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Messer Construction and Powers & Sons Construction Seek Diverse Firms for Purdue Honors College Project

Purdue University is enthusiastic to have Messer Construction Company and Powers and Sons Construction Company bring their commitment to economic inclusion to the Honors College and Residences project. Two project rollout events will be held at Purdue University. Sessions will involve networking and interfacing with the Purdue team, Messer-Powers project team and Prime bidders & suppliers, plus presentations of upcoming bid and contract specifications and requirements.

⇒ October 8, 2014 at Stewart Center Room 302, 2:30 pm to 5pm. Click here for more information.

⇒ November 21, 2014 at 10th Annual Relationships to Partnerships Sessions, see next page.

**UPDATES and UPCOMING EVENTS**

♦ Supplier Diversity Development Advocacy Council will be holding its bi-annual meeting on October 16th in the Cordova Recreational Sports Center. The mission of the Advocacy Council is to create an energetic group of business leaders that will positively affect Purdue’s Supplier Diversity initiatives across the state. This group will assist Purdue in creating cutting edge thought and innovative ways to develop MWBE business.

♦ The Office of Supplier Diversity Development is anticipating working with BBC Research and Consulting on the 2015 State of Indiana Disparity Study. The study will include analyses of MBE/WBE participation in contracts and subcontracts for the IDOA, INDOT, Indianapolis Airport and seven state educational institutions, including Purdue University.

**MWBE SPOTLIGHT**

*Shoup’s Country Foods* is a Frankfort, Indiana-based company that has been in business since 1978. As a Women-Owned Business Enterprise (WBE), Shoup’s specializes in quality meats and signature products through their retail store and wholesale divisions, offsite catering to all of Central Indiana, a new banquet facility in Frankfort named Arborwood, and bartending and beverage service through On the Rocks Mobile Bar Service. With a core staff of 12 full-time individuals and over 100 part-time catering staff members, this company regularly serves a variety of customers through their depth of service options.

“It’s comforting to know that when you use Shoup’s Catering all of the food details will be taken care of with No Worries. It’s a pleasure to recommend them to our Purdue Conference Division clients when an off-campus caterer is needed.” - Tom Robertson. Purdue Conference Division
The Supplier Diversity Development Coalition of Greater Lafayette Presents:

The 10th Annual Relationships to Partnerships Sessions

“Doing Business with Greater Lafayette Firms”

Construction, A/E and Related Services
Concurrent Break-out Session 1

MESSER CONSTRUCTION AND POWERS & SONS CONSTRUCTION SEEK DIVERSE FIRMS FOR PURDUE UNIVERSITY HONORS COLLEGE AND RESIDENCES PROJECT

Session Involves:

- Networking with Purdue and Messer-Powers Project Teams
- Upcoming Bid Information
- Contract Specifications and Requirements

Friday, November 21, 2014
Purdue University
Stewart Center
128 Memorial Hall
West Lafayette, IN 47907
8:00 am to 1:30 pm

Seats are Limited. Register Today, CLICK HERE

All Break-out Sessions To Offer Industry Specific Opportunities! Attend The Correct Session For Your Business

For more information please call the Purdue University Office of Supplier Diversity Development
(765)494-3739 or email Marta Foth at marta@purdue.edu.
Updates…

**Coalition Members hold summer committee meetings in preparation for 10th Annual Relationships to Partnerships Sessions:**

The standing committees of the Coalition members meet during the summer months and presented the membership with suggestions for a successful 10th Relationships to Partnerships Sessions. Local and state officials will present proclamations marking and celebrating the 10 year anniversary of the event. The Awards and Special Events Committee is looking forward to selecting award nominees shortly.

**September Supplier Diversity Development Coalition of Greater Lafayette speakers:**

Members were pleased to hear from the following presenters:

Sept. 10th, 2014—Mayrena King of [STProfessionals](#)

Sept. 10th, 2014—Peng Wong of Beyond Predictive

**Interested in Presenting Your Business to the Supplier Diversity Development Coalition of Greater Lafayette?**

Contact Marta Foth at [marta@purdue.edu](mailto:marta@purdue.edu) to get details and learn requirements necessary to present your diverse enterprise to the Supplier Diversity Development Coalition of Greater Lafayette.

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**SDDC Mission and Vision Statements**

The Greater Lafayette Supplier Diversity Development Coalition encourages diversity and supports creative solutions that result in long-term partnerships between small diverse businesses and the larger members of the Greater Lafayette business community. The Greater Lafayette Supplier Diversity Development Coalition will enhance opportunities for minority- and women-owned firms to conduct business with the Greater Lafayette business community.
A part of the State of Indiana’s Minority and Women’s Business Enterprises Program is to implement a periodic evaluation of the program’s effectiveness in encouraging utilization of minority and women-owned firms in its contracts. The most recent disparity study evaluation was performed in 2010.

The State of Indiana has commissioned **BBC Research and Consulting** (BBC) to perform an independent review for its 2015 State of Indiana Disparity Study. BBC was commissioned to perform the 2010 State of Indiana Disparity Study and presented those findings to the state in December of 2010. BBC has conducted disparity studies since 1989 and have conducted studies for nearly 80 organizations across the country. BBC will begin the 2015 State of Indiana Disparity Study this fall and is scheduled to present its findings by the end of 2015.

The disparity study is a comprehensive analysis of four factors during a three fiscal year period. One, the utilization of MBE/WBE’s as prime contractors and subcontractors by race, ethnicity and gender. Second, whether that are disparities between MBE/WBE utilization and what might be expected based on MBE/WBE availability to perform the work. Third, whether there are barriers in the marketplace, public procurement methods or other factors that might be, in part, causing any identified disparities. Lastly, the options for improving MBE/WBE’s access to contracting and subcontracting opportunities*.

The state parties involved in the 2015 study includes Indiana Department of Administration, Indiana Department of Transportation, seven state educational institutions and for the first time, the Indianapolis International Airport. The state educational institutions (SEI) are Ball State University, Indiana State University, Indiana University, Ivy Tech Community College of Indiana, Purdue University, University of Southern Indiana and Vincennes University. Consultants with BBC will be meeting with representatives from all state parties in October.

The 2010 State of Indiana Disparity Study has received no legal challenges to date, demonstrating that BBC’s methodology is beneficial to the state and the other public entities involved. One aspect of BBC’s analysis is to compare actual utilization of MBE/WBEs on state and SEI contracts (as a percentage of total dollars) to percentage of dollars that those firms might be expected to receive based on the availability analysis*.

The State of Indiana sets participation goals for state contracts based off of numerous factors including the disparity studies. For institutions utilizing race and gender neutral program initiatives, the disparity study often serves as a benchmark.

Throughout the upcoming months BBC will be working with representatives from the state parties involved to gather information. Following information gathering will be the analysis with the full study being submitted by the end of the year 2015. For more information on the Governor’s Commission on Minority and Women Business Enterprise click [here](#). To obtain an electric copy of the 2010 State of Indiana Disparity Study click [here](#).

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*Information taken from the 2010 State of Indiana Disparity Study.*

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Governor’s Commission on Minority and Women’s Business Enterprises

On September 8th, 2014, the Governor’s Commission on Minority and Women’s Business Enterprises held a meeting at Ivy Tech Community College North Campus of Fort Wayne. The commission provided data regarding certifications and operations followed by IVBE information. Through July, 2014 the State of Indiana had 996 MBE certified firms and 1,704 WBE certified firms. The average number of incoming applications per month during the time period, 1/1/14—7/31/14 was sixty-five. It was reported that 51% of Indiana Federally recognized veteran Businesses are also registered with the State of Indiana.

The next segment of the presentation focused on compliance and outreach. In a comparison of committed verses actual spend, WBE’s experienced a larger disparity then their MBE counterparts. WBE actual spend was nearly a third less than committed amounts. Outreach activities were discussed mentioning *The Link* newsletter, Certification clinics and an increased social media presence. The MWBE Commission announced a two day business conference on October 29th—30th, 2014, the 2014 Division of Supplier Diversity Business Conference.

Northwest Indiana Business Conference a Success

More than 100 businesses attended the inaugural Northwest Indiana Business Conference at Majestic Star Casino and Hotel in Gary, Indiana. The conference, hosted by the Division of Supplier Diversity, in conjunction with the City of Gary and Majestic Star Hotel and Casino, focused on connecting business owners with upcoming contracting opportunities and provided educational workshops on bonding, accessing capital, social media best practices and more.

“Events like the Northwest Indiana Business Conference are a great opportunity for business owners to connect with decision makers in procurement in the public and private sectors and identify resources for sustained success,” said Courtney Edmonds, Deputy Director of Development & Compliance with the State of Indiana Division of Supplier Diversity.

Due to the overwhelming success of the 2014 conference, the Division of Supplier Diversity has committed to hosting the event annually. Planning is underway for the 2015 conference.

—*Released by the Indiana Department of Administration ~* *The Link to Supplier Diversity*

Nominations Open for 10th Annual Champions of Diversity Awards

Every year, the Indiana Minority Business Magazine honors Champions of Diversity award recipients from around the state. The annual dinner has become a “must attend” event for hundreds of people throughout the state. For more information on how to nominate and on the event visit [www.indianapolisrecorder.com/business](http://www.indianapolisrecorder.com/business).
The National Association of Surety Bond Producers (NASBP) prepared this online training course, “Understanding Contract Surety Bonding: An Orientation Course for Small Contractors,” to provide small and emerging contractors with the information and resources necessary to understand contract surety bonds and how best to position themselves to achieve surety credit. Without a basic knowledge of contract surety bonds, a small contractor will find it difficult to grow its business past a relatively small size. The course is available for anyone at any time, and is priced at $25. The course can be taken by a student at his/her own pace within a 12-month period after purchase. Each chapter concludes with review questions to help the student gauge how well he/she has comprehended the chapter’s content. Remedial responses or brief explanations about the answers are provided for each question. To receive a certificate of completion of the course, the student must respond to all questions but does not have to provide a correct answer for every question. The chapter titles are:

- Chapter 1 What Is Contract Surety?
- Chapter 2 What the Surety Looks for in a Contractor (or How Do I Become Bondable?)
- Chapter 3 Role of the Professional Surety Bond Producer
- Chapter 4 Establishing Relationships with Other Professional Service Providers—Bankers and Attorneys
- Chapter 5 Construction Procurement and the Roles of Those Involved
- Chapter 6 Governmental and Other Resources for Small Construction Companies
- Chapter 7 Basics of Contract Bond Claims

After completing this orientation course, a small and emerging contractor should expect to have the following:

- a basic understanding of three main contract surety bonds: bid bonds, performance bonds, and payment bonds;
- a basic understanding of the surety’s prequalification process, i.e., how a small contractor becomes bondable;
- information about the four professional service providers critical to a small contractor’s success: the surety bond producer, construction accountant, banker, and construction attorney;
- an overview of the traditional construction procurement process;
- a basic understanding of the roles of the main parties involved in the construction process: owner, design professional (architect or engineer), contractor, and subcontractors;
- an awareness of the resources available to a small contractor to assist it with obtaining advice on business growth, obtaining bonds, and obtaining loans; and
- a basic understanding of the bond claims process.

NASBP has partnered with WebCE, a leading nationwide provider of Continuing Education for insurance professionals, to provide this online course. WebCE® is the leading insurance continuing education provider in North America that delivers over a half a million online courses annually. To register for the “Understanding Contract Surety Bonding: An Orientation Course for Small Contractors” Course, click here.
On August 19th, 2014 the Underutilized Business Education Foundation invited diverse firms to learn how to do business with large businesses and universities. Representative from over 60 underutilized business were present at Mid-States Minority Supplier Development Council’s building on North Meridian in Indianapolis for the event.

Large businesses like Rolls Royce North America, Cummins, Inc., Messer Construction, and Interactive Intelligence gave presentations outlining their organizations mission, bid process and available opportunities. From higher education, Purdue University and Indiana University discussed how to access information regarding upcoming construction projects and procurement contracts. Additionally attendees learned about the benefits of and services provided by Conexus Indiana, Minority Business Development Agency, and Women’s Business Enterprise Council.

Following the presentations, attendees were able to visit information tables and talk with representatives from numerous businesses and organizations. UBEF will continue its mission of serving underutilized business with an event focusing on global trade scheduled November 12, 2014. For more information as it become available visit the Partnership for Supplier Diversity Professionals website.
**MBDA Director Castillo Discusses the Export-Import Bank and Hispanic Business in White House Spanish Weekly Address**

National Director of the Minority Business Development Agency, Alejandra Castillo delivered a White House Spanish Weekly address focused on the contributions of minority business, especially Hispanic owned business to the growth in the economy. Director Castillo also offered remarks on the importance of the Export-Import bank in American imports being at an all time high.

She stated in the address, "[t]hanks to the decisions we made to rescue and rebuild our economy, and to your hard work and resilience, America is leading again. Minority-owned businesses on the whole are helping grow this nation’s economy, especially Hispanic-owned businesses. We're selling more goods Made in America to the rest of the world than ever before. American exports are at an all-time high.

"Last year, our exports supported more than 11 million American jobs. And more small businesses are selling their goods abroad than ever before."

To watch the address and read the transcript, Click Here.

**Center for Empowerment and Economic Development Honors 14 Business for Supplier Diversity**

The Michigan-based Center for Empowerment and Economic Development plans to honor 14 local companies with its inaugural 2014 Excellence in Supplier Diversity awards at an upcoming conference. The companies will be honored at the Great Lakes Women's Business Conference awards lunch Sept. 30. The awards are designed to recognize corporations that have outstanding supplier diversity programs that result in the inclusion of certified women business owners in the supply chain.

The companies to be honored, listed by award category.

- **Best in Class:** Chrysler Group LLC, Comerica Bank, DTE Energy, Ford Motor Co., General Motors Co. and Kelly Services
- **Advanced:** Blue Cross Blue Shield of Michigan, Dura Automotive Systems LLC, Henry Ford Health System and WellPoint Inc.
- **Emerging:** Barton Malow Co., Herman Miller Inc., Toyota and Walbridge

The Sept. 29-30 Great Lakes conference includes workshops, networking, speakers and a program for business owners to meet procurement representatives. For more information, visit miced.org/conference14.

**Chairwoman of Senate Committee on Small Business and Entrepreneurship Releases Report, “21st Century Barriers to Women’s Entrepreneurship”**

Women-owned businesses are a $3 trillion economic force and support 23 million jobs but still face significant barriers compared to their male-owned counterparts when it comes to obtaining loans and growing their businesses, according to a report released by U.S. Senator Maria Cantwell (D-WA), Chairwoman of the Senate Committee on Small Business and Entrepreneurship.

Women entrepreneurs account for just $1 out of every $23 in small business lending, despite representing 30 percent of all small companies. Women also are more likely to be turned down for loans or receive less favorable terms than men, according to the report.

The report, entitled 21st Century Barriers to Women’s Entrepreneurship, was presented during a hearing led by Cantwell and Senator James Risch (R-ID), ranking member on the committee. Testifying before the committee were several distinguished businesswomen such as U.S. Small Business Administration (SBA) Administrator Maria Contreras-Sweet, Barbara Corcoran of ABC’s Shark Tank, and former Telemundo president Nely Galán. The hearing focused on the unique challenges that women face in starting their own businesses and legislative solutions that could help boost women-owned small businesses and create jobs.

Are We Ready to Build The Capacity to Succeed?
The idea of building the capacity to succeed comes alive when you unpack it. It’s the business’s capabilities to get work, do work, and get paid. These are the three general capabilities that allow a business to sustain itself and prosper in its particular industry. Every successful company must have these three, and none is more important than another. Great organizations find their comfortable balance between the three.

It’s What You Can Do That Counts
Customers want a business that can fulfill their needs, depending on the interaction. If they can’t get a return telephone call, they want the company to be more responsive. If a proposal is late or poorly done, customers want the company to pay more attention to detail. If the pricing is too high, they want the company to do what’s necessary to lower the price, such as invest more in technology, process improvement, and driving economies of scale. We talk about size, but customers care more about the business’s capability to meet their needs than size. The capacity to succeed focuses on what a firm can do and less on what it has in terms of sales and employees. It thus translates into a broad view of what a firm is capable of doing.

What Got Us Here Won’t Get Us There
The thinking, activities, and metrics for success that got minority businesses to this point won’t work going forward. No doubt, minority programs have provided opportunity, grown businesses, and created diverse wealth. But the market demands the minority business industry move faster and further to provide a rational return on investment and project sustainable growth into the future. What’s the core problem? The minority business system is a way of being in business but not a means to grow a business as it was intended. Current minority business rules don’t provide incentive for building the capacity to succeed, so even well-intentioned business owners who may be strapped for resources and hungry for opportunity do what makes sense under the circumstances. They seek the lowest and easiest point of entry—the one that drives the most spend and presents the least amount of personal risk. Not, typically, the best business.

The current competitive landscape demands minority business efforts create more value, be better aligned with market trends (globalization, risk management, supply chain leverage, etc.) and create a better model of sustainability. None of our current metrics recognize, reward, or even define this path. Instead, they’re focused on providing access and achieving spend goals.

Progress Rests on One Key Question
More important than anything mentioned is the answer to the question, “Are we willing?” We keep talking our way past the challenges that demand real action, but the capacity to succeed demands we change in a number of areas. But face it. Nothing I say here can make us a willing participant in change. For some, the “success” they currently have will amount to all they want. Others won’t see the threat of using old models and will also choose a different path. Still others will hide behind saying, “We want to build capacity, but we don’t know how.” What they really mean is, “We’re not willing to do all of that, so show us an easier way that demands less change on our part—a way with a lower investment and, of course, a way that gets us there in less time.”

Although good dialogue is taking place about capacity building, we’re still clinging to old myths about capacity means and how capacity is built.

The Capacity to Succeed
The Capacity to Succeed
The Capacity to Succeed

By Melvin J. Gravely, Ph.D.

Melvin J. Gravely, is the President and CEO of TriVersity Construction and the founder of the Institute for Entrepreneurial Thinking. This article is an excerpt from his new book The Capacity To Succeed. Buy your copy at http://Entrethinking.com and learn the details

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# Upcoming Business Development Events

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<td>October 8, 2014</td>
<td>NAEP Great Lakes Regional Meeting</td>
<td>Downtown Marriott Indianapolis, IN</td>
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<td>October 23, 2014</td>
<td>Ivy Tech Community College of Indiana Supplier Diversity Event</td>
<td>Ivy Tech Comm. College Connie and Steve Ferguson Academic Building Bloomington IN</td>
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<tr>
<td>October 29-30, 2014</td>
<td>Indiana Division of Supplier Diversity Business Conference</td>
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<td>November 14, 2014</td>
<td>Urban League of NW IN—Diversity and Inclusion Symposium</td>
<td>Purdue University Calumet Hammond, IN</td>
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<td>November 21, 2014</td>
<td>The Tenth Annual Relationships to Partnerships Sessions</td>
<td>Purdue University West Lafayette, IN</td>
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## Open Bids at Purdue University

Please select the link below for current open bids in construction.

**Current Construction Bids**

Click below for further information regarding:

- **ACCESS**
- Doing Business with Purdue
- 2010 Indiana Disparity Study

To return to front page click [here](#)
Business Resources

Do you need help with your company? Take a look at our listing of organizations listed below. These organizations are available to offer guidance and assistance to diverse business owners no matter the life cycle of your company.

For more information click on one of the organizations listed below.

Department of Minority and Women Business Development
200 E. Washington St.
Indianapolis, IN 46204
317.327.5262

Minority and Women’s Business Enterprises Division
402 W. Washington St., Rm. W469
Indianapolis, IN 46204
Phone: 317.233.6607

Burton D. Morgan Center
1201 W. State Street
West Lafayette, IN 47907
Phone: 877.882.7273

2126 N. Meridian Street
Indianapolis, IN 46202
Phone: 317.921.2678

2126 N. Meridian St., Suite 200
Indianapolis, IN 46202
Phone: 317.608.0250

Burton D. Morgan Center
1201 W. State Street
West Lafayette, IN 47907
Phone: 877.882.7273

Minority and Women’s Business Enterprises Division
402 W. Washington St., Rm. W469
Indianapolis, IN 46204
Phone: 317.233.6607

Burton D. Morgan Center
1201 W. State Street
West Lafayette, IN 47907
Phone: 877.882.7273

Minority and Women’s Business Enterprises Division
402 W. Washington St., Rm. W469
Indianapolis, IN 46204
Phone: 317.233.6607

SBA
U.S. Small Business Administration

Indiana District Office
8500 Keystone Crossing, Suite 400
Indianapolis, IN 46240
Phone: 317.226.7272

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401 S. Grant Street
West Lafayette, IN 47907
(765) 494-3739
http://www.purdue.edu/supplierdiversity

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