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# **Changing Image: Diversity and Inclusion**

### **By Pepper Construction**

The image of construction and other industries is evolving from diversity management to inclusion.

Regardless of your industry, inclusion, minority involvement, and diversity are critically important topics. Fifteen years ago, joining an organization that valued diversity was a consideration, but at that time the importance that was placed on the topic was certainly not what it is now.

Past initiatives included specific participation requirements on projects, but without a means of ensuring the success of the companies involved, the numbers were just that-empty stats.

At the time, general contractors didn't have the right structures or programs in place to make a meaningful impact. They found ways of meeting the established targets when required, but the real diversity was visibly lacking on jobsites.

Times are changing. According to an article by Associated Builders and Contractors (ABC): "There is a marked demographic shift in construction company ownership towards minorities and women. By the end of 2020, more than fifty percent of businesses entering the construction industry will be minority- or female-owned."

Today, organizations and owners who truly care about changing the makeup of the construction industry are more sophisticated about how they request, monitor, and record diversity.

Likewise, contractors today are more thoughtful about how we address and meet diversity targets. While the progress that has been made is sure to get us incrementally closer to where we want to be, the landscape of our industry is not without obstacles. There's still room for improvement, and everyone knows it.

#### A shared understanding of how inclusion looks

Pepper's Senior Project Coordinator Sharon Jackson joined Pepper Ohio in 2009, and she has

been in the industry for thirty years. She explains her perspective on how the industry has evolved: "Up until ten years ago, we had percentage

requirements, and that was it. Back then, I saw a lot of paperwork pass through, without staff on site working. I didn't think that was giving the



companies the opportunity to show their own skills in the scope of work they do.'

In the past several years, we've shifted our focus from checking boxes to making a real impact in our local communities. The first step is reframing

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Small Business Exchange • Voice of Small, Emerging, Diversity-Owned Businesses Since 1984



### SBE OUTREACH SERVICES

With over 1.6 million businesses in our active database-the country's largest non-public diversity database—SBE sets the professional standard for diversity outreach across the nation. For more than three decades, we have served small businesses, prime contractors, and agencies-with proven results.

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Lendlease Turner Joint Venture is seeking MWBE & SDVOB firms for subcontracting opportunities on the

### Jacob K. Javits Convention Center Expansion Project



Owner: New York Convention Center Operating Corporation (New York, NY)

The Lendlease Turner Joint Venture (LLTJV) will construct 1.2 million additional square feet of space expanding the nation's busiest convention center. The LLTJV team is reaching out to New York State certified MWBE-SDVOB firms to cultivate significant participation on the project.

### How To Get Involved:

LLTJV@moderntimesinc.com issues Notice of Interest (NOI) emails to all Lendlease Turner registered vendors notifying them of upcoming 1st tier opportunities on the project. Firms respond by clicking through the NOI to the opportunities that match scopes of work they perform.

### **Register as a Vendor with Lendlease Turner JV**

that you need for particular situations such as small business marketing, diversity goal completion, and agency capacity building

Call for more information: 800-800-8534





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With a database of over 1.6 million businesses, SBE assists agencies with public legal notices

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### **Special Follow-Up Services**

Custom design and development of services that you need for particular situations such as small business marketing, diversity goal completion, and agency capacity building

### Call for more information: 800-800-8534



Note : All NYS Empire State Development certified MWBE/SDVOB vendors are already registered with LLTJV. Please contact us if your firm is not currently receiving LLTJV Notices of Interest by sending a note to: LLTJV@moderntimesinc.com

### Get or Update Your Empire State Development MWBE & SDVOB Certificate:

LLTJV seeks Empire State Development certified firms for every 1st Tier Subcontract Opportunity.

Seeking to be certified or re-certified? Visit https://esd.ny.gov/mwbe-new-certification to learn more about eligibility, requirements, and how to get started. Have a question about certification? Call the Empire State Development MWBE Hotline: (212) 803-2414

To get in touch, please contact: LLTJV@MODERNTIMESINC.COM



SKANSKA CIVIL NORTHEAST

IS SOLICITING COST PROPOSALS FROM NEW YORK STATE CERTIFIED DBE SUBCONTRACTORS/VENDORS FOR THE FOLLOWING JOBS

Rehabilitation of the Major Deegan Expressway (1-87) in Bronx County NYS DOT Contract No. D263821 (NYS DBE) Bid Date: February 13, 2019

D263821, Rehabilitation of the Major Deegan Expressway (1-87) in Bronx County (NYS DBE): **Description of Project:** Bridge replacement with roadway on fill, operational improvements on I-87 Northbound by adding new access ramp and auxiliary lane. New retaining walls, lighting, utilities, pavement and sign structures. Bridge rehabilitation, deck and approach slabs replacement, sidewalks, all new utilities and its facilities, proved vertical clearance over I-87. Replacement of two bearings and modifications to pier near MNRR tracks.

If you are interested in bidding on this project, please contact Skanska's Outreach Coordinator: Julia.Omanoff@skanska.com • EOE/M/F/Vet/Disabled



AMERICAN BRIDGE COMPANY IS SOLICITING BIDS FROM MWBE AND SDVOSB SUBCONTRACTORS AND SUPPLIERS CERTIFIED WITH THE NEW YORK STATE CONTRACT SYSTEM Miscellaneous Repairs to the Bronx-Whitestone Bridge Suspended Spans and Approaches

MTA Bridges and Tunnels Contract No: BW-14 Phase II Bid Date: February 14, 2019

The work to be performed may briefly be described as furnishing all labor, material, and equipment necessary for the following: median barrier extension installation on the suspended spans; upgrade the fire standpipe hose connections on the suspended spans; rehabilitation of the wind pins at the towers; repair to lower lateral gusset plate at the Bronx Tower; repairs to bearing plates at the approaches; repair tower electrical conduits at lamp posts on suspended spans; refurbishment of tower deteriorated electrical panels; repair of traveler track beam; replacement of stringer bearings; repairs to fairing gratings; replace drainage pipe at towers lower struts; and electrical conduit restoration at spans 12 and 13 (two locations); incidental lead abatement; and maintenance and protection of traffic.

Please contact Brandon Rosado at brosado@americanbridge.net or 201-592-1217 for plans and specifications.

American Bridge Company is an Equal Opportunity Employer



SKANSKA CIVIL NORTHEAST

IS SOLICITING COST PROPOSALS FROM NEW YORK STATE CERTIFIED MWBE AND SDVOB SUBCONTRACTORS/VENDORS FOR THE FOLLOWING JOBS

Line Structural Component Repair Program—Canarsie Line MTA NYCT Contract No. C-48719 (NYS MWBE, SDVOB) Bid Date: February 28, 2019

C-48719, Line Structural Component Repair Program—Canarsie Line (NYS MWBE, SDVOB): Description of Project: This project is to repair the structural steel and concrete defects in the subway tunnel between First Avenue Station and Eighth Avenue Station in Manhattan. Additional station component repairs for Sixth Avenue Station, Canarsie Line, in the Borough of Manhattan are also included.

Many bidding opportunities available.

If you are interested in bidding on this project, please contact Skanska's Outreach Coordinator: Julia.Omanoff@skanska.com • EOE/M/F/Vet/Disabled



SKANSKA CIVIL NORTHEAST IS SOLICITING COST PROPOSALS FROM NEW YORK STATE CERTIFIED MWBE AND SDVOB SUBCONTRACTORS AND VENDORS

ADA Sixth Avenue Canarsie Line MTA NYCT Contract No. A-37150A Bid Date: January 31, 2019

Description of Project: Accessibility Upgrades at Sixth Avenue Station on the Canarsie Line (BMT) in the Borough of Manhattan-make the station accessible by complying with the 2010 Americans Disabilities Act Standards for Accessible Design, enhance customer experience at the station, make the station easier to navigate, and facilitate increased ridership on the NYCT System.

Bidding Opportunities: electrical work, communications work (CCTV, cameras, monitors, network, fire alarm), HVAC, plumbing, fire protection, elevators, structural steel, railings, asbestos abatement, acoustical tile ceilings, lighting, tile, masonry, glazing, stair treads, stainless steel doors, gypsum board, painting, concrete, rebar, station signage, dewatering, rodent control, abatement of bird droppings, dumpsters, office cleaning, progress photographs, engineer's office computers/equipment/furniture.

If you are interested in bidding on this project, please contact Skanska's Outreach Coordinator: Julia.Omanoff@skanska.com • EOE/M/F/Vet/Disabled

## EAST EVENTS FOR YOUR BUSINESS





### **Explore SBA Resources**

Wednesday, February 13, 2019, 11:00 am-1:00 pm Center for Women and Enterprise Eastern Massachusetts, 24 School Street, Suite 700, Boston, MA

Main Sponsor(s): US Small Business Administration, Center for Women and Enterprise Eastern Massachusetts

Contact: Women's Business Center, 617-536-0700, easternma@cweonline.org

Fee: Free; registration required

This workshop is presented by a member of the local Small Business Administration team and is designed to help entrepreneurs understand the various Small Business Administration programs and services available to help them start or expand a business. Topics covered include: Technical Assistance Program; SBA Loan Guarantee Program; 8(a) Business Development Program; HUBZone (Historically Underutilized Business Zones) Program; Government Contracting Opportunities.

How to Get Federal Contracts for Your Small Business Thursday, February 28, 2019, 8:30 am-1:30 pm Liberty Hall Corporate Center, 1085 Morris Avenue, Union, NJ Main Sponsor(s): US Small Business Administration, Union County Economic Development Corporation (UCEDC) Contact: Rogers Ramsey, 908-527-1166, rramsey@ucedc.com

### Fee: Free; registration required

This free program is being offered by UCEDC, a nonprofit economic development corporation that is dedicated to helping New Jersey's small business community. The federal government is a huge organization and just like any other business or organization, the government needs to purchase goods and services in order to function effectively. This seminar will provide small business owners with a general understanding of government contracting and the federal procurement process. Attend this free seminar and learn how to increase your chance of winning federal government contracts.

Women Empowering Women Thursday, March 7, 2019, 6:00 pm-8:00 pm Homewood Suites by Hilton Newburgh-Stewart Airport Hotel, 180 Breunig Road, New Windsor, NY Main Sponsor(s): Women's Enterprise Development Center

### Contact: Cynthia Marsh-Croll, 845-363-6432, cmarsh-croll@wedcbiz.org

Fee: Free; registration required Come and meet mentors from all different backgrounds and see how you can make 2019 your best year! Mentors include: Melanie Richards, Increase Your Visibility; Mindy Kole, State University of New York Ulster; Sandra Salguero, Superior Mortgage and Latinos in Business; Lauree Ostrofsky, Simply Leap and Hudson Valley Women in Business; Jan Wallen, Professional Consultant. This event will be an interactive roundtable as well as an opportunity to network with like-minded women. Topics include: finding the right mentor; how to create a win-win relationship; how to market yourself; effective networking.



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