

# DIVERSITY PRACTITIONERS SUMMIT



*The goal of this BDI program is to provide education, training and resources for Diversity Practitioners that support the growth of Oregon's DMWESB business community.*

**June 7, 2017 | Agenda**

## **Meaningful Subcontracting Opportunities: Building Teams and Evaluating Proposals**

**7:30 - 8:00 am**

*Networking, Registration, Breakfast*

**8:00 - 8:15 am**

*Welcome & Introductions*

**8:15 - 8:30 am**

*Oregon Legislative Update*

**8:30 - 10:00 am**

*Commercially Useful Functions – Function, Purpose, and Application*

- **George Hanible**, Senior Director, Compliance Management Partners » bio on following page

**10:00 - 10:15 am | Break**

**10:15 - 11:30 am**

*Developing Meaningful Opportunities – Panel Discussion*

- **Simeon Terry**, Vice President of Diversity, Austin Commercial Construction
- **Pamela Weatherspoon**, Diversity and Community Engagement Program Manager, Legacy Health
- **Rhonnda Edmiston**, Diversity and Business Equity Director, Howard S. Wright
- **Randy Miller**, Executive Director of Project Management, Lake Oswego School District
- **Dan Mehis**, Vice President / General Manager Portland Office, Mortenson Construction

**11:30 - 12:45 am | Lunch and Forum Discussion**

*Takeaways, Applications, Challenges organizations face in developing meaningful opportunities.*

**12:45 - 1:00 pm**

*Wrap up & Networking*

**LOCATION & EVENT SPACE SPONSOR:**



**Save the Date! Next DP Summit | September 28, 2017**

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## **Speaker Bio | George Hanible**

(MCA) Senior Director, Compliance Management Partners

*Mr. Hanible has over 25 years of experience working with Equal Opportunity and Affirmative Action programs, labor Compliance and Disadvantaged Business Enterprise programs. Mr. Hanible was responsible for the Skanska USA Civil West Compliance program on the West Coast for the past 7 years. As the Director of Contract Compliance, Mr. Hanible was responsible for the following:*

- *EEO Officer overseeing multiple projects throughout the West, as well as creating EEO processes for the US*
- *Responsible for reviewing Project Labor Agreements (PLAs) and acting as a liaison to the unions*
- *Responsible for tracking certified payroll for union and non-union open shop projects*
- *Providing technical support and outreach as the Community Project lead for projects throughout the West region*
- *Created EEO and DBE utilization and operation plans for over 4 Billion dollars in local and Federally funded contracts*
- *Conducted EEO and Business Ethics training for all West region mandatory for all employees*
- *Responsible for labor Compliance (certified payroll) EEO and DBE internal audits; reviewed and responded to conciliation agreements on external DOL and related federal audits; worked with legal staff to create a corrective action plan.*

*Mr. Hanible's prior firm was the lead consultant on public and private contracts, in utility and construction projects, hosting numerous conferences in multiple states, providing information to thousands of minority, women and veteran owned businesses. These events included workshops on certification, business development, and strategic partnering. Mr. Hanible created the Western Region Compliance Bible, which is used to help businesses gain a better understanding of Federal and State guidelines on affirmative action programs.*

*In addition, Mr. Hanible was an invaluable resource for creating innovative training and recruiting programs throughout the west. Several are listed below:*

- *All DBE Requirements on Federal, State and Locally Funded Projects including ARRA Funded Projects*
- *Outreach and all Good Faith Effort Requirements*
- *Team Building and Partnering Skills*
- *Labor compliance, EEO & DBE for Westside Purple Line and Regional Connector Subways in Los Angeles*
- *Lead Compliance Officer for Valley Transit Authority (VTA) San Jose, CA*
- *Business Ethics Training All Salaried Employees in the West*
- *Created DBE Outreach and Utilization Plans*
- *Formation of the Skanska Academy for Small Business and Community Advisory Team (CAT) – Los Angeles, Seattle, Oakland, Portland, Phoenix*

*Mr. Hanible also is a Master Compliance Administrator (MCA) degree from American Contract Compliance Association, (ACCA) in association with Morgan State University, where he also serves as an instructor training Federal and State practitioners in compliance matters.*

*Partnered with LCP tracker providing compliance services complimenting LCP's labor compliance software program*

*Mr. Hanible also sits on the Board of Directors for AGC of California, Construction Education Foundation and serves on the advisory committee for the South Bay workforce Investment Board (WIB).*

*CMP partners have more than 50 years' collective experience in subject matters listed above. Background, experience and subject matter expertise combine to provide a depth of consulting knowledge, and valuable tools and resources that benefit CMP clients.*