

THE QUARTERLY

The Office of Diversity in Business Practices

OCTOBER 2019



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.

[CLICK HERE TO BECOME CERTIFIED](#)



FROM THE DIRECTOR'S DESK

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

What is Diversity and Inclusion?

Welcome to the Office of Diversity in Business Practices Inaugural Newsletter. Often, in my travels, people will come up to me to inquire about Diversity and Inclusion (D&I), as many companies today have a program, whether Diversity and Inclusion (Employee Focus) or Supplier Diversity (Vendor Focus). Both programs have the same mission: recognize value and support peoples' differences. What is Diversity and Inclusion?

Diversity:

In broad terms, diversity is any dimension that differentiates groups of people from one another. Individuals are born with primary dimensions, such as, race, gender, national origin, ethnicity, sexual orientation, and class. Dimensions such as, religion, spiritual beliefs, cognitive style, political views, education, communication style, etc., are all acquired, they are not fixed and can be modified or discarded over time. Diversity means understanding, acknowledging and having respect and appreciation for the different dimensions that shape an individual's behavior, attitude and perspective. The presence of diversity by itself does not guarantee positive outcomes. It means diverse groups were invited to the party but does not mean everyone was asked to dance.

Inclusion:

Equality is sameness, the result of ignoring people's differences. Equity, on the other hand, is fairness, that comes about because of recognizing people's differences. Individuals can engage in a range of inclusive behaviors as they relate to others around them; groups can create inclusion by engaging in practices that treat everyone with respect, gives everyone a voice and emphasizes collaboration and working through conflict. Organizations play a critical role in fostering a climate of inclusion by providing the context in which individual behavior and leadership are displayed, cultivated and interpreted. Inclusion fosters an environment where, employees, suppliers and external partners, feel heard, and valued for their unique contributions, empowered and trusted to handle greater responsibilities, respected for who they are and supported to perform their duties. It ensures that the right structural conditions are in place for each individual or vendor, to achieve his or her fullest potential. An inclusive culture embraces and uses differences as opportunities to add value and create competitive advantages in teamwork, product quality and work output.

BREAKING NEWS

WE WON!



Florida State Minority Supplier Diversity Council Local Corporation of the Year

The FSMSDC recognizes excellence in supplier diversity programs at their annual gala held in Orlando, Florida. On September 27, 2019, the School District of Palm Beach County was honored as Local Corporation of the Year for their demonstration of commitment to minority purchasing, technical & managerial assistance and support of minority programs.

WHAT'S NEW?

The Latest and Greatest in ODBP

CONSTRUCTION

School opened and it was a great success. During the last CORC meeting, members commended and applauded the work during summer break. Board Chair Frank A. Barbieri, mentioned that Verde Holding schools had been very well received by students, parents, and teachers alike. More work is on the horizon, with multiple projects close to being released for bidding. Check out our website for upcoming solicitations.



GOODS & SERVICES

We are excited to announce a New contract for “Provider of Research-Based Supplemental Academic Instruction to Private Schools.” Three prime vendors were awarded; however, two vendors have certified Small Business Enterprises as their subcontractors who will assist in meeting the needs of the contract. Due to the hard work and team effort with Purchasing Agent Jan Butts this three-year contract will provide educational tutoring services to students from Boca Raton to Belle Glade.



EVENTS, OUTREACH, & TRAINING

Register www.eventbrite.com



Our Lunch n' Learn classes are held at the School District Office each month. Training and lunch is free to all attendees. Take advantage of this opportunity to grow and develop your business.

Join us in celebrating Hispanic Heritage Month. Be inspired by dynamic speakers within our community and receive targeted, small group training to further develop your business and career.

Te veo allí



October 10, 2019



GLADES GOT TALENT

West Technical Education Center will be hosting an event on Tuesday, October 29, 2019, from 4:00pm to 6:30pm in Belle Glade. This event will introduce students in the Pre-Apprenticeship Program to District Prime vendors and their subcontractors. It is our collective responsibility to figure out how we can get a new generation of employees trained in the construction industry trades.

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

EVENTS, OUTREACH, & TRAINING

Register www.eventbrite.com

We are hosting a unique event to promote opportunity for Small Businesses to obtain work in PBC. Several municipalities will be showcased, sharing upcoming solicitations and information on how to do work with their purchasing agency.



Tour de Palm Beach

A Tour of Procurement and Purchasing Departments in Palm Beach County

SAVE THE DATE
NOVEMBER 7, 2019
3 PM - 6 PM



Fulton Holland Educational Services Center
3300 Forest Hill Blvd, West Palm Beach, FL 33406



September 16-20 was National Construction Appreciation Week. In honor of this week, the Office of Diversity in Business Practices in Partnership with Hedrick Brothers delivered coolers of sports drinks and waters to various construction sites located on school campuses across Palm Beach County.

The ODBP is featured weekly on a Spanish Radio show, "Vision Latina " on Thursdays at 2:30PM. Tune in to hear about our events, training, and outreach opportunities in Spanish.
Tune in on 104.1 FM or 1190AM.



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

MEET THE TEAM

We are fun, hardworking bunch!



Meet Samantha

Training, Event Planning, and Outreach Specialist
Coordinates events, training, and organizes outreach events for the Small/Minority Business owners and entrepreneurs. Passionate about connecting people and providing resources to empower the business community. Always learning.. currently studying to become a Yoga teacher. Loves reading and traveling. Has 3 children, planted a few trees, some day will write a book.



FUN FACTS ABOUT OUR TEAM

- We are growing in numbers! We are a team of 9 now.
- We surprised Dicky with a Diva Disco Party for her birthday this past August.
- We were nominated for 4 awards in the month of September: MBDA Advocate of the Year, FSMSDC Organization of the Year, FSMSDC Advocate of the Year, and Athena Organization Leadership Award. GO TEAM!



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

