



# ODEO

## DIVERSITY BUSINESS NEWSLETTER



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

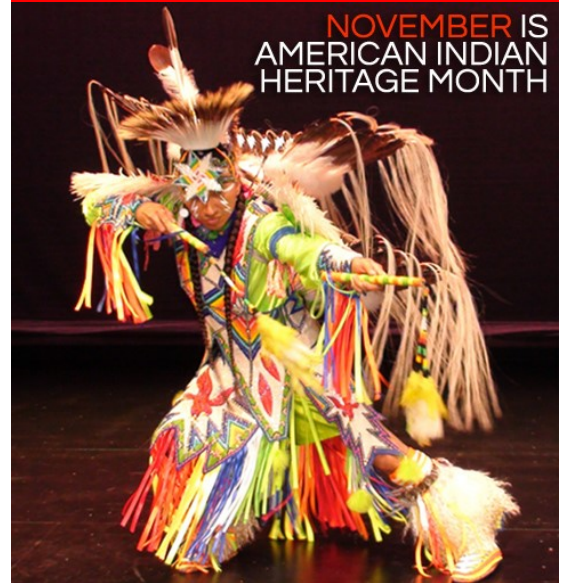
### Meeting Addresses Status of State's Disparity Study



On September 20, over 120 people attended a meeting at Veterans Memorial Auditorium that was hosted by Mason Tillman Associates, Ltd., a national public policy firm that is serving as the State's disparity study consultant. The purpose of the meeting was to share information with local businesses and community members about the disparity study that is under way.

The study will determine whether the State's construction, construction-related service, professional service, and goods/commodities/supplies contracts are being equitably awarded to ready, willing, and able Minority or Women Business Enterprises. The study will review M/WBE participation between July 1, 2014 and June 30, 2017.

### ETHNIC SPOTLIGHT



*"Let's honor and celebrate the contributions and endurance of Native Americans in the United States during the celebration of the National Native American Heritage Month" — ODEO*

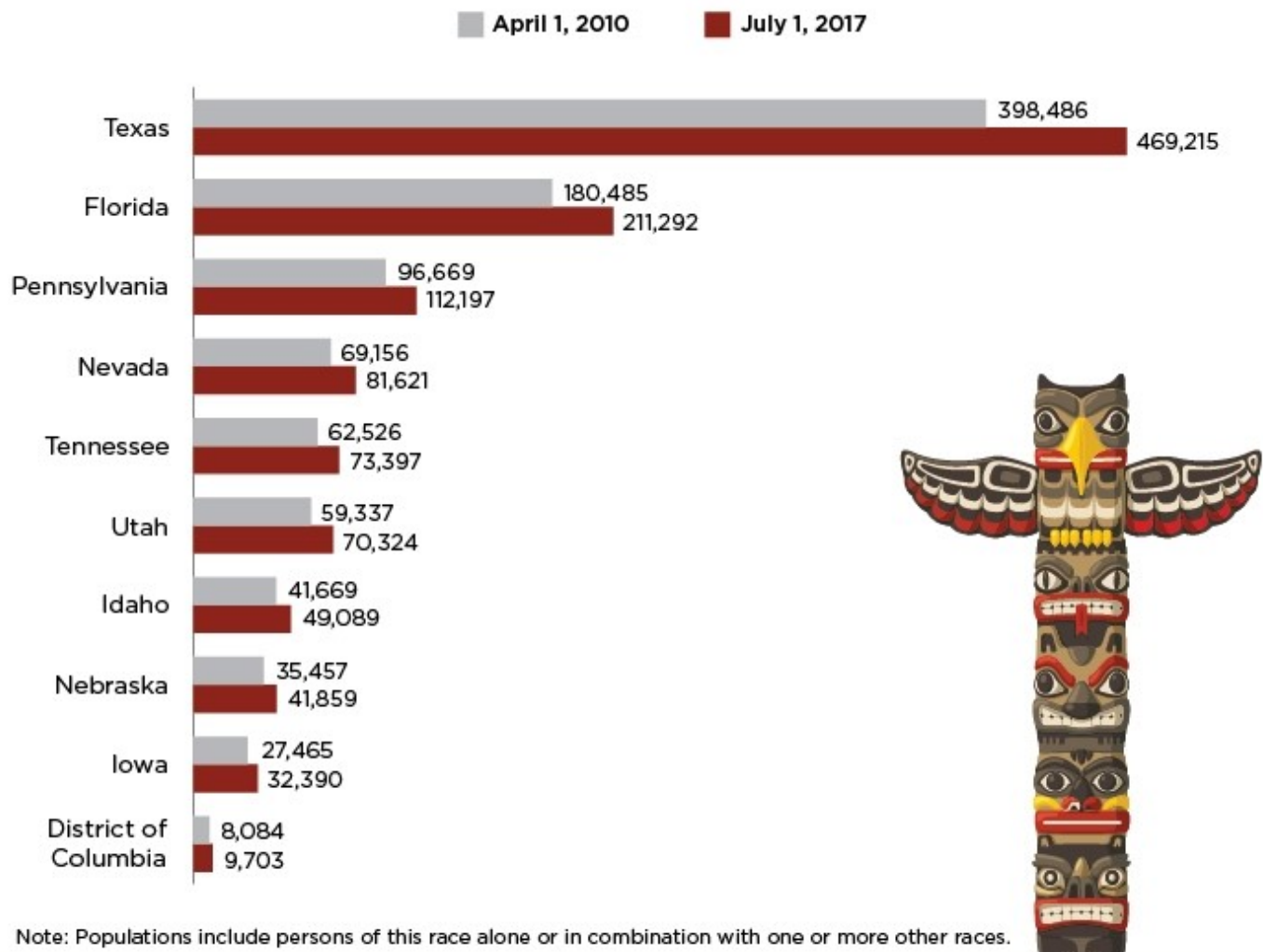
### IN THIS ISSUE:

- **Disparity Study Community Meeting**
- **Native American Heritage Month**
- **Newly Certified Firms**
- **U.S. DOT DBE Program**
- **Veterans Business Enterprise Certification**
- **Construction Industry Terms (English-Spanish)**

*and more...*

# American Indian and Alaska Native Populations Growing

2010 and 2017 Population by  
Fastest Growth Between 2010 and 2017



United States<sup>®</sup>  
**Census**  
Bureau

U.S. Department of Commerce  
Economics and Statistics Administration  
U.S. CENSUS BUREAU  
[census.gov](https://www.census.gov)

Source: Vintage 2017 Population Estimates,  
[www.census.gov/programs-surveys/popest.html](https://www.census.gov/programs-surveys/popest.html)

The American Indian and Alaska Native Populations of Rhode Island are currently 1%, or 10,561 people, according to the U.S. Census Bureau.

**PRIDE STRENGTH HONOR RESPECT**

**NATIONAL NATIVE AMERICAN HERITAGE MONTH**

*"Let's honor and celebrate the contributions and endurance of Native Americans in the United States during the celebration of the National Native American Heritage Month." — ODEO*

## Who is Eligible to Participate in the U.S. DOT's DBE Program?

First, the **Disadvantaged Business Enterprise Program** is designed to level the playing field by providing small businesses owned and controlled by socially and economically disadvantaged individuals a fair opportunity to compete for federally funded transportation contracts.

*A socially and economically disadvantaged individual* is a citizen, or lawfully admitted permanent resident, of the U.S. who has been subjected to racial or ethnic prejudice or cultural bias within American society because of his or her identity as a member of groups and without regard to his or her individual qualities. The social disadvantage must stem from circumstances beyond the individual's control.

Any individual in the following groups, members of which are rebuttably presumed to be socially and economically disadvantaged:

- (i) "Black Americans," which includes persons having origins in any of the Black racial groups of Africa
- (ii) "Hispanic Americans," which includes persons of Mexican, Puerto Rican, Cuban, Dominican, Central or South American, or other Spanish or Portuguese culture or origin, regardless of race
- (iii) "Native Americans," which includes persons who are enrolled members of a federally or State recognized Indian tribe, Alaska Natives, or Native Hawaiians
- (iv) "Asian-Pacific Americans," which includes persons whose origins are from Japan, China, Taiwan, Korea, Burma (Myanmar), Vietnam, Laos, Cambodia (Kampuchea), Thailand, Malaysia, Indonesia, the Philippines, Brunei, Samoa, Guam, the U.S. Trust Territories of the Pacific Islands (Republic of Palau), Republic of the Northern Mariana Islands, Samoa, Macao, Fiji, Tonga, Kiribati, Tuvalu, Nauru, Federated States of Micronesia, or Hong Kong
- (v) "Subcontinent Asian Americans," which includes persons whose origins are from India, Pakistan, Bangladesh, Bhutan, the Maldives Islands, Nepal or Sri Lanka
- (vi) Women
- (vii) Any additional groups whose members are designated as socially and economically disadvantaged by the U.S. Small Business Administration at such time as the SBA designation becomes effective.

(An individual who is not a member of one of the above groups may make an individual showing of social and economic disadvantage which will be reviewed on a case-by-case basis.)

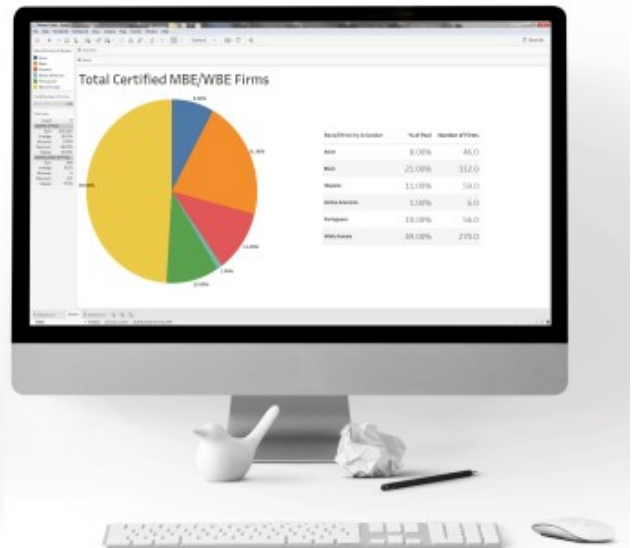
**For more information, visit [www.odeo.ri.gov](http://www.odeo.ri.gov).**



# 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!



# Important Information for Your Business

## State licenses and permits



The licenses and permits you need from the state, county, or city will depend on your business activities and business location. 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, 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.

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## Get a state tax ID number

The need for a state tax ID number ties directly to whether your business must pay state taxes. Sometimes, you can use state tax ID numbers for other functions like protection against identity theft for sole proprietors.

Tax obligations differ at the state and local levels, so you'll need to check with your state's websites.

To know whether you need a state tax ID, research and understand your state's laws regarding income taxes and employment taxes, the two most common forms of state taxes for small businesses.

The process to get a state tax ID number is similar to getting a federal tax ID number, but it will vary by state. You'll have to check with your state government for specific steps.

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## Four steps to buy business insurance

1. **Assess your risks.** Think about what kind of accidents, natural disasters, or lawsuits could damage your business. If you need help, the National Federation of Independent Businesses provides information for choosing insurance to help you assess your risks and to make sure you've insured every aspect of your business.
2. **Find a reputable licensed agent.** Commercial insurance agents can help you find policies that match your business needs. They receive commissions from insurance companies when they sell policies, so it's important to find a licensed agent that's interested in your needs as much as his/her own.
3. **Shop around.** Prices and benefits can vary significantly. You should compare rates, terms, and benefits for insurance offers from several different agents.
4. **Re-assess every year.** As your business grows, so do your liabilities. If you have purchased or replaced equipment or expanded operations, you should contact your insurance agent to discuss changes in your business and how they affect your coverage.

*(Excerpts from the U.S. Small Business Administration) To learn more click [here](#).*

# NEWLY CERTIFIED MBE/WBE—DBE/ACDBE FIRMS

## February 1, 2019 – October 31, 2019

### **Newly Certified MBE/WBE Firms**

1. Absolute Resource Associates, LLC
2. ABT Products & Services, Ltd.
3. Accurate Door and Window, LLC
4. Advanced Presentation Systems, Inc., d/b/a CCS Presentation Systems
5. Aquinas Consulting, LLC
6. Ava-Med, Inc.
7. Banks II Quan Associates, Inc., d/b/a B2Q Associates
8. Blue Seats Consulting, LLC
9. Brick & Beam Studio, LLC
10. City/State Computer Services, Inc.
11. Collective Health Impact, LLC
12. Credere Associates, LLC
13. Cromwell Public Affairs, LLC
14. Donahue Models & Talent, LLC, d/b/a Lights Fashion Philanthropy
15. Dubon Masonry Construction, LLC
16. Ecometric Consulting, LLC
17. Elite Title & Closing Services, LLC
18. ESI, Inc., d/b/a Endpoint
19. Gary Insurance and Tax, Inc.
20. Hiscomp, LLC
21. Indigo Creative Communications, LLC
22. INRI General Contracting, LLC
23. J. Brown Detailing, LLC
24. John W. Johnson, d/b/a The Tree King
25. JR & Sons CFS, Inc.
26. KML Carpentry, LLC
27. MNM Global Ventures, LLC, d/b/a Utility Experts
28. Moore Impactful Career Consulting, LLC
29. MS Unlimited, Inc.
30. Municipal Collection Agency, Ltd.
31. Netlogx, LLC
32. Nursing Naturals, LLC
33. Pirie Associates Architects, LLC
34. PMG Software Professionals, LLC
35. Robert F. Audet, Inc.
36. Simply Consulting, LLC
37. Strategic Environmental Services, Inc.
38. Technologies Project's, LLC
39. The Alliance Co., LLC
40. The Color House, Inc.
41. Victor's Concrete Construction, Inc.
42. Vitality Health Consultants, LLC

### **Newly Certified DBE/ACDBE Firms**

1. ALR Diversified Supply Chain Management, LLC
2. Bit Link Solutions, LLC
3. Chase Catering & Concessions, LLC
4. City Fresh Foods, Inc.
5. Credere Associates, LLC
6. Donahue Models & Talent, LLC, d/b/a Lights Fashion Philanthropy
7. Dubon Masonry Construction, LLC
8. Garden State Highway Products, Inc.
9. H & H Hospitality, Inc.
10. Hiscomp, LLC
11. HR Consultants, Inc.
12. INRI General Contracting, LLC
13. J. Brown Detailing, LLC
14. John W. Johnson, d/b/a The Tree King
15. JR & Sons CFS, Inc.
16. Kellee Communications Group, Inc.
17. KML Carpentry, LLC
18. Magnitude Marketing, LLC
19. McKenzie Contracting, LLC
20. Nobscot Supply Company, Inc.
21. Paseo, LLC
22. R.R. Ramsey Research, LLC
23. Rebars & Mesh, Inc.
24. Robert F. Audet, Inc.
25. Simply Consulting, LLC
26. Smultea Environmental Sciences, LLC
27. SoilX Corp.
28. Sparksoft Corporation
29. Stover Developments, LLC
30. Technologies Project's, LLC
31. Terrazzo USA and Associates, Inc.
32. The Alliance Co., LLC
33. The Nia Corporation

### **Newly Certified VBE Firms**

1. Charles M. Henderson, Jr., d/b/a Black Belt Consulting
2. GNC Consulting, Inc.
3. J.C. Electric, Inc.
4. Northeast Public Relations, Inc.
5. Professional Management Enterprises, Inc.
6. Technologies Project's, LLC



# Veterans Business Enterprise Certification



The Office of Diversity, Equity and Opportunity's Minority Business Enterprise Compliance Office is pleased to announce that the Veteran Business Enterprise (VBE) regulations took effect July 3, 2019, and ODEO/MBECO is accepting applications for VBE certification. State law established the program to honor U.S. military veterans and promote their participation in State public works projects and State purchases of goods and services. To apply for VBE certification, businesses must be owned and controlled by one or more socially and economically disadvantaged veterans. State law establishes an annual goal for VBEs to account for 3% of the total value of all state procurement contracts.

## VETERAN BUSINESS ENTERPRISE

A small business concern which is at least 51% owned and controlled by one or more socially and economically disadvantaged veterans, or in the case of a publicly owned business, at least 51% of the stock is owned by one or more socially and economically disadvantaged veterans, and whose management and daily business operations are controlled by those same socially and economically disadvantaged veteran owners. This may include a business owned by a surviving spouse or permanent caregiver of a veteran as provided by federal regulations. Ownership must be real, substantial, and continuing, and the veteran applicant must have and exercise the authority to independently control the business decisions of the enterprise.



## VETERAN

A person who served on active duty with the U.S. Army, Air Force, Navy, Marine Corps or Coast Guard, for at least 180 days and who was discharged or released under conditions other than dishonorable. Reservists or members of the National Guard called to federal active duty (other than training) or disabled from a disease or injury incurred or aggravated in the line of duty or while in training also qualify as a veteran pursuant to federal regulations.

For further information, or to obtain an application for VBE certification, please contact Dorinda Keene at the Office of Diversity, Equity and Opportunity, MBE Compliance Office at (401) 574-8670 or at [dorinda.keene@doa.ri.gov](mailto:dorinda.keene@doa.ri.gov).

## OSHA DICTIONARY

### Construction Industry Terms

#### English-Spanish

Decibel	decibel
Deceleration	deceleración
Decontamination	descontaminación
Decorator scaffold	andamio para decorador
De-energized	sin energía, sin corriente
De-energized conductor	conductor sin energía, sin corriente
De-energized conductors, stringing and removing	tendido o remoción de conductores sin energía, sin corriente
De-energized equipment	equipo sin energía, sin corriente
De-energized line	línea sin energía, sin corriente
Demolition	demolición
Demolition (wrecking) ball	bola de demolición
Derrick	cabria
Derrick truck	camión de cabria
Designated person	persona designada, persona autorizada
Detonating cord	cordón detonador
Diagonal bracing	refuerzo diagonal, arrostramiento diagonal
Dig	excavar
Disconnect switch	interruptor, disyuntor, desconector
Disconnecting means	manera de desconectar, forma de desconectar, mecanismo de desconectar
Dismantling	desarmar, desmantelar, deshacer
Disposal	eliminación, disposición
Distance	distancia
Diver	buzo

## NOVEMBER IS AMERICAN INDIAN HERITAGE MONTH



National American Indian Heritage Month celebrates and recognizes the accomplishments of the peoples who were the original inhabitants, explorers and settlers of the United States.

In 1986, Congress passed a joint resolution requesting President Ronald Reagan to proclaim the week of November 23-30 that year as "American Indian Week."

As directed by Congress, President Reagan issued a presidential proclamation designating the first American Indian Week. Both the joint resolution and proclamation recognized the American Indians as the first inhabitants of the lands that now constitute the United States, as well as making mention of their contributions to American society.

In 1990, Congress passed a joint resolution which authorized and requested the President to issue a proclamation designating the month of November that year as "National American Indian Heritage Month."

Congress chose the month of the November to recognize the American Indians because it marked the end of the traditional harvest season and was generally a time of thanksgiving and celebration for the American Indians. President George H.W. Bush issued a presidential proclamation which paid tribute to the rich history and culture of the American Indian tribes.

In 1991, Congress passed a joint resolution which authorized and requested that the President proclaim the months of November 1991 and 1992 as "National American Indian Heritage Month." Subsequently, Congress passed another joint resolution authorizing the President to proclaim November 1993 and 1994 as "National American Indian Heritage Month."

*(Excerpt from The Library of Congress)*

To learn more, click [here](#).



## How is MBE Participation Counted?



MBE/WBE certified firms must self-perform 100% of the work with their own forces or subcontract to another RI certified MBE/WBE in order to receive MBE participation credit. Any work subcontracted out to a non-MBE firm does not count towards the MBE participation requirement. Vendors may count 60% of expenditures for materials and supplies obtained from an MBE/WBE certified as a regular dealer/supplier, and 100% of such expenditures obtained from an MBE/WBE certified as a manufacturer. For firms certified as a broker, you may receive MBE participation credit only for the fees and commissions charged for the procurement of the good and materials, but not the cost of the materials themselves.

For more information about the Minority Business Enterprise program, contact Dorinda Keene at 401-574-8670 or [dorinda.keene@doa.ri.gov](mailto:dorinda.keene@doa.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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**Visit us on the web at**  
**[www.odeo.ri.gov](http://www.odeo.ri.gov)**

### Credits

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## 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 Administration's Office of Diversity, Equity and Opportunity/ Minority Business Enterprise Compliance Office, contact us through our website at:*  
**[www.odeo.ri.gov](http://www.odeo.ri.gov)**