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Ronda Watson Barber—Publisher/Editor-in-Chief

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Advocating, Informing and Promoting Small & Minority Owned Businesses

Nominate a business for an OhioMBE Award

Nominations are open for the 2019 OhioMBE Awards, hosted by the Columbus Zoo & Aquarium

The OhioMBE Awards recognize Ohio's Top MBE, FBE, Veteran and Family Businesses. The October 24 luncheon also presents scholarships to the Frank W. Watson Scholars.

The OhioMBE Awards are sponsored by Waste Management, City of Columbus Office of Diversity & Inclusion, City of Columbus Dept. of Development, Wesbanco Bank and telhio Credit Union.

Last year, the following were recognized:

- **Supplier Diversity** – Kokokosing Industrial
 - **Frank W. Watson Advocate Award** – City of Columbus Department of Development
 - **Top Advocate** Monique Moore – Ohio Secretary of State
 - The **Publisher's Award** was presented to Attorney Greg Williams and Fran Fraizer
 - ECDI will receive the **Economic Development Award**
 - The **Civil Rights Award** went to Nana Watson, president of the Columbus Branch of the NAACP
- Congratulations to the following businesses for being nominated for a 2018 OhioMBE Award. (Winners are in bold.)*

Top MBE:

- Total Technology Solutions – Columbus; **MLII Productions** – Michael Lillie – Akron; Wright Behavioral Health Group – Beavercreek
- Corporate Cleaning, Inc. – Columbus; **Surefire Innovations** – Robert Luft – Cincinnati; A-Men Pest Controls – Medina; Ozone Cleaners – Parma; Monique's Events – Midletown; Elevar Design Group – Cincinnati; Final Moments Concierge Services – Cleveland; Flairsoft, Ltd – Columbus; HKI – Columbus; Dove Building Services – Columbus; HM1 Trucking – Columbus; **See Columbus** – Antonio Sears – Columbus

Top FBE:

- **Young Achievers** – Rita Jackson – Cleveland; Momentum, LLC – Kathi Howard Primes – Cleveland; **Swath Design, LLC** – Sandi Lange – Cincinnati; Critical Ops – Chelsea Treboniak –

See Awards on page 11



Media's responsibility is to challenge government

Inside this issue:

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Support Black Businesses

New Data Finds Financial Institutions Need to Improve Diversity Efforts

D&I Chair Beatty and Committee Chairwoman Waters release findings from banks on diversity and inclusion statistics

Chair of the House Financial Services Subcommittee on Diversity and Inclusion Joyce Beatty (OH-03) and Chairwoman of the House Financial Services Committee Maxine Waters (CA-43) released findings on diversity and inclusion data and policies from eight of the largest U.S. banks. Receiving formal requests from Beatty and Waters were the Bank of America Corporation, Bank of New York Mellon Corporation, Citigroup, Inc., Goldman Sachs Group, Inc., JP Morgan Chase & Co., Morgan Stanley, State Street Corporation, and Wells Fargo & Company. The data requests were designed to inform Congress of the diversity levels, policies, and practices of the country's largest financial institutions.



Congresswoman Joyce Beatty

"This data is extremely important because diversity in the boardroom and among leadership results in better jobs, increased wages, and a stronger economy that benefits all consumers—whether that be women, African-Americans, homebuyers, millennials, seniors, rural or urban communities, and the list goes on," Beatty said. "Based on these initial findings, it is clear that our nation's financial institutions can do a better job hiring, promoting, and fostering more diverse talent at all levels of leadership." Beatty continued, "That is why the work of the Diversity and Inclusion Subcommittee, of which I have the extreme honor to chair, is so important. When the financial industry is more reflective of America's rich diversity, our country and economy succeed."

Highlights from Beatty and Waters' data requests are as follows:

Senior Leadership

- There are no female or minority CEOs.
- Less than 25 percent of senior leadership is comprised of women and/or minorities.
- There is no chief diversity officer currently reporting directly to the CEO.

Supplier Diversity

- 50 percent of the financial institutions spent more than \$1 billion on diverse suppliers in 2018.
- Less than 1 percent of total spending went to diverse asset managers and suppliers.
- Only 4 percent of externally managed assets go to diverse-owned firms.

Policies and Practices

- Diversity metrics are not tied to compensation and only half of the banks tie it to performance.

Conclusions

Banks are making progress in diversity and inclusion but there is much more work to do, including:

See Diversity on page 11

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OhioMBE welcomes letters to the editor from readers. Typed letters of 200 words or less are preferred; all might be edited. Each letter must include name, home address and daytime phone number. Some letter may appear on our website.

The 912 Group is an Ohio certified Minority Owned and EDGE business. The 912 Group is a certified FBE with the City of Columbus.

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Black businesses can't succeed by bashing their advocates

By Ronda Watson Barber

Shame on the Central Ohio African American Chamber and the National Association of Minority Contractors Central Ohio Chapter for publicly disparaging the character and career of City of Columbus Chief Diversity Director Damita Brown. I was shocked and disappointed to see recent correspondences forwarded by both organizations



and a business owner to Mayor Andrew Ginther. Wow! So instead of meeting with Director Brown, the organizations who make claims of representing "Black Businesses" decided to take public pop shots at her. Really? Wow! There wasn't a better to voice their displeasure. I don't understand the upheaval.

Columbus had a Black mayor during most of the timespan of the recently released disparity study. Were Black folks and organizations publicly challenging his inclusion efforts? How did Black businesses fare under the Coleman administration?

A Black man was the first Chief Diversity Officer, did Black people and/or organizations pen derogatory letters to Mayor Andrew Ginther about his efforts?

So, what's the beef? Damita Brown has aided and assisted numerous Black-owned businesses, who now have the opportunity to create generational wealth, throughout her career at the Columbus Airports, Huntington Bank and the City of Columbus. Folks seem to have forgotten about *THAT* Damita Brown. She is more than qualified to lead the City of Columbus Office of Diversity and Inclusion. She is a dedicated and innovative diversity and inclusion professional with over 15 years of experience in organizational leadership, strategic planning and community and government relations.

So again, what's the beef? She's a woman? She doesn't hang out? She's not in a sorority? She's a free thinker? She's a Godly woman?

I've send it before, the fight isn't with the Office of Diversity and Inclusion. The beef should be with departments, who have

See Publisher on page 7

Best Practices on Leveraging Your Certifications

by Deonna Barnett

On August 2, 2019, Barry Peel of the Small Business Administration hosted the "Best Practices on Leveraging Your Certification" Luncheon as a part of the SBA Ask the Expert Series. Sponsored by Fifth Third Bank, the luncheon was held at the Destiny Center and welcomed small business owners and certification professionals throughout the city of Columbus. A panel discussion facilitated by Shanda



Deonna Barnett

Harris, Business Opportunity Specialist 8(a) at the Small Business Administration (SBA) highlighted methods to utilize the various business certifications with advice from featured panelists Haleema Shafeek, owner of Green Office Furniture Solutions, LLC; Hysaan Goode, President of Goode Solutions, Inc.; John Larkin, Senior Partner at Electronic Systems Consultants, LLC; and Theresa Harris, President & CEO of TMH Solutions, LLC.

The discussion emphasized that certifications such as the MBE, WBE, EDGE, and others act only as gateways to opportunities not automatic access to contracts. You still need a viable business, you need to fill a need and you have to start networking to build the relationships that offer those opportunities.

The panelists shared their experiences and insights on what they did to work their certifications. Here are 8 suggestions on how you can leverage your certification(s) for business growth:

1. Start networking and meeting decision makers before and after you receive your certification. Your chances of receiving an opportunity are much lower without face-to-face interaction and relationship building.
2. Instead of beginning a conversation with the type of certification you have, begin with what you do and the service you provide which is what people want to know first. Learning that you are also certified then adds value to the conversation creating additional interest in your company.
3. Attend networking events and meetings. Companies/agencies that know you can introduce you to owners of other projects that need your skill or service based on your certification.

See Guest on page 7



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Columbus City Schools issues solicitations on a regular basis for goods & services related to food, construction, technology, curriculum, & transportation. Interested vendors should periodically check our website at <http://www.columbus.k12.oh.us/rfp>



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The Columbus Regional Airport Authority values diversity and inclusion and the impact small and minority-owned firms have on the Central Ohio economy. The Columbus Regional Airport Authority invites you to access the following link: <https://columbusairports.com/doing-business-with-us/solicitation-opportunities> to sign-up for RSS feeds to automatically receive notifications of new bid opportunities and results. Email BusinessDiversity@ColumbusAirports.com for questions about the Diversity Programs at Columbus Regional Airport Authority.



The Department of Development has contracting opportunities in the below areas. Please reach out for more information and bidding requirements.

DEPARTMENT OF DEVELOPMENT

- Graffiti Removal and Arborist Services. Contact Eric Voorhees (614-645-7934 or eavorhees@columbus.gov).
- Grass Cutting and Solid Waste Removal. Contact Mike Schwab (614-645-7122 or mfschwab@columbus.gov).
- Demolition and Asbestos Abatement. Contact Mike Farrenkopf (614- 679-5873 or mifarrenkopf@columbus.gov) or Seth Brehm (614-645-5659 or swhbrehm@columbus.gov).
- Property Maintenance and Miscellaneous Services in November 2019. Contact Audrea Hickman (614-645-8907 or aehickman@columbus.gov).
- Construction trades including: General Construction, Home Improvement, Electrical, HVAC, and Plumbing. Contact Tim Tilton (614- 724-3009 or twilton@columbus.gov).
- Lead abatement. Contact Erica Hudson (614- 645-6739 or ejhudson@columbus.gov).

To register for notifications on upcoming bid opportunities, please visit <http://vendors.columbus.gov/sites/public>.

Get Bid Notices Delivered to your inbox

1. Visit www.OhioMBE.com
2. Click on the Advertise link
3. Add your email address
4. Select your desired list



INVITATION FOR BIDS
CMHA HEADQUARTERS GATE
REPLACEMENT

The Columbus Metropolitan Housing Authority (CMHA) will receive bids from qualified contractors for the Gate Replacement at CMHA Headquarters, 880 E. 11th Avenue, Columbus, Ohio. All bids will be received and publicly opened on Friday, September 13, 2019, at 2:00 pm, at CMHA Central Office, 880 E. 11th Avenue, Columbus, Ohio 43211, Conf. Rm. A, Attn: Mr. Mike Wagner.

A pre-bid meeting is scheduled on Friday, August 30, 2019 at 2:00 pm, at CMHA Central Office. Contract Documents may be viewed at www.cmhanet.com/DoingBusinessWithUs/Development.

Contract documents may be obtained from Cannell Graphics, 5787 Linworth Road, Columbus, Ohio, 43085; Phone: 781-9760; Fax: 781-9759, starting Wednesday, August 14, 2019, upon receipt of a refundable company check or money order for \$50.00, payable to CMHA. Bidders must agree to comply with Davis-Bacon Labor Standards of the U.S. Department of Housing & Urban Development and Section 3 of the U.S. Department of Housing & Urban Development Act of 1968, as amended, and are asked to assist CMHA in meeting their Minority Business Enterprise goal of 20%. A 5% bid bond must be submitted with the bid.

OhioMBE.com/bid-opportunities

bid opportunities

To post a bid notice, call 614-522-9122 or email news@ohiombe.com



Franklin County

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Pursuant to the provisions of Sections 307.86, 307.87, 307.92, and applicable codes of the Ohio Revised Codes (O.R.C.), public notice is hereby given that submittals will be received by the Franklin County Board of Commissioners, as indicated below: Additionally, public notice is posted online at <http://purchasing.franklincountyohio.gov/businesses/bid-opportunities/>

Reference Number: RFP #2019-03-28

Title: Housekeeping Services

Description: The Franklin County Board of Commissioners, on behalf of Franklin County Public Facilities Management is seeking proposals for Housekeeping Services.

Pre-Proposal Conference Date/Time: September 5, 2019 at 9:00 a.m. Vendors are encouraged to arrive early to secure a parking spot.

Pre-Proposal Conference Location: Franklin County Courthouse
373 S. High Street, Second Floor, Auditorium
Columbus, Ohio 43215

Opening Date/Time **September 23, 2019 at 10:00 a.m.**

Obtain Documents Online At: <http://purchasing.franklincountyohio.gov/businesses/bid-opportunities/>

Submittal Deadline Date/Time): **September 23, 2019 at 10:00 a.m.**

Submit all Responses To: Franklin County Purchasing Department
373 South High Street – Floor 25
Columbus, Ohio 43215-6315

All Questions Should Be Directed To: All questions must be received in writing on or before September 10, 2019 at 5:00 p.m. Directed in writing to Tim Gill, Deputy Director; Operations. Franklin County Public Facilities Management, 373 S. High St., Second Floor, Columbus, Ohio 43215. Fax 614/525-3180. Email address: ttgill@franklincountyohio.gov. Franklin County will respond to all questions on September 16, 2019 at 5:00 p.m.

Additional Information: All amendments and clarifications will be posted on the County's - Purchasing Department website at: <http://purchasing.franklincountyohio.gov/businesses/bid-opportunities/> It is the responsibility of interested parties to monitor the Franklin County Purchasing website for any Amendments or Clarifications.

massive funding and contracts, who are not being inclusive in their purchasing efforts.

In the current state of times, Black folks have bigger issues than to fight each other. Black businesses can't succeed without helping each other. We also can't succeed by bashing our devoted dedicated advocates.

Just my thoughts...rwb

The letter can be found online at <http://bit.ly/2H6011A>

Guest from page 3

4. Having a blend of government and private contracts can help stabilize your business so don't discount government contracts entirely.
5. Before deciding to bid, determine if you have the capacity to handle it. Capacity is considered the time, manpower, ability and capital to take on a project. "When you don't do well on a contract," says Larkin, "it creates an entire perception on all businesses with that certification."
6. Find partners to bid on projects together. If a project is too large for your business or it requires a skill/certification you don't have, find another company to work with you to fill the gap. You can find partners at prebid meetings and relationship building through networking events. "Collaborate, deliver, and empower," suggests Theresa Harris.
7. When you're deciding on which certification to obtain, "figure out who you want to do business with and why," says Shafeek. "Learn your sweet spot with your certification and market yourself that way."

Goode left encouraging words to not quit. "You're not trying to make mistakes, but you will. You may not see results right away, but don't quit. If you make a mistake, learn from it."

Deonna Barnett is a Certification Consultant with Essentia Strategy Group and owner of Aventi Enterprises. She specializes in the development of small businesses, particularly those owned by women and minorities. For more information, visit www.essentiasq.com and www.aventienterprises.com.



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#bidnotices

Register to VOTE!

WHY ISN'T
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Questions to ask those seeking elected office

1. What have you done for Black-owned & minority businesses during your career?
2. What do you promise to do for Black-owned & minority businesses if elected?
3. What Black-owned & minority business do you regularly purchase products or services from?
4. Why should Black-owned & minority business owners vote for you?
5. How important is Black-owned & minority business development to the overall Ohio economy?
6. Are minority business set-asides and goals in city/county/state government still important and why?
7. What can the city/county/state do to improve its purchasing with minority businesses?
8. What should minority owned businesses do to get city/county/state contracts?
9. Is there anything else, aside from contracting that the city/county/state can do to assist MBE's?
10. Who are the major contributors to your campaign?



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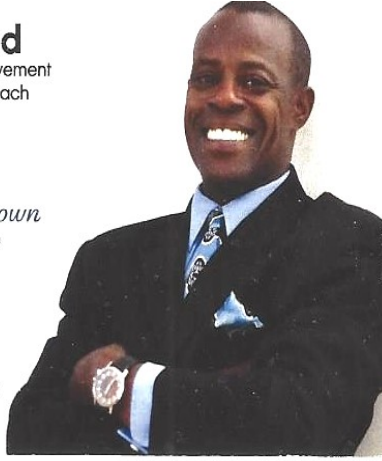
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Ohio Diversity Network

Get a weekly email from OhioDiversityNetwork.com notifying you of upcoming events. Sign up online!

Tuesday, August 20, 2019 at 5:00pm
Congresswoman Joyce Beatty – Affordable Housing Community Conversation
Columbus

Thursday, August 29, 2019 at 9:00am
Employment for Seniors – 25th Annual Senior Career Expo
Columbus

Friday, September 6, 2019 at 10:00am
Franklin County First-Step
Columbus

Tuesday, October 1, 2019 at 12:00am
City of Columbus Small Business Conference & Expo
Columbus

Thursday, October 24, 2019 at 11:00am
2019 OhioMBE Awards hosted by the Columbus Zoo & Aquarium
Powell



Hosting a business event?

Did you know you can
post it on
OhioDiversityNetwork.com
Email: news@ohiombe.com
for login information

*OhioDiversityNetwork.com is
sponsored by:*

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COLUMBUS
ANDREW J. GINTHER, MAYOR

OFFICE OF DIVERSITY
AND INCLUSION



The banner for the CONNECTUS Small Business Conference & Expo features a city skyline at night. The text "Save the Date" is written in a red, cursive font at the top. Below it, "OCTOBER 1- 2, 2019" is written in a white, sans-serif font. Underneath, a smaller line of text reads "Mayor Andrew J. Ginther and The Mayor's Office of Diversity and Inclusion are Proud to Present". The word "CONNECTUS" is prominently displayed in a large, white, sans-serif font with a red star over the 'U'. Below that, "Small Business Conference & Expo" is written in a white, sans-serif font. At the bottom, there is a photo of three diverse people smiling, with the text "Empowering people, expanding opportunity" written in a red, cursive font over the image.

THIS CONFERENCE WILL INCLUDE:

- Business best practices from nationally recognized leaders
- Learn how to do business with the City of Columbus and private-sector entities
- How to become a certified small business enterprise
- Business expo featuring local and statewide organizations

WHO SHOULD ATTEND?

- Ohio certified and uncertified business owners
- Aspiring entrepreneurs
- Small, minority and women-owned business enterprises
- Procurement officers from public and private sectors
- Diversity professionals



ANDREW J. GINTHER
Mayor
City of Columbus



#CONNECTUS2019

P: (614) 487-1500
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Why you should get your business certified?

There are several reasons why you should get your business certified:

1. Some entities have purchasing goals. Only certified businesses can participate.
2. Certification adds legitimacy to your business. You have gone through a process that has determined that your business is owned and controlled by a minority, woman or disadvantaged business.
3. Certification can afford your loan and bonding opportunities. The State of Ohio has loan and bonding programs specifically for certified minority owned businesses.
4. Certification can be a marketing tool for your business. You can add your certifications to your marketing materials, business cards, website, etc. Many consumers like doing business with a veteran, minority or woman owned businesses.
5. Certification can be used in the private sector. Many companies don't have a certifying program but in an effort to have supplier diversity, will accept the certifications from some governmental agencies.



Attend a class at the City of Columbus Planroom, operated by OBDC and learn how. Register at OHBDC.eventbrite.com
 Class dates: August 17, Sept. 7 or Sept. 21



Accelerate COLUMBUS®: Scale-Up & Grow
 Would you like to increase your business revenue? Bring on more customers? Pay yourself better? YMT Consultants, Inc. in partnership with the City of Columbus is providing Accelerate COLUMBUS®: Scale-Up & Grow training focused on supporting existing business owners who live and work within the City of Columbus.

Important Dates

COHORT 2: Evening Program
 Recruitment Starts: 8/1/2019 Last Day to Apply: 8/31/2019
 Day/Time: Wednesdays 5:00-8:00 pm
 Dates: 9/18, 9/25, 10/2, 10/9, 10/23, 10/30, 11/6, 11/13, graduation 11/20

COHORT 2: Morning Program
 Recruitment: 5/27/2019
 Last Day to Apply: 8/5/2019
 Day/Time: Fridays 9:00-12:00 pm
 Dates: 9/20, 9/27, 10/4, 10/11, 10/25, 11/1, 11/8, 11/15, graduation 11/20

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Diversity from page 2

- Increasing focus on recruiting through affinity groups and minority colleges and universities;
- closing the pay equity gap for women and minorities; and
- increasing investment in leadership and development programs for building a pipeline of diverse talent.

Awards from page 1

Westlake; First Invest – Omelia Thornton – Cleveland; Contempo Design & Communication – Renne Deluca Dolan – Cleveland; **Colbert Painting and Reconstruction – Kamala Colbert – Columbus**

Top Family Business:

- **Battiste La Fleur Galleria – LaShawnda Battiste – Columbus**; Spotlight of Columbus – Columbus; Outreach Promotional Solutions – Nevin Bansal – Columbus; Computer Data Services – Tina Thornton – Bedford; Hightower Petroleum Company – Stephen Hightower – Middletown; Screenpointe, Inc. – Hillary Belshe – Columbus; **LARS Painting – Lavita Stokes – Columbus**

Nominate a business here: <https://ohiombeawards.com/nominate-a-business/>

The nomination deadline is Sept. 30.



hosted by the SmartColumbus
and Office of Diversity &
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2 to 4 pm
1393 E. Broad Street

**Registration is
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Organizations confirm their participation
daily. Check our social media sites for
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August 26

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MBE Ohio ²⁰¹⁹ **AWARDS**

Recognizing Ohio's Top MBEs, FBEs, Family Businesses &
their advocates

October 24, 2019

Hosted by The Columbus Zoo & Aquarium



Tickets online at www.2019OhioMBEAwards.eventbrite.com