

THE QUARTERLY

The Office of Diversity in Business Practices
April 2020

COVID-19
Resources



DIRECTOR'S DESK

WHAT'S NEW

EVENTS

MEET THE TEAM



OUR MISSION

School Board Policy 6.143

It is the policy of The Office of Diversity in Business Practices (ODPB) to provide all persons an equal and fair opportunity to participate in procurement and contracting opportunities sponsored by the District. Our ultimate goal is to support sustainable growth and economic opportunities for small, women-owned and minority businesses.

**WE VALUE YOUR FEEDBACK!
SHARE YOUR THOUGHTS ABOUT OUR NEWSLETTER**



FROM THE DIRECTOR'S DESK

Dicky Sykes, M.Psy., CDP Certified Diversity Professional

Is Diversity and Inclusion an Illusion?

Despite significant progress in the 50 years since the United States Equal Employment Opportunity Commission (EEOC) first opened its doors in 1965, the problems of discrimination against racial and ethnic minorities remain a reality in 21st century America. "Over the past 50 years, the Commission has made great strides in promoting equal employment opportunity for America's workers," said EEOC Chair Jenny Yang. "Despite notable progress in diversity and inclusion in the workplace over the past half century, there is continued job segregation by race and gender, with women and people of color disproportionately occupying lower paying positions." Ms. Yang served as Commissioner and Chair of the U.S. EEOC from 2013 to 2018.

Diversity and inclusion has not yet reached the upper echelon of the workplace. Women and people of color continue to be paid less and promoted slower, or not promoted at all.

On December 4, 2019, Rodney Harris became the first-ever black NYPD's Chief of Detectives in 200 years. Pamela Newkirk, an award-winning journalist at NYU, wrote in Diversity Inc.: The Failed Promise of a Billion-Dollar Business that between 1985 and 2014 (29 years), the proportion of Black men in management barely budged from 3% to 3.3%.

In Decolonizing Wealth, Edgar Villanueva notes that 92% of foundation CEOs and 89% of foundation board members are white. This lack of diversity has an enormous impact on organizational culture, and affects how programs intended to serve people of color are designed and implemented.

Laura Morgan Roberts and Anthony Mayo wrote a 5-Part series in the Harvard Business Review on advancing black leaders. To address some of these issues and move the needle forward, here are steps organizations can take.

Revamp Diversity and Inclusion (D&I) Programs:

- Give diversity and inclusion sustained C-suite support; recognize and reward people who contribute to its initiatives.*
- Equip and invite white men to take up the mantle. Their collaboration, partnership, and support will be crucial with moving progress forward.*
- Shift from anti-bias training to proactive measures, such as upping the number of black candidates considered for open positions and stretch assignments.*
- Abandon the "one size fits all" colorblind leadership development practices in favor of courses and coaching tailored to specific groups. Adopt personalized plans that recognize the multifaceted nature of each individual.*
- Help black employees and rising leaders throughout their careers, including teaching managers the skills they need to support diversity and inclusion efforts.*

The Office of Diversity in Business Practices has charted a new path forward by bringing our white partners and colleagues to the table. We called with a clear message and they answered. Together, all of us are continually strategizing on ways to engage more businesses that are diverse. It was clear very early on that the responsibility of moving the SBE program forward could not rest solely on the shoulders of the Office of Diversity in Business Practices. We are good, but no one is that good. We need support, engagement, accountability, and responsible inclusive action from all stakeholders. Together, we all win.

-Dicky Sykes

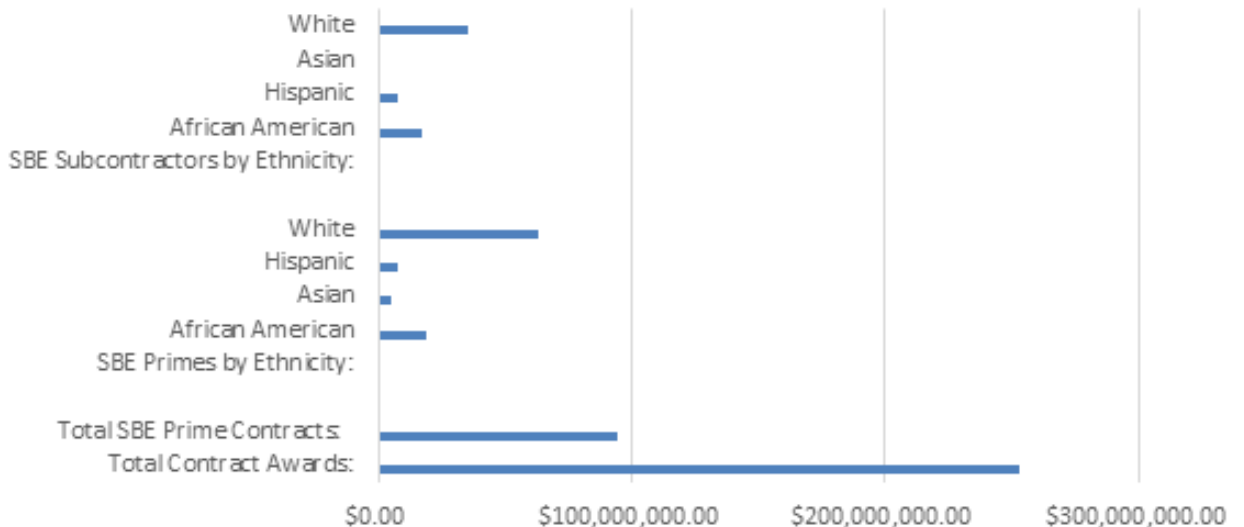
WHAT'S NEW?

Contract Compliance: The Latest Data

**B2GNOW SUPPLIER DIVERSITY REPORT:
JULY 1, 2018
THROUGH
FEBRUARY 29, 2020**

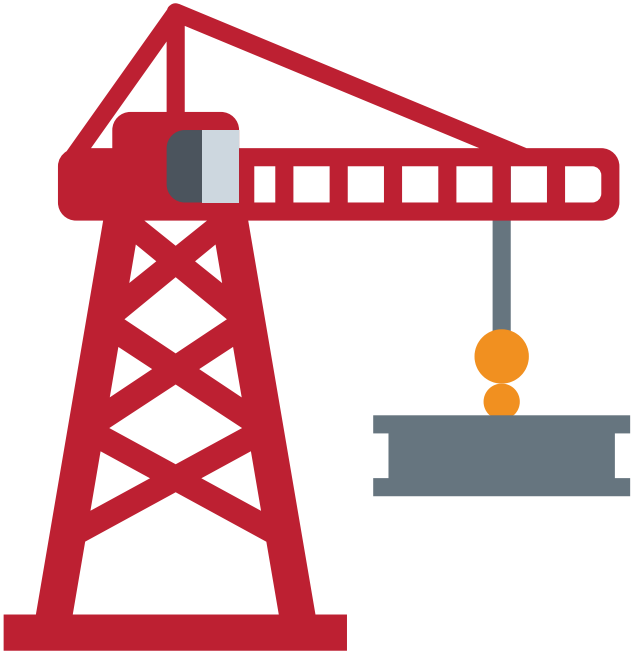
Total Contract Awards:	\$253,192,563	100%
Total SBE Prime Contracts:	\$94,339,029	37%
SBE Primes by Ethnicity:		
Ethnicity	Contract Award	Percentage
African American	\$18,575,798	7%
Asian	\$5,347,371	2%
Hispanic	\$7,390,943	3%
White	\$63,024,917	25%
SBE Subcontractors by Ethnicity:		
Ethnicity	Contract Award	Percentage
African American	\$16,755,634	7%
Hispanic	\$7,789,205	3%
Asian	\$23,780.00	0%
White	\$35,308,039	14%

B2GNow Supplier Diversity Report: July 1, 2018 through February 29, 2020



WHAT'S NEW?

The Latest and Greatest in ODBP



CONSTRUCTION UPDATE

Large modernization projects (Verde K-8, South Tech Odyssey and Adult Education Center) have had substantial progress. To date \$142 Million has been spent on FCA construction work with \$354 Million committed to projects. Upcoming work includes the following: Citrus Cove ES Core Expansion, Del Prado ES Core Expansion, Seminole Trails ES Core Expansion, Plumosa School of the Arts K-8 Expansion, Delray Full Service Center, New Boynton Middle School, and Grove Park Modernization.

GOODS & SERVICES UPDATE

Does anyone need a Court Reporter? Due to the hard work of purchasing agent Morris Simpson, the Office of Diversity in Business Practices would like to congratulate Mudrick Court Reporting, Inc., a dual certified Small Business Enterprise (SBE) and Minority/ Women Business Enterprise (MWBE) vendor, on becoming a bid awarded vendor with the School District of Palm Beach County for court reporting services. Owner Lisa Mudrick has more than 40+ years of experience in court reporting, supplying a wealth of knowledge and professionalism to the District. Her team consists of professionally - trained machine reporters who are experienced in the areas of depositions, trials, hearings, and much more. Once again, congratulations to Lisa and her team!



EVENTS, OUTREACH, & TRAINING

Register www.eventbrite.com

Construction Outreach 2/20/20



Black History Month 2020: The Legacy of Martin Luther King Jr. was in full force at the February Meet and Greet Outreach with Messam Construction an African American Construction Management firm and McHarry Associates an African American Architect, both awarded Pahokee and Jupiter Elementary Renovation projects.

The Office of Diversity in Business Practices hosts

FLOURISH

YOU were made to flourish in every season.

Now Virtual 5.15.20

FREE EVENT

zoom

REGISTER: [HTTPS://FLOURISHPBCSD.EVENTBRITE.COM](https://flourishpbcSD.eventbrite.com)

Dynamic Speakers, Vendor Fair, Made-to-Order Cappuccino Bar
Targeted Workshops, Onsite Mammograms, Chocolate Fountain
PBCSD Certification, Networking, Brunch, Giveaways & much more!

FOR MORE INFORMATION:

CONTACT LIZ HARBUR, ELIZABETH.HABUR@PALMBEACHSCHOOLS.ORG

EVENTS, OUTREACH, & TRAINING

Register www.eventbrite.com

Reaching out to the Hispanic Business Community




In order to serve the growing Hispanic Business community in South Florida, The Office of Diversity in Business Practices will present quarterly workshops in Spanish, in partnership with The Hispanic Chamber of commerce of Palm Beach County, Empresarias Hispanas Palm Beach County, as well as with other organizations with strong ties to our community. Topics such as Branding, Tips to apply for Bids, and How to get certified with the School District will be presented on the following dates:

- April 15, 2020 ****VIRTUAL MEETING****
- July 15, 2020 3300 Summit Blvd., West Palm Beach, FL 33406
- September 25, 2020 3300 Forest Hill Blvd., West Palm Beach, FL 33406
- January 20, 2021 3300 Summit Blvd., West Palm Beach, FL 33406.

VIRTUAL SUPPORT DURING COVID-19 PANDEMIC

Every Monday Morning at 10AM
*Beginning 3/30/30



Use link to join viturally:
<https://zoom.us/j/871373580>
Meeting ID: 871 373 580

We will be virtually connecting with information on resources available in an effort to support PBCSD Small Businesses during the COVID-19 Pandemic.

**FOR MORE INFORMATION:
CONTACT LIZ HARBUR, ELIZABETH.HABUR@PALMBEACHSCHOOLS.ORG**

EVENTS, OUTREACH, & TRAINING

Register www.eventbrite.com

Communication, Engagement and Outreach (CEO) Has Produced *New, Certified SBE Partners*
**CEO has become our magic sauce, our number one formula to ensure we are connecting
to the small businesses in our community.**

ACT Services Inc.

JNICK Management Group, Inc.

ANI Con Services, LLC

KOLDAIRE, INC.

Be. Lead. Grow

LIVS Associates, LLC

Bradford Electric, Inc.

M.C. Harry & Associates, Inc.

Brothers Fire Protection, Inc.

NOURY Construction Company

Character Enterprises Inc.

O'Neill Brothers Flooring, Inc.

CRL Media LLC

P&L Service Team, Inc.

Custom Cleaning and Management Services

Prestige General Cleaning Services, Inc.

Dees' Sweet Tees'

Pro Plumbing Contractors Inc.

Earthology LLC

Renco Plumbing Inc.

EL Leon Construction, Inc.

Sassers Glass Works Inc.

From Green to Greener, Inc.

The Tamara Peacock Company Architects of Florida

Floor Pro Inc.

Jezerinac Group, PLLC



MEET THE TEAM

We are fun, hardworking bunch!

Meet Liz



Manager, Office of Diversity in Business Practices

Liz started off her career at the School District of Palm Beach County in 2007 as a 1st grade teacher. Since then she's held several positions within the district and now manages all the event planning, training, and outreach in our department. She has earned two masters degrees in education. From the classroom to the business office, Liz is passionate about helping others reach their fullest potential. Liz is a proud mommy of a 6 year old daughter. She enjoys Pilates and avocado toast.

FUN FACTS ABOUT OUR TEAM

- Jorge loves to cook our team Vegan lasagna and stuffed peppers. Yum!
- The balloon arch displayed at our events is always constructed by a collective effort by members of our team. We are skilled with unique talents!
- Samantha is now providing virtual yoga classes for our team to keep us "centered" during this pandemic. Namaste.



**WE VALUE YOUR FEEDBACK!
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PUZZLES BRING PEACE

Something Meditative and Satisfying

EXTERNAL WORRIES AND STRESS VANISH AS THE MIND TUNES IN TO SOMETHING MEDITATIVE AND SATISFYING. PUZZLES CAN RID THE CLUTTER FROM YOUR LIFE AND REFRESH THOUGHTS AND MOOD, BRINGING PEACE, CLARITY, AND CONTENTMENT.

Crossword Puzzle!

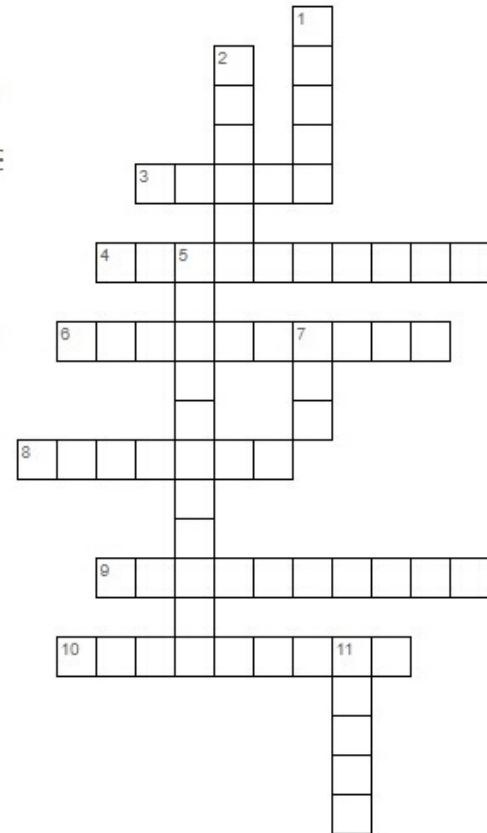
from the Office of Diversity in Business Practices

Across

- (True/False) A business may apply for SDPBC certification if it is located in Palm Beach County, Miami-Dade County, or Orange County.
- The ODBP has a(n) _____ Agreement to speed up certification applications with MDCPS, the City of West Palm Beach, and Palm Beach County.
- _____ is the Deputy Chief of Facilities Management for the SDPBC.
- Vendors sign up on _____ to receive School District bid notifications.
- NIGP codes are from the National Institute of Government _____.
- _____ and Equitable Utilization in Business is the name of Policy 6.143 that governs the Office of Diversity in Business Practices.

Down

- A GMP is a Guaranteed Maximum _____.
- Small Business University 2019 was _____ week(s) long.
- Companies with culturally diverse executive teams are _____ percent more likely to have industry-leading profitability.
- A business must be operational for _____ year(s) before seeking SBE certification.
- _____ quotes must be received for goods or services between \$5,000 and \$10,000 that are not exempt from competition.



Test your knowledge!
Tweet a picture of your completed crossword puzzle to us @PBCSDdiversity

DIVERSITY CROSSWORD PUZZLE – ANSWER KEY

ACROSS: 3. FALSE 4. INTERLOCAL 6. DAVID DOLAND 8. BIDS/YN 9. PURCHASING 10. DIVERSITY DOWN: 1. PRICE 2. TWELVE 5. THIRTY THREE 7. ONE 11. THREE

WE ARE HONORED TO BE RECOGNIZED AND AWARDED BY OUR PEERS



Congratulations to The Office of Diversity in Business Practices for receiving the Ascension Award, Nonprofit/Public Sector of the Year.

The Black Chamber of Commerce honors businesses, business leaders, and individuals who have ascended to the highest level of excellence in their chosen profession within Palm Beach County.



Congratulations to our courageous leader, Dicky Sykes, for receiving *The Joseph Bova Award*

The Black Business Investment Corporation of Palm Beach County's President Marlon White presented Dicky this award for her great efforts and dedication to the Black Business Community. We are so very proud of her.

Joseph Bova was the Executive Vice President of Fidelity Federal Bank & Trust for 37 years and was instrumental in the transition from Fidelity Federal to PNC. Throughout his life, Joe also served in various capacities with the West Palm Beach Rotary Club, Jupiter/Tequesta Chamber of Commerce and the Palm Beach County Black Business Investment.

COVID-19 Resources

Palm Beach County Department of Health

For all your questions about coronavirus, you can email the Florida Department of Health at COVID-19@flhealth.gov or Call COVID-19 call center which is available 24/7:1 (866) 779-6121 <http://palmbeach.floridahealth.gov>



Division of Emergency Management

The Emergency Operations Center continues at level II - Partial Activation. Partial activation means selected county staff and partners will work from the EOC to support county operations dealing with COVID-19. <http://discover.pbcgov.org/Pages/default.aspx> or call 561-712-6400.

Small Business Loan- Guidance and Resources

Congress has approved \$ 350 billion in emergency loans for small businesses to help them keep jobs. Economic Damage Disaster Loan Program Guidance for companies and employers

SBA

Products and Resources

Access to capital

Export assistance

Government procurement

Local assistance

<https://www.sba.gov/page/coronavirus-covid-19orientacion-y-recursos-de-prestamos-parapequenas-empresas#section-header-4>

Additional Resources

If you have had to lay off or cut staff hours due to Coronavirus, employees can file their Reemployment Assistance Claim through CONNECT, Florida's online Reemployment Assistance System.

<http://www.floridajobs.org/>

The Small Business Administration (SBA) is making loans to companies that have suffered losses as a result of the coronavirus. <https://www.sba.gov/funding-programs/disaster-assistance> Florida's emergency bridge loan is currently available to small businesses that provide up to \$ 50,000 interest-free for one year.

<https://floridadisasterloan.org/>

COVID-19 Call Center Available 24/7

1 (866) 779-6121 or email:COVID-19@flhealth.gov

PBC information line open daily

from 8:00 a.m. at 6:00 p.m.

561-712-6400 or email: email:

public@pbcgov.org

Report price increases

1 (866) 9NO-SCAM

SPEAK UP & ASK FOR HELP

Main numbers Palm Beach County School District

Transportation 561-357-1110

Main Number 561-434-8000

Progs. Choice 561-434-8755

Special Education (ESE) 561-434-8740

After Hours 561-687-6387

Superintendent 561-629-8599

School Board 561-357-7663



COVID-19 Resources (in Spanish)
HERRAMIENTAS ÚTILES EN ESPAÑOL



DEPARTMENT DE SALUD DEL CONDADO PALM BEACH

Para todas sus preguntas sobre el coronavirus, puede enviar un correo electrónico al Departamento de Salud de Florida al COVID-19@flhealth.gov o llame COVID-19 centro de llamadas que está disponible 24/7: 1 (866) 779-6121 <http://palmbeach.floridahealth.gov>

DIVISIÓN DE MANEJO DE EMERGENCIAS

El Centro de Operaciones de Emergencia continúa en el nivel II - Activación parcial. La activación parcial significa que el personal y los socios seleccionados del condado trabajarán desde el EOC para apoyar las operaciones del condado que se ocupan de COVID-19. <http://discover.pbcgov.org/Pages/default.aspx> 561-712-6400

ORIENTACIÓN Y RECURSOS DE PRÉSTAMOS PARA PEQUEÑAS EMPRESAS

El Congreso ha aprobado \$ 350 mil millones en préstamos de emergencia para pequeñas empresas para ayudarles a mantener a los empleos. Programa de Préstamos de Desastres por Daños Económicos Orientaciones para empresas y empleadores Productos y recursos de la SBA Acceso al capital Asistencia para exportación Contratación gubernamental Asistencia local <https://www.sba.gov/page/coronavirus-covid-19orientacion-y-recursos-de-prestamos-parapequenas-empresas#section-header-4>

MÁS RECURSOS

Si ha tenido que despedir o reducir las horas de personal debido a Coronavirus, los empleados pueden presentar su Reclamo de Asistencia de Reemplazo a través de CONNECT, el Sistema de Asistencia de Reemplazo en línea de Florida. <http://www.floridajobs.org/espanol>

La Administración de Pequeñas Empresas (SBA) está otorgando préstamos a empresas que han sufrido pérdidas como resultado del coronavirus. <https://www.sba.gov/funding-programs/disaster-assistance>

El préstamo puente de emergencia de Florida está actualmente disponible para pequeñas empresas que brindan hasta 50,000 dólares sin intereses por un año <https://floridadisasterloan.org/>

COVID-19 Centro de Llamadas

Disponible 24/7 1 (866) 779-6121 o correo electrónico: COVID-19@flhealth.gov
Línea de información de PBC abierta todos los días de 8:00 a.m. a 6:00 p.m.
561-712-6400 o correo electrónico: email: public@pbcgov.org. Denuncie aumentos de precios **1(866) 9NO-SCAM**

HABLA Y PIDE AYUDA

Números principales del Distrito Escolar del Condado Palm Beach

Transporte 561-357-1110
Número Principal 561-434-8000
Progs. Choice 561-434-8755
Educ. Especial (ESE) 561-434-8740
Después de Horario 561-687-6387
Superintendente 561-629-8599
Junta Escolar 561-357-7663

