



## **EXECUTIVE ORDER OF MAYOR MICHELLE WU**

### **An Executive Order Extending Equitable Procurement Goals in Support of Boston's Minority and Woman-Owned Businesses**

*WHEREAS:* The City of Boston has long acknowledged the importance of addressing any historic and structural barriers that may contribute to inequitable economic investment in businesses across the City of Boston; and that such barriers may limit the actualization of the City's economic and civic potential, especially as it impacts minority-owned business enterprises (MBEs) and woman-owned business enterprises (WBEs); *and*

*WHEREAS:* Given the City's spending power it is imperative that the City's policies encourage and promote full, fair and equitable access to public contracts for MBEs and WBEs; *and*

*WHEREAS:* In 2018, the City obtained a disparity study (the "2020 Disparity Study") to assess whether barriers existed in Boston that impeded the ability of MBEs and WBEs to compete for City contracts with the result that there were substantial disparities between the availability and utilization of MBEs and WBEs in City procurement; *and*

*WHEREAS:* The completed 2020 Disparity Study found that MBEs and WBEs were available for 16.9% of City contract and subcontract dollars, with non-Hispanic white WBEs available for 11.2% of City contract and subcontract dollars and MBEs available for 5.7% of City contract and subcontract dollars, but received only 11.0% of City-awarded contract dollars during the study period, with non-Hispanic white WBEs receiving 8.5% of City-awarded contract dollars and MBEs receiving 2.5% of City-awarded contract dollars, of which Black-owned businesses received 0.4% of City-awarded contract dollars; *and*

*WHEREAS:* The City of Boston found, based on the 2020 Disparity Study and all other available data, a substantial disparity between the availability and utilization of MBEs and WBEs in City procurement and, further, that it had a compelling governmental interest and a strong basis in evidence to remedy the past and present effects of discrimination, disparities,

obstacles, and barriers in its marketplace between the utilization and availability of MBEs and WBEs; *and*

*WHEREAS:* The 2021 Executive Order titled “An Executive Order Establishing Equitable Procurement Goals in Support of Minority and Woman-Owned Businesses” (the “2021 Executive Order”) established an overall aspirational goal of 25% MBE and WBE utilization on discretionary contract and procurement spending, with an overall aspirational goal of 15% utilization for WBEs and an overall annual aspirational goal of 10% utilization for MBEs; *and*

*WHEREAS:* Since 2021, the City has tasked the Department of Supplier Diversity to drive the work and developed a Supplier Diversity Plan and a Supplier Diversity Program to provide City employees with the necessary guidance and processes to support procurement consistent with the City's goals; *and*

*WHEREAS:* In response to the 2020 Disparity Study and 2021 Executive Order, the City has developed tools to assist vendors and to better reach MBEs and WBEs, including creating an equitable procurement buying plan; holding contracting opportunity fairs, events, and certification office hours; offering technical assistance to vendors in order to navigate the process of bidding on City contracts; *and*

*WHEREAS:* In 2022, the City filed a home rule petition entitled “A Petition for a Special Law Re: An Act Relative to 30B,” the passage of which has resulted in the City awarding 81 Inclusive Quote Contracts (IQCs) totaling \$11.4M to certified businesses; *and*

*WHEREAS:* From FY23 to FY25, the City spent \$370 million in discretionary spending with certified M/WBE businesses, an 87% increase from the \$198 million spent during the period of FY20 to FY22; and in the FY23-FY25 period, the City awarded \$637 million in contracts to M/WBEs, a 172% increase from the \$234 million awarded during FY20-FY22; and throughout FY23 to FY25 the City launched various tools aimed at increasing public transparency of equitable procurement progress including the City’s first public Equity in City Contracts Dashboard, publicly visualizing the City’s progress towards achieving supplier diversity goals; and in FY25 the City had 1,037 actively certified M/WBE and small and small-local (S/LBE) businesses, a 73% increase from the 599 certified businesses in FY22; *and*

*WHEREAS:* In 2026, the City undertook a review of its Supplier Diversity initiatives and produced a report, “Equity in City Contracts: Five-Year Supplier Diversity Program Review (FY21-FY26 Q1-Q3)” (the “2026 Report”), which found that the City has made significant gains in increasing its participation with certified MBEs and WBEs, reaching as high as 15% in contract awards in FY23; *and*

*WHEREAS:* The 2026 Report demonstrated that though the City has achieved gains in utilization of MBEs and WBEs since the issuance of the 2021 Executive Order, the City has not yet met the goals set forth in the 2021 Executive Order; *and*

*WHEREAS:* As the City of Boston has not yet met its supplier diversity goals, the City of Boston finds that the compelling governmental interest in remedying the past and present effects of discrimination, disparities, obstacles, and barriers in its marketplace between the utilization and availability of MBEs and WBEs has not yet been mitigated and that race-, ethnicity- and gender-neutral measures and efforts alone, would be insufficient to address and remedy the problem of race, ethnic and gender discrimination, disparities, obstacles, and barriers in its marketplace relating to the utilization of MBEs and WBEs; *and*

*WHEREAS:* The City of Boston has stated an intent to inform its policymaking and update its procurement goals based on the findings of the Department of Supplier Diversity and an upcoming disparity study; *and*

*NOW THEREFORE:* to extend this necessary program for an additional five years in order to continue efforts to inform the City's policymaking and update its procurement goals, pursuant to the authority vested in me as chief executive officer of the City of Boston by St. 1948, c. 452, 11, and every other power hereto enabling, I hereby order and direct as follows:

## **I. DEFINITIONS**

A. Minority-owned Business Enterprise (MBE): A business that is at least 51% owned and controlled by one or more minority persons, such that it is eligible for certification by DSD as a Minority-owned Business Enterprise.

B. Woman-owned Business Enterprise (WBE): A business that is at least 51% owned and controlled by one or more women, such that it is eligible for certification by DSD as a Woman-owned Business Enterprise.

C. Utilization: Refers to the percentage of contract and procurement dollars that the City awards or has awarded to MBEs and/or WBEs.

D. Availability: Refers to the percentage of contract and procurement dollars that MBEs and/or WBEs are expected to be available to perform based on specific types and award values of City prime contracts and subcontracts.

## **II. DISPARITY STUDY**

Consistent with the 2021 Executive Order, the City of Boston shall retain a qualified vendor to conduct a disparity study (the "Updated Disparity Study"), which will build on the 2020 Disparity Study by assessing and documenting whether there are new or continued statistical disparities between the availability and utilization of qualified, able

and willing diverse businesses in the procurement and contracting of goods, professional services, public works, and construction contracts by the City of Boston. The Updated Disparity Study will examine whether and how the Supplier Diversity Plan, Supplier Diversity Program, and other formal efforts by the City of Boston have contributed to closing the gap between availability and utilization of MBEs and WBEs and will make recommendations of how the City can effectively mitigate existing barriers.

### **III. CONTRACTING GOALS, SUPPLIER DIVERSITY PLAN AND SUPPLIER DIVERSITY PROGRAM**

From the date of this Order, the City of Boston shall continue to implement its contracting goals established in the 2021 Executive Order, which are herein incorporated by reference; the Supplier Diversity Plan; and the Supplier Diversity Program until the Department of Supplier Diversity, in consultation with the Finance Cabinet, shall make a recommendation of updated contracting goals and revisions or modifications to the Supplier Diversity Plan and Supplier Diversity Program.

### **IV. TRACKING AND REPORTING**

The City shall continue to require the tracking and reporting obligations set forth in the 2021 Executive Order.

### **V. SUNSET PROVISION**

The provisions of this Order shall be effective only until the fifth anniversary of the date hereof.

### **VI. SEVERABILITY**

The provisions of this Order are severable and if any provision, or portion thereof, should be held to be unconstitutional or otherwise invalid by any court of competent jurisdiction, such unconstitutionality or invalidity shall not affect the remaining provisions that shall remain in full force and effect.



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Michelle Wu  
Mayor of Boston

6/30/2026

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Dated: