The Catalyst

MESSER CONSTRUCTION AND QUEST SAFETY PRODUCTS RECEIVE HANDSHAKE AWARDS

At its 11th Annual Relationships to Partnerships Sessions, the Supplier Diversity Development Coalition of Greater Lafayette presented Messer Construction with the Corporate Handshake award and Quest Safety Products, LLC. with the Diverse Business Handshake Award.

Jim Glasener, Senior Project Executive for Messer Construction accepted the Corporate Handshake award. Messer Construction, in partnership with Powers & Sons Construction Co., are currently constructing the Purdue Honors College and Residences. Messer is an employee owned company with a strong commitment to economic inclusion.

The Diverse Business Handshake award was present to Sam Yadav, President of Quest Safety Products, LLC. Quest is an Indianapolis-based diverse distribution partner for pharmaceutical, food, utility and construction industries. Sam Yadav also shared valuable insights with the event’s attendees during the plenary session.

The awards luncheon celebrated supplier diversity in Tippecanoe County and hosted representatives from over 100 diverse businesses, business resources organizations and large firms from central Indiana.

PURDUE BECOMES NEW HOME FOR NATIONAL ALLIANCE FOR DOCTORAL STUDIES IN THE MATHEMATICAL SCIENCES

WEST LAFAYETTE, Ind., - Purdue University will serve as the new home for a national mathematics organization that strives to increase underrepresented minorities earning doctoral degrees in mathematics and related fields.

The Purdue math department will house the National Alliance for Doctoral Studies in the Mathematical Sciences beginning in March. This organization, currently based at the University of Iowa, brings together hundreds of faculty members and students from numerous universities and colleges in a shared passion for increasing the number of doctoral degrees in the mathematical sciences among groups that have been traditionally underrepresented in those fields.

CONTINUED ON PAGE 5—See NATIONAL MATH ALLIANCE

INSIDE THIS ISSUE
Build Your Future Indiana ......2
Purdue Supplier Diversity ......3
US Census SBO Results ..........4
IN Firm Expands w/MBDA....6
Supplier Diversity Institute.....6

SPECIAL POINTS OF INTEREST
• Upcoming Business Resources Events
• MBE’s Importance in Gulf Economic Growth
• SBA Blog—Mentoring Builds Diverse Workforce
BUILD YOUR FUTURE INDIANA ENCOURAGES RESIDENTS TO LEARN ABOUT CONSTRUCTION CAREERS

Construction companies will hire more than 61,000 workers in Indiana through 2017. Employers need boilermakers, glaziers, electricians, plumbers, carpenters and many other craft professionals. With several weeks of training, you can qualify for trade craft jobs and start earning great wages and benefits and gain the chance to prosper in a promising career.

Build Your Future Indiana is a unique collaboration of employers, state agencies and industry associations. Our goal is to encourage Indiana residents to learn about construction craft careers and training opportunities now emerging in our state, and to qualify for and get jobs in these high-demand occupations.

The Indiana Workforce Commission is committed to matching employers with qualified workers so their businesses grow and prosper, and to helping individuals achieve their career goals.

The goals of Build Your Future Indiana are:

- Make career and technical education a priority in secondary schools
- Shift the public’s perception about careers in the construction industry to reflect the wide range of professions available
- Provide a path from ambition, to training, to job placement as a craft professional

“Make career and technical education a priority in secondary schools.”

SUPPLIER DIVERSITY COALITION OF GREATER LAFAYETTE UPDATE:

Coalition members congratulate Messer Construction Company and Quest Safety Products, LLC. on being awarded the Corporate Handshake Award and Diverse Business handshake Award, respectfully, at the 11th Annual Relationships to Partnerships Sessions.

Coalition members encourage businesses and supporters to visit LafayetteSIDCoalition.org for upcoming opportunities and business development events.

January Supplier Diversity Coalition of Greater Lafayette speaker:
FINELINE PRINTING GROUP with Rafael Sanchez and Beth Coleman Valdettaro

February Supplier Diversity Coalition of Greater Lafayette speakers:
ACORN DISTRIBUTERS with Bobby Delamater
TECHNOLOGY INTEGRATION GROUP with Joe Ignatius

Interested in Presenting Your Business to the Supplier Diversity Development Coalition of Greater Lafayette?
Contact Marta Foth at marta@purdue.edu to get details and learn requirements necessary to present your diverse enterprise to the Supplier Diversity Development Coalition of Greater Lafayette.
SUPPLIER DIVERSITY @ PURDUE

Purdue OSDD and Turner Construction Host Supplier Diversity Networking Event

On January 13th, Turner Construction and Purdue’s Office of Supplier Diversity Development hosted a supplier diversity networking event to share information with diverse firms concerning the Creighton Hall of Animal Science and the Land O’ Lakes Center for Experiential Learning project. This project will consolidate the Department of Animal Sciences into a 124,150 GSF unified complex, fostering greater collaboration among faculty, staff and students in the department and across the university and providing contemporary spaces for teaching, research and Extension activities.

For further information on pre-qualifications and bid dates please contact Tiffiny Summers at 317.829.7628 or tsummers@tcco.com.

2015 Disparity Study

Purdue University is participating in the 2015 State of Indiana Disparity Study. The study includes analyses of the participation of minority- and women-owned businesses in prime contracts and subcontracts that state institutions awarded during the study period (July 1, 2009 through June 30, 2013). The final report is expected to be released March 2016.

For information on the State of Indiana Disparity Study visit: www.in.gov/idoa/mwbe/

Looking Ahead—Upcoming Business Development Events

- Flex Lab Pre-Pre Bid with Pepper Construction and Davis & Associates
- 10th Annual Construction Connection

Access Purdue Supplier Diversity at purdue.edu/supplierdiversity
The Survey of Business Owners is a sample survey that provides the only comprehensive, regularly collected source of information on selected economic and demographic characteristics for businesses and business owners by gender, ethnicity, race and veteran status. Today’s release provides data at detailed geographic (nation, state, metropolitan area, county and economic place) and industry levels (two-digit through six-digit industry coding level). In August, preliminary data were published for these groups at the national, state and two-digit sector levels.

Nationally, today’s findings show the number of minority-owned firms in the U.S. rose from 5.8 million in 2007 to 8.0 million in 2012. This includes a 46.3 percent increase in the number of Hispanic-owned firms over the period, from 2.3 million to 3.3 million, and a 34.5 percent rise in the number of black or African American-owned firms, from 1.9 million to 2.6 million. Additionally, the number of Asian-owned firms climbed from 1.5 million to 1.9 million, an increase of 23.8 percent. For added context, total U.S. firms increased 2.0 percent during the same period, from 27.1 million in 2007 to 27.6 million in 2012.

The 9.9 million women-owned firms in 2012 were up more than 2 million from five years earlier when there were 7.8 million women-owned businesses, a 26.8 percent increase. As a comparison, male-owned firms increased 6.8 percent from 13.9 million to 14.8 million during the same period.

Other highlights from the final 2012 Survey of Business Owners data:

**Women**

- There were 9.9 million women-owned firms nationally in 2012, up from 7.8 million or 26.8 percent from 2007.
- Nearly 90 percent (89.5 percent) of women-owned firms were non-employer firms (businesses with no paid employees). This is higher than the total proportion of non-employer firms, which is 80.4 percent (22.2 million non-employer firms).
- Receipts for women-owned firms rose 18.7 percent, from $1.2 trillion in 2007 to $1.4 trillion in 2012.

**Minorities**

- There were 8.0 million minority-owned firms nationally in 2012, up from 5.8 million, or 38.1 percent, from 2007.
- Receipts for minority-owned firms climbed from $1.0 trillion to $1.4 trillion over the 2007-2012 period (34.7 percent).
- All but 908,800, or 11.4 percent, minority-owned firms in 2012 were non-employers.

Since its inception in 2001, the Alliance has grown to play a vital role nationally in diversifying graduate programs in mathematics and related fields. Over the past five years, Alliance-affiliated doctoral programs accounted for roughly one-third of all Ph.D.’s awarded in the mathematical sciences to students from underrepresented backgrounds. Beyond increasing the numbers, the Alliance also fosters the growth of a community of mathematical scientists that promotes a diverse workforce.

“It is especially fitting that we make this announcement during the week that we celebrate the contributions of Dr. Martin Luther King, Jr. with a keynote speech by nationally recognized expert on science and math education, Freeman A. Hrabowski III,” said Deba Dutta, provost and executive vice president for academic affairs and diversity. “We are proud of Purdue’s Mathematics Department as an outstanding center for mathematical education, scholarship and research, and we look forward to working with the Alliance to contribute to a more diverse national profile of PhD’s.”

Purdue Mathematics professor David Goldberg will serve as the Alliance’s new executive director while fellow Purdue Mathematics faculty members Edray Goins and Rodrigo Bañuelos will take on the roles of associate director and program adviser, respectively. The trio has worked for decades at Purdue to help attract and mentor students from underrepresented groups.

“Purdue’s math department has a long-standing commitment to promoting diversity, with exceptional efforts on this front by former department heads Rodrigo Bañuelos and Leonard Lipshitz, among many others,” said current mathematics department head Greg Buzzard. “This evident commitment, along with greater participation in many Alliance activities, the enthusiastic support of Purdue’s provost and the deans of the College of Science and the Graduate School, and the strong new leadership team, led to Purdue as the clear choice for the next Alliance home.”

The Alliance was founded by Phil Kutzko at the University of Iowa and has grown to national visibility in a short time. With retirement approaching, Kutzko and the Alliance board solicited proposals to house the Alliance at another institution. Purdue Mathematics will be the Alliance’s home at least until 2020.

“Ensuring the continued success of the Alliance is a huge responsibility and we do not take it lightly,” said Bañuelos, a longtime champion for diversity in mathematics. “It represents an enormous opportunity for us - the mathematics department, the College of Science and the university as a whole - to play a national role in increasing diversity in mathematical sciences and related fields.”

“We look forward to building on the many successes of the Alliance and to deepening ties with the entire Alliance community,” Buzzard said.

**Writer: Tim Brouk** tbrouk@purdue.edu  
**Sources:** David Goldberg, Greg Buzzard, Edray Goins, Rodrigo Bañuelos, Phil Kutzko

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About The National Alliance for Doctoral Studies in the Mathematical Sciences

Our goal is simple: we want to be sure that every underrepresented or underserved American student with the talent and the ambition has the opportunity to earn a doctoral degree in a mathematical science.

Our commitment is to build a national community of students, faculty, and staff who will work together to transform our departments, colleges, and universities into institutions where all students are welcome. Our mentors come from a variety of schools all over the country. What they all have in common is a commitment to our Alliance Scholars

For more information visit: http://mathalliance.org/
Minority businesses are playing an integral part in keeping the ‘Made in America’ product strong as the U.S. manufacturing sector continues to rise. Minority-owned manufacturing firms employ 342,000 workers and have recently grown faster than their non-minority counterparts in three areas—number of firms, employees and gross receipts.

The Minority Business Development Agency’s (MBDA) increased focus on manufacturers over the past few years is producing results. Just in the last three years, MBDA has facilitated more than $3.3 billion in contracts for minority-owned manufacturing firms, making manufacturing one of the top industries for MBDA clients. One example of this success is Hanzo Logistics, LLC in Indianapolis, Indiana. Hanzo Logistics operates a state-of-the-art warehouse and provides fulfillment management, distribution, and transportation services. Nate Ghaim, President and CEO of Hanzo Logistics, attributes the success of the manufacturing company to the collaboration with the MBDA Indianapolis Business Center.

For example, through the help from MBDA Business Center in Indianapolis, Hanzo Logistics has been able to expand their operations. Last year, James Knight, director of the Indianapolis MBDA Business Center, facilitated a $600,000 operating line of credit as well as a $200,000 equipment line of credit to grow the business. In June 2015, Knight also facilitated a $12.5 million capital investment from Cabot Investment Group. These investments resulted in a 25% increase in revenue and enabled Hanzo to retain 69 employees and hire an additional 55 new workers.

By working with the MBDA business center in Indianapolis, Hanzo Logistics has been able to access strategic business consulting and has been helped in finding secure financing that allowed the company to grow in size and scale. Today, Hanzo is one of the most well-managed and tech savvy companies in Indianapolis.

MBDA is very proud of the tremendous achievements of minority-owned manufacturing businesses like Hanzo Logistics that help grow the national economy.

MENTORING: A PROVEN TOOL FOR BUILDING A MORE DYNAMIC AND DIVERSE WORKFORCE

Throughout my career, mentors changed my trajectory. Through them I met successful people who were willing to listen to my ideas—and give their advice on how to turn them into great opportunities.

Every year, my primary resolution has been to “give forward” what they gave to me, and to be a mentor. You might be pleased to know that January is National Mentoring Month—a great reminder to all of us to reach out to someone early in his or her career.

This month reminds us of presidents past, of Dr. Martin Luther King, of service to others and the lasting impact we all have a chance to make in our lifetimes. And while mentoring isn’t the only solution, it is one way to build a team of fund managers and portfolio companies in the alternative investment industry that is strong and robust because of its diversity.

Take a look at this evidence:

Diverse funds out performed non-diverse competitors. Small private equity funds managed by diverse and minority investment professionals in the middle market and U.S. emerging domestic market produced better returns than the U.S. Private Equity benchmarks and Buy-Out subset from 1998-2011 according to KPMG.

Diverse teams out-innovated their peers. Companies with diversity, including inherent and acquired diversity, were 70% likelier to report that the firm captured a new market, according to the Harvard Business Review. A team with a member who shares a client’s ethnicity was 152% likelier than another team to understand that client.

The fastest growing sectors are women- and minority-owned businesses. New census data show that the rate of growth for women-owned employer firms is three times that of men-owned employer firms and the rate of growth for total women-owned businesses is almost four times the rate of men-owned business. Similarly, between 2007-2012, the number of minority-owned businesses increased by 2.2 million, whereas the number of non-minority-owned businesses declined by 1.1 million.

Funds led by women are more likely to invest in women. Venture capital firms with female partners were 2.5 times more likely to invest in companies with women on the management team according to Babson College’s Diana Project.

Younger generations recognize the value of diversity. Younger generations of venture capital investors, CFOs and administrators are increasingly more diverse than previous generations (National Venture Capital Association).

It’s up to you and me to build the team. Talented women and minorities are there to be found in less senior positions. Consider reaching out and mentoring them, and you will help improve diversity and competitiveness in 2016. You can:

Reverse the trend for women. Female partners in venture capital firms actually declined in the last 15 years, from 10% in 1999 to just 6% in 2014 according to Babson College.

Use diversity to increase the overall success of investment funds. Just 13% of venture capital partners self-identified as minorities, and of those only 1% African American and less than 1% Latino, according to the National Venture Capital Association.

Use private organizations that have built a pipeline of qualified and diversified talent. This is a cost effective way to counteract a lack of diversity: Toigo Fellows, SEO Alternative Investment Fellows, Gateway to Leadership Interns, Management Leadership for Tomorrow Fellows, and Kauffman Fellows.

I look forward to making new acquaintances in 2016 as I mentor young professionals. My colleagues, new and old, do the same. I hope you’ll join us as a mentor.

Michele Schimpp is the Office of Investment and Innovation’s new Deputy AA and has over 20 years of experience managing U.S. government organizations and start-up operations related to global job creation, competitiveness and economic growth.

For more information please visit: www.sba.gov/content/michele-schimpp
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Indiana Department of Transportation—Division of Economic Opportunity
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National Association of Women Business Owners—Indianapolis
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