

CIESC Policy

Supplier Diversity – Minority and Women Business Enterprises (M/WBE)

It is the policy of the Central Indiana Educational Service Center (CIESC) through its Supplier Diversity Initiative to increase business opportunities for Minority and Women Business Enterprises (M/WBEs). Our commitment is to maximize M/WBE participation through the development of mutually beneficial business relationships with these enterprises. This effort is system wide and is inclusive of all contracting efforts within the traditional procurement systems, contracted services in facilities, and professional services.

The Supplier Diversity Initiative commitment is not as a response to outside regulatory agencies or mandatory requirements, but serves as an effort to recognize and support programs that serve to promote and enhance business and economic development within the minority communities we serve.

The coordination efforts will be led by the Coordinator of Purchasing and vested with the CIESC Purchasing Department; however, the commitment to this program is a system wide goal and all functional groups will contribute to its success.

It is the policy of CIESC to require its contract suppliers to comply with all existing laws prohibiting discrimination as to all aspects of employment because of race, color, religion, gender, age, disability, sexual orientation, or national origin.

It is further the policy of CIESC to require its contractors and subcontractors as defined herein to adopt an equal employment opportunity clause in all contracts with the CIESC. CIESC also desires that each and every person wishing to do business with the CIESC affirmatively exhibit a commitment to equal employment opportunity with respect to all employment practices and decisions.

In addition, it is the policy of CIESC to require that all contractors and subcontractors devise methods of recruitment and training, and that they implement these methods and other employment practices to expand employment opportunities for minorities, females, and disabled persons. It is also the policy of the Board to seek to further its goals of extending to all persons the opportunity to do business with the school districts, placing a strong emphasis on promoting minority and women business involvement. Pursuant to this policy, CIESC expects all contractors and subcontractors to exhibit a comparable commitment to minority and women business involvement.

The Executive Director shall be responsible for the implementation and enforcement of this policy.

It is the policy of CIESC to provide an equal opportunity for existing and operating minority business enterprises and women's business enterprises to receive and participate in CIESC procurement and contracting process.

The Coordinator of Purchasing, in concert with the governing board of CIESC and the Executive Director, shall be the final authority on all matters pertaining to the maintenance and administration of the MBE/WBE Initiative and compliance thereto.

DEFINITIONS:

- A. A "Contractor" is a person who has a single contract with the service center or a series of contracts all arising out of or related to the same subject matter.
- B. A "Subcontractor" is a person who contracts with a contractor and whose subcontract or series of subcontracts all arising out of or related to the same contract.
- C. A "Bidding Contractor" is a Contractor who responds to a request for bids initiated by the Board or its designees.
- D. A "Minority Business Enterprise" is a business of which at least fifty-one percent (51%) is owned and controlled by a minority and citizen of the United States of America.
- E. A "Minority" is an ethnicity of African American, Hispanic American, Asian American, Native American or other minority as defined by Federal or Indiana law.
- F. A "Women Business Enterprise" is a business of which at least fifty-one percent (51%) is owned or operated by a member or members of the female gender and citizen of the United States of America.
- G. "Person" includes both natural persons and legal persons or entities.
- H. "Contract" or "Subcontract" includes all agreements for the provision of goods and services (excluding contracts for personal services as defined by law) whether written, oral, or a combination thereof.