



GOLDEN NUGGETS TO TAKE HOME WITH YOU

Session Name: Establishing an Effective Supplier Diversity Program

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Diversity Classifications

In order for a company to be classified as a diverse-owned company, it must be 51% owned, operated, and managed by members of historically underrepresented groups. This could include **ethnic minorities, members of the LGBT+ community, women, veterans** and **people with disabilities**.

The diversity certification serves as a vetting tool to confirm the company's ownership status so corporations and government entities can preserve the integrity of their diversity spend data.

Third-Party Certifying Agencies

- **Ethnic Minorities** – National Minority Supplier Development Council – www.nmsdc.org
- **LGBT People** – National LGBT Chamber of Commerce – www.nglcc.org
- **Women** – Women's Business Enterprise National Council – www.wbenc.org
- **Veterans** – National Veterans Business Development Council – www.nvbdc.org
- **People with Disabilities** – Disability:IN – www.disabilityin.org

#YouBelongHere

Things to Keep in Mind

- You can also track your spending with small business enterprises, 8(a), and HUB-certified firms. These designations are commonly recognized by government entities but can help you capture spend with diverse suppliers that have yet to invest in third-party certification but have been certified through the Small Business Administration or a State Government.
- A self-certification process can help companies determine the diversity status of their current supplier base. Once you know the status of each supplier, you can connect them to the appropriate organizations to explore certifying their businesses.

Resources to Track Your Diversity Spend

- **Supplier.io** – www.supplier.io
- **Supplier Gateway** – www.suppliergateway.com
- **Tableau** – www.tableau.com