



ODEO DIVERSITY BUSINESS NEWSLETTER



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

History of the Supplier Diversity Program

The Supplier Diversity program concept first introduced in 1953 with the establishment of the Small Business Administration, as the federal agency with oversight of federal contracts, ensured that small businesses were given a fair and equal opportunity to bid on, win and be awarded federal contracts. With the notion of equal access came the realization that not only did small matter but race and gender did also. From this realization, the federal government's efforts to expand contracting opportunities to small businesses; subsequently, encompassed the necessity to ensure that women and minority-owned businesses had a fair and equal chance at winning federal government contracts as well. Since implementation of the Supplier Diversity concept, veteran and particularly service-disabled veteran companies have been added to this special group of under-utilized small firms, as have businesses located in identified HUBZones and Native American-owned firms. (U.S. SBA)

Supplier Diversity programs were designed to give minority, women and what has since been classified as underutilized small business owners, an opportunity to secure contracts with government agencies, major companies and corporations as qualified small business suppliers.

Rhode Island's Supplier Diversity Office (SDO) was created in 2016 under the Office of Diversity, Equity and Opportunity within the RI Department of Administration and was established to give minority and women owned business enterprises, (as well as disability business enterprises) an opportunity to secure contracts with government agencies as qualified small business suppliers.

Our program provides support services and resources to help M/WBE firms do business with the state, including one-on-one technical assistance, as well as training workshops to help firms better understand the procurement and bidding process, and other related topics.

ETHNIC SPOTLIGHT



Madam C.J. Walker



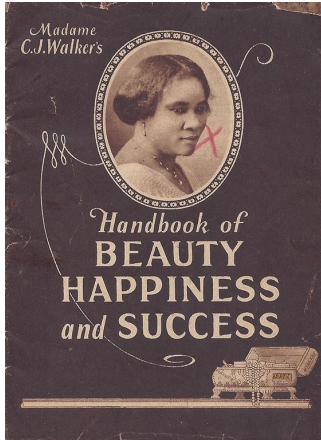
Entrepreneur | Civil Rights Activist
Philanthropist (1867–1919)

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Legacy of Entrepreneur and Civil Rights Activist Madame C.J. Walker

**Madam C.J. Walker first American woman
to become a self-made millionaire**



"I am a woman who came from the cotton fields of the South. From there I was promoted to the washtub. From there I was promoted to the cook kitchen. And from there I promoted myself into the business of manufacturing hair goods and preparations...I have built my own factory on my own ground."

Madam Walker, National Negro Business
League Convention, July 1912

(Excerpt from: www.madamcjwalker.com)

Sarah Breedlove—who later would come to be known as Madam C. J. Walker—was born on December 23, 1867 on the same Delta, Louisiana plantation where her parents, Owen and Minerva Anderson Breedlove, had been enslaved before the end of the Civil War. This child of sharecroppers transformed herself from an uneducated farm laborer and laundress into one of the twentieth century's most successful, self-made women entrepreneurs.

During the 1890s, Sarah began to suffer from a scalp ailment that caused her to lose most of her hair. She consulted her brothers for advice and also experimented with many homemade remedies and store bought products, including those made by Annie Malone, another black woman entrepreneur. In 1905 Sarah moved to Denver as a sales agent for Malone, then married her third husband, Charles Joseph Walker, a St. Louis newspaperman. After changing her name to "Madam" C. J. Walker, she founded her own business and began selling Madam Walker's Wonderful Hair Grower, a scalp conditioning and healing formula, which she claimed had been revealed to her in a dream.

To promote her products, the new "Madam C.J. Walker" traveled for a year and a half on a dizzying crusade throughout the heavily black South and Southeast, selling her products door to door, demonstrating her scalp treatments in churches and lodges, and devising sales and marketing strategies.

By early 1910, she had settled in Indianapolis, then the nation's largest inland manufacturing center, where she built a factory, hair and manicure salon and another training school. In 1913, Walker traveled to Central America and the Caribbean to expand her business.

As her business continued to grow, Walker organized her agents into local and state clubs. Her Madam C. J. Walker Hair Culturists Union of America convention in Philadelphia in 1917 must have been one of the first national meetings of businesswomen in the country.

She once commented "There is no royal flower-strewn path to success," "And if there is, I have not found it for if I have accomplished anything in life it is because I have been willing to work hard."

By the time she died on May 25, 1919, she had become a millionaire, trained thousands of women in the Walker System of Hair Culture, involved herself in the political debates of her day and bequeathed tens of thousands of dollars to charitable organizations, educational institutions and political causes.

To learn more about Madam C.J. Walker, visit: <http://www.madamcjwalker.com>

UPCOMING TRAINING

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) is conducting 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-56508285804>

WHEN: Tuesday, March 19, 2019

WHERE: Center for Southeast Asians
270 Elmwood Avenue, Providence, RI 02907

TIME: 6:00 PM—8:00 PM

SPEAKERS:

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

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

**In partnership with:
Center for Southeast Asians**

NEWLY CERTIFIED MBE/WBE—DBE/ACDBE FIRMS



Newly Certified MBE/WBE Firms September 1, 2018—January 31, 2019

1. ACK Marine & General Contracting, LLC
2. Arinola Olawusi, d/b/a A+ Reliable Maids & Cleaning Service
3. Azade S. Perin-Monterroso, d/b/a APM Consulting Group
4. Belinda Louie Luscinskas, d/b/a Bell Associates
5. Comcentia, LLC
6. Crowley Cottrell, LLC
7. Custom Iron Works, Inc.
8. D'Sierra Painting, LLC
9. DCS Construction Services, LLC
10. Digital Cloak, LLC
11. Excell Construction Corporation
12. Guillen Technology Consultants, LLC
13. Integrated Contract Design, Inc.
14. J. Cougler, Inc.
15. Jade Contractors, LLC
16. Johnson Consulting Group, LLC
17. Kaylanni's Cleaning, LLC
18. Keelia Kentor
19. Libby Slader Interior Design, Inc.
20. Liberty Roofing Company
21. Lucianos Excavation, Inc.
22. M.S.F. Construction, LLC
23. N-ovation Technology Group, LLC
24. Om Therapy, LLC, d/b/a East Coast Mental Wellness
25. Premier Cleaning Company, LLC
26. RCP Enterprises, LLC
27. Rebecca McEnroe, d/b/a McEnroe Consulting
28. RMA Environmental, LLC
29. Sandra A. Giraldo, d/b/a Enjoyful Foods
30. Scholar Painting, LLC
31. Shri Studio, Inc., d/b/a Shri, Shri Studio, Shri Bark
32. Suilenroc Construction, LLC
33. Temptec Mechanical, LLC
34. The Bodhi Spa, LLC
35. Tomas Avila
36. Triple J Drywall and Carpentry, Inc.
37. Vincent Aruwajoye, d/b/a Global Plumbing & Heating Contractor

Newly Certified DBE/ACDBE Firms September 1, 2018—January 31, 2019

1. Airport Edge, LLC
2. Aridai Consulting, LLC
3. Comcentia, LLC
4. D'Sierra Painting, LLC
5. Freeman Companies, LLC
6. I Love Chicago, Inc.
7. Katherine Flaherty Consulting, LLC
8. Kaylanni's Cleaning, LLC
9. RCP Enterprises, LLC
10. RND Consultants, Inc.
11. Roadway Material Supply, LLC
12. Suilenroc Construction, LLC
13. Temptec Mechanical, LLC
14. The Forrest Group, LLC
15. Tomas Avila
16. Unison Consulting, Inc.
17. Vincent Aruwajoye, d/b/a Global Plumbing & Heating Contractor



The Minority Business Enterprise Compliance Office goals include increasing the number of MBE, WBE and DBE firms available for contract competition; fostering relationships between MBE, WBE and DBE firms with state agencies, quasi-state agencies, purchasing agents and prime vendors; providing opportunities for growth and development of MBE, WBE, and DBE firms; and ensuring compliance with the participation of MBE, WBE and DBE firms on all state procurement activities.



Basic Criteria for MBE or WBE Certification

1. Firm must be a small business pursuant to the U.S. Small Business Administration definition governed by 13 CFR 121. Applicable maximum small business size standards may be found in 13 CFR 121.201 - https://www.ecfr.gov/cgi-bin/text-idx?SID=2bc121da45c0391fd67748859167d6f3&node=pt13.1.121&rgn=div5#se13.1.121_1201
2. Firm must be owned at least fifty-one percent (51%) by one or more socially and economically disadvantaged individuals, or in the case of a publicly owned business, at least fifty-one percent (51%) of the stock of which is owned by one or more socially and economically disadvantaged individuals. Ownership must be real, substantial, and continuing.
3. Firm must be controlled, both administratively and operationally, by the socially and economically disadvantaged applicants, who must exercise the authority to independently control both the management and daily business operations of the firm. In the case of a licensed industry, the socially and economically disadvantaged applicant must hold the valid Rhode Island license.

Applicant must be able to meet the personal economic disadvantage criteria governed by 49 CFR 26.67 - https://www.ecfr.gov/cgi-bin/text-idx?SID=ced662b9cffd99b3cca74d8c2d146e88&mc=true&node=se49.1.26_167&rgn=div8

4. Firm must be an on-going business concern, defined as a business whose activity is consistent and perpetual and whose business hours are regular, and must have been in operation for a minimum of six (6) months.

Notes:

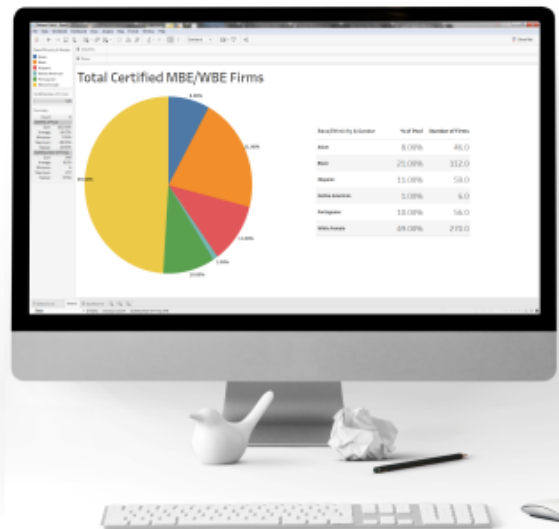
Socially and economically disadvantaged individuals are individuals who are citizens or lawful permanent residents of the United States; who are members of one of the presumptive groups (Black, Hispanic, American Indian, Alaskan Native, Asian, Portuguese and Women) and/or have made an individual showing of disadvantaged; and who are able to meet the personal economic disadvantage criteria.

The certification criteria outlined above is a brief outline and is not meant to be an all-inclusive listing of the criteria necessary for certification. For all pertinent regulation, see 220-RICR-80-10-1 [<https://rules.sos.ri.gov/regulations/part/220-80-10-1>]

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!](#)



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



3rd Annual Diversity Business Enterprise Forum

**Building Rhode Island for the Future:
Connecting our Communities through Opportunities**



**This year, the plenary session of the forum will focus on the
RI Department of Education's School Construction Program**

**SAVE THE DATE
April 30, 2019**

Time: 10:00 am to 4:00 p.m.

The Veterans Memorial Auditorium

One Avenue of the Arts Providence, Rhode Island 02903

**Please join us for the 3rd Annual Diversity Business
Enterprise Forum, organized by the Rhode Island
Department of Administration's Office of Diversity, Equity
and Opportunity (ODEO) and our community partners**

FREE EVENT AND OPEN TO THE PUBLIC

OSHA DICTIONARY
Construction Industry Terms
English-Spanish



abutment	estribo, soporte
acceleration	aceleración
Acetylene	acetileno
adjustable wrench	llave ajustable
administrative controls	controles administrativos
aerial bucket	canasto aéreo
aerial lift	jirafa, canasta
aerial lift truck	camión jirafa, canasta elevada motorizada
aerial truck	camión jirafa, camión canasta
airborne	(partícula) suspendida en el aire, flotante en el aire
air compressor	compresor de aire
air line respirator	respirador con línea de aire
air-purifying full facepiece respirator	respirador con máscara completa purificadora de aire
air-purifying half-mask respirator	respirador con mascarilla purificadora del aire
air-purifying mouthpiece respirator	respirador con boquilla purificadora de aire
air storage receiver with alarm	tanque recipiente de aire con alarma
alive or live (energized)	vivo (energizado), caliente
alloy steel chain	cadena de aleación de acero
American National Standards Institute (ANSI)	Instituto Nacional Americano de Normas
anchorage	anclaje
anchorage member	pieza de anclaje
angle grinder	esmeriladora angular, pulidora angular
angle of repose	ángulo de reposo, ángulo de descanso
arc cutting	corte por arco eléctrico

To learn more, visit:

https://www.osha.gov/dcsp/compliance_assistance/spanish/osha_construction_terms_ensp.html

WHAT IS ODEO?

The Office of Diversity, Equity and Opportunity (ODEO) is a division within the Department of Administration that was created in the summer of 2014 as a result of the State's implementation of Executive Order 13-05, entitled: Promotion of Diversity, Equal Opportunity and Minority Business Enterprises in Rhode Island. This executive order required the Director of the Department of Administration (Department) to review all divisions and offices within the Department charged with facilitating equal opportunity employment and Minority-and Women-Owned Business Enterprises, including, but not limited to, the Division of Human Resources, the State Equal Opportunity Office, the Human Resources Outreach and Diversity Office, the Division of Purchases, and the Minority Business Enterprise Compliance Program (MBECO), and make recommendations to the Governor to improve collaboration between these offices and all executive departments to ensure these programs are more effective. As a result of a collaborative effort amongst these divisions, as well as other divisions within the Department of Administration, several recommendations were submitted to the Governor, one of which was the creation of the 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 newly created Supplier Diversity Office.

“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”



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
Elvys.ruiz@doa.ri.gov

Visit us on the web at
www.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).