



The Link

to Supplier Diversity

A publication of the Indiana Department of Administration Division of Supplier Diversity

March 2015

In This Issue

- Business Voice: CORE Planning Strategies pg 2
- Business Reads pg 2
- Ivy Tech Recognized for Its Commitment to Diversity pg 3
- Meet the Commission (Cont.) pg 4
- IN Chamber's Best Places to Work pg 5
- Newly Certified Companies pg 5

Event Calendar

- Certification Workshop March 9
- Commission Meeting March 9
- Pay Audit Webinar March 11
- Certification Webinar March 18

More details can be found at: <http://www.in.gov/idoa/mwbe/2749.htm>

How to Connect

@IndianaMWBE <https://twitter.com/IndianaMWBE>

Like Us www.facebook.com/IDOA.MWBE

Subscribe/Unsubscribe
Email: cedmonds@idoa.in.gov



www.in.gov/idoa/mwbe

Meet the Governor's Commission on Minority & Women's Business Enterprises

In 1983, the Governor's Commission on Minority Business Enterprises (now the Governor's Commission on Minority & Women's Business Enterprises) was formed to explore opportunities and implement activities that would enable minority business enterprises to fully participate in the state's procurement system.

Today, the 18 member commission works to cultivate an environment that provides contracting opportunities for minority and women business enterprises across the state of the Indiana.

Members represent northern, central and southern Indiana for four year terms. Specific responsibilities include: advocating for MWBE goals in state contracting, promoting minority and women business enterprises in their regions, overseeing the Division of Supplier Diversity to ensure compliance with state and federal legislation concerning contract awards to minority and women business enterprises, overseeing the state's disparity study every five years and establishing annual MWBE goals.

The Governor's Commission on Minority and Women's Business Enterprises meets quarterly throughout the state of Indiana. Commission meetings are free and open to the public.

2015 Commission Meetings

March 9
1:00 p.m. – 3:00 p.m.
Ivy Tech Community College, Auditorium
3501 N. First Ave.,
Evansville, IN 47710

June 8
1:00 p.m. – 3:00 p.m.
Purdue University,
Stewart Hall

Board of Trustee's Meeting Room, STEW326
128 Memorial Mall, West
Lafayette, IN 47907

September 14
1:00 p.m. – 3:00 p.m.
Indiana Government Center South
Conference Center,
Conference Rooms 4 & 5
402 W. Washington St.
Indianapolis, IN 46204

December 14
1:00 p.m. – 3:00 p.m.
Indiana Government Center South
Conference Center,
Conference Rooms 4 & 5
402 W. Washington St.
Indianapolis, IN 46204

Continued on pg. 4

Tools for Success

By: Terrie Daniel
Division of Supplier Diversity
Deputy Commissioner



Terrie Daniel
Division of Supplier Diversity
Deputy Commissioner

Small businesses have a huge impact on our economy so I thought it would be interesting to share a few facts about just how much.

Did You Know...

- The SBA defines a small business as an enterprise having fewer than 500 employees
- There are almost 28 million small businesses in the United States

- The majority of Facebook's 2 million advertisers are small businesses
- 85% of small businesses plan to expand in 2015
- Over 50% of the working population (120 million) works in a small business
- Small businesses have generated over 65% of the new jobs since 1995

- About 543,000 new businesses get started each month
 - 52% of all small businesses are home based
 - Almost 80% of all new jobs come from small businesses
- Happy Spring to each of you and may you prosper and be fulfilled in all you do!

Business Voice: CORE Planning Strategies

In late 2012, Debra S. Kunce anticipated that many organizations may need to hire third-party, independent vendors to assist with their facility projects, in lieu of hiring their own staff. So, after 20 years of helping organizations realize their ideal facilities, she started CORE Planning Strategies, a management consulting company delivering facility planning and project implementation services.



C O R E
P L A N N I N G S T R A T E G I E S

Within 18 months, CORE exceeded their 5-year business goals. Within 24-months, the staff grew to seven talented people. CORE is a team of project management experts technically trained as architects, engineers, and construction experts. You could say they are at the CORE of successful facility projects!

CORE Planning Strategies helps organizations realize and construct the ideal facility for their needs. They don't design or build the buildings themselves, rather they serve as project coaches, translators and, on occasion, psychiatrists. They listen to all of the stakeholders, help define the parameters, and work to develop a plan that keeps everything on schedule, on budget, and on target with the mutually-agreed-upon objectives.

CORE endeavors to represent all the players involved—from facility reps and boards of directors to architects and general contractors; CORE communicates what needs to be said for the greater good (and outcome) of the project.

When asked what does she find most challenging about running her own business, Debra said, "Like all new business owners, the joy and the challenge of running your own business is the opportunity to do everything. This can be both exhilarating and exhausting!

The magic happens when you're surrounded by a team of great people, targeted to fill key roles (including employees, contract staff, and vendors). When everyone is doing what they do best, success is realized."

Debra added, "Supplier diversity gives diverse businesses the

opportunity to present their credentials in circles that may not have been possible otherwise. Supplier diversity can open doors, but it doesn't guarantee contracts. Diverse businesses must do their job of promoting their own company, outlining their services and value, and securing the relationships necessary to obtain contracts.

Join Debra at the upcoming NAWBO "Trailblazing Women's Panel: Empower, Inspire, Educate" event on April 8.

For more information on CORE Planning Strategies, visit coreplanningstrategies.com

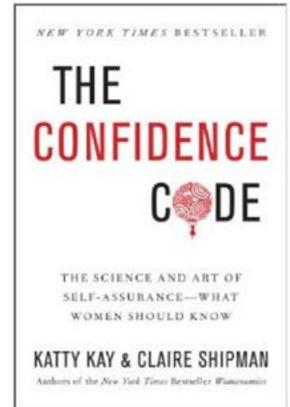


Debra S. Kunce, Founder

Business Reads

"The Confidence Code: The Science and Art of Self-Assurance---What Women Should Know"

By: Katty Kay and Claire Shipman



The authors of the bestselling *Womenomics* provide an informative and practical guide to understanding the importance of confidence—and learning how to achieve it—for women of all ages and at all stages of their career.

Combining cutting-edge research in genetics, gender, behavior, and cognition—with examples from their own lives and those of other successful women in politics, media, and business—Kay and Shipman go beyond admonishing women to "lean in." Instead, they offer the inspiration and practical advice women need to close the gap and achieve the careers they want and deserve.

Subcontractor & Other Business Opportunities

Project Name	Due Date	Contact Information
West Lafayette Campus Projects	Thursday, March 12	Purdue University - James Keefe 401 S. Grant Street, West Lafayette, IN 47907-2024 (765) 494-8000
Indiana State Museum Expansion	Tuesday, March 17	F.A. Wilhelm Construction Co. Phone: (317) 359-5411 JasonWeitzel@FAWilhelm.com
North Central Campus – South Road Improvements	Thursday, March 19	Purdue University - James Keefe 401 S. Grant Street, West Lafayette, IN 47907-2024 (765) 494-8000

Did You Know?

In 1987, Congress declared March as National Women's History Month, honoring the extraordinary achievements of American women.

Ivy Tech Community College Recognized for Its Commitment to Diversity

Ivy Tech Community College has been recognized for its commitment to diversity from several groups, including the NAACP, Indiana Minority Business Magazine and the Indianapolis Mayor's Office.

Most recently, Ivy Tech's Office of Diversity, Equity and Inclusion earned the Diversity Award for Leadership at the 14th Annual City of Indianapolis Mayor's Celebration of Diversity Awards Luncheon held January 26 in downtown Indianapolis. The Leadership Award is granted to organizations that address, support and encourage diversity. It is also granted to organizations with a diverse group of top management professionals and those with a commitment to diverse vendors and suppliers, including minority-owned business enterprises, women-owned business enterprises and veteran-owned business enterprises. The Award also recognizes innovative initiatives and partnerships regarding diversity.

Ivy Tech President Thomas J. Snyder was also selected as a 2015 Champion of Diversity by the Indiana Minority Business Magazine. The award is given to individuals who have exhibited the true meaning of diversity with their respective field, or have



broken racial or gender barriers.

Snyder was also granted an Outstanding Achievement Award by The Greater Indianapolis Branch NAACP 3053. The award was presented at the organization's 45th Annual Freedom Fund banquet held in October at the JW Marriott in downtown Indianapolis. This year's theme was "All in for Justice and Equality."

In addition, Ivy Tech was the recipient of three awards at the NAACP State Convention held this Fall in Bloomington. The Corporate/Partnership Award was presented to President Snyder. This award is given to a company, corporation, institution or organization that supports the NAACP through a number of activities including participation in NAACP initiatives and programs, support of the Indiana State Conference (ISC), collaboration with NAACP locally and statewide and donation of resources and participation in NAACP functions.

Doris McDougal, an academic advisor at Ivy Tech's Central Indiana region, received the WIN Lifetime Achievement Award (Women in NAACP) for her years of service with the organization.

Deb Vance, Executive Director for Diversity and Outreach at Ivy Tech's Bloomington campus, received the Achievement Award. The award is presented to an individual that has shown unusual success in achievements or services benefiting the State Conference.

Continued on pg. 5



Indiana Chamber Announces Best Places to Work

In February, the Indiana Chamber of Commerce announced its 2015 "Best Places to Work."

Nearly 200 companies applied for the coveted "Best Places to Work" distinction from the Chamber.

These top companies in the state were determined through employer reports and comprehensive employee surveys. The

Best Companies Group, which handled the selection process, oversees similar programs in 26 other states.

Winners were selected from four categories: small companies of between 15 and 74 U.S. employees; medium companies of between 75 and 249 U.S. employees; large companies of between 250 and 999 U.S. employees; and major companies with 1,000 or more U.S. employees. Out-of-state parent companies were eligible to participate if at least 15 full-time employees

are in Indiana.

The Division of Supplier Diversity congratulates our state certified minority-, women and veteran-owned businesses that achieved this year's "Best Places to Work" distinction.

Cripe, MBE
Morales Group, Inc., MBE
SmartIT, MBE

For more information on the Best Places to Work program, visit www.bestplacestoworkIN.com.



Governor's Commission on Minority & Women Business Enterprises

Commissioners

Northern

- 1 **Jesse Moore**
Purdue University
jlmoore@purdue.edu
- 2 **David Olivencia**
Softtek
prdaveo@yahoo.com
- 3 **Frances Vega-Steele**
Ivy Tech Community College Northwest
fvega@ivytech.edu

Central

- 4 **Remo Mezzetta**
Mezzetta, Inc.
remom@mezzettainc.com
- 5 **Jimmy Rayford**
Strategic Materials, Inc.
jimmyhrayford@gmail.com
- 6 **Sylvia Trotter**
Trotter Construction
strotter@trotterconstruction.com

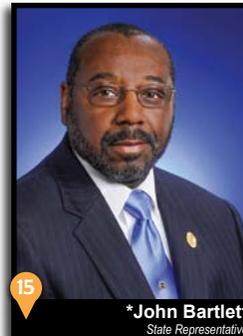
Southern

- 7 **Lani Chuang**
Audrey International, Inc.
lanichuang@gmail.com
- 8 **Marcia Duncan**
Lynch House of Coiffure
marciafaygo@aol.com
- 9 **Alfonso Vidal**
Vidal Plastics
alfonso@vidalplastics.com

State Positions

- 10 **Jamal Smith, Chairman**
Indiana Civil Rights Commission
jsmith@gov.IN.gov
- 11 **Jessica Robertson**
Indiana Department of Administration
jrobertson@idoa.IN.gov
- 12 **Terrie Daniel**
IDOA Division of Supplier Diversity
tdaniel@idoa.IN.gov
- 13 **Erik Scheub**
Office of Small Business and Entrepreneurship
erscheub@osbe.in.gov
- 14 **Derrick Casson**
Indiana Department of Transportation
dcasson@indot.in.gov
- 15 ***John Bartlett**
State Representative
h95@in.gov
- 16 ***Sharon Negele**
State Representative
h13@iga.IN.gov
- 17 ***Ron Alting**
State Senator
s22@iga.IN.gov
- 18 ***Jean Breaux**
State Senator
s34@iga.IN.gov

*non-voting member



Ivy Tech Community College Recognized (Cont.)...

Ivy Tech has the greatest higher education impact on the African-American population of Indiana with more than half of African-Americans enrolled in college in Indiana attending Ivy Tech. The college has a minority student enrollment of over 25,000 students.

The college is committed to fostering diversity and hired the college's first Vice President for Diversity, Equity and Inclusion and commissioned a study that resulted in a proposal to create a statewide diversity program. The college has also partnered with Historically Black Colleges

and Universities in order to hire full-time faculty members, as well as increased the number of African-Americans on the Ivy Tech Foundation Board of Directors.

The college has also increased the level of Minority Business Enterprise (MBE) and Woman-Owned Business Enterprise (WBE) purchases by 93 percent since 2007. To drive continued success, the college has recently created a Supplier Diversity Playbook which requires the identification and solicitation of at least 2 MBE's and 2 WBE's when seeking proposals, quotes or bids above \$25,000.

Sudoku

Complete the grid so that every row, column and 3x3 box contains every digit from 1 to 9 inclusive.

	8	4		2		7		
	7	1		4		6	3	
2								5
6			7	2				
			3	4				8
3								7
	9	2		3		5	6	
		6		1		3	8	

Certified MBEs

Covert Secure, Inc.

Marc Campbell
marc@covertsecure.com
317/331-3584

CTL Engineering Of Indiana, Inc.

C. Satyapriya
ck@ctleng.com
317/295-8650

Escobar Construction, Inc.

Jhony Escobar
escobarpd@yahoo.com
317/757-5647

Express Freight Logistics, LLC

Monalisa Sibanda
expressfreighthr@gmail.com
317/290-8184

Gideon VI, LLC

Tonya Wallace
ttwallace@gideonvi.com
317/366-3555

H. A. Flores & Associates, Inc.

Hector Flores
hflores@hafassoc.com
888/466-4686

Impact Specialties & Promotions, LLC

Anita Woolridge
isonline24@yahoo.com
317/685-1200

Impex International, Inc.

Nagin Shah
nshah@impexint.com
260/489-3030

Integrity Limousine Service, LLC.

Tyrone Cardwell
tcardwell@integritylimoservice.com
317/337-9400

Jaya A Naiken CPA, LLC.

Jayaseelan Naiken
jaya_n@jayanaikencpa.com
317/218-3318

JM Realty Associates

Jerry Starks, Jr.
jerrystarks@jmrealtyonline.com
260/969-2709

K Sherrie+Company, LLC

Katashra Butler
katasha@ksherrie.com
800/409-5726

KSN Technologies, Inc.

Kareem Khan
kareem@ksntech.com
219/877-4770

S.A.M.M. Trucking and Excavating

Stephen Harris
sammtrucking@yahoo.com
812/459-4802

Seabrook Trucking, LLC

Trela Bundy
trela_bundy@sbcglobal.net
317/716-4211

Strategic Auditing Solutions, LLC

Henry Pierson
hpierson@sas-staffing.com
317/445-5296

S-Walk, Inc.

Soran Walker
swalker@sevensseasconstruction.net
502/231-7395

Taylor Maid Professional Janitorial Service

Athena Taylor
cogsacjt@att.net
219/884-3614

The Carpenter's Son, LLC

Maurice Dunn
maurice@buildtcs.com
317/418-0067

VEAPS, Inc.

Brad Vanpelt
brad.vanpelt@veaps.com
317/809-7257

YCP GLOBAL, LLC

Charles Pryor
dukepryor@me.com
317/525-6434



Indiana Department of Administration
Division of Supplier Diversity
Serving minority, women and veteran business enterprises
402 W. Washington Street, Room W469
Indianapolis, IN 46204
(317) 232-3061
mwbe@idoa.IN.gov

The Indiana Construction Roundtable: Building Indiana's Future



The Indiana Construction Roundtable (ICR) is a nonprofit organization which serves the construction consumer in Central Indiana, with the assistance and input of all members of the construction team. The mission of the Indiana Construction Roundtable is to improve the quality and cost effectiveness of the construction and major maintenance industries thereby enhancing a facility's ability to provide added economic value to its organization.

ICR's President, Lori Dunlap of the Indiana Finance Authority, Executive Director, Chris Price, and the board of directors have decided to focus on a major problem facing the Indiana construction industry, Indiana's workforce shortage. It is estimated that by 2018 Indiana will be facing a deficit of nearly 70,000 workers in the Building Trades. Indiana construction is growing at an exponential rate and the workforce needs to keep up. ICR, along with the ICR Foundation, is working hard to launch a program called Go Build Indiana. Go Build Indiana's focus is on reaching teenagers and giving them a well-

rounded view of the construction industry and help to encourage those who are interested to either join the trades or to connect them with a university to further their studies in the industry.

ICR also focuses on increasing diversity inside the construction industry. In 2004, ICR decided to focus its efforts on the longstanding issues surrounding the underutilization of traditionally unrepresented groups in the construction industry. In particular, ICR wanted to develop a way to increase the participation in major construction projects by women and minorities. The group felt they were not efficiently using the resources available, and their projects were not representative of the communities in which they reside. Accordingly, ICR launched and developed the ICR Diversity Initiative.

The objective of the ICR Diversity Initiative is to implement a new manner of business in the construction industry that truly encourages, assists in the growth of and continually measures the active participation of minorities and women in the industry. To do so, ICR has developed a program that scores companies across a range of categories designed to reflect the weaknesses and

strengths of a company's attempts at diversity. It provides a standard and system of metrics for comparison and accountability. The program is not designed to impute a punitive function, but rather so owner-members have a mechanism to judge and help encourage diversity.

Specifically, the program has four categories which are intended to impact the participation of women and minorities in the industry. The categories are: M/WBE Project Spend, Workforce Diversity, Mentoring of M/WBE Firms, and Education, Training & Ancillary Programs. Through these categories, the program will measure and report the total number of dollars participating firms spend with MBE/WBEs, it will collect data on the diversity of the participating firms' entire employee base from craft labor to office management. The ICR Diversity Initiative is available for download through the ICR website.

To learn more about the Indiana Construction Roundtable or to become a member, check out ICR's website at www.indianaconstruction.org or call 317-686-2669.

Certified IVBEs

Certified Safe and Vault Service, LLC

Anthony Gaskill
certifiedsafeandvault@gmail.com
260/494-7521

Fields Environmental, Inc.

Rudy Fields
aaron@fieldsenvironmentalinc.com
812/333-5333

Indy Data Partners

Angie Gleim
angie.gleim@indydatapartners.com
317/824-0393

J2 Systems and Supply, LLC

James Leonard
rsteenberger@j2sllc.com
317/602-3940

Nix Sanitary Service

Robert Nix
nixsanitaryserv@aol.com
812/897-4381

Patriot Ventures, LLC

Gabe Nix
gnix@patriotirm.com
317/605-3896

Sam Tucker, LLC

Paul Saunders
paul@eluxurysupply.com
812/401-0055

Tri-Brothers Security

Jeremy Morris
jeremymorris@tribrotherssecurity.com
317/529-0461

Sudoku Solution

5	8	4	6	2	3	7	1	9
9	7	1	5	4	8	6	3	2
2	6	3	9	7	1	8	4	5
6	4	9	7	8	2	1	5	3
8	3	7	1	9	5	4	2	6
1	2	5	3	6	4	9	7	8
3	1	8	4	5	6	2	9	7
4	9	2	8	3	7	5	6	1
7	5	6	2	1	9	3	8	4

Certified WBEs

A Coy Protection, LLC

Michelle Coy
michelle@acoyprotection.com
317/523-1329

Armada Optical Services, Inc.

Lori Miller
lmiller@armadaoptical.com
812/476-6623

Binford Group of Indiana, Inc.

Susan Binford
susan.binford@ki.com
317/770-7300

Bolts and Nuts of Hancock County, Inc.

Sharon Schakel
nutboltgus@yahoo.com
317/462-1459

By The Glass Productions, LLC

Andrea Becker
andieredwine@gmail.com
812/508-5244

Cada & Associates, Inc.

Amanda Cada
acada@cadaassociates.com
317/663-3043

Cici Boiler Rooms, Inc.

Margaret Russ
margaret@ciciboilers.com
812/867-0810

Corporate Touch Massage Therapy Professionals, Inc.

Suzanne Lee
suzanne@corporatetouchmassage.com
317/440-8388

D & C 24 Hour Service

Deborah Keeley
dcjanitorialservic@sbcglobal.net
765/354-9127

Deutscher Construction, LLC

Suzanne Deutscher
sued.dcllc@gmail.com
219/872-0341

Haven Solutions, LLC

Kathryn Conner
mail@sportshavenengraving.net
812/882-2288

International Bureau of Translations, Inc.

Demetria Gecewicz
ibtinc@ibtworld.com
317/679-4666

Certified WBEs

Just Pop In, Inc.

Carly Swift
carlyswift@yahoo.com
317/257-9338

LifeAction Coaching, Inc.

Lynn Zettler
lzettler@indy.rr.com
317/815-4647

Long Run Partners, LLC

Donna Edgar
donna.edgar@gmail.com
317/413-1835

LONGevity Fitness, LLC

Erin Long
erin@longevity-fitness.com
260/243-0739

March Environmental Services, LLC

Karie Brudia
marchenviro@att.net
317/721-1829

McCormick Engineering, LLC

Tracy McCormick
tracy@mccormickengineering.com
574/232-6800

McFarland PR & Public Affairs, Inc.

Stephanie McFarland
stephanie@mcfarlandpr.com
317/602-1546

Certified WBEs

Perna Design & Advertising

Paula Richards
paula@pernadesign.com
317/596-9180

Sahasra Technologies Corp

Priya Prasad
hr@stlogics.com
317/845-8326

StrategyNest LLC

Lindsay Farley
lindsay@strategynest.com
317/762-4090

Sustainability Management Partners, LLC

Jessica Williams
deemeerara@yahoo.com
812/568-7140

The Flying Cupcake, LLC

Kathryn Drury
katebova@hotmail.com
317/396-2696

TrainCom Ventures, LLC

Brenda Mclane
blmclane01@gmail.com
765/969-0351

X L Graphics, Inc.

Susan McCarty
smc4464@sbcglobal.net
317/738-3434

WOMEN IN SMALL BUSINESS

Women-owned businesses represent one of the fastest-growing segments of the U.S. economy.

From 1997 to 2007, women-owned firms grew **44 PERCENT**—twice as fast as men-owned firms.

77% of women founded their own businesses.

of these, **72%** had never owned businesses before.

58% of women small-business owners do not have a bachelor's degree.

7.8 MILLION Number of women-owned businesses in the United States

Call to Action

Only **19 percent** of women business owners are minorities, and when it comes to wages, women still earn only **80.2 cents** for every dollar a man earns.

Source: success.com and pinterest.com/pin/82050024431601402/