

Supplier Inclusion 2.0 Balancing Federal Guidelines and State Requirements, while Advancing Your Institution's Mission

TODAY'S TOPICS INCLUDE:

- **How to manage and advance supplier inclusion in today's highly challenging legal and regulatory environment**
- **Evolution of supplier inclusion**
- **Taking your supplier inclusion program to the next level with the RGMA Digital Assessment and Strategy Tool**





Managing Supplier Inclusion in a Challenging Legal Environment

Reginald Layton



Legal Environment



Supplier diversity evolved from landmark civil rights legislation and has long served as an initiative to promote economic inclusion for historically marginalized communities.



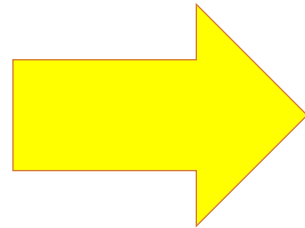
Recent legal and political changes have brought these initiatives under greater scrutiny.



It is a privilege to remind you that the foundational legal framework of supplier diversity has not changed.

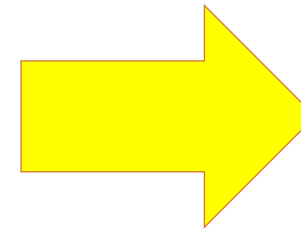
Terminology Will Align with Your Business Model.

**Supplier
Diversity
or
Supplier
Inclusion**



**Small Business
Development**

**Inclusive
Sourcing**



**Supports Your
Customer's
Procurement
Strategy for All
Suppliers**



What is Supplier Inclusion?

DEFINITION

Supplier inclusion is a process of integrating exceptional small and diverse-owned suppliers, including contractors and service providers, into an organization's business strategy in accordance with its mission.



Examples of Diverse-Owned Businesses and Small Businesses Based on

- Minority
- Women
- Veteran
- LGBTQ+
- Disabled
- Small



Small Businesses Defined

- The Small Business Administration (SBA) defines a small business that varies primarily based on industry factors.
- The SBA sets different size standards based on the industry in which the business operates, taking into account factors such as number of employees and average annual receipts.
 - ✓ NAISC Code
 - ✓ Annual Revenue
 - ✓ Number of Employees



The Evolution of Supplier Inclusion

Poll Question

Does the team that supports supplier inclusion report to you?



Taking Your Supplier Inclusion Program to the Next Level

Ralph G. Moore



The RGMA 5 Levels® of Supplier Inclusion Maturity Model

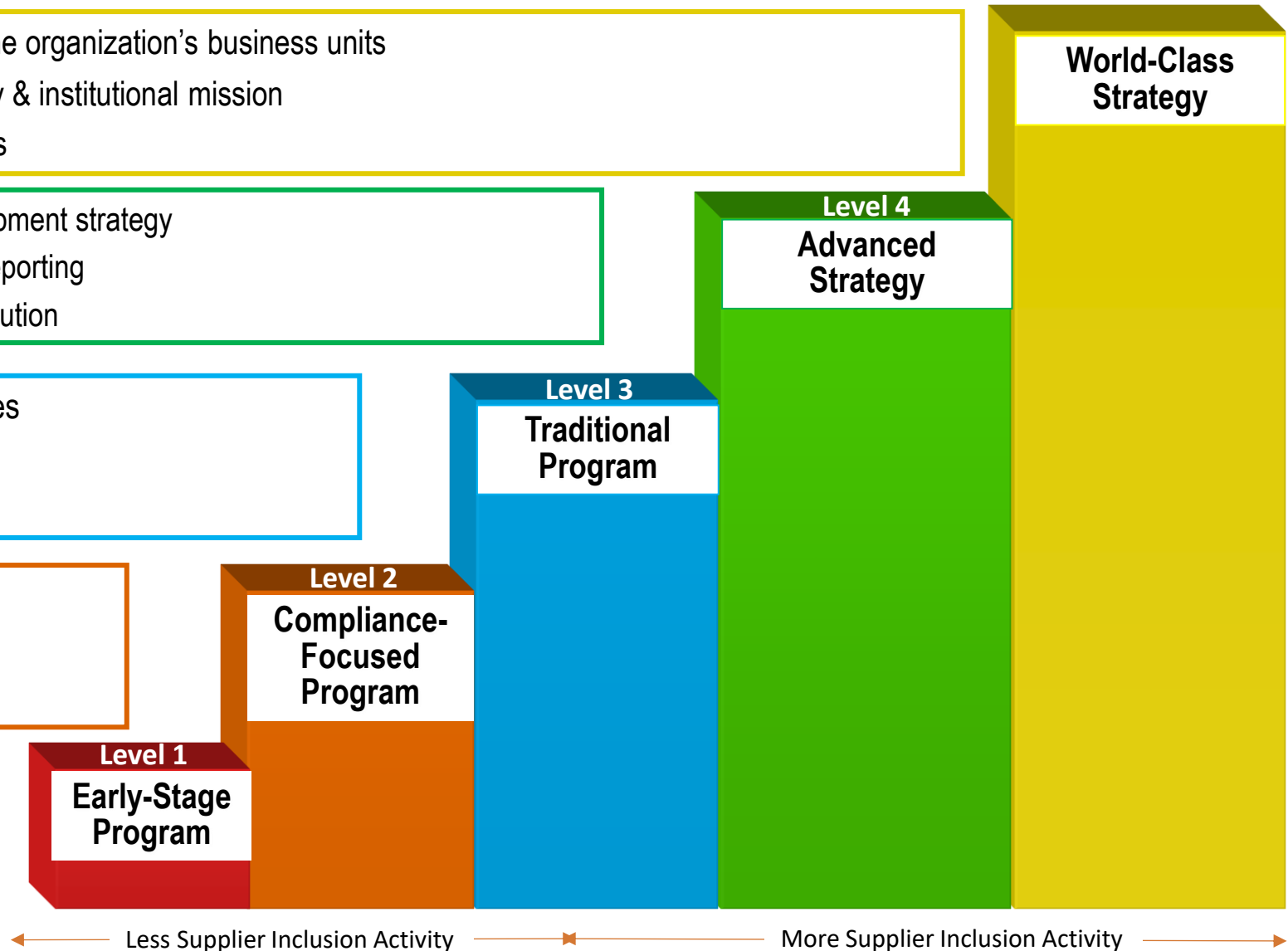
- Supplier inclusion strategy is integrated throughout all the organization's business units
- Supplier inclusion strategy is embedded in ESG strategy & institutional mission
- Senior administrators are recognized process champions

- Supplier inclusion integrated into procurement and development strategy
- Supplier inclusion performance metrics included in ESG reporting
- Senior administrators aware and engaged in process execution

- Program not connected with core organization strategies
- Supplier inclusion perceived as the “right thing to do”
- Very little senior administrator involvement

- Staffed part-time
- Compliance-driven numbers game
- Senior administrators still not engaged

- Program seeking a value proposition
- Initiated limited diverse sourcing
- Senior administrators not engaged



Spend is the Tip of the Iceberg

Number of Suppliers

Spend

RGMA Best Practice Components

Spend is the Tip of the Iceberg



RGMA Best Practice Components

THE RGMA DIGITAL SUITE



To learn more about the RGMA Digital Suite, please aim your smartphone camera at the QR Code.



www.rgma.com

Supplier Inclusion Tools for the Digital Age

Benefits of the RGMA Digital Suite

- **Insight**
- **Credibility**
- **Efficiency**
- **Growth**
- **Specific, Well-Defined Objectives**



Q & A
