



ODEO DIVERSITY BUSINESS NEWSLETTER



Diversity Business Quarterly Newsletter | www.odeo.ri.gov | Issue # 8, October-December 2018

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

RI Department of Administration Kicked-Off Disparity Study



On Friday, September 21, 2018, the Department of Administration hosted a kick-off meeting for a statewide Disparity Study. Led by Mason Tillman Associated, Ltd., this study is an opportunity to evaluate successes and identify areas for improvement in the awarding of state contracts to minority- and women-owned business enterprises (M/WBEs).

“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.”

Office of Diversity, Equity and Opportunity”
(ODEO)

ETHNIC SPOTLIGHT



Native
American
Heritage
Month
2018

Since 1990, November has been designated as a “National American Indian Heritage Month” after President George H. W. Bush approved a joint resolution to commemorate this important day for Native Americans. Since 1994, there has been other similar proclamations issued each year, such as: “Native American Heritage Month” and “National American Indian” and “Alaska Native Heritage Month”.

The month is a special time to celebrate the rich traditions and cultures of Native people, as well as to recognize the achievements and contributions of Native Americans.

IN THIS ISSUE:

- RIDOA Kicked Off Disparity Study
- Native American Heritage Month
- Number of Women-Owned Employer Firms Increases
- What is the USDOT Disadvantage Business Enterprise Program?
- What is the State Equal Opportunity Office?
- Cheryl Burrell Received PBN's Overall Diversity Champion Award
- Newly Appointed Administrator for the State Equal Opportunity Office

and more...

OVERALL DIVERSITY CHAMPION | CHERYL BURRELL

Devotion to opportunity

BY MICHAEL HARDMAN | Contributing Writer

CHERYL BURRELL HAS SPENT a quarter-century increasing diversity in state government, starting as director of personnel for then-Attorney General Jeffrey Pine in 1993, and during the last 18 years in the **R.I. Department of Administration**, the last four as associate director of the Office of Diversity, Equity and Opportunity.

"As a woman of color, my passion and determination [have] largely been driven by my own experience with discrimination," Burrell wrote in her application. She's also guided by a heartfelt belief that diverse perspectives can help achieve greater equity.

In Pine's office, with work for four previous attorneys general under her belt, Burrell set herself a personal goal to increase diversity in the workforce. By the end of Pine's term, she had overseen a 7 percent increase in workers of color between 1993 and 1998.

In 1999, Burrell joined the Department of Administration in the Office of Personnel Administration as a human resources analyst. After a review of recruitment practices, she worked to include community leaders in finding new candidates and expanded the list of organizations the office notified about open positions.

In 2000 the Department of Administration, Division of Human Resources formed a new office – the Human Resources Outreach and Diversity Office, and Burrell was named a programming-services officer there in 2001, tasked with achieving greater diversity in the selection process.

Burrell continued her efforts to foster diversity in that role, then as the office's administrator in 2005.

In 2014, she was named associate director of the newly formed Office of Diversity, Equity and Opportunity.

nity.

"We were following the trends nationally," Burrell said. "We knew that diversity was coming and we wanted to be prepared for the wave."

Eighteen years ago, the human-resource office's goal and that of the office of diversity was the same as it is today: create a workforce that reflects the diverse nature of the state.

"The focus has been on developing community partnerships that support our outreach efforts," she said. Those partnerships help her office utilize minority media outlets to advertise job opportunities and host workshops to educate the public on how to apply for state jobs and civil-service exams, she said.

In 2016, the diversity office began a monthly review of the state's new employees. At that point, the amount of nonwhite new hires was 22 percent, which increased to 28 percent in 2017. Through September of this year the number of nonwhite workers hired monthly is about 30 percent.

Burrell thinks that percentage will continue rising.

"The goal of diversity was to think outside the box," she said. "Initially, we were the only ones out there. It was a lonely time and we were not being well-received."

That has changed in time as barriers were broken down, allowing their efforts to grow and programs to increase the diverse population



of state workers, she said.

Each executive branch of state government now has an appointed diversity liaison, a high-level official who directly reports to the agency's director and promotes diversity in their departments. A training program on implicit bias for hiring managers has also been introduced. The diversity office also has a training program for new and existing employees, focusing on discrimination and sexual harassment.

Another focus of the office is to do business with certified minority/women's business enterprises and increase the amount of work with them to advance equitable and fair employment in state government. In 2014,

OPENING THE DOOR: Cheryl Burrell, associate director of the R.I. Office of Diversity, Equity and Opportunity, has been working to open state government job opportunities to a wider scope of the state's population since 1993.
PBN PHOTO/DAVE HANSEN

minority/women's business enterprises were projected to receive 4.3 percent of the state procurement dollars. That amount increased to 14.7 percent in 2018.

"No longer should we waste time challenging the idea that we are becoming a more diverse society, but rather we should accept that we are a diverse society, capable of immeasurable achievements," Burrell said. ■

'As a woman of color, my passion and determination [have] largely been driven by my own experience with discrimination.'

CHERYL BURRELL, R.I. Office of Diversity, Equity and Opportunity associate director

Providence Business News ©2018. Reprinted with permission, all rights reserved

Article reproduced by courtesy of
Providence Business News

Number of Women-Owned Employer Firms Increases



On a publication dated August 13, 2018, the U.S. Census Bureau reported that Women-owned employer firms in the United States increased by approximately 2.8 percent in 2016 to 1,118,863 from 1,088,466 in 2015. This report came from the 2016 Annual Survey of Entrepreneurs.

The data also shows that women owned approximately 20.0 percent (1,118,863) of all employer businesses (5,601,758) nationwide. Additionally, about one-quarter (289,326 or 25.9 percent) of all women-owned employer firms were minority owned. More than half (approximately 153,177 or 52.9 percent) of these minority women-owned firms were Asian owned.

The Annual Survey of Entrepreneurs provides a demographic portrait of the nation's employer businesses by gender, ethnicity, race and veteran status. Tables released today provide estimates on the number of firms, receipts, payroll and employment for the nation, the states and the District of Columbia, and the 50 most populous metropolitan statistical areas.

For more information about this report click [here](#)

“Women-owned employer firms in the United States increased by approximately 2.8 percent in 2016 to 1,118,863 from 1,088,466 in 2015.”

Juana L. De Los Santos
Newly appointed Administrator
for the State Equal Opportunity Office
Rhode Island Department of Administration's
Office of Diversity, Equity and Opportunity (ODEO)

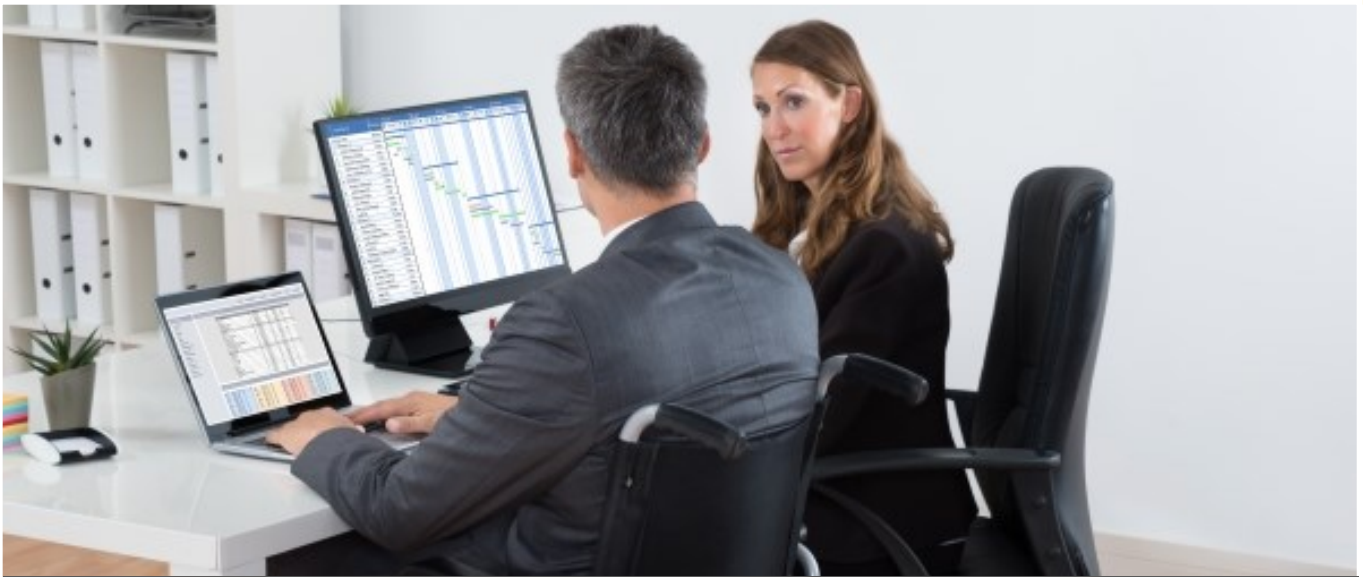
Juana De Los Santos is a U.S. Marine Corps veteran with over a decade of leadership and human relations experience. During her tenure in the Marine Corps, Juana completed three combat tours in Iraq, had the honor of working in the Presidential Service Squadron, which serves at the pleasure of the U.S. President, and was one of only 37 Equal Opportunity Advisors in the entire Marine Corps. As an Equal Opportunity Advisor (EOA) Juana developed and initiated EEO programs for various organizations, developed and facilitated entry, mid, and executive-level training, conducted surveys and data analysis, and formulated the policies and procedures for various organizations.



Juana also developed the Mentors In Action, M.I.A., program in Albany, GA where Marines volunteered their time with children in underprivileged schools throughout the community. Her development and work with M.I.A. eventually afforded her the privilege of receiving Albany's Forty Under 40 Award. Prior to her honorable discharge from the Marine Corps Juana completed her Bachelor of Science in Psychology, as well as her Master of Science in Industrial and Organizational Psychology.

Recently, Juana worked with the George Washington University as the Senior Equal Employment Opportunity and Employee Relations Associate, where she honed her previous skills as an EOA and crafted the Affirmative Action planning for the University. In December 2018, Juana will complete an Executive Master of Business of Administration with the George Washington University while simultaneously working towards a Certification in Social Policy with Harvard University.

State Equal Opportunity Office



Professional with a disability in the workplace

What is the Rhode Island State Equal Opportunity Office?

The State Equal Opportunity Office is charged with providing training and technical assistance requested by any company doing business in Rhode Island and to all state departments as is necessary to comply with the intent of RIGL 28-5.1-2. The RI State Equal Opportunity Office is also charged with issuing any guidelines, directives or instructions necessary to effectuate its responsibilities under this chapter, and to investigate possible discrimination, hold hearings, and direct corrective action to said discrimination.

Mission

The mission of the State Equal Opportunity Office is to ensure equal opportunity compliance for all units of Rhode Island state government, as set forth by federal agencies and Rhode Island General Laws, and to ensure non-discrimination and equal opportunity in all aspects of state government, including, but not limited to, employment, procurement, and policy relative to state programs, services, and activities.

Regulations

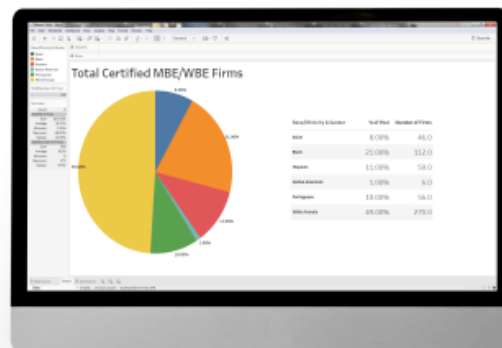
Please click on the link below to see a list of Statutes for Equal Opportunity and Affirmative Action in the Rhode Island General Law Chapter 28-5.1 [RI General Law: Chapter 28-5.1 - Equal Opportunity and Affirmative Action](#). Click [here](#)

To learn more about the Equal Opportunity Office, 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.**



<http://odeo.ri.gov/offices/mbeco/reports/2017.php>

STATE GOVERNMENT EMPLOYMENT

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>

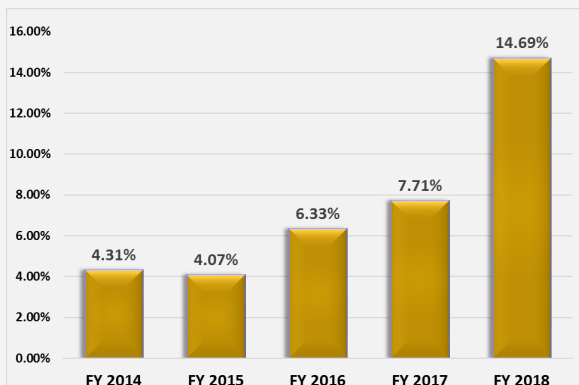
ODEO and WGDC hosted Contractor's Meeting



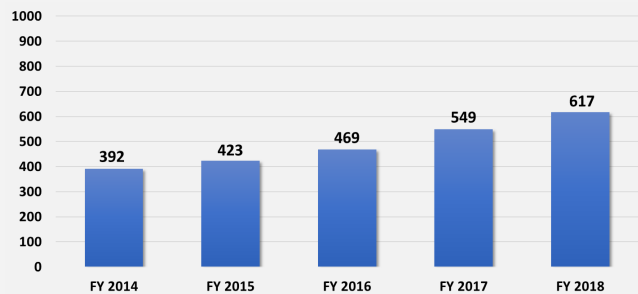
On Wednesday, October 10, 2018, the Office of Diversity, Equity and Opportunity (ODEO) and the Governor's Working Group on Diversity in Construction (WGDC) hosted a Contractor's Meeting at Jomar Painting, LLC, a Certified Minority Business Enterprise firm, owned by José Marcano.

At the meeting, ODEO Associate Director Cheryl Burrell provided an overview on the organizational changes and accomplishments of the Office of Diversity, Equity and Opportunity (ODEO). She spoke about the strategies used to promote MBE utilization and shared the results from their Implementation.

The graph below shows the increase in MBE utilization in State procurement between FY2014 and FY2018.



As of FY2014, there were 392 firms certified as MBEs through the ODEO/Minority Business Enterprise Compliance Office (MBECO) and by FY2018, that number grew to 617, a 57.4% increase over that period. ODEO/MBECO has set a goal to have 1000 firms in their program by 2020.



A panel discussion was part of the agenda and the presenters were: John Sinott and Darrell Waldron, Co-Chairs of the Governor's Working Group on Diversity in Construction; Carole Cornelison, Rhode Island Department of Administration's Division of Capital Asset Management and Maintenance (DCAMM); Christine Lopes Metcalf, Rhode Island Department of Education (RIDE); and, Doug Peckham, Dimeo Construction.



Contractors were very engaged and posed several questions to the panelists related to barriers they face, and the need for increased participation and utilization of MBEs on State projects.

What is the USDOT Disadvantage Business Enterprise Program?



The U.S. Department of Transportation (USDOT) requires that state and local agencies that issue procurements that are funded with the assistance of USDOT must have a Disadvantaged Business Enterprise Program. Each state agency that receives financial assistance from USDOT must establish DBE goals. In Rhode Island, the following state agencies participate in the DBE program: Rhode Island Department of Transportation (RIDOT); Rhode Island Airport Corporation (RIAC); and the Rhode Island Public Transit Authority (RIPTA).

In order to meet the eligibility requirements for certification as a DBE under the USDOT's DBE Program, applicant firms must be a for-profit small business concern that is at least 51% owned by one or more individuals who are both socially and economically disadvantaged or, in the case of a corporation, in which 51 percent of the stock is owned by one or more such individuals, and whose management and daily business operations are controlled by one or more of the socially and economically disadvantaged individuals who own it. Under the USDOT DBE Program, individuals who belong to one of the following groups are rebuttably presumed to be socially and economically disadvantaged: Black Americans, Hispanic Americans, Native Americans, Asian-Pacific Americans, Subcontinent Asian Americans, and Women. Individuals who are not members of one of the presumptive groups may also be eligible for DBE certification if they establish their social and economic disadvantage. A determination of individual disadvantage is made on a case-by-case basis.

To learn more about the DBE program, go to the MBECO FAQs webpage by clicking [here](#)



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
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, the Office of Diversity, Equity and Opportunity (ODEO) and <https://www.pexels.com/> <https://unsplash.com/> <https://pixabay.com/>