

# THE QUARTERLY

The Office of Diversity in Business Practices

January 2020



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.



# FROM THE DIRECTOR'S DESK

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

## Diversity and Inclusion is Good for Business

Happy New Year!

An article written by David Rock and Heidi Grant in the Harvard Business Review stated, "Diverse teams are more likely to constantly re-examine facts and remain objective. They may also encourage greater scrutiny of each member's actions, keeping their joint cognitive resources sharp and vigilant. By breaking up workplace homogeneity, you can allow your employees to become more aware of their own potential biases - entrenched ways of thinking that can otherwise blind them to key information and even lead them to make errors in decision-making processes."

Diversity is no longer something you do for social recognition. Diversity is positively related to economic performance, and that makes a compelling case for change. In 2015, global management consulting firm McKinsey and Company studied one thousand companies across twelve countries to find out why diversity matters. They used two measures of financial performance, profitability and economic profit margin, to show the relationship between diversity and business performance. The conclusions found in the 2015 research still hold true today.

Companies in the top quartile for gender diversity on executive teams were **21%** more likely to outperform on profitability and **27%** more likely to have a superior economic profit margin. Companies in the top quartile with ethnically and culturally diverse executive teams were **33%** more likely to have industry-leading profitability. Highly diverse teams can be a key differentiator among companies.

Kenneth Chenault, former CEO of American Express, said before stepping down, "One of the biggest issues for our society is diversity and inclusion. We should have far more representation." The research shows: diversity and inclusion is a top-to-bottom business strategy, not just an HR program.

**There is a penalty for opting out.** Companies in the bottom quartile for both gender and ethnic diversity were **29% less likely** to achieve above average profitability than were all other companies in their data set.

# WHAT'S NEW?

## *Contract Compliance: The Latest Data*

As the New Year begins, the School Districts' small business programs reflect our commitment to supplier diversity.

B2GNow Contract Compliance Report: July 1, 2018 through November 30, 2019

Total Contract Awards: \$231,263,170

Total SBE Prime Contracts: \$82,275,826 - **36% of total contract awards**

### SBE Primes by Ethnicity:

Ethnicity	Contract Award	Percentage
African American	\$ 14,553,614	6%
Asian	\$ 6,220,566	3%
Hispanic	\$ 7,356,103	3%
White	\$ 54,145,541	23%

### SBE Subcontractors by Ethnicity:

Ethnicity	Contract Award	Percentage
African American	\$15,322,061	7%
Hispanic	\$ 7,416,084	3%
Asian	\$ 23,780	0%
White	\$32,561,771	14%

The Office of Diversity in Business Practices staff regularly conducts project site compliance monitoring, targeted outreach/networking, training workshops and customized meet and greets to get to know the talent in our small business community. The School District of Palm Beach County is fully committed to helping small businesses in our community grow. We have redesigned our website (twice) to make it more user friendly. Please visit our website to certify, register, or request a meeting with District staff.

# WHAT'S NEW?

*The Latest and Greatest in ODBP*

## CONSTRUCTION

The office of Diversity in Business Practices has undertaken efforts to increase participation of certified companies as sub-consultants and subcontractors for upcoming work. A large number of Requests for Proposals are coming which translates to more opportunities for the companies certified with our office. Opportunities are construction, architecture, and engineering. Visit our website for the list of upcoming projects!



## GOODS & SERVICES

Great News regarding Purchasing Goods & Services: A new Term Contract has been awarded to Premier Exterminators, Inc. to provide "Bus Fleet Pest Control Services." Premier Exterminators, Inc. is a certified Small Business Enterprise (SBE) vendor with the School District of Palm Beach County - Office of Diversity in Business Practice. They have been in business for over 24 years and provide residential, commercial, marine, and industrial services throughout the tri-county area. Due to the support of purchasing agent Justin Jaksa. Premier Exterminators will provide bus fleet pest control services for three years to the Transportation department. Congratulations to Premier Exterminators, Inc.!



Click here to  
view upcoming  
PBCSD  
solicitations

# EVENTS, OUTREACH, & TRAINING

*Register [www.eventbrite.com](http://www.eventbrite.com)*

*Save the Date*

# Entrepreneur.

Day

1.10.20



**Create awareness of entrepreneurship, innovation, and leadership in Palm Beach County. Celebrate those people who take risks to start a small business**

- Dynamic Keynote Speakers
- The Hot Seat
- Elevator Pitch Contest
- Workshops
- Complimentary Breakfast and Lunch
- Giveaways and Prizes
- Free Event

**FOR MORE INFORMATION:  
CONTACT LIZ HARBUR, [ELIZABETH.HABUR@PALMBEACHSCHOOLS.ORG](mailto:ELIZABETH.HABUR@PALMBEACHSCHOOLS.ORG)**

# EVENTS, OUTREACH, & TRAINING

*Register [www.eventbrite.com](http://www.eventbrite.com)*



## **Honoring the Past, Inspiring the Future**

- Dynamic Keynote Speakers
- Welcome Address by Board Member, Dr. Debra Robinson, M.D.
- Professional Headshot Photography
- Complimentary Breakfast and Lunch
- Giveaways and Prizes

**FOR MORE INFORMATION:  
CONTACT LIZ HARBUR, [ELIZABETH.HABUR@PALMBEACHSCHOOLS.ORG](mailto:ELIZABETH.HABUR@PALMBEACHSCHOOLS.ORG)**

# MEET THE TEAM

*We are fun, hardworking bunch!*



## Meet Patrick

*Manager, Office of Diversity in Business Practices*

Patrick born in Haiti came to Florida in 1998. He earned an MBA with a concentration in Finance from Nova Southeastern University. Patrick started working at the School District in February 2001; in 2006, he joined the Office of Diversity in Business Practices. His passion is about helping people, specifically, Small and Minority and Women-Owned Businesses. Patrick's motto: Believe in education and never stop learning. Patrick is tri-lingual speaking English, Haitian Creole and French. He is a husband and father of three children, two sons ages 20 and 13, and a daughter, age 10. He loves to travel and watch sports, especially soccer and basketball.

## FUN FACTS ABOUT OUR TEAM

- We continue to grow in numbers. We are now a team of 10.
- This past holiday season, our team participated in a cooking competition, baking cookies for departments within our building. Congratulations Yolanda Fields for her 1st place victory!
- We were recently nominated for two Ascension Awards: Dicky Sykes, Advocate of the Year and ODBP, Nonprofit of the Year/Public Sector. The Black Chamber of Commerce established the Ascension Awards in 2009 to recognize Best in Business.
- The Board of County Commissioners of Palm Beach County declared October 10, 2019 as the School District of Palm Beach County Office of Diversity in Business Practices Day.



# Happy New Year from Our Team to Yours



## The Office of Diversity in Business Practices



*The New Year is a great opportunity to start making your dreams come true. Be brave enough to build your own business and patient enough to keep it prosperous. May this year become a great start for you.*

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