



3145 N. Meridian Street, Suite 240  
Indianapolis, IN 46208  
info@engagingsolutions.net  
317-283-8300 (Phone)  
317-283-8301 (Fax)

February 9, 2005

Mr. Drew Klacik  
Indiana University Center on  
Urban Policy and the Environment  
342 N. Senate Avenue  
Indianapolis, Indiana 46204

**Re: Indiana Gaming Commission Disparity Study**

Dear Mr. Klacik:

**Engaging Solutions, LLC** is pleased to have the opportunity to submit this proposal to assist the Indiana University Center on Urban Policy and the Environment conduct the Indiana Gaming Commission (IGC) Disparity Study. Specifically, we are interested in and particularly suited to provide the following services:

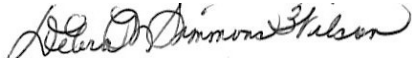
**Proposed Scope of Work**

- **BUSINESS OUTREACH** – Identify and connect with a strategic pool of businesses; improve access to potential opportunities with Indiana casinos; and maximize opportunities through strategic promotions and outreach for businesses ready, willing and able, to work with Indiana casinos
- **TARGETED FACILITATION/INTERACTIONS WITH THE IGC PROJECT ADVISORY GROUP ESTABLISHED FOR THIS STUDY** – Engage the Group to keep them informed of project progress, and effectively align certain qualitative and communication expectations with the quantitative analysis
- **POST STATISTICAL DISPARITY INVESTIGATION** – Conduct 12-20 key informant interviews to identify the institutional and societal barriers, identify the pros and cons of the existing M/WBE participation, and provide recommendations to improve capacity and utilization

We look forward to hearing from you regarding the next steps for this opportunity. I can be reached at:

**Engaging Solutions, LLC**  
**3145 N. Meridian Street, Suite 240**  
**Indianapolis, IN 46208**  
**debbie@engagingsolutions.net**  
**317-283-8300 (office)**  
**317-809-3548 (cell)**  
**317-283-8300 (fax)**

Sincerely,

A handwritten signature in cursive script that reads "Debra M. Simmons Wilson".

Debra M. Simmons Wilson  
Managing Principal



## Company Overview

Engaging Solutions, LLC (ES), is an emerging business solutions firm providing tailored solutions to address the evolving challenges of today businesses. The State of Indiana, City of Indianapolis, and the Indiana Business Diversity Council certify ES as a Minority/Women/Disadvantaged-Owned Business Enterprise. *We are leaders in the areas of fiscal management and accountability, planning and community outreach, diversity services and fund development.*

Engaging Solutions, LLC is a collaboration of professionals with diverse experiences that span over 50 years. We combined our collective strengths to assist our clients in reaching their goals. As a result, our expertise translates into a unique business approach that values client needs, expectations, and overall satisfaction.

Engaging Solutions, LLC (ES) operates as a Limited Liability Company with three principals, two of which are Managing Principals. The Principals of ES are sound business professionals with advanced degrees in business administration, and urban and regional planning. The Principals also hold certifications in the areas of accounting, grant writing, project management, budgeting and diversity services.

Engaging Solutions realizes the importance of seeking guidance and technical assistance from experienced business and community leaders. Engaging Solutions' Advisory Board consists of four members, with diverse business and professional experience and cultural perspectives. The Board provides strategic direction and assists by supporting our endeavors and identifying business opportunities. The Advisory Board Members are as follows:

<b>Name</b>	<b>Occupation</b>	<b>Organization</b>
Katie Humphreys	V.P. Government Affairs	St. Vincent Hospital
Rep. Carolene Mays	State Legislator/General Manager	Indianapolis Recorder
Vop Osili	Partner	A2so4 Architectural Firm
Patrick Tamm	Practice Group Advisor	Ice Miller

We maintain a diverse Associates Pool to ensure we always have capacity and relevant expertise for each engagement. Our Associates consist of the brightest in their respective fields. They possess academic and professional skills to address any and all challenges, particularly in the areas of Supplier Diversity, Finance, Public Relations, Strategic Planning, Fund Development, and Human Resources.

Engaging Solutions, LLC (ES) has also developed strategic alliances with several long-standing, reputable firms including Crowe Chizek and Parsons, Brinckerhoff, Quade, and Douglas. These alliances allow ES to draw upon some of the most talented and experienced finance, economic development, and strategic planning experts available.

## **Services**

ES offers a comprehensive service package to our clients. Our compliment of services provides clients with an efficient and effective vehicle for managing their business. Our services are outlined below:

- Assurance Services
- Tax & Financial Planning
- Accounting Services and Business Solutions
  
- Policy Development and Analysis
- Strategic Visioning
- Proactive Business Strategies and Problem Solving
- Data Collection and Analysis
- Community and Stakeholder Involvement
  
- Environmental Justice and Community Impact Studies
- Diversity Services
  
- Grant Writing
- Innovative Financing

## **WE PROMISE TO:**

- Listen effectively
- Apply innovative solutions
- Provide quality work in a timely fashion
- Commit strict attention to detail while working within your budget
- Provide a sustainable product



## **Diversity Services**

---

**Engaging Solutions, LLC** has a comprehensive set of service offerings to assist your organization in reaching its diversity goals and objectives. Our services include:

### **Idea/Proposal Development**

**Engaging Solutions, LLC** is an expert in facilitating strategic diversity planning sessions with internal and external stakeholders. In addition we are available to conduct internal and external interviews/surveys to transition an “idea” to a proposal or implementation.

### **Diversity Training**

**Engaging Solutions, LLC** has conducted diversity training, and thought leadership to institutionalize the desired change and outcomes required to address expectations. We have also conducted environmental scans, and interviews to create a baseline from which to build the framework for training.

### **Data Collection/Analysis**

**Engaging Solutions, LLC** has a team of skilled researchers to research relevant trends of demographic data, spatial data, and market data. In addition, we are able to provide this information in tabular form, maps, or graphic.

### **Recruitment, Outreach and Monitoring**

**Engaging Solutions, LLC** is uniquely qualified and positioned to assist your organization to recruit minority and women owned businesses because of our involvement with diversity programs involving federal funding, and at the state and local levels. Members of our staff have served as Minority/Women Business Enterprise Administrator for several public works projects, and as Supportive Services Manager for the Indiana Department of Transportation Disadvantaged Business Enterprise program. Additionally, our team has the experience to establish goal setting procedures, and create effective systems to track actual utilization to goal.

### **Program Implementation**

**Engaging Solutions, LLC** is equipped to assist your organization in the administration of any subsequent recommendations for diversity initiatives following the disparity study, including:

- Preparing required reports
- Engaging Stakeholders
- Managing/auditing program initiatives
- Capacity Building
- Project Management



## **Proposed Budget**

Based on our understanding of the study, we will perform the services defined in the Scope of Work for a fee of \$17,500. To recap, the services we propose providing are shown below:

<b>Project Tasks</b>
<b>Three Advisory Group Meetings</b>
<b>Business Outreach</b>
<b>Post Statistical Disparity Investigation</b>
<b>Compilation of Data, Findings and Recommendations</b>
<b>Total Proposed Budget: \$17,500.00</b>

## RESUMES

---



### Debra M. Simmons Wilson

**Debra M. Simmons Wilson** has spent more than twenty-four years in the planning and transportation industries. She began her career in 1980 after completing a Masters in City and Regional Planning from Memphis State University. Since that time, Ms. Wilson has served in several senior and executive appointed positions at the Indiana Department of Transportation (INDOT), the Family and Social Services Administration (FSSA), Parsons Brinckerhoff Quade and Douglas, and Simmons Wilson & Associates. During the 26 year span of her career, Ms. Wilson provided leadership in developing policies and programs, managing expansive statewide initiatives to improve transportation and human services in Indiana. She is currently one of the Managing Principals of Engaging Solutions, LLC.

Ms. Wilson has conducted diversity training since the early 1990's for the Indiana Department of Transportation, the Indiana Family and Social Services Administration's Bureau of Vocational Rehabilitation. She has also made numerous conference presentations on the subject as it relates to environmental justice initiatives in the transportation industry. Ms. Wilson recently served as the Environmental Justice Specialist on a major highway rehabilitation project for the Michigan Department of Transportation. She is currently involved in the Diversity Initiative spearheaded by the Indiana Construction Roundtable. Debra has also served as M/WBE Coordinator for the Warren School District, and the Simon Headquarters project.

In summary, Debra brings a wealth of practical experience in the field of diversity training, supplier diversity, and other traditional civil rights/affirmative action related facets to the Engaging Solutions, LLC team.

Ms. Wilson has a Masters of City and Regional Planning from Memphis State University (1980) and a BS in Social Work from LeMoyne-Owen College (1977) in Memphis, Tennessee.

## Venita J. Moore, CPA, MBA

**Venita Moore**, a certified public accountant and certified Six Sigma Green Belt is a versatile management professional with extensive experience in leveraging funds, building business collaborations, and bottom-line improvement through sound financial management and strategic business planning. Ms. Moore served three Governors leading the largest state agency, the Indiana Family and Social Services Administration (FSSA) as both the Interim Secretary and Deputy Secretary, responsible for the overall direction of Operations and Performance Management within the organization. Ms. Moore received the State's highest honor, the Council of the Sagamore of the Wabash presented by Governor Joseph Kernan.

During her tenure at FSSA, Ms. Moore led the State's successful transition from institution based care to community base care, including the long term care initiative while also reengineering the agency's audit team and uncovering over \$12 million in recoverable cost from private contractors in the first year. Ms. Moore led and participated in strategic change management processes that impacted the way several key programs were operated. The change process involved strategic planning, stakeholder interaction, training and consensus building.

Her work history includes over twenty years of management experience, including eight years of experience with the federal government Treasury Department, Internal Revenue Service (IRS). At IRS She received the Federal Government's "Outstanding Management Performance" award for four out of five years while also serving as a lead trainer for Examiner Trainer and Auditing techniques. Ms. Moore completed the Creative Problem Solving Training Program and has developed and conducted several fiscal trainings for state government and not-for-profits. Ms. Moore is currently a Managing Principal at Engaging Solutions, LLC.

Ms. Moore holds a Master of Business Administration from Atlanta University and a BA from Fisk University.



## REFERENCES

---

Joyce Rogers, CEO/President  
Indiana Black Expo  
3145 N. Meridian  
Indianapolis, IN 46208  
(317) 925-2702

Nancy Jewell, MPA, President/CEO  
Indiana Minority Health Coalition  
3737 N. Meridian, 3<sup>rd</sup> Floor  
Indianapolis, IN 46208  
(317) 631-0461

Rep. William Crawford  
State House Room 4A-1  
Indianapolis, IN 46204  
317-232-9874

Rev. T. D. Robinson  
Mt. Paran Baptist Church  
3425 Boulevard Place  
Indianapolis, IN 46208  
(317) 925-0552

Patrick Tamm  
Ice Miller  
One American Square  
Suite 3100  
Indianapolis, Indiana 46282  
(317) 221-2943

## ENGAGING SOLUTIONS' CLIENT LIST

<i>Client</i>	<i>Description of Services Provided</i>
Indiana Minority Health Coalition	We have developed/prepared grant requests. Currently facilitating and completing the action plan for Phase 2 of the Health Disparities Initiative, which is a statewide effort involving interaction with health organizations, hospitals/Hospital CEOs, Indiana legislators, community-based organizations.
InteCare	We provide certain Controllershship, accounting, monitoring, financial, and fund development services for the Behavioral Health organization.
Conference of Minority Transportation Officials	We are developing a comprehensive history of this national organization and the contributions of minorities in the transportation in the United States. Providing Strategic Planning Services for the emerging Indiana statewide chapter.
Indiana Black Expo	We provide comptrollership services to the central chapter, and various auditing/compliance services for the IBE chapters statewide We have also provided planning and facilitation services for the State of Black Youth Summit
Circle City Chapter of the Links, Incorporated	We conducted a strategic planning process for its 2005-2008 horizon. The primary focus is on community and public service programming in the following areas: National Trends, International Trends, Services to Youth, and The Arts.
Mt. Paran Baptist Church	We completed the application for federal funding from the U.S. Department of Housing and Urban Development for senior housing (Section 202).
Burgess & Niple	We will conduct all of the public involvement activities associated with the new I-265 in Utica, Indiana
Shrewsberry & Associates, LLC	We conducted an independent audit of the Schedule of Indirect Cost.
Indiana Business Diversity Council	We have been engaged to conduct an independent audit for the organization 's 2005 fiscal year.
True Belief Academy Inc.	Tax Services and Controllershship Consultancy
Pediatric Center of Northeast Alabama	We have been engaged to provide grant writing and fund development services to the organization. The front-end work involves Strategic Planning and Community Mobilization
Indiana Constructors, Inc.	Provide Diversity Services and programming to promote a more inclusive environment, increase minority and women business utilization, and provide opportunities for minority and women students to learn about opportunities in the highway and transportation construction industry.
Evansville City County Department of Metropolitan Development	Conduct an Update of the City of Evansville's Fair Housing Assessment – Analysis of Impediments to Fair Housing Choice



3145 N. Meridian Street, Suite 240  
Indianapolis, IN 46208  
info@engagingsolutions.net  
317-283-8300 (Phone)  
317-283-8301 (Fax)

To: Drew Klacik  
Indiana University Center on  
Urban Policy and the Environment

From: Debra Simmons Wilson  
Managing Principal  
Engaging Solutions, LLC

Date: February 6, 2006

Re: Engaging Solutions' Statewide Minority and Women Business Contacts

With over 50 years of experience in the private and public sector, on both sides of contracts (issuing and receiving), Engaging Solutions, LLC is linked to a network which provides direct access to M/WBE(s) throughout the State of Indiana. This network includes, but is not limited to legislators (specifically the Indiana legislative Black Caucus), faith and community based organizations, economic development entities (Black chamber, state chamber), NAACP, Urban League, Indiana Black Expo, Indiana Minority Health Coalition, Indiana Hispanic and Latino Commission, National Association of Women Owned Businesses, Indiana Business Diversity Council, the Minority and Women Owned Business Commission (Indiana Department of Administration), and Colleges and Universities.

We are confident this network will provide the access we need to identify statewide linkages to minority and women owned businesses in Indiana. Below is a detailed, however, not exhaustive list of contacts in the respective areas:

**Legislators**

Congresswoman Julia Carson  
Senator Billie Breaux  
Senator Glen Howard  
Senator Earline Rogers  
Senator Vaneta Becker  
Senator Vi Simpson  
Senator Sam Smith  
Rep. William Crawford  
Rep. Charlie Brown  
Rep. Earl Harris  
Rep. Vanessa Summers  
Rep. Carolyn Mays  
Rep. Vernon Smith

Rep. John Aguilera  
Rep. Greg Porter  
Rep. Mae Dickinson  
Hurley Goodall (Former Muncie Legislator)

**Unions**

Florrine Garmon

**Urban League**

Joe Slash, President (Indianapolis, IN)

**NAACP**

Barbara Bowling, President (statewide office-resides in Gary, IN)  
Daryl Mickens, President (Indianapolis branch)

**Purdue University**

Jesse Moore, Supplier Diversity (Lafayette, IN)

**Indiana University**

LaTricia Hill-Chandler (Bloomington, IN)  
Larry Smith

**Ball State University**

Dr. Linda Keys, professor College of Architecture and Planning  
Scott Truex, Director of Community Based Planning (Indianapolis, IN)

**Indiana Black Expo**

Joyce Rogers, President/CEO (Indianapolis, IN)  
(several statewide local chapters)  
Arvis Dawson, Chairman (resides in Elkhart Indiana)  
Additional IBE Contacts:

- Atty. Tanya Hatfield-Bell, Executive Vice Chairman, Indianapolis
- Dr. Charles Green, Nominating Committee Chair, Fort Wayne
- Atty. Cleo Washington, Corporate Attorney, South Bend
- Leroy Robinson, Northern Region Vice Chair, Elkhart
- Vernon Williams, Central Region Vice Chair, Indianapolis
- Tony Kirkland, Southern Region Vice Chair, Evansville
- Mamie Ware, Secretary, Indianapolis
- Joe Anderson, East Chicago
- Dr. Ray Henderson, Indianapolis
- Jim Joseph, Kokomo
- Rev. M. Lewis Hunt, Anderson
- Debbie Clark, South Bend
- Steven Jones, Indianapolis
- Ben Clement, Gary

- Robert Lewis, Gary
- Rep. William Crawford, Indianapolis
- James Miller, Gary
- Lacy Johnson, Indianapolis
- Marc Outlaw, Fort Wayne
- Shirley Erby, Muncie
- Willie Stroman, Kokomo
- Terra Foster, East Chicago

### **MBE/WBE Groups**

- -IBDC (Reggie Henderson)
- -NAWBO (Cassie Stockamp, Kay Fleming, Kathy Carrier, Ronalda Minnis, Prairie Quest Consulting)
- -Women in Public Policy (Kathy Carrier)
- -National Association of Women in Construction
- -Historically Underutilized small Businesses (Charlitta Winston)
- -The Friday Group (Turae Dabney)
- -100 Black Men, Coalition of 100 Black Women
- -The Links Incorporated (Azea Davis, Karen Freeman-Wilson)
- -National Society of Black Engineers
- -National Society of Black Accountants
- -Society of Women Engineers
- -Black MBAs
  - Hispanic and Latino Commission-Lawrence McCormack

### **Construction/Consulting Industry**

- Indiana Constructors Inc. (Charlie Kahl, Tom Harmon, DBE Task Force)
- American Consulting Engineers Council of Indiana (Stephanie Morse, Greg Henneke, M/WBE Task Force)
- Indiana Construction Roundtable Diversity Initiative (Gary Price, James Kuester, Bill Shrewsberry, Brenda Burke/Replaced by Earl Morgan)

### **Indiana Minority Health Coalition**

Nancy Jewell, President/CEO (Indianapolis, IN)  
(several statewide local chapters)

### **Community Development Corporations**

Scott Truex, Director of Community Based Planning (Ball State University)  
Olon Datson, Muncie Partnership for Community Reinvestment (Muncie, IN)

### **Faith Based Organizations**

The House of God Church, Inc. (Terre Haute, Indiana)  
Mt. Paran Missionary Baptist Church (Indianapolis, IN)  
Mt. Calvary Missionary Baptist Church (Ft. Wayne, IN)  
Embassies of Christ (Gary, IN)-Pastor Cedric Oliver  
The Church Federation of Greater Indianapolis (Dr. Angelique Walker-Smith)

Indiana Office of Faith Based and Community Initiatives (Paula Parker-Sawyers)

**Chamber of Commerce**

Sherlonda Anderson, Turae Dabney

**Indiana Plan** – Herman Oliver

**Indiana State Business Development Corporation** – Wayne Patrick

**Empowerment/Enterprise Zones** – Gary East Chicago Hammond (Venus Cobb)

**Indiana State Agencies** – Indiana Department of Transportation (George Roney and Charlotte Leavell), Indiana Department of Administration (Claudia Cummings)

**Indiana State Government** – Tony Kirkland (Governor Daniels Staff), Governors Commission on Minority and Women’s Business Enterprises

**Other Community Leaders** – Bill Mays, Sam Odle, Lacy Johnson, Bill Shrewsberry, Alpha Blackburn, Karen Freeman Wilson, Cleo Washington

**Media** – Andrea Morehead, Sherma Wise-Thomas, Amos Brown, Rickie Clark (Indiana Minority Business Directory)

**Rainbow/PUSH Indiana**

**Sororities and Fraternities** – Statewide Chapters