

# OCR's Equity Line Newsletter | February 2020

Thursday, February 20, 2020 8:42 AM

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Quarterly Newsletter | Ninth Edition | February 2020



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](mailto:ocrprograms@odot.state.or.us) to make sure you are on the list for future issues.

***"A business absolutely devoted to service will have only one worry about profits. They will be embarrassingly large." – Henry Ford***

## ODOT SPONSORED EVENTS & TRAINING



**Event:** Office of Civil Rights Civil Rights & Labor Compliance Trainings

**When & Where:**

- **March 10 – Salem**, Region 2 – ODOT MCTD HQ, Ashland Conference Room



**Event:** Business Diversity Institute (BDI) Leadership Recharge (3-Day)

**When:** March 19-21, 2020

**Where:** Oregon Garden Resort, Silverton, OR

**ODOT scholarship opportunities available**

Ashland Conference Room

- **March 19 – White City**, Region 3 – ODOT, Region 3 District 8 Office, Conference Room B & C
- **April 2 – Clackamas**, Region 2 – TBD
- **April 14 – Bend**, Region 4 – ODOT, Region 4 HQ, Building M, Baney Conference Room
- **April 16 – La Grande**, Region 5– ODOT, Region 5 HQ, Large Conference Room

**Time:** 8:30am-4:00pm

**All sessions are FREE** and will provide insight into both ODOT/FHWA Office of Civil Rights Programs, ODOT/BOLI Labor Compliance Programs, TERO, OJT/Apprenticeships, DocExpress, and more. From daily record keeping to monthly reporting; from notice to proceed to final note; we will talk about what needs to be done and why. The training is intended for prime and sub-contractors, local agency staff, consultants, and ODOT personnel that interact with or are interested in learning more about these programs and are welcome to join any of these events.

[Register on iLearn!](#)

**Event:** Certified Local Agency Learning Sessions

**When & Where:**

- **February 27 – Salem** – ODOT MCTD HQ, Ashland Conference Room
- **March 12 – Springfield** – ODOT, Region 2 District 5 Office, Mt. Pisgah Conference Room

**Time:** 8:00am-12:30pm

**Target audience:**

- Certified Local Project Agency (CLPA) staff (Program, Program Manager, Contract Administration, Procurement, and Consultants who support Certified LPA project delivery);
- ODOT Local Agency Liaisons (LALs) who work with Certified LPAs
- FHWA and other Certification User Group stakeholders

**Training Objectives:**

The Office of Civil Rights will be conducting a training geared specifically for Certified LPAs with the following learning objectives:

- Provide an overview of all civil rights programs that apply to federal-aid projects.
- Outline the CLPA's responsibilities with respect to

**ODOT scholarship opportunities available.**

Email [OCRPrograms@odot.state.or.us](mailto:OCRPrograms@odot.state.or.us) to see if you qualify

[Learn More](#)



**Event:** BESThq – Business Expo West

**When:** April 2, 2020

**Where:** Tektronix, 13600 SW Terman Rd, Beaverton, OR

**Time:** 9:30am – 4:30pm

[Learn More](#)



**Event:** OAME Trade Show and Luncheon

**When:** May 7, 2020

**Where:** Oregon Convention Center, Portland

**Time:** 10:00am – 3:00pm

[Learn More](#)

goal requests, DBE commitments and contract administration of the Disadvantaged Business Enterprise (DBE), On the Job Training (OJT)/Apprenticeship, and Equal Employment Opportunity (EEO) programs.

- Explain and identify ongoing Title VI / Environmental Justice and ADA program submittal requirements.

[Register on iLearn!](#)

## OUTREACH & SPONSORSHIPS RECAPS



## December 2019 Holiday Events

In December 2019, ODOT sponsored and attended both **NAMC's Annual Holiday Networking Event** and **PBDG's end of year event** that celebrated 2019 and prepared for 2020. Both events were well attended and attendees were able to network and celebrate each other's successes from 2019.

*Photos by Naim Hasan Photography*

## SMALL BUSINESS SPOTLIGHT: Just Bucket Excavating, Inc.



**Company:** Just Bucket Excavating, Inc.  
**Owner:** Willie Davis Jr. – Owner and President  
**Industry:** Construction, Street Improvement  
**Phone:** (541) 791-7196  
**Email:** Team.davis@comcast.net  
**Website:** <https://justbucket.com>  
**Certifications:** CCB #144945, DBE/MBE #2772  
SBA 8(a) Program Graduate #108745

## Just Bucket Excavating Started with One Dump Truck and an Excavator with a Bucket

Just Bucket Excavating, Inc. in Albany, Oregon, is about to celebrate 20 years of business. Willie Davis, Jr., the founder and President, started the company in Florence, Oregon, in 2000 with just a dump truck and an excavator with a bucket – leading to the company’s name, Just Bucket Excavating. As Willie recalled the history of the company, he emphasized just how small things were at the beginning. With his dump truck, excavator, and one employee, he graded driveways, removed stones, and did other jobs for locals in the Florence area on a very small scale.

Before working in the construction industry, Willie worked in mental health for fifteen years. The relationship-building skills he developed as a mental health professional later contributed to his success in construction. What’s clear after talking with Willie is that he takes great pride in his work, regardless of the kind of work it is. And, everything Willie does is built on a foundation of diligence. Willie’s path in the mental health field is similar to the direction he’s followed in construction. He started small, was thorough, respectful, and took advantage of every training opportunity he could, and as a result, he moved up. While in charge of a residential care facility for young boys, Willie got the idea to start his own construction business. He purchased a piece of land in Florence, an area he was familiar with because of camping and other activities he did with the youth in the facility—got a loan and purchased a dump truck and an excavator. His initial plan was to start an RV park, but he decided to go a different route and used his recently purchased dump truck and excavator to become a contractor.

After several years of this work, Willie began installing utilities for the City of Florence, and then, with the help of the Small Business Alliance (SBA) started securing federal contracts with the Forest Service, Army Corps of Engineers, and the Bureau of Land Management. As his expertise grew, the types of projects that Willie worked on grew more complicated, including building an island in the middle of a lake for the Army Corps of Engineers. Willie’s team recently installed all the underground utilities on the Region 2 project in Tillamook. The work included grading for the downtown street and the installation of water quality facilities.

### As a Minority, Being Knowledgeable Made the Difference

While talking about the risks he’s taken to have the successful business he has now, Willie firmly stated that he speaks “*from a minority perspective.*” The initial contracts he got from federal agencies such as the Forest Service were related to the fact that his business was DBE/MBE certified and later, 8(a) certified through the SBA. In his experience, people are often surprised at how knowledgeable he is. When recollecting some of those first federal jobs, he shared a story where, after he stood up and provided a thorough and knowledgeable report on the project, other members of the team stated that they had not interacted with another minority who knew what they were doing. Aware of this prejudice, Willie made sure always to be prepared and knowledgeable.

Over the years, being knowledgeable has put Willie in a position to succeed. When he first started Just Bucket Excavating, Willie would spend hours at places like Pape Machinery asking as many questions about the equipment as he could. Through the SBA, Willie received valuable training in business management, finance, accounting, and estimating. Willie continues to learn and instills this same value in his employees who spend time in the classroom and the shop to make sure they get the experience they need before they go out in the

field.

When asked what advice he would give to someone just starting in the construction industry, Willie emphasized the importance of taking it slowly to ensure the work completed has the least number of obstacles or problems. He shared the same advice he used to share with the young boys he took care of while working in mental health, *“When you see a ballplayer such as Michael Jordan, one of the things that made him respected and famous was his philosophy of don’t miss the shot. He knows he’s going to miss a shot, but if you put out that work ethic and focus on not missing that shot, you have a better chance of making it. If you’re going to do it right, then you’re going to get more work.”*

*“If you’re going to do it right, then you’re going to get more work.”*

## 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? You can also earn **CCB continuing education credits**. Please email [ocrprograms@odot.state.or.us](mailto:ocrprograms@odot.state.or.us) to learn about the options and scholarships available to you

### Chemeketa Small Business Development Center

*“Providing the tools and environment for business owners to make great decisions”*

## FEBRUARY CLASSES

### CONOZCA EL CENTRO DE DESARROLLO DE PEQUEÑAS EMPRESAS DE CHEMEKETA

¿Está empezando su negocio? Acompáñenos en esta breve introducción del Centro de Desarrollo de Pequeñas Empresas de Chemeketa. Conozca las clases y recursos para propietarios de negocios disponibles a través del centro y nuestras organizaciones asociadas con empresarios. » **Wednesday, February 19, 6 pm – 7 pm (Woodburn Campus – 120 E Lincoln St)**

### MEET YOUR SMALL BUSINESS DEVELOPMENT CENTER (NO CHARGE)

Are you just starting out on your business journey? Not sure if owning a business is right for you? Are you wondering where to find out what you need and where you can get expert help to begin? Join us for this brief introduction to business ownership. Find out about the classes and coaching services available through SBDC and our partner organizations. » **Thursday, February 20, 12 pm – 1 pm**

### READY, SET, START YOUR BUSINESS (\$49)

Are you ready to start your business? Not sure if you have everything in order or you don't know what you don't know? Begin your business the right way. Come and learn about business structure, business registration, licensing, taxes, and miscellaneous rules and regulations. The information presented can help you eliminate mistakes before they happen. This fast-paced class is the perfect first step! » **Friday, February 21, 12 pm – 2 pm**

### CONSTRUCTION CONTRACTOR TRAINING (\$360)

Prepare for the Construction Contractor Exam with this 2-day live class which meets the State of Oregon education requirements. Get the added benefit of learning from the instructor with 35 years of construction experience. This class prepares you for the exam, and teaches you how to set up your business for success. » **Friday and Saturday, February 28 and 29, 8 am – 5 pm**

## MARCH CLASSES

### MEET YOUR SMALL BUSINESS DEVELOPMENT CENTER (NO CHARGE)

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### ¡VAMOS! ¡LISTOS! EMPIEZA TU NEGOCIO (\$49)

¿Estás listo para iniciar tu negocio? La información presentada puede ayudarle a eliminar errores antes de que ocurran. ¡Esta clase trepidante es el primer paso perfecto! » **Wednesday, March 11, 6 pm – 8 pm (Woodburn Campus – 120 E Lincoln St)**

### MEET YOUR SMALL BUSINESS DEVELOPMENT CENTER (NO CHARGE)

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## APRIL CLASSES

### MEET YOUR SMALL BUSINESS DEVELOPMENT CENTER (NO CHARGE)

Are you just starting out on your business journey? Not sure if owning a business is right for you? Are you

wondering where to find out what you need and where you can get expert help to begin? Join us for this brief introduction to business ownership. Find out about the classes and coaching services available through SBDC and our partner organizations. » **Friday, April 3, 12 pm – 1 pm**

### **QUICKBOOKS FOR BEGINNERS (\$249 DESKTOP VERSION ONLY)**

A very basic, practical, and hands-on course that will help you manage QuickBooks and use it to provide information for better decision-making. Topics include managing sales and invoices, managing and reconciling checkbooks and credit cards, managing expenses, and creating meaningful reports.

» **Tuesdays, April 14 – April 28, 9:30 am – 12:30 pm**

### **MEET YOUR SMALL BUSINESS DEVELOPMENT CENTER (NO CHARGE)**

Are you just starting out on your business journey? Not sure if owning a business is right for you? Are you wondering where to find out what you need and where you can get expert help to begin? Join us for this brief introduction to business ownership. Find out about the classes and coaching services available through SBDC and our partner organizations. » **Thursday, April 16, 12 pm – 1 pm**

### **READY, SET, START YOUR BUSINESS (\$49)**

Are you ready to start your business? Not sure if you have everything in order or you don't know what you don't know? Begin your business the right way. Come and learn about business structure, business registration, licensing, taxes, and miscellaneous rules and regulations. The information presented can help you eliminate mistakes before they happen. This fast-paced class is the perfect first step! » **Friday, April 17, 12 pm – 2 pm**

## **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!

[Get Registered for EBids](#)

# Current Bids on ORPIN

**BID:** 730-34188-20 **Closing Date:** 02/19/2020 10:00 AM

**Title:** District 14 Chip Seal 2020 Project

**BID:** 730-34189-20 **Closing Date:** 02/19/2020 10:00 AM

**Title:** District 13 & District 14 Chip Seals Projects 2020

**BID:** 730-34176-20 **Closing Date:** 2/19/2020 11:00:00 AM

**Title:** Insulated Roof Panel Project - Hermiston Maintenance Station

**BID:** 730-34181-20 **Closing Date:**02/19/2020 2:00 PM

**Title:** OR194 and OR51 Monmouth and Independence Curb Ramps Project

**BID:** 730-34185-20 **Closing Date:** 02/19/2020 2:00 PM

**Title:** 2020 MIM I405 SB to Hwy 26 WB Ramp Pavement Repair

**BID:** 730-34145-20 **Closing Date:** 02/19/2020 3:00 PM

**Title:** 25 Ton Triple Axle Tilt Deck Trailers

**BID:** 730-34182-20 **Closing Date:** 02/21/2020 2:00 PM

**Title:** Aluminum Sign Blanks

**BID:** 730-34187-20 **Closing Date:** 02/25/2020 2:00 PM

**Title:** ESB D5 Delta Highway Conduit and Junction Box Install

**BID:** 730-34127-20 **Closing Date:** 02/25/2020 2:00 PM

**Title:** Region 1 Traffic Signal LEDs

**BID:** 730-34197-20 **Closing Date:** 02/26/2020 2:00 PM

**Title:** ESB D3 OR22W Guardrail Delineator Install

**BID:** 730-34199-20 **Closing Date:** 02/26/2020 2:30 PM

**Title:** ESB D5 I5 MP 182 SB Tree Cutting

**BID:** 730-34194-20 **Closing Date:** 02/27/2020 2:00 PM

**Title:** ESB D4 OR99W and OR34 Delineator Post Install

**BID:** 730-34109-20 **Closing Date:** 03/02/2020 12:30 PM

**Title:** SouthWest POINT Bus Route

**BID:** 730-34031-20 **Closing Date:** 03/02/2020 3:30 PM

**Title:** Automated Testing Devices for DMV

**BID:** 730-33911-20 **Closing Date:** 03/03/2020 3:30 PM

**Title:** ITS Traffic Network Equipment

**BID:** 730-33953-20 **Closing Date:** 03/05/2020 3:00 PM

**Title:** Automatic Vehicle Location/Telematics System

**BID:** 730-00111-20 **Closing Date:** 03/12/2020 12:00 PM

**Title:** Standards Based Directory of Transit Services

**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:** 730-33638CTS-20 **Closing Date:** 12/31/2023 4:00 PM

**Title:** ODOT Class 7 and 8 Truck Body Repairs - Ongoing Request for Apps

**BID:** 730-25905ONGOING-14 **Closing Date:** 12/31/2023 5:00 PM

**Title:** Hot Mixed ASphalt Concrete and Tack Coats

**BID:** 730-SCP091-15 **Closing Date:** 02/21/2025 4:00 PM

**Title:** Request for Qualified Firms: ODOT Small Contracting Program

**BID:** 730-SCP091A-15 **Closing Date:** 02/21/2025 4:00 PM

**Title:** Request for Qualified Firms: ODOT Small Contracting Program

**BID:** 730-SP1116-19 **Closing Date:** 05/31/2029 2:00 PM

## **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.

[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 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](#)

### **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](#)



## 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](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)

