

**STATE OF TENNESSEE  
TENNESSEE HOUSING DEVELOPMENT AGENCY**

<b>POLICY AND PROCEDURES FOR OUTREACH TO MINORITY AND WOMEN BUSINESS ENTERPRISES</b>
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It is the policy of the Tennessee Housing Development Agency that contractors, vendors or suppliers may not be denied an opportunity for employment under the HOME program on the basis of:

- ⇒ Race
- ⇒ Color
- ⇒ National Origin
- ⇒ Religion
- ⇒ Sex
- ⇒ Familial Status
- ⇒ Disability

All state recipients and sub-recipients of federal funds must take affirmative steps to assure women and minority businesses are afforded opportunities to bid on service, material and construction contracts. To meet the requirement, recipients must take steps to inform women and minority businesses about federally funded contracts.

Each recipient's outreach effort to minority and women-owned businesses should as a minimum be:

1. A good faith, comprehensive and continuing endeavor;
2. Supported by a statement of public policy and commitment published in the print media of widest local circulation;
3. Supported by an office and/or key, ranking staff person with oversight responsibilities and access to the chief elected official; and
4. Designed to use all available and appropriate public and private sector local resources.

The following activities shall be considered a minimally acceptable level of implementation:

**The recipient should notify minority and women businesses of contracts and bid deadlines.**  
This applies to professional service contracts and material and equipment purchases as well as to

construction contracts. For construction contracts, notices should be published in the local newspaper. In addition, notice may also be published in a minority publication.

**The invitation to bid should be sent directly to minority and women firms** in addition to running advertisements. Document your efforts.

**Solicit quotes and proposals from minority and women firms.** For non-construction contracts, or any contract where formal advertising is not required (e.g., small purchases or local procurement contracts), it is a good idea for larger cities and counties to develop a list of minority and women businesses to use when small purchase and local procurement procedures are followed.

**A list of minority/female contractors, vendors and suppliers must be maintained.** A state-wide directory will also be maintained and made available to recipients.

**Invite by phone or letter any minority and female contractors in a reasonable geographic area to bid.** For example, a project in Marion County should solicit bids not only from within the county, but also from Hamilton County. Copies of letters and memos of phone calls should be placed in the file (examples of form letters will be provided).

**A contract and subcontractor activity report must be filled out each time a contract or subcontract is awarded.** These forms must be sent to the Tennessee Housing Development Agency as soon as contracts have been awarded.