

Pathways & Connections



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

July 2025

Resources for
Diverse and
Small
Businesses

Open Bid
Opportunities
on COMMBUYS

SDO and
Commonwealth
Training
Opportunities

Directory of
Certified
Businesses

SDO's Disability Program Sets New Goal for Statewide Contracts

Over the last year, SDO team members have collaborated with the Operational Services Division (OSD) to launch the Empowering Abilities in Contracting and Employment (EACE) Program. Under the program, all statewide contracts will contain a new provision to promote the interviewing, hiring, promoting, and retaining of people with disabilities.

All new statewide contracts opened after July 1, 2025 (the start of Fiscal Year 2026), now require vendors to work towards expanding their workforce to include more people with disabilities and to report those efforts to the SDO each year. This is an expansion of a pilot program on a limited group of state contracts which showed encouraging results.

Affected vendors are asked to report their efforts in the Supplier Diversity Hub once a year through the Disability Employment Practices Survey. If you are

awarded a new statewide contract in FY26, you will receive communications at a later date with details on how to record your efforts. The long-term goal is for all vendors on a state contract to have at least three percent of their workforce made up of people with disabilities.

Formerly known as the SDO's Individuals with Disabilities Pilot Program, EACE was set up to increase opportunities for individuals with disabilities in contracting and procurement with the Commonwealth, and to increase representation of people with disabilities in the workforce. EACE helps the SDO fulfill its mission to promote diversity, equity, and inclusion in state contracting. [You can learn more about the program and view the complete policy here for more information.](#)

This is the latest initiative to increase opportunities for those with a disability. Earlier this year, the SDO announced the success of a new spending benchmark for Disability-Owned Business Enterprises (DOBE). In the benchmark's first year, Executive Branch agencies met and exceeded the benchmark by more than 40 percent.

For any questions, please contact EACE Program Coordinator Emily Maguire at Emily.Maguire@mass.gov.

Disability Independence Day



National Disability Independence Day is on July 26, which commemorates the signing of the Americans with Disabilities Act (ADA) in 1990. [Learn more about the ADA and Disability Independence Day here.](#)

Congratulations to the SDO's Performance Recognition Program Honorees!



Above: From left - Zelpha Bennett, Meghan Costa, and Julie Kearnan.

The SDO is pleased to recognize three of its team members for their excellent contributions over the last year in the Commonwealth's Performance Recognition program.

This year's SDO's honorees are:

- Procurement Program Coordinator Zelpha Bennett
- Construction Program Lead Meghan Costa
- Training Coordinator Julie Kearnan

Used to identify great state employees for more than four decades, the Performance Recognition Program is an opportunity to formally recognize and acknowledge Commonwealth employees for their extraordinary contributions to public service.

Congratulations to Zelpha, Meghan, and Julie for this well-deserved honor!

Check Out these Current and Upcoming Bids!



Bids:

- ITS88: IaaS, PaaS, and Related Services. [Link to the Bid.](#)

Intents to Bid:

- PRF89: Commuter Services. [Link to the Intent to Bid.](#)
- GRO42: School Nutrition Products. [Link to the Intent to Reopen.](#)
- ITT84: Cellular Services and Devices. [Link to the Intent to Bid.](#)
- OFF54: Postage and Mail Processing Equipment, Accessories, Services & Supplies. [Link to the Intent to Bid.](#)
- HSP45: Laboratory Supplier and Equipment (re-opened). [Link to the Intent to Reopen.](#)
- ITT85: Network and Communication Services and Hardware. [Link to the Intent to Bid.](#)

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](#).

SDO Means
Business
Click here for more!



James Murray Hired as New Construction Program Coordinator

The SDO is proud to announce we have hired James Murray as our new Construction Program Coordinator.

Prior to coming to the SDO, James was a representative for Connecticut's Commission on Human Rights and Opportunities.

In his new role, James will be responsible for supporting the SDO's two public construction-focused programs: the Municipal Construction Affirmative Marketing Program (MCAMP) and Veteran Business Program, which promote the inclusion of minority-, women-, veteran-, and service-disabled veteran-owned businesses in municipal public construction projects.

We are happy to welcome James to the SDO!



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, be given access to the Supplier Diversity Hub, 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 FY2024, the Commonwealth spent \$3.78 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!](#)



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 (MBEs only).

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.

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.sdo@agovsolutions.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.sdo@state.ma.us

The new Hub log-in screen

Reminder - Race/Ethnicity

Information for MBEs

Currently, the Supplier Diversity Office (SDO) makes 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.

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.

If any MBE would prefer to make their race and ethnicity information private, please contact us at webmaster.SDO@mass.gov.



Diverse Business Certification Updates

The SDO certified 66 businesses in June 2025. 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.



Upcoming Vendor Classes

Small Business Purchasing Program for Vendors - NEW!

This class is designed for Massachusetts-based small businesses and/or non-profits that have been in operation for at least a year, employ 50 or fewer employees, and generate less than \$15 million annually on average. The Commonwealth's Small Business

Purchasing Program (SBPP) is free and can help market your business to Executive Department buyers. Come learn about the SBPP benefits, eligibility criteria, and application process.

Upcoming dates:

- July 17, 9 a.m.
- August 28, 9 a.m.
- September 17, 9 a.m.

[Link to register](#)

Certified Vendor Onboarding – Using Your Certification to Unlock Opportunities

(PRE-REQUISITE: for Certified Diverse Businesses)

Learn more about using your certification to identify opportunities in public procurement and develop business-to-business relationships with other vendors. This training covers SDO programs, exploring business opportunities, creating SDP partnerships, and introducing free resources available to help grow your business.

Upcoming dates:

- July 29, 9 a.m.
- August 26, 9 a.m.
- September 30, 9 a.m.

[Link to register](#)

Vendor Hub Reporting- for Prime Contractors

(PRE-REQUISITE: for Prime Contractors currently on Departmental contracts)

As part of all contract terms and conditions, prime contractors are required to report spending in the Supplier Diversity Hub. In this class, you will learn how to register in the Hub, submit SDP spend reports, add and manage users, and view current spend.

Upcoming dates:

- July 23, 9 a.m.
- August 13, 9 a.m.
- September 4, 9 a.m.

[Link to register](#)

Follow us on:



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