

Pathways & Connections

*News and events from the Massachusetts
Supplier Diversity Office (SDO)*



September 2024

Resources for
Diverse and
Small
Businesses

Open Bid
Opportunities
on COMMBUYS

SDO and
Commonwealth
Training
Opportunities

Directory of
Certified
Businesses

SDO Leader Receives Award from GNEMSDC



SDO Executive Director Bill McAvoy (second from right) received the "Shining Star" award from the Greater New England Minority Supplier Development Council (GNEMSDC) for

his work promoting supplier diversity. McAvoy was presented with the award at the GNEMSDC 2024 Business Opportunity Conference on September 25. Pictured with McAvoy are (starting from left), SDO Construction Program Coordinator Meghan Costa, SDO Individuals with Disabilities Program Coordinator Emily Maguire, President & CEO of the GNEMSDC Peter Hurst, and SDO Director of Programs and Engagement Amanda LaCroix.



The existing statewide trades contracts for TRD02 and TRD04 will reopen in the coming weeks to add more contractors. These contracts cover a wide range of trade categories, from asphalt paving to septic services. The full category list and links to the bid announcements are listed below.

has posted a one-page resource [Bid to Become a Trades Statewide Contract Vendor](#) for helpful links and tips.

There is an upcoming in-person COMMBUYS training session for these contracts. This is scheduled for **Thursday, October 10** from 10:00 a.m. - 12:00 noon. This will be at 1 Ashburton Place in Boston, in OSD Training Room #209. [Click here to register.](#)

There will also be three virtual sessions at the following dates and times:

- October 17, 2024, 2:30 - 4:00 p.m.
- November 6, 2024, 9:00 - 10:30 a.m.
- November 20, 2024, 2:30 - 4:00 p.m.

[Click here to register for one of these virtual sessions.](#)

Quick Tip: Interested bidders must *Acknowledge* the bid to be apprised of any updates/amendments. To acknowledge the bid, registered vendors should log in to COMMBUYS, navigate to the bid (using the Advanced Search, enter TRD02 or TRD04 in the Bid Description field). Select the **Follow** button at the bottom of the page and then click “Yes” on the *Acknowledge Receipt and View Solicitation* window.

TRD02 - Click here to see the Intent to Bid
TRD02 covers:

- Asphalt/Paving

- Carpentry
- Excavation
- Masonry
- Septic Services

TRD04 - [Click here to see the Intent to Bid](#)

TRD04 covers:

- Cleaning/Restoration
- Compressor
- Kitchen Exhaust/Duct
- Pump/Motor
- Roofing
- Biohazardous Cleaning

***Hispanic Heritage Month: Sept.
15 - Oct.15***



Please join the SDO as we celebrate National Hispanic Heritage Month! And check out these stories from Hispanic-Owned Businesses:

- **DHK Architects, Inc.**, a Boston-based firm, was recently awarded a contract by Massport to provide restoration and rehabilitation services at the Boston Fish Pier, a facility on the National Register of Historic Places, serving the fish and seafood processing industry in Boston. This adds to one of DHK's specializations in the preservation of historically significant structures--whether these buildings are used for housing, transportation, or public facilities.
- Recently, an organization found **Brave Space Consulting** from the SDO supplier list and contracted with them for a racial discrimination investigation. The organization ended up contracting with them again for an Equity Audit, DEI training, and conflict resolution consulting services. Brave Space

Consulting owner Teresa Cruz Foley said, "Acquiring the SDO certification is one of the most valuable things I've done for my business growth."

- **Transcend Maintenance Cleaning** is celebrating 10 years in business. Owner Diana Young said, "I'm filled with pride for the countless spaces we've transformed and the trust we've built with our clients. Every project, big or small, has been a step toward setting higher standards in the industry. As I look to the future, my passion continues to grow, driving me to innovate, improve, and serve our clients with the highest level of care."
- **Nax Electrical Services LLC** secured two large contracts that required minority participation which has helped them grow and expand their operations from three to 18 employees. Owner Juan Pimental said, "Our SDO certification has opened better opportunities in the marketplace."
- This summer, **Design Build Architects** was awarded the Areaway/Vault Letter contract, where they helped more than 180 restaurants review and approve their outdoor patio plans. This initiative has been pivotal in improving the capacity of these businesses and enhancing their bottom lines. Additionally, Design Build was awarded the Boston Liquor License Technical Assistance Program contract, providing architectural services to help restaurants meet compliance and obtain new liquor licenses. Owner Arick Drydal said, "As a minority and veteran-owned business, these achievements mark significant milestones for us, and we're excited to continue contributing to

the growth and success of local businesses in the Greater Boston area."

If you are an SDO-Certified business and would like to submit your success story, [please send it here!](#)

SDO Means *Business*

Click here for more!



Are you SDO Certified?

If you have a business owned by minorities, women, veterans, those with a disability, members of the LGBT community, and/or you own a small Massachusetts-based business, you are eligible for a vital source of support: SDO Certification.

Once you are certified, you will get updates on upcoming state contracts, have access to hours of free training, and you will be added to the SDO's diverse and small vendor database, which is used by Prime Vendors, state departments, cities and towns, and private businesses looking to spend with diverse and small businesses.

SDO certification is free and can provide your business with new opportunities and prospects.

In FY2023, the Commonwealth spent \$3.38 billion with diverse and small businesses. Many Massachusetts businesses say certification not only helped them stay in business during the pandemic but thrive because of new prospects.

Please note that if you are already certified with one of our partner organizations (such as Center for Women & Enterprise (CWE), Greater New England Minority Supplier Development Council (GNEMSDC), City of Boston, etc.), the steps to becoming SDO certified are simple and straightforward.

[To learn more about SDO Certification please click here!](#)

***Attention Veteran-Owned Businesses:
Mission to Marketplace is Coming!***



Mission to Marketplace:

 **OCT. 29**
MASSACHUSETTS

Entrepreneurship Summit



REGISTER TODAY!

amazon

Unlock opportunities at the Institute for Veterans and Military Families (IVMF) Mission to Marketplace Entrepreneurship Summit in Worcester. Networking with fellow veterans, military spouses, and business leaders can open new doors. Don't miss out!

The event's **Entrepreneurship Summit** takes place on *Tuesday, October 29*, and is designed to connect veteran- and military spouse - owned businesses with the ecosystem and network to help their

businesses grow and thrive. Attendees will learn from subject matter experts and discuss opportunities and resources available.

[Register Here!](#)

Details:

Tuesday, October 29

9:30 a.m. - 6 p.m.

AC Hotel Worcester

125 Front Street in Worcester, MA

National Disability Employment Awareness Month Event on Oct. 23



Save the Date: Wednesday October 23, 2024

National Disability Employment Awareness Month Event

State House Great Hall of Flags | Event starts at 11:00am

October is National Disability Employment Awareness month, and the Commission on the Status of Persons with Disabilities is hosting its annual event to celebrate.

The event, which takes place on **Wednesday, October 23rd**, will start at 11 a.m. in the Massachusetts State House in the Great

Hall of Flags. The event will bring together a diverse group of participants, including people with disabilities, policymakers, employers, human services providers, and other key stakeholders.

In addition to the main event, there will be two significant sessions: a Voting Rights Panel titled "Accessible Democracy: Every Vote Counts" and a Fireside Chat titled "Inclusion in Action: Bridging Gaps in Disability Employment." The Voting Rights Panel will explore the challenges and solutions related to ensuring accessible and equitable voting for individuals with disabilities. The Fireside Chat will feature hiring managers and employees with disabilities discussing their experiences, best practices, and strategies for fostering inclusive workplaces.

[For a full list of the sessions, speakers, and moderators, as well as a link to register for the event, click here!](#)

More Upcoming Events

Register/Save the Date for these upcoming events! Click the links to register.

October

- 10/10 [Contracting + Certification Info Session w/ OSD and Town of Stoughton](#)

- 10/16 [Taunton Area Chamber of Commerce Diversity in Business Expo](#)
- 10/21 Local and Diverse Supplier Event w/City of Holyoke and Veolia (*save the date - registration available soon*)
- 10/25 - 10/26 [MASS Black Expo](#)

Check Out these Current and Upcoming Bids!

- The Massachusetts Human Resources Division (HRD) intends to post a solicitation for Arbitrators. [Please review the COMMBUYS listing](#) for the Intent to Bid announcement.

There are a number of catering bids, many of which have rolling enrollments:

- Catering Conference - [Link to the bid](#)
- Emergency Assistance Food Services - [Link to the bid](#)
- MassDOT RFR Catering Services - [Link to the bid](#)
- EA Hotel Motel Provider Services - [Link to the bid](#)
- Event Services - [Link to the bid](#)
- RFR 232128 Catering Services, Conference Space, Hotel Room - [Link to the bid](#)
- Restaurant Food Take-out/Delivery Services - [Link to the bid](#)
- Restaurant Food Take-out/Delivery Services - [Link to the bid](#)
- Event and Emergency Services Contracts - [Link to the bid](#)
- MDAR- Conference Service Vendors - [Link to the bid](#)
- Conference Space, General Catering Services, and Hotel Accommodations - [Link to the bid](#)
- DCF Meetings16-Conference Space and Catering Services - [Link to the bid](#)

You can also check out all the newly posted bids on COMMBUYS each week by [visiting this link](#).

Race/Ethnicity Information for MBEs Now Public

Starting July 1, the Supplier Diversity Office (SDO) made public the race and ethnicity of our certified Minority Business Enterprises (MBEs). This change is in response to many buyers looking to make purchases from Black, Latino/Hispanic, Asian, and Native American/Indigenous Persons-Owned Businesses. These businesses are still classified as MBEs, but the additional racial makeup is publicly available in our search engine.

Please note that while this information is public, it does not affect any vendor's diversity status as an MBE, their ability to bid on and win bids, and their benefits with the SDO.

In the weeks leading up to July 1, the SDO sent out news alert and surveys to ensure our MBEs would like this information to be public. If any MBE would prefer to make their race and ethnicity information private, please contact us at webmaster.SDO@mass.gov.



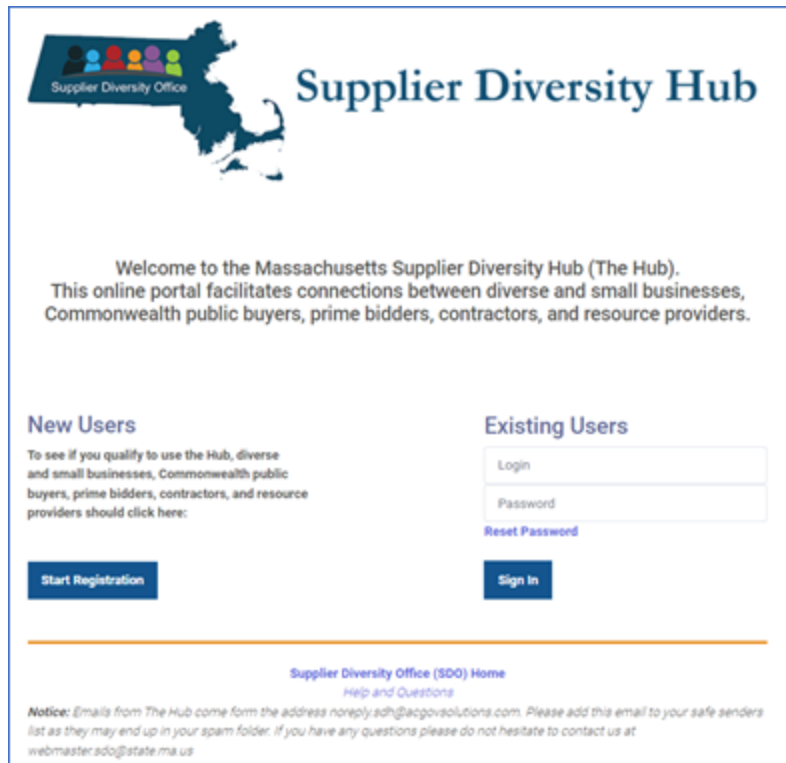
New Updates to the Supplier Diversity Hub

The Supplier Diversity Hub ("The Hub"), a networking tool used to connect diverse and small businesses with interested parties, recently made a number of updates to make the system even more essential.

Now, with these updates, vendors using the Hub will be able to receive important notifications on bids, update their profiles, and upload brochures for their businesses. Agencies and prime vendors will be able to search vendors by departmental contracts and by ethnicity.

"The idea behind The Hub is to make it easier for vendors, agencies, and prime vendors to find each other and communicate," said SDO Executive Director Bill McAvoy. "With these updates, The Hub is a stronger tool than ever before."

If you are a vendor or agency who has yet to use The Hub, [please click here to get started](#); if you have any questions, please don't hesitate to contact us at webmaster.sdo@mass.gov.



The image shows the login screen for the Massachusetts Supplier Diversity Hub. At the top left is a logo for the Supplier Diversity Office featuring a map of Massachusetts and five stylized human figures in different colors. To the right of the logo is the title "Supplier Diversity Hub" in a large, dark blue serif font. Below the title is a welcome message: "Welcome to the Massachusetts Supplier Diversity Hub (The Hub). This online portal facilitates connections between diverse and small businesses, Commonwealth public buyers, prime bidders, contractors, and resource providers." The screen is divided into two main sections: "New Users" on the left and "Existing Users" on the right. The "New Users" section contains a paragraph explaining that the hub is for diverse and small businesses, Commonwealth public buyers, prime bidders, contractors, and resource providers, followed by a blue button labeled "Start Registration". The "Existing Users" section contains a login form with fields for "Login" and "Password", a blue button labeled "Sign In", and a blue link labeled "Reset Password". At the bottom of the page, there is a horizontal line, followed by the text "Supplier Diversity Office (SDO) Home" and "Help and Questions". Below this is a "Notice" in a smaller font: "Notice: Emails from The Hub come from the address noreply.sdh@acgovolutions.com. Please add this email to your safe senders list as they may end up in your spam folder. If you have any questions please do not hesitate to contact us at webmaster.sdh@state.ma.us".

Supplier Diversity Office

Supplier Diversity Hub

Welcome to the Massachusetts Supplier Diversity Hub (The Hub).
This online portal facilitates connections between diverse and small businesses,
Commonwealth public buyers, prime bidders, contractors, and resource providers.

New Users

To see if you qualify to use the Hub, diverse and small businesses, Commonwealth public buyers, prime bidders, contractors, and resource providers should click here:

[Start Registration](#)

Existing Users

Login

Password

[Reset Password](#)

[Sign In](#)

Supplier Diversity Office (SDO) Home
[Help and Questions](#)

Notice: Emails from The Hub come from the address noreply.sdh@acgovolutions.com. Please add this email to your safe senders list as they may end up in your spam folder. If you have any questions please do not hesitate to contact us at webmaster.sdh@state.ma.us

The new Hub log-in screen

Meet the SDO: Wanda Colon-D'Angelo, Director, Diverse and Small Business Certification

Each month, Pathways and Connections features a different member of the SDO team who will share a little bit about themselves. If you have any questions you'd like to have answered, please send them to Robert.keane@mass.gov.

Favorite quote: *"If you focus on success, you'll have stress. But if you pursue excellence, success will be guaranteed."* - Deepak Chopra

Favorite song: *Despacito* by Luis Fonsi and Daddy Yankee

Favorite vacation spot:
Venice, Italy

Favorite food: Spanish rice and beans and fried plantains

Pet peeve: People who do not use their directional signal lights when driving

Last book read: *The Seven Spiritual Laws of Success* by Deepak Chopra

Last TV Show seen/binged:
The Korean Drama Queen of Tears



What made you come to work at SDO?: I enjoy working with diverse businesses and making an impact into the lives of business owners. This experience deepened my understanding of procurement and allowed me to support the growth of diverse businesses.

Tell us something about you that people may not know:
I am a great-grandmother of 2 year old great grand-daughter, Sophia.

Dog person or cat person?:

Dog person; I owned an English Cocker Spaniel named Pluto.

You can reach Wanda Colon-D'Angelo at Wanda.colon-dangelo@mass.gov.



***Diverse Business
Certification Updates***

SDO certified 54 businesses in August 2024. For the latest list of newly-certified businesses, please click [here](#).

REMINDER: SDO certification expires three years after the date of issue and renewal notices are sent via email to the primary contact on file. SDO-certified businesses should [log in](#) and review your contact information periodically to ensure that your certification stays up to date.



***Pre-Certification
Webinars***

For businesses wishing to apply for SDO certification, attending a Pre-Certification Webinar is a must. This webinar covers the different types of SDO and SDO-recognized third-party certifications as well as the State certification process.

Registration is now available for webinars from now through December 2024. Sign up [here](#).



New SDO training now available!

Prime Contractor Onboarding

Are you a Prime Contractor on a Statewide or Departmental Contract? The Supplier Diversity Office (SDO) has a brand-new class designed for you! As part of their contract terms and conditions, prime vendors are required to spend a percentage of contract sales with certified diverse businesses, and report this spending for the duration of the contract.

The SDO will host a fall webinar to help prime contractors understand and meet their Supplier Diversity Plan (SDP) requirement.

Topics to be covered include:

- SDP Overview
- Where to find SDP Partners
- How to report your SDP spend

(PRE-REQUISITE: This class is for prime contractors currently on a statewide or departmental contract).

If interested, the webinar will be held on **October 30, from 9:00 a.m. - 10:00 a.m.** [Click Here to Register](#). Once registered, you will receive a confirmation email.

If you need special accommodations to fully participate in the training, please email Julie.A.Kearnan@mass.gov for assistance.

Follow us on:



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