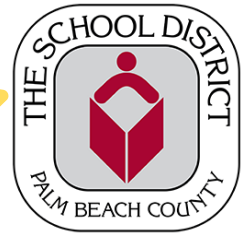


THE QUARTERLY

The Office of Diversity in Business Practices
July 2020

FY19/20 Year
in Review



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**

FY19/20 Year in Review

The Office of Diversity in Business Practices

Total Meet & Greet
with SBE's

21



Total Prime
Vendor Outreach
Events

9

Total MWBE &
SBE Certifications

308

SBE 194

MWBE 114

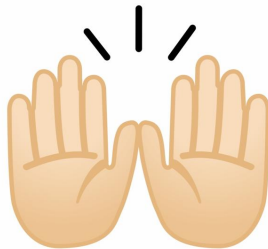


Large Events

6

with 1,298 attendees

Hispanic Heritage Month Celebration
Glades Got Talent
Tour de Palm Beach
Entrepreneur Day
Black History Month Celebration
Women's Empowerment Celebration



Total Trainings

39

Number of
Virtual Trainings

24

Total Number of
Vendors reached
through Events, Training,
and Outreach

4,110

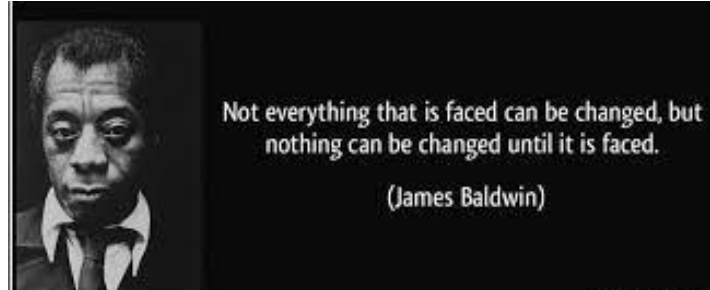




FROM THE DIRECTOR'S DESK

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

A Call for Action: Change Does Not Happen Without Courageous Conversations and Action



Audre Lorde said: “Institutionalized rejection of difference is an absolute necessity in a profit economy which needs outsiders as surplus people. As members of such an economy, we have all been programmed to respond to the human difference between us with fear and loathing and to handle that difference in one of three ways: ignore it, and if that is not possible, copy it if we think it is dominant, or destroy it if we think it is subordinate. But we have no patterns for relating across our human differences as equals. As a result, those differences have been misnamed and misused in the service of separation and confusion.”

As I began drafting this newsletter a month ago, it was to deliver a message on how small businesses could persevere, learn, and grow amid COVID-19, the worst health crisis of my lifetime. At that time, my entire focus and energy was geared towards staying healthy and helping my team continue to help others. Then, the world changed. Mr. George Floyd was murdered in broad daylight on the streets of Minneapolis. The elephant was no longer in the room; it was standing in the middle of the universe for all to see. What became evident was inequities in policing, inequities in health, inequities in wealth, and inequities everywhere one looked. The world could no longer turn away or be silent about race. When Dr. King led the 1963 March on Washington, he described a “fierce urgency of now”, and that time is upon us.

We must always denounce all forms of racism, including structural and institutional racism. I have instructed my team that all must attend the Racial Equity Institute’s training and we must act. Feelings of sadness, anger, fear and emotional exhaustion are natural reactions within the fight-or-flight response, but we must move forward, and act courageously. We all must demonstrate anti-racist behaviors.

Servant leaders must be consistent and persistent in their fight for equity within their realm of influence both at work and home. We all can take actions within our realm of influence to create the change we want to see. We all can call out acts of brutality and microaggressions, which for Black and brown people is death by 1,000 slashes; being stared down when traveling first class, being followed in a store, having opinions unheard or devalued, and hearing small comments that go unchallenged.

I am confident as I hear Sam Cooke’s famous song in my head, “A Change Is Gonna Come.” My team and I have brought forth actions that all can do within their realm of influence to combat the injustices of systemic and institutional racism. Change doesn't happen without courageous conversations and actions.



FROM THE DIRECTOR'S DESK

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

The ABC's of Combating Systemic Racism – What We All Can Do:

Acknowledge the existence of systematic racism so that you can take ownership in solving the problem.

Advocate support and promote diversity on Corporate and Public Boards, and within C-Suites.

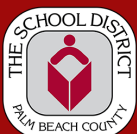
Create internship programs and defined leadership tracks for Black and brown people with the appropriate resources attached (time, staff, and money) for those most likely not to be afforded these opportunities. In 2016, JP Morgan Chase, CEO Jamie Dimon, introduced a new firm-wide diversity initiative called Advancing Black Leaders. Since 2016, Chase has increased the number of Black Managing Directors by 41 percent and Black Executive Directors by 53 percent.

Discuss issues surrounding race and class with family and friends. We are not colorblind; race has impacted how we view the world and others. Have courageous conversations and challenge each other's bias.

Donate to organizations that represent, support and provide resources to the marginalized, devalued, and unheard.

Engage in community efforts and conversations to address equity, diversity, privilege, and power.

Educate motivate and encourage young Black men and women to vote in Presidential and local elections.



Palm Beach County School District launches Website to Provide Resources For Talking About Race

https://www.palmbeachschools.org/students_parents/resources_regarding_racism



FROM THE DIRECTOR'S DESK

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

Have empathy and compassion.

Join non-profit and community organizations who are working to create equity.

Learn how systematic and institutional racism impacts people and communities of color.

Listen with intention and engagement to those most impacted by racial, economic, and social inequities.

Mentor someone who doesn't remind you of yourself.

Provide financial resources for your organization to conduct regular unconscious racial bias training for all those in positions of power and decision-making in the hiring or selection of employees, vendors, and consultants.

Review all policies, procedures, solicitations, evaluations, outreach, branding, recruiting, matchmaking, and training for "Inclusion and Equity Best Practices" for employees and Small, Minority, and Women-owned Businesses.

Speak-Up when you see or hear someone being disrespected or disregarded; culture remains in-place when people see or hear overt or implicit behaviors towards others and do or say nothing.

Sponsor diverse talent by promoting others and creating pathways for opportunity.



Palm Beach County School District launches Website to Provide Resources For Talking About Race

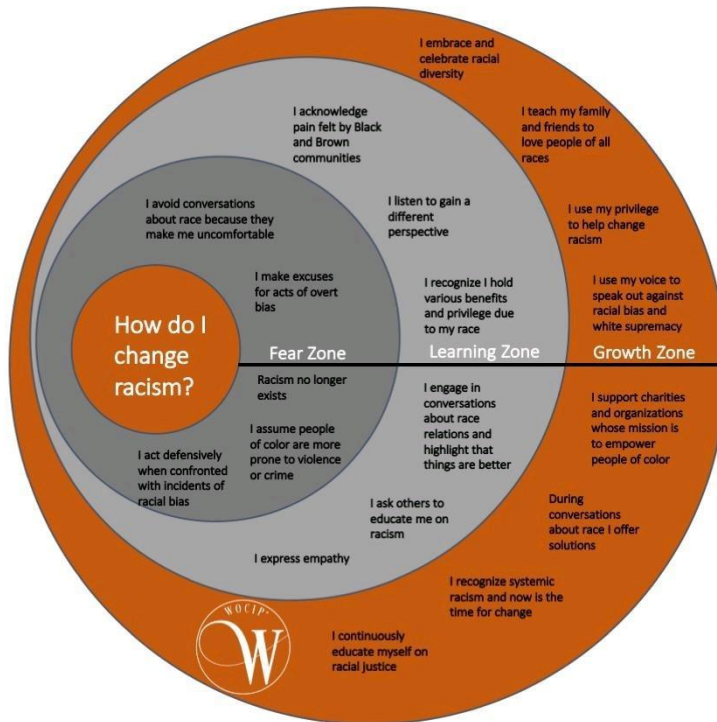
https://www.palmbeachschools.org/students_parents/resources_regarding_racism



FROM THE DIRECTOR'S DESK

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

Ibram X. Kendi said: "To be an antiracist is a radical choice in the face of this history, requiring a radical reorientation of our consciousness." Tool for Evaluation Women of Color in Pharmaceutical (WOCIP.org) created this Venn diagram to be used as a critical tool to evaluate where you are in this journey.



Educational Resources:

How to Be An AntiRacist by Ibram X. Kendi

Just Mercy by Bryan Stevenson -watch the movie on Amazon

The New Jim Crow: Mass Incarceration in the Age of Colorblindness by Michelle Alexander

For Our White Friends Desiring to Be Allies by Courtney Ariel

Me and My White Supremacy by Layla Saad

White Fragility by Robin Diangelo

Between the World and Me by Ta-Nehisi Coates

So You Want to Talk About Race by Ijeoma Oluo

The Color of Law by Richard Rothstein

13th on Netflix

The 1619 Project is an ongoing project developed by The New York Times Magazine in 2019 with the goal of re-examining the legacy of slavery in the United States and timed for the 400th anniversary of the arrival of the first Africans in Virginia.

If we have faith and courage, together we can be the change we want to see in the world.

-Dicky Sykes

WHAT'S NEW?

Contract Compliance: The Latest Data

B2GNOW SUPPLIER DIVERSITY REPORT: JULY 1, 2018 THROUGH APRIL 30, 2020

		Percentage
Total Contract Awards:	\$255,459,755	100%
Total SBE Prime Contracts:	\$96,145,764	38%
SBE Primes by Ethnicity:		
Ethnicity	Contract Award	Percentage
African American	\$18,575,798	7%
Asian	\$7,029,566	3%
Hispanic	\$7,419,483	3%
White	\$63,120,917	25%
SBE Subcontractors by Ethnicity:		
Ethnicity	Contract Award	Percentage
African American	\$18,498,027	7%
Hispanic	\$7,930,478	3%
Asian	\$23,780.00	0%
White	\$45,555,340	18%
SBE Primes by Gender		
		Percentage
African American Male	\$14,723,018	6%
African American Female	\$3,852,780	2%
Hispanic Male	\$7,419,483	3%
Hispanic Female	\$0	0%
Asian Male	\$0	0%
Asian Female	\$7,029,566	3%
White Male	\$60,106,449	24%
White Female	\$3,014,468	1%
SBE Subcontractors by Gender:		
		Percentage
African American Male	\$17,720,883	7%
African American Female	\$777,144	0%
Hispanic Male	\$6,816,021	3%
Hispanic Female	\$1,114,457	0%
Asian Male	\$23,780	0%
Asian Female	\$0	0%
White Male	\$35,564,057	14%
White Female	\$9,991,283	4%

WHAT'S NEW?

The Latest and Greatest in ODBP



CONSTRUCTION UPDATE

AS SUMMER STARTS, CONSTRUCTION WORK RAMPS UP WITH 44 CONSTRUCTION PROJECTS TAKING PLACE THROUGHOUT THE DISTRICT. THE OFFICE OF DIVERSITY IN BUSINESS PRACTICES WORKS TO ENSURE PRIME SBE VENDORS ARE AFFORDED AN OPPORTUNITY TO OBTAIN WORK ON DISTRICT PROJECTS; IN ADDITION TO, COLLABORATING WITH PRIME VENDORS TO ENSURE EQUITY OF DIVERSITY AMONGST OUR CERTIFIED SBE SUBCONTRACTORS.

GOODS & SERVICES UPDATE

CONGRATULATIONS TO AWNINGS, CONTRACTORS & DESIGNERS, INC., D.W. RECREATION SERVICES, INC. AND INDUSTRIAL SHADEPORTS, INC. AS CERTIFIED SMALL BUSINESS ENTERPRISE (SBE) VENDORS WITH THE OFFICE OF DIVERSITY IN BUSINESS PRACTICES THESE (3) COMPANIES ARE A SMALL PORTION OF BID AWARDED VENDORS SELECTED TO FURNISH PLAYGROUND EQUIPMENT, OUTDOOR FITNESS EQUIPMENT, FABRIC SHADE STRUCTURES, PLAYGROUND SURFACING, INSTALLATIONS AND SITE PREPARATION.

AWNINGS, CONTRACTORS & DESIGNERS, INC. IS A CERTIFIED SBE HISPANIC-AMERICAN OWNED BUSINESS LOCATED IN LAKE WORTH, FLORIDA, D.W. RECREATION SERVICES, INC. THEY ARE A DUAL CERTIFIED SBE & MWBE CERTIFIED COMPANY LOCATED IN BOYNTON BEACH, FL. INDUSTRIAL SHADEPORTS, INC. IS A SBE CERTIFIED COMPANY LOCATED IN FORT LAUDERDALE, FL. WE ARE EXTREMELY EXCITED TO SHARE THIS INFORMATION. THIS IS A FIVE-YEAR TERM CONTRACT WITH THE SCHOOL DISTRICT. PURCHASING AGENT, PATRICK MUNLEY, WORKED TIRELESSLY WITH THE OFFICE OF DIVERSITY TO MAKE SURE VENDORS WERE CERTIFIED, INFORMED, AND REGISTERED WITH BIDSINC.



EVENTS, OUTREACH, & TRAINING

Staying Connected Virtually with Small Businesses

3rd Annual Small Business University

Developing Small Businesses-
Now Virtually

The Office of Diversity in Business Practices

presents their 3rd annual...

VIRTUALLY
on **zoom**

May 7-
July 23, 2020



Thursdays
@ 4-6PM

in partnership with

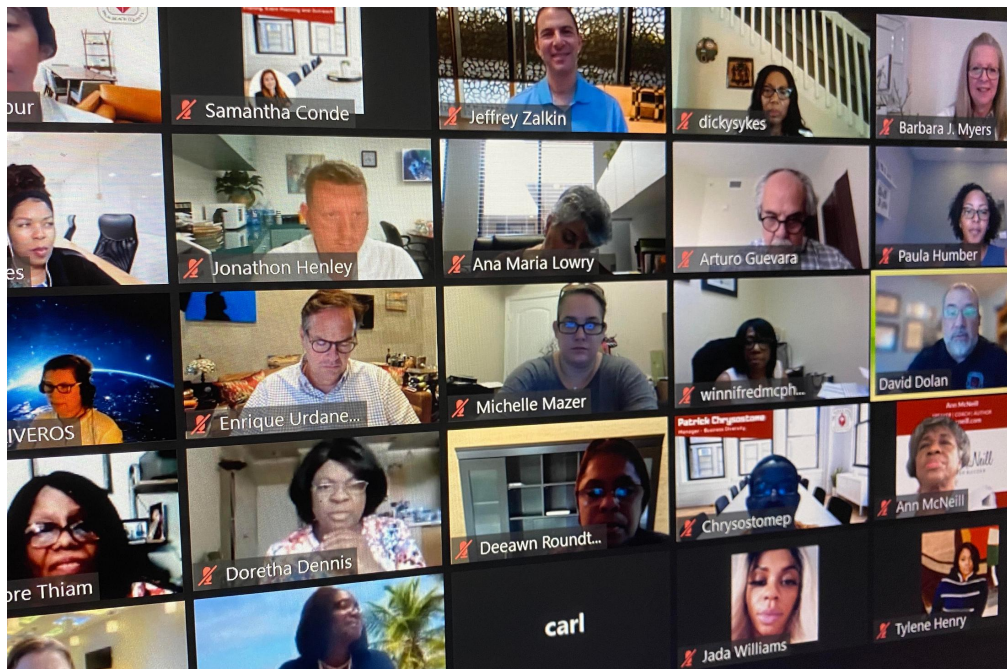


FREE
TRAINING

This is a 12 week training program designed to grow, develop, and connect small businesses. See course curriculum on eventbrite registration page. Limited spaces available.

REGISTER: <https://sbu2020.eventbrite.com>

Contact: Liz Harbur, Manager
Office of Diversity in Business Practices, PBCSD
elizabeth.harbur@palmbeachschools.org



FOR MORE INFORMATION:

CONTACT LIZ HARBUR, ELIZABETH.HABUR@PALMBEACHSCHOOLS.ORG

EVENTS, OUTREACH, & TRAINING

Staying Connected Virtually with Small Businesses

The Office of Diversity in Business Practices presents...

10 MINS @ 10AM

Together let's

SUPPORT.CONNECT.PRESERVE.

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.



More information:

Elizabeth Harbur, Manager, Office of Diversity in Business Practices, PBCSD
elizabeth.harbur@palmbeachschools.org



Shifting to a Virtual Zoom World

June 10, 2020 12:00-12:30PM



BASIC SUPPORT FOR SMALL BUSINESSES

Presented by the Office of Diversity in Business Practices

REGISTER ON EVENTBRITE

<https://zoomsupport.eventbrite.com>

Learn How to Share Your Screen
Learn How to Create a Background
Learn How to Navigate Breakout Rooms
and More!



For More Information:

Elizabeth Harbur
elizabeth.harbur@palmbeachschools.org

FOR MORE INFORMATION:

CONTACT LIZ HARBUR, ELIZABETH.HABUR@PALMBEACHSCHOOLS.ORG

★
★
WE
ARE
ON
THE
RADIO

EVENTS, OUTREACH, & TRAINING

Staying Connected Virtually with Small Businesses



Virtual WORKSHOP #2
STRUCTURE & BUILDING ENVELOPE TRADES
 For the upcoming High School 03-000 Project.

DATE: April 22, 2020
 TIME: 8:30AM - 10:00AM
 REGISTER NOW! **eventbrite**
<https://www.eventbrite.com/s/small-business-enterprise-community-workshop-2-pirtle-mco-construction-tickets-102426169430>

PARTICIPATING TRADES:

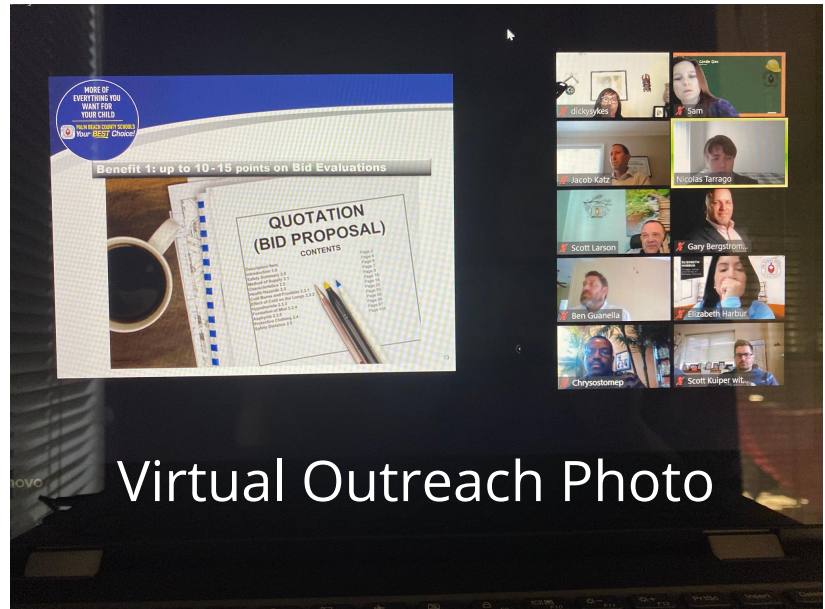
- + STRUCTURAL CONCRETE & TILT-UP
- + MASONRY
- + STRUCTURAL STEEL
- + ROOFING
- + ALUMINUM WINDOWS, GALZING & STOREFRONT

- ✓ **Get Certified & Pre-Qualified**
Personalized assistance with your SBE Certification & Pre-Qualification
- ✓ **Expanded Business Opportunities**
Work on the high school and get on lists for future project opportunities
- ✓ **Connect with Prime Subcontractors**
Matchmaking opportunities for SBE companies with prime subcontractors on the high school

VIRTUAL WORKSHOP PROVIDED BY:

 IN PARTNERSHIP WITH CONSTRUCTION MANAGEMENT TEAM OF PIRTLE CONSTRUCTION AND MCO CONSTRUCTION
  

2020 SMALL BUSINESS ENTERPRISE **COMMUNITY WORKSHOPS**

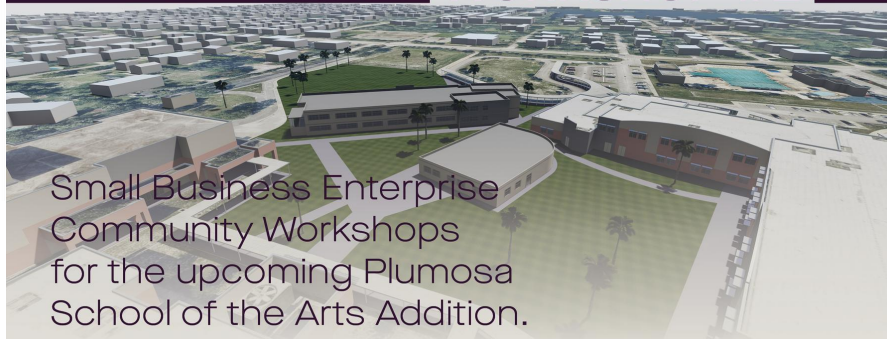


Virtual Outreach Photo

Benefit 1: up to 10-15 points on Bid Evaluations

QUOTATION (BID PROPOSAL) CONTENTS

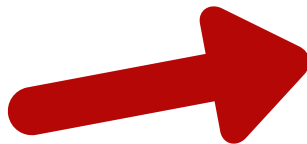
WORKSHOP #2



Small Business Enterprise Community Workshops for the upcoming Plumosa School of the Arts Addition.

- When - July 14th, 2020 | - Time - 10:00 AM - 11:00 AM | - Location - Zoom

Opportunities for Upcoming Work



Register to Attend on Eventbrite

Participating Trades

Misc. Metals, Casework, Waterproofing, Roofing & Metal Siding, Doors & HW, Alum. Windows, Drywall, Stucco, Acoustic Ceilings & Wall Panels, Flooring, Painting, Specialties, Signage, Aluminum Walkway Covers & Canopies, Window Treatments, Elevators, Fire Protection, HVAC, Electrical & Low Voltage, Landscaping & Irrigation, Fencing and Site Furnishings

This project consists of the addition of a new, 47,000 square-foot classroom building to the existing Plumosa School of the Arts campus in Delray beach. Additionally, the scope also includes site utilities and additional parking.

Register now at Eventbrite!

<https://suffolkoutreachphase2.eventbrite.com>

Agenda

- How to get certified
- Prequalification process
- Scopes to be released
- Expected bid start
- Suffolk contacts
- Q&A

Event brought to you by Suffolk, Messam Construction, and The School District of Palm Beach County.





EVENTS, OUTREACH, & TRAINING

HOSTED OUR FIRST VIRTUAL WOMEN'S EMPOWERMENT SUMMIT

Women **FLOURISHING** Virtually

The Office of Diversity in Business Practices hosts

FLOURISH

YOU were made to *flourish* in every season.

Women's Empowerment Celebration

April 3, 2020 9AM-2PM

FREE EVENT

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

REGISTER: [HTTPS://WWW.PBC.EDU/OFFICE-OF-DIVERSITY-IN-BUSINESS-PRACTICES/FLOURISH-2020](https://www.pbc.edu/office-of-diversity-in-business-practices/flourish-2020)

Now **Virtual**

Workshops, Virtual Fair, To-Order Cappuccino Bar, Lunch, Live Demonstrations, Workshops, Online Mammograms, Chocolate Fountain, Photo Booth, Live Music, Networking, Brunch, Giveaways & much more!

5.15.20

Elizabeth Sykes, PhD, President
CD, Welcome Center
The Office of Diversity in Business Practices, PBCSD

Kelly Merbler, Keynote Speaker
"From Paycheck to Purpose"

Workshops to Grow & Flourish

Event Sponsors:

- Proctor Construction Co.
- Seacoast Bank
- KL Technologies
- DELL Technologies
- THORNTON CONSTRUCTION COMPANY, INC.
- gicc
- PIRTLE
- Johnson Controls

Influence, How to Obtain it for Yourself & Others
Carolina Kearn, Founder of Inspire Show

Polished, Professional, & Powerful
Pamela Toussaint, MBA, The Ultimate Image Coach

Using Instagram to Grow Your Business #Success
Marquita Francis, The Florida Mom

Women & Negotiation: Narrowing the Gender Gap
Paula Hunter, MBA, SPHR, SHRM-CP, P&L Corporate Solutions, LLC

Work Life Balance: Creating Boundaries So You Can Have It All
Kristin Rubin, Teaching & Learning, PBCSD

Mentors and Advocates- You Need Both
Cousie Brown, Corporate Counsel, Starbucks

Conflict Resolution: Processing Your Thoughts & Feelings
Artemis Paschalis, MS, LMHC, PBA Therapy

Certification & Its Benefits to Doing Business with the PBCSD
Heidi Galsworthy, Office of Diversity in Business Practices, School District of Palm Beach County

For Additional Information:
Elizabeth Harbur, Manager: Events, Training, & Outreach
elizabeth.harbur@palmbeachschools.org (561) 681-2406

Samantha Conde-
Training, Event Planning
Outreach

THE SCHOOL DISTRICT OF PALM BEACH COUNTY

WOMEN LEAD

Congratulations to Elizabeth Harbur, Manager, Events, Training, & Outreach

This Annual Event recognizes women in Palm Beach County who have "Stuck Their Necks Out" for other women in the community.



Awards Luncheon postponed to June 25, 2021.

25th Anniversary Giraffe Awards Celebration

AWARDS LUNCHEON
3/25/20 | Kravis Center

VIP RECEPTION
3/4/20 | The Colony Palm Beach

CEHRING GROUP PRESENTING SPONSOR

#SheStuckHerNeckOut | #G25

Congratulations On Your Nomination
ELIZABETH HARBUR

MEET THE TEAM

We are fun, hardworking bunch!



Meet Jorge

Born in Cuba, Jorge Sigler Garcia, do not call him George, has always sought to explore the world. Throughout his life, Jorge has experienced a wide array of different cultures, having lived in Barcelona, Mexico and Costa Rica. Jorge is a literary author with multiple published books, peer reviewed research and an academic author in areas of management, leadership, education and finance. Jorge is also a court appointed special advocate for children who are abused, abandoned or neglected and who are involved in dependency court proceedings. He volunteers in a wide range of areas including LGBT and environmental protection causes. In his spare time Jorge enjoys traveling, wakeboarding, free-diving and other watersports.

Our Team Working during COVID Pandemic



Ensuring Contract Compliance at Construction Sites



Remote Work plus Virtual School



Helping at Local School Feeding Sites

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