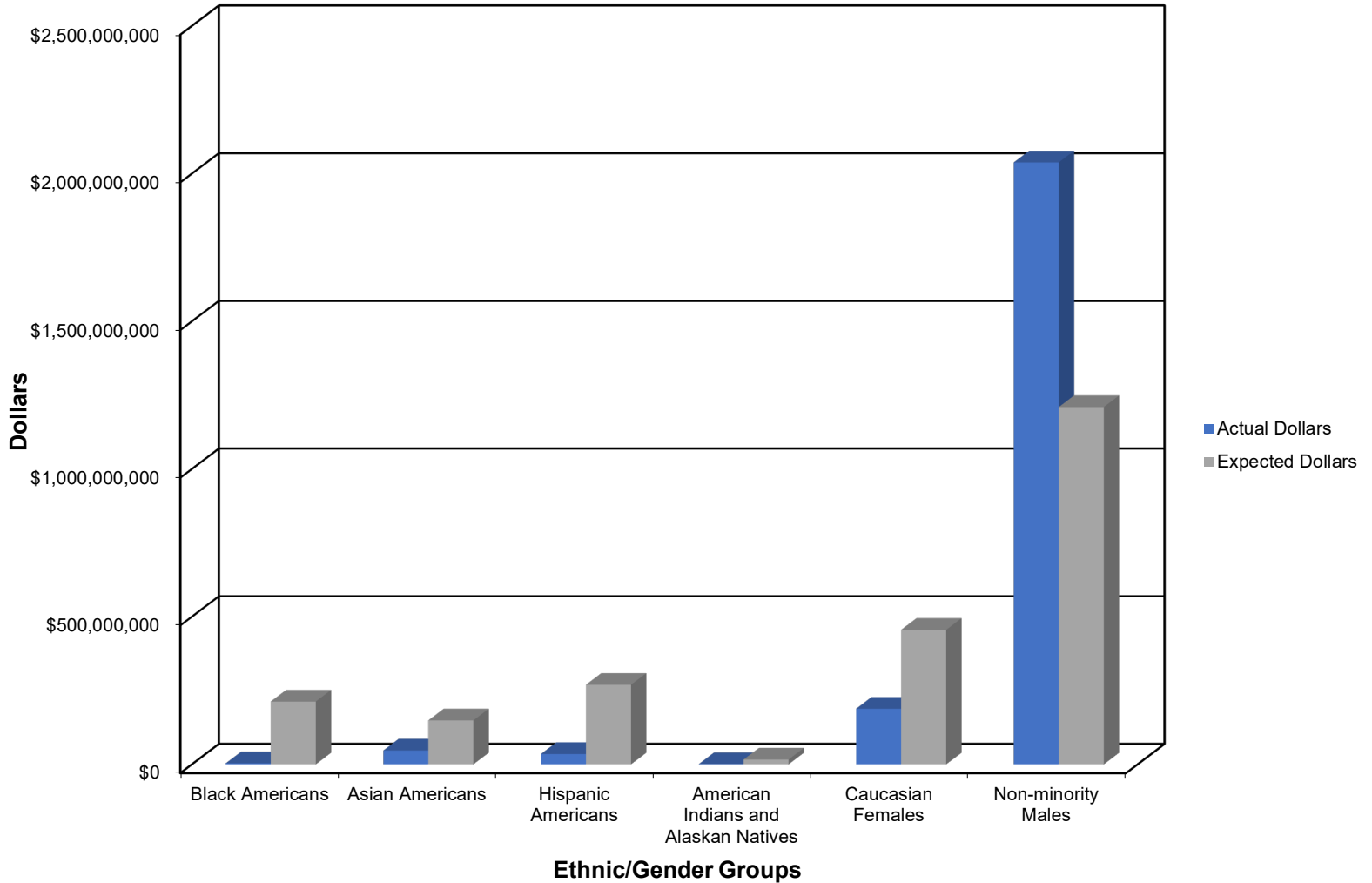
( \* ) denotes a statistically significant underutilization.

( † ) denotes a statistically significant overutilization.

( \*\* ) this study does not test statistically the overutilization of M/WBEs or the underutilization of Non-minority Males.

( ---- ) denotes an underutilized group with no contracts awarded, too few contracts awarded, or too few available firms to test statistical significance.

**Chart 7.1: Disparity Analysis: Construction Prime Contracts Valued over \$65,000 to \$5,710,000  
July 1, 2015 to June 30, 2020**





**Table 7.6: Disparity Analysis: Informal Prime Contracts, All Industries  
July 1, 2015 to June 30, 2020**

<b>Ethnicity</b>	<b>Actual Dollars</b>	<b>Utilization</b>	<b>Availability</b>	<b>Expected Dollars</b>	<b>Dollars Lost</b>	<b>Disp. Ratio</b>	<b>P-Value</b>
Black Americans	\$4,720,149	0.75%	5.97%	\$37,423,257	-\$32,703,108	0.13	< .05 *
Asian Americans	\$5,462,312	0.87%	5.16%	\$32,301,794	-\$26,839,482	0.17	< .05 *
Hispanic Americans	\$4,816,437	0.77%	4.64%	\$29,046,008	-\$24,229,571	0.17	< .05 *
American Indians and Alaskan Natives	\$1,173,963	0.19%	0.25%	\$1,573,021	-\$399,057	0.75	----
Caucasian Females	\$43,984,341	7.02%	13.73%	\$86,003,985	-\$42,019,644	0.51	< .05 *
Non-minority Males	\$566,234,221	90.40%	70.25%	\$440,043,358	\$126,190,863	1.29	< .05 †
<b>TOTAL</b>	<b>\$626,391,423</b>	<b>100.00%</b>	<b>100.00%</b>	<b>\$626,391,423</b>			
<b>Ethnicity and Gender</b>	<b>Actual Dollars</b>	<b>Utilization</b>	<b>Availability</b>	<b>Expected Dollars</b>	<b>Dollars Lost</b>	<b>Disp. Ratio</b>	<b>P-Value</b>
Black American Females	\$1,743,902	0.28%	1.86%	\$11,633,036	-\$9,889,134	0.15	< .05 *
Black American Males	\$2,976,247	0.48%	4.12%	\$25,790,221	-\$22,813,974	0.12	< .05 *
Asian American Females	\$1,522,219	0.24%	1.23%	\$7,682,193	-\$6,159,974	0.20	< .05 *
Asian American Males	\$3,940,093	0.63%	3.93%	\$24,619,601	-\$20,679,508	0.16	< .05 *
Hispanic American Females	\$1,248,380	0.20%	1.01%	\$6,328,664	-\$5,080,284	0.20	< .05 *
Hispanic American Males	\$3,568,057	0.57%	3.63%	\$22,717,344	-\$19,149,287	0.16	< .05 *
American Indian and Alaskan Native Females	\$190,665	0.03%	0.08%	\$475,564	-\$284,899	0.40	----
American Indian and Alaskan Native Males	\$983,298	0.16%	0.18%	\$1,097,456	-\$114,158	0.90	----
Caucasian Females	\$43,984,341	7.02%	13.73%	\$86,003,985	-\$42,019,644	0.51	< .05 *
Non-minority Males	\$566,234,221	90.40%	70.25%	\$440,043,358	\$126,190,863	1.29	< .05 †
<b>TOTAL</b>	<b>\$626,391,423</b>	<b>100.00%</b>	<b>100.00%</b>	<b>\$626,391,423</b>			
<b>Minority and Females</b>	<b>Actual Dollars</b>	<b>Utilization</b>	<b>Availability</b>	<b>Expected Dollars</b>	<b>Dollars Lost</b>	<b>Disp. Ratio</b>	<b>P-Value</b>
Minority Business Enterprises	\$16,172,861	2.58%	16.02%	\$100,344,079	-\$84,171,218	0.16	< .05 *
Woman Business Enterprises	\$48,689,507	7.77%	17.90%	\$112,123,443	-\$63,433,936	0.43	< .05 *

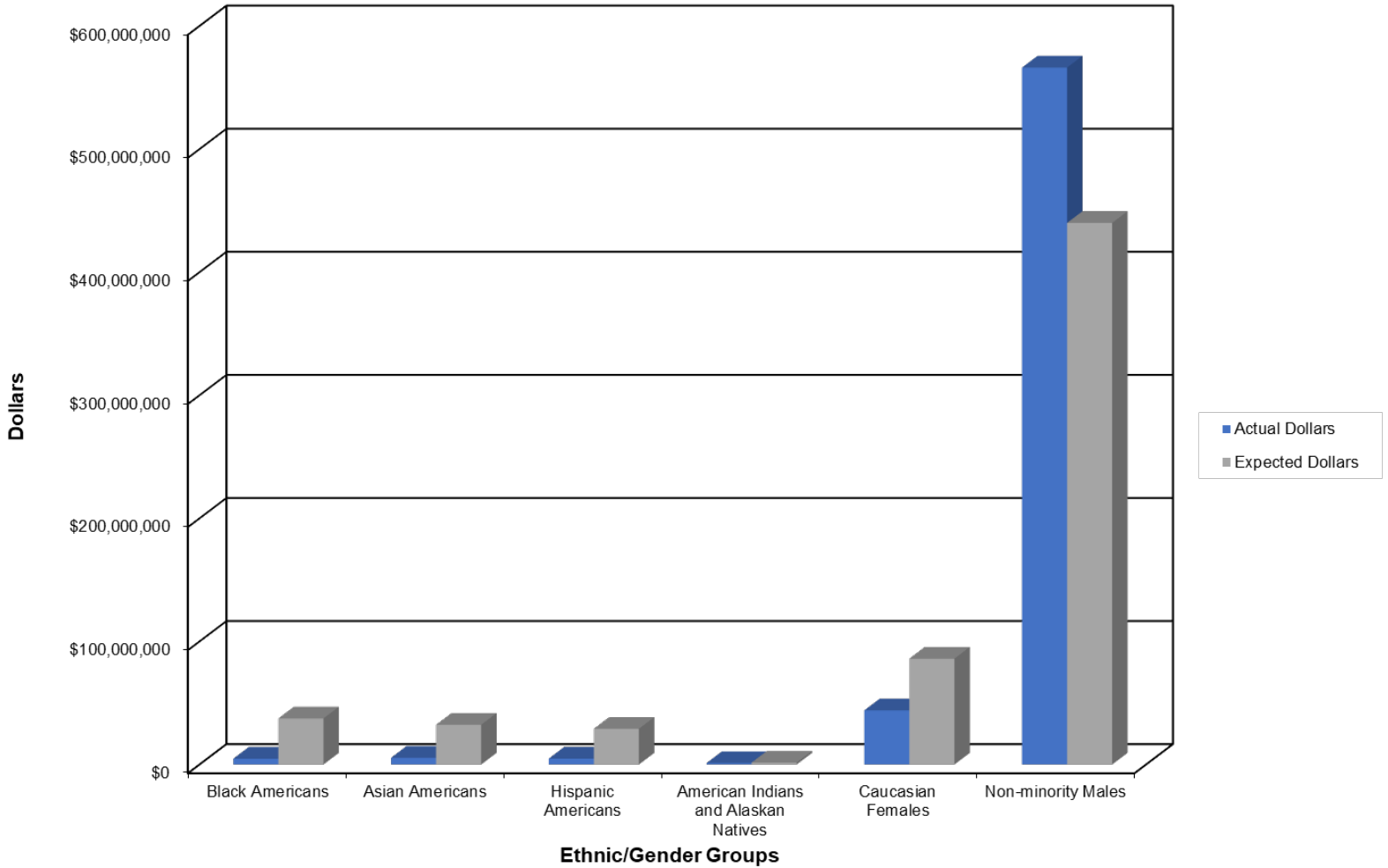
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**Chart 7.4: Disparity Analysis: Informal Prime Contracts, All Industries  
July 1, 2015 to June 30, 2020**



**Table 8.2: Disparity Analysis: Construction Subcontracts  
July 1, 2015 to June 30, 2020**

<b>Ethnicity</b>	<b>Actual Dollars</b>	<b>Utilization</b>	<b>Availability</b>	<b>Expected Dollars</b>	<b>Dollars Lost</b>	<b>Disp. Ratio</b>	<b>P-Value</b>
Black Americans	\$9,823,574	0.45%	10.72%	\$234,225,311	-\$224,401,736	0.04	< .05 *
Asian Americans	\$26,436,006	1.21%	9.32%	\$203,576,380	-\$177,140,375	0.13	< .05 *
Hispanic Americans	\$136,381,874	6.24%	8.99%	\$196,265,626	-\$59,883,753	0.69	not significant
American Indians and Alaskan Natives	\$5,390,797	0.25%	0.46%	\$10,122,582	-\$4,731,785	0.53	---
Caucasian Females	\$501,995,031	22.98%	21.65%	\$472,949,547	\$29,045,484	1.06	**
Non-minority Males	\$1,504,201,065	68.87%	48.85%	\$1,067,088,900	\$437,112,165	1.41	< .05 †
<b>TOTAL</b>	<b>\$2,184,228,346</b>	<b>100.00%</b>	<b>100.00%</b>	<b>\$2,184,228,346</b>			
<b>Ethnicity and Gender</b>	<b>Actual Dollars</b>	<b>Utilization</b>	<b>Availability</b>	<b>Expected Dollars</b>	<b>Dollars Lost</b>	<b>Disp. Ratio</b>	<b>P-Value</b>
Black American Females	\$873,335	0.04%	3.28%	\$71,701,626	-\$70,828,291	0.01	< .05 *
Black American Males	\$8,950,239	0.41%	7.44%	\$162,523,685	-\$153,573,446	0.06	< .05 *
Asian American Females	\$7,509,401	0.34%	2.45%	\$53,424,741	-\$45,915,339	0.14	< .05 *
Asian American Males	\$18,926,604	0.87%	6.87%	\$150,151,640	-\$131,225,036	0.13	< .05 *
Hispanic American Females	\$39,276,812	1.80%	1.87%	\$40,771,513	-\$1,494,701	0.96	not significant
Hispanic American Males	\$97,105,062	4.45%	7.12%	\$155,494,114	-\$58,389,052	0.62	< .05 *
American Indian and Alaskan Native Females	\$2,130,000	0.10%	0.17%	\$3,655,377	-\$1,525,377	0.58	---
American Indian and Alaskan Native Males	\$3,260,797	0.15%	0.30%	\$6,467,205	-\$3,206,408	0.50	---
Caucasian Females	\$501,995,031	22.98%	21.65%	\$472,949,547	\$29,045,484	1.06	**
Non-minority Males	\$1,504,201,065	68.87%	48.85%	\$1,067,088,900	\$437,112,165	1.41	< .05 †
<b>TOTAL</b>	<b>\$2,184,228,346</b>	<b>100.00%</b>	<b>100.00%</b>	<b>\$2,184,228,346</b>			
<b>Minority and Females</b>	<b>Actual Dollars</b>	<b>Utilization</b>	<b>Availability</b>	<b>Expected Dollars</b>	<b>Dollars Lost</b>	<b>Disp. Ratio</b>	<b>P-Value</b>
Minority Business Enterprises	\$178,032,251	8.15%	29.49%	\$644,189,900	-\$466,157,649	0.28	< .05 *
Woman Business Enterprises	\$551,784,579	25.26%	29.42%	\$642,502,803	-\$90,718,224	0.86	not significant

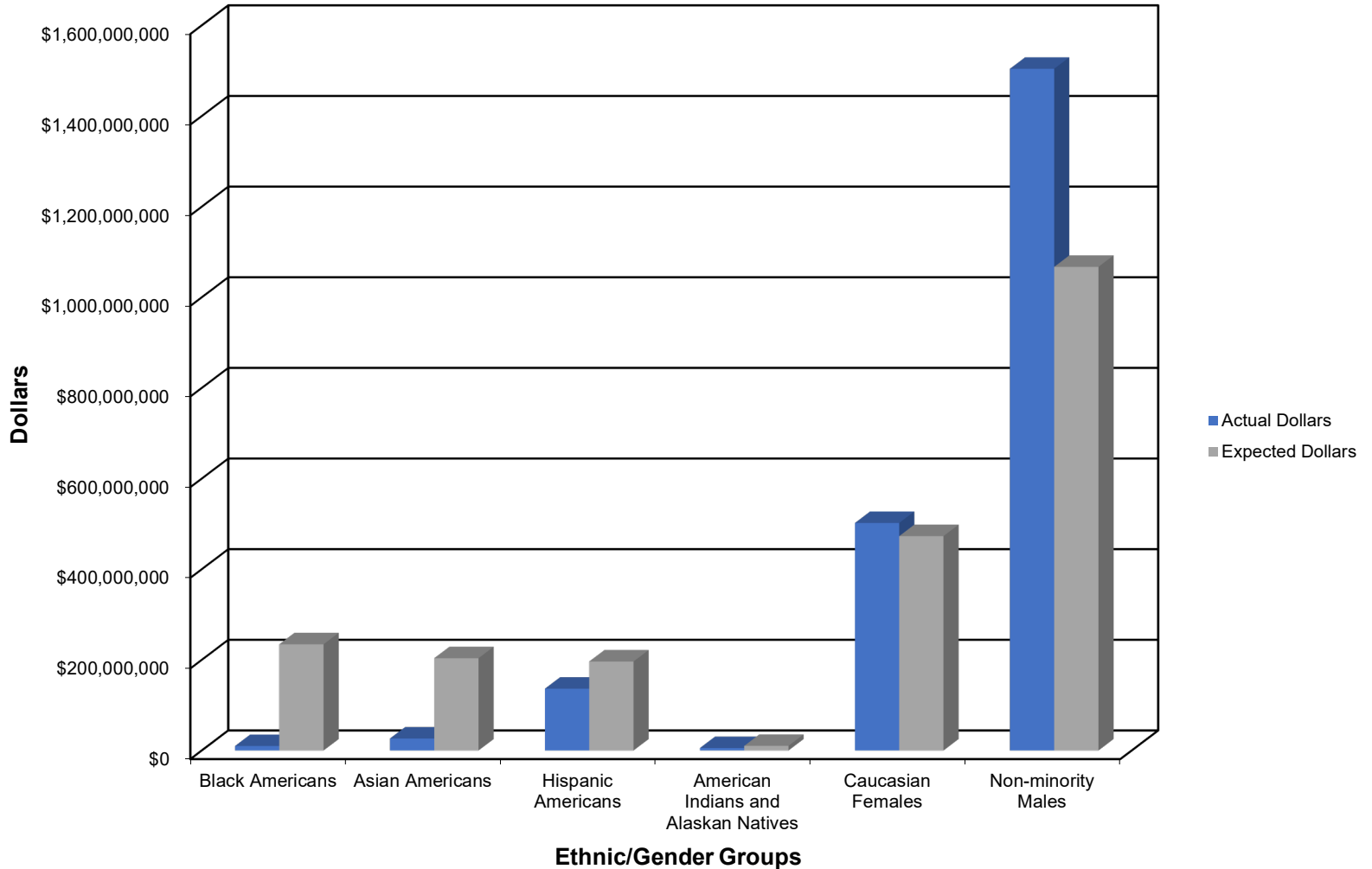
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**Chart 8.1: Disparity Analysis: Construction Subcontracts**  
July 1, 2015 to June 30, 2020



State of New Jersey's Construction &  
Building Development Utilization Disparity

# WHERE ARE WE NOW?

Created by IyaSokoya Karade





# BILL A4586

## Minority and Women-Owned Businesses State Contractor Remedies Act



**SHAVONDA E. SUMTER**  
Assembly Woman - District 35  
(Bergen and Passaic)



**VERLINA REYNOLDS-JACKSON**  
Assembly Woman - District 15  
(Hunterdon and Mercer)

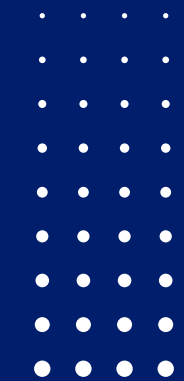


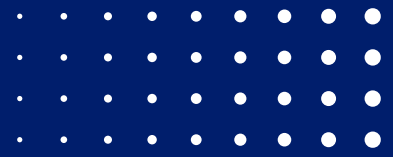
**GARNET HALL**  
Assembly Woman - District 28  
(Essex and Union)



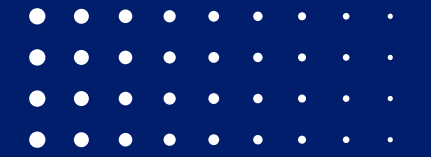
# NJ'S MINORITY DEVELOPERS

- smaller minority firms find it difficult to move up the chain and achieve the experience needed to lead large-scale projects
- impacts the ability of minority developers to shape residential spaces that are sensitive to the community context
- living spaces are often developed without consideration of the social and cultural dynamics of minority neighborhoods
- projects that feel imposed rather than integrated, and ultimately contributing to community displacement and gentrification





# JUSTICE 40



Federal Mandate: 40% of federal investments in climate and infrastructure benefit disadvantaged communities

## BEST PRACTICES



*Inclusive Community Engagement*

*Robust Data Tracking*

*Strategic Public-Private Partnerships*

*Accountability Measures*





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## Diversity, Equity & Inclusion in Affordable Housing Construction

### **Ann McNeill**

President, MCO Construction and Services, Inc;  
Founder, National Association of Black Women  
in Construction (NABWIC)

Housing as a Human Right: From Innovation to Impact

October 9, 2024

# Provide feedback to Ann

Scan this QR code



**Text "ANN" to  
59925**

MONARCH

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the Black Ladies of Construction (BLOC) Society;  
Real estate developer

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# Blueprints for Change:

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# Questions?

## Thank you for attending the panel!

Housing as a Human Right: From Innovation to Impact

October 9, 2024





# Thank you to our Speakers!

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the Black Ladies of Construction (BLOC) Society;

## **IyaSokoya Karade**

Mende Market Woman LLC (MMW);  
National Association of Black Women in Construction  
(NABWIC) NJ Area

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