



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 subscribe box below or send an email request to ocrprograms@odot.state.or.us to make sure you are on the list for future issues.

"Spring is the time of plans and projects"— Leo Tolstoy

ODOT SPONSORED EVENTS & TRAINING



Event: Oregon Tradeswomen's Career Fair

When: May 17 & 18, 2019

Where: NECA-IBEW Electrical Training Center,
16021 NE Airport Way, Portland, Oregon 97230

[Learn More](#)

Event: Eastern Oregon Construction and Utilities
Career Day

When: May 2, 2019

Where: ODOT Baker City Maintenance Station

Time: 9am - 2pm

[See Flyer](#)



Construction apprentices are encouraged to participate in a free online training regarding worker health.

[Learn More](#)

ODOT PROJECT OUTREACH & SPONSORSHIPS



Meet the Primes Event Gets Great Turnout

On Tuesday April 9th, the Oregon Department of Transportation (ODOT) hosted a networking session for Disadvantaged Business Enterprises (DBE's) and workforce providers to meet prime general contractors, hear about upcoming ODOT construction opportunities, specifically the [I-5 Rose Quarter Project](#).

Primes and Subcontractors had the opportunity to learn about the I-5 Rose Quarter Project vision, guiding principals, goals and the chance to meet with CMGC prime contractors, DBEs and workforce providers for teaming and fun networking.



Reynolds Learning Academy Touring

[Reynolds Learning Academy](#) is a program designed to prepare students for success in their School-To-Work program.

This class we are touring is geared to show them apprenticeship, construction trades opportunities and what ODOT may have to offer in a variety of business functions. Many of these students end up in apprenticeship or in the construction field after graduation. They have a wonderful program and this is a great opportunity to partner and expose these students to ODOT.



ODOT Sponsored Ten DBE Firms to Attend BDI's Business Leadership Recharge Conference

The Oregon Department of Transportation provided sponsorships to 10 certified DBE firms to attend [Business Diversity Institute's](#) 3-Day Leadership Recharge held last month.

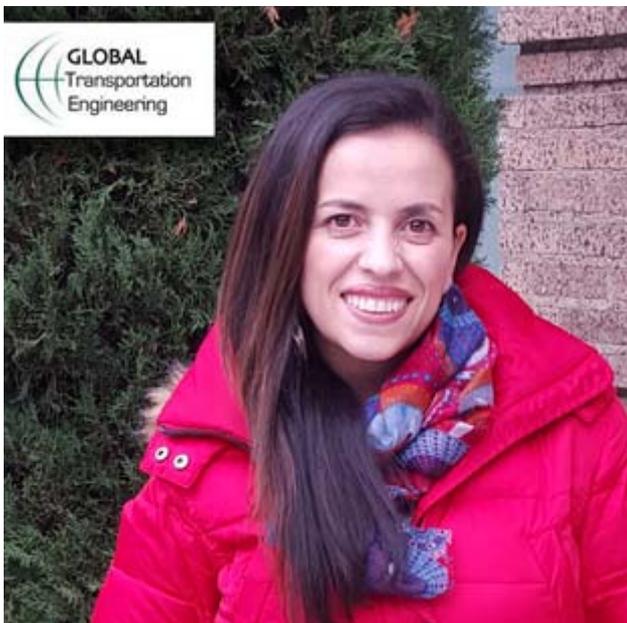
The conference workshop topics covered business financials, sustainability policy, risk management, marketing, and business development. The firms also engaged in interactive assignments and super inspirational and leadership driven talks along with great food all at the [Oregon Garden Resort](#) in Silverton, Oregon. We heard great feedback with many connections made, and camaraderie experienced.

This conference was an amazing opportunity to connect and learn from like-minded professionals. I have connected with several new firms, made a couple of new friends and most importantly learned more about how my firm might have services that benefit ODOT. I am looking forward to exploring the possibilities. — DBE Firm

The ODOT scholarship sealed my attendance, I was on the fence, but now I am so glad to have been a recipient the conference was just as advertised - a recharge & refocus on running a small business.— DBE Firm

ODOT has more scholarship opportunities available. Take a look at the Business Development section below.

SMALL BUSINESS SPOTLIGHT



Company: Global Transportation Engineering

Principal: Monica Leal, PE

Industry/Specialty: Transportation Engineering

Phone: 503-488-5768

Website: www.globaltranseng.com

Certifications: OR DBE/WBE/MBE/ESB

Passion Makes the Risk Worth It at Global Transportation Engineering

It took business partners **Monica Leal** and Dana Beck with a year of planning and deliberating before they made the decision to start Global Transportation Engineering (GTEng). Both felt that leaving their jobs to start GTEng was a huge risk and they weren't sure it was going to pay off. They opened their doors in 2015 and have found that the risk has been worth it. The support of family and friends, their dedicated staff, and an ongoing passion for transportation planning have contributed to their success.

Monica Leal and Dana Beck with are both licensed engineers and together have a combined background in transportation engineering and civil engineering. They, with their team of six employees, specialize in transportation planning and engineering services. Since starting in 2015 they've work on a range of projects including the Fanno Creek Trail, OR99E Railroad Tunnel Illumination and ITS project, and the Lincoln City US101 Pedestrian Ramps project.

Leaving a Steady Job to Open Your Own Business Can Be Scary

For Monica Leal the prospect of making her own decisions and being in charge of her own destiny made the risk of leaving a steady job worth it. She and Dana Beck with had both worked at DKS Associates for

many years, and so leaving that security to start GTEng felt scary. They talked about the pros and cons of going into business together for about a year before finally deciding to take the leap. Both of them remember the moment clearly. Once they realized that they had similar professional goals and shared a passion for their work, they decided that GTEng just might work.

After three-and-a-half-years Monica still enjoys the decision-making power that comes with owning her own business. She recollects, *“Leaving a steady job and opening GTEng was a huge risk, but now I have more control of my own destiny. I am lucky that my family and friends have supported me every step of the way.”*

Employees are the Foundation of GTEng’s Success

For Monica, the success of GTEng has come down to building great relationships, in particular with her employees. *“Our employees are the foundation of our success. We are working hard to create a safe environment for employees to express their thoughts and ideas,”* she says. It’s these relationships that allow GTEng to serve clients on a personal level to better understand their needs and provide a high degree of quality expert services. Focusing on the needs of her employees allows Monica and her business partner to deliver quality work on time and on budget.

When asked what advice she had to share with anyone thinking of starting their own business Monica emphasized the importance of passion and hard work. She shared that running your own business is hard work and so having a passion for what you’re doing can help carry you through. As an example, GTEng has moved 4 times in the last 3.5 years as they’ve grown and as their needs have changed. One of her favorite quotes captures her advice well:

“Success is not final; failure is not fatal: It is the courage to continue that counts.”
— Winston S. Churchill

BUSINESS DEVELOPMENT



Opportunities for Business Development

If you are a certified DBE or ESB business owner, read on! Are you interested in taking classes related to Accessing Capital or learning other small business practices to develop your business? ODOT will provide

a **\$500 voucher toward tuition for any eligible DBE or ESB firm** who attends these type of courses and works with our partners in the Small Business Development Centers across the state. You can also earn CCB continuing education credits. Please email occrprograms@odot.state.or.us to learn about the options available to you.

February - December

[Central Oregon CC](#), 1027 NW Trenton Avenue Bend, OR 97701
\$999

September - May

[Chemeketa CC](#), 626 High Street NE Salem OR, 97301
\$800

October - June

[Clackamas CC](#), Harmony Campus, 7738 SE Harmony Road, Ste 287, Milwaukie, OR 97222
\$695

September - June

[Clatsop CC](#), 1651 Lexington Avenue, Astoria, OR 97103
\$695

[Columbia Gorge CC](#), 400 E Scenic Drive, The Dalles, OR 97058
\$595

October - June

[Klamath CC](#), 803 Main Street, Suite 204, Klamath Falls, OR 97603
\$795

September - June

[Lane CC](#), 101 W 10th Ave, Suite 304, Eugene, OR 97401
\$579

September - June

[Linn-Benton CC](#), 257 SW Madison Ave, Suite 210 Corvallis, OR 97333
\$795

January - October

[Linn-Benton CC](#), 44 Industrial Way, Lebanon, OR 97355
\$795

September - May

[Oregon Coast](#), 13788 SE High School Drive, Lincoln City, OR 97367
\$900

October - June

[Rogue CC](#), 214 SW Fourth Street, Grants Pass, OR 97526
\$599

October - June

[Umpqua, Umpqua Business Center](#), 522 SE Washington Avenue, Roseburg, OR 97470
\$595

[Explore More](#)

NEWS

COBID and government contracting assistance is now available in Spanish

A recent partnership with the [Hispanic Metropolitan Chamber \(HMC\)](#) and [Government Contract Assistance Program \(GCAP\)](#), Oregon's Procurement Technical Assistance Center (PTAC) will offer contracting assistance in Spanish.

The partnership includes a half-time procurement counselor, Poncho Romero. Poncho will offer training and counseling in various federal, state, and local government procurement topics such as the basics of government contracting, marketing your business to the government, certifications and registrations, etc. If you have any questions you can contact Poncho Romero at promero@gcap.org or (503)222-0280.

BID OPPORTUNITIES



ODOT's open bidding opportunities are listed through ORPIN or EBids.

To get registered to bid through ORPIN, go to <http://orpin.oregon.gov/open.dll/> from the main page, click on Supplier Registration and follow the prompts.

Once you are registered, you can browse by Organization to pull up all of ODOT's listings. Check back every few days for new opportunities to bid on. It's that easy!

[Start with EBids \(PDF\)](#)

Current Bids on ORPIN

BID: 730-33834-19 **Closing Date:** 05/02/2019 10:00 AM
Title: Cascade Locks Stockpile Site Fencing

BID: 730-33674-19 **Closing Date:** 05/02/2019 2:00 PM
Title: OR42 County Line Curves Phase 4

BID: 730-33474-19 **Closing Date:** 05/08/2019 2:00 PM
Title: Statewide On-Call for Land Surveying Services

BID: 730-33852A-19 **Closing Date:** 05/09/2019 10:00 AM
Title: Housing - Basque Site Improvements and Modular Housing

BID: 730-33709-19 **Closing Date:** 05/13/2019 3:30 PM
Title: CHAMPS Replacement Project

BID: 730-33853-19 **Closing Date:** 05/14/2019 10:00 AM
Title: Housing - Juntura Site Improvements and Modular Housing

BID: 730-00074-13 **Closing Date:** 03/31/2020 5:00 PM
Title: RFQ for ODOT's Right-of-Way Appraisal Services

BID: 730-B34817-17 **Closing Date:** 12/31/2022 11:59 PM
Title: Trip Permit Agent Agreement

BID: 730-25905ONGOING-14 **Closing Date:** 12/31/2023 5:00 PM
Title: Hot Mixed ASphalt Concrete and Tack Coats

BID: 730-SCP091A-15 **Closing Date:** 04/11/2025 4:00 PM
Title: Request for Qualified Firms: ODOT Small Contracting Program

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](#)

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](#)

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 all public events and vital documents free of charge upon request. You can get these services by providing reasonable advanced notice.

[Request a Program List](#)

Intermodal Civil Rights

The Intermodal Civil Rights Program makes sure that public transportation and passenger rail programs comply with civil rights laws and executive orders that prevent discrimination in programs that receive federal money. The Intermodal Civil Rights Program works with other programs in the Office of Civil Rights to keep ODOT following civil rights laws and policies. Learn about our program objectives.

[Learn More](#)

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](#)

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

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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 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

www.oregon.gov/ODOT/Business/OCR

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