



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.

In this season of gratitude, once we added the words business and opportunity to this quote, it expressed our thoughts completely. Enjoy your holiday season and stay safe on the roadways!

*"The way to develop the best that is in a person or **business** is by appreciation, encouragement, and opportunity."*—Charles Schwab

ODOT SPONSORED EVENTS



Event: [BDI's](#) Diversity Practitioners Summit:

Topic: COBID Certification Deep Dive – Current Status, Trends, and More

When: 12/5/18

Where: Multnomah County

Cost: \$10.00

[Buy Tickets](#)

PROJECTS



I-5 ROSE QUARTER IMPROVEMENT PROJECT

Professional Services Opportunities

Industry Forum & Certification Workshop

Friday, December 14th

9:15 a.m. to 12:00 p.m.

OAME Large Conference Room

LOIS D. COHEN ASSOCIATES (LCA) is working on behalf of the Oregon Department of Transportation (ODOT) to conduct outreach to DBE firms regarding the professional services opportunities available as part of the I-5 Rose Quarter Improvement Project.

The industry forum will be held on Friday, December 14, at OAME. ODOT staff will present the latest project information and facilitate a networking session for A&E prime consultants and potential A&E DBE sub consultants. Following this part of the program, ODOT will talk with A&E DBE subs in greater detail about the ODOT procurement process and what to expect and will work with subs who are not yet certified regarding this process.

If you need more information about this project or these events contact Jen Gray-O'Connor.

[Email Jen](#)

[View Project Website](#)

Disparity Study Update



Are you interested in working on road, highway and bridge projects in Oregon?

ODOT is compiling a list of companies interested in working on road, highway and bridge projects in different regions of the state.

This includes work related to **construction, engineering, trucking and materials supply**. This information will also be used in the **2019 ODOT Disparity Study Update**. The survey began in November and is currently open for participation.

If you are in any of the above categories and have not yet received an email requesting you to fill out the survey please visit our website to participate:

[Click Here for Survey](#)

For more details, please visit the project website

[Visit Project Website](#)

SMALL BUSINESS SPOTLIGHT



Company: Brothers Concrete Cutting

Industry: Construction, Concrete Cutting

Phone: 800-252-5091

Email: beck@brothersconcretecutting.com

Website: brothersconcretecutting.com

Certifications: Oregon and Washington
DBE/MBE, Oregon CCB# 48661, WA License#
BROTHCC151NO

A Focus on Integrity and Intentional Growth Led to Long-term Success for Brothers Concrete Cutting

Richard and Carolee Harding are celebrating the 40th anniversary of Brothers Concrete Cutting, Inc. this year and we got the opportunity to ask them some questions about how they got their start and what has and hasn't worked for them over the years. Richard and Carolee started Brothers Concrete Cutting in 1978 to be closer to family. This husband and wife team are very entrepreneurial in personality and decided to take the leap after Richard's brother, Don, was in a bad car accident. When they started the business, they only did shallow depth flat sawing and small diameter core drilling but expanded over the years and now specialize in concrete sawing and drilling including wall sawing, flat sawing, core drilling, wire sawing, and demolition and ground penetrating radar.

Right off the bat Richard and Carolee's intent was to establish good relationships and serve the customer rather than the geographic area. This focus on integrity and relationships has clearly paid off over the years and led to many successful projects. Brothers Concrete Cutting is currently providing asphalt and concrete cutting services on the **I-205 Johnson Creek Boulevard Glenn Jackson Bridge project** and the **I-5 North Tigard Interchange-East Portland Freeway Interchange project**.

Growing Slowly and Intentionally

Richard and Carolee have been around long enough to know that the economy always has ups and downs and that any successful construction company has to learn how to weather these highs and lows. When they started Brothers Concrete Cutting the country was in the midst of an economic downturn which taught them the importance of relationships early on. "*Customers have long memories about what did and didn't go well on a project and are willing to try new people,*" remembers Carolee Harding. By focusing on timeliness, honesty, and customer service Brothers Concrete Cutting was able to build a small but secure customer base. This philosophy paired with some free accounting help from the [Oregon Association of Minority Entrepreneurs \(OAME\)](#) and good [ODOT](#) projects set them on the path to grow steadily, over time.

Throughout the years Richard and Carolee expanded the business to accommodate what their customers needed. By buying equipment only when they needed it, they were able to carry less debt. Carolee recalls that they focused on getting out of debt as soon as possible in the early days of the business which has proved helpful as the economy has shifted over the years. Laughingly Carolee said, "*We were the tortoise, not the hare.*"

Lasting Relationships

Brothers Concrete Cutting focuses not only on building lasting relationships with customers but with employees as well. They're very proud of their diversified crew, some of whom have been employed with the company for 20 years or more, including their son-in-law. One of their very first employees is still working at Brothers Concrete Cutting today. "We're pleased that we've been able to make this a career for people...Some of our long-standing customers will even request specific operators," says Carolee. They support their employees by providing opportunities and benefits that many construction companies don't have.

While chatting with Brothers Concrete Cutting their love of their work, their customers, and their employees really came through. They have several second-generation employees and are particularly proud this year to be welcoming their grandson to the team. Richard's favorite quote that they've used in all of their ads throughout the years captures this long-standing minority-owned small business best: "An honest cut."

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 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 ociprograms@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](#)

Flagging Best Practices Seminar



On November 7th ODOT Region 1 facilitated a Flagging-Specific Best Practices Seminar at Barlow Construction's office in SE Portland. ODOT knows with the growing portfolio and eventual backlog of capital projects throughout the State, flagging will become critical to safety. It is essential flagging companies learn communication methods and tools so they can protect the lives of motorists and workers

on the road. Seminar speakers from Slayden Construction, GCAP, COBID, and BOLI shared their knowledge through engaging storytelling.

The seminar was quite a success and ODOT hopes to offer a future opportunity to conduct this training again.

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: 730-33593-18 **Closing Date:**11/28/2018 3:00 PM

Title: FB 33593 ESB OR31/US395 Jct. Signing

BID: 730-33561-18 **Closing Date:**11/29/2018 10:00 AM

Title: Ashland Port of Entry: Modular Office Structure and Site Improve

BID: 730-13849-18 **Closing Date:**12/03/2018 3:30 PM

Title: Automated Testing Devices Request for Information

BID: 730-33420-18 **Closing Date:**12/07/2018 2:00 PM

Title: Rideshare Software and Support

BID: 730-33606-18 **Closing Date:**12/07/2018 2:00 PM

Title: SB US30 Guardrail Repair

BID: 730-K21178-18 **Closing Date:**12/31/2018 5:00 PM

Title: Pre-RFP Announcement: US26: SE 99th Ave - East City Limits

BID: 730-33525-18 **Closing Date:**01/15/2019 2:00 PM

Title: Meacham Maintenance Station

BID: 730-00074-13 **Closing Date:**3/31/2020 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

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.

[Learn More](#)

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 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](#)

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 the Program List](#)



OCR's Equity Line E-Newsletter

[Sign Up](#)

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.



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www.oregon.gov/ODOT/Business/OCR

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