

CITY of BOSTON



Mayor Michelle Wu

EQUITY IN CITY CONTRACTS

FY25 City of Boston Supplier Diversity Update



**Equity in City Contracts:
FY25 City of Boston
Supplier Diversity Update**

Prepared for
The People of the City of Boston

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Mayor Michelle Wu



Economic Opportunity
and Inclusion



Supplier Diversity



Procurement

Dear Boston,

Every year, your local government spends hundreds of millions of dollars to deliver the programs, resources, and services that make for a high quality of life across twenty-four neighborhoods, ranging from weekly trash collection to community programs for youth and seniors, to building and maintaining affordable housing. This responsibility to execute on the priorities guided by the City's budget also represents an enormous opportunity for small and diverse local suppliers to access public contracts.

Under the administration of Mayor Michelle Wu, Boston has set a vision for a city that is resilient, equitable, sustainable, and creates opportunities to build generational wealth. The Equitable Procurement Initiative works to achieve this vision by advancing policies and procedures guided by state law that support a more equitable, transparent, and data-driven procurement system.

The data speaks for itself. From Fiscal Years ("FY") 2023 to 2025—when the policy and programmatic changes of the Administration began to take effect—the City spent \$369 million in discretionary spending with certified Minority- and Women-owned (M/WBE) businesses, a 58% increase from the \$233 million spent during the FY19 to FY22 period. Contract award values have risen as well. In the FY23-FY25 period, the City awarded \$628 million in contracts to M/WBEs, a 94% increase from the \$323 million awarded during FY19-FY22. The City continues to make significant strides in closing the opportunity gaps identified in the 2020 Disparity Study.

Through collaboration between the Economic Opportunity and Inclusion Cabinet, the Finance Cabinet, the Department of Innovation and Technology ("DoIT"), and the Equity and Inclusion Cabinet, the City of Boston has worked to improve overall procurement practices, bring down traditional silos, and enable fair and equitable access to City contracting opportunities for diverse businesses.

The data and the stories included in this report from City Departments and local certified businesses are a testament to the City's progress and accomplishments. We are proud to present this year's FY25 Equity in City Contracts report. We are excited to continue the work to support and uplift the diverse businesses that make Boston the vibrant, community-centered, and proud city that it is.

Sincerely,



A stylized, handwritten signature in blue ink, appearing to read 'Segun Idowu'.

SEGUN IDOWU
Chief of Economic Opportunity
and Inclusion



A handwritten signature in blue ink, appearing to read 'A. Groffenberger'.

ASHLEY GROFFENBERGER
Chief Financial Officer

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SECTION 1

INTRODUCTION & EXECUTIVE SUMMARY

Key Results for FY25



INTRODUCTION

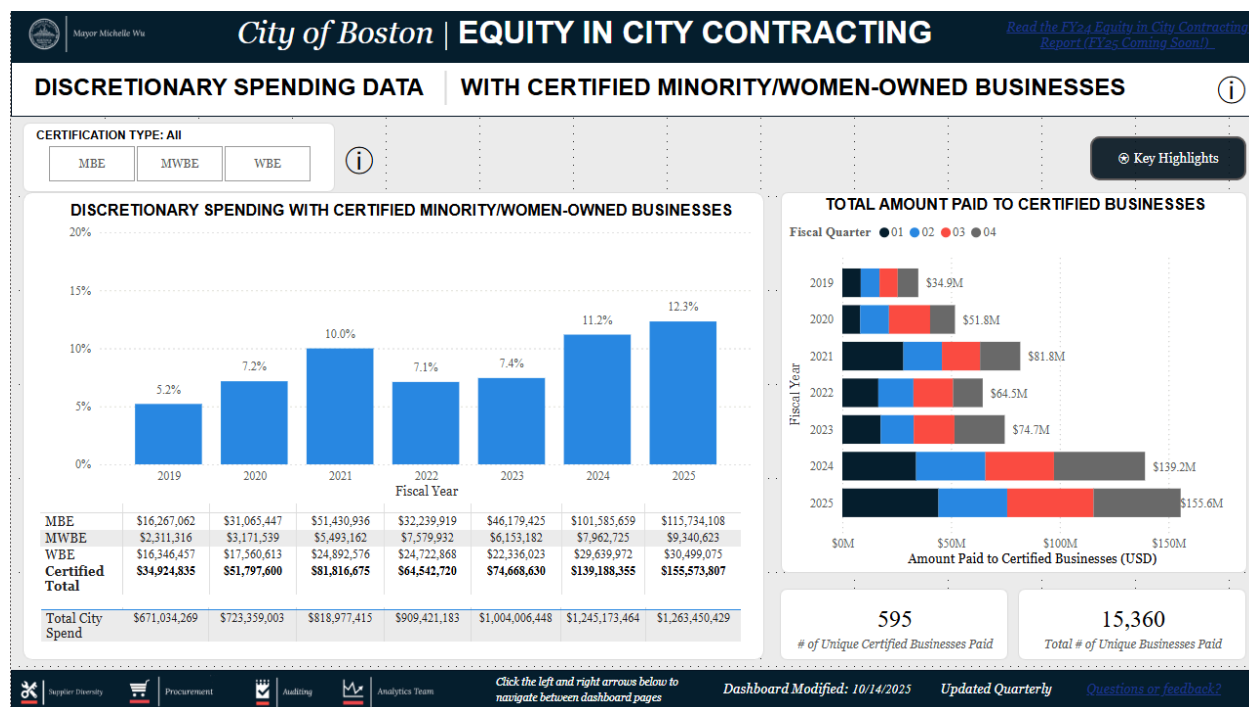
This annual report provides an update on the City of Boston's Equitable Procurement Initiative, led by the City's Department of Supplier Diversity ("DSD") and Procurement Department. Data-driven insights on the City's equitable procurement and supplier diversity programs, tools, and initiatives demonstrate how the City has supported certified minority- and women-owned businesses and has enabled greater access to contracting opportunities for local firms. These departments continue to support the citywide adoption of supplier diversity programs detailed in this report.

The deliberate choice to increase the participation of small, local, diverse firms into the public procurement process is an economic one. Beyond capital support, contracts give firms the opportunity to increase their capacity by hiring more local talent, provide better wages and benefits, and build a resume that allows them to pursue opportunities in the private sector. It also has the important effect of creating more competition in the marketplace, which can help to drive down costs to the City, and thus the taxpayer, over time.

EXECUTIVE SUMMARY

There are four main sections included in this report. **Section 1** discusses the City's Supplier Diversity Certification Program, providing a summary of the different types of certifications a business can apply for at the City of Boston. **Section 2** explains how procurement contracts are awarded and categorized for reporting purposes. **Sections 3 and 4** provide a transparent overview of the City's progress towards meeting its supplier diversity goals as well as the programs and initiatives supporting these efforts. The Contract Award and Spend Data in section three includes a comprehensive look at the City's award and spending activity, analyzing the total dollar value awarded (contract award) and the amount paid (spending) to suppliers and certified businesses. These increases—the most notable of which are between FY23 and FY25—followed the advocacy and implementation of new supplier diversity initiatives, outlined in section four, under Mayor Michelle Wu. This year, the report also features stories of certified businesses that have worked or are currently contracted with the City. It also spotlights City departments excelling in utilizing equitable procurement practices and certified businesses. These stories and spotlights are real life reflections of the City's progress towards making City contracting more accessible and equitable.

EQUITY IN CITY CONTRACTING DASHBOARD



All the data provided in this report can be viewed in the public [Equity in City Contracting Dashboard](#). The dashboard reports on the information included in this report while allowing users to search, filter, and drill down to contract award and spending transactions at a higher level of granularity. The City is committed to providing accurate and transparent data on its progress and will continue to work on policies and programs that further the goal of making Boston an equitable and City for all business owners.

KEY RESULTS

For Fiscal Year (FY) 2025 (July 1, 2024 to June 30, 2025), the City of Boston broadly achieved the following results:

1

THE CITY SPENT MORE WITH CERTIFIED MINORITY- AND WOMEN- OWNED BUSINESSES:

For the first time, in FY25, spending with certified minority- and women-owned businesses (MBEs, MWBEs, and WBEs) reached \$155.6 million, or 12% of all City of Boston discretionary spending. Discretionary spending with M/WBEs increased by 12% from FY24, the last fiscal year, and 345% from FY19, when the City began collecting discretionary spend and contract award data.

2

DIVERSE BUSINESSES RECEIVED CONTRACTS THAT WERE WORTH MORE:

The City of Boston awarded a total of \$1.8 billion in contracts that began in FY25, of which \$232.5 million, or 13%, was awarded to certified minority- and women-owned businesses (MBEs, MWBEs, and WBEs). The relative percentage of total awards increased by 1% from FY24 to FY25; this represents a 159% increase from the \$89.7 million awarded in contracts in FY19.

3

THE CITY CONTINUED TO UTILIZE THE INCLUSIVE QUOTE CONTRACTS (IQC):

Initiated by Mayor Wu's home rule petition in 2022, the IQC procurement method - soliciting at least three quotes from certified diverse businesses - now allows City officials to use the written quote process to procure higher values of supplies and services up to \$250,000 when purchasing from certified small, local, disadvantaged businesses. The City has awarded 54 total IQC's, 28 of which were awarded in FY25, a 47% increase from the 19 contracts awarded in FY24.

4

FY25 SAW A MEASURABLE INCREASE IN THE NUMBER OF CERTIFIED BUSINESSES:

DSD certified 207 new unique businesses. In FY25, there were 1,037 businesses with active certifications in the Certified Business Directory, a 23% increase from the previous fiscal year.

5

THE CITY GRANTED CAPACITY-BUILDING SUPPORT FOR CERTIFIED BUSINESSES:

In 2025, the Department of Supplier Diversity selected 27 businesses to participate in the Supplying Capital and Leveraging Education (SCALE) program. Grantees selected will receive up to \$200,000 in grant funding and six months of industry-specific technical assistance. Through SCALE, the City is increasing the capacity of Boston's small and diverse business ecosystem and preparing businesses to bid on, and win, government contracts.



SECTION 2

SUPPLIER DIVERSITY CERTIFICATION

Business Certification Program Updates and Achievements



SUPPLIER DIVERSITY CERTIFICATION

A Message from the Certification Manager

To the Boston Community,

Boston is a home for everyone. Residents have come from many different places and have built some very strong communities. It is important that the residents of all these communities are reflected in the list of businesses that work with the City.

Being able to identify small, diverse and local businesses for city contracts starts with certification. Once a business becomes certified and is listed in the City's Certified Business Directory, not only do City departments and staff have access to them, but private organizations and companies that are committed to contracting with diverse businesses have access to them, thus broadening the opportunities for growth.

With new equitable procurement policies and procedures, we are able to engage with and encourage more small and diverse certified businesses to bid on City contracts. Certification, coupled with these new policies and procedures, not only helps businesses grow, but also strengthens Boston's communities.



Stacey Williams
Certification Manager
Department of Supplier Diversity

CERTIFIED BUSINESS SPOTLIGHT

Certification as a Catalyst for Growth: David & Associates LLC

After more than a decade in corporate finance, Christina David pursued her passion and launched her own company **David & Associates LLC in 2023**. The goal of David & Associates is to empower small businesses and nonprofits with financial bookkeeping, grant writing, and strategic advisory services.

David quickly discovered the power of being certified with the City of Boston. Having never worked with the City before, in FY25, the Office of Small Business identified David & Associates through a simple search of the **City's Certified Business Directory** and invited David to respond to an upcoming **Accounting Technical Assistance Inclusive Quote Contract (IQC)**. Through the Certified Business Directory, her firm gained visibility to City buyers and secured David & Associates' first major municipal contract.

Winning the Technical Assistance contract was transformative. The work not only provided stability and visibility, but also created capacity for Christina to hire and train new staff, refine her internal systems, and expand her impact.

*"Receiving a contract with the City has been a tremendous support to my business," says **David**. "It validated the work we are doing and affirmed that our services are meeting real needs."*

Since being awarded, David & Associates has helped 28 entrepreneurs strengthen financial literacy, access funding, and make strategic decisions for growth—demonstrating how certification, City support services, and partnerships can spark long-term success for certified businesses. Christina has the following message for Boston's small businesses:



"I'd also encourage business owners to lean into resources the City and community partners provide. There are workshops, technical assistance, and peer networks that can help you succeed—you don't have to do it alone. The more we show up, share our skills, and support one another, the stronger Boston's small business ecosystem becomes."

Christina David,
Founder & CEO of David & Associates, LLC

I. CERTIFICATION TYPES AND PROCEDURES

The Department of Supplier Diversity (“DSD”) is responsible for processing certification applications and maintaining the [City’s Directory of Certified Businesses](#). Figures 1-1 to 1-3 provide an overview of the different certification types offered and recognized, as well as the eligibility criteria a business must meet to qualify for each certification.

Figure 1-1.
Ownership-based certification types*

Certification Type**	Criteria
Minority Business Enterprise (MBE)	51% or more is owned by a person of color
Woman Business Enterprise (WBE)	51% or more is owned by a woman
Minority and Woman Business Enterprise (MWBE)	51% or more is owned by a woman of color

**Businesses applying for ownership-based certifications are evaluated based on the process and procedures outlined in the City’s Supplier Diversity Program Certification Regulations.*

***Throughout the report, this group of certifications are referred collectively as Minority- and-Women-Owned Businesses or by the shorthand M/WBE.*

The 2020 Disparity Study found that Minority- and Women-owned Businesses (M/WBEs) were underrepresented in the City of Boston’s contract awards and spending relative to their availability. Because these two groups were found to be underutilized, the City monitors and focuses our reporting on contracts awarded to and spending with M/WBE businesses as a means of assessing our progress towards equity in procurement.

Figure 1-2.
Size- and location-based certification types*

Certification Type	Criteria
Small Business Enterprise (SBE)	The Small Business Administration (SBA) assigns a size standard to each NAICS code (type of economic activity). The City of Boston uses a size standard that is 75% of the SBA average gross receipts of sales standard and also fewer than 20 employees.
Small Local Business Enterprise (SLBE)	An SBE that is located in Boston.

*Businesses applying for S/LBE certifications are evaluated based on a 2003 Executive Order on Small and Local Business Development signed by then-Mayor Thomas M. Menino.

Figure 1-3.
Other certification types*

Certification Type	Criteria
Veteran-Owned Small Business Enterprise (VOSB)	A small business owned by a veteran of the American armed forces.
Service Disabled Veteran Owned Business Enterprise (SDVOBE)	A small business owned by a veteran with a disability incurred or aggravated in line of duty in the active military, naval, or air service.

*The City of Boston does not directly certify businesses as Veteran-Owned Small Business Enterprise (VOSB) or Service Veteran Owned Business Enterprise (SDVOBE). However, DSD actively conducts outreach and recognizes businesses that have been certified under those designations by the U.S. Small Business Administration or the U.S. Department of Veterans Affairs. These businesses are included in the Certified Business Directory.

II. BUSINESS CERTIFICATION

In FY25, 1,037¹ unique businesses held active certifications with the City of Boston. Over the fiscal year the City certified 207 new unique businesses across the various certification types. It is important to note that when added, the number of active certifications in a given fiscal year in each certification category above (i.e. MWBE, SLBE, VBE, etc.) may not be equivalent to the count of total active certified businesses for that fiscal year. This is because businesses may apply for multiple types of certification across both ownership and size/location-based categories. For example, a business can be both an MBE and an SBE. The total and new SBE and SLBE certifications in Figures 1-4 and 1-5 count businesses only certified as either SBE or SLBE - it does not count businesses that have multiple certification designations. The actual total number of SBEs and SLBEs in the directory at any given time is higher than the number of SBE-only and SLBE-only totals. In FY25, there were 68 certified SBEs and 98 certified SLBEs in the directory.

Figure 1-4.

Total Active Certified Businesses by Fiscal Year and Type

Fiscal Year	MBE	MWBE	WBE	SBE-only	SLBE-only	VBE	TOTAL
2021	155	76	157	9	15	10	412
2022	230	145	191	11	22	14	599
2023	325	230	219	9	25	16	808
2024	351	264	242	14	29	16	916
2025²	402	314	261	22	42	19	1,037

¹ This number fluctuates daily. Please refer to the Certified Business Directory dashboard for live updates.

² For FY25, a new method was used to calculate the total active certifications per fiscal year. Certification records were reviewed to determine which businesses were certified at any point during the fiscal year. A certification is considered “active” if certification was valid at some point in the given fiscal year. This methodology will be used going forward in future reports. FY21-FY24 values are consistent with methodology used in previous reports.

Figure 1-5.
New Certifications by Fiscal Year and Type³

Fiscal ⁴ Year	MBE	MWBE	WBE	SBE- only	SLBE- only	VBE	TOTAL
2021	44	31	47	1	2	0	125
2022	73	67	34	2	7	2	183
2023	80	71	24	2	4	0	181
2024	79	60	54	5	8	0	209
2025	79	69	43	8	10	5	207

III. CERTIFIED BUSINESS DIRECTORY CHARACTERISTICS

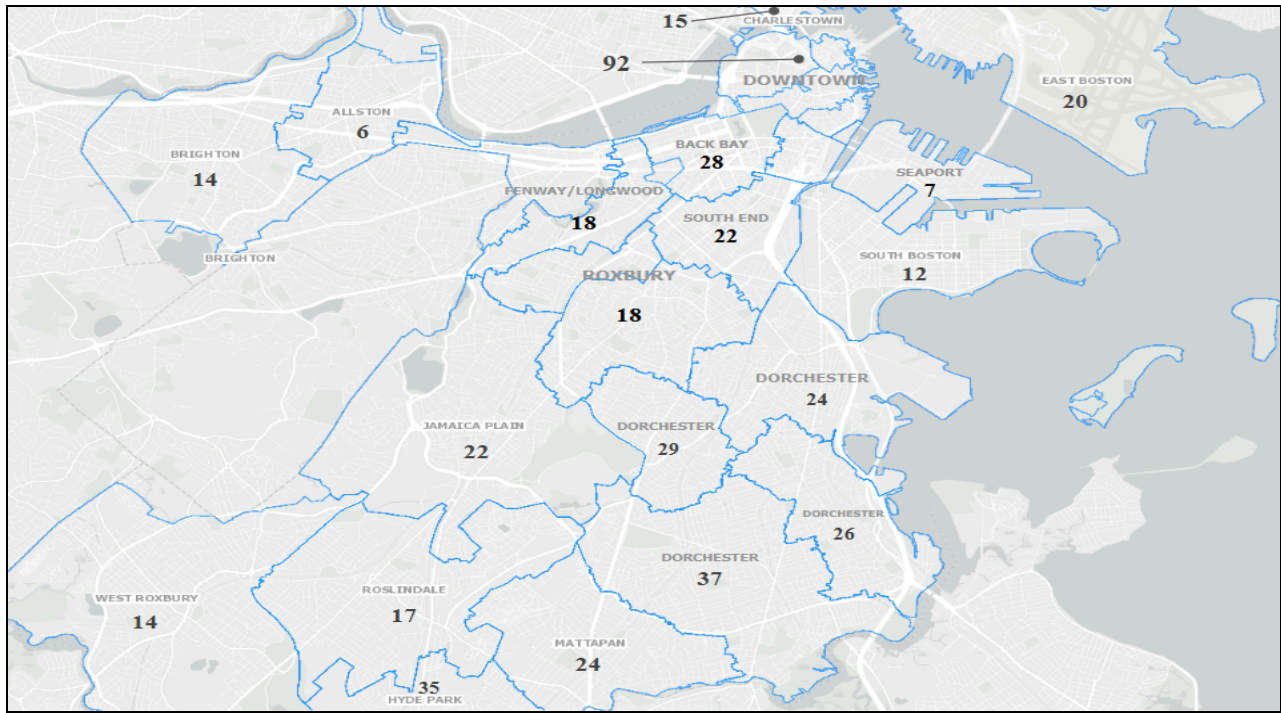
The Certified Business Directory reflects the unique and robust nature of Boston’s small and diverse businesses. Boston is home to many businesses of different trades and talents. Figure 1-6 details a map of Boston’s neighborhood boundaries and the number of certified businesses located in Boston-proper.⁵ Of the 1,037 actively certified businesses in the Directory in FY25, 480 businesses (46%) are located within the Boston neighborhood boundaries. The neighborhoods with the largest number of certified businesses are Dorchester (116 businesses) and Downtown (92 businesses).

³ These values reflect new businesses that became certified for the first time. They do not include newly re-certified businesses that elected to renew certification before expiration.

⁴ The FY24 report included this new certification table with incorrect values. The values have been updated and corrected in this version.

⁵ This map does not include all businesses in the Certified Business Directory. There are many certified businesses located outside of the City of Boston that are not featured on this map.

Figure 1-6.
Certified Businesses by Boston Neighborhood



The City has certified a wide range of businesses in the Boston area and beyond with different trades and specialties. Figure 1-7 details the top ten industries, identified by NAICS codes, that comprised the certified business directory in FY25.⁶ This table is limited to the ten industries with the highest number of certified businesses, yet there are many more industries that can be found in the [directory](#). City departments and contracting staff actively use the directory to identify certified businesses for a contract and work to invite or alert ready, willing, and able certified businesses of contracting opportunities.

⁶ Certified businesses may choose multiple NAICS codes as industry identifiers when they certify their business. Thus, some businesses may overlap in the table with multiple industries.

Figure 1-7.

Number of City of Boston Certified Businesses by Industry

Industry	Number of City-Certified Businesses
541611 - Administrative Management and General Management Consulting Services	144
561720 - Janitorial Services	111
541613 - Marketing Consulting Services	104
541618 - Other Management Consulting Services	102
238320 - Painting and Wall Covering Contractors	101
541310 - Architectural Services	87
541330 - Engineering Services	76
611710 - Educational Support Services	69
236220 - Commercial and Institutional Building Construction	69
611430 - Professional and Management Development Training	66



DEPARTMENT SPOTLIGHT: ARTS & CULTURE



When Diverse Businesses Thrive, Boston's Culture Thrives

The Mayor's Office of Arts & Culture ("MOAC") has significantly expanded its work with certified businesses in FY25, awarding nearly **\$950,000 to certified vendors—a 265% increase from their FY24 awards**. This growth reflects both the department's mission to ensure Boston's cultural investments mirror the diversity of its people and businesses, and its strategic use of procurement tools like the **Certified Business Directory** and **Inclusive Quote Contract (IQC)**.

By integrating certified vendors into everything from event support and catering to consulting to public art projects, MOAC has ensured that artists, cultural workers, and small businesses alike benefit from city opportunities.

"[Supplier diversity] aligns very strongly with the mission and purpose of Arts and Culture in general—to be as equitable in procurement as possible, especially in a diverse city like Boston," shared **Kenny Mascary, Interim Chief of MOAC**.

MOAC's approach to equitable procurement has already yielded visible results: contracts have supported local vendors for Boston community projects, connected certified artists and consultants to citywide initiatives, and strengthened partnerships with businesses rooted in the communities where projects take place. The MOAC team relies on the certified business directory to identify and work with businesses that work in communities where a contract may have the most impact:

"We rely on the [Certified Business] directory to make sure we are reaching out to certified vendors. It makes the process more sustainable and ensures the contractors we work with are reflective of the communities we serve." says Mascary.

For MOAC, the impact is twofold—supporting certified businesses while ensuring that public art, cultural programming, and community engagement are designed and delivered by those who truly reflect Boston's diversity.

"The more we use the tools that are provided to us for utilizing diverse businesses, the better our department is at our job."

IV. PARTNERSHIP

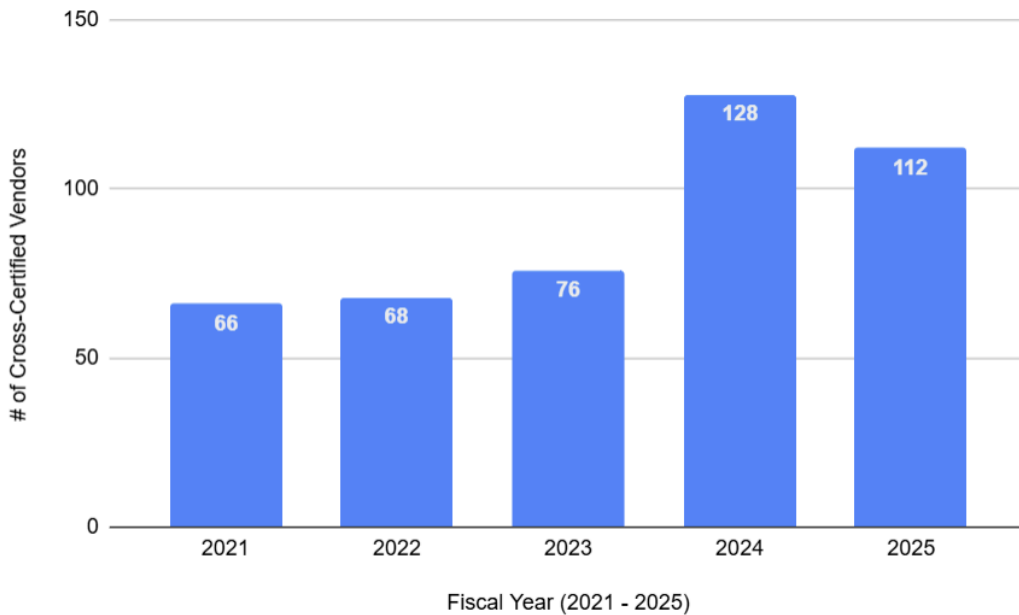
DSD has sought and entered into partnerships with other certification organizations in the Commonwealth in order to increase the number of businesses directly certified by the City. To date DSD has partnered with the following certification organizations:

- Commonwealth of Massachusetts Supplier Diversity Office (SDO)⁷
- City of Cambridge Community Development Department (CDD)
- Center for Women and Enterprise (CWE)

These partnerships allow the City and DSD to collaborate and work with other organizations while providing access to more small and diverse firms. The City's partnership with other certification agencies has helped to increase the total number of certified businesses in the Greater Boston Area and help businesses access and participate in even more contract opportunities, resulting in the growth of eligible firms in the certified business directory. Figure 1-8 illustrates the number of businesses that got certified with the City of Boston as a result of the City's partnership with the SDO. These businesses were originally certified by the SDO and took advantage of the streamlined certification process by applying for City-certification with their SDO certification letter. Since the SDO and DSD partnered in 2022, DSD has certified 385 new businesses and opened the doors for even more vendors to access City contracts.

⁷ The agreement between DSD and SDO only applies to businesses certified as M/WBEs and to the overlapping categories certified by both entities.

Figure 1-8
Number of New SDO/City of Boston Cross-Certified Businesses



The partnership through the “Boston-Cambridge Certification Compact,” which ensures that Boston and Cambridge will work together to engage businesses in each municipality in certification and contracting opportunities, has yielded results beyond business certification.



Mayor Wu signs the “Boston-Cambridge Certification Compact” in a November 2024 Eagle Room ceremony

Following the lead of Boston’s Inclusive Quote Contract (IQC)

Home Rule Petition, which was approved by the Massachusetts State Legislature in 2022, Cambridge has also recently filed a similar petition to add the IQC to their methods of procurement. While the petition is still in process, it is a positive step forward towards increasing public contracting access and opportunities for diverse businesses within the Greater-Boston area, as well as cross-city collaboration.



How City Contracts Grow Capacity

The Property Management Department (“PMD”) is responsible for the management and maintenance of all City-owned and operated facilities. The department has emerged as a leader in advancing supplier diversity across the City, awarding more than **\$27 million to certified businesses since 2019, and \$4.9 million in FY25 alone**. By intentionally incorporating equitable procurement practices into its everyday operations, PMD has expanded opportunities for certified businesses to take on critical City projects.

“Our approach has been to not only rely on [past vendors], but also to actively use the certified business directory to identify new and emerging businesses...There are so many companies listed that we might not have otherwise found,” said **Sheila McCarthy, PMD’s Contracts Manager**.

PMD staff emphasize that equitable procurement tools and processes the City offers have allowed them to connect with vendors they might not have discovered in the past. By pairing these tools with proactive outreach and support, the department has expanded its vendor base and given emerging businesses opportunities for growth and capacity building:

“Even if a company can’t yet take on our largest contracts, we find ways to bring them in—whether that’s through smaller contracts, subcontracting opportunities, or future projects... We want to give certified businesses the chance to grow.”

SECTION 3

PROCUREMENT CONTRACTS

City of Boston Procurement Policies & Procedures



PROCUREMENT CONTRACTS

Procurement contracts⁸ are an important tool for building the capacity, reputation, and experience of local, small businesses. Awarding contracts to Boston’s small businesses can support their financial growth and ability to grow large enough to hire more residents, pay family-sustaining wages, provide meaningful benefits, and stabilize our neighborhoods. In addition, the participation of more new businesses in the City’s bidding processes signals a healthy procurement system—increasing competition and reducing costs.

To award these procurement opportunities to businesses and other suppliers, the City solicits and issues contracts in accordance with Massachusetts Public Procurement Laws.⁹ Depending on the applicable laws governing the procurement, City departments use distinct solicitations (quotes, bids, or proposals) and award methods to establish a procurement contract. Figure 2-1 includes further information for the procurement contract types included in this report.

Figure 2-1.
Procurement Contract Category Definitions

Procurement Contract Category	Definition
Competitive Procurement Contract	A City contract is awarded after a competitive evaluation of quotes, bids, or proposals . The City can either publicly invite suppliers or selectively invite several suppliers to submit a response.
Limited Competition Procurement Contract	A City contract for an item or service that is not subject to all of the requirements outlined in Mass Public Procurement laws. This includes exempt, sole source, and emergency procurements.

Contracts that follow competitive processes are designed to help the City obtain the highest value based on price and/or quality. Figure 2-2 notes that the vast

⁸ For the purposes of reporting on the City’s award and spending, the definition of “procurement contracts” is any agreement(s) between the City of Boston and a supplier to acquire supplies or services of over \$10,000, which follow a competitive or limited competition procurement process. Procurement contracts do not include grants with non-profits, government-to-government agreements, loans, health insurance, and revenue contracts.

⁹ Public Procurement in Massachusetts is subject to various statutes, including MGL Ch. 30B, Ch. 149, Ch. 30§39M, and Ch. 7C.

majority of procurement contracts from FY19 to FY25 follow a competitive process, with 84% of the City's contracts falling in this category.

State procurement laws outline and establish clear use cases and exemptions for when municipalities can utilize procurement methods that are not subject to all of the same requirements as competitive procurements. In these circumstances, the City uses sole source, emergency, or exempt procurements to enter into contracts where vendor availability and competition is limited. From FY19 to FY25, 16% of the City's contracts fell within the limited competition category.

Figure 2-2.

Procurement Contract Award Counts From FY19 - FY25 by Category Type

Procurement Contract Awards by Category Type (FY19 - FY25)

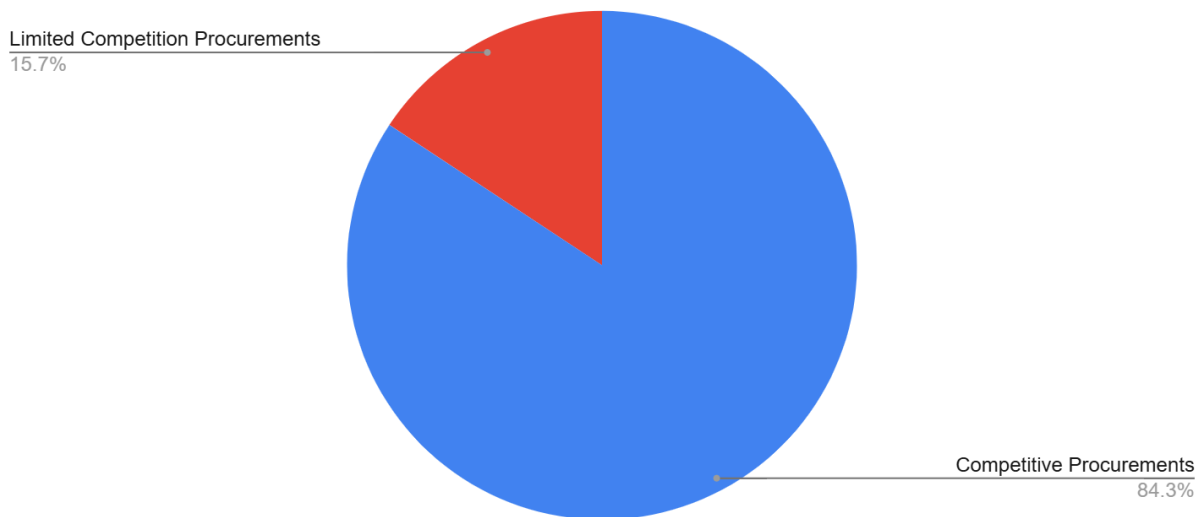
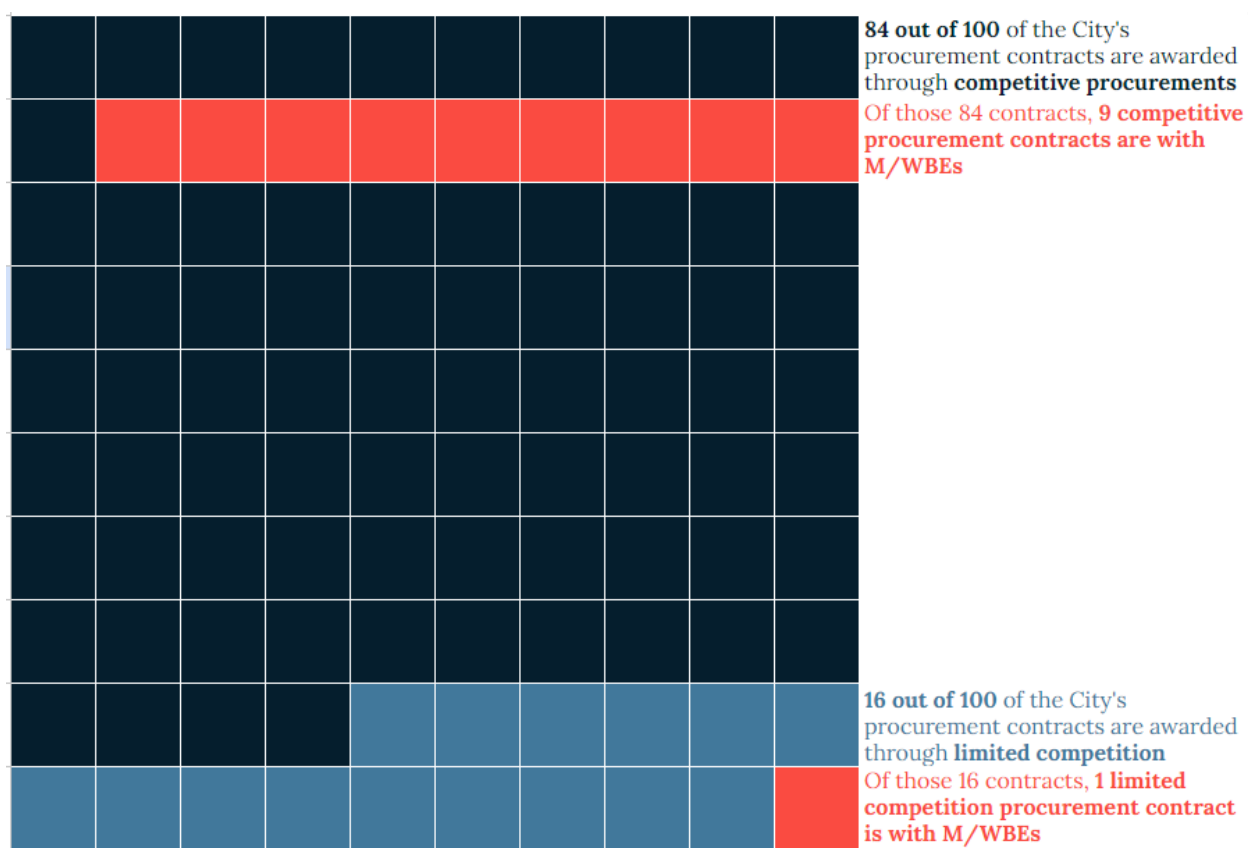


Figure 2-3 demonstrates that procurements that follow a competitive evaluation of quotes, bids, or proposals comprise the vast majority of the City's work with certified businesses, and where certified businesses have the most opportunity and latitude to work with the City.

Figure 2-3.
Procurement Contract Relative Count From FY19 - FY25

For every 100 procurement contracts...



1 square = 1 contract out of 100

CERTIFIED BUSINESS SPOTLIGHT

How City Contracts Lead To Community Impact: A&M Home Services

When lifelong neighbors **Adam Nurse** and **Michael Williams** walked across their graduation stage at 18, they didn't just dream of success, they planted the seeds for it right in their own backyard. Determined to invest in their community's future, the duo launched **A&M Home Services**, transforming their shared vision into a thriving **certified MBE and SLBE**. What started as two young men with lawn mowers and determination has blossomed into one of the city's most trusted landscaping and maintenance companies —proving that the best businesses grow from the ground up. A&M's impact can be seen in green spaces across Boston. The company maintains **several Boston parks, including Millennium Park, Malcolm X Park, Harris Park, Highland Park, Dudley Commons, and Smith Field**. But for Adam and Michael, the work goes beyond mowing lawns and clearing pathways.



A&M Home Services Team

"We're not just maintaining parks — we're investing back into our community and keeping Roxbury beautiful for everyone," says co-founder, Adam Nurse.

A&M'S commitment to the community is visible beyond City park maintenance. **Eighty percent of its workforce are Roxbury residents**, providing income to neighbors and creating career opportunities. City contracts have been the backbone of A&M's growth. Since receiving their first contract in 2017, the company has had the opportunity to work with multiple City departments. In FY25 alone, they were awarded \$1.7 million in City contracts.

"95% of our revenue is from the contracts we've obtained through the different city departments," says Nurse.

A&M Home Services demonstrates the impact of City contracting and what it looks like when small, certified businesses thrive when there is an opportunity to partner with the City of Boston.

"Our success is proof that when Boston invests in small businesses, it invests in communities too. "Every job we create, every park we care for, every contract we fulfill—it all comes back to Roxbury."

SECTION 4

OVERVIEW OF CONTRACT AWARD AND SPEND DATA

City Spending & Contract Awards with Certified Business



OVERVIEW OF CONTRACT AWARD AND SPEND DATA

This section provides an overview of the data related to all procurement contract awards (competitive and limited) and discretionary spending with certified minority- and women-owned businesses (“M/WBEs”) as compared to awards and spending with non-certified businesses.¹⁰ Contract awards are the total dollar value of a contract that a given supplier has been selected for (awarded). The supplier can be paid **up to** that amount over the life of the contract, so award value can be an early indicator of future spending. The spend data looks at the total payments made to a supplier for contracted work.

Four important notes about this data are:

1. **These numbers do not reflect the total amount of contracts awarded to all minority- and women-owned businesses**, as many of these types of businesses may have been awarded a contract with the City but are not certified.¹¹ The data in this report only incorporates businesses certified with the City's Department of Supplier Diversity (“DSD”) and/or the Commonwealth's Supplier Diversity Office (“SDO”).
2. **Subcontracts¹² may also contribute to total awards and spending with certified businesses, but are not included in this data.** The data disclosed in this report only captures awards and spending through the City's prime contracts.
3. At this time, **the report does not contain detailed information on race/ethnicity**, i.e. if a business is Black-owned or Asian-owned. In March 2025, DSD signed a data-sharing agreement with SDO. As part of the agreement, the City and State will exchange race and ethnicity information

¹⁰ The certified businesses this report tracks are in the categories of Minority Business Enterprise (MBE), Minority- and Woman-owned Business Enterprise (MWBE), and Woman Business Enterprise (WBE). “M/WBE” covers all three designations.

¹¹ Through the supplier registration process, businesses have the option to indicate whether they believe they are eligible for Supplier Diversity Certification. DSD conducts outreach to these businesses to encourage them to get certified.

¹² Subcontracts are formed when a prime contractor, who has been awarded a contract by the City, hires a business to complete a portion of the work required by that contract. Indirect spending with diverse businesses occurs when the prime contractor hires a certified business (MBE, MWBE, or WBE) to perform work on a City-awarded contract. For example, the City may award Firm A, which is not certified, a \$100,000 contract to produce a research report. Firm A may then hire Firm B, an MBE, to produce the design of that report. Our data only reflects the original \$100,000 contract awarded to Firm A, and will not capture that a certified vendor also worked on the project.

for certified Minority-Owned Businesses (MBEs). The City looks forward to adding this information to future reports.

4. **Spending and contracting data will exhibit minor degrees of fluctuation from year to year** due to contract amendments and data reconciliation. Therefore, the contract award and discretionary spending reported for previous fiscal years may vary slightly from past “Equity in City Contracting” reports. The City has included updates to data in prior fiscal years here to provide the most accurate picture of awards/payments, including any corrections.

I. CONTRACT AWARD VALUES WITH CERTIFIED MINORITY- AND WOMEN-OWNED BUSINESSES

In FY25, procurement contracts awarded to certified minority- and women-owned businesses (M/WBEs) **totaled \$232.5 million dollars** or thirteen (13%) percent of all contract award values in this time period. Over the last three fiscal years, the City has awarded over \$628 million in contracts to certified M/WBEs.

Figure 3-1.

Award Value And Contracts Across M/WBE (MBEs, MWBEs, & WBEs) Certification Types.¹³

Fiscal Year	Certified Contract Award Value	Percentage of All Award Value	Number of Certified Contracts	Percentage of All Contracts
2019	\$89.7 million	9%	119	7%
2020	\$67.3 million	6%	108	7%
2021	\$81.6 million	9%	125	9%
2022	\$84.9 million	6%	151	9%
2023	\$160.1 million	14%	181	9%
2024	\$236.1 million	12%	226	12%
2025	\$232.5 million	13%	230	12%

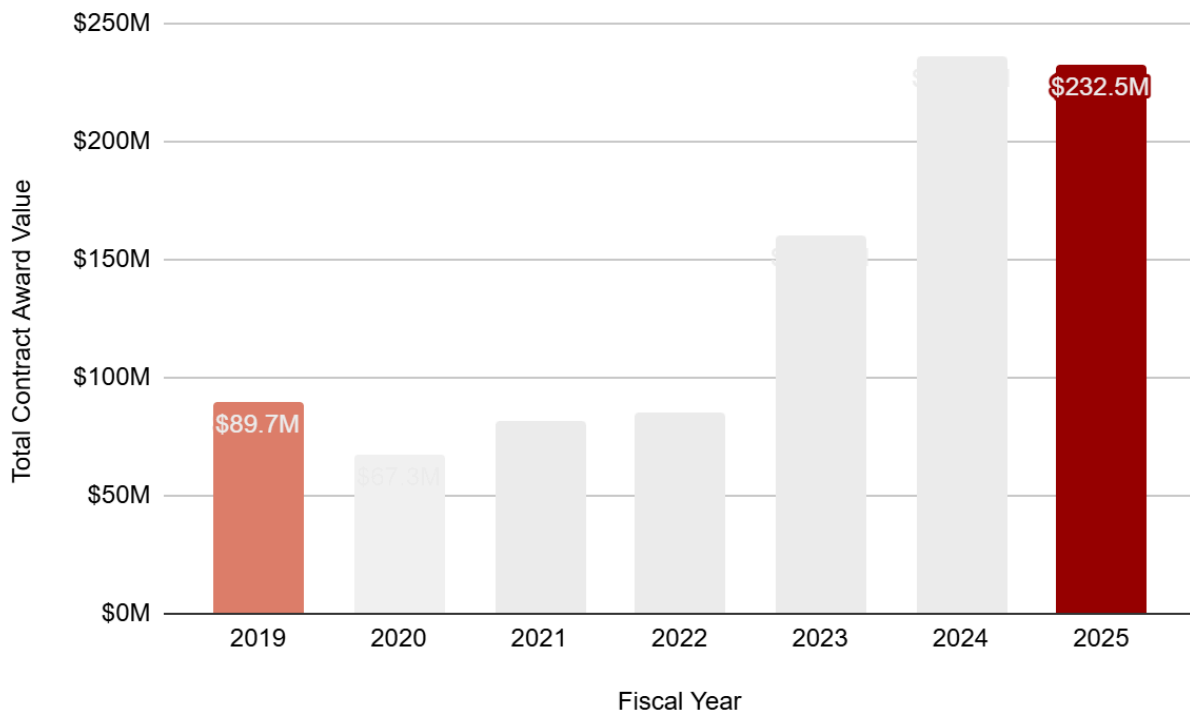
¹³ Percentages in this figure are rounded to the nearest whole number.

Figure 3-2 represents the award value for procurement contracts awarded to certified M/WBEs from FY19 to FY25. As stated in an earlier section of this report, award values represent the total dollar value of a contract that a given business is awarded. That means that the business could be paid up to that amount over the life of the contract. Figure 3-2 shows a **159% increase in the total contract award value to M/WBEs from FY19 to FY25.**

"The fact that we're doing this work with so many small, local women- and minority-owned businesses is a testament not just to us, but to the Procurement team for making these contracts accessible and to the businesses who are taking the time to apply and do the work."

Emily Patrick, Business Manager
Office of Small Business Neighborhood

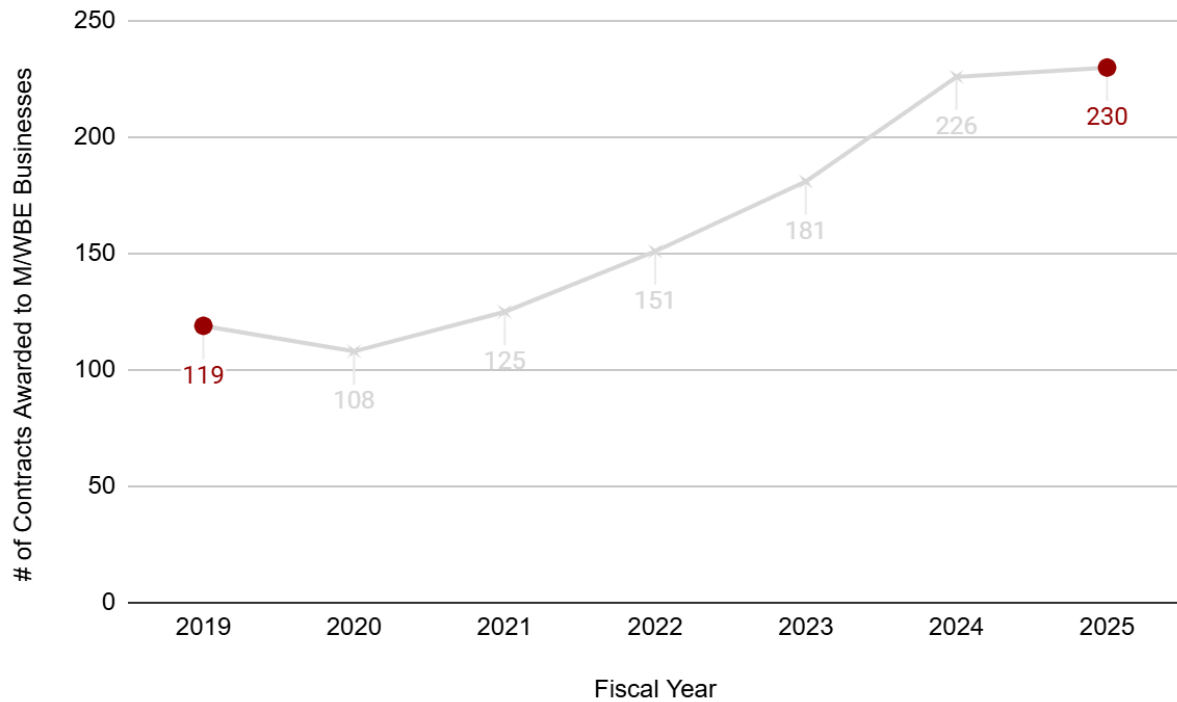
Figure 3-2.
Dollar Value of Contract Awards Across M/WBE (MBEs, MWBEs, & WBEs)
Certification Types



This increase in the value of awards to certified businesses is associated with both the increased number of contracts awarded to certified M/WBEs in this time period, as well as to their greater award value. Figure 3-3 shows that the number of

awards to these businesses totaled 230, a **93% increase from the number of contracts awarded in FY19.**

Figure 3-3.
Number Of Contracts Awarded Across M/WBE (MBEs, MWBEs, & WBEs) Certification Types





DEPARTMENT SPOTLIGHT: STREETS CABINET



City Leaders In Contract Awards To Certified Businesses

The City's **Streets Cabinet** ensures that Boston provides safe, clean, vibrant, and equitable streets. The Cabinet's Public Works Department and Boston Transportation Department have been leaders in advancing the City's efforts to integrate equity through procurement and working with certified businesses. Since 2019, Streets has awarded more than **\$89 million in contracts to certified vendors, including over \$22 million awarded in FY25 alone**. The Streets team relies on the City's certified business directory to identify potential vendors for all procurements and has built strong relationships with local, diverse vendors across its operational and capital projects.

"Using the certified business directory has made it possible to find vendors we wouldn't have known about otherwise. It expands the pool and makes sure our procurement reflects Boston's diversity." said **Omar Khoshafa the Director of Finance and Budget for the Streets Cabinet**.

The department has successfully used **Inclusive Quote Contracts (IQCs)** for contracts like **Open Newbury Street Planning** and **Meter Modernization Community Engagement** projects, creating faster and more accessible pathways for small businesses to work on various opportunities with the City. Another standout example of Streets work with certified vendors is the **City's residential curbside mattress program**. To launch this brand new service, the Streets cabinet awarded \$3 million multi-year contracts to certified firms **Casablanca Services, Inc.** (MBE) and **NEMA** (MBE and SBE). Through the program, contracts with certified vendors like Casablanca and NEMA created new opportunities for certified businesses while addressing a critical public service need.

By embedding equity into both project delivery and community engagement, Streets ensures that investments in safe, clean and equitable streets also strengthen Boston's diverse business community. Khoshafa emphasized the Cabinet staff's commitment to community engagement and equity in procurement:

"From something as small as catering for a community meeting to our largest contracts, our project managers are encouraged to identify and engage local diverse businesses."

II. DISCRETIONARY SPEND WITH CERTIFIED MINORITY- AND WOMEN-OWNED BUSINESSES

In FY25, the City paid certified minority- and women-owned businesses (M/WBEs) **a total of \$155.6 million or 12% of its overall spending**. These payments were for contracted work awarded via contracts in FY25 or previous fiscal years. Figure 3-4 shows the total dollar value of discretionary spending with certified M/WBEs as compared to the share of overall discretionary spending those values represent, expressed as a percentage.

Figure 3-4.

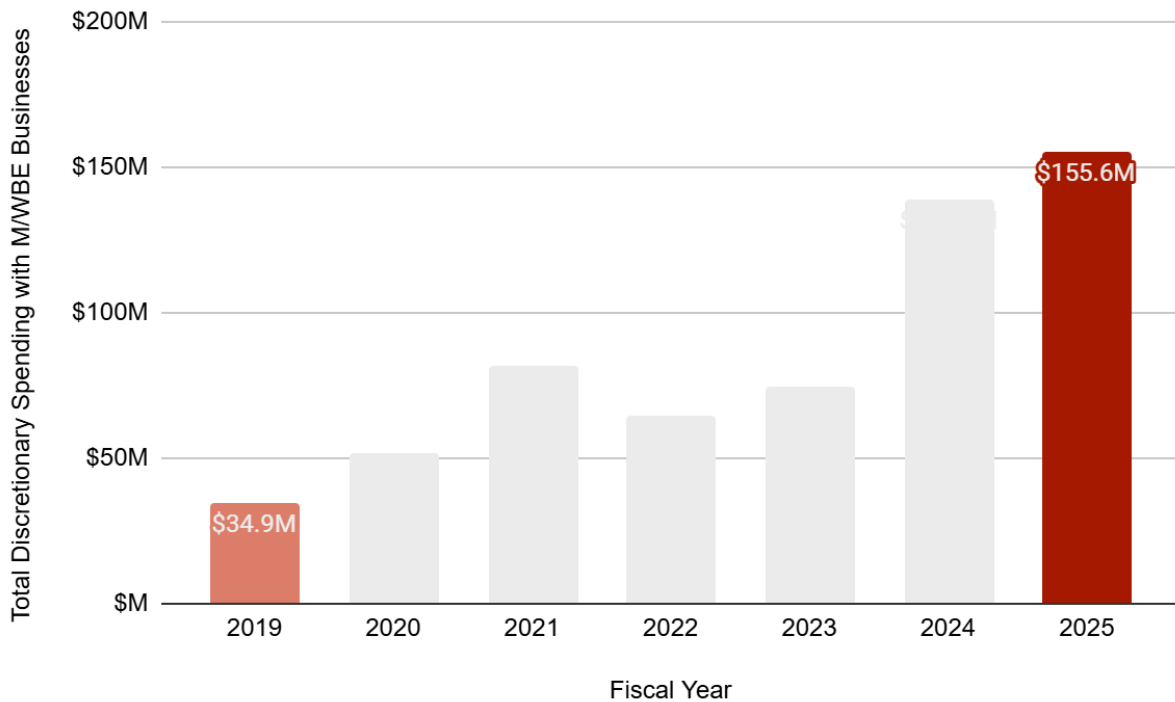
Discretionary Spending Across M/WBE (MBEs, MWBEs, & WBEs) Certification Types¹⁴

Fiscal Year	Discretionary Spend with MBEs, MWBEs, and WBEs	Total Discretionary Spending	Percentage of Discretionary Spending with MBEs, MWBEs, and WBEs
2019	\$34.9 million	\$671.0 million	5%
2020	\$51.8 million	\$723.4 million	7%
2021	\$81.8 million	\$819.0 million	10%
2022	\$64.5 million	\$909.4 million	7%
2023	\$74.6 million	\$1.0 billion	7%
2024	\$139.2 million	\$1.24 billion	11%
2025	\$155.6 million	\$1.26 billion	12%

¹⁴ Percentages in this figure are rounded to the nearest whole number.

Below, Figure 3-5 represents the dollar value of what the City paid to certified M/WBEs for FY19 through FY25 via contracts that were awarded in that or previous fiscal years. The FY25 total spend of \$155.6 million represents a **345% increase in total spending with minority- and women-owned businesses from FY19 to FY25.**

Figure 3-5.
Discretionary Spending With Certified M/WBEs (MBE, MWBEs, & WBEs)



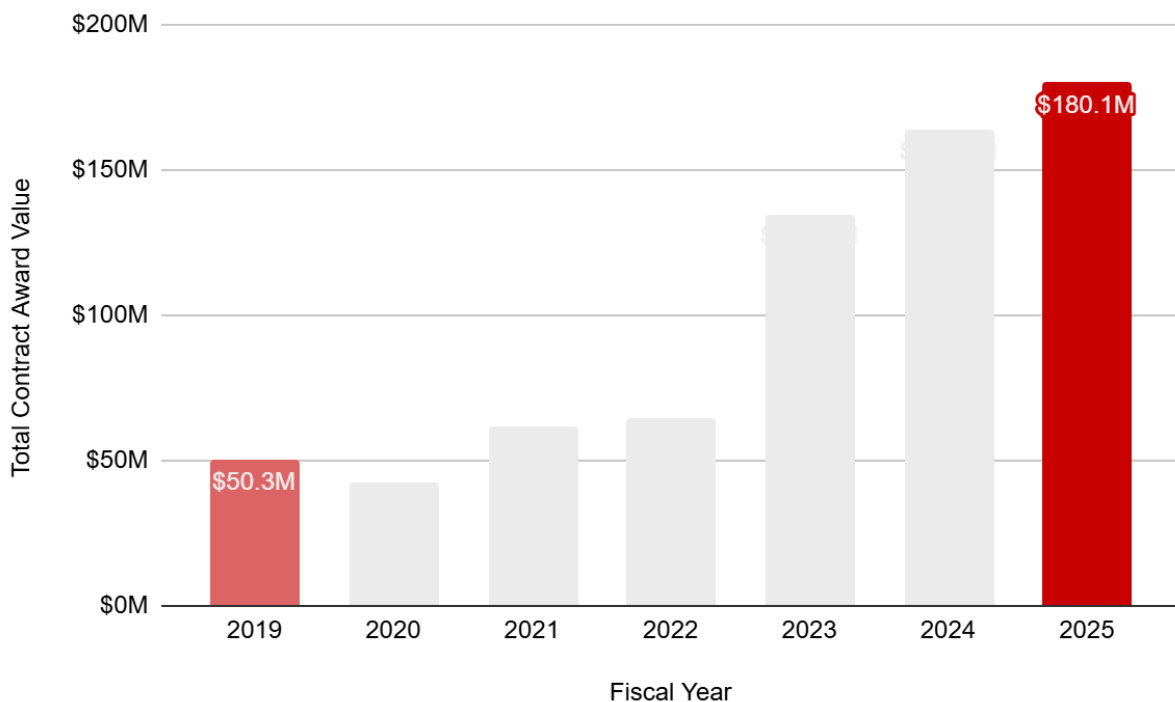
III. CONTRACT AWARD VALUES WITH CERTIFIED MINORITY-OWNED BUSINESSES

The most significant change continues to be in contract awards to certified minority-owned businesses (MBEs and MWBEs). As shown in Figure 3-6 below, **contract award values totaled \$180.1 million** in FY25, or 10% of all contract award values in this time period.

Figure 3-6.
Dollar Value of Contract Awards with Certified Minority Businesses (MBE, MWBE)

"Receiving a contract with the City provided my business with stability and visibility, opening the door to new relationships and partnerships that have strengthened our reputation."

**Christina David, Founder
David & Associates LLC (MWBE)**



Contracts with a high dollar award value to certified businesses in industries such as food services (City Fresh, \$25.5 million), public building construction (J&J Contractors, \$19.5 million and \$13 million), and information technology (PJ Systems d/b/a HIQ Computers, \$20 million and \$7 million) account partially for the continued increase in award value to certified minority-owned businesses.

Figure 3-7 below shows awards to certified minority-owned businesses by fiscal year, expressed as both a dollar value and as a share of the total value of all awards to all businesses. Likewise, the figure shows the number of individual contracts awarded to certified minority-owned businesses as well as the share of all contracts that value represents. As noted in Figure 3-7, the total contract award value increased from \$163.9 million in FY24 to \$180.1 million in FY25.

Figure 3-7.

Award Value And Amount Of Contracts Awarded To Certified Minority-Owned Businesses (MBE, MWBE)¹⁵

Fiscal Year	Certified Contract Award Value	Percentage of All Award Value	Number of Certified Contracts	Percentage of All Contracts
2019	\$50.3 million	5%	64	4%
2020	\$42.3 million	4%	52	4%
2021	\$61.4 million	6%	68	5%
2022	\$64.5 million	5%	65	4%
2023	\$134.9 million	12%	89	5%
2024	\$163.9 million	9%	116	6%
2025	\$180.1 million	10%	134	7%

¹⁵ Percentages in this figure are rounded to the nearest whole number.

IV. DISCRETIONARY SPEND WITH CERTIFIED MINORITY-OWNED BUSINESSES

Figure 3-8 shows spending with certified minority-owned businesses by fiscal year, expressed as both a dollar value and as a share of the total value of all spending with all businesses. Not all spending associated with those contracts mentioned above is reflected in discretionary spending as many will be paid out over the course of several years.

Figure 3-8.

Discretionary Spending With Certified Minority-Owned Businesses (MBE, MWBE)¹⁶

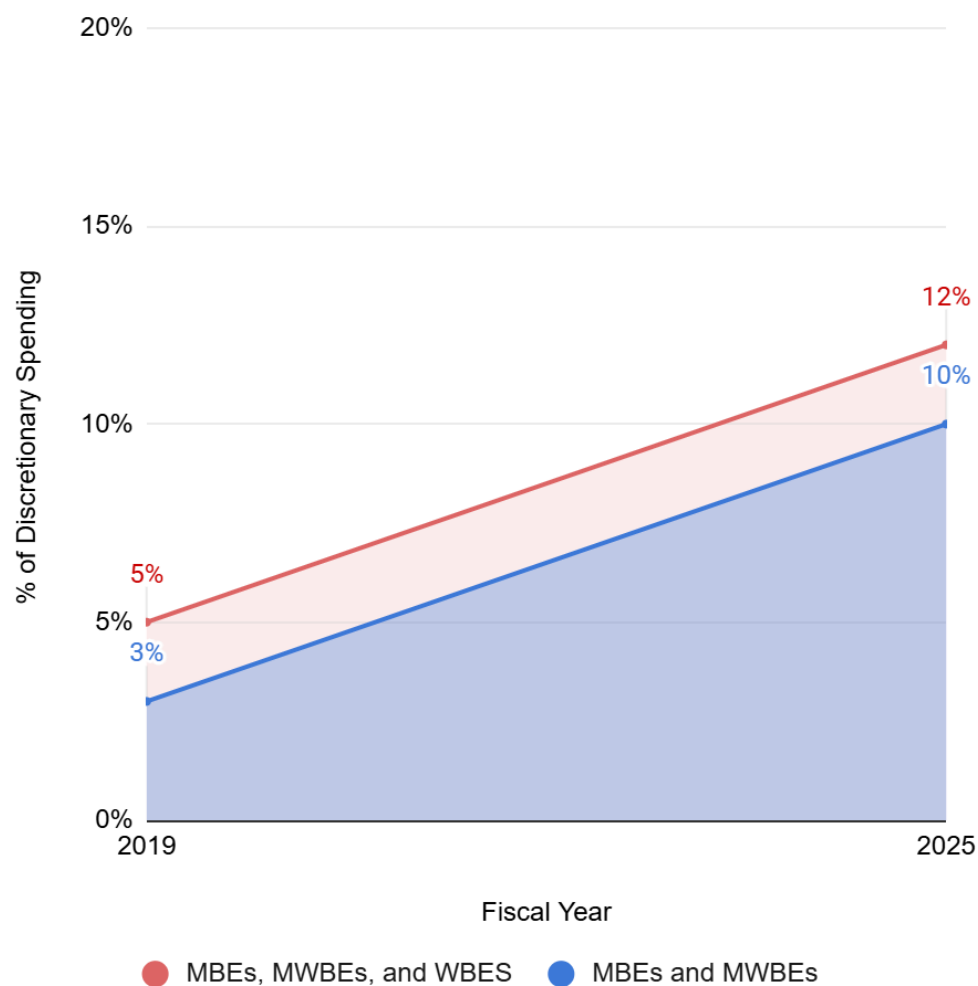
Fiscal Year	Discretionary Spend with MBEs and MWBEs	Total Discretionary Spending	Percentage of Discretionary Spending with MBEs and MWBEs
2019	\$18.5 million	\$671.0 million	3%
2020	\$34.2 million	\$723.4 million	5%
2021	\$56.9 million	\$819.0 million	7%
2022	\$39.8 million	\$909.4 million	4%
2023	\$52.3 million	\$1.0 billion	5%
2024	\$109.5 million	\$1.2 billion	9%
2025	\$125.0 million	\$1.3 billion	10%

¹⁶ Percentages in this figure are rounded to the nearest whole number.

Figure 3-9 shows the relative percentage of spending with MBEs, MWBEs, and WBEs from FY19 to FY25. It shows that the relative share of overall spending with MBEs, MWBEs, and WBEs **has more than doubled** from FY19 to FY25, and that the amount going to specifically minority-owned businesses (MBEs, MWBEs) has increased from **60% to 80% of our spending across the M/WBE category**.

Figure 3-9.

Percentage of Discretionary Spending to MBEs, MWBEs, and WBEs and to MBEs and MWBEs



DEPARTMENT SPOTLIGHT: PARKS & REC



Building Equity Through Boston Parks

The City of Boston's **Parks and Recreation Department** continues to lead in advancing equitable procurement, awarding over **\$25 million to certified businesses since 2019, including \$8.2 million awarded and \$3.3 million spent with certified businesses in FY25 alone**. By leveraging equitable procurement tools, the department has expanded access to landscaping, engineering, and construction opportunities for diverse and local vendors. Partnerships with businesses such as **A&M Home Services**, a Roxbury-based MBE, demonstrate how certified contractors can both deliver high-quality services and reinvest directly in Boston communities. As department staff note:

“Awarding contracts to small, local, and diverse businesses has had a ripple effect: strengthening the local economy, creating jobs, increasing competition, and reinforcing our commitment to equity and community impact.” said **Traci Lee, Director of Finance and Procurement, Parks and Recreation Department**

SECTION 5

SUPPLIER DIVERSITY PROGRAM UPDATE

Policies and Programs Advancing Equity in City Contracting



SUPPLIER DIVERSITY PROGRAM UPDATE

I. POLICY DEVELOPMENT AND IMPLEMENTATION

This section will detail the methods City agencies use to engage small, local and diverse businesses in order to help build the pipeline of qualified bidders. Much of the progress made by the City is the result of the work conducted by DSD and the Procurement Department in collaboration with other City departments. That work is outlined below.

INCLUSIVE QUOTE CONTRACTS

In 2022, Mayor Wu filed a home rule petition via the City Council entitled “A Petition for a Special Law Re: An Act Relative to 30B,” which in turn was sent to the Massachusetts State Legislature after unanimous passage by Council members. The bill was later approved by the Legislature in July 2022.

The new Inclusive Quote Contract (“IQC”) law raised the written quote contract threshold for purchases made by the City of Boston from

“The IQC has allowed us to work with vendors for larger projects that require quicker turnaround. It speeds up the contracting process so smaller vendors don’t have to put in as much administrative work as they would for an RFP. That’s been a big success for us.”

Omar Khoshafa, Director of Budget and Finance, Streets Cabinet

“The proliferation and standardization of the IQC as a procurement method has been very instrumental in us working with more diverse businesses. It’s faster [than an RFP or IFB], it’s simpler, and it allows us to reach more certified vendors.”

Kenny Mascary, Interim Chief, Mayor’s Office of Arts & Culture

\$50,000 to \$250,000 (the Massachusetts Small Purchase threshold) when the quotes are obtained from at least three certified diverse businesses.

Compared to the more formal Request for Proposals (RFP) or Invitation for Bids (IFB) processes, the written quote process is faster, simpler, and less costly for both small businesses and City staff. Certified firms avoid the heavy overhead of lengthy proposal preparation, while departments benefit from streamlined procurement that still centers efficiency, equity, competition, and

accountability.

Since June 1, 2023, the City has awarded **54 IQCs, 28 of which were awarded in FY25**. DSD and the Procurement Department continue to work with City departments to identify and award more IQC contracts following FY25. Figure 4-1 shows the FY25 contracts along with the awarded business, contract value, and contract description below.

Figure 4-1.
Inclusive Quote Contracts (IQCs) Awarded in FY25

Industry Category	Contract Description	Awarded Business	Certification Type	Contract Award Value
Professional services	Yoga Instructor	Shea Rose	MWBE, SLBE	\$79,958
Professional services	Budget Software Maintenance & Development	InnoFin Solutions LLC	WBE	\$64,000
Professional Services	Boundary Surveyor FY25-27	Brennan Consulting, Inc.	WBE	\$250,000
Professional Services	Yoga Instructor	Singer Dogum, Alison	WBE, SBE	\$43,500
Professional Services	Draft Action Plan to Expand Access to Cultural Institutions for Boston Children & Families	All Aces, Inc.	MWBE, SLBE	\$115,000
Professional Services	UnMonument Program Design Consultant	Boston Art Review	MBE	\$100,000
Professional Services	Un-Monument Program Engagement Consultant	Kumar, Payal	MWBE, SLBE	\$233,000
Professional Services	Public Art for Engine 17/L	Design Studio GH, LLC.	WBE	\$200,000
Professional	Food Industry Technical Assistance (TA)	Prepshift, Inc.	MWBE, SLBE	\$210,000

Services				
Professional Services	Business Plan Development - Small Business TA	Revby LLC	MBE, SLBE	\$144,000
Professional Services	Legal Guidance - Small Business TA	Daily General Counsel, PLLC	WBE	\$183,954
Professional Services	Architectural Renderings - Small Business TA	Studio Luz Architects, Ltd.	MWBE, SLBE	\$250,000
Professional Services	Digital Marketing - Small Business TA	WashTone Media, LLC	MWBE, SBE	\$180,000
Professional Services	Architectural Services TA	Design Build Boston Construction, LLC	MBE	\$50,000
Professional Services	Government Contracting TA	Province Consulting Group Inc	MWBE, SBE	\$192,544
Professional Services	Small Business TA	Depict Brands, Inc	MWBE	\$110,000
Professional Services	Accounting Small Business TA	David and Associates	MWBE, SBE	\$207,000
Professional Services	Vulnerable Populations TA	Robin Cohen dba	WBE	\$40,000
Professional Services	Cannabis TA	McKenzie, Denzil D. Esq.	MBE, SLBE	\$100,000
Professional Services	Child Care Center TA	Revby LLC	MBE, SLBE	\$74,000
Professional Services	Youth Arts Program Evaluation	Community-Led Solutions, LLC	WBE, SLBE	\$135,250
Professional Services	Evaluation for Office of Participatory Budget	Data+Soul	MWBE, SBE	\$75,000
Professional Services	Job Fair Event Coordination	The Social Butterflies Events, LLC	MWBE	\$40,000
Professional Services	Open Newbury St. Planning	Isenberg Projects LLC	WBE	\$93,400

Professional Services	Channel Street Janitorial	Los Mellos Cleaning Services Inc	MWBE	\$212,026
Professional Services	Meter Modernization Community Outreach Consultant	Colette Phillips Communications, Inc.	MWBE, SBE	\$100,000
Goods/Supplies	Supplemental Books	Inner City Business/Multicultural Book	MWBE, SLBE	\$250,000
Goods/Supplies	MBTA Diversion Tent Rental	Interstate Rental Service Inc.	SLBE	\$47,683
TOTAL				\$3,780,315

CERTIFIED BUSINESS SPOTLIGHT

Inclusive Quote Contracts For Inclusive Wellness: Shea Rose, LLC

Shea Rose began her journey with the City of Boston by registering **Shea Rose LLC** through the Supplier Portal and getting certified with the Department of Supplier Diversity, guided by her belief that “visibility matters.” Today, her business is certified as an **MWBE and SLBE**. Shea’s work with the city began when she received an FY25 Yoga Instructor **Inclusive Quote Contract (IQC)** from the City’s Age Strong Commission.



Shea Rose, Owner and Founder of Shea Rose Yoga, LLC

“Winning the [Yoga Instructor] IQC created a foundation for me to thrive as a small business owner and to firmly establish my work delivering yoga-based health and wellness programs to Boston’s Age Strong community.” says **Owner and Founder, Shea Rose**.

In FY25, Shea’s programs reached about **100 older adults across Dorchester, Roxbury, and Chinatown** through in-person and online classes. Her IQC contract supports up to **270 yoga classes annually** (with capacity for 300), offering specialized programming which focus on mobility, balance, nervous system regulation, and social connection.

The impact has been both professional and personal. Rose is now pursuing yoga therapy certification to expand her therapeutic services, while continuing to deliver innovative wellness programming for diverse Boston communities.

“Receiving an IQC has been transformative for my business. It has allowed me to expand my yoga offerings in a sustainable way, reaching more residents across the city while maintaining the quality and care at the heart of my work.”

For Rose, the City’s pursuit of equity and inclusion are not abstract ideas—they are lived values:



Flyer for Age Strong yoga class led by Shea Rose Yoga

“Equity and inclusion in the City of Boston means more than representation on paper. It is about visibility leading to opportunity, relationships that build trust, and programs that create lasting impact in people’s lives, mind, body, and spirit.”



DEPARTMENT SPOTLIGHT: SMALL BUSINESS



Expanding Support Of Small Businesses Through IQC

The **Office of Small Business** has expanded its support for certified businesses by utilizing more accessible contracting tools for its technical assistance program. In FY25, the office awarded more than **\$1.5 million in Technical Assistance (TA) contracts to certified firms, using the IQC process**. Due to the IQC's streamlined procurement process, the Office of Small Business was able to use the TA contracts to remove barriers to contracting for, and make the contracting process more accessible to, smaller, first-time vendors. As **Office of Small Business Neighborhood Business Manager, Emily Patrick**, explained:

"We've seen firsthand how the IQC has removed barriers and helped open the door for small, certified businesses that otherwise wouldn't have been able to compete [with larger vendors] at the same scale. It's leveling the playing field."

This approach has opened doors for women- and minority-owned providers whose expertise directly serves Boston's small entrepreneurs.

One standout example is **David and Associates (MWBE, SBE)**, the first time City-vendor accounting firm identified through the City's supplier diversity directory, which provided critical bookkeeping and tax support technical assistance to Boston businesses in need of accounting services. Reflecting on the TA IQC contract award process, Patrick emphasized the broader impact:

"It feels really great to have our mission fulfilled on both ends—supporting small business owners while also contracting with diverse small business [technical assistance] providers who live in the very communities they serve."



Small Business Staff join others at the Tommy Mac Furniture Showroom grand opening.

SHELTERED MARKET PROGRAM

The City of Boston's Sheltered Market Program ("SMP")—made possible by Section 18 of Massachusetts General Laws Chapter 30B, which permits the establishment of such a program—was piloted in December 2021 and adopted as a program in August 2022 for three years. This program allows cities and towns in the Commonwealth, through their Chief Financial Officer or Chief Procurement Officer, to designate specific contracts or types of contracts as open to bids from only diverse vendors. Contracts designated in the SMP are open for bids only to certified M/WBE's but continue to follow the competitive bid process.¹⁷

The City of Boston designated seven (7) contracts under its fully authorized Sheltered Market Program.¹⁸ While the SMP was a useful tool, the City has become less reliant on its use as it has developed other ideas and approaches to opening up contracting to diverse businesses. During FY25, the City focused primarily on increasing the use of the IQC, and will continue to evaluate which tools are the most helpful for City buyers and for businesses.

SUBCONTRACTOR UTILIZATION GOALS

As one of the largest areas of spend for the City of Boston, City construction contracts provide a great opportunity for certified M/WBE Prime contractors and subcontractors to work with the City. One way the City has worked to encourage the use of certified M/WBE subcontractors on construction projects is by setting M/WBE subcontractor utilization goals. Since the 2020 Disparity Study, DSD has worked with City departments on setting M/WBE subcontractor utilization goals on a range of horizontal and vertical construction projects.¹⁹ Goals were set on a contract-by-contract basis and used M/WBE availability data collected from the Disparity Study to set goals on the basis of contract scope, cost estimates, and availability of M/WBEs in the City's market area. It was then the responsibility of a projects' Prime contractor, with the help of the City, to identify and contract with certified subcontractors in order to achieve the M/WBE utilization goals.

¹⁷ The [2020 Disparity Study](#) broke down participation in City contracts across various categories by race and ethnicity. Because this study serves as the basis for the SMP, it allows for SMP contract participation to be narrowed down to specific racial or ethnic groups based on the industry category. For example, in the Professional Services industry category, only Black-owned businesses were found to be underutilized. Therefore, only Black-owned businesses would be considered eligible to bid on a Professional Services contract designated under the SMP.

¹⁸ A full list of the SMP contracts awarded can be found in this report's Appendix section.

¹⁹ Construction projects are governed by Massachusetts General Law Chapter 149/149A for Vertical Construction (Buildings) and Chapter 30/39M for Horizontal Construction (Public Works)

Contract goals were achieved when Prime contractors, who were awarded a City construction contract and tasked with completing the full project, hired and subcontracted out project work scopes to certified M/WBEs. DSD then tracked a construction project and the participation of, and payments to, M/WBEs throughout the project's life cycle until construction was completed. Figure 4-2 lists recent projects and their associated M/WBE subcontractor percentage goals and actual M/WBE % achieved. It is important to note that some projects are still in progress, so overall M/WBE % achieved may change.

Figure 4-2
Construction Projects with M/WBE Goals

Project	Construction Type	FY	Department	MBE % Goal	WBE % Goal	Overall M/WBE Goal	Actual M/WBE % Achieved
Improvements to Malcolm X Park	Public Works	2022	Parks and Recreation	2.2%	4.8%	7%	13.2%
26 Court Street Renovation	Vertical Construction	2023	Public Facilities Department	13.3%	8.5%	21.8%	33.1%*
Lower Roxbury/Pleasant Street Reconstructions	Public Works	2024	Public Works Department	2%	4%	6%	9.8%*
Franklin Park Tennis Courts Expansion	Public Works	2025	Parks and Recreation	5%	9%	14%	TBD, In progress

* Project still in progress, overall goal achieved may change

II. GRANT PROGRAMS AND OTHER SUPPORTS

In addition to the policies detailed in previous sections of this report, DSD provides local, small, diverse businesses with a variety of other supports.

SUPPLYING CAPITAL AND LEVERAGING EDUCATION (SCALE)

"ICIC's mission is to close the racial wealth gap through targeted small business development. Addressing systemic barriers is crucial for unlocking opportunities for BIPOC and woman-owned businesses within the ecosystem... By extending the life of [ICIC's] program through SCALE, we can provide long-term support to the entrepreneurial ecosystem,"

Steve Grossman, CEO
Initiative for a Competitive Inner City

In FY24, the City Launched the Supplying Capital and Leveraging Education (SCALE) Program. The purpose of the program is to build certified businesses' capacity to more effectively bid on, win, and perform public contracts, specifically for the City of Boston. The program focuses on industry categories that represent a large share of the City's discretionary spending. Categories include snow removal and landscaping, food and dining services, design and architectural services, and construction work. In FY24, the City completed Phase 1 of the program by

selecting industry-specific technical assistance ("TA") providers. In FY25, the City selected BDC Community Capital Corporation as the program Grant Administrator and identified 27 Boston-based and certified firms to participate in the program, matching them with the respective industry provider (listed below in Table 4-3). This program funding is provided through the American Rescue Plan Act (ARPA) and is anticipated to total \$6.5 million, between the contract awards to TA providers and grants awarded to certified business grantees.

Each SCALE grantee has been paired with a 6-month program tailored to their specific industry. They will work with their industry providers throughout the 2026 fiscal year to identify areas of need and improvement, as well as learn valuable business and government contracting skills. The City and BDC Community Capital Corporation, with the help of the industry providers, will grant an additional sum of up to \$150,000 to each business to invest in the implementation of each tailored growth plan.

"We're incredibly pleased to be working in partnership with the city on [the SCALE] program. The city's enthusiasm for these businesses and these issues is genuinely inspiring to me."

Irene Li , CEO, Prepshift

Figure 4-3.
SCALE Program Participants²⁰

INDUSTRY	SCALE GRANTEE	CERTIFICATION	INDUSTRY PROVIDER
Construction: Tradeswork	Better Together Brain Trust	MWBE,SLBE	Initiative for a Competitive Inner City (ICIC)
	Boston BuildHERS LLC	WBE	
	Golden Key Advisors LLC	MWBE,SLBE	
	Truecraft Drywall & Painting	MBE,SLBE	
	MVS Welding LLC	MWBE	
Construction: General Contracting	Atomic Ant Construction, Inc.	MWBE	Initiative for a Competitive Inner City (ICIC)
	Bleu Line Designs	MWBE,SLBE	
	CAAN Fence Inc.	MWBE	
	Desmond Tech, LLC	MBE	
	Nicoya Construction	MBE	
Snow Removal & Landscaping	A&M Home Services LLC	MBE,SLBE	Revby LLC
	Earthshapers Cooperative, Inc.	MBE,SLBE	
	The Edwards Group, LLC	MBE,SLBE	
	Los Mellos Cleaning Services, Inc.	MWBE	
	RNS Facility Services, LLC	MBE	
Design & Architectural Services	Brown Sardina, Inc.	WBE	Calyptus Consulting Group
	Delta Wye Critical Solutions, LLC	MBE	
	Joy Squared Design	WBE,SLBE	
	Saam Architecture, LLC	WBE,SLBE	

²⁰ As noted earlier in the report, each SCALE business grantee received an initial \$50,000 grant along with the TA Provider program.

	Studio Luz Architects, Ltd.	MWBE,SLBE	
	ZeroEnergy Design	WBE,SLBE	
Food & Dining Services	Ariana Restaurant, Inc.	WBE	Prepshift
	Bono Restaurant and Catering	MBE,SLBE	
	House of Seven Café & Bakery	MWBE,SLBE	
	Super Bien	MWBE,SLBE	
	Ula Cafe	SLBE	
	Vision's Sown - The Ancient Bakers	MWBE, SLBE	

CERTIFIED BUSINESS SPOTLIGHT

Building Equity Through Scale: Studio Luz Architects

Originally from Barranquilla, Colombia, **Hansy Better Barraza, Principal and Co-founder of Studio Luz Architects**, brings over 20 years of experience as an architect, urban designer, and educator to her mission of addressing inequities in the built environment. As a recipient business of the City of Boston's SCALE grant, Barraza and Studio Luz Architects have not only gained tools for long-term strategic growth but also tangible business opportunities.

"The [SCALE] program has enabled me to secure contracts through the City network while providing a framework for reflection on successful strategies and business progress,"
Barraza explains

The program's peer-to-peer nature has already generated results: a fellow participant reached out directly to hire Studio Luz, underscoring SCALE's power to create organic business networking. With this momentum, Barraza has invested in expanding her team—bringing on a tech assistant to identify new opportunities and a marketing professional to strengthen visibility and financial decision-making.

"Immigrant-owned businesses struggle with stability, and city contracts offer a solution by allowing us access to city-owned contracts, we don't necessarily have to ride the highs and lows."

By building systems, refining policies, and planning for sustainable growth, Studio Luz is positioning itself to expand its impact while staying rooted in its community-driven mission. As Barraza puts it:

"When businesses like [the SCALE participants] are working for Boston, it works for all of Boston."



Studio Luz Architects Team

BUYING PLAN

The [City of Boston Buying Plan](#)—first published in September 2021—provides a look into planned procurement and contracting opportunities for the upcoming fiscal year. This tool addresses a longstanding barrier identified by the community by giving small, local, and diverse businesses valuable lead time to secure additional equipment or staff to prepare a large bid.



Buying Plan Workshop - April 5, 2025 Contracting Opportunity Fair

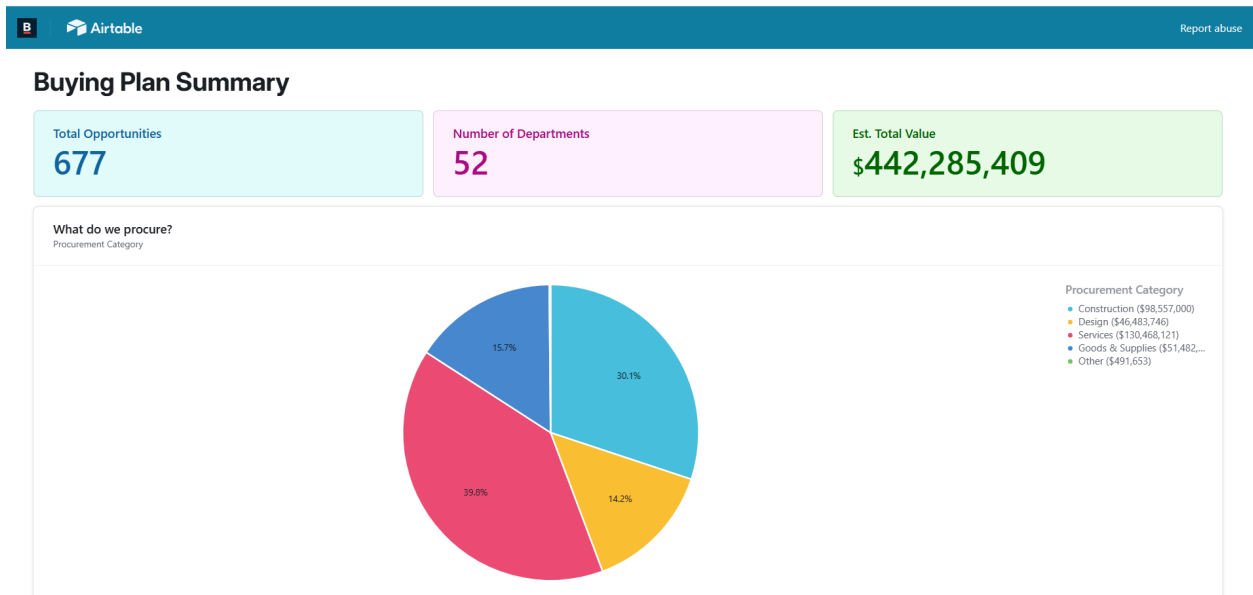
To promote the release of the FY25 Buying Plan, the City built on its existing communications strategy like utilizing its robust listserv and social media platforms by conducting affirmative outreach and sending a postcard mailer to all City-certified businesses, and offered hands-on training sessions at three contracting opportunity fairs. The City also translated promotional materials for the Buying Plan in seven different languages for public-facing events.

Figure 4-4.
Buying Plan Postcard Mailed to City-Certified Businesses



The graphic below shows a top-level summary of the number and total dollar value of the planned opportunities available in the FY25 Buying Plan. Additional information can be found on the [Buying Plan Summary page](#). For all information on current, active procurements or previous procurements, suppliers should visit the [bid listings page](#). DSD and the Procurement Department will continue to work with and support City Departments to include additional procurement opportunities.

Figure 4-5.
City of Boston FY25 Buying Plan Summary



SUPPLIER DIVERSITY PROGRAMS & EVENTS

DSD hosts annual programs and events such as the Contracting Opportunity Fairs and Supplier Diversity Week to help raise awareness of opportunities for certified businesses to engage with the City. In FY25, DSD hosted a Contracting Opportunity Fair Series consisting of three unique opportunity fairs from March to June. The event series attracted nearly 200 unique, small, local, and diverse businesses and entrepreneurs. These fairs and other outreach events connect businesses with City suppliers and external partners and remain a valuable resource for diverse businesses seeking to connect with the city and learn about upcoming public and private contracts.



Buying Plan Workshop - April 15, 2025 Contracting Opportunity Fair

In addition to the Contracting Opportunity Fairs, DSD hosts an annual “City of Boston Supplier Diversity Week,” a week-long event that features important announcements and workshop opportunities to support small, local, diverse business participation in City contracting. The week features a combination of in-person and virtual education events and programs designed to foster

collaboration, engage with diverse businesses, and promote a more inclusive business environment. Supplier Diversity Week 2025 events included a City Certification Workshop, a Small Business Networking Mixer, and a Small Business Virtual Resource Fair.

CERTIFICATION OFFICE HOURS

In August 2020, DSD launched a virtual office hours program to assist businesses interested in City certification during the COVID-19 pandemic. This offering has continued with office hours being held virtually every Wednesday at 11:00 AM where staff support businesses by helping them prepare for and submit their application.

1:1 TECHNICAL ASSISTANCE

The DSD team, along with the Vendor Support team in the Procurement Department, provides direct technical assistance to help businesses create vendor accounts and navigate the Supplier Portal, find relevant City contracting opportunities, and access key programs and grants. The DSD team also works closely with the City's Office of Small Business to connect certified firms with the Office of Small Business and their contracted multi-industry Technical Assistance providers. The Office of Small Business and their TA providers provide free tools and support to vendors in order to start, strengthen and expand their businesses .

SECTION 6

CONCLUSION

Continuing Commitment to Equitable Procurement



CONCLUSION

The progress highlighted in this report was made possible in large part due to inclusive policies and programs championed by Mayor Michelle Wu and her Administration. The partnership between the Department of Supplier Diversity and the Procurement Department, in particular, reflects the Administration's intentional approach to closing disparities in City contracting, recognizing the importance of both direct support for small, local, diverse businesses and procedures that promote equity and efficiency in public procurement. This deeper coordination between city departments has helped ensure that the City is providing a holistic set of supports and outcomes for potential suppliers.

The last fiscal year has seen continued use of Equitable Procurement tools, resources, and programs that will continue to grow every year hereafter. Utilization of [City Business Certification](#) and tools like the [Inclusive Quote Contract](#) saw significant growth and had a positive impact in creating contracting opportunities for small, local, and diverse businesses in the City of Boston. Grants and supports for businesses like the SCALE program provide the tools and capital needed to continue to uplift and grow Boston's diverse business community, expanding the pool of businesses with the capacity to work with the City. DSD's in-person and virtual events with community partners have helped to increase awareness of City programs and have connected local, small, diverse businesses to certification and procurement opportunities. Partnerships with organizations such as the Commonwealth's Supplier Diversity Office and Cambridge's Community Development Department will provide access to even more certified businesses in the Greater Boston area and opportunities for diverse businesses.

The City is committed to continually providing clear and transparent data on city contracting and equitable procurement through the [Equity in City Contracting public dashboard](#), which will continue to serve as a place for quarterly updates and future reporting. In addition to the public dashboard, tools like the public [Buying Plan](#) prepare businesses for upcoming opportunities and expand awareness of work offered by the City. What this report makes clear is that accountability, communication, intentionality, partnership, and transparency are the key ingredients to successful and positive outcomes when seeking to reach supplier diversity goals.

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EXTERNAL PARTNERS

Amplify Latinx

www.amplifylatinx.com

Asian Business Empowerment Council

Black Economic Council of Massachusetts

www.becma.org

Boston Impact Initiative

www.bostonimpact.org

Bloomberg Harvard City Leadership Initiative

www.cityleadership.harvard.edu

Center for Women & Enterprise

www.cweonline.org

CommonWealth Kitchen

www.commonwealthkitchen.org

Foundation for Business Equity

www.fbequity.org

Greater New England Minority Supplier Development Council

www.gnemsdc.org

Initiative for a Competitive Inner City

www.icic.org

Lawyers for Civil Rights

www.lawyersforcivilrights.org

Massachusetts LGBT Chamber of Commerce

www.malghtcc.org

Massachusetts State Legislature

www.malegislature.gov

Office of the Inspector General

www.mass.gov/orgs/office-of-the-inspector-general

Open Contracting Partnership

<https://www.open-contracting.org>

APPENDIX A - INCLUSIVE QUOTE CONTRACTS AWARDED (FY23 AND FY24)

Contracts awarded through the Inclusive Quote Contract Process from FY23 - FY24

Description	Contract Identifier	Industry	Awarded Business	Business Type	Contract Award Value
Boston Main Streets Equity Study	59473	Professional Services	Tessi Media LLC	MWBE, SBE	\$150,625 ²¹
Boston Transportation Department Clothing	60063	Goods and Supplies	Prime Time Sports, Incorporated	WBE	\$43,470
Consulting Services	60125	Professional Services	JM Goldson LLC	WBE	\$67,600
Small Biz Business Strategy Tech. Assistance	60416	Professional Services	Revby LLC	MBE, SLBE	\$117,000 ²²
Small Biz Marketing Tech. Assistance	60418	Professional Services	Depict Brands, Inc	MWBE	\$108,000
Small Bus Food Industry Tech. Assistance	60455	Professional Services	Prepshift, Inc.	MWBE, SLBE	\$215,000
Small Bus Legal Tech. Assistance	60457	Professional Services	Daily General Counsel, PLLC	WBE	\$183,954
BERDO Comm. Materials	60887	Professional Services	Opus Design	WBE	\$93,750
BERDO Reporting and Verification	60944	Professional Services	VvS Architects & Consultants	WBE	\$75,000
MOH Printing and Mailing Services	61136	Professional Services	B.B.C.G. LLC d/b/a	MBE	\$100,000
Yoga Instruction	61370	Professional Services	Caitlin Yoga Therapy	WBE	\$47,500
Snow Removal	61378	Professional Services	Casablanca Services Inc.	MBE	\$229,500
Tent Rentals MBTA Diversions	61394	Professional Services	Interstate Rental Service Inc.	SLBE	\$46,564

²¹ Previously reported in FY23 report using the original award value of \$120,500

²² Previously reported in FY23 report using the original award value of \$93,600

Description	Contract Identifier	Industry	Awarded Business	Business Type	Contract Award Value
Climate Ready Bus Shelter	61440	Professional Services	Social Impact Collective	MBE, SBE	\$224,230
Athletics Capacity Analysis	61609	Professional Services	Field States LLC	SBE	\$109,412
Outdoor Dining Areaway/Vault	61869	Professional Services	Design Build Boston Construction, LLC	MBE	\$115,000
DOIT Forms, Workflows and Apps Assistance	61993	Professional Services	Service Design Collective Inc	WBE, SBE	\$250,000
Participatory Budget Pilot Year Evaluation	62054	Professional Services	MXM Research Group LLC	MWBE, SBE	\$95,000
Small Biz Weekly Events Coordinator	62504	Professional Services	The Social Butterflies Events, LLC	MWBE	\$89,704
Small Biz Report Implementation	62539	Professional Services	Mass Economics LLC	WBE	\$104,600
Ballfield Refurbishment	62546	Professional Services	Casablanca Services Inc.	MBE	\$248,500
Boston Bikes Pass Marketing	62607	Professional Services	Gupta Media Holdings LLC	MBE	\$125,000
Community Canvas Pop-Up Series	62710	Professional Services	The Williams Agency	MWBE, SBE	\$249,645
OWD Strategic Planning	62822	Professional Services	Strategy Matters, LLC	WBE	\$200,000
Barrel Emptying & Litter	62942	Professional Services	Casablanca Services Inc.	MBE	\$123,500
UnMon Public Art Consultant	63107	Professional Services	BRM LLC	WBE	\$200,000
Total value:					\$3,612,554

APPENDIX B - SHELTERED MARKET CONTRACTS AWARDED

Contracts awarded through the Sheltered Market Program

Description	Contract Identifier	Industry	Awarded Business	Business Type	Contract Award Value
Comprehensive cleaning services	55882	Support Services	Arimann Building Services	MBE	\$474,550
Downtown Events and Coordination	55799	Professional Services	RoseMark Production	MWBE	\$375,000
Snow removal for City owned stairs and footpaths (FY23)	57445	Support Services	A&M Home Services	MBE	\$187,000 ²³
	57448	Support Services	NS Contracting Co.	MBE	\$276,000 ²⁴
Snow removal for City owned stairs and footpaths (FY24)	60883	Support Services	A&M Home Services	MBE	\$173,980
	60884	Support Services	Mass Trucking Services	MBE	\$50,000
Melnea Cass/Mass Ave Snow Removal	62505	Support Services	Arielle Enterprise	MWBE	\$68,200
Total value:					\$1,604,730

²³ Previously reported in FY23 report using estimated spending of \$30,800

²⁴ Previously reported in FY23 report using estimated spending of \$55,200

