

### Did you know the U.S. Hispanic population surpassed 60 million in 2019?

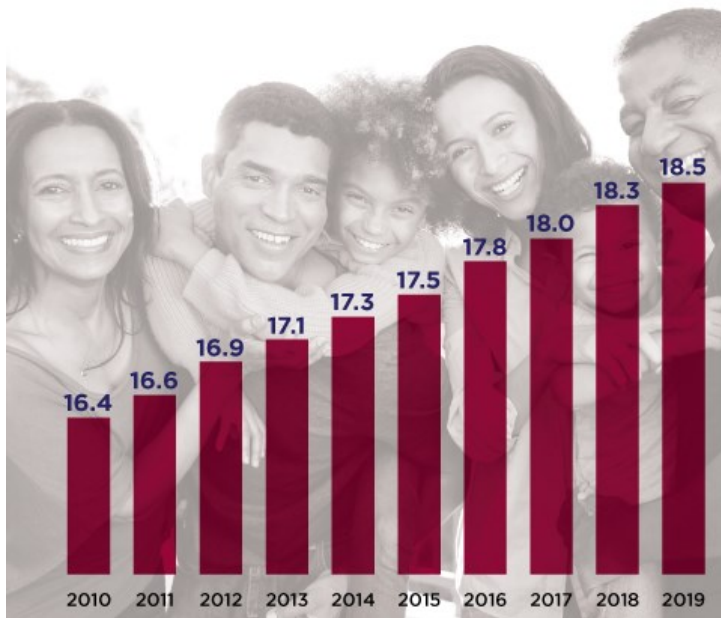
*The U.S. Hispanic population reached a record 60.6 million in 2019, up 930,000 over the previous year and up from 50.7 million in 2010, according to newly released U.S. Census Bureau [population estimates](#).*

*As a result, people of Hispanic origin are the nation's largest ethnic or racial minority. Hispanics constituted 18.5% of the nation's total population.*

Source: U.S. Census

### U.S. Hispanic Population Growth

Percentage of Total Population on July 1



## ETHNIC SPOTLIGHT



“Let’s honor and celebrate the achievements of Hispanic-Americans in the United States during the celebration of the National Hispanic Heritage Month September 15th-October 15th, 2020

-ODEO-

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*and more...*

## What is the Rhode Island State Equal Opportunity Office?

By Vilma D. Peguero, J.D., Acting EEO Administrator



The State Equal Opportunity Office is charged with providing training and technical assistance requested by any company doing business in Rhode Island and to all State departments as is necessary to comply with the intent of Rhode Island General Law 28-5.1-2. The State Equal Opportunity Office is also charged with issuing any guidelines, directives or instructions necessary to effectuate its responsibilities under state law, and to investigate possible discrimination, hold hearings and direct corrective action to said discrimination.

### Mission

The mission of the State Equal Opportunity Office is to ensure equal opportunity compliance for all units of Rhode Island State government, as set forth by federal agencies and Rhode Island General Laws, and to ensure non-discrimination and equal opportunity in all aspects of State government, including, but not limited to, employment, procurement and policy relative to state programs, services and activities.



### Regulations

Please click on the link below to see a list of Statutes for Equal Opportunity and Affirmative Action in the [Rhode Island General Law: Chapter 28-5.1 - Equal Opportunity and Affirmative Action](#). Click [here](#).

*To learn more about the Equal Opportunity Office, contact Vilma D. Peguero, J.D., Acting EEO Administrator at [vilma.peguero@doa.ri.gov](mailto:vilma.peguero@doa.ri.gov) or (401) 222-1452.*

# ODEO Promotes Diversity, Equity and Inclusion



ODEO Staff Members:  
Krystal Waters, Chief Implementation Aide  
and Victor Mendoza, Programming Service Officer

The Office of Diversity, Equity and Opportunity (ODEO) is a division within the Department of Administration (DOA) that was created in the summer of 2014 as a result of the State's implementation of Executive Order 13-05, entitled: Promotion of Diversity, Equal Opportunity and Minority Business Enterprises in Rhode Island. In 2016, Rhode Island General Law 42-11-2.7 was passed to formally create ODEO as a division within DOA.

This executive order required the Director of DOA to review all divisions and offices within DOA that are charged with facilitating equal opportunity employment and Minority-and Women-Owned Business Enterprises, including, but not limited to, the Division of Human Resources, the State Equal Opportunity Office, the Human Resources Outreach & Diversity Office, the Division of Purchases, and the Minority Business Enterprise Compliance Office (MBECO), and make recommendations to the Governor to improve collaboration between these offices and all executive departments to ensure these programs are more effective.

ODEO oversees operations within the State Equal Opportunity Office, the Human Resources Outreach & Diversity Office, MBECO and the Supplier Diversity Office.

***“We are committed to being the team that shifts the culture toward greater diversity, equity and inclusion in Rhode Island State government employment and procurement”***

## State Employment Opportunities



The Office of Diversity, Equity and Opportunity's (ODEO) Human Resources Outreach & Diversity Office (HROD) hosts workshops to educate individuals interested in learning more about the State employment and civil service exam process. Topics covered during the workshops include:

- ♦ RI State government structure
- ♦ Types of employment within the state
- ♦ Understanding the job posting
- ♦ What you need to know when applying for State jobs and civil service examinations and much more.

ODEO/HROD workshops are free and open to the public. Each workshop is held at the Department of Administration, One Capitol Hill, 2nd Floor, Conference Room B, Providence, RI.

The mission of the ODEO/ HROD is to develop the State's business case for diversity and inclusion in employment and services. This includes building on our capacity to attract and retain a workforce that is more reflective of the diversity within our state, organizing programs that incorporate diverse perspectives, and delivering services in a manner that values and respects the diversity of our clients and customers.

Victor Mendoza is responsible for recruitment and also facilitates the workshops on State employment and the civil service exam process. He can be reached at [victor.mendoza@doa.ri.gov](mailto:victor.mendoza@doa.ri.gov) or (401) 222-3900.



# STATE GOVERNMENT PROCUREMENT

National Origin Ethnicity Gender Race  
Human Resources Management Necessity  
**WORKPLACE DIVERSITY** Value  
Employees Corporate Strategy Compliance  
Business Competitiveness  
Workforce Recruitment Color Religion  
Global Culture Benefits Fair Legal  
Age HR Goals Treatment

# STATE GOVERNMENT EMPLOYMENT

## State Government Employment Opportunity Workshops

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Looking to learn more  
about State Jobs and  
the Civil Service Exam ?

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[Click Here to register for one of  
our Workshops!](#)



## **The Supplier Diversity Office Assists Businesses with Procurement Needs**



The Supplier Diversity Office is a program within the Office of Diversity, Equity and Opportunity (ODEO), established to give MBE, WBE, DBE and VBE firms in the State of Rhode Island an opportunity to secure contracts with government agencies as vendors.

Our goal is to assist the Minority Business Enterprise Compliance Office increase the number of businesses certified and to ensure that all businesses, including diverse and small businesses, have an opportunity to participate in our State's procurement activities.

The Supplier Diversity Office also works in collaboration with the Minority Business Enterprise Compliance Office to host pre-certification workshops, educate individuals/groups on the MBE, WBE, DBE and VBE programs, and provide technical assistance and advocacy. These workshops are offered in our facility and throughout the state at local community-based organizations and other appropriate venues. When necessary, these workshops are also scheduled to take place during evening hours and weekends.

Our office will work assiduously to assist program participants in targeting their supplier diversity efforts, as well as to ensure that MBE, WBE, DBE and VBE enterprises are given a fair and equal opportunity to bid on, win and be awarded State contracts.

To learn more about the Supplier Diversity Office, contact Elvys Ruiz, Chief of the Supplier Diversity Office at [elvys.ruiz@doa.ri.gov](mailto:elvys.ruiz@doa.ri.gov) or (401) 574-8253.

## What is MBECO?

The Minority Business Enterprise Compliance Office (MBECO) within the Office of Diversity, Equity and Opportunity promotes the development of certified Minority Business Enterprises (MBE), Women Business Enterprises (WBE), Disadvantaged Business Enterprises (DBE) and Veteran Business Enterprises (VBE). It does this by facilitating their participation in Rhode Island's businesses and economic development opportunities. Specifically, MBECO services in certification, enforcement, business assistance and advocacy. Certification is a marketing tool, used to enhance your ability to do business in public markets. Where an agency has affirmative purchasing goals, certification increases your chances of receiving a contract.



Certification does not guarantee that you will be successful each and every time you bid, but it may add a competitive edge to your bid. MBECO works extensively with State and local agencies to help them fulfill their business purchasing goals. MBECO actively promotes the participation of certified businesses in public and private purchasing and contracting programs. For more information on Rhode Island's procurement system, visit [www.ridop.ri.gov](http://www.ridop.ri.gov).

The Minority Business Enterprise Compliance Office also assists with new legislative and policy proposals that facilitate the involvement of minorities and women in the mainstream economy.

Our goals include increasing the number of MBE, WBE, DBE and VBE firms available for contract competition; fostering relationships between MBE, WBE, DBE and VBE firms with State agencies, quasi-state agencies, purchasing agents and prime vendors; providing opportunities for growth and development of MBE, WBE, DBE and VBE firms; and ensuring compliance with the participation of MBE, WBE, DBE and VBE firms on all state procurement activities.

Contact Dorinda L. Keene, Assistant Administrator-MBE, at [dorinda.keene@doa.ri.gov](mailto:dorinda.keene@doa.ri.gov) or (401) 574-8670.



# **MBE Spotlight:**

## **New England Highway Technologies, LLC**

New England Highway Technologies LLC, which is owned by Richard Bisono, offers a wide range of traffic control products to ensure the safety of the public as well as its workers. New England Highway Technologies is MBE/DBE certified and has the experience and product selection for your specific needs. Our product line covers everything from traffic control, to construction equipment, to signs and post, as well as safety products for your crew. We provide rentals such as message boards, arrow boards, attenuator trucks and trailers. As an owner-operated company, you will find our commitment to service second to none.

New England Highway Technologies' outstanding services are shown through our recurring customers and long-standing relationships. As a local business we go above and beyond to provide service, especially during emergencies. New England Highway Technologies, LLC has been MBE and DBE certified since June 2005.

"The Certification has given me tremendous opportunity to prove myself to new customers. For example I have taken advantage of the Meet and Greets. Where it would be difficult on my own to find who the key purchasers are. The meet and greet has opened that door. Also has been a wealth of knowledge, I take advantage of any training the program offers." Richard said.





## WBE Spotlight:



The Color House is a second-generation, woman-owned, family-run paint and design business, specializing in providing superior quality Benjamin Moore paints, stains, primers and industrial coatings with the expert knowledge and advice that you need to get your project done right. We have earned the state, federal and soon-to-be Massachusetts certification as a Woman-owned Business Enterprise (WBE). To date, The Color House is the first and only Rhode Island paint and design retail supplier to hold the WBE certification.



Jean Hauser, President, inherited ownership of her husband's family-run paint and design business after he passed away in 2016. It marked a turning point – both for The Color House, the company started by her father-in-law in 1963, and for Hauser herself. With five existing locations The Color House's phenomenal growth continues under Hauser's leadership. "I strive to bring value and service to the community while assuring customers that shopping local does not necessarily mean product is more expensive," she said. "I aim to deliver the highest quality of product and service, while competing with the big box stores, in a welcoming and professional environment."

# NEWLY CERTIFIED MBE/WBE—DBE/ACDBE/VBE FIRMS

February 22, 2020 – July 22, 2020

## Newly Certified MBE/WBE Firms

1. Absolute Staffing & Consulting Solutions, LLC
2. Agency Landscape + Planning, LLC
3. All Time Service, Inc.
4. Banneker Supply Chain Solutions, Inc.
5. Cadoret Global, LLC
6. Chevalier Electric, LLC
7. Cristina M. DiChiera, d/b/a DiChiera Consulting
8. Debra Folz Design
9. DLZP Group, LLC
10. Eagle Eye Properties, LLC, d/b/a Eagle Eye Post Construction Service, LLC
11. Eastwind Corporation
12. Energy Advocates, LLC
13. EVNoire, LLC
14. FR Engineering Group, Inc.
15. Guide Studio, Inc.
16. Iamtra, Inc., d/b/a Drinks on Me Coasters
17. I-Design Group, Inc.
18. JLV Consulting, LLC
19. JS Consulting Engineers, LLC
20. Julio Tetreault, d/b/a Tetreault Home and Garden
21. Klopfer Martin Design Group, LLC
22. Less Road Traveled, LLC
23. Manuel Cordero
24. MG Consultation, LLC
25. Newport Specialty Foods, Inc.
26. Northeast Collaborative Architects, LLC
27. Oyeniran Oyewale, d/b/a For His Glory Project
28. Pamela Perini Consulting
29. People Places and Spaces, LLC
30. Pro AV Systems, Inc.
31. Rachel Elizabeth Sholly, d/b/a Rachel Sholly Energy Consulting
32. Rene Payne, d/b/a FAVOR design + communications
33. Rhino Tile, Inc.
34. Sarcastic Sweets, LLC
35. SIE Consulting Group, LLC
36. Steer, LLC
37. Taylor Health Enterprises, LLC, d/b/a Lotus Noire Health, LLC
38. Urban Idea Lab, LLC

## Newly Certified DBE/ACDBE Firms

1. Agency Landscape + Planning, LLC
2. All Time Service, Inc.
3. Amos Engineering, LLC
4. Baslee Engineering Solutions (BES), Inc.
5. Bulldog Distribution, LLC
6. Cross-Spectrum Acoustics, Inc.
7. EVNoire, LLC
8. FR Engineering Group, Inc.
9. IntWork, LLC
10. It's About Time Logistics, LLC
11. Kroner Environmental Services, Inc.
12. M. Neves, Inc.
13. Matrix New World Engineering, Land Surveying and Landscape Architecture, PC
14. Pasadena's Virtual Assistant, LLC, d/b/a Chedda Payroll
15. ReEngine Consulting, LLC
16. Sarcastic Sweets, LLC
17. SCB Management Solutions, Inc.
18. TerraSense, LLC
19. The Edwards Group, LLC
20. Zprocis Solutions, Inc.



## Newly Certified VBE Firms

1. Absolute Staffing & Consulting Solutions, LLC
2. Analytical Evaluation Consultants, LLC
3. Liberty Floor Covering, LLC
4. Mass Tank Inspection Services, LLC
5. SIE Consulting Group, LLC

# OSHA DICTIONARY

## Construction Industry Terms

### English-Spanish

platform	plataforma
plug (electrical)	enchufe, clavija
plumbing	plomería
plywood	madera contrachapada, madera laminada, Madera fabricada
pneumatic power tool	herramienta neumática
pneumatic riveting hammer	martillo neumático remachador
pneumatic tool	herramienta neumática
pole hole	hoyo para poste
pole (scaffold)	poste (andamio)
pole scaffold	andamio de poste
portable electric tool	herramienta eléctrica de mano
portable trench box	caja portátil para zanja
powered industrial truck	camión industrial
powerline	línea eléctrica
power shovel	pala mecánica
power transmission and distribution	transmisión y distribución de energía
pressure	presión
pressure vessel	recipiente a presión
presumed asbestos containing material (PACM)	material que se presume contiene asbestos
primer	cartucho
process vessel	recipiente de procesamiento



The Diversity Business Newsletter is a quarterly English-Spanish publication of the Office of Diversity, Equity and Opportunity (ODEO).

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