



Temple Israel of Northern Westchester M/WBE Policy (Minority and Women-Owned Business Enterprises) Board Resolution March 4th, 2021

Temple Israel of Northern Westchester has an unwavering commitment to adhering to ethical, unbiased and legal standards in all of its activities, as set forth in its Employee Handbook.

NY State requires all contractors and subcontractors to adhere to M/WBE regulations and policies in order to enhance MBE and WBE participation in NY State-funded projects.

This Board of Trustees has reviewed the NY State M/WBE legislation and hereby endorses its adoption as follows:

Temple Israel of Northern Westchester will and will cause its contractors and subcontractors to take good faith actions to achieve the M/WBE contract participations goals set by the State for that area in which the State-funded project is located, by taking the following steps:

- (1) Actively and affirmatively solicit bids for contracts and subcontracts from qualified State certified MBEs or WBEs, including solicitations to M/WBE contractor associations.
- (2) Request a list of State-certified M/WBEs from the contracting State agency- and solicit bids from them directly.
- (3) Ensure that plans, specifications, request for proposals and other documents used to secure bids will be made available in sufficient time for review by prospective M/WBEs.
- (4) Where feasible, divide the work into smaller portions to enhanced participations by M/WBEs and encourage the formation of joint venture and other partnerships among M/WBE contractors to enhance their participation.
- (5) Document and maintain records of bid solicitation, including those to M/WBEs and the results thereof. Temple Israel of Northern Westchester will also maintain records of actions that its subcontractors have taken toward meeting M/WBE contract participation goals.
- (6) Ensure that progress payments to M/WBEs are made on a timely basis so that undue financial hardship is avoided, and that bonding and other credit requirements are waived, or appropriate alternatives developed to encourage M/WBE participation.

Robin Safarowic, Temple Administrator, is appointed Compliance Officer, to be responsible for insuring adherence to all contract participation goals as set forth by the contracting State Agency.

The Compliance Officer shall periodically report on organizational compliance, as deemed appropriate, to the Board of Trustees.

The members of the Board of Trustees of Temple Israel of Northern Westchester are, and each acting alone is, hereby authorized and directed to take such further action as may be necessary, appropriate or advisable to implement this Policy and any such prior actions are hereby ratified.