



ODEO DIVERSITY BUSINESS NEWSLETTER



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

History of the Rhode Island MBE Program

On December 30, 1983, former Governor J. Joseph Garrahy issued Executive Order No. 83-13 which initiated a Minority Business Enterprise (MBE) Program. The Rhode Island General Assembly later enacted legislation to create the MBE Program through the issuance of RIGL § 37-14.1 which states that it is the policy of the State of Rhode Island that Minority Business Enterprises (MBEs) shall have the maximum opportunity to participate in all state procurements.



In order to meet the eligibility requirements for certification as an MBE, applicant firms must be for-profit small business enterprises, owned and controlled, both administratively and operationally, at least 51%, by one or more socially and economically disadvantaged individuals. Under the current MBE program, individuals who belong to one of the following groups are rebuttably presumed to be socially disadvantaged: Black Americans, Hispanic Americans, Portuguese Americans, Asian Americans, American Indian or Alaskan Natives, and Women. All applicants must demonstrate that they meet the economic disadvantage criteria. Individuals who are not members of one of the presumptive groups may also be eligible for certification if they establish, through a preponderance of evidence, their social and economic disadvantage. A determination of individual disadvantage is made on a case-by-case basis.

Having a minority-owned business certification can help businesses 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.

For more information about the MBE certification, contact Dorinda Keene, Assistant Administrator—MBE Compliance at Dorinda.keene@doa.ri.gov or (401) 574-8670.

ETHNIC SPOTLIGHT

SEPTEMBER IS

Hispanic
Heritage
MONTH



"Let's honor and celebrate the achievements of Hispanic-Americans in United States during the celebration of Hispanic Heritage Month" -ODEO-

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- State Government Procurement and Employment and more...



DOA Hosted The Gentlemen's Retreat to Pair Them with RI State Government Leaders

A program with the mission of providing high potential, college-bound inner city high school young men with the inner tools and vision to be self-directed and self-sufficient in high school, college, their careers and adulthood.



Office of Healthy Aging Director Rose Jones greets members of The Gentlemen's Retreat

The event took place on August 8, 2019 from 11:30 a.m. to 1:00 p.m. at the Department of Administration's Conference Room B/C, 2nd Floor. Kenneth Chabert, Founder of the Gentlemen's Retreat introduced the program and provided an overview about the program, followed by opening remarks and Director Michael DiBiase did the Closing Remarks.

About the organization:

The Gentlemen's Retreat takes Gentlemen from the inner city and puts them in novel environments and situations, while stepping back and allowing them to go through cognitive dissonance, so they can truly figure out what being a "G" means to them. This is done through curated experiences (choice architecture) that they've never had before, which will allow them to learn more about emotional and conversational intelligence, grit, vulnerability and anything that is within the Gentlemen's Code.

All of their learning is facilitated through the Power of the First Experience and interactions that open them up to thinking differently. They are put into situations that help them understand the world in a broader perspective in order to ensure their growth as human beings. In the inner city, there is a lack of choice. In the Gentlemen's Retreat, the program facilitates choice making without the pressure of having to conform to a certain set of expectations. It's a cultivated interactive learning environment that allows each Gentlemen to gain a deeper understanding of self, learning organically from the opportunities that the program provides.

The Department of Administration, Office of Diversity Equity and Opportunity, partnered with The Gentlemen's Retreat to host an event to engage young men participating in a multi-day retreat here in the Ocean State through 1:1 dialogue. The dialogue was an opportunity for the young men to engage in meaningful conversation with several leaders from across Rhode Island State Government.



Executive Counsel Sean Fontes (DLT) dialoguing with two members of The Gentlemen's Retreat

Q&As on MBE/DBE Programs

How can I participate in the MBE or DBE Programs

In order to participate in either the State of Rhode Island's MBE Program or the DBE Program, firms must be certified as an MBE or DBE, respectively, by the State of Rhode Island, Department of Administration, Office of Diversity Equity and Opportunity (ODEO). ODEO is the only State agency that has the authority to certify firms for either the MBE or the DBE Program. Certification is an application process, and the criteria for eligibility is prescribed by each program. Firms certified by ODEO as either an MBE, WBE, or MBE/WBE may participate under the State's MBE Program governed by RIGL § 37-14.1. Firms certified by ODEO as either a DBE or ACDBE may participate under the USDOT's DBE program governed by 49 CFR 26 and 49 CFR 23, as applicable, for those procurements that received USDOT financial assistance.

What are the small business size standards?

Both the MBE Program and the DBE Program define a small business concern pursuant to Section 3 of the U.S. Small Business Act and the U.S. Small Business Administration regulations implementing it (13 CFR 121). Additionally, the USDOT DBE Program establishes an overall cap on average annual gross receipts pursuant to 49 CFR 26.65(b).

What are the economic disadvantage eligibility criteria?

Both the MBE Program and the DBE Program have economic disadvantage eligibility criteria. Essentially applicants must meet personal net worth (PNW) criteria for certification. The personal net worth of applicants seeking certification as either an MBE or DBE may not exceed \$1.32 million, with the following exclusions: 1) PNW calculations will exclude an individual's ownership interest in the applicant firm; 2) PNW calculations will exclude the individual's equity in his or her primary residence (except any portion of such equity that is attributable to excessive withdrawals from the applicant firm); and 3) With respect to assets held in vested pension plans, Individual Retirement Accounts, 401(k) accounts, or other retirement savings or investment program in which the assets cannot be distributed to the individual at the present time without significant adverse tax or interest consequences, PNW calculations will include only the present value of such assets, less the tax and interest penalties that would accrue if the asset were distributed at the present time.

Do firms graduate from the MBE or DBE Programs?

Yes, firms may graduate from either the MBE Program or the DBE Program if the firm exceeds either the small business size standards or the economic disadvantage certification eligibility criteria as applicable. Additionally, firm may graduate from the DBE Program if they exceed the overall DBE size cap as established in 49 CFR 26.65 (b).

Is there a cost or fee to apply?

No. The State of Rhode Island does not charge a fee for applicants seeking certification as either an MBE or DBE.

Once a firm is certified as either an MBE or DBE, is there a recertification process?

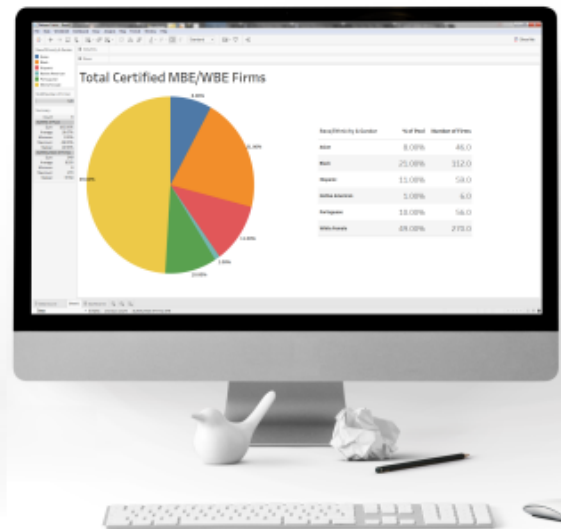
Once a firm is approved as either an MBE or a DBE, firms do not have to apply for recertification. However, firms are required to provide annual update information including applicable "No Change Affidavits" and documentation that the firm still meets the eligibility criteria. Additionally, every five (5) years the firms will undergo a more substantive review including a new site visit and interview. Note, however, that failure of a certified firm to provide annual update information as required, and/or failure by a certified firm to cooperate with requests for information by ODEO is grounds for the initiation of certification removal proceedings.

For more information, visit www.odeo.ri.gov

STATE GOVERNMENT PROCUREMENT

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

[Click Here to access our online
data dashboard.](#)



STATE GOVERNMENT EMPLOYMENT

State Government Employment Opportunity Workshops

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

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



HOW TO GET CERTIFIED WITH THE STATE AS A MINORITY-OWNED BUSINESS



Attend a Pre-Certification Workshop

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.

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 Disadvantaged Business Enterprise (DBE).

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.

This class is free, but registration is required. Register on Eventbrite: <https://www.eventbrite.com/e/minoritywomen-business-enterprise-mwbe-pre-certification-training-tickets-70288112637> [eventbrite.com]

WHEN: Monday, September 30, 2019

WHERE: East Providence Public Library
41 Grove Avenue., East Providence, RI 02914

TIME: 6:30 PM—7:30 PM

SPEAKERS:

Dorinda L. Keene, Assistant Administrator-MBE and

Elvys Ruiz, Chief of the Supplier Diversity Office

For more information or to register, please contact Elvys Ruiz at 401-574-8253

or via email: elvys.ruiz@doa.ri.gov

In partnership with:
East Providence Public Library

OSHA DICTIONARY
Construction Industry Terms
English-Spanish

cable	cable
cab window	ventana de cabina
cage	jaula protectora
cage (to)	enjaular
cage-type boom guard	guarda en forma de jaula para el aguilón (puntal)
caisson	cámara de aire comprimido
canister (respirator)	filtro
canopy	capota
cantilevered	voladizo
cantilever type personnel hoist	montacargas voladizo para trabajadores
car arresting device	dispositivo inmovilizador del carro
carbon-arc welding	soldadura por arco con electrodos de carbón
carpenter's bracket scaffold	andamio de palometas para carpintero
cast iron	hierro fundido, hierro colado
catch platform	plataforma de detención
caught-in	atrapado, pillado, agarrado
caught-between	pillado



In September 1968, Congress authorized President Lyndon B. Johnson to proclaim National Hispanic Heritage Week to recognize the rich culture and contributions of Americans who trace their roots to Spain, Mexico, Central America, South America and Spanish-speaking nations of the Caribbean. Just two decades later, lawmakers expanded the observance to a monthlong celebration, stretching from Sept. 15 to Oct. 15.



The National Council of Hispanic Employment Program Managers (NCHEPM), announced the 2019 Hispanic Heritage Month theme: **“Hispanic Americans: A History of Serving Our Nation.”**

According to the U.S. Census Bureau, the Hispanic population of the United States as of July 1, 2018 is 59.9 millions, making people of Hispanic origin the nation’s largest ethnic or racial minority. Hispanics constituted 18.3% of the nation’s total population.

The contribution of Hispanics to America is outstanding. Making an impact in the art, science, entertainment, politics, business, fashion, literature, technology, sports and other disciplines.

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

To learn more, visit:

<https://www.hispanicheritagemonth.org/index.php/hispanic-heritage-month/88-hispanic-heritage-month-theme-2019>

World Population Day—July 11

U.S. Census Bureau Estimates 7.58 Billion
People on Earth on World U.S. Census
Bureau Population Day

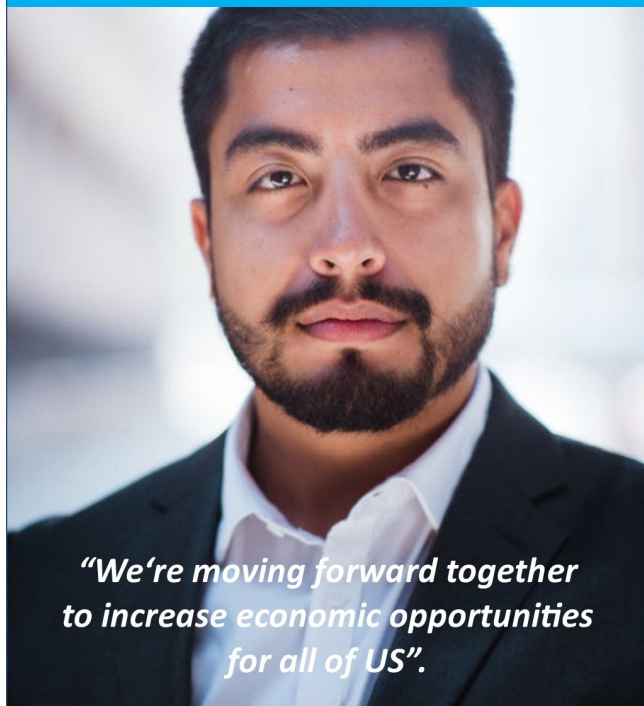
Source: U.S. Census Bureau



State Procurement Opportunities

As of April 1, 1997 State law requires that State Bids must be solicited from vendors by computer, rather than by mail and/or print advertisements. The address on the Internet is www.ridop.ri.gov. It is therefore essential that you take a few minutes to register your company online in order to access purchasing opportunities with the State of Rhode Island and its quasi-state agencies. It is important to note that your firm does not need to be certified as a Minority Business Enterprise, Women Business Enterprise, or Disadvantaged Business Enterprise to access the Rhode Island Vendor Information program.

MOVING FORWARD TOGETHER



*"We're moving forward together
to increase economic opportunities
for all of US".*



CAN CERTIFICATION HELP GROW YOUR BUSINESS?

*If you are a minority or
women-owned business and
would like to learn more
about the benefits of
becoming certified through
the RI Department of Admin-
istration's Office of Diversi-
ty, Equity and Opportunity/
Minority Business Enterprise
Compliance Office, contact
us through our website at:
www.odeo.ri.gov*



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Visit us on the web at
www.odeo.ri.gov

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ty and Opportunity
(ODEO).