



## Executive Memorandum No. 21

### University of Nebraska Policy on Supplier Diversity

#### 1. Policy Purpose

To expand the University of Nebraska's commitment to providing equal access and opportunity to all businesses, including certified Minority-, Women-, Veteran-, Disability-, and LGBT-owned businesses through specific strategies, activities, and procedures. All supporting policy strategies, activities, and procedures are:

- In accordance with federal and state law and policies adopted by the Board of Regents;
- Based on the importance of a strong culturally diverse business community and the positive impact that successful businesses have upon the people of the State of Nebraska;
- Intended to support the University's basic values of diversity and equality;
- Intended to enhance the University's mission of outreach and engagement; and
- Intended to support compliance with federally-assisted sponsored programs.

#### 2. Definitions

Minority-Owned Business – a company that is at least 51 percent owned, operated, and controlled by a minimum of one U.S. citizen, legal resident alien, or lawful permanent resident; whose ethnic background is at least 25 percent Asian-Indian, Asian-Pacific, Black, Hispanic, or Native American.

Women-Owned Business – a company that is at least 51 percent owned, operated, and controlled by a minimum of one woman who is a U.S. citizen, legal resident alien, or lawful permanent resident; whose business formation and principal place of business are in the U.S. or its territories; and whose management and daily operation is controlled by women owners.

Veteran-Owned Business – a company that is at least 51 percent owned, operated, and controlled by a veteran.

Disability-Owned Business – a company that is at least 51 percent owned, operated, controlled, and managed by a person with a disability (defined as physical and/or mental impairment that substantially limits one or more major life activities) who is a U.S. citizen, legal resident alien, or lawful permanent resident.

LGBT-Owned Business – a company that is at least 51 percent owned, operated, controlled, and managed by an LGBT person or persons who are U.S. citizens, legal resident aliens, or lawful permanent residents and exercises independence from any non-LGBT business enterprise.

Certified Diverse Business – a company that has received certification as a Minority-Owned Business, Women-Owned Business, Veteran-Owned Business, Disability-Owned Business, or LGBT-Owned Business from one of the following:

- National Minority Supplier Development Council (NMSDC);
- Women’s Business Enterprise National Council (WBENC);
- U.S. Small Business Administration (SBA) Service-disabled Veteran-Owned Small Business (SDVOSB);
- U.S. Department of Veterans Affairs (VA) Center for Verification and Evaluation (CVE);
- National Gay & Lesbian Chamber of Commerce (NGLCC);
- Nebraska Unified Certification Program; or
- Any successor or qualifying organization.

### **3. Policy Goals**

The goal of this policy is to increase the participation of certified diverse businesses competing for business opportunities with the University through a comprehensive supplier diversity program that includes targeted outreach and increases the opportunity to effectively reach diverse business owners and supply them with the same information and benefits that are available to all businesses.

### **4. Policy Scope**

The following individuals share primary responsibility for implementing this policy:

- Chief Business Officers
- Offices of Business and Finance
- Offices of Facilities Management and Planning
- Offices of Procurement

## 5. Policy Implementation

The University will:

- Seek out partnerships with organizations that provide access and support to diverse businesses as funding is available and utilize local, regional, and national resources to identify certified businesses; and
- Reaffirm its policy statement and adopt the following statement of commitment that shall be included in all requests for proposal or invitations for bid issued by the University in its procurement and contracting activities:

### Policy Statement:

The University of Nebraska reaffirms its policy of providing equal opportunity to small business enterprises and to minority-owned, disability-owned, women-owned, veteran-owned, LGBT-owned, and certified diverse businesses in all aspects of the University's procurement and contracting activities. This includes procurement of or contracts for operational supplies and equipment, construction projects and materials, service contracts, and lease agreements. It also is the University's policy that any person or business seeking the opportunity to do business with the University shall not be discriminated against on the basis of race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation. The University of Nebraska conducts its procurement and contracting activities in a manner designed to prevent unlawful discrimination. University policies are consistent with applicable state and federal laws and regulations prohibiting unlawful discrimination.

### Statement of Commitment:

The University of Nebraska is committed to creating a climate that encourages certified diverse businesses to compete for University business within the parameters of state and federal law and Board of Regents policies through outreach, informational, and support programs that foster the access and success necessary for the prosperity of our state and its people.

- Develop a University-wide supplier diversity website through the efforts of the Office of Diversity, Access, and Inclusion and staff identified by the Chief Business Officers;

- Identify and implement campus engagement activities to include diverse suppliers;
- Appoint and/or identify personnel to develop, implement, and administer a supplier diversity program as outlined in the Policy's goals;
- Provide training for campus personnel with purchasing, facilities management, or operations responsibilities; and
- Direct each campus to develop strategies for including diverse suppliers to be considered in purchasing opportunities and collect applicable data in order to determine the effectiveness of its diversity efforts and for other legal purposes. Departments and offices within the scope should also establish a method to monitor implementation of the outcomes of strategies.

## 6. Policy Adherence

The Chancellor or the Chancellor's designee, in collaboration with the campus Chief Diversity Officer and other responsible parties identified by the Chancellor (e.g. procurement) will regularly submit information on supplier diversity activities and assessed outcomes as well as the use of diverse suppliers to the President at a mutually agreed upon time.

Dated this 9<sup>th</sup> day of August, 2019.

  
Susan M. Fritz, Acting President

Reference: February 2, 2001  
Revised August 9, 2019