Addendum #1-F
ACDBE Participation, First Source, & Fair Chance

Presented By:
Kimberly Wilson, Contract Compliance Supervisor
ACDBE Participation

- 49 CFR 23/26
- Race-Neutral ACDBE program
- Overall 3-year Goal: 12.22%
- Non-rental car concession: food, beverage, retail, parking and shuttle, provider’s supplies, goods, etc.
- Must be ACDBE certified at proposal due date to be counted towards goal
- Seek local variety and diversity reflective of Oakland
First Source Hiring

- Good faith effort
- Hire Local Impact Area (LIA) residents
- LIA: Oakland, Alameda, San Leandro and Emeryville
- Five (5) business days **exclusive** referral
- Local Workforce Development Partner
  West Oakland Job Resource Center
  1801 Adeline Street, 2nd Floor. Oakland, CA 94607
  (510) 419-0509
Fair Chance Hiring

• Non-discrimination in hiring
• Includes California AB 1008
• Requirements:
  • If 2+ employees, NO inquiries until a conditional offer of employment
  • ONLY consider convictions *directly related to job requirements*
  • MAY NOT disqualify an applicant who:
    • has received a conditional offer of employment and
    • meets the Port’s policy requirements and
    • meets the badging requirements of the Transportation Security Administration and Customs and Border Patrol