**Theme 4 Supplier Diversity**

**Summary** – To be considered a diverse supplier, a business must be at least 51% owned/ operated by a group or an individual that is part of a traditionally underrepresented or underserved group. Typical classifications include disadvantaged business enterprises (DBEs), minority-owned enterprises (MBEs), woman-owned enterprises (WBEs) and small-business enterprises (SBEs), LGBTQ businesses, veteran business, and those who have a disability. Increasing purchasing from diverse suppliers generates economic opportunity for disadvantaged communities. (For purposes here, all the before mentioned groups will be called “diverse suppliers”.)

**Objective** – Increase purchasing \_\_\_\_% from diverse business enterprises consisting of disadvantaged, minority, women, disabled, veteran, and disabled veteran owned business firms by \_\_\_\_\_\_\_.

**Tactics:**

1. Hire a Supplier Diversity Manager to organize
2. “Grow your own” diverse supplier companies - Help these companies become prepared to do business with larger organizations.
   1. Evaluate the capacity of the diverse supplier pool and offer assistance to get them “contract ready.”
   2. Hold “meet the primes” (primary contractors) events and implement other ways to engage diverse suppliers in the university’s procurement process.
3. Update vendor onboarding – provide opportunities to train companies on how to do business with the university.
4. Collaborate with local K-12 school system, local government, local economic development groups, local community colleges and universities in the same city, and local Black Faith Leaders to establish a database of diverse suppliers and get them under purchasing contracts that can be shared by the partners.
5. Rethink supply chain to prioritize community impact over monetary gain
6. Update data gathering technology
7. Capture vendor company values and work with those serious about increasing supplier diversity.
8. Share success stories

**Other ideas for Supplier Diversity?**