



The Link

to Supplier Diversity

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

February 2015

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Event Calendar

- Pay Audit Webinar Feb. 11
- Certification Webinar Feb. 18
- 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>

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Black-owned Businesses, By the Numbers

As the nation celebrates Black History Month, the Division of Supplier Diversity examined the impact and influence of Black-owned businesses throughout the country and in Indiana.

In 2007, the number of Black-owned businesses was 1.9 million – an increase of 60.5% from 2002-2007 and more than triple the national increase of 18% – according to the U.S. Census Bureau’s 2007 *Survey of Business Owners*.

Receipts during this same time period were \$137.5 billion, an increase of 55.1%. The number of Black-owned businesses with receipts of \$1 million or more increased by 35.4%.

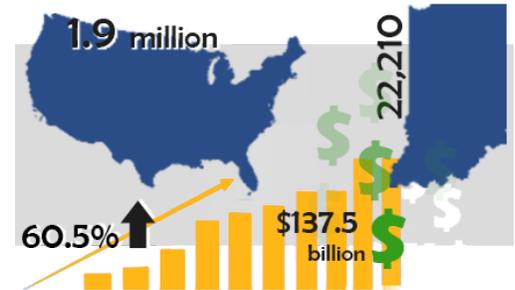
“As we celebrate the achievements and accomplishments of African-Americans this month, it’s important to recognize the economic contributions of this community,” said Terrie Daniel, Deputy Commissioner for the Division of Supplier Diversity.

Tools for Success

By: Terrie Daniel
Division of Supplier Diversity
Deputy Commissioner

February has been deemed Black History month; a month when we celebrate the contributions of so many outstanding Black Americans to this country. Because they sacrificed, those of us who have come behind them have had success.

I recently saw the movie *Selma*, directed by Ava DuVernay, starring David Oyelowo as Dr. Martin Luther King, Jr. Even though I have seen portrayals and heard many stories over my lifetime about the things that transpired during the



“We’re excited to witness the continued growth of Black-owned businesses across the country, and specifically in Indiana.”

New York accounts for 10.6% of the nation’s Black-owned businesses, followed by Georgia at 9.6% and Florida with 9.4%. In Indiana, the number of Black-owned businesses was 4.6% of the total Indiana firms, or 22,210 of the 482,847 firms.

Results from the 2012 *Survey of Business Owners: Black-Owned Businesses* will be released in August 2015 by the U.S. Census Bureau.



Terrie Daniel
Division of Supplier Diversity
Deputy Commissioner

fight for equal rights, I literally wept throughout the whole movie in awe of the sacrifice and perseverance of those who fought for what was right, so I could be successful. There are many things I could say but I think the most appropriate is, “Thank You!”

Shortly after I left the movie theater, I called a woman to encourage her to see the film because it was so phenomenal. I began to share with her some of the things that transpired in the movie, but before I could get done telling her all about it she stopped me and began to tell me about all she had experienced in Birmingham, Alabama at the height of the civil rights movement.

She spoke about how friends would just disappear and no one would ever see them again. She told me

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Business Voice: Engaging Solutions Celebrates 10 Years



ENGAGING SOLUTIONS
we answer to business™

Managing partners Debbie Wilson, Venita Moore, Tammy Butler Robinson and Charles Johnson of Engaging Solutions recently celebrated the company's 10th anniversary. Engaging Solutions, a certified minority- and women-owned business, provides strategic business solutions for top-tier corporate, non-profit and municipal organizations. The company specializes in fiscal management and accountability, fund development, planning and community outreach and diversity services.

In a spirit of service, consistent with the company's values and culture, the partners decided to celebrate their 10 years in business with 10 days of community service throughout Indianapolis. Managing partners and employees are donating volunteer hours to nonprofit organizations, including the Forest Manor Multi-Service Center, the Edna Martin Christian Center, the Indianapolis Marion-County Public Library and others.

Q&A with Engaging Solutions' Partners:

Q: What's been your greatest success over the past 10 years?

A: The growth over the past 10 years and the ability to maintain our initial client relationships and grow our services with them. Another huge success is having our clients become our champions and becoming a company that's at the top of people's minds when looking for services that we provide.

Q: What do you find most challenging about running your operation?

A: Managing the growth of the organization and ensuring that a strong infrastructure is in place – processes, procedures, systems and technology – to manage the company's increase. Another challenge has been getting a really strong team in place and succession planning. Additionally, maintaining a strong company culture while exceeding client expectations is a challenge.

Q: What advice do you have for someone looking to start a business?

A: Work on your business and not in the business. Have the right partners on board initially and look for partners that will challenge your thoughts, complement your thoughts and share your values. Work on your partnerships within your organization and the marriage between business partners. It takes time, effort, love, conversation, trust and loyalty when you're going into business with someone. Another piece of advice is knowing what you're in business for and sticking to that.



Q: As a minority-owned business, what excites you about the future of supplier diversity?

A: Minority-owned businesses seem to be bolder; they have strong capabilities, are marketing themselves and are holding organizations accountable. Seeing corporations and owners of projects who are wanting to be better about setting project goals and testing systems to ensure that contract utilization is taking

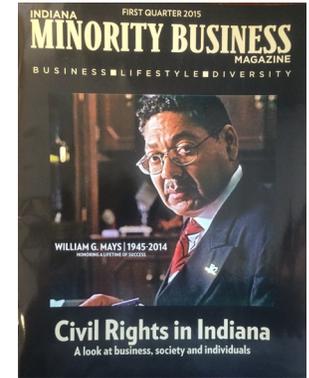
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Subcontractor & Other Business Opportunities

Project Name	Due Date	Contact Information
HVAC Maintenance Services	Tuesday, Feb. 10	The Indianapolis Public Library
Marion County Justice Center XBE Business Networking Mixer Heartland Justice Partners	Thursday, Feb. 12 3 - 5 p.m. Marriott Downtown 350 W. Maryland St. Indianapolis, IN 46225	Aleta Mungal amungal@indianastrategicresourcegroup.com
Engineering Technology Computer Science Telecommunication and Infrastructure Renovation	Thursday, Feb. 19	Purdue University Capital Program Mgmt. 401 S. Grant Street West Lafayette, IN 47907

Business Reads

Indiana Minority Business Magazine



Indiana Minority Business Magazine is the state's leading publication that focuses on business, lifestyle, and diversity. Indiana Minority Business Magazine's staff is committed to publishing a highly informative, yet entertaining publication that's reflective of all minorities. The magazine is most effective in reaching diverse populations and those interested in the importance of diversity.

There is information for everyone from the small business owner, to the large corporation and even the young professional who's just embarking on their professional career.

Indiana Minority Business Magazine is published quarterly and is heavily saturated in core communities and various mainstream distribution outlets.

Did You Know?

In 1986, Congress passed public law 99-244, designating February as "National Black History Month," an expansion of the former Black History Week.

Tools for Success (Cont.)...

of the times her grandmother, who raised her, would make her and her brother sleep underneath the bed at night because their grandfather was a preacher and folks who were not for equal rights, at that time, were throwing bombs into the homes of preachers because they didn't want them to mobilize groups from their churches who would stand for what was right.

She shared with me how she felt when her friend was hung from a tree in her neighbor's yard, not because he committed a crime nor did something to warrant it, but only because of the color of his skin.

This woman began to tell how her grandmother would walk the floor at night pacing back and forth, peering out of the windows and doors so her grandfather, who solely supported their family, could sleep

without worry in order to function at work the next day for fear someone would do something detrimental to their family. They had seen it many times before, and they were scared they would be next.

She talked about the importance of voting and how before voting rights for all were granted, the look of defeat she saw on her grandfather's face when he was told he was less of a man because he was Black. But, she also shared that once those voting rights were granted, her grandfather would proudly be first in line to cast his vote at the polls. The woman, who shared these life changing experiences with me, is my mother.

Just like many of the brave people who fought for a better country, the one Dr. Martin Luther King, Jr. spoke of when he

spoke of his dream that people would not be judged because of the color of their skin but by the content of their character, many whose stories you will never hear, she too fought for what she believed in and taught me to do the same. She taught me to have faith and that good would always prevail, and she was right. So, I honor all of those who fought and continue the fight for the equal rights for all Americans; Dr. Martin Luther King, Jr., Rosa Parks, Annie Lee Cooper, and the many others whose stories you will never hear, I salute you and I also salute my amazing mother, Vivian Petty who is and continues to be a trailblazer.

Thank you for enduring and standing for what you believed in so I would have the opportunity to succeed. You are truly a hero and the wind beneath my wings!

Governor's 4th Annual Dr. Martin Luther King, Jr. Day of Service

The Indiana Department of Administration celebrated Dr. Martin Luther King, Jr. Day with the Governor's 4th Annual MLK Day of Service. The event was held on Friday, January 16 at Gleaners Food Bank.

More than 100 student volunteers and Indiana state employees participated in the special event by offering their time and talents to Gleaners Food Bank.

Gleaners, through its network of 250 charitable hunger relief agencies, provides food assistance to more than 260,000 people – or 1 in 8 Hoosiers in central and southeast Indiana. Nearly half of those served are children and seniors.

Gleaners is working to extend their reach and mission by providing programming throughout central and southeast Indiana. Programming includes BackSacks: Weekend Food for Kids program, School-Based Pantry program, Summer Meal for Kids program, Commodity Supplemental Food program and a Mobile Pantry program.

More than half of Gleaners' network agencies are operated by volunteers. For more information on giving or volunteering with Gleaners Food Bank, visit www.gleaners.org.



IDOA employees volunteering at Gleaners Food Bank with Governor Mike Pence for the 4th Annual Dr. Martin Luther King, Jr. Day of Service.



2015 Disparity Study Update

BBC Research & Consulting, the Indiana Department of Administration and other participating entities recently completed public forums across the state to explain the disparity study process and to obtain verbal and written testimony from business owners regarding business conditions in Indiana.

If you were unable to attend the public forums, but would like to submit written testimony related to your experience working in the marketplace, please email mwbe@bbcresearch.com. Potential topics may include: race- or gender-based discrimination, any barriers to success, payment issues, private or public sector work, prime contractor or subcontractor work, or any experience working with the participating entities - Indiana Department

of Administration, Indiana Department of Transportation, Indianapolis Airport Authority, Hoosier Lottery and the seven state educational institutions, Ball State University, Indiana State University, Indiana University, Ivy Tech Community College, Purdue University, University of Southern Indiana and Vincennes University.

The next phase of the study includes development of the legal framework for the study, collection and review of data for the availability and utilization analysis, telephone surveys and in-depth interviews with business owners from across the state.

The study is scheduled to be complete in December 2015. For more information and updates on the disparity study visit www.in.gov/idoa/mwbe/2674.htm.

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Business Voice (Cont.)...

place is exciting. Additionally, seeing more XBEs serving as primes on projects and working with other XBEs on the contract is exciting.

Engaging Solutions is certified as a minority- and women-owned business in seven states and holds an 8(a) certification with the Small Business Administration.

Sudoku

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

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

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Sudoku Solution

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

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