

DEFINITION OF “GOOD FAITH EFFORT”

A “Good Faith Effort” is considered to have been made when an agency, or other entity, has exhausted all reasonable means to comply with affirmative action hiring or contract goals.

An agency or vendor is deemed to have made a good faith effort when it has tried, and failed, to comply with an affirmative action goal through the discharge of one or more of the following to reach a targeted audience:

For Hiring

1. Advertising in special interest publications and on special interest media.
2. Holding workshops, seminars and job fairs.
3. Contacting special interest organizations, groups and individuals.
4. Providing exams at times and places that are convenient to the target demographics (ex. weekends, evenings and/or decentralized locations).
5. Weighing the exams of targeted demographics to compensate for cultural deficiencies.
6. Mentoring candidates in testing and resume writing techniques.
7. Assigning points to veteran and disabled candidates.
8. Providing translators and interpreters for non-English speaking persons.
9. Contacting churches, unions, unemployment centers and community centers.

For Purchasing/Contracting

1. Advertising in special interest publications and on special interest media.
2. Holding workshops, seminars and job fairs.
3. Contacting special interest organizations, groups and individuals.
4. Unbundling contracts.
5. Providing assistance with bonding and insurance.
6. Waiving bid package fees.
7. Return of retainer fees when MBE portion of work has been approved.
8. Mentoring special interest firms.
9. Providing access to reading room to study blueprints and other contract documents.
10. Assist firm in becoming certified with state.
11. Provide training programs.
12. Affirmative action outreach.