



ODEO

DIVERSITY BUSINESS NEWSLETTER



Diversity Business Newsletter

| <http://odeo.ri.gov/>

| Quarterly: Issue # 3, July-September 2017

RI Department of Administration | Office of Diversity, Equity and Opportunity

RI Department of Administration Implements New Regulations for MBE and WBE Participation



In Fiscal Year 2016, MBE, WBE, and Disability-Owned Businesses were awarded only 6.3% of state procurement dollars despite the statutory requirement that MBEs and WBEs receive a minimum of 10% of every procurement or project.

To address this issue, on January 5, 2017 Governor Gina M. Raimondo announced a new performance goal to level the playing field and expand economic opportunity for all Rhode Islanders by doubling the Minority Business Enterprise (MBE/WBE/Disability-Owned BE) utilization rate for state contracts to 12 percent by the year 2020.

In order to achieve this goal, new program improvements have been introduced that will lead to greater utilization of MBEs in the state's procurement process. These improvements include the implementation of new regulations for MBE and WBE participation in state procurements.

The Division of Purchases and the Office of Diversity, Equity and Opportunity (ODEO) co-hosted a series of trainings at the RI Department of Administration on the regulations governing participation by small business enterprises in State purchases of goods and services and public works projects.

The presenters were Nancy McIntyre, Purchasing Agent, Division of Purchases and Dorinda Keene, Assistant Administrator ODEO/ Minority Business Enterprise Compliance Office.

Message from Governor Gina M. Raimondo



"We must create conditions that will jumpstart our struggling economy, create jobs, and expand opportunity for all Rhode Islanders. I know we have a high hill to climb to get from where we are to where we need to be, but together we will climb it."

IN THIS ISSUE:

- RI Department of Administration Implements New Regulations for MBE and WBE Participation
- Message from Governor Gina M. Raimondo
- State Employment Opportunities
- Your Business and the American with Disabilities Act (ADA)
- Hispanic-Owned Businesses on the Upswing
- Cultural Spotlight "Hispanic Heritage Month"
- ODEO New Staff
- and more...*

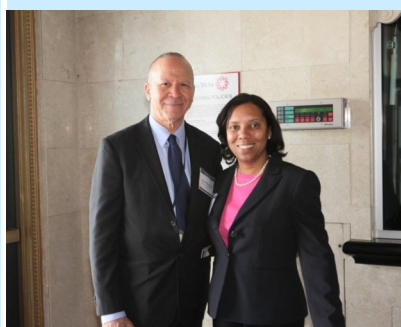
State Employment Opportunities



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.

Pictured above are Sabina Matos, Chief Program Development, who heads up the HROD, and her staff, Victor Mendoza, Programming Services Officer. Victor is responsible for recruitment, and also facilitates the workshops on state employment and the civil service exam process. He can be reached at 401.222.3900 or victor.mendoza@doa.ri.gov.

To register for one of the upcoming workshops go to <http://odeo.ri.gov/offices/hrod/workshop-registration.php>

Your Business and the American with Disabilities Act (ADA)



The Americans with Disabilities Act (ADA) is a Federal civil rights law that prohibits the exclusion of people with disabilities from everyday activities, such as buying an item at the store, watching a movie in a theater, enjoying a meal at a local restaurant, exercising at the local health club or having the car serviced at a local garage. To meet the goals of the ADA, the law established requirements for private businesses of 15 or more employees. The Rhode Island Fair Employment Practices Act prohibits private employers with four or more employees from discriminating against employees or applicants on the basis of a disability (RI Gen. Laws Sec. 28-5-1et seq.).

For small businesses, compliance with the ADA is not difficult. To help businesses with their compliance efforts, Congress established a technical assistance program to answer questions about the ADA.

The ADA Update Primer for Small Business. Guidance direct small business owners on what they must do to be in compliance with the 2010 ADA standards, including parking spaces, architectural barriers, etc.

Answers to your questions about the ADA are a phone call away. Call the National ADA Network 1-800-949-4232. In addition, tax credits and deductions were established that can be used annually to offset many costs of providing access to people with disabilities.

Source: <https://www.ada.gov/smbusgd.pdf>
<https://www.eeoc.gov/facts/ada17.html>
<https://www.ada.gov/regs2010/smallbusiness/smallbusprimer2010.htm>

Hispanic-Owned Businesses on the Upswing



A Panel Discussion: Latino Leadership in America at the Hispanic Business Leaders' Forum at the White House, May 29, 2013.

The number of U.S. businesses owned by Hispanics grew by from 2.3 million to 3.3 million – or 46.3 percent – between 2007 to 2012. In contrast, the total number of all U.S. firms increased 2.0 percent during the same period, from 27.1 million to 27.6 million.

Hispanic business ownership is defined as having people of Mexican, Puerto Rican, Cuban or other Hispanic origin (such as Dominican or Salvadoran) owning more than 50.0 percent of the stock or equity in a nonfarm business operating in the United States. Hispanics owned 12.0 percent of all businesses in 2012, up from 8.3 percent five years earlier.

The rate of increase in receipts for Hispanic-owned firms also outpaced that of all firms. Hispanic-owned firms totaled \$473.6 billion in receipts in 2012, an increase of 35.1 percent from \$350.7 billion in 2007. In contrast, receipts for all firms grew 11.7 percent during the same period, from \$30.0 trillion in 2007 to \$33.5 trillion in 2012.

The Survey of Business Owners not only identifies whether business owners are of Hispanic origin in general, but also their nationality, or specific Hispanic group. Each Hispanic group saw the rate of increase between 2007 and 2012 in the number of firms they owned outpace the national average: Cuban (up 12.4 percent to 281,982), Mexican (up 56.8 percent to 1.6 million), other Hispanic or Latino (up 44.1 percent to 1.1 million) and Puerto Rican (up 65.0 percent to 258,221).

Additionally, slightly under half of Hispanic-owned firms (approximately 1.5 million, or 44.5 percent) in 2012 were owned by women.

Source: Minority Business Development Agency <http://www.mbda.gov/news/news-and-announcements/2016/12/hispanic-owned-businesses-upswing>

CULTURAL SPOTLIGHT

NATIONAL HISPANIC HERITAGE MONTH

Each year, Americans observe National Hispanic Heritage Month from September 15 to October 15, by celebrating the histories, cultures 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.

Source:
<http://www.hispanicheritagemonth.gov/about/>

Meet ODEO New Hired Staff

Jean Heiss
Programming Services Officer DBE



Jean M. Heiss is the new DBE Programming Services Officer at the Office of Diversity Equity & Opportunity (ODEO). Prior to joining ODEO, Ms. Heiss worked at the RI Department of Transportation for 33 years. In that time she worked in the Contracts & Specifications unit assisting with disc based bidding and awards of construction contracts.

She also worked in the Civil Rights unit as a Sr. External EEO Compliance Officer where she was responsible for DBE Goal Setting as well as Subcontractors Approvals and DBE Verification Close-outs. She is excited to continue her work with the DBE community in her new role of DBE/MBE Certification.

In her role as a Programming Services Officer (DBE), Jean will support the work of the existing Minority Business Enterprise Compliance Office by providing certification services. She will also work with the Supplier Diversity Office on hosting networking events that foster relationship building between prime vendors, project managers, and certified DBE/MBE/WBEs. Jean will also collaborate with others and independently host training workshops on certification and seminars that build capacity and provide educational opportunities for current and future DBE/MBE/WBEs. Moreover, she will work diligently to increase the utilization of MBEs in state, municipal, and quasi-government procurement activities through advocacy on their behalf.

Vilma Peguero, J.D.
Programming Services Officer EEO



Vilma Peguero, J.D. is the new EEO Programming Services Officer at the Office of Diversity, Equity & Opportunity (ODEO). Ms. Peguero earned a Juris Doctor degree from Western Michigan University Cooley Law School. She earned her Bachelor's in Political Science, a Minor in Journalism and a second Minor in Law, Justice and Society from the University of Rhode Island. Prior to joining ODEO, Ms. Peguero worked in the Alternative Dispute Resolution field. Ms. Peguero is committed to serving the public and giving back to the community. She volunteers at homeless shelters and volunteers her time with the Rhode Island Hispanic Bar Association helping to provide immigration services for individuals and families on their path to U.S. citizenship.

In her role as a Programming Service Officer (EEO), Vilma will support the work of the existing State Equal Opportunity Office by relieving the Administrator of duties involving equal opportunity and affirmation action. She will also investigate, mediate, and/or conciliate complaints of discrimination. Vilma will assist with planning, program development, training, and technical guidance in the preparation of Affirmative Action Plans. Furthermore, she will audit Affirmative Action Plans and monitor vendor contract compliance; and will serve as advisor to state agencies and other related groups on matters pertained to equal opportunity and affirmative action; and, to perform related work as required.

**Firms newly certified as MBE and/or WBE
between January 1, 2017 – June 30, 2017**

1. Aargo Environmental, Inc.
2. Ace Enterprises, LLC, d/b/a Ace Mattress Recycling
3. ALD, LLC, d/b/a Architectural Lighting Design, d/b/a Arch Lighting, LLC
4. B + AC, LLC
5. Benedicto Muralles
6. BT Consulting, LLC
7. C.R. Dynamics & Associates, Inc.
8. Coastview Realty, LLC, d/b/a Coastview Solutions
9. Conference Solutions, LLC
10. Consulting Services Group, LLC
11. Costa Companies, Inc.
12. Custom Floors Design, Inc.
13. Cynthia M. Kaplan, LEED AP, LLC, d/b/a CMK LEED
14. D & E Concrete Solutions, LLC
15. Diane Wilbur, d/b/a Soft Skills Training Group
16. Eastside Chiropractic Center, Inc.
17. ePath Learning, Inc.
18. Franca Service, Inc.
19. Frishco, Ltd.
20. GPS – Gils Property Services, LLC
21. Hailee Dunn Consulting
22. J.S. Interior Construction, Inc.
23. KJ Maul Construction, LLC
24. Law Office of Don T. O'Bannon PC
25. Lisa Dare, d/b/a Blythe Daggett Consulting
26. Lone Star Assessment & Publishing, LLC
27. Martinez Couch & Associates, LLC
28. Micro Clean Professional Services, Inc.
29. Middlesex Commercial Sales, LLC
30. MJ Datacorp, Ltd.
31. Momentum, Inc., d/b/a Momentum, Inc. of PA
32. New England Specialty Services, Inc.
33. Ocean State Signal Co., Inc.
34. OHS Training & Consulting, Inc.
35. Olneyville Arts Collaborative, LLC
36. Paul Carpenter Associates, Inc.
37. PHP Engineering, Inc.
38. PMR Sourcing, LLC
39. Rodriguez Data Solutions, LLC
40. Sanchez & Bustillo Construction, LLC
41. Searle Design Group, LLC
42. Smart Solutions Group LBTT, LLC
43. TAJ Contract Cleaning, LLC
44. Tech Comm Partners, Inc.
45. The Florez Group, Inc., d/b/a Drupal Connect
46. The Melior Group, Inc.
47. The Mercurio Group Real Estate, Inc.
48. Toscano Clement Taylor, LLC
49. Total Mechanical Service Corporation

**Firms newly certified as DBE and/or ACDBE
between January 1, 2017 – June 30, 2017**

1. ACK Marine & General Contracting, LLC
2. Anvil Steel Engineering, Inc.
3. Audacious Inquiry, LLC
4. Boston Bridge & Steel, Inc.
5. CDW Consultants, Inc.
6. Chandler & Campbell Investment Group, LLC
7. Custom Networks, Inc.
8. Division 8 Installations, LLC
9. DY Consulting Engineers, P.C., d/b/a DY Consultants
10. Early Bird Power, LLC
11. Eastern Bridge Works
12. Elite Professionals, LLC
13. Enjoi Transportation, LLC
14. Holder, Inc., d/b/a Donovan Electric
15. Hybmm Overseas, Inc.
16. IMX Cargo, LLC
17. JCM & Associates, Inc., d/b/a Blue Goose Uniforms
18. J-Tec Metal Products, Inc.
19. Kelly Steel, LLC
20. Laura Marcolini & Associates, Inc.
21. Lobrien Enterprises Limited, d/b/a LCL Advisors, Inc.
22. Macres Manufacturing, Inc.
23. Middlesex Commercial Sales, LLC
24. MS Unlimited, Inc.
25. New England Specialty Services, Inc.
26. Ocean State Signal Co., Inc.
27. OHS Training & Consulting, Inc.
28. Perez Project Consulting, Inc.
29. Phalanx Consulting and Solutions, LLC
30. QMF Steel, Inc.
31. Saugus Construction Corporation
32. Secured Mobility, LLC
33. Smart Solutions Group LBTT, LLC
34. Soil Exploration Corporation
35. TAJ Contract Cleaning, LLC
36. Total Mechanical Service Corporation
37. U.S. Essential Supply & Services, LLC
38. Universal Cleaning Concept, LLC
39. Visage Production, Inc.
40. Vista IT Solutions, LLC

CONGRATULATIONS!



On August 2, Governor Gina Raimondo recognized 20 individuals and teams as part of the first annual Executive Branch Employee Recognition Awards. Muraina Akinfolarin, from DOT received an award for providing outstanding contributions through participation in community-service projects or volunteer service with non-profit organizations.

New Legislation will Strengthen Opportunities for RI Veteran-Owned Small Businesses to Contract with the State



In January 2017, the General Assembly approved new legislation to create a RI Veterans Business Enterprise program. The legislation was sponsored by Sen. Marc A. Cote and Rep. Michael A. Morin to boost employment and business opportunities for veterans in Rhode Island.

The bill, now signed by the governor, gives veteran-owned small businesses the same opportunity that has been awarded to women-owned and minority business enterprises in the states. Furthermore, it will “honor veterans of the United States armed services for their service and assist them by increasing opportunities for veteran-owned small businesses to participate in state agency contracts and subcontracts, and to carry out the state's policy of supporting the fullest possible participation of firms owned and controlled by certified veterans in state-funded and state-directed public works projects and in-state purchases of goods and services. This includes assisting such businesses throughout the life of contracts in which they participate”.

This will apply to any and all state procurements, including, but not limited to, the procurement of goods, services, public works projects, or contracts funded in whole or in part by state funds, or funds which, in accordance with a federal grant or otherwise, the state expends or administers or in which the state is a signatory to the construction contract.

The bill was co-sponsored by Sens. Walter Felag, Erin Lynch Prata, and James Seveney; and Reps. Stephen Casey, Robert Phillips, Jean Philippe Barros and James McLaughlin.

For more information about this legislation, visit <http://webserver.rilin.state.ri.us/BillText/BillText17/HouseText17/H5280.pdf>



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

Contact Us

One Capitol Hill
Providence, RI 02908
Phone: (401) 574-8253
Elyvs.ruiz@doa.ri.gov

Visit us on the web at
<http://odeo.ri.gov/>

Credits

Photos used in this newsletter are a courtesy of the U.S. Small Business Administration, the Minority Business Development Agency | U.S. Department of Commerce, and the Office of Diversity, Equity and Opportunity (ODEO).