

Wishard Hospital Replacement Facility Project Diversity Plan

I. STATEMENT OF COMMITMENT

Wishard Hospital Replacement Facility Project Diversity Plan is a sound and strategic investment for both Marion County and Wishard. Wishard seeks to enhance the diversity of businesses that compete for work with Wishard, improve competition and position its procurement and contract strategies to align with the diversity of businesses in the City and surrounding metropolitan areas.

Wishard will provide the maximum practicable opportunity to participate in competition for any and all procurement and contracts for the Wishard Hospital Replacement Facility Project to the full range of business enterprises, which include minorities, women, and veterans (M/W/VBE), owned businesses and where possible, Wishard will work to provide like opportunities for businesses owned by persons with disabilities. The institution is committed to maximizing all such opportunities.

Through the Wishard Hospital Replacement Facility Project Diversity Plan, we are pleased to pursue this initiative to support the economic needs of the City of Indianapolis and the vital role diversity plays in the state, national and global marketplace.

Matthew R. Gutwein
President and CEO
Health and Hospital
Corporation of Marion County

II. MISSION/VISION STATEMENT

Marion County voters approved the project to construct the new Wishard Hospital Replacement Facility, hereafter referred to as "Project," with an overwhelming 85 percent total in the Nov. 3 special election – a record for capital project referenda in the county.

Wishard is committed to diversity and the inclusion of participation from businesses owned by minorities, women, people with disabilities, and veterans, for the construction of the Project through the Wishard Hospital Replacement Facility Project Diversity Plan , hereafter referred to as "Plan."

This Plan will be implemented by representatives of Wishard, Health & Hospital Corporation, the City of Indianapolis Department of Minority and Women Business Development and the Program Management Construction Management (PMCM) team for the project, hereafter referred to as the "Team."

III. OVERVIEW OF PROJECT

Wishard is a community-based healthcare system and an Indiana nonprofit corporation. For 150 years, Wishard has provided high quality, cost-effective healthcare to the citizens of Marion County. The Joint Commission has accredited Wishard, and Wishard hosts nationally recognized programs including Midtown Community Mental Health Center, a Level I trauma center, senior care, comprehensive stroke care and a regional burn center. Wishard Health Services is the public hospital division of the Health and Hospital Corporation of Marion County. Indiana University School of Medicine physicians provide patients with a comprehensive range of primary and specialty care services.

This Project is to replace the existing Wishard Memorial Hospital facilities, located at 1001 West 10th St., Indianapolis, Ind. 46202. The Project includes the construction of an approximately 1.2 million square foot facility on an approximately 37-acre site at the western end of the Indiana University-Purdue University Indianapolis (IUPUI) campus, north of Michigan Street in Indianapolis. This Project includes 315 inpatient beds, 18 operating rooms and four interventional labs, 12 labor and delivery rooms, a 90-bed treatment room emergency department with a 20-bed clinical decision unit, and more than 200 ambulatory clinic exam rooms. Additionally, the Project

includes an administrative office building, structured parking for approximately 2,400 cars and central engineering facilities that will provide all needed utility services.

Wishard is committed to the delivery of a Project that results in a positive economic impact for the community and is dedicated to the creation of an inclusive project delivery process that results in the participation of M/W/VBE and business enterprises owned by people with disabilities, in all phases of the Project.

The size and scope of this Project increases the visibility and interest of a variety of diverse stakeholders, bringing with it a high degree of expectation and community interest. We at Wishard are committed to the development and creation of a project environment that reduces barriers to participation and operates with transparency, accountability and proactive communication with its many stakeholders.

This document reaffirms Wishard's commitment to engage minority-, women- and veteran-owned business enterprises through a positive and continuous business process of specific policies and practices designed to ensure the successful utilization of M/W/VBEs in contract opportunities associated with this Project.

IV. OVERALL GOALS AND OBJECTIVES

- Maximize the opportunities for inclusion of M/W/VBEs in the construction of the Project.
- Exceed City goals of 15 percent, 8 percent and 3 percent, respectively, for participation of M/W/VBEs in the construction of the Project.
- Build capacity of local M/W/VBEs through the construction of the Project.

While the Program establishes the overall project goals listed above, Wishard reserves the ability to adjust the goals for individual trade bid packages as may be appropriate, based upon the understood capacity available within our community. These adjustments shall be made with the advice and guidance of our Team to create the opportunity for maximum participation within each trade bid package. It is further understood that there may be elements of the Project where capacity is limited to the extent that these elements may be excluded from the Plan.

V. DEFINITIONS

Minority Business Enterprise (MBE): At least 51 percent of ownership must be minority member(s) for a business to qualify as a Minority Business Enterprise (MBE). Minority group members are citizens or permanent residents of the United States who are Black, Hispanic, Asian Pacific Islanders, American Indians or Alaskan Natives.

Women Business Enterprise (WBE): At least 51 percent of ownership must be women or controlled by women who are citizens or permanent residents of the United States for a business to qualify as a Women Business Enterprise.

Veteran Business Enterprise (VBE): The City of Indianapolis considers a firm that has registered with the U.S. Department of Veteran Affairs to be a Veteran Business Enterprise (VBE). Eligible firms are: (1) Service Disabled Veteran and/or a Veteran; (2) A Small Business Concern; and (3) A Veteran-Owned Business or a Service-Disabled Veteran – Owned Business.

- **Veteran:** A person who served on active duty with the U.S. Army, Air Force, Navy, Marines or Coast Guard, for any length of time and at any place and who was discharged or released under conditions other than dishonorable. Reservists or members of the National Guard called to Federal active duty or disabled from a disease or injury incurred or aggravated in the line of duty or while in training status also qualify as a veteran.
- **Veteran-owned Business:** Not less than 51 percent of which is owned by one or more veterans, or in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more veterans; and the management and daily business operations of which are controlled by one or more veterans.

The term "veteran" means a person who served in the active military, naval, or air service, and who was discharged or released there from under conditions other than dishonorable. [Title 38 Section 101 (2)]

- **Service-Disabled Veteran:** A veteran who possesses a disability rating letter issued by the Department of Veterans Affairs, which establishes a service-connected rating between 0 and 100 percent or a disability determination from the Department of Defense. *The term "service-connected" means, with respect to disability or death, that such disability was incurred or aggravated, or that the death resulted from a*

disability incurred or aggravated in line of duty in the active military, naval or air service. [Title 38 Section 101 (16)]

- **Service-Disabled Veteran-Owned Business:** Not less than 51 percent of which is owned by one or more service-disabled veterans, or in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more service-disabled veterans; and the management and daily business operations of which are controlled by one or more service-disabled veterans, or in the case of a veteran with a permanent and severe disability, a spouse or permanent caregiver of such veteran.

- **Small Business Concern: See SBA guidelines**

The term "small business concern owned and controlled by veterans" is defined as "(A) not less than 51 percent of which is owned by one or more veterans or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more veterans; and (B) the management and daily business operations of which are controlled by one or more veterans." (A firm's gross receipts must not exceed the industry size limits for the business.) [Title 15 Section 632(a)]

VI. M/W/VBE AVAILABILITY/CAPABILITY

In recent history, organizations have utilized MBEs and WBEs in the construction of large capital projects in Indianapolis, such as the Indianapolis International Airport, Indianapolis-Marion County Central Library, Lucas Oil Stadium and Indiana Convention Center. Through the course of this Project, Wishard shall strive to continually update and understand the capacities and availability of our M/W/VBE resources.

Implementation Responsibilities:

The Team will conduct market availability research for each trade and service needed for the Project. Market research will allow Wishard to set appropriate goals to maximize utilization of M/W/VBE firms in the Project. The Team will be responsible for the analysis and reporting of available opportunities for inclusion of M/W/VBEs for the Project. The Team will determine appropriate and achievable goals for inclusion in the Project and make recommendations on appropriate and attainable goals for Project packages, in support of overall Project goals.

VII. WISHARD HOSPITAL REPLACEMENT FACILITY CONTRACT OPPORTUNITIES

Wishard will make many contract opportunities available to M/W/VBE firms. The Project consists of several components, which will be bid over the course of several years. Wishard, as a part of its diversity Program and community involvement, will pursue contract package strategies intended to allow greater participation. By spring of 2010, the Team will make a more detailed bid package approach available. A summary of the various Project components and a schedule overview follow.

BP No. 1 - Demolition

La Rue Carter and IN State Health Department

Wishard's bid package release date was September 2009, with completion scheduled for May 2010.

BP No. 3 – New Construction

Park Garage / Site Utilities

Wishard's bid package release date was November 30, 2009, with completion scheduled for December 2010.

Hospital

The Project management plans to release bid packages for the hospital construction in April 2010. The construction of the hospital will begin in July 2010, with completion in September 2013.

Ambulatory Care Building

The bid packages release dates are concurrent with the hospital construction. Wishard set a bid date for the ambulatory care building that is concurrent with the bid date for the hospital in April 2010. Wishard plans for construction of the ambulatory care building to begin in January 2012, with completion in September 2013.

Administrative Office Building

Wishard set a bid date for the construction of the administrative office building in October 2011. It plans for construction of the administrative office building to begin in January 2012, with completion in September 2013.

Central Energy Plant

Wishard set a bid date for the construction of the central energy plant in October 2010. The project management plans construction of the central energy plant to begin in January 2011, with completion in August 2012.

Site Work and Utilities

Wishard included the first phase of the site work and utilities with the parking garage package. For the second phase, Wishard has scheduled a bid date of December 2010. Wishard plans construction of the site work and utilities is planned to occur March 2011 through October 2013.

See Section 013216 – Project Schedules for More Information

Implementation Responsibilities:

The Team will develop contract package strategies to maximize opportunities for M/W/VBE firms to participate on the Project and make firms aware of the available packages. The Team will be charged with the development and structure of a detailed bid package approach.

VIII. WISHARD CONTRACT COMPLIANCE PROGRAM

Failure of the Contractor to carry out Wishard's Plan provisions shall constitute a breach of contract and may result in termination of the Contractor for default or such remedy as Wishard may deem appropriate. Wishard reserves the right to apply legal and contract remedies available under federal, state and local law, including but not limited to, responsibility determinations in future contracts, assessed liquidated damages, suspension/debarment procedures and forfeiture of profits as provided elsewhere.

Basis for Determination of Participation

If proposed M/W/VBE participation is less than the goals established in each bid package and the Bidder is determined to be the apparent lowest responsive Bidder in all other respects, such Bidder will be required to demonstrate that positive good faith efforts were taken prior to the Bid Date to encourage the utilization of M/W/VBEs, and the reason for the Bidder's inability to achieve the stated goals despite such efforts. Such Bidder may also be required to demonstrate utilization of additional positive good faith efforts after the Bid Date to increase the levels of M/W/VBE participation. Such demonstration of good faith efforts shall be a condition to the Bidder not being found to be a responsible Bidder. The decision of the Owner related to whether or not a Bidder has satisfactorily demonstrated good faith efforts shall be conclusive and binding upon such Bidder.

To determine the degree of participation for M/W/VBEs to operate as participants in Joint Ventures, as Subcontractors or Suppliers, the following methodology shall be utilized:

- A Joint Venture Bidder consisting of one or more M/W/VBE parties will be credited with M/W/VBE participation on the basis of percentage of the dollar amount of the work to be performed by the M/W/VBE. For example, consider a prime contract is awarded for \$1,000,000 to a majority company. A Joint Venture Subcontractor, consisting of one M/W/VBE Company proposes to perform 50 percent of the dollar amount of the work quoted at \$1,000,000. However, the M/W/VBE partner of the Joint Venture will perform 50 percent of their contracted Work. The M/W/VBE participation will be credited as 25 percent of the work, or \$250,000.
- An M/W/VBE Bidder will be credited with minority participation for the portion of the contract it performs, and that portion subcontracted to minority firms. For example, if an M/W/VBE Bidder proposes to perform a project quoted at \$1,000,000 and subcontracts 25 percent to a majority firm and 25 percent to a minority firm, minority participation will be credited as 75 percent of \$750,000.
- A Bidder will receive 60 percent toward goal attainment for the use of minority suppliers who are not manufacturers, i.e., where a Bidder proposes to purchase \$100,000 worth of construction materials from a minority supplier who did not manufacture the materials, \$60,000 will be credited toward the Bidder's minority participation goal. However, where the minority Supplier is the manufacturer of the product supplied, the Bidder will receive M/W/VBE credit of 100 percent of the dollar amount of the supply contract.

“Good Faith Effort” Requirement

Any Bidder and their subcontractors/materialmen who intends to subcontract any portion of the Wishard Hospital project shall make good faith efforts to assure the M/W/VBE firms are used when possible as sources of supplies, equipment, construction and services. Further, subcontractors proposed by Bidders shall be encouraged by the Bidders to maximize participation opportunities within the scope of the proposed subcontracted portion of Work. Examples of good faith efforts are:

- The attendance by the low bidder at any pre-bid or pre-solicitation meeting held by the City to inform M/W/VBEs of contract opportunities.
- The advertisement of contract opportunities by the low bidder, in general circulation, trade and minority-focused media.
- The provision of written notice to a reasonable number of specific M/W/VBEs, done in sufficient time to allow them to participate.
- Follow-up by the low bidder with M/W/VBEs interested in participation.
- The selection of portions of the work to be done by M/W/VBEs, such as the division of contracts into economically feasible units to facilitate participation.
- The provision of adequate information about plans, specifications and/or contract requirements.
- Negotiation in good faith by the low bidder with interested M/W/VBEs, with no M/W/VBE rejected as unqualified without sound reason.
- Efforts to provide assistance to M/W/VBEs to obtain bonding, lines of credit or insurance.
- The effective use of the services of available minority organizations, contractors’ groups, the state and local offices, etc., that have knowledge of available M/W/VBEs or the means to locate such M/W/VBEs.

Wishard will assist bidder/offeror in meeting its M/W/VBE goal through identification of certified M/W/VBE firms. Wishard is responsible for the assessment of offerors who have not met the contract goal, to determine whether documented good faith efforts deem them responsible. Wishard also determines whether an offeror has submitted the required M/W/VBE documentation to be regarded as responsive. Wishard will verify that all information is complete and accurate and adequately documents the offeror’s good faith efforts before Wishard will enter into a contract with the apparent successful offeror.

Wishard treats bidder/offeror’s compliance with good faith effort requirements as a matter of responsibility.

Each solicitation for which a contract goal has been established requires the offeror to submit the following information with the bid/proposal:

1. The names and addresses of M/W/VBE firms that will participate in the contract;
2. A description of the work that each M/W/VBE will perform;
3. The dollar amount of the participation of each M/W/VBE firm;
4. Written and signed documentation of commitment to use a M/W/VBE subcontractor whose participation it submits to meet a contract goal;
5. Written and signed confirmation from the contracted M/W/VBE as provided in the prime contractors commitment; and,
6. If the contract goal is not met, evidence of good faith efforts.

Wishard will follow the City of Indianapolis' certification standards and procedures to determine the eligibility of firms to participate as M/W/VBEs.

Non-Compliance with this Policy

All participants in the Program must comply with Wishard's goals set forth in the individual bid packages, and applicable federal and state laws. Wishard reserves the right to apply legal and contract remedies available under federal, state and local law, which include but are not limited to, responsibility determinations in future contracts, suspension and debarment procedures and forfeiture of profits as provided for elsewhere.

The M/W/VBE participation percentage commitment made upon contract award is deemed to be contractual in nature. Therefore, failure of the Contractor to meet the M/W/VBE participation percentage commitment may constitute a material breach of the contract. Wishard shall have the right to terminate the contract, deduct from money due or to become due the Contractor an amount equal to the dollar amount of the unmet M/W/VBE participation commitment, secure a refund from the Contractor of that amount, or pursue other such remedies at law or in equity to which Wishard may be entitled. Any money deducted or refunded under this Section shall be collected and considered liquidated damages for Contractor's failure to comply with the Contract, not as a penalty.

Wishard may recommend additional sanctions against Contractors who are found to be in non-compliance with M/W/VBE program requirements of M/W/VBE contract provisions at any time during the term of a Wishard contract.

Compliance Audits

Wishard will conduct audit assessments one (1) time a year, after the first quarter of 2010, to determine compliance with policies and procedures set forth in the Program. The audit will assess and make recommendations when requested on M/W/VBE policy, appeals, utilization of M/W/VBE certification eligibility, to include but not limited to allegations of fraud.

Prompt Payment to Subcontractors

Wishard will include this clause in each prime contract:

The Contractor agrees to submit to Wishard on a monthly basis all invoices/bills for services, labor and costs incurred, to include its own forces, subcontractors and material men.

Per AIA General Conditions, the Contractor shall pay each subcontractor no later than seven days after receipt of payment from the Owner the amount to which the subcontractor is entitled, to reflect a percentage actually retained from payment to the contractor on account of the subcontractor's portion of the work. The Contractor shall, by appropriate agreement with each subcontractor, require each subcontractor to make payment to sub-subcontractors in a similar manner. Per AIA General Conditions, Contractor payments to material and equipment suppliers shall be treated in a manner similar to that provided in "Sections" regarding subcontractors.

Any delay or postponement of payment may not take place without prior approval of the Health & Hospital Corporation Board of Trustees. A finding of non-payment is a material breach of this contract. The Board may, at its option, withhold progress payments unless and until the Contractor demonstrates timely payment of sums due subcontractors.

Wishard shall use other available methods to facilitate prompt payments to subcontractors as required.

Implementation Responsibilities:

The Team will determine the participation basis and make recommendations on achievement of "good faith requirement" efforts. The Team will conduct project compliance reviews and recommend appropriate action in correcting any deficiencies and/or eliminating barriers to meeting goals. The Team will work to ensure that contractors perform duties in accordance with the objectives of this plan and Federal and State laws.

Wishard will be responsible for prompt payment.

IX. MINORITY BUSINESS DEVELOPMENT AND BUILDING LOCAL CAPACITY

The Team will provide assistance to M/W/VBEs to assure successful completion of the assigned projects and prepare for future opportunities.

Goals:

1. Higher survival rate for the M/W/VBEs
2. Continuous improvement in the financial strength and bond capacity of those firms
3. Consistent success in adherence to objectives included in each firm's individual business plan
4. A series of workshops and training seminars to enhance small contractor business accrument

This Program is well-rooted in the Indianapolis business community and will employ tactics which include:

- Capacity building strategies
- Management and technical assistance
- Mentor-Protégé program
- Workforce diversity and apprenticeship program
- Partnerships with other local construction industry programs

Implementation of Responsibilities:

The Team will encourage contractors to develop a Mentor-Protégé program within their companies. The Team looks favorably upon companies that share its commitment to the growth of small businesses.

X. PROGRAM TECHNIQUES AND OUTREACH ACTIVITIES

The processes, procedures and formalized efforts to identify, solicit and ensure M/W/VBE participation on the Project's contracting opportunities are integral to the Program. Wishard's commitment to the achievement of equitable contract opportunities is the principal reason to establish an outreach component within the Program. Wishard designed the Program's outreach efforts to document initiatives and establish procedures that best inform, present and achieve results for maximum consideration and participation by M/W/VBEs. Key elements of the Team's outreach efforts are internal and external communication within the M/W/VBE business community.

Wishard will work to communicate and ensure that both internal and external stakeholders are made aware of construction opportunities for the Project, including M/W/VBEs, prime and subcontractors.

Implementation of Responsibilities:

To nurture outreach, the Team will:

- Cultivate relationships with M/W/VBE organizations and advocacy groups
- Develop an updated database of M/W/VBE firms appropriate to the Project
- Target project orientations early in the bid process
- During pre-bid meetings, reinforce the importance of the Program
- Facilitate networking forums to ensure that attendees are provided the maximum opportunities to engage with prospective bidders and future partners
 - Allow bidders the opportunity to identify potential companies to partner with for the Project.
 - Engage in follow-up activities after the event, including creation of a list of event attendees for prime and M/W/VBE firms
- Collaborate with industry and advocacy groups to promote the Program
- Provide early notification of opportunities to a wide pool of M/W/VBE firms through print, electronic and broadcast mediums
- Educate M/W/VBE firms on owner requirements, terms and conditions
- Communicate the objectives of this Program to M/W/VBE firms
- Build relationships and promote events with targeted media efforts
- Provide contract information and opportunities to minority and mainstream business publications
- Highlight successful M/W/VBE project achievements and firm testimonials in the community and with local media
- Conduct outreach with non-minority prime contractors and subcontractors who have significant contracts to explore opportunities for second tier M/W/VBE participation
- Attend community events that focus on the inclusion of M/W/VBEs for project participation

Wishard will collaborate with the City of Indianapolis Department of Minority and Women Business Development, the Indiana Department of Administration and other identified groups to maximize joint resources for the communication of opportunities to internal and external audiences.

XI. WORKFORCE DIVERSITY DEVELOPMENT

The citizens of Marion County voted in favor for the Project. Wishard is committed to the provision of employment opportunities for Marion County citizens. Wishard encourages prime and subcontractors to employ a diverse workforce on the project site, to best represent the community in which we operate.

XII. M/W/VBE PERFORMANCE ASSURANCE AND REPORTING

In order to ensure success of the Program, the Team will track, monitor and report Project activity and dollars committed and paid to M/W/VBEs on an individual contract basis, as well as for the overall Project.

The Team will collaborate with an Advisory Committee, formed in the first quarter of 2010 and comprised of key community advocacy group representatives, to identify required reporting elements and structure, as well as communication strategies. The Team will report to the Advisory Committee quarterly through Project close-out.

Implementation of Responsibilities: The Team will document performance and provide quantitative reports to key stakeholders to ensure transparency and accountability.

XIII. PROGRAM PLAN ADOPTION PROCESS

This is a living document and Wishard will, when necessary, continue to develop it with the input of key stakeholders. Wishard has reviewed the Program Plan with internal and external audiences prior to implementation. Wishard appreciates and values the opinions of its key stakeholders and believes this process will ensure the greatest support for successful outcomes.



MBE/WBE/VBE PROGRAM GOOD FAITH QUESTIONNAIRE

1. Have you met the goals established for this project? Yes No
If no, to what level have the goals been met _____

2. Have you provided notice to certified MBE/WBE/VBE's of subcontracting opportunities?
 Yes No If yes, how? Written Verbal Media Other

Attach a copy of the notice and provide evidence of efforts, including a list of subcontractors receiving notice.

3. On the included MBE/WBE/VBE contact listing, list quotes/estimates received from MBE/WBE firms. For MBE/WBE/VBE firms that are not to be utilized on this project, provide an explanation as to why they are not being utilized. **To be considered appropriate contact, the initial contact must be made at least four (4) days prior to the Bid date.** For MBE/WBE/VBE firms that are to be utilized on this project, provide on 'Subcontractor and Material List Form'.
4. Did you assist interested MBE/WBE/VBE's to secure participation? Yes No
If yes, provide evidence of same; if no, explain why not.

Bonding _____

Credit _____

Insurance _____

Selected economically-feasible portion of work _____

Provide assistance in review of contract plans and specifications _____

Other (explain) _____

5. Have you utilized certified MBE/WBE/VBE subcontractors on other government and private sector contracts within the last two (2) years? Yes No
If yes, list projects: _____

6. Have you had difficulty securing MBE/WBE/VBE business participation? Yes No
If yes, explain. _____

7. State any other good faith efforts to secure participation.



This questionnaire is not intended to be exclusive or exhaustive, and the bidder should attach additional sheets, as necessary, to fully explain in good faith efforts in accordance with the requirements of the MBE/WBE/VBE Participation Goals.

Authorized Representative Signature

Title

Date



**MBE/WBE/VBE PARTICIPATION
 PAYMENT REQUEST FORM**

This MBE/WE/V PARTICIPATION REQUEST FORM must be submitted with all Applications for Payment.
The participation of Minority Business Enterprises, Women's Business Enterprises and Veteran Business Enterprises is as follows:

MBE/WBE/VBE	CONTRACTOR NAME	*ETHNIC GROUP	DOLLAR AMOUNT INCLUDED IN THIS APPLICATION FOR PAYMENT PAID TO MBE/WBE/VBE	APPLICATION NUMBER	DOLLAR AMOUNT OF THIS APPLICATION (Line #8 on Application)
MBE / WBE / VBE					
MBE / WBE / VBE					
MBE / WBE / VBE					
MBE / WBE / VBE					
MBE / WBE / VBE					
MBE / WBE / VBE					
MBE / WBE / VBE					

By signature, the Contractor certifies that the Project continues to meet the MBE/WBE/VBE Participation Goals as agreed to in the Agreement between Owner and Contractor.

 (Signature of authorized representative)

 (Date)

*Ethnic Group, as defined by the City of Indianapolis is:

- 2 - African-American 3 - American-Indian 4 - Hispanic 5 - Asian/Pacific Islander 6 – Women