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## Letter from the Editor

One year ago this month, ODOT launched the new Division of Opportunity, Diversity, and Inclusion (DODI) to promote diversity and provide equitable opportunities among ODOT employees, as well as potential employees, and business partners—especially small and disadvantaged businesses. As the state's largest provider of roadway construction work, ODOT is committed to diversity and equal opportunity because it is important for a healthy business environment in Ohio.

Diversity and Inclusion can have several meanings to many companies or organizations. To ODOT it means it is woven into the fabric of our day to day operation and culture. Once located in the Division of Construction, (DODI) is restructured to directly report to the Chief of Staff at ODOT. This ensures accountability and communication directives that are focused on results that exemplify commitment to diversity.

ODOT's new division is comprised of the following offices:

The Office of Equal Opportunity (OEO) ensures ODOT's compliance with federal and state non-discrimination laws, regulations, directives, and executive orders in all programs and activities across the state. The office also works with ODOT's funding recipients (such as local governments) to help them understand and comply with applicable civil rights laws and regulations.

The Office of Outreach is responsible with meeting key stakeholders in the community through-out the State of Ohio to ensure information regarding ODOT construction and engineering projects and ODOT workforce development initiatives are communicated in an effective and efficient manner. The Office of Outreach initiates and coordinates outreach efforts including promoting certification and prequalification of Small and Disadvantaged Business Enterprise (S&DBE) firms.

The Office of Small & Disadvantaged Business Enterprise (OSDBE) provides a range of services that help traditionally underrepresented businesses qualify for and receive contracts to work with ODOT.

The office includes the following programs:

- The Disadvantaged Business Enterprise (DBE) Certification Program: The DBE Program is a legislatively mandated USDOT program that applies to federal-aid highway dollars expended on federally-assisted contracts issued by USDOT recipients such as state transportation agencies.
- The Small Business Enterprise (SBE) Certification Program: The SBE Program is a race/gender-neutral program that restricts competition for prime contracts on certain USDOT-assisted projects to small businesses that have been certified through the program.
- DBE Supportive Services Program: to assist DBE Construction and Consulting heavy highway firms to compete and perform on federally funded heavy highway construction projects by providing reimbursements for the cost of items incurred. Eligibility and approval are required.

One year later, I'm proud to say that ODOT is open for business for everybody!

Terry Bolden  
Administrator  
ODI Office of Outreach



Garcia Surveyors' owner Tony Garcia. Photo by Ryan Neary.

## Garcia Surveyors

Garcia Surveyors, Inc., a land surveying firm based in Whitehouse, was started by Tony Garcia, P.S. and partners in 2007. They received their DBE Certification in 2008 and have since grown the company to include 30 total employees – 9 of them licensed surveyors – operating from 5 offices: the Whitehouse headquarters, Brunswick, Paulding, Lima, and Fort Wayne, IN.

As one of the few survey-only operations, Garcia offers focused attention to the engineers, architects, and contractors who team with them. They specialize in construction and industrial layout, including energy/utility endeavors like pipeline, wind, and solar projects; and of course, roadways. 3D models for Machine Control are a large part of their business, as well, as many contractors are taking advantage of their accuracy and efficiency.

No matter the service they're performing, Tony says the responsibility of both professional licensure and DBE certification is something he's proud of. For him, accountability is the basis of the operation.

"The DBE program has meant a great deal to us," said Tony. "It gives companies like ours an opportunity to get in front of the contractors, engineers, and agencies who are making things happen – and exposure is the goal for most service-oriented businesses. That said, it also sets a high standard for DBE program members. Being on the list may get you the initial phone call, but performance is what sustains it. As a professional organization, we believe that mirrors the ideals of the DBE program, and that has significant bearing on our work relationships."

Those work relationships and the opportunities being DBE are what Garcia feels is the driving force behind their success. Their clientele includes major roadway contractors throughout state, and with their recent DBE certification with Indiana DOT, they expect it to expand.

But there are other exciting things happening at Garcia. To stay at the front of the industry, their surveyors continually train

see *Garcia* (on page 3)



Pictured from left: **Apollo Perez** (District 7), **Domingo Martinez** (District 8), **Lauren Purdy** (DODI Deputy Director), **Jim Griffo** (District 8), **Deborah Green** (DODI DBE Administrator), **Kelly Tolliver** (Central Office IT), **Clint Bishop** (Central Office Construction), **Tina Collins** (Central Office Contract Sales), **Terry Bolden** (DODI Outreach Administrator), **Kim Watson** (DODI Asst. Deputy Director). Not pictured: **Amanda McFarland** (District 12), **Lyle Flower** (Central Office Consultant Services), **Tony Pankala** (District 8), **Kelly Wessels** (District 8). Photo by Andy Eline, ODOT.

Congratulations! June 17th marked the first ODI Champion Spotlight Award. Several ODOT employees were selected by their supervisors to be recognized by the Division of Opportunity Diversity and Inclusion (ODI) as a champion in promoting and a contributing to the efforts of integrating diversity & inclusion at ODOT. The award acknowledges ODOT employees who have made a contribution either through communication, processes, compliance, education, promoting diversity or listening & assessing feedback.

ODI recognized 10 individuals with a certificate and hosted a lunch and diversity roundtable discussion at Central office.

## OUTREACH



District 8 Deputy Director Tammy Campbell addresses event attendees. Photo by Bruce Hull, ODOT.

## 2016 Cincinnati Construction Event

March 9th - ODOT's Office of Outreach, the Cincinnati Minority Business Assistance Center (MBAC), and the City of Cincinnati Economic Inclusion Department planned the first annual Cincinnati Construction Summit. The all-day workshop and matchmaker event held at Xavier Cintas Center hosted over 200 businesses who had the opportunity to meet Prime Contractors and procurement buyers from federal, state, and local government agencies. Event guest speakers included; Mayor John Cranley, City Manager Harry Black, Ohio House of Representatives Alicia Reece, State Senator Cecil Thomas, and Cincinnati Economic Inclusion Director Thomas Corey.



*Frances Rubio-York (r) of OHM speaks with an attendee at the Columbus Professional Services Symposium. Photo by Bruce Hull, ODOT.*

## 2016 Columbus Professional Service Symposium

Over 100 small and disadvantaged business enterprises attended the Central Ohio Professional Services Summit at Columbus State on June 14th. The purpose of the all-day symposium was to provide information and education on how to become a successful business and assist Small and Disadvantaged Business Enterprises learn how to do business with ODOT. The City of Columbus Economic Inclusion Division, the Columbus Minority Business Assistance Center and Conference of Minorities

Transportation Officials (COMTO) collaborated in planning the event. Prime Contractors and Prime Consultants met one on one with small and disadvantaged businesses and several state and local agencies participated in the meet the buyer procurement workshops. Ohio House of Representative Hearcel Craig and District Director Matt Poppitch from the Office of Congresswoman Joyce Beatty welcomed attendees.

### *Garcia (from page 2)*

on and employ the latest methods and technology, and the company is soon to launch the much anticipated 3D Scanner and UAV/Drone Divisions. "Progress for the sake of accuracy and efficiency," Tony says. "Not just for the sake of progress."

That outlook has fostered this once-mom-and-pop operation through the large downturn a decade ago, changes in technical requirements, and the opening of their additional offices across Northern Ohio and Indiana. Now with certificates to survey in 8 states, and professionals licensed in 7, who knows where the limit lies for Tony and his team.

## UPCOMING WORKSHOPS

### July 21

Transportation Symposium / Rural Transit Opportunities  
Belmont County Fairgrounds  
Wise Domestic Arts and Horticulture Building  
45420 Roscoe Road  
St. Clairsville, Ohio 43950  
(216) 584-2003

### July 28

Certification Workshop  
University of Toledo  
Scott Park Campus  
2145 E. Scott Park Drive  
Toledo, Ohio 43607  
(419) 373-4461

### August 5

DBE Certification Workshop  
ODOT District 12  
5500 E 98th St  
Garfield Heights, OH 44125  
(216) 584-2003

### September 19th

DBE Orientation "Bootcamp"  
ODOT Central Office  
1980 West Broad Street  
Columbus, Ohio 43223  
(614) 644-8436

For more information of upcoming events, please visit:  
[dot.state.oh.us/Divisions/ODI/Outreach/Pages/default.aspx](http://dot.state.oh.us/Divisions/ODI/Outreach/Pages/default.aspx)

## DBE BY THE NUMBERS:

### In 2015:

**\$1.69** billion Total awarded construction dollars

**\$193.1** million DBE total awarded

### Currently:

Certified DBE companies **1067**

Prequalified DBE Companies **58**

### First Quarter January – March 2016

**\$39,308,023** million Total Dollars awarded to DBEs as Subcontractors

**\$5,420,795** million Total Dollars awarded to DBEs as Prime Contractors

**74** Number of DBEs doing business with ODOT

**201** Number of non-DBEs doing business with ODOT

### Did you know...?

20% of all contractors doing work for ODOT in 2015 were awarded to DBE firms.

## WHAT IS A DBE?

Disadvantaged Business Enterprise (DBE) program is designed to provide equal opportunity and to ensure nondiscrimination on federally funded highway, airport and transit transportation projects. For-profit businesses that are owned and operated by socially and economically disadvantaged individuals including women, Black Americans, Hispanic Americans, Native Americans, Asian-Pacific Americans, Subcontinent Asian-Pacific Americans, and individuals with disabilities are eligible.

The US Department of Transportation (USDOT) DBE Program is a federal program which operates under the guidance of the United States Department of Transportation (49 CFR Part 26). A firm (including its affiliates) must not have annual gross receipts over \$23.98 million in the previous three (3) fiscal years and only disadvantaged persons having a personal net worth (PNW) of less than \$1.32 million will be considered.

For more information on how to become a DBE please visit: [dot.state.oh.us/Divisions/ODI/SDBE/Pages/default.aspx](http://dot.state.oh.us/Divisions/ODI/SDBE/Pages/default.aspx).



District 1s Ivory Austin. Photo by Rhonda Pees, ODOT.

If you see Ivory Austin in his work environment, you would say he's excited about what he does. Talk to him and you feel the joy he has for the job.

That joy and excitement around his position as a highway technician in the Allen County garage in District 1 comes from the opportunity he's been given to work in a field he never imagined.

Austin grew up in the inner city in Lima but attended a fairly rural high school. "All the kids there drove tractors," said Austin, but he never thought of himself as being an equipment operator.

After high school, he worked in a factory and would talk daily to his cousin, Peewee, who drove trucks. "He was like my big brother," said Austin, and he encouraged him to consider driving trucks for a career. When Peewee died in a truck accident three years ago, Austin decided to pursue the profession his cousin loved.

It was at a job fair at Grace Church in Lima where he met Chris Hardesty, district business administrator, who promoted ODOT's apprenticeship program. The apprenticeship program

hires individuals who do not hold a commercial driver's license (CDL), a requirement for full-time, permanent employees working as highway technicians for ODOT. The program provides them opportunity to earn a CDL while working for the department and, at the end of the six-month program, a chance at any available full-time positions. They can also take their training and CDL to other employers.

The program provided the perfect way into the industry for Austin. He was accepted into the program last July and was then hired full time at the Allen County garage.

Having not been around much equipment before then, the adjustment for Austin was sizeable. "The whole truck thing was new," he said. But after being trained and mentored at the garage, he felt competent and prepared. "You have to realize what you're in." Last season's snowless winter was somewhat of a disappointment for him. "I was actually waiting on it," he said.

Austin has had no issues with fitting in at the garage. "It's a cool environment. Everybody's comfortable. I love the job and have fun," he said. His easy nature and willingness to speak freely about his obvious uniqueness dispenses with any discomfort.

Some cultural aspects, though, have been challenging such as learning and navigating the entire county. "In the city we say street names. It's the lingo here, like state routes. You have to learn another language," he said.

He's become an advocate for the apprenticeship program. He's organized gatherings at the local library to talk about the program and to teach others how to apply for jobs online. He posts on his personal social media about his ODOT experience and talks to people at the grocery store. "I've probably talked to a couple hundred," he said.

He's intent on succeeding and thriving in his ODOT career. "They gave me an opportunity and I'm thankful and blessed. When you're given an opportunity you must take advantage of it."

**Division of Opportunity Diversity and Inclusion contacts**

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**TOOLKIT**

- Federal Highway** - [fhwa.dot.gov/](http://fhwa.dot.gov/)
- 49 CFR 26** - [transportation.gov/osdbu/disadvantaged-business-enterprise/49-cfr-part-26-sample-disadvantaged-business](http://transportation.gov/osdbu/disadvantaged-business-enterprise/49-cfr-part-26-sample-disadvantaged-business)
- Supportive Services** - [dot.state.oh.us/Divisions/ODI/SDBE/Pages/Resources.aspx](http://dot.state.oh.us/Divisions/ODI/SDBE/Pages/Resources.aspx)
- Upcoming Construction Projects** - [dot.state.oh.us/Divisions/ContractAdmin/Contracts/Pages/default.aspx](http://dot.state.oh.us/Divisions/ContractAdmin/Contracts/Pages/default.aspx)
- NAICS Code** - [census.gov/eos/www/naics/](http://census.gov/eos/www/naics/)
- EDGE Certification** - [das.ohio.gov/Divisions/EqualOpportunity/MBEEDGECertification.aspx](http://das.ohio.gov/Divisions/EqualOpportunity/MBEEDGECertification.aspx)

**In Memory of Jill Matheny**

The Division of Opportunity, Diversity, and Inclusion, recently lost a member of our team. Jill Matheny, a 22-year employee with the Ohio Department of Transportation, unexpectedly passed away on May 1, 2016. She was an ODI Contractor Compliance Officer working in District 10. Jill was a hard worker and friend to all.

Jill is survived by her husband of 16 years, Delbert "Rocky" Matheny; her son, Brendan (Deborah) Leister; and her dog, Annie.

Jill is dearly missed by all.



Jill and her son Brendan by Lucille Micatrotto.