



ODEO DIVERSITY BUSINESS NEWSLETTER



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R.I. Department of Administration | Office of Diversity, Equity and Opportunity

Governor Raimondo Extends the Working Group on Diversity in Construction



On August 6, 2018 Governor Gina M. Raimondo signed an executive order extending the Working Group on Diversity in Construction for another year. The event took place at the New England Highway Technologies, a certified minority-owned business in Cranston, managed by Richard Bisonó, its owner, with the support of community leaders, businesses, community organizations, and government entities and representatives.

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ODEO Making Strides Towards Diversity, Equity and Inclusion

"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"

Cheryl Burrell, Associate Director, ODEO

The ODEO oversees operations within the State Equal Opportunity Office, the Human Resources Outreach & Diversity Office, the Minority Business Enterprise Compliance Office, and the Supplier Diversity Office.

DIVERSITY AWARENESS "Disability Independence Day"

Each year on July 26 is celebrated the National Disability Independence Day, which commemorates the anniversary of the signing of the Americans with Disabilities Act (ADA) on July 26th, 1990.

At the signing of the Americans with Disabilities Act July 26, 1990, President George Bush stated: Three weeks ago we celebrated our nation's Independence Day. Today we're here to rejoice in and celebrate another 'Independence Day,' one that is long overdue. With today's signing of the landmark Americans for Disabilities Act, every man, woman and child with a disability can now pass through once-closed doors into a bright new era of equality, independence and freedom..."

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Governor Raimondo Extend the Working Group on Diversity in Construction



Governor Gina M. Raimondo with Darrell Waldron, Executive Director of the RI Indian Council and Cheryl Burrell, Associate Director, R.I. Department of Administration's Office of Diversity, Equity and Opportunity (ODEO).

On August 6, 2018 Governor Gina M. Raimondo signed an executive order extending the Working Group on Diversity in Construction for another year. The event took place at the New England Highway Technologies, a certified minority-owned business in Cranston, managed by Richard Bisonó, its owner, with the support of community leaders, businesses, community organizations and government entities and representatives.

"Diversity is one of our state's biggest strengths," said Governor Gina M. Raimondo. "As Governor, I'm committed to working hard to support across the board fairness and opportunity for every Rhode Islander. We've created thousands of jobs, particularly in construction, but we need to ensure that minority- and women-owned businesses have a fair shot at getting those jobs. I'm proud to extend this Working Group for another year and continue to make progress towards equity."

Cheryl Burrell, Associate Director of the State's Office of Diversity, Equity and Opportunity highlighted the accomplishments of the MBE program. Since 2015, the number of M/WBE firms has increased by 33%. The utilization of certified M/WBE across all state procurements has more than tripled in the past three years, from 4.1% in FY 2015 to 14.9% in the first three quarters of FY 2018.

"I've always known that with the support of leadership, we can accomplish our goals and objectives to truly move the dial on diversity and inclusion across government," said Cheryl Burrell, Associate Director of the State's Office of Diversity, Equity and Opportunity.

Darrell Waldron, co-chair of the Group and Executive Director of the Rhode Island Indian Council said, "When all people are working together, success is imminent."

"Thanks to the leadership of Governor Raimondo and the hard work of this group, I was able to provide goods and services directly to the state as a prime vendor for the first time this year," expressed Richard Bisonó, who was accompanied by his family. "I believe that the continued work of this group will lead to more opportunities for small businesses like mine."

"Speaking of the legislation on bonding, prompt payment, and retainage that was proposed by the working group during the last legislative session, this extension gives us another year to get them in front of the legislature for their full support." said Barbara Thornton, member of the Working Group and partner at Brewster Thornton Group Architects.

Other members of the Working Group presents were: Kasim Yarn, Director of RI Office of Veteran Affairs; Channavy Chhay, Executive Director of the Center for Southeast Asians; Mario Bueno, Executive Director of Progreso Latino; Julius Kolawole, President of the African Alliance of Rhode Island and William Bundy, RI Black Heritage Society.



Governor Gina M. Raimondo with Richard Bisonó, owner of New England Highway Technologies and his daughters.

UPCOMING
workshop
ODEO



The RI Department of Administration's Office of Diversity, Equity & Opportunity (ODEO) will conduct this FREE workshop for firms interested in applying for certification as a Minority Business Enterprise (MBE), Women Business Enterprise (WBE) and Disadvantage Business Enterprise (DBE).

This class is free, but registration is required.

Register on Eventbrite: <https://www.eventbrite.com/e/how-to-get-certified-as-a-minority-owned-business-odeo-pre-certification-workshop-tickets-48173905448>

WHEN: September 13, 2018

WHERE: East Providence Library -Weaver-
41 Grove Ave., East Providence, RI 02914

TIME: 6:00 PM-7:30 PM

SPEAKERS:

Dorinda L. Keene, Assistant Administrator-MBE
Elvys Ruiz, Chief of the Supplier Diversity Office

In partnership with:
East Providence Public Library



Dear ODEO team,

It has been such a pleasure to be a part of this wonderful team and have this awe-inspiring opportunity to meet you guys. This internship has been an enriching experience, and from the bottom of my heart, I am extremely grateful to have such a summer experience, even if it meant sacrificing leisure time at the beach. Nevertheless, quite frankly I felt that the internship itself was a vacation, which simultaneously opened my eyes to the adult world.

Overall, I've realized the commendable purpose of the ODEO office, which is to achieve the collective goal of ensuring fair practices within the state government, whether that be hiring, preventing discrimination, and ensuring equity and opportunity for all employees. I've gained a newfound respect for the state government. Without this internship, it would be hard to imagine what person I would become, so thank you for taking the time to help me further sculpt my experiences and career path. In any case, I look forward to keeping in touch with you guys.

With gratitude,

Michael Tan

Highlights on Intern Michael Tan

Michael came to us through the Prepare Rhode Island Internship Program in July, and was an absolute pleasure to work with from his first day to his last. Having usually hired college level interns, we were unsure of what to expect from a high school junior, but we have been blown away by Michael's performance, consistency and attitude. His dedication and work ethic made it possible for our office staff to complete projects and create processes that we may have otherwise been unable to. We are delighted to receive Michael's positive feedback, and we are equally grateful to him for showing us how bright the future is.

From all of us at ODEO.

**PrepareRI is an initiative to prepare all Rhode Island youth with the skills they need for jobs that pay. It represents a strategic partnership between the Rhode Island government, private industry leaders, the public education system, universities, and non-profits across the state. Source: <https://www.prepare-ri.org/what-we-do/>*

Minority Businesses



“Minority-owned employer firms in the United States increased by approximately 4.9 percent in 2015 to 996,248 from 949,318 in 2014, according to findings from the U.S. Census Bureau’s 2015 Annual Survey of Entrepreneurs”

(Full report on: <https://www.census.gov/newsroom/press-releases/2017/minority-owned-employerfirms.html>)

ODEO Newly Certified MBE/WBE Firms June 1, 2018 – August 29, 2018:

1. Conanicut Cleaning, LLC
2. Construction Advocacy Professionals, LLC
3. DatamanUSA, LLC
4. Deborah Burton, d/b/a Senior's Choice Consulting
5. E-Research and Management, Inc., d/b/a Educational Legacy Planning Group
6. Excellent Flooring, Inc.
7. Kettle, LLC
8. M & M Transport, LLC
9. Multi-Residential Kitchens, LLC
10. Northeast Contractors Supply, LLC
11. Peralta, LLC
12. Pro Tech Group, LLC
13. Prsic & Prsic, LLC
14. Sophaya, Inc.
15. Zephyr Preservation Studio, LLC

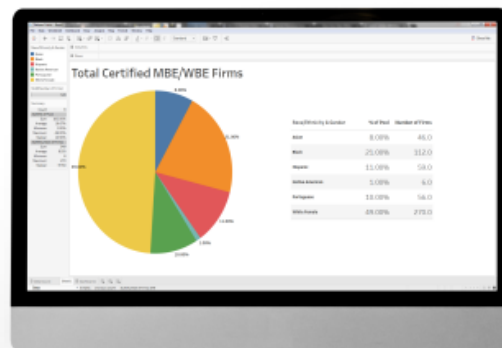
ODEO Newly Certified DBE/ACDBE Firms June 1, 2018 – August 29, 2018:

1. Conanicut Cleaning, LLC
2. Echem Consultants, LLC
3. Excellent Flooring, Inc.
4. J. Cougler, Inc.
5. NASHnal Soil Testing, LLC
6. Prsic & Prsic, LLC
7. Saxon Ventures, LLC
8. Sophaya, Inc.
9. SUR Construction Services, Inc.

STATE GOVERNMENT PROCUREMENT

MBECO has new Fiscal Year reports for
Minority/Women Business Enterprises

**Click Here to access our online
data dashboard.**



<http://odeo.ri.gov/offices/mbeco/reports/2017.php>

STATE GOVERNMENT EMPLOYMENT

State Government Employment Opportunity Workshops

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

**Click Here to register for one of
our Workshops!**

<http://odeo.ri.gov/offices/hrod/workshop-registration.php>

ODEO Held MBE Pre-Certification Workshop at Warwick Public Library



The Office of Diversity, Equity & Opportunity (ODEO) held a FREE workshop for firms interested in applying for certification as a Minority Business Enterprise (MBE), Women Business Enterprise (WBE) and Disadvantaged Business Enterprise (DBE).

The workshop was presented by Dorinda Keene, Associate Administrator of the Minority Business Enterprise Compliance Office (MBECO), and Elvys Ruiz, Chief of the Supplier Diversity Office (SDO). The event took place at Warwick Public Library on August 8, 2018.

“Whether you have already started working on your application or are trying to determine if MBE/WBE/DBE certification will benefit your business, this workshop is right for you,” stated Dorinda during her presentation.

“Having a minority-owned business certification can help you tap into a multitude of public and private sector programs. Furthermore, it is a great marketing tool, used specifically to enhance your ability to do business in public markets,” said Elvys Ruiz, Chief Program Development, in charge of the Supplier Diversity Office and organizer of the event.

The Office of Diversity, Equity & Opportunity (ODEO) hosts workshops, seminars, technical training programs, and informational sessions in partnership with local colleges, universities, community based organizations, public entities, and others to build skills and grow capacity by educating current and potential M/WBEs and Disability Business Enterprises.

CULTURAL SPOTLIGHT



Each year, Americans observe National Hispanic Heritage Month from September 15 to October 15, by celebrating the history, culture, and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America.



The observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period starting on September 15 and ending on October 15. It was enacted into law on August 17, 1988, on the approval of Public Law 100-402.



The day of September 15 is significant because it is the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively. Also, Columbus Day or Día de la Raza, which is October 12, falls within this 30 day period.

Licenses and Permits



State licenses and permits

The licenses and permits you need from the state, county, or business location. Your business location determines the taxes, zoning laws, and regulations your business will be subject to. You'll need to make a strategic decision about which state, city, and neighborhood you choose to start your business in. Your business license fees will also vary.

States tend to regulate a broader range of activities than the federal government. For example, business activities that are commonly regulated locally include auctions, construction, and dry cleaning, farming, plumbing, restaurants, retail, and vending machines.

Some licenses and permits expire after a set period of time. Keep close track of when you need to renew them, it's often easier to renew than it is to apply for a new one.

You'll have to research your own state, county, and city regulations. Industry requirements often vary by state. Visit your state's website to find out which permits and licenses you need.

IMPORTANT LINKS IN RHODE ISLAND:

- ⇒ **RI Department of Labor and Training**
<http://www.dlt.ri.gov/profregs/>
- ⇒ **RI Licensing**
<https://www.ri.gov/Licensing/>
- ⇒ **RI Department of Business Regulation**
<http://www.dbr.state.ri.us/news/>
- ⇒ **Contractor's Registration and Licensing Board**
<http://www.crb.ri.gov/>



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

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