

Quarterly Newsletter | Nineteenth Edition | November 2021



ODOT's Office of Civil Rights' newsletter, *Equity Line*, brings to you the newest content relevant to your business and business needs. Whether you work in transportation-related fields, construction, or just drive Oregon's roads and have an interest in what ODOT is doing for the Oregon economy, OCR's Equity Line is a newsletter you will want to read.

If you want to receive copies of the OCREL at no charge, delivered straight to your inbox, please click the sign up box below or send an email request to [ocrprograms@odot.state.or.us](mailto:ocrprograms@odot.state.or.us) to make sure you are on the list for future issues.

Interested in previous Equity Line Newsletter Issues 1-18? [Click here for archived newsletters](#) from Office of Civil Rights. [Click here to sign up for our newsletters](#).

Do you have any ideas for our next Equity Line newsletter? [Contact us!](#)

## BREAKING NEWS

### ODOT's 2022 Disparity Study is underway.



The Oregon Department of Transportation (ODOT) seeks to ensure equitable outcomes for all our work across the state of Oregon.

As part of this commitment, we are working to increase the number of minority and women-owned businesses receiving ODOT contracts and performing work in our communities.

In furtherance of this goal, ODOT has engaged **Keen Independent Research** to analyze the participation and availability of minority- and women-owned firms and other businesses for transportation contracts in Oregon. This **disparity study** will help ODOT operate the Federal Disadvantaged Business Enterprise (DBE) Program and set a new overall three-year goal for DBE participation in its contracts.

A key component of this study is identification of businesses that are available to perform ODOT and local government contracts and subcontracts. Starting in December 2021, Keen Independent Research and its survey firm, Customer Research International (CRI), are contacting businesses by phone to ask about their qualifications and interest in this work. We would greatly appreciate your participation in this survey, as well as in a follow-up interview if contacted by other study team members.

This list of interested businesses also helps ODOT add to its information about potential contractors, subcontractors, suppliers and consultants for future work.

To learn more about the the 2022 Oregon Department of Transportation Disparity Study, go to: <https://keenindependent.com/ODOTDisparityStudy2022/>

## DOING BUSINESS WITH ODOT

### ODOT's Office of Civil Rights – What Do We Do?



The **Oregon Department of Transportation** began in 1913 when the Oregon Legislature created the Oregon Highway Commission to "*get Oregon out of the mud.*" Today, we develop programs related to Oregon's system of highways, roads, and bridges; railways; public transportation services; transportation safety programs; driver and vehicle licensing; and motor carrier regulation.

The **Office of Civil Rights** has various equitable programs that small business owners can engage in to build their companies. Our team helps businesses find more work, connect with workforce, and provides access to ODOT's nondiscrimination programs. Our work includes the Mentor-Protégé, Disadvantaged Business Enterprise (DBE) & Emerging Small Business programs, along with providing many other small business resources. To learn more about the office of civil rights, [click here to visit our website.](#)

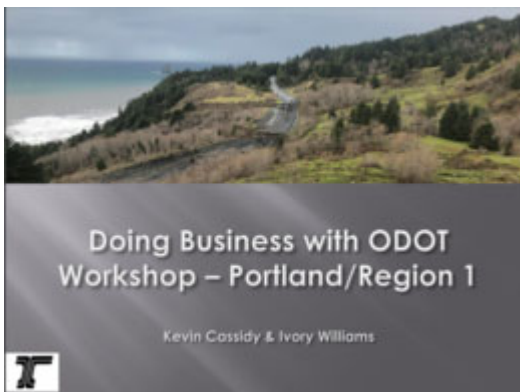
**Looking for help in your region?** Contact your Field Coordinator

- **Region 1:** Max Bernstein: [Max.G.Bernstein@odot.oregon.gov](mailto:Max.G.Bernstein@odot.oregon.gov)
- **Region 2:** Paul Joiner: [Paul.B.Joiner@odot.oregon.gov](mailto:Paul.B.Joiner@odot.oregon.gov)
- **Region 3:** Christie Meacham: [Christie.Meacham@odot.oregon.gov](mailto:Christie.Meacham@odot.oregon.gov)
- **Region 4:** Clay Deckert: [Clay.Deckert@odot.oregon.gov](mailto:Clay.Deckert@odot.oregon.gov)
- **Region 5:** Rex Stanley: [Rex.P.Stanley@odot.oregon.gov](mailto:Rex.P.Stanley@odot.oregon.gov)

Not sure of your region? Check here: [Oregon Department of Transportation : Regions : Regions : State of Oregon](#)

## Doing Business With ODOT RESOURCES: Virtual trainings for navigating public contracting with Oregon’s Department of Transportation

If you missed our workshops in October, you can catch up by tuning into our video recordings on YouTube and downloading the workshop presentation slides.



**ODOT Region 1 Procurements (Public Improvements, Goods and Trade Services)**  
**Presenters: Ivory Williams & Kevin Cassidy**

- » [Presentation Slides](#)
- » [Video Link](#)



**Risk Management Considerations for ODOT Projects & Contractor Insurance**  
**Presenter: Zac Cartwright**

- » [Presentation Slides](#)
- » [Video Link](#)



**Highway Construction Program Overview**  
**Presenters: Sarika Ramakrishnan & Darren Schmidt**

- » [Video Link](#)



## Doing Business with ODOT

ODOT PROCUREMENT OFFICE (DPO)  
PERSONAL SERVICES CONTRACTS

### Personal Service Contracts Presenters: Melanie McMurrick & Jody Owens

- » [Presentation Slides](#)
- » [Video Link](#)



To view all the workshop videos, slides and resources, [click here](#).

## Resources at your fingertips

The Oregon Department of Transportation contracts for a wide variety of goods, equipment, trade services, personal services, highway maintenance, public improvements, architectural and engineering and Related Services, and highway/bridge construction project. Explore contracting opportunities with ODOT by reviewing the following links:

### How to Get Started:

[Oregon Department of Transportation: Contracting with ODOT: Procurement : State of Oregon](#)

### Bid and Award Information:

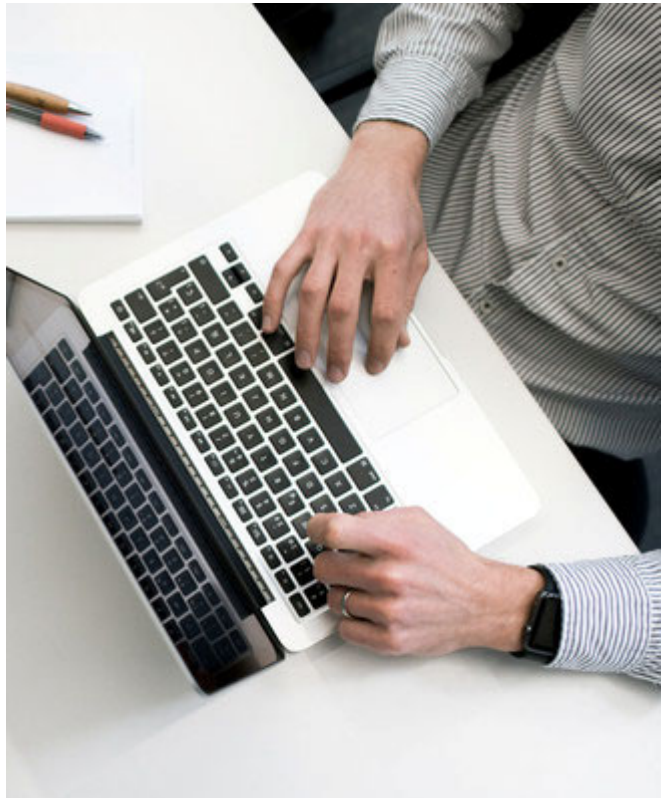
[Oregon Department of Transportation: Bid and Award Information: Procurement : State of Oregon](#)

### Procurement Office:

[Oregon Department of Transportation: Oregon Department of Transportation Procurement Office: Procurement : State of Oregon](#)

### Training:

[Oregon Department of Transportation: Training at ODOT: Doing Business : State of Oregon](#)



**BUSINESS SPOTLIGHT: Donaldson Consulting LLC**

**November is Native American Indian Heritage Month,  
and ODOT recognizes Suzanne Donaldson...  
our Small Business Spotlight**



**Company:** Donaldson Consulting LLC

**President:** Suzanne Donaldson

**Title:** Owner/President

**Phone:** 360-280-2321

**Website:** <https://www.donaldsonconsultingllc.com>

**Linecard:** [View pdf](#)

**Certifications:** WA: DBE, MBE, WBE, SBE

OR: DBE, MBE, WBE

DBE: AK, AZ, CA, HI, ID, NV, MO, MT (IL pending)

Federal: WOSBE, EDOSB



DONALDSON CONSULTING, LLC

## Determination, perseverance, and resiliency — a winning combination

Twenty-plus years ago, on the advice of a mentor, Suzanne Donaldson started working for herself, providing legal assistance services to multiple attorneys. Before she knew it, she had moved into the role of business development for a specialty contractor who needed help with revenue building and marketing exposure.

Suzanne found herself networking all around the Portland region and began attending diversity meetings with public agencies on the contractor's behalf. These meetings introduced Suzanne to diversity consulting, which intrigued her — so she enrolled in various diversity workshops. She was determined to learn more about the importance of diversity in the workplace, the disparities, and the changes that need to happen.

As a Native American, enrolled as Cowlitz Indian Tribe Member, diversity consulting plays a vital role. As a result, Suzanne decided to include consulting services for diversity, equity, and inclusion — as well as project management administration services — as part of her business. *“Never in my wildest dreams did I think I could start a business and build it successfully only having an associate's degree,”* Suzanne said.

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***“My work is meaningful, impactful, and fulfilling. I have the opportunity to build the skillsets of others with project teams and public agencies who are excellent teaming partners.”***

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Donaldson now has two part-time employees and a handful of ancillary support services contractors to support her business, offering community engagement, facilitation, research, program development and implementation. Her clients cross multiple industries in multiple states. *“I am DBE certified in 11 states, and have worked on a few national contracts. I build productive, authentic relationships and I owe my success to my network, which I am so grateful for and still have in place.”* Most of all, however, she credits her determination, perseverance, and resiliency with her ability to stay in business after 20 years.

### How teaming and mentoring led to leading

A [Port of Portland Mentor-Protégé Program](#) graduate (who has also become a mentor), Donaldson's background also includes being a graduate of the Interise program as well as Business Diversity Institute Leadership Recharge. *“These programs provided me with the tools to manage my business effectively.”*

She also says her mentors — which include Rhonnda Edmiston, Cade Lawrence, John Willis, and Jackie Babicky Peterson — have been instrumental in her growth as a business owner. *“I am forever grateful.”*

Donaldson finds that collaboration is critical for a successful project. When people are included and can share ideas, they function better. They learn to leap and not fear failure as much. They find the courage always to move forward. It’s important to me to always enter a room with my team-building spirit in hand. I truly believe, once you learn to work in a team setting, you can learn to lead. One of my favorite quotes is, *‘What Would You Do If You Knew You Would Not Fail?’* This quote was also on the desk of another mentor, Jacqueline McMahon — the person Donaldson credits with her starting the business. *“I paid it forward and gave it to my protégé when I was a mentor at the Port.”* Donaldson says this quote helps her stay mindful that anything is possible.

### **The business of Donaldson Consulting — providing expertise and value**

Suzanne works toward creating a level playing field for underserved communities and businesses and enjoys collaborating with multiple stakeholders.

<p>Project management Diversity consulting Community engagement Training/mentoring</p>	<p>While she says she has worked on many fantastic projects, Donaldson’s current projects include being community engagement consultant on the ODOT Disparity Study project (working with Keen Independent Research) as well as working with Skanska USA Civil as the DBE coordinator/PM on the Pursuit I-205 Abernathy Bridge Phase 1A.</p>
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Other projects saw her serve as trainer for Cooper Zietz Engineers for their Workforce Statewide Mentoring Services Development Program and also as DBE Coordinator/PM Administration Services for both the TriMet Southwest Corridor Light Rail Project (an AECOM joint venture with Southwest Transit Partners, Parametix-David Evans & Associates) and TriMet Southwest Corridor Project SWTPE Urban Design (with ZGF-VIA-Mayer/Reed Joint Venture).

She says these projects have been exceptional and provided her additional mentoring opportunities that helped her expand her skillset and grow her capacity. “It has been refreshing to work with teams and agencies that value the services I offer. Listening and participating in conversations and taking my recommendations makes me feel the work I do is appreciated.

## **APPRENTICESHIP SPOTLIGHTS**



Northwest College of Construction Apprentice of the Year:

## Matt Lux

Matt is a Grand Ronde TERO worker and has been working on ODOT projects for the last couple of years as an apprentice and a TERO worker for [JW Fowler](#).

*"Fowler loves Matt and they love having a single person help with two goals!"*

— JW Fowler



The TERO workforce and an OJT Apprentice of the Year:

## Antonio Becerra

OJT/TERO apprentice worked on US30BY (LOMBARD) SAFETY EXTENSION project with Corpac through the confederated tribes of warm springs.



*"Antonio started working with Corpac in the beginning of 2021. Over the past year, he has shown a genuine interest in not only learning more about the trade, but in making a career in construction. If there is ever any opportunity to learn something new, he is our first volunteer to deepen and broaden his knowledge and certifications. Antonio is a good communicator and integrated well with our team. We believe that he will continue to advance his career in construction and look forward to seeing his success and growth in the future."*

—Trisha Cauthorn | Corpac Construction

## PARTNERS

## OAME and ODOT Partnership

Led by Sam Brooks, the [Oregon Association of Minority Entrepreneurs](#) (OAME) is a non-profit, tax-exempt membership organization with a mission to promote and develop entrepreneurship and economic development for ethnic minorities in the State of Oregon & SW Washington.

As an all-inclusive organization, OAME lives and breathes by its motto: "**Everybody's In, Nobody's Out.**" ODOT is more than glad to support.

This year and every year, ODOT sponsors the OAME Trade Show and Conference. We also support OAME's coffee and issues events, which reach folks from entrepreneurs, public agencies, partner non-profits, and large businesses. Let's work toward their mission of eliminating discrimination and racism together!

For information regarding, OAME, their trade show or sponsorship opportunities, contact Bill Prows at [OAME](#) 503-249-7744 or [bill@oame.org](mailto:bill@oame.org)



## ODOT SPONSORED EVENTS & TRAINING



## ODOT's White Cane Safety Campaign

White Cane Safety Day launched in October aims to keep Blind and low vision pedestrians safe and supports their independence.

» [Learn about the campaign here](#)

» [Podcast](#)

» [Marylee and Darian Video](#)

» [Stephen Murphy Video](#)

## APPRENTICE RESOURCES

### Apprentice Supportive Services Highway Construction





**ARE YOU AN APPRENTICE IN THE HIGHWAY CONSTRUCTION TRADES?**  
**ARE YOU APPLYING TO BE ONE?**

**FINANCIAL ASSISTANCE IS AVAILABLE TO HELP YOU BE SUCCESSFUL.**  
 No career transition is easy, but we're here to make it a bit less stressful.

**JOB READINESS SUPPLIES**

SO YOU CAN FIT THE GROUND RUNNING!

- \$ for work tools
- \$ for work gear/boots
- \$ for rain gear

**CHILD CARE SUPPORT**

TO BUILD YOUR FAMILY AND CAREER!

- Assistance to pay for childcare while you work as an apprentice
- You choose your own qualified childcare provider

**OTHER SUPPORTS**

- Mentoring/coaching
- Information and referral
- Help getting to remote jobs
- Hardship assistance

\*Services provided through ODOT/BOLI

If you are an applicant or an apprentice in one of these programs, you should call Penny:

carpenters (including pile drivers, scaffold erectors, etc.), cement masons, ironworkers, laborers, operating engineers, or painters

Note: We also provide services to construction apprentices in other trades if you are actively working on a road or bridge project.

**DON'T WAIT! CONTACT:**

**Penny Painter** (at Akana)\*

Tel: 503.205.4769

Email: penny.painter@akana.us

<http://bit.ly/apprenticesupports>



**ODOT SOCIAL MEDIA CHANNELS**



**Did you know ODOT has Social Media channels? Connect with us!**

Facebook » [www.facebook.com/OregonDOT](http://www.facebook.com/OregonDOT)

Twitter » [www.twitter.com/OregonDOT](http://www.twitter.com/OregonDOT)

Flickr » [www.flickr.com/photos/OregonDOT](http://www.flickr.com/photos/OregonDOT)

YouTube » [www.youtube.com/user/OregonDOT](http://www.youtube.com/user/OregonDOT)

**CERTIFIED FIRMS**





## Welcome Newly COBID Certified Firms!

*Firms certified 8/25/2021 – 11/15/2021*

This data is provided to ODOT's Office of Civil Rights by COBID.

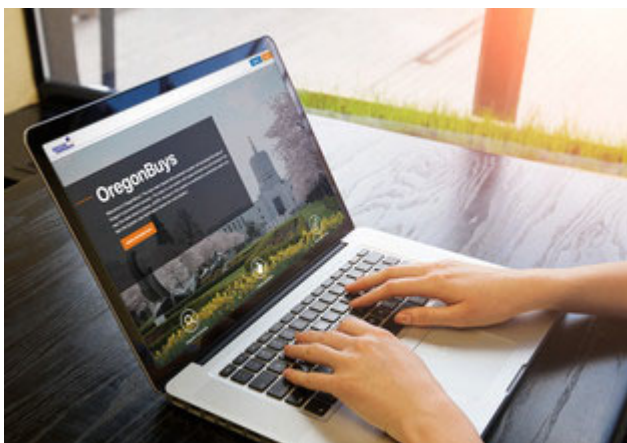
Search by business name and/or vendor ID in COBID's certified vendor directory to obtain additional details and contact information for any of the newly certified firms. The COBID certified vendor directory is available [here](#).

### View newly certified COBID firms

- **COBID Certification - ASK US** for a copy of the new step-by-step guidance to certification
- [Certification FAQs](#)
- [COBID Website](#)

## BID OPPORTUNITIES

### ODOT's bidding opportunities are listed through OregonBuys.



**OregonBuys** is a new web-based eProcurement system that will automate the state's eProcurement process and replaced ORPIN. You can register for the OregonBuys system [here](#).

### Get Registered for OregonBuys

For questions about **OregonBuys** registration, call 1-855-800-5046 or email [Support.OregonBuys@oregon.gov](mailto:Support.OregonBuys@oregon.gov).



## Need Live Assistance with ODOT-related Activities in OregonBuys?

Tuesday and Thursdays from 1-3pm

To Access | Follow this link

Or Call 1-971-277-1965, ID#46033112

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### Projects Open for Bids

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**BID:** S-73000-00001085 **Closing Date:** 11/30/2021 2:00PM  
**Title:** RFB - DMV HQ Office Remodel

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**BID:** S-73000-00001114 **Closing Date:** 12/01/2021 2:00PM  
**Title:** After Action Report - Oregon Wildfire 2020

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**BID:** S-73000-00000632 **Closing Date:** 12/02/2021 3:30PM  
**Title:** Transportation Land Use Planning 2021 ("TLUP-21")

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**BID:** S-73000-00000141 **Closing Date:** 12/07/2021 2:00PM  
**Title:** Guardrail & Cable Barrier Price Agreement

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**BID:** S-73000-00000877 **Closing Date:** 01/05/2022 2:00PM  
**Title:** RFP - Turn-Key 19.5, 22K & 33K GVW Bucket Trucks Price Agreement

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**BID:** S-73000-00000074 **Closing Date:** 07/15/2025 5:00PM  
**Title:** RFQ Right-Of-Way Appraisal Services

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**BID:** S-73000-00000075 **Closing Date:** 05/31/2029 2:00PM  
**Title:** Employer Based CDL Testing for Transit Providers

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# Projects in Progress

## Oregon Department of Transportation

[Keep Oregon Moving \(HB 2017\) Projects : Projects : State of Oregon](#)

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### 1-205 Improvements Project - \$500 million

[Oregon Department of Transportation : Project-Details : Projects : State of Oregon](#)

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### OR 217 Auxiliary Lanes Project

[Oregon Department of Transportation : Project-Details : Projects : State of Oregon](#)

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### 1-5 Rose Quarter - \$450-500 million | Phase 1a out to BID December 2021

Contact Mandy Putney, Principal Executive / Manager – Urban Mobility

503-720-4843 – [Mandy.Putney@odot.state.or.us](mailto:Mandy.Putney@odot.state.or.us)

[Oregon Department of Transportation : Project-Details : Projects : State of Oregon](#)

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### Real-time is the Design-Build Region 4 – Out to BID Nov 2, 2021

Contact Miranda Wells, Professional Engineer/Transportation

541-480-7812 - [Miranda.WELLS@odot.state.or.us](mailto:Miranda.WELLS@odot.state.or.us)

## OCR PROGRAMS

### Disadvantaged Business Enterprise (DBE)

In order to be part of the Disadvantaged Business Enterprise program, your firm must be certified as a Disadvantaged Business Enterprise. Disadvantaged Business Enterprises include small businesses that are at least 51% owned by Minorities (Blacks, Hispanics, Native Americans, Asian-Pacific Americans, Subcontinent Asian Americans, and Women) Other individuals on a case-by-case basis.

[Learn More](#)

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### Emerging Small Business (ESB)

The Emerging Small Business Program creates contract opportunities for Oregon's small businesses. The program also helps remove some of the barriers which prevent small businesses from contracting with ODOT. The ESB program objectives are to:

- Ensure ODOT is following Oregon laws and requirements.
  - Assist and encourage other state and local agencies to have Emerging Small Business programs.
  - Ensure that opportunities are available statewide to a diverse pool of businesses.
  - Ensure that Emerging Small Businesses can compete fairly for ODOT funded projects.
  - Ensure that only eligible firms can participate in the Emerging Small Business program.
  - Help develop firms so that they can compete outside of the Emerging Small Business program.
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[Learn More](#)

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## Title VI

ODOT complies with Title VI of the Civil Rights Act and other federal nondiscrimination statutes which prohibit discrimination based on race, color, national origin, age, disability or gender in ODOT's programs, activities, services, operations, delivery of benefits or opportunities to participate.

In an effort to provide equitable access, ODOT provides accessibility aids, translation and interpretation services for public ODOT events and vital documents upon request. The public can get these services by providing reasonable advanced notice, at no charge to the individual.

[Request a Program List](#)

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## Equal Employment Opportunity Contractor Compliance

The Oregon Department of Transportation is committed to equal opportunity in hiring and awarding contracts. ODOT promotes equal opportunity within its own workforce and with the workforce of contracted employers who provide services for the agency.

[Find Out More](#)

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## Workforce Development

ODOT is training future highway workers that will fill vacancies in the construction industry. By partnering with local nonprofits and Pre-Apprenticeship Programs, we're poised to meet today current demands. Get a list of programs ready to work with you.

[Get the List](#)

**STAY  
CONNECTED**

### OCR's Equity Line E-Newsletter

[Sign Up](#)

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**ODOT Mission Statement** | We provide a safe and reliable multimodal transportation system that connects people and helps Oregon's communities and economy thrive.

ODOT is an Equal Employment Opportunity and Affirmative Action Employer. The content in this email is available by alternate means. Please contact our office at (503) 986-4350, or call statewide relay at 711 or via email at [OCRINFOREQUEST@odot.state.or.us](mailto:OCRINFOREQUEST@odot.state.or.us) for assistance.



**Oregon Department of Transportation**  
Office of Civil Rights - MS 23  
3930 Fairview Industrial Dr SE, Salem, OR 97302  
Phone: 503-986-4350  
[OCRINFOREQUEST@odot.state.or.us](mailto:OCRINFOREQUEST@odot.state.or.us)  
[www.oregon.gov/ODOT/Business/OCR](http://www.oregon.gov/ODOT/Business/OCR)

**Manage Account**

[Edit Preferences](#) | [Contact Us](#) | [Help](#)



This email was sent to james.myers@odot.state.or.us using GovDelivery Communications Cloud on behalf of: Oregon Department of Transportation · 355 Capitol Street NE · Salem, OR 97301 · 888-275-6368

