

“Tap Into Our Resource”

a presentation for ISM Nevada

Supplier Diversity at the Las Vegas Valley Water District

*Teresa Collins, C.P.M., CPSD
May 4, 2011*



Three companies, one job:
Working for a sustainable Nevada
LVVWD • SNWA • SPRINGS PRESERVE



Three companies, one job:
Working for a sustainable Nevada
LVVWD • SNWA • SPRINGS PRESERVE

How Does It All Flow?

- *Infrastructure*
- *Education*
- *Communication*
- *Reporting & Measuring Results*
- *Resources*

Infrastructure – “The Pipes”

- Organizational Policy, Laws, Guidelines
 - NRS
 - Board Resolution
 - Forms a basis for the program’s goals and initiatives
- Steering Committee/Executive Committee – Direct, Review, Modify
 - Keep engaged
 - Provide Real Examples – Engage Community and mix it up
- Mission Statement
 - Ownership
 - Tie to strategic visions of organization
- Ambassadors, “Meter Readers”
 - Carry out programs and initiatives
 - Identify opportunities

Infrastructure Challenges

- Top Level Support
 - Ask!
 - Demonstrate Benefits – what’s in it for me?
 - Cost Savings, Sustainability, Emergency Support
 - Give them credit
- Resources
 - Spread tasks out in your area
 - Make it count – EPDS or another reward or incentive
- Create an Ambassador Team
 - Develop criteria and recruit

Education – **Deliver**, Re-treat, Recycle

- Intake starts with you !
- Know your laws, guidelines and policies inside and out
- Use Formal study and or certification
- Peer and Community Partner networking
- Best Practices Research
- Trends, Tools

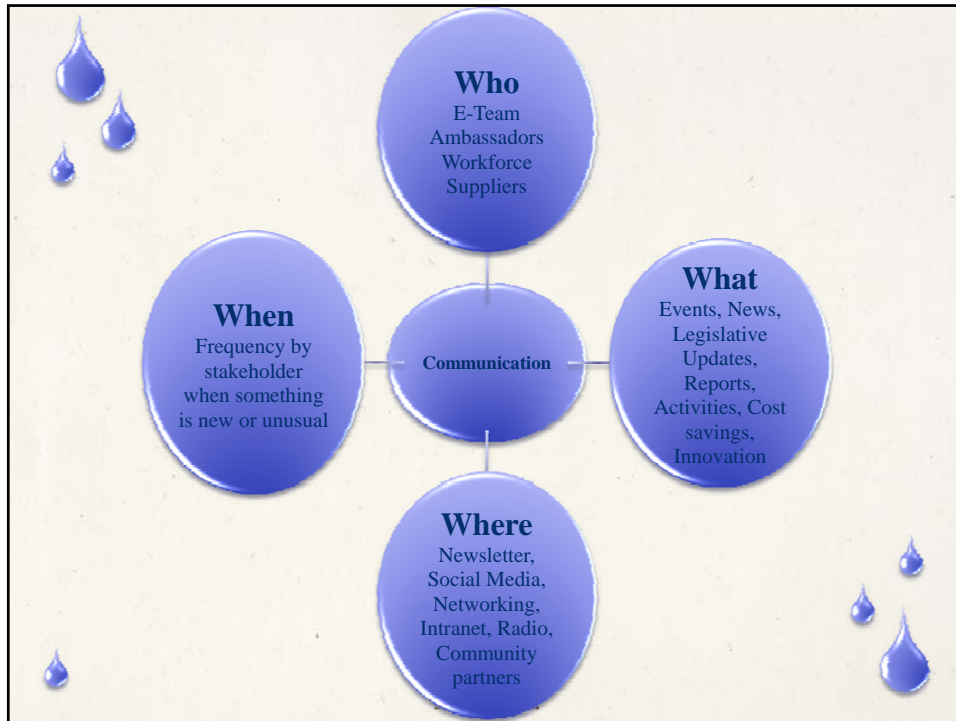



Education: **Deliver**, Re-Treat, Recycle

- **Ambassadors**
 - Everything!- Policy, Goals, Resources
 - Their Role & Expectations
- **Workforce**
 - Organizational Goals & Benefits
 - Ambassador Contact Info & Tools available – make it easy!
- **Management**
 - Current Initiatives & Results
 - Benchmarking Information
- **Suppliers**
 - Registration & Contact Information
 - Specific topics – Bids, NRS, RFP's
- **Community Partners**
 - Program Overview & Contacts
 - Events









 Three companies, one job:
Working for a sustainable Nevada
LVVWD • SNWA • SPRINGS PRESERVE

Reporting and Measuring Results:

- *Mandated*
- *Tied to goals*
- *Make easy to understand*
- *Communicate in all directions*
- *Use as tools*
 - Initiate Dialogue
 - Highlight Successes
 - Create Competition
 - Ask for Feedback
- *Find meaningful measures and information, not just statistics*
 - Activity Reports
 - Number of New Suppliers
 - Cost Savings or Increased Efficiencies
 - Supplier or Staff Achievements



Summary

- **Infrastructure**
 - Respect, Create (if necessary), Understand
- **Educate**
 - Through all routes in your pipeline
- **Communication Plan**
 - Frequency, Methods & Audience
- **Report & Measure**
 - Recognize Successes
 - Identify Opportunities
- **Use your resources**

Tips:



- **Find mentors**
- **Be creative**
- **Be resourceful**
- **Give credit; take responsibility**
- **Have an elevator speech**
- **Use recognition at all levels**
- **Focus your efforts**
- **Plant seeds**

Resources

- **For Education and Benchmarking:**
 - ISM – Institute of Supply Management Caps Benchmarking and Articles
 - NIGP - National Institute of Governmental Purchasing
 - Websites of major corporations with Supplier Diversity Programs – Pepsi; Northrop Grumman; Ford; IBM; Boeing; AT &T; Disney; Aetna
 - DiversityInfoResources.com
 - Diversitybusiness.com
 - Current events – National, local news
- **To find and connect with Diverse Suppliers:**
 - NvMSDC – Nevada Minority Supplier Development Council
 - Latin, Asian, Urban Chambers
 - NAMC – National Association of Minority Contractors
 - NAWBO – National Association of Women Business Owners
 - NAVOBA - National Veteran-Owned Business Associations
 - WBENC - Women's Business Enterprise National Council
 - NAWIC - National Association of Women In Construction

Other community partners

- SBA
- Banks and Insurance Co.
- Colleges
- Media
- Colleagues
- State of Nevada Procurement Outreach Program



Three companies, one job:
Working for a sustainable Nevada
LVVWD • SNWA • SPRINGS PRESERVE