



State of Connecticut
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES
Promoting Equality and Justice for all People

What is a Good Faith Effort?

A contractor's good faith efforts shall be determined using the following factors: The contractor's employment and subcontracting policies, patterns and practices; affirmative advertising, recruitment and training; technical assistance activities and such other reasonable activities or efforts as the commission may prescribe that are designed to ensure the participation of minority business enterprises in public works projects. [See C.G.S. §4a-60 and 4a-60g, as amended and Regulations of Connecticut State Agencies §46a-68j-28(2)]

*Examples include, but are not limited to:

- Contractors are expected to draw from MBE/WBE/DisBE by consulting with various (at least 3) sources, including the State of Connecticut Department of Administrative Services (DAS) Supplier Diversity Program (<http://www.biznet.ct.gov/SDSearch/SDSearch.aspx>)
- Contractors are expected to allow minority and small businesses to competitively bid against each other by soliciting at least three (3) per trade/material/service, or provide an explanation as to why the trade/material/service was not solicited to at least three (3) SBE/MBE/WBE/DisBEs
- Use concise responses for bid results (avoid vague responses such as "did not bid" or "no response"; use responses to show follow-up)
- Contractors are expected to solicit bids only from those subcontractors and/or vendors who can provide the trade/material service
- Contractors are expected to include all trade/material/service within the company's bidding process or provide an explanation with reference as to why the trade/material/service was not solicited to at least three (3) SBE/MBE/WBE/DisBEs

*This is not an exhaustive list