

DISADVANTAGED BUSINESS ENTERPRISE SUPPORTIVE SERVICES

A partner in your success.

Oklahoma Department of Transportation
Civil Rights Division Mission

To develop and administer civil rights programs in an equitable and innovative manner, while increasing awareness of equal opportunity for all stakeholders.

CIVIL RIGHTS DIVISION

Oklahoma Department of Transportation

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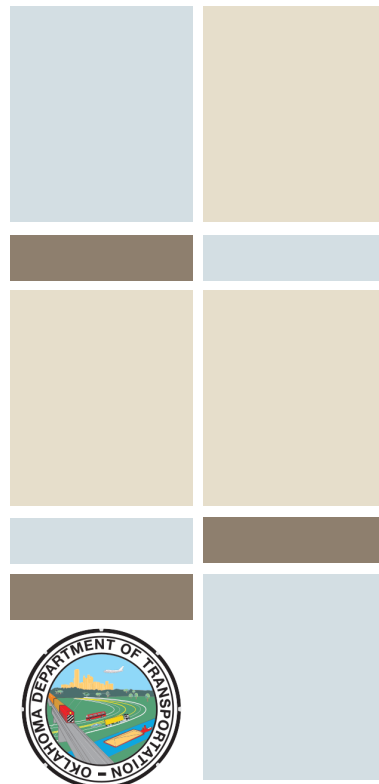
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Unity in Diversity



ODOT Civil Rights Division



**OKLAHOMA DEPARTMENT OF
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Manhattan's road crew working on 1-40 bridge.

THE TRANSPORTER

**6th Annual DBE Business Development Conference
Scheduled for February 27, 2014 in Norman, OK**

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The Oklahoma Department of Transportation DBE Supportive Services is hosting a one day conference on February 27, 2014 which will offer business development strategies to Disadvantaged Business Enterprises (DBEs).

The Conference will feature a keynote address delivered by Dr. Melvin Gravely II, founder of the Institute for Entrepreneurial Thinking, an Ohio-based think tank focused on enhancing minority business development efforts. Other highlights of the event will be networking activities and presentations by experts in areas such as banking, insurance, bonding, and consulting to provide strategies DBE business owners can use to enhance their bottom line.

The workshops are designed to engage women-owned, minority-owned, and socially and economically disadvan-

taged businesses involved in the highway construction industry. This event will provide businesses with the necessary tools to compete for contracting opportunities on Federal-aid transportation projects. The theme of the conference is "Paths to Prosperity". The long term goal of the DBE Program including the conference is to build a framework for increased opportunities for contracting on transportation-related design and construction projects.

This 6th Annual DBE conference is geared toward DBE businesses; however, the event is open to all small and large businesses, public agencies, vendors and community partners with an interest in the transportation industry.

The conference moves to a new venue, the National Center for Employee Development (NCED) in Norman, OK

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Special Points of Interest

- Davis Bacon Workshop SET for February 18, 2014
- 6th Annual DBE Business Development Conference set for February 27, 2014 in Norman, OK
- DBE Experience: Olivas Construction

The Oklahoma Department of Transportation (ODOT) ensures that no person or groups of persons shall, on the grounds of race, color, sex, age, national origin, disability/handicap, or income status, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any and all programs, services, or activities administered by ODOT, its recipients, sub-recipients, and contractors.

Electronic Technology Benefits Industries



Three Steps to Automation:

1. Create a database to store your business records.
2. Build a website with basic information about your business and provide a phone number and a link to an email address.
3. Start a blog and a facebook page that highlights your business' expertise.

Information technology (IT) is an extensive concept that has come to mean breakthroughs in science that allow for automated solutions. One benefit to small business is increased productivity--which translates into lower costs--there are other benefits to the bottom line as well.

Communication: Rapid communications facilitate business decision-making. Email can be the backbone of a company's communications and increase productivity.

Efficiency: Information technology can automate routine tasks and to make data analysis easier.

Speed and Time: A small business can respond to change faster than a large business. Information can be shared at an astounding rate saving time and ensuring the ability to make decisions faster.

Easier Data Storage: Technology eliminates the need for double or triple entry systems and decreases the necessity of filing large amounts of paperwork.

Plans, contracts and project information can be stored virtually and accessed quickly.

Innovations in IT have improved efficiency and quality in many industries including government. Like other agencies, The Oklahoma Department of Transportation, Civil Rights Division, is turning to IT to improve services and processes. This move will eventually eliminate the need for paper copies and mail and improve communication and information storage.

The DBE Experience: Olivas Construction



Olivas Construction Concrete Work on Tulsa Highway Project



Olivas Construction Concrete Work on Turner Turnpike



Olivas Construction performing Paving on Yale Street in Tulsa.

WIN. Olivas has grown from a single employee to 25 employees and is now the winner of a contract as a prime with the City of Nichols Hills valued at \$122,208.50.

In a recent conversation with Nathan Olivas he credits his father's ability to "Learn something from every Prime he ever worked with." as one of the reasons the company has prospered. Olivas Construction has been fortunate enough to work with some of the best: Sherwood, Duit Construction and TTK are among their list of customers. "What you do as a subcontractor impacts your outcomes as a Prime," said Nathan, "You need to do high quality work you can be proud of

every time in order to be trustworthy enough to be a Prime."

Olivas also stressed that it is important for a subcontractor to take their time; and build a good business foundation. According to Nathan as he moves into management of the company, education, and training are very beneficial. Documentation is critical; it keeps you on track. A good CPA is an asset. Properly completed paperwork is more important than you think. "As a company we made the choice to walk with integrity," said Nathan. "That is the best way forward."

Gravely to Deliver DBE Business Development Conference Keynote Address



Melvin J. Gravely II, Ph.D

Lamont Martin, Coordinator of the Disadvantaged Business Enterprise (DBE) Supportive Services, recently announced the keynote speaker for the upcoming DBE Business Development Conference will be Dr. Melvin Gravely II, founder of the Institute for Entrepreneurial Thinking, an Ohio-based think tank focused on enhancing minority business development efforts. Dr. Gravely, a frequent

guest on radio and television stations, is dedicated to increasing capacity and opportunity for minority entrepreneurs. The Institute has a national reputation for providing leadership and research on issues impacting business and race. Dr. Gravely has served as an advisor to Chambers of Commerce, major corporations and community leaders across the country. The values at the core of his approach are: Professional Interactions, Balanced Perspective, Practical Approach and Market Driven Solutions.

After ten years working for a large corporation, Dr. Gravely co-founded TriVersity Construction Group a civil engineering firm and he serves as the Chairman of the firm's Board of Directors.

TriVersity is a multimillion-dollar construction company specializing in large, complex projects and clients with on-going construction needs.

Gravely is the author of seven books including *The Lost Art of Entrepreneurship*, *When Black and White Make Green*, and his most recent *Getting To The Next Level*. Dr. Gravely has a B.S. in computer science and business finance from Mount Union College and an MBA from Kent State University. Dr. Gravely's Ph.D. is in Business Administration and Entrepreneurship from The Union Institute and University.



Photos of NCED Conference Center and Hotel Located at 2801 East State Hwy 9, Norman, Oklahoma 73071— site of the 2014 DBE Business Development Conference.

Davis Bacon Act workshop: Cost Saving Information for Your Use

On February 18, 2014, a Davis-Bacon Act (DBA) Compliance workshop will be held for Disadvantaged Business Enterprise (DBE) firms and other small businesses. The Conference hosted by the Oklahoma Department of Transportation, Contract Compliance Team, in partnership with the US Department of

Labor (DOL) and the Oklahoma Bid Assistance Network (OBAN) features Cheryl Masters from the U.S. Department of LABOR'S Wage and Hour Division. The DBA requires that all contractors and subcontractors performing on federal contracts in excess of \$2,000 pay their laborers not less than the prevailing

wage rates and fringe benefits listed in the contract's Davis Bacon wage determination for corresponding classes of laborers employed on similar area projects. The workshop will provide DBEs with information that will help them stay in compliance with the DBA and avoid consequences that could include debarment.

