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.
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.
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.

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

[https://www.palmbeachschools.org/students_parents/resources_regarding_racism](https://www.palmbeachschools.org/students_parents/resources_regarding_racism)
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
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

<table>
<thead>
<tr>
<th>Total Contract Awards:</th>
<th>$255,459,755</th>
<th>100%</th>
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</thead>
<tbody>
<tr>
<td>Total SBE Prime Contracts:</td>
<td>$96,145,764</td>
<td>38%</td>
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#### SBE Primes by Ethnicity:

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Contract Award</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>$18,575,798</td>
<td>7%</td>
</tr>
<tr>
<td>Asian</td>
<td>$7,029,566</td>
<td>3%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>$7,419,483</td>
<td>3%</td>
</tr>
<tr>
<td>White</td>
<td>$63,120,917</td>
<td>25%</td>
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#### SBE Subcontractors by Ethnicity:

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Contract Award</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>$18,498,027</td>
<td>7%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>$7,930,478</td>
<td>3%</td>
</tr>
<tr>
<td>Asian</td>
<td>$23,780.00</td>
<td>0%</td>
</tr>
<tr>
<td>White</td>
<td>$45,555,340</td>
<td>18%</td>
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</table>

#### SBE Primes by Gender:

<table>
<thead>
<tr>
<th>Gender</th>
<th>Contract Award</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American Male</td>
<td>$14,723,018</td>
<td>6%</td>
</tr>
<tr>
<td>African American Female</td>
<td>$3,852,780</td>
<td>2%</td>
</tr>
<tr>
<td>Hispanic Male</td>
<td>$7,419,483</td>
<td>3%</td>
</tr>
<tr>
<td>Hispanic Female</td>
<td>$0</td>
<td>0%</td>
</tr>
<tr>
<td>Asian Male</td>
<td>$0</td>
<td>0%</td>
</tr>
<tr>
<td>Asian Female</td>
<td>$7,029,566</td>
<td>3%</td>
</tr>
<tr>
<td>White Male</td>
<td>$60,106,449</td>
<td>24%</td>
</tr>
<tr>
<td>White Female</td>
<td>$3,014,468</td>
<td>1%</td>
</tr>
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</table>

#### SBE Subcontractors by Gender:

<table>
<thead>
<tr>
<th>Gender</th>
<th>Contract Award</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American Male</td>
<td>$17,720,883</td>
<td>7%</td>
</tr>
<tr>
<td>African American Female</td>
<td>$777,144</td>
<td>0%</td>
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<tr>
<td>Hispanic Male</td>
<td>$6,816,021</td>
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</tr>
<tr>
<td>Hispanic Female</td>
<td>$1,114,457</td>
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</tr>
<tr>
<td>Asian Male</td>
<td>$23,780</td>
<td>0%</td>
</tr>
<tr>
<td>Asian Female</td>
<td>$0</td>
<td>0%</td>
</tr>
<tr>
<td>White Male</td>
<td>$35,564,057</td>
<td>14%</td>
</tr>
<tr>
<td>White Female</td>
<td>$9,991,283</td>
<td>4%</td>
</tr>
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</table>
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 Bidsync.
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 3/30/20

Use link to join virtually:
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
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

Virtual Outreach Photo

**Opportunities for Upcoming Work**

**Register to Attend on Eventbrite**

Virtual Workshop #2

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

- **When** -
  July 14th, 2020

- **Time** -
  10:00AM - 11:00AM

- **Location** -
  Zoom

**Participating Trades**


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
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.
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

Remote Work is a Success!

Ensuring Contract Compliance at Construction Sites
Helping at Local School Feeding Sites
Remote Work plus Virtual School

WE VALUE YOUR FEEDBACK!
SHARE YOUR THOUGHTS ABOUT OUR NEWSLETTER