



# ODEO DIVERSITY BUSINESS NEWSLETTER



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

## ODEO HOSTED 2ND ANNUAL DIVERSITY BUSINESS FORUM



Attendees at the second annual Diversity Business Enterprise Forum, which took place at The Vets on April 17, 2018. *More information on page 3.*



## ETHNIC SPOTLIGHT

May is Asian Pacific American Heritage Month



As we commemorate Asian/Pacific American Heritage Month, the RI Department of Administration's Office of Diversity, Equity and Opportunity (ODEO) pays tribute to the generations of Asian and Pacific Islanders who have enriched America's history and for their achievements and contributions to the United States.

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- The Minority Business Enterprise Compliance Office
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- Business Planning

*and more...*

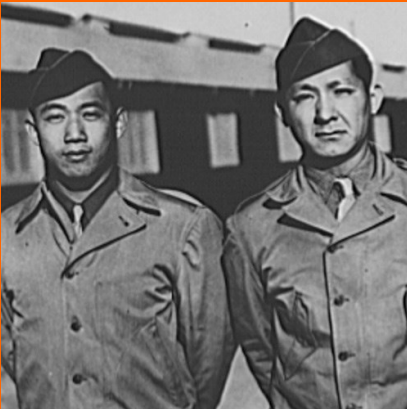
# May is Asian Pacific Heritage Month



In 1978, a joint congressional resolution established Asian Pacific American Heritage Week. The first 10 days of May were chosen to coincide with two important milestones in Asian Pacific American history: the arrival in the United States of the first Japanese immigrants (May 7, 1843) and contributions of Chinese workers to the building of the transcontinental railroad, completed May 10, 1869. In 1992, Congress expanded the observance to a month-long celebration that is now known as Asian-American and Pacific Islander Heritage Month. (1)

The history of North America is shaped by the stories of immigrants from Asia, the Pacific and the native people of the Pacific Islands. While some of the earliest Asian immigrants arrived from China, Japan, India, and Korea, immigration reforms tied to U.S. civil rights legislation brought even more groups to the United States — such as Vietnamese, Cambodians, Laotians, Indonesians, the Hmong and other peoples from South and Central Asia.

During the 1800s, the discovery of gold in California and political upheaval in China triggered unprecedented waves of immigration from Asian countries to the United States. Asian immigrants contributed significantly to the history of American nation-building and westward expansion.



Despite the denial of their civil liberties and constitutional rights, many Japanese-Americans still felt it was their duty to contribute to the war effort. Initially barred from enlisting following the attack on Pearl Harbor, the armed forces later formed a segregated unit for Japanese-American volunteers from the mainland and Hawaiian Islands. The men of the 442nd Infantry Regimental Combat Team fought on the battlefields of Italy, Germany and southern France while most of their families remained in internment camps for the duration of the war. James Hishinuma left his family farm in Colorado—listed in the National Register of

Historic Places—to fight for his country. Because of the sacrifices of Hishinuma and men like him, the 442nd would go on to become the most decorated unit of its size in American military history.

Currently, more than 20 million people of Asian or Pacific Islander descent live in the United States, totaling about 6 percent of the U.S. population. As diverse communities built strong roots in the United States, they retained cultural heritages that stretch across the globe. (2)

## Sources:

1. <https://www.census.gov/newsroom/facts-for-features/2018/asian-american.html>
2. <https://www.nps.gov/articles/taas-aapiheritage-intro.htm>
3. <https://asianpacificheritage.gov/>



# ODEO HOSTED 2ND ANNUAL DIVERSITY BUSINESS ENTERPRISE FORUM



The State of Rhode Island held its second annual Diversity Business Enterprise Forum on April 17, 2018 at The Vets. The forum was organized by the RI Department of Administration's Office of Diversity, Equity and Opportunity (ODEO). The purpose of this event is to connect diverse business owners with resources and opportunities to grow their businesses through government procurement.

The event featured "The Procurement Exchange," where vendors engaged in face-to-face conversations with several state agencies, quasi-state agencies, and prime vendor procurement officials about current and future projects, and opportunities with these entities. Additionally, staff from DOA, the Department of Labor and Training, and the RI Commerce Corporation held several workshops on topics such as prevailing wage, professional licensing, occupational safety and others.

The forum was hosted in partnership with African Alliance of Rhode Island, Center for Southeast Asians, Higher Ground International, Latino Contractors Association, NAACP/Providence Branch, Oasis International, Progreso Latino, Hispanic Chamber of Commerce, R.I. Black Heritage Society, R.I. Coalition of Black Women, R.I. Black Business Association, R.I. Black Contractors Associations, R.I. Indian Council, Inc., Social Enterprise Greenhouse and Urban Ventures.

## 2ND ANNUAL DIVERSITY BUSINESS ENTERPRISE FORUM

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Henrietta White-Holder, Founder and CEO Higher Ground International; Denise Barge, Financial Portfolio Manager, RI Commerce Corporation; and Cheryl Burrell, Associate Director, R.I. Department of Administration's Office of Diversity, Equity and Opportunity (ODEO).

### THANKS TO OUR PARTNERS!

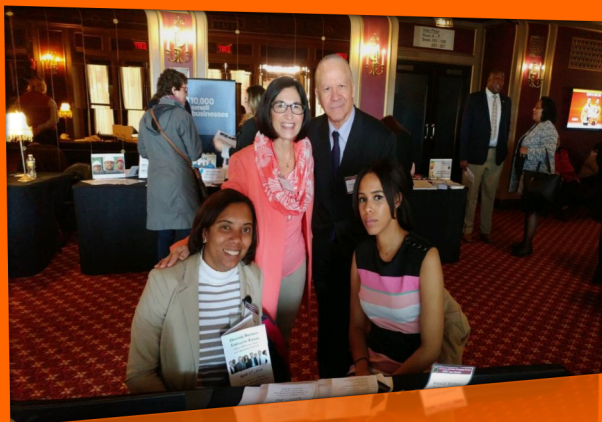
African Alliance of Rhode Island  
Center for Southeast Asians  
Higher Ground International  
Latino Contractors Association  
NAACP/Providence Branch  
Oasis International

Progreso Latino  
R.I. Hispanic Chamber of Commerce  
R.I. Black Heritage Society  
R.I. Coalition of Black Women  
R.I. Black Business Association  
R.I. Black Contractors Association  
Rhode Island Indian Council  
Social Enterprise Greenhouse  
Urban Ventures



# DIVERSITY BUSINESS ENTERPRISE FORUM

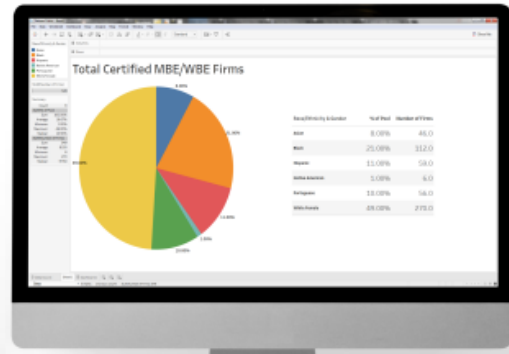
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## STATE GOVERNMENT EMPLOYMENT

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 PROCUREMENT

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>



A photograph of three people—two men and one woman—sitting at a wooden table outdoors. The woman in the center is wearing sunglasses and is looking at a laptop. The man on the left is looking at the laptop, and the man on the right is also looking at it. They appear to be in a collaborative work environment. The background shows a blurred outdoor setting with trees and other people.

## **The MBE Program has a mission to help your business**

The Minority Business Enterprise Program is a State of Rhode Island Program that promotes the State's policy of supporting the fullest possible participation of firms owned and controlled by minorities and women in state funded and directed public construction programs and projects, and in State purchases of goods and services. MBE Program support includes providing assistance to MBEs throughout the life of contracts with the State of Rhode Island. For more information contact Dorinda L. Keene, Assistant Administrator-MBE. (401) 574-8670.

A photograph showing two long rows of black kettlebells in a gym. The kettlebells are arranged in neat rows on a dark floor. In the foreground, a red metal rack is visible on the left side. The background is slightly blurred, showing more of the gym environment.

## **What is the Supplier Diversity Office?**

The Supplier Diversity Office (SDO) was established to give Minority Business Enterprises (MBEs), Women Business Enterprises (WBEs) and Disadvantage Business Enterprises (DBEs) firms in the State of Rhode Island an opportunity to secure contracts with government agencies as MBEs, WBEs and DBEs suppliers.

SDO assists the Minority Business Enterprise Compliance Office to 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. To learn more about the program, contact Elvys Ruiz, Chief of the Supplier Diversity Office at (401) 574-8253.

## 2020 Census and Your Business

As mandated in Article I, Section 2 of the U.S. Constitution, every 10 years, the U.S. Department of Commerce conducts a nationwide count of every person living in the United States. Data from the decennial census will also



play a critical role in U.S. commerce and the economy by providing information on the population and demographics of our country. By providing updated counts of population, housing, and other key demographic data, re-

sults from the 2020 Census will guide reapportionment of representation in the U.S. Congress and help states in redrawing the boundaries of all congressional and state legislative districts for the coming decade. The 2020 Census results will also be used to reset benchmarks for national, local, and small area counts for other government surveys, in addition to many public and private data sets.

(Excerpt from [www.commerce.gov](http://www.commerce.gov))

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## Minority Businesses

“According to the Minority Business Development Agency (MBDA), by 2044, the Nation’s prosperity will rely even more on minorities, the fastest growing segment of the population. Entrepreneurship is a sure pathway to wealth creation and a thriving national economy. Today, U.S. minority business enterprises represent 29% of all firms but only 11% have paid employees. If MBEs were to obtain entrepreneurial parity, the U.S. economy would realize 13 million more jobs.”

Source: <https://www.census.gov/newsroom/stories/2017/october/minority-enterprise-development.html>





## Newly Certified

Firms newly certified as MBE and WBE  
January 1, 2018 through May 31, 2018

1. 2Hands Studio, LLC
2. 813 Consultants, LLC
3. Adonai Spring Water, Inc.
4. Alran Books, LLC
5. Anchor Cement and Construction, LLC
6. Anjali Joshi Design, LLC
7. Arnoldo L. Benitez, d/b/a Benitez Contractors
8. Betech, Inc., d/b/a Emerging Studies Institute
9. Broadblast, Inc.
10. Carolyn's Transport, LLC
11. Cassana HVAC, LLC
12. Celeste Transportation Services, LLC
13. Colony Drywall, Inc.
14. Cumberland Rides, LLC
15. DoCCoord, LLC
16. Exceeda Consulting, Inc.
17. Franklin Analytical Services, Inc.
18. Jevonya Allen, d/b/a Twisted Networking
19. Jomar Painting, LLC
20. K. DaPonte Construction Corp.
21. Kaighen Finley, d/b/a Team iNtuition
22. Katie Schibler & Associates, LLC, d/b/a KSA Marketing + Partnerships
23. KT Communications, LLC, d/b/a DK Communications, LLC
24. M & L Pest Control, Inc., d/b/a Enroute Pest Control Services
25. MD Electrical Integration, LLC
26. Middleton Associates, LLC
27. Orange Square Design, Inc.
28. Pen + Pixels, LLC
29. Policy Research Associates, Inc.
30. Professional Management Services, Inc.
31. Rachael Robinson, d/b/a Revived Memories
32. Seahorse Painting, LLC
33. SOLVE Consulting, LLC
34. Standard Modern Co., Inc.
35. United Region Transit Services, LLC
36. US Eco Products Corporation
37. WR Construction & Design, Inc.

## Newly Certified

Firms newly certified as DBE  
January 1, 2018 through May 31, 2018

1. 813 Consultants, LLC
2. A & M Business Solutions, LLC
3. Absolute Resource Associates, LLC
4. Algar Construction Corporation
5. Angel Flight Marketing Services, Inc.
6. Anjali Joshi Design, LLC
7. Cassana HVAC, LLC
8. Chrysalis Archaeological Consultants, Inc.
9. Costa Companies, Inc.
10. Franklin Analytical Services, Inc.
11. Hudson and Associates, LLC
12. Jevonya Allen, d/b/a Twisted Networking
13. North American Safety Products, Inc.
14. Pacella Enterprises, Inc.
15. Passive Protection, Inc.
16. Pen + Pixels, LLC
17. Preferred Construction Management Co., Inc.
18. R & G Parking International, LLC
19. Seahorse Painting, LLC
20. United Region Transit Services, LLC



The Office of Diversity, Equity and Opportunity has identified as one of its strategic goals, to increase the pool of certified MBE and WBE firms to 1,000 by 2020. In doing so, we would like to recognize some of the milestones reached in our effort to achieve this goal.

We are delighted to announce that **Jevonya Allen, d/b/a Twisted Networking** has been certified as the 600th firm in our MBE/WBE Directory. **Felicitations!**

## Business Planning



Excerpt from: [www.sba.gov](http://www.sba.gov)

### Calculate your startup costs

*How much money will it take to start your small business? Calculate the startup costs for your small business so you can request funding, attract investors, and estimate when you'll turn a profit.*

### Calculate your business startup costs before you launch

The key to a successful business is preparation. Before your business opens its doors, you'll have bills to pay. Understanding your expenses will help you launch successfully.

Calculating startup costs helps you:

- Estimate profits
- Do a breakeven analysis
- Secure Loans
- Attract investors
- Save money with tax deductions

### Identify your startup expenses

Most businesses fall into one of three categories: brick-and-mortar businesses, online businesses and service providers. You'll face different startup expenses depending on your business type.

### Estimate how much your expenses will cost

Once you have your list of expenses, you can estimate how much they'll actually cost. This process will be different for each expense you have.

Some expenses will have well-defined costs — permits and licenses tend to have clear, published costs. You might have to estimate other costs that are less certain, like employee salaries. Look online and talk directly to mentors, vendors, and service providers to see what similar companies pay for expenses.

Read full article [here](#).



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

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Visit us on the web at  
[www.odeo.ri.gov](http://www.odeo.ri.gov)

### Credits

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<https://pixabay.com/>