

# THE VISION COUNCIL EXECUTIVE SUMMIT 2023

with Marie Deveaux

Creating Belonging Breakout

## CREATING BELONGING WITH SUPPLIER DIVERSITY

- **Maintain high corporate ethical standards**
- **Create economic opportunity**
- **Attractive selling point to new hires**
- **Widen the supplier pool**
  - **improve quality**
  - **lower costs**
- **Makes the supply chain more resilient**

## TAKE COMMITTED ACTION



- Write RFPS in plain language
- Bias check requirements
- Publish RFPs and opportunities with advance notice
- Review your contract language for equity and access
- Prepare to help a smaller supplier navigate your process

- Identify your local diverse supplier databases
- Plan to attend small and diversity business networking
- Partner with certification providers (minority owned, woman owned, disability owned, veteran owned, LGBTQ owned) in your municipalities
- Choose to use those parameters to begin your search pool

- Reach out to partners you already have and encourage them to certify
- Establish a communication strategy to engage with small and diverse businesses
- Proactively make those businesses aware of bid opportunities when they arise
- Attend trade shows where you can speak to your supplier needs

- Monitor your spend with diversity suppliers throughout the year
- Continue to make improvements as your relationships build
- Ask and survey your current suppliers so you have visibility
- Determine your measures of success (KPIs, brand awareness in other communities)
- Review supplier diversity as part of your overall inclusion strategy

