



The Link

to Supplier Diversity

A publication of the Indiana Department of Administration Division of Supplier Diversity
Terrie F. Daniel, Deputy Commissioner

October 2014

In This Issue

Business Voice: DURHAM Engineering	pg 2
Business Reads	pg 2
Division of Supplier Diversity Business Conference	pg 3
Hispanic Businesses (cont.)	pg 4
Tools for Success (cont.)	pg 4
Newly Certified Companies	pg 4

Event Calendar

Certification Webinar	Oct. 6
IU Resource Workshop	Oct. 8
Pay Audit Training	Oct. 8
Certification Clinic	Oct. 15
Division of Supplier Diversity Business Conference	Oct. 29-30
Pay Audit Training	Nov. 12
Certification Clinic	Nov. 19

More Details can be found at:
<http://www.in.gov/idoa/mwbe/2749.htm>

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Hispanic Businesses Continue Growth into 2015

In recognition of Hispanic Heritage Month (Sept. 15 – Oct. 15), the Division of Supplier Diversity examined the growth trends and economic impact of Hispanic-owned businesses throughout the country and specifically within the State of Indiana.

A recent study from the U.S. Hispanic Chamber of Commerce and Geoscape, a leading provider of business intelligence technology, data and analytics, found that the total number of Hispanic-owned businesses is projected to reach 3.22 million in 2014, an increase of 43 percent since 2007. That figure is more than double the growth rate for all U.S. firms at 20.2 percent. In 2014, the combined annual revenue of Hispanic-owned businesses is projected to exceed \$486 billion, an increase of \$18 billion in just the past year.

Javier Palomarez, President & CEO of the U.S. Hispanic Chamber of Commerce, stated that Hispanics are a critical component of the U.S. economy, due to their greater propensity for starting and growing businesses.

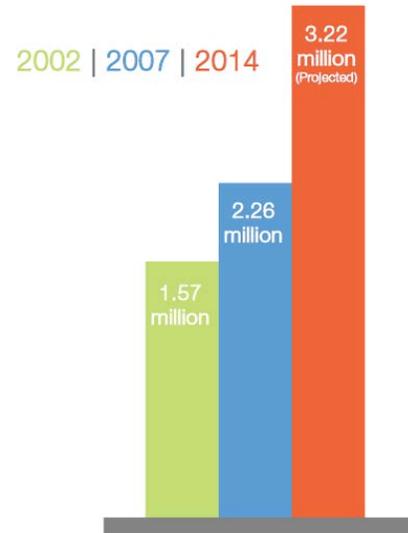
Tools for Success

By: Terrie Daniel
Division of Supplier Diversity
Deputy Commissioner

Well, it's almost here, the 2014 Division of Supplier Diversity Business Conference and Showcase! This event will be held on October 29 – 30, 2014 at the Indiana Government Center South Conference Center in Indianapolis, IN.

First, let me say thank you to our title sponsor United Water. Their commitment to diverse businesses in the state of Indiana is phenomenal and we are so pleased to partner with them to host this awesome event. I would

Number of Hispanic-Owned Businesses in the U.S.



Number of Hispanic-Owned Businesses in the United States.
Source: *Hispanic Business & Entrepreneurs Drive Growth in the New Economy, 2nd Annual Report 2014* from U.S. Chamber of Commerce and Geoscape.

Continued on pg. 4...



Terrie Daniel
Division of Supplier Diversity
Deputy Commissioner

also like to thank our other program sponsors, University of Southern Indiana, Ball State University, Indiana State University, Indiana University, Ivy Tech, Purdue University and Vincennes University for their commitment to supplier diversity and for their support of the state's programming. Finally, I would like to extend a big thank you to Bravura Finance our reception sponsor.

The event will begin with an awards and networking reception on October 29 followed by a full day of over 12 plenary sessions providing a wealth of **FREE** information on topics such as, "Doing Business with Indiana Casinos," "Global Business Strategies (part 1 of a 3

Continued on pg. 4...

Business Voice: DURHAM Engineering, Inc.

Content Submitted by: Richard Durham, PE, LS, DURHAM Engineering, Inc.



Richard Durham had a desire to provide “hands-on” professional engineering services for clients. With that in mind, he passed on the stock option he held in an Indianapolis consulting firm to begin his own business and create his own opportunities.

DURHAM Engineering provides professional engineering and surveying services on public works projects in a four state area, focusing on transportation and aviation design. DURHAM Engineering is certified as a MBE with the state of Indiana and the city of Indianapolis, a DBE firm in Indiana and Florida and the company holds the 8(a) certification from the U.S. Small Business Administration.

Durham’s philosophy on running a business is to continue learning about business practices. Durham has joined professional organizations to become engaged not only on a state level, but nationally as well. He’s retained experienced personnel with business expertise. Once

the right people are on his business “bus” then as a team, decisions can be made on who should drive and who should ride. Durham’s job as a business owner is to provide the road map.

Durham entered into a Mentor/Protégé program through a professional organization. A mentor asked if he desired to be a “one-man” shop or if he wanted to grow into a successful organization. Durham’s desire was growth and expansion. The Mentor/Protégé relationship allowed Durham to develop and to reach for his dreams. Special thanks to Mike Cline, Mak Knowles, Henry Rhee and Craig Parks for believing in DURHAM Engineering.

Durham’s advice for business owners is to create and follow a good business and marketing plan. Durham encourages businesses to keep their integrity and to not be so concerned about what others are saying.

John Wooden said, “Be more concerned with your character than your reputation. Your character is what you

really are, while your reputation is merely what others think you are.”

Durham encourages business owners to know their competitors better than they know themselves. This is a key marketing strategy! Sometimes your company may team with competitors. Other times, your company may be in direct competition for the same project. Remember that it’s strictly business and not personal.

DURHAM Engineering is entering the second year of a four-year contract providing construction administration on the East End Ohio River Bridge project as a team member. Other recent projects include Section 5 of I-69 (25 miles) from Bloomington to Martinsville, work as a prime contractor to design the 2014 roadways rehabilitation project with the Indianapolis Airport Authority and work as a lead inspector for the new entrance, parking lot and rental car facilities for the Fort Wayne Airport Authority.

Want Your Voice Heard?

Contact cedmonds@idoa.in.gov to learn about getting featured in the monthly newsletter.

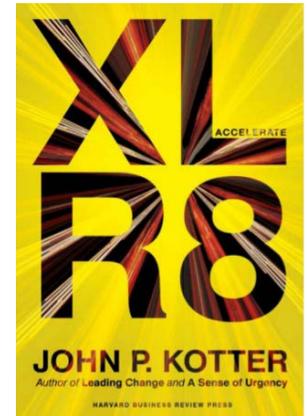
Subcontractor & Other Business Opportunities

Project Name	Due Date	Contact Information
RS-14-004-Resurfacing in Marion County-Phase 2 & RS-14-008-Marion County Resurfacing-Phase 6	Thursday, Oct. 2	Milestone Contractors Joel McClenney Phone: (317) 616-4885 Fax: (317) 788-1098
Managed Internet Service Request for Proposal	Tuesday, Oct. 7	Indianapolis-Marion County Public Library Debra Moss Champ Phone: (317) 275-4844 Fax: (317) 269-5220 dchamp@indypl.org
Mental Health Program Consultant	Wednesday, Oct. 8	Transition Resources Corporation prichard@transitionresources.org

Business Reads

“Accelerate: Building Strategic Agility for a Faster-Moving World”

By: John P. Kotter



In the groundbreaking new book Accelerate (XLR8), best-selling author, John Kotter provides a powerful new framework for competing and winning in a world of constant turbulence and disruption.

Kotter advocates a new “dual operating system”—one that allows companies to capitalize on rapid-fire strategic challenges and still make their numbers.

Accelerate (XLR8) vividly illustrates the five core principles underlying the new network system, the eight Accelerators that drive it, and how leaders must create urgency in others through role modeling. And perhaps most crucial, the book reveals how the best companies focus and align their people’s energy and urgency around what Kotter calls the big opportunity.

Did You Know?

National Hispanic Heritage Month (Sept. 15 - Oct. 15) began as a week in 1968. The week was expanded to a month and enacted into law in 1988 by President Ronald Reagan.



DIVISION OF SUPPLIER DIVERSITY

Business Conference

Accelerate Your Business
Strategies For Success
To The Next Level

Join the Division of Supplier Diversity for an exciting two-day business conference Oct. 29-30, 2014. Learn how to grow your company from some of the best leaders in the industry. The conference will feature expert panelists and procurement officials poised to help your business achieve success!

Oct. 29-30

Event Schedule

Welcome & Awards Reception

Wednesday, Oct. 29 5:30 p.m. – 7:30 p.m.

Business Conference

Thursday, Oct. 30 8:00 a.m. – 1:00 p.m.

Business to Business Showcase

Thursday, Oct. 30 1:00 p.m. – 4:00 p.m.

Register for the business conference on the Division of Supplier Diversity website, www.in.gov/idoa/mwbe.

Workshop sessions

- Human Resource & Legal Issues for Business Owners
- Strategies for Writing a Winning RFP response
- Crowdfunding and How It Can Help Your Business
- Global Business: Why Should I Think About It?
- Doing Business with State Educational Institutions
- Doing Business with Indiana Casinos
- Power Panels featuring leading companies previewing upcoming contracting opportunities
- And more!

Title Sponsor



Thank you to United Water for being the title sponsor of the Division of Supplier Diversity Business Conference, and thank you to all of our supporting partners.

Supporting Partners



Hispanic-Owned Businesses Cont...

According to the 2007 U.S. Census, there are 8,691 Hispanic-owned firms in Indiana, which accounts for 1.8% of all Indiana firms.

"It's encouraging to see the number of Hispanic-owned businesses continuing to grow throughout the nation and within the state of Indiana," said Terrie Daniel, Deputy Commissioner for the state of Indiana's Division of Supplier Diversity. "The economic impact of Hispanic-owned businesses is not only felt in the Hispanic community, but adds value to the greater Indiana economy, which is something all Hoosiers should celebrate."

Tools for Success Cont...

part series)," "Crowdfunding," "Strategies for Writing a Winning RFP," "Tax Requirements and Filings Needed to Do Business in Indiana," "Human Resource Issues for Business," "How Can I Protect My Business Legally" and many more!

You will have the opportunity to talk directly with representatives from United Water, NCAA, The Indianapolis Children's Museum, The Indianapolis Zoo and many other corporate entities about current and upcoming opportunities and how you can do business with them. End the day by attending the B2B Business Showcase (**COMPLETELY SOLD OUT**) with over

80 businesses displaying! Don't miss this opportunity to network with other business entities that you may be able to partner with to increase your capacity and meet with primes and buyers from the public and private sector that could ultimately lead you to new partnerships and opportunities! Don't miss out, register today!

For more information including full workshop descriptions, or to register to attend, please visit <http://www.in.gov/idoa/mwbe>.

May you prosper and be fulfilled in all you do!

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