

September 15, 2019

Published by The 912 Group, Ltd.

Ronda Watson Barber—Publisher/Editor-in-Chief

Volume 10—No. 16

*Advocating, Informing and Promoting Small & Minority Owned Businesses*

## Columbus NAACP actively registering potential voters



Columbus Urban League President Stephanie Hightower cast a vote on the new Franklin County voting machine at a Columbus NAACP Voter Registration event

The Columbus Branch of the NAACP spent the hot summer months of July and August actively registering over 200 potential voters. The nation's oldest civil rights organization hosted several voter registration rallies. One event introduced attendees to the new voting machines that will be used in Franklin County.

As the Oct. 7 voter registration deadline is approaching, the local branch is encouraging Columbus residents to register and vote on Nov. 5.

# Register to **VOTE**

### 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?

**Media's  
responsibility  
is to  
challenge  
government**

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Keep up-to-date at  
[OhioMBE.com](http://OhioMBE.com)



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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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Hashtag: #ohiombe

## Ohio recognizes three state agencies for creating diverse and inclusive workplaces

The Ohio Department of Administrative Services (DAS) recently recognized three state agencies for their work to create diverse and inclusive workplaces. DAS Director Matt Damschroder presented the 2019 Diversity and Inclusion Awards to the Ohio Departments of Transportation and Insurance and the Ohio Office of Budget and Management.

“The State of Ohio is a diverse state, and our goal is for that diversity to be reflected throughout our state agencies,” said Governor Mike DeWine. “These awards are one way for us to recognize

the success and leadership among our state agencies to become a more diverse and inclusive work environment.”

“The most successful organizations not only foster diverse and inclusive work environments, but also look toward the future with creative recruitment and retention strategies,” said Damschroder. “Congratulations to these agencies for embracing Governor DeWine’s vision for workplaces that value diversity and reflect the citizenry they serve.”

The DAS Equal Opportunity Division hosts the awards program and presented them today during its biannual Diversity and Inclusion Institute. The institute is for state employees and other govern-

ment entities. A panel from the Central Ohio Diversity Consortium judged submissions and selected winners in three categories based on agency size. Recipients were selected for their innovative pipeline recruitment strategies that allow job candidates and employees to learn, explore, and experience the organization at all levels:

- The Ohio Department of Transportation (More than 1,000 employees) - ODOT was recognized for two apprenticeship programs. The Highway Apprentice Program provides applicants interested in highway maintenance with entry-level tempo-

*See DAS on page 11*

## Ohio MLK Commission seeks award nominations

*Deadline is Oct. 11*

The Ohio Dr. Martin Luther King, Jr. Holiday Commission is now accepting nominations for awards honoring Ohioans who carry on the legacy of the celebrated civil rights leader.

The Commission, with administrative support from the Ohio Department of Administrative Services (DAS) Equal Opportunity Division, will announce award winners at the annual Ohio Dr. Martin Luther King, Jr. Commemorative Celebration Jan. 16, 2020, at Trinity Episcopal Church, located at 125 E. Broad St. in downtown Columbus.

“The MLK Commemorative Celebration is a moving event that honors the remarkable Dr. King and the Ohioans he continues to inspire to this day,” said DAS Director Matt Damschroder. “The event reminds us each year of our individual responsibility to carry forward the legacy of Dr. King in our state and local communities.”

Nominations for each of the eight awards can be submitted electronically at [das.ohio.gov/mlk](http://das.ohio.gov/mlk) and are due by Oct. 11. There is no limit on

the number of nominations one can submit.

The awards and criteria are as follows:

**Governor’s Humanitarian Award:** Nominees must be individuals who act independently of associations and organizations who give their time and service freely to those in need without question and often without recognition. This award seeks to honor those quiet soldiers who promote the welfare of humanity and the elimination of pain and suffering through their own selfless service. Nominees should represent a personal activism that has led to long-term service to the community.

**Community Building Award:** Nominees must be individuals or organizations who have made significant contributions toward building a sense of unity among Ohio citizens. Nominees must have demonstrated the ability to build safer communities through various area revitalization activities and programs. Nominators must demonstrate how the nominee has used Dr. King’s vision of nonviolent social change to successfully bring people from diverse backgrounds together to build a better community.

**Cultural Awareness Award:** Nominees must

*See MLK on page 11*

Mayor Andrew J. Ginther invites you to a  
**CONTRACTING OPPORTUNITIES  
OUTREACH EVENT**

Learn about the upcoming projects available for MBE/WBEs and connect with various Departments within the City of Columbus.

**THURSDAY, SEPTEMBER 19, 2019**  
**3:00-6:00 pm**  
**ST. STEPHEN'S COMMUNITY HOUSE**  
**1500 E. 17TH AVE, COLUMBUS, OH 43219**

FOR DETAILS AND TO REGISTER, VISIT [COLUMBUSOPPS.EVENTBRITE.COM](http://COLUMBUSOPPS.EVENTBRITE.COM)

**Leader Sykes recognizes  
Suicide Prevention Month**

COLUMBUS— House Democratic Leader Emilia Strong Sykes (D-Akron) emphasized the importance of recognizing September as Suicide Prevention Month, urging Ohioans and communities around the state to raise awareness during Suicide Prevention Week.

“We remember the loved ones that have been lost to suicide during this month and hope for a day when no person believes suicide is an option. To those who are feeling hopeless or empty: you are not alone,” said Leader Sykes. “Understanding the risk factors and warning signs associated with suicide are vital for prevention. Immediate care is highly necessary, but we all can play a part in prevention.”

Suicide Prevention Month is recognized annually to inform and engage health professionals and the general public about suicide prevention and warning signs of suicide.

“We can all agree that addressing mental health as a part of wellness is a key component of addressing this issue, I am hopeful that we continue to prioritize the needs of Ohioans who need support,” added Sykes.

To learn more about Ohio's efforts to prevent suicide and to find more resources, visit the Ohio Department of Mental Health and Addiction Services, the Suicide Prevention Lifeline and National Alliance on Mental Illness Ohio.

THE CITY OF  
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ANDREW J. GINTHER, MAYOR

Presented by the City of Columbus  
Department of Public Service



## Networking Tip!

Two problems always happen with business cards at networking events. First, awkwardly searching for your business card when someone asks for it. Or second, losing someone's business card so you can't follow up the next day. Avoid having to dig through your purse or wallet to find a business card or losing the ones you get by using my system—right pocket: my business cards, left pocket: other people's business cards. You'll never lose a card again and it makes the exchange super easy. By the way, if you have a purse, use one pocket for yours and one for someone else's. (Source: <http://bit.ly/2lYp66X>)





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[OhioMBE.com/bid-opportunities](http://OhioMBE.com/bid-opportunities)

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# bid opportunities

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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>



Truesdell Corporation of Wisconsin, Inc. is an EEO employer who is

soliciting quotations from subcontractors and suppliers for the following project: ODOT E161(124) Improving Various Routes & Sections in Woods & Lucas Counties, OH. Bid Due Date: 9/26/2019. This project has a 7% DBE requirement. The Truesdell Corporation is requesting quotes from all qualified subcontractors and suppliers for the following types of work: EROSION CONTROL; EDGE LINE, 6"; LANE LINE, 6"; CHANNELIZING LINE, 12"; TRANSVERSE/DIAGONAL LINE; DOTTED LINE, 6"; LEO WITH PATROL CAR; REPLACEMENT SIGN; REPLACEMENT DRUM; PORTABLE CHNGBL MESSG SIGN, APP; MAINTAINING TRAFFIC;

Truesdell Corporation of Wisconsin, Inc. is an Equal Opportunity Employer. Contact us should you need assistance with obtaining bonding, insurance, equipment, materials, and/or supplies. Please contact us should you need assistance in obtaining the plans, specifications and contract requirements for this project. Performance and Payment Bonds may be required for the full amount of the subcontract. Subcontractors will be required to execute the Truesdell Corporation's Standard Subcontract Agreement. Quotes are due by 5:00 PM the day before the bid date. Please fax your quotations to 602-437-1821, Attn: Mac King



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](mailto:eavorhees@columbus.gov)).
- Grass Cutting and Solid Waste Removal. Contact Mike Schwab (614-645-7122 or [mfschwab@columbus.gov](mailto:mfschwab@columbus.gov)).
- Demolition and Asbestos Abatement. Contact Mike Farrenkopf (614- 679-5873 or [mlfarrenkopf@columbus.gov](mailto:mlfarrenkopf@columbus.gov)) or Seth Brehm (614-645-5659 or [swhbrehm@columbus.gov](mailto:swhbrehm@columbus.gov)).
- Property Maintenance and Miscellaneous Services in November 2019. Contact Audrea Hickman (614-645-8907 or [aehickman@columbus.gov](mailto:aehickman@columbus.gov)).
- Construction trades including: General Construction, Home Improvement, Electrical, HVAC, and Plumbing. Contact Tim Tilton (614- 724-3009 or [twilton@columbus.gov](mailto:twilton@columbus.gov)).
- Lead abatement. Contact Erica Hudson (614- 645-6739 or [ejhudson@columbus.gov](mailto: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](http://www.OhioMBE.com)
2. Click on the Advertise link
3. Add your email address
4. Select your desired list



RFQ013488

The Department of Development's Code Enforcement Division (hereafter known as "City") is seeking a licensed stenographer (hereafter known as "Contractor") to attend public meetings, transcribe spoken speech into written form, providing read back during the meeting as needed, and provide official transcripts of the public meetings to City after the meeting. The City is soliciting bids from stenographers or stenographer staffing agencies that can meet the requirements in this solicitation.

Visit the Vendor Services portal to view the complete bid notice. All bids must be submitted thru the Vendor Services portal to be considered. <http://bit.ly/2WqqsZQ>

[OhioMBE.com/bid-opportunities](http://OhioMBE.com/bid-opportunities)

# bid opportunities

To post a bid notice, call 614-522-9122 or email [news@ohiombe.com](mailto:news@ohiombe.com)



MID-OHIO REGIONAL  
PLANNING COMMISSION

REQUEST FOR QUOTES

STRATEGIC FRAMEWORK FACILITATION

DATE OF ISSUE: September 5, 2019

DEADLINE: September 20, 2019

BACKGROUND:

The Mid-Ohio Regional Planning Commission (MORPC) is seeking proposals from interested and qualified firms to facilitate a strategic planning process and to assist with the development of a strategic framework for MORPC.

#### SUMMARY AND APPROACH:

The goal is to undertake a strategic planning process that is efficient and effectively results in a strategic framework. That framework should provide an umbrella of understanding for MORPC leadership, departments, and team members to guide our work in the region.

MORPC teams and committees have excellent planning documents to guide the work of the respective areas. As a result, a start-from-scratch or traditional strategic planning process is not warranted. The goal is to develop a framework that ties together those plans, identifies any gaps, and provides additional focus for highest impact.

This umbrella will guide the MORPC team and leadership, allowing for decision making that aligns with our priorities. It will also provide clarity on how departmental priorities fit within the agency's overall strategy.

View complete RFP at: <https://ohiombe.com/archives/13149>



"Attention City of Akron Local  
EDGE/MBE/SBE/VBE/WBE"

Kokosing Industrial, Inc. is preparing bids for the WRF Headworks Improvements RE-BID project in Akron, Ohio which bids September 26, 2019. We are seeking quotes for any portion of the project

listed that you are qualified to perform or provide supplies for which includes the following: Video Documentation, Temporary Erosion and Sedimentation Control, Demolition, Asbestos Abatement, Concrete Reinforcing, Precast Hollow Core Planks, Masonry, Misc. Metals, Building Insulation, Roofing, Overhead Doors, Painting, Signage, Plumbing, HVAC, Electrical,



LEGAL NOTICE

REQUEST FOR QUALIFICATIONS FOR DESIGN-BUILD SERVICES

The Columbus City School District announces a Request for Qualifications for the following projects: Renovation of HVAC Systems in "Design-Build Delivery Model". The work will consist of one Design-Build contract consisting of: **Winterset ES HVAC & Roof Contract**. The scope of work includes but is not limited to HVAC renovation and Roof replacement with related electrical, plumbing and architectural work required to complete the project. Criteria services for the project will be provided by XPERT Engineering, LLC.

An Informational meeting covering the projects will be held on Friday, September 20, 2019 at 1:00 PM at the Capital Improvements Office located at 889 E. 17th Avenue, Columbus OH 43211 – Conference Room No.4.

Submittals will be evaluated pursuant to ORC Chapter 153, including relevant past work of prospective firm(s), professional and other applicable consultants, quality control, response to CCS Community Inclusion Policy (Local Economically Disadvantaged Enterprise goal is 20% participation) and location of primary firm relative to project location. More information can be found at <http://www.columbus.k12.oh.us/rfp>

Responding firms are to submit three (3) hard copies and one electronic copy (in pdf format) of their qualifications on the OFCC F110-330 Statement of Qualifications Form (most recent version can be downloaded at <http://ofcc.ohio.gov/Documents/Forms>) to Capital Improvements, Columbus City Schools, 889 E.17th Ave., Columbus OH 43211. Part 1 is limited to 30 pages. EDGE requirements do not apply to this RFQ. Deadline for submissions is Thursday, October 3, 2019 by 2:00 PM. The Board of Education reserves the right to reject any or all proposals. Prevailing wage Rates do not apply to this project. Direct questions to Lance DeBenedictis at [lance@xpert-eng.com](mailto:lance@xpert-eng.com).

Instrumentation & Controls, Clearing, Auger Cast Piles, Fencing, Landscaping, Asphalt Paving, and Aggregate Trucking. Bidding documents can be examined online by emailing Sonja Nichols at [snichols@kokosing.biz](mailto:snichols@kokosing.biz) for the link. Please have your quote to Steve Ehret by 12:00 PM September 24, 2019: e-mail [snichols@kokosing.biz](mailto:snichols@kokosing.biz) or Fax 614-212-5711.

"Kokosing Industrial is an equal opportunity employer."

# bid opportunities

To post a bid notice, call 614-522-9122 or email [news@ohiombe.com](mailto:news@ohiombe.com)



**COLUMBUS METROPOLITAN HOUSING AUTHORITY**  
COMMUNITY. COMMITMENT. COLLABORATION.

Legal Notice: RFP 2019-007  
Permanent Financing (Tussing Place)

The Columbus Metropolitan Housing Authority is seeking Request for Proposal (RFP) for the procurement of Permanent Financing (Tussing Place). The response deadline is Wednesday, September 25, 2019 at 11:00am. Specifications may be obtained by visiting our website, [www.cmhanet.com](http://www.cmhanet.com) or by contacting the Purchasing Department of the Columbus Metropolitan Housing Authority at 880 E. 11th Ave, Columbus, Ohio 43211 or by calling 614-421-4434, 8:00 AM–4:00 PM, Monday – Friday.



**COLUMBUS METROPOLITAN HOUSING AUTHORITY**  
COMMUNITY. COMMITMENT. COLLABORATION.

Legal Notice: RFP 2019-010 IFB  
Fire Restoration 1420 Greenock Rd, Columbus, Ohio 43228

The Columbus Metropolitan Housing Authority is seeking Invitation for Bid (IFB) for the procurement of Fire Restoration 1420 Greenock Rd, Columbus Ohio 43328. The response deadline is Tuesday October 15, 2019 at 11:00 AM. A pre-bid walk through is scheduled for 11:00AM on Tuesday September 24, 2019 at 1420 Greenock Rd, Columbus Ohio 43328. Specifications may be obtained by visiting our website, [www.cmhanet.com](http://www.cmhanet.com) or by contacting the Purchasing Department of the Columbus Metropolitan Housing Authority at 880 E. 11th Ave, Columbus, Ohio 43211 or by calling 614-421-4434, 8:00 AM–4:00 PM, Monday – Friday.



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[columbus.gov/odi](http://columbus.gov/odi)

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### First Amendment:

Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances.



People must understand that people were beaten, arrested, jailed and some people were murdered, while attempting to register to vote or to get others to register to vote. ~ Congressman John Lewis

# Register to VOTE!



# Ohio Diversity Network

Get a weekly email from [OhioDiversityNetwork.com](http://OhioDiversityNetwork.com) notifying you of upcoming events. Sign up online!

**September 18, 2019 - 1:30 pm**

ODOT – Reading and Understanding ODOT Plans  
Columbus

**September 18, 2019 - 5:30 pm**

SBDC – Unlocking the Secrets of Renting Commercial Real Estate-  
Columbus

**September 19, 2019 - 3:00 pm**

City of Columbus DPS Contracting Opportunities Outreach  
Columbus

**September 21, 2019 - 10:30 am**

Certification Saturday  
Columbus

**September 25, 2019 - 10:00 am**

Flourish Franklin County  
Columbus

**September 25, 2019 - 11:30 am**

Women in Construction Networking  
Columbus

**September 25, 2019 - 5:30 pm**

SBDC- The "How to" of Buying Commercial Property for your  
Business  
Columbus

**October 1-2, 2019 - 8:00 am**

ConnectUs Small Business Conference and Expo  
Columbus

**October 2, 2019 - 5:30 pm**

SBDC- Funding Your Business- The Complete Loan Packaging  
Process  
Columbus



**Hosting a business event?**

**Did you know you can  
post it on**

**[OhioDiversityNetwork.com](http://OhioDiversityNetwork.com)**

Email: [news@ohiombe.com](mailto:news@ohiombe.com)  
for login information

*OhioDiversityNetwork.com is  
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OFFICE OF DIVERSITY  
AND INCLUSION



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## #bidnotices

# 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](http://OHBDC.eventbrite.com)  
 Class dates: Sept. 21. Oct. 5 or, Oct. 19



**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

<b>COHORT 2: Evening Program</b> 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	<b>COHORT 2: Morning Program</b> 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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### Do you Qualify?

1. You must live and work in Columbus
2. You must have been in business for at least two years
3. You must meet the City of Columbus low-to-moderate income requirements

Apply at [www.ymtconsultants.com/accelerate-columbus/](http://www.ymtconsultants.com/accelerate-columbus/)



## 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.

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

The nomination deadline is Sept. 30.

Sponsored by: Waste Management, Ohio Business Development Center, Columbus Regional Airport Authority, City of Columbus Dept. of Development, City of Columbus Office of Diversity & Inclusion; telhio Credit Union, Wesbanco Bank, and the Columbus Crew SC.

demonstrate an appreciation for diversity and evidence skill in building and maintaining harmonious cross-cultural relationships. Nominators should identify specific initiatives and accomplishments that foster Dr. King's vision of unity among people of diverse cultural backgrounds.

**Economic Opportunity Award:** Nominees, which may be individuals, municipalities, businesses or other organizations, must seek to improve the quality of life for citizens in economically challenged areas through economic incentive programs. Nominees must demonstrate accomplishments in one or more of the following areas: workforce training development programs; upgrading skills of existing workforce; infrastructure improvements; creation of community partnerships; housing assistance programs; energy efficiency programs; environmental programs; encouragement of new business startups; ability to take advantage of State and federal aid to provide economic opportunity.

**Educational Excellence Award:** Nominees in this category must have demonstrated a personal commitment to scholarship and/or attainment of educational goals despite significant barriers or obstacles (e.g., learning disability, poverty, etc.). Nominees also must have successfully achieved progress in eradicating systemic barriers that impede the attainment of academic excellence. The activities/programs of the nominees could include mentoring, tutoring, innovative pre-school programs, highly effective pre-college programs or the provision of scholarships, etc. Nominees must show a commitment to Dr. King's dream of social justice for all Americans through the provision/use of equal access to the means/resources of learning and the full utilization of educational opportunities.

**Health Equity and Awareness Award:** Nominees must have offered exemplary community outreach and educational programs for an under-served population in the state. These services should increase the accessibility (e.g., awareness, cost, transportation) of health care for the under-served while providing a high quality of customer service. Critical issues in achieving health equity and awareness can include provisions for drug treatment, HIV testing, screenings, prescription programs for the uninsured/underinsured, prenatal care and pediatric care. Organizations that provide health care and entities that facilitate health care delivery services are eligible to participate in this category. Nominations must document the support of services that progress toward the realization of Dr. King's vision of an America that provides the real promise and fulfillment of hope for the poor.

**Social Justice Award:** Nominees must have made significant contributions to achieving justice for individuals or communities. Nominees have made contributions through the legal, legislative and governmental systems on behalf of society's more vulnerable populations (e.g., sentencing disparity, red lining, census under counting, voter registration, environmental justice, etc.). The nominees must have participated in activi-

rary employment for up to 16 weeks. Apprentices become full-time highway technicians when they complete the program. In addition, the agency's Second Chance Apprentice Program links individuals soon to be released from the Ohio Reformatory for Women with opportunities for a pathway to full-time employment with the agency.

- The Ohio Department of Insurance (251 to 1,000 employees) – Seeking to add more individuals who identify as Asian, Hispanic/Latino, and Native American, ODI forged partnerships with several specialized organizations. Job postings are shared with multiple organizations such as the Asian American Center, Asian/Pacific Islander Advisory Council, Philippine American Society of Central Ohio, and the Commission on Hispanic/Latino Affairs. The agency's equal opportunity officer also frequents specialized job fairs and festivals to connect with these groups.
- The Ohio Office of Budget and Management (Fewer than 251 employees) – OBM took several steps to construct its recruitment pipeline. First, it formed relationships with high schools, colleges and universities to help students develop skills necessary to join the agency. OBM also shares position openings with their fellow agency, Opportunities for Ohioans with Disabilities, to connect disabled Ohioans with meaningful work at the agency. The agency also is pursuing the development of a similar pipeline to recruit women in finance.

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ties that embrace Dr. King's commitment to nonviolence while fostering social justice.

**Youth: Capturing the Vision of Dr. Martin Luther King, Jr. Award:** Nominees must be younger than 21 on Sept. 30, 2019. Nominees must exemplify leadership, nonviolence, commitment to excellence and interracial cooperation as well as demonstrate an adherence to one or more of Dr. King's Six Principles of Nonviolence: "Nonviolence is a way of life for courageous people; the Beloved Community is the framework for the future; attack forces of evil, not persons doing evil; accept suffering without retaliation for the sake of the cause to achieve the goal; avoid internal violence of the spirit as well as external physical violence; and, the universe is on the side of justice."

For more information contact the DAS Equal Opportunity Division at 614-466-8380 or [mlk@das.ohio.gov](mailto:mlk@das.ohio.gov).

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