



Supplier Diversity Inclusion Plan • Calendar Year 2021

Agency: Department of Health

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2021 Department of Health Supplier Diversity Inclusion Plan

The Department of Health intends to increase participation of certified small minority, women, and veteran owned firms through the efforts and objectives outlined herein.

The agency's primary focus for Supplier Diversity Inclusion in Calendar Year 2021 will be to build awareness and establish benchmarks for equity, diversity, and inclusion in vendor selection and engagement. This is a prime opportunity to build representation of the diverse communities we serve into the resources provided by the Department of Health, further augmenting the agency's strategic transformation objective for equity, diversity, and inclusion.

The Department of Health will build on the successes of CY19 and CY20:

- Continue to provide consultation to programs regarding equity and expanding opportunities in competitive solicitations and direct buys
- Expand implicit bias training and activities as critical elements of sourcing efforts: contracts staff, program managers, proposal review participants
- Seek opportunities within master contracts to work with diverse businesses
- Reignite the DOH Equity in Contracts Project Circle to emphasize the value and importance of supplier diversity efforts
- Identify additional use cases for the terms and conditions developed to reduce barriers for small businesses and non-profit organizations

The Department of Health will pursue new strategies in CY21 to build awareness, growth, and sustainability of supplier diversity efforts:

- Establish a standard assessment process to seek disadvantaged business(es) for direct buys and master contracts usage
- Integrate outreach into contracting efforts that serve diverse communities to better represent the diversity within those communities
- Re-establish Department of Health's Contracts and Procurement web page with links to WEBS, OMWBE, DVA; highlighting current opportunities posted in WEBS



- Determine best practice and establish process for notifying OMWBE of active solicitations
- Strengthen relationship with OMWBE to ensure advancement of stated efforts through available tools, recommended guidelines and best practices
- Initiate “quick steps” for Contracts and Procurement outreach efforts
 - Develop a communication strategy to engage small businesses
 - Know where to refer certification-qualifying businesses
 - Notify certified businesses of bid opportunities directly
 - Attend trade shows held by OMWBE, DVA, and DES
 - Advertise contracting opportunities broadly