

Supplier Diversity Inclusion Plan • Fiscal Year 2018

Agency: Office of the State Treasurer

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Agency's plan to increase participation of certified small minority, women, and veteran owned firms:

Proactively identify our contracting and procurement needs. Review existing state resources to identify currently certified firms. Review OMWBE's [Directory of certified firms](#) and the Department of Veteran Affairs' [website](#) to identify certified firms in our areas of need. Consider structural changes to procurement approach to identify small businesses. Break down projects to encourage participation by small business. Identify subcontracting opportunities prior to advertising. Conduct outreach and targeted recruitment by advertising contracting opportunities with OMWBE or other organizations that regularly interact with small businesses owned by minorities, women and veterans. Host, sponsor or attend trade shows to inform small business of contracting opportunities. Contact OMWBE for assistance in helping identify small business that may be eligible for certification in certain markets. Monitor our organization's spending with certified businesses so we know what is working and can adjust our strategies as needed.