



ODEO

DIVERSITY BUSINESS NEWSLETTER



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

The Diversity in Construction Steering Committee Issued Final Report

The Diversity in Construction Steering Committee was charged with developing initiatives to address industry-specific challenges in the following areas: training, access to capital, and workforce challenges. It issued its final report, which it hopes will lead to further changes to enhance economic opportunities for minority contractors registered as Minority Business Enterprises ("MBE") with the State.

This Steering Committee and associated working groups were assembled to continue building on the work of the Governor's Working Group on Diversity in Construction, which concluded its advisory role in July 2019. This Steering Committee convened for one year from September 2019 to August 2020.

To download this report go to www.odeo.ri.gov or click the image below:



Final Report | 2020
Diversity in Construction Steering Committee
Rhode Island Department of Administration

"We are moving forward together to increase economic opportunities for all of us"

ETHNIC SPOTLIGHT

Native
American
Heritage
Month



"Let's honor and celebrate the achievements of Native Americans during the celebration of Native American Heritage this November"

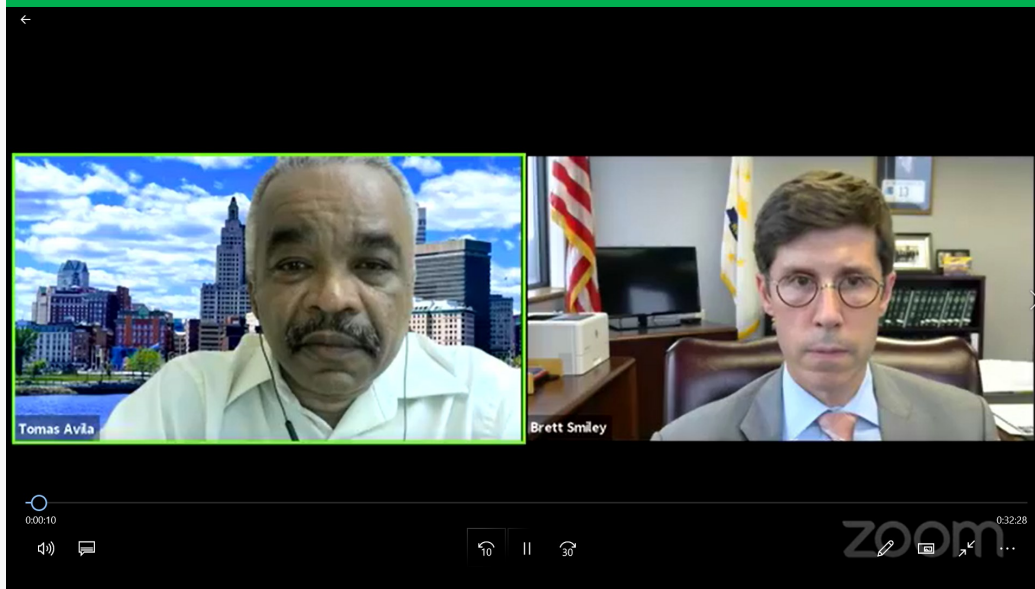
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IN THIS ISSUE:

- Diversity in Construction Steering Committee
- Director Smiley Participates in Hispanic Heritage Month
- Hire Employees with Disabilities
- Stay Safe from Cybersecurity Threats
- Important Links for Your Business

and more...

Director Smiley talked about MBEs during Hispanic Heritage Month



On September 17, as part of the Hispanic Heritage Month celebration, R.I. Department of Administration (DOA) Director Brett Smiley participated in a virtual conversation hosted by well-known community activist and business entrepreneur Tomas Avila.

The talk was part of a series of conversations entitled “Latino Leadership 2020” that focused on Latino achievements in the State of Rhode Island over the past 20 years.

This particular session centered on the State’s Minority Business Enterprise (MBE) program. Avila, who was appointed by Governor Raimondo to the Diversity in Construction Steering Committee, cited the positive changes in the program.

Director Smiley provided an overview of DOA its divisions, and discussed the Governor’s Working Group on Diversity in Construction and its achievements.

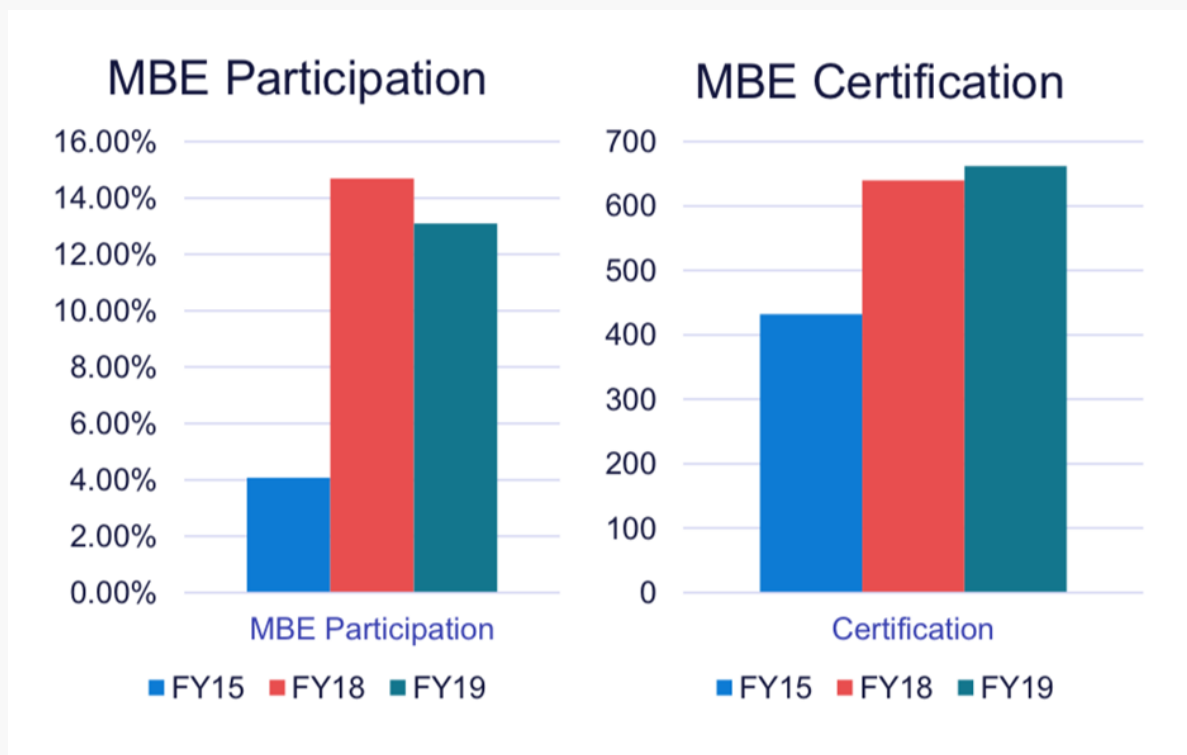
One of its successes was a legislative change to the public construction bonding requirement. The change increased the minimum project amount from \$50,000 to \$150,000 for which a bond is needed, removing an onerous restriction on small-scale projects to make them more accessible to vendors.

Another accomplishment was the creation of the MBE Pilot Payment Program that is providing certified MBE contractors weekly payments on State-funded projects to increase MBE subcontractor competitiveness.

The members of the Governor's Working Group on Diversity in Construction felt that additional work was needed and agreed to convene for another year, from September 2019 through August 2020, as a Steering Committee to develop proposals on MBE workforce training and access to capital, and to implement the MBE Pilot Payment Program.

Regarding the MBE program, Director Smiley highlighted the increased number of MBE firms and increased participation rate in public procurements because of the work of ODEO and the Working Group on Diversity in Construction.

From FY2015 through FY2019, the number of certified MBEs increased 46%. In FY2018, the MBE participation rate reached 14.7%, achieving the working group's initial goal of doubling MBE participation from 6.3% by FY2020.



To learn more about the MBE program, contact Dorinda L. Keene, Acting Associate Director ODEO and Assistant Administrator for the Minority Business Enterprise Compliance Office (MBECO) at Dorinda.Keene@doa.ri.gov or (401) 574-8670.

Hiring individuals with disabilities can be a smart move for your business



Excerpt from the U.S. Small Business Administration

Hiring disabled individuals can help businesses meet their talent needs while strengthening their competitive edge.

By hiring individuals with disabilities, businesses can:

- Expand their pool of talent
- Meet their workforce needs
- Foster creative business solutions
- Generate goodwill among customers

A disability is considered a physical or mental impairment that substantially limits one or more major life activity. Individuals with disabilities often need [workplace accommodations](#) — a modification or adjustment to a job, the work environment, or the way things are usually done during the hiring process.

By investing in recruiting, hiring, and retaining talent — including people with disabilities — businesses can give themselves a competitive edge and demonstrate their commitment to inclusion. To learn more about this topic, click [here](#).

Locally, the State of Rhode Island Governor's Commission on Disabilities is charged with ensuring that all people with disabilities are afforded the opportunities to exercise all the rights and responsibilities accorded to citizens of Rhode Island and each person with a disability is able to reach his/her maximum potential in independence, human development, productivity, and self-sufficiency. For more information, visit its website at www.gcd.ri.gov.

STATE GOVERNMENT PROCUREMENT

National Origin Ethnicity Gender Race
Human Resources Management Necessity
WORKPLACE DIVERSITY Value
Employees Corporate Strategy Compliance
Business Competitiveness
Workforce Recruitment Color Religion
Global Culture Benefits Fair Legal
Age HR Goals Treatment

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!](#)



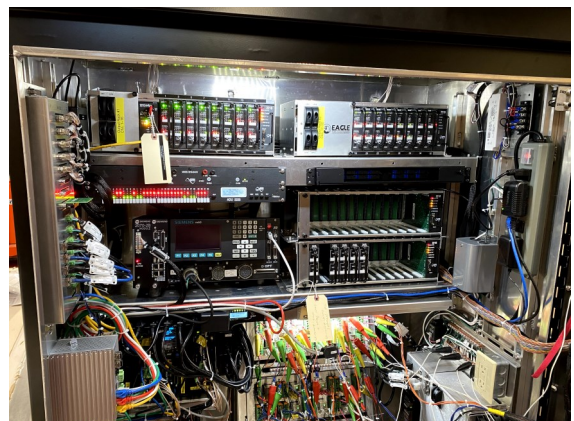
MBE Spotlight

Ocean State Signal Co. Inc.

Ocean State Signal Co. Inc. distributes traffic control equipment and provides technical sales and support across New England. The company's experienced and knowledgeable staff, combined with supplying quality equipment, has been the foundation of its customer relationships for the past 25 years. Located in Smithfield, Ocean State Signal is a certified Woman-owned (WBE), Minority (MBE) and Disadvantage Business Enterprise (DBE) company led by Lisa Rutherford.

Lisa joined Ocean State Signal in 2001 in a sales role, bringing with her 10 years of traffic industry experience. She became an integral part of the Ocean State Signal team across every aspect of its business. In December 2013, Lisa purchased the business.

It is often a challenge for businesses to find suppliers that can meet contract diversity requirements. These certifications have opened up business opportunities for Ocean State Signal to partner with these companies and provided them a way to fulfill these obligations. This has been an important component in supporting increased opportunities for both Ocean State Signal and its customers.



MBE Spotlight

Absorbent Specialty Products, LLC

Absorbent Specialty Products, LLC, manufacturer of Quick Dam, is the leading innovator in all things flood protection. Founded in 2004 by owner Carol Dancer, Absorbent Specialty Products offers products that are compact, lightweight, and easy to use. Its vision is to help consumers protect their properties from the most common natural disaster through innovative solutions.

With a variety of products in the emergency preparedness space, the company's focus is finding captivating ways to stand out among its competition. Through ODEO, Absorbent Specialty Products has been registered as a WBE and a DBE, which helps set it apart. As a small business that manufactures, distributes, and operates entirely within the U.S., it appreciates that its certifications help highlight its identity.

In 2018, Dancer was recognized as the U.S. Small Business Administration's "New England Woman Small Business Owner of the Year."

Absorbent Specialty Products is an approved vendor listed on the State's Master Price Agreement (MPA) No. 540 - Emergency Preparedness Materials and Supplies.



Protect Against:

- Overflows
- Leaks
- Spills
- Hurricanes
- Severe Storms
- Flash Floods
- Monsoons
- Ice Melt



MBE Spotlight

Cadoret Global, LLC



Cadoret Global, LLC was established in early 2019 to support virtual, early-stage, and small pharmaceutical and biotech companies advance their investigational drugs from development through clinical trials by providing quality assurance and GXP compliance consulting services. The company's aim is to provide value-added expertise with integrity by acting as a partner to its clients to drive their success.

Cadoret Global's services include the establishment of phase-appropriate, scalable quality systems; support with regulatory filings (IND, NDA, ANDA, DMF); GXP audits; training; document control; guidance with FDA, DEA, and EU regulatory compliance; vendor qualification and oversight; and computer systems validation.

Since its inception, Cadoret Global has been a resource to both local and national early-stage pharmaceuticals and recently helped a Rhode Island startup file its first Investigational Drug Application (IND). The company ensures that its clients provide quality products by design, not by accident.

In July 2020, Cadoret Global became MBE/WBE certified. The certification was a stepping stone to expand its reach in the public sector. As a result, the company is proud to be working with the University of Rhode Island Pharmaceutical Development Institute (PDI) to bring its pharmaceutical facility online.

MBE Spotlight

HCH Enterprise, LLC

In 1999, NCR Corporation (now NCR Global) relocated Henry Hodge to Rhode Island to manage its New England business interests. Within two short years, Henry developed an immovable affinity for Rhode Island, settled there, and launched HCH Enterprises, LLC. When his family, most of whom live in the Washington, D.C. area, asked why Rhode Island, his answer was simple: “The people, the water.”



Henry’s original strategy was to leverage his IT systems design experience to build his business with the Department of Defense in Newport and with New England banks and insurance companies. However, like most small business startups, Henry had to focus business development where his previous relationships created demand — largely outside of New England.

Persistence paid off. In 2012, HCH landed a contract with a business partner working on HealthSource RI. The following year, the company got its first contract with the Navy in Newport. In 2018, HCH was awarded a contract with EOHHS, which doubled HCH’s size and further increased its competitive edge.

Of all the work HCH has done over the past 21 years, Henry is especially proud of the work the company does assisting the State in its response to the Covid-19 crisis. Specifically, HCH provides subject matter experts that work across the State on its mitigation, contact tracing, and control efforts.

The HCH family is firmly community oriented. They are proud Ocean Staters who are focused on working with and assisting their neighbors through these difficult times.

MBE Spotlight

G Metz Moving, Inc.



G Metz Moving, Inc. is a family-owned and operated business that treats every move as if it were its own family moving. With over 26 years in the moving industry, you could say that moving is in George Metz's blood.

George was inspired to open G Metz Moving after watching his grandfather build and grow his company from the ground up. George has taken the knowledge instilled in him by his grandfather and has passed it along to his employees. This allows G Metz Moving to have a team of highly trained and professional staff. It has been an honor for the business to be recognized as

a minority-owned company by the State of Rhode Island.

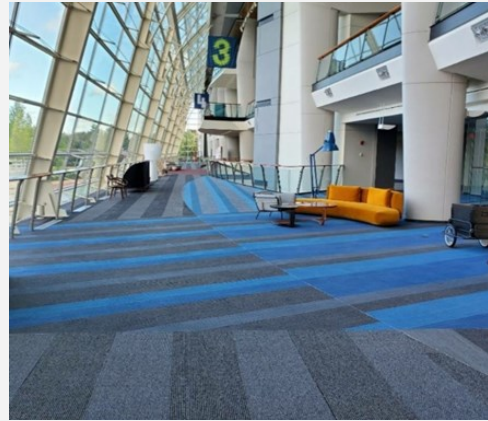
This has helped promote the company to a wider audience and to be noticed by state agencies and municipalities. It has allowed the company to assist with their residential and commercial needs.

G Metz Moving, Inc. is an MBE and DBE certified firm.



VBE Spotlight

Liberty Floor Covering, LLC



Liberty Floor Covering LLC, owned by Alexander Metz and Cesar Esteban, is a veteran-owned commercial flooring company that specializes in a wide variety of resilient flooring. Its clients include VA Hospitals, public schools, and various private companies.

Liberty Floor Covering is verified by the federal government as a Service-Disabled Veteran Owned Small Business (SDVOSB) and certified as a VBE/SDVBE in Rhode Island and as a SDVOBE in Massachusetts.

The company brings a combined 46 years of knowledge and experience to the table. It works with (and is a certified installers of) carpet, carpet tile, sheet vinyl, rubber tile, and other more specialized flooring materials.

As a disabled veteran-owned business, Liberty Floor Covering's mission is to give back to the veteran community. It just received the HIRE Vets platinum award from the U.S. Department of Labor and Training, which is the highest award given to companies that hire and retain veteran employees. The company is very proud of its work and to serve the business community.

IMPORTANT LINKS FOR YOUR BUSINESS



R.I. Department of Labor and Training's Workforce Regulation and Safety

Enforces the safety laws that protect Rhode Island's workforce, including the fair collection of wages, child labor laws, trade licensing, apprenticeship training, hazardous substance exposure, weights and measures, and prevailing wage laws.

R.I. Department of Business Regulation

Implements state laws mandating the regulation and licensing of designated businesses, professions, occupations, and other specified activities. The areas regulated include banking, securities, commercial licensing, cannabis, gaming and athletics, insurance, accounting, and design professionals.

R.I. Commerce's Procurement Technical Assistance Center

Provides a variety of services to Rhode Island-based businesses to help them navigate the complexities of contracting with federal agencies, state purchasing departments, and local governments.

R.I. Department of Health's Center for Professional Boards and Licensing

Licenses and certifies health care professionals and identifies professional standards to ensure the highest quality health care for, and protection of, the public.

R.I. Secretary State's Business Services

Maintains Rhode Island's state business registry, records new business formations and ongoing business registration activity, and provide thoughtful guidance and comprehensive services to those looking to start and maintain a business or non-profit in Rhode Island.

NEWLY CERTIFIED MBE/WBE—DBE/ACDBE/VBE FIRMS

July 23, 2020 – October 23, 2020

Newly Certified MBE/WBE Firms

1. 385 Central Glass & Mirror, Inc., d/b/a New England Glass & Mirror Co.
2. Bravo Pacific, Inc., d/b/a Marmolejo Contractors, Inc.
3. Clean Economy Development, LLC
4. Collins Construction Co., Inc.
5. Compass Solutions, LLC
6. Comtech Global, Inc.
7. Drip N' Dry Restoration, LLC
8. Early Bird Power, LLC
9. Fairfax Data Systems, Inc.
10. Horton Lees Brogden Lighting Design, Inc.
11. IT Resource Solutions.net, Inc.
12. Lacuna Design, Inc.
13. Lucy Rose, d/b/a Qualia
14. Mendez General Contractor, LLC
15. Naoma Scharlow
16. RBLA Design, LLC
17. Right Turn Solutions, LLC
18. Rosalino Counseling Services
19. Scout Urban, LLC
20. SD Realty Associates, LLC
21. StarTrak Studios, Inc.
22. The Capital International House, LLC
23. The Educated Edge, LLC
24. Union Concrete Corporation
25. Unique Comp., Inc.

Newly Certified DBE/ACDBE Firms

1. Arora Engineers, Inc.
2. Arrow Time Consultants, LLC
3. Aviman Management, LLC
4. Bangel Groups, Inc., d/b/a Sbarro's
5. Bulkfest, Inc., d/b/a LoAdebar
6. Chevalier Electric, LLC
7. Commercial Contracting Supplies, LLC
8. Communication Corporation of CT, d/b/a Makiaris Media Services
9. Cutting Edge Installations, Inc.
10. Faith Group, LLC
11. Florida Cleaning Systems, Inc., d/b/a FCS Facility Services, Inc.
12. Grove Bay Concessions, LLC
13. Guytec Steel, Inc.
14. Haydan Consultants, Inc.
15. i2i Global Technology Solutions, LLC
16. Innovee Consulting, LLC
17. JMD Building Products, LLC
18. L.B. Consulting, Inc.
19. My City Transportation, Inc.
20. New England Foundation Co., Inc.
21. Niti Systems Consultants, Inc.
22. RBV and Sons Incorporated
23. Renaissance Geotechnical Engineering, PLLC
24. Right Turn Solutions, LLC
25. Winston Strategic Partners, LLC
26. Zen Industrial Services, LLC



Newly Certified VBE and SDVBE Firms

1. 4C Staffing Solutions, Inc.
2. Jerry Lane Associates, Inc., d/b/a Kingstown Services Co.

Happy New Year 2020



U.S. POPULATION
330,222,422



WORLD POPULATION
7,621,018,958

Visit www.census.gov/popclock for more information.

United States[®]
Census
Bureau

U.S. Department of Commerce
U.S. CENSUS BUREAU
census.gov

Note: Population estimates as of Jan. 1, 2020.
Source: Vintage 2018 Population Estimates and
International Data Base

Stay safe from cybersecurity threats

*Cyber attacks are a growing concern for small businesses.
Learn about the threats and how to protect yourself.*



Excerpt from the U.S. Small Business Administration

Cyber attacks are a growing threat for small businesses and the U.S. economy. According to the FBI's Internet Crime Report, the cost of cyber-crimes reached \$2.7 billion in 2018 alone.

Small businesses are attractive targets because they have information that cybercriminals want, and they typically lack the security infrastructure of larger businesses.

According to a recent SBA survey, 88% of small business owners felt their business was vulnerable to a cyber attack. Yet many businesses can't afford professional IT solutions, they have limited time to devote to cybersecurity, or they don't know where to begin.

Start by learning about common cyber threats, understanding where your business is vulnerable, and taking steps to improve your cybersecurity.

To access the full text of the article, click [here](#).



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

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