

DIVERSITY, EQUITY & INCLUSION



Best Practices to Engage MWBE Trade Partners

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| Who we are.

“The only things we build better than our buildings is our relationships.”

— William H. Dunn, Sr. (Chairman Emeritus, JE Dunn Construction)



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Today's Topics

1. MWBE Engagement Best Practices
2. Why important to our industry
3. Getting started

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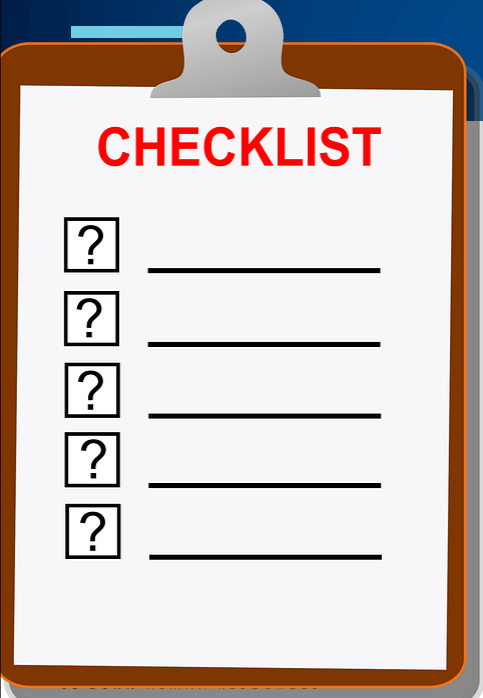
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Diversity, Equity & Inclusion
 Fostering Engagement and Community

bestpeople+rightculture | **JEDUNN**®

 WORKFORC	 WORKPLAC	 MARKETPLACE
Hiring the right people... Hiring, developing and retaining the most talented and diverse workforce available Supporting Initiatives: • Conscious Inclusion Training (Required Company-Wide) • Diverse Scholarship & Internship Program • Mentorship Program • High School and Campus Outreach • (KU, K State, Minnesota, Nebraska – Lincoln and Omaha, Iowa State, and North Dakota State)	Employer of choice for all..... Fostering a culture of high inclusion, valuing and leveraging the unique talents of all employees Supporting Initiatives: • Diversity Dialogues • Employee Resource Groups Programing • EEO + Foreman Training + Toolbox Talks • Quarterly Diversity Spotlights	Connection to business growth... Diverse trade partner engagement, aligned with customer strategies, community expectations and high standards of excellence in project delivery Supporting Initiatives: • Minority Contractor Development (MCD) Program – Minneapolis Spring graduation • MCD Program+ (mentor-protégé program) • Trade Partner Advocacy, Engagement & Mentoring • Workforce Development (Apprentice & Pre-apprentice) • Construction Workforce Industry Day

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CHECKLIST

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MBE Engagement Best Practices

- Transparency!
- Leadership & Decision-Makers as allies
- MWBE Quarterly Meetings
- MWBE Lunch-n-Learns
- MWBE Prime Partnering Sessions
- MWBE Prequalification Workshops
- Minority Contractor Development (MCD) Program
- MCD+ Program (mentor-protégé program)
- Scope development & creativity with project components
- Reporting
- Trade Partner Advocacy & Engagement
- Workforce Development (Apprentice & Pre-apprentice)
- Construction Workforce Industry Day (CWID)
- Network!



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Minority Contractor Development Program (MCD)

What:

8-months, Mentor & development program

Who:

MWBE contractors and JE Dunn professionals

Why:

Helps to build strong pipeline of MWBE trade partners; eliminate barriers, contracting opportunities; strengthens relationships



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Community Partners & Organizations

We partner with various MWBE community stakeholders that share the same passion for small business. Includes memberships, Board service, sponsorships. Provides a greater network with MWBE businesses.

- Association of Women Contractors (AWC)
- Urban League
- Construct Tomorrow
- National Minority Supplier Diversity Council (NMSDC)
- Women's Business Enterprise National Council (WBENC)
- AGC
- And more...

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GET PREQUALIFIED = BARRIERS?



JE Dunn | Subcontractor Management System (SMS)

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Trade Partner Registration (SMS) Process

1. Go to <https://sms.jedunn.com>
2. Request an Account (or login to existing)
Submit W9 and basic company info
3. JE Dunn IT will verify your information and setup your account
You will receive email confirmation when this is complete (may take up to 3 days)
4. Login and complete or update your prequal submission



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Prequalification – Why is it Important?

- Reduces uncertainty – improves decision making/communication
- First step prior to working with JE Dunn
 1. Feeds your information to our bid delivery software (SBN)*
 2. Sets up your business partner account for payment
 3. Access to Dunn Dashboards
- Prevents business relationships from being “siloed”

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| Prequalification Process

Step-by-Step Instructions:



NOTE:

- 24/7 Access to your profile to make updates as needed
- Annual financial update is required

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Why is MWBE Engagement Important?

- Develops strong pipeline of trade partners
- Invites new thinking, ideas, & innovation
- Increases capacity (bonding, revenue, etc.)
- Economics – helps our economy (jobs, taxes, etc.)
- Builds & strengthens relationships
- Limits MWBE fraudulent activity
- Increases MWBE industry knowledge
- Helps the labor pool
- What else?

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Getting Started

DO

- Get leadership buy-in
- Organize your goals and needs
- Recruit other DEI champions
- Develop a plan
- Execute!
- Repeat

DON'T

- Hit the easy button!
- Join orgs that are no benefit
- Make promises you can't keep
- Be inclusive ONLY when required
- Lean on compliance as the 'why'
- Wait for your competitors to do it 1st

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