



ACEC Indiana Diversity Committee
Tuesday, August 2, 2016
Christopher B. Burke Engineering

Committee Members Present:

Karen Loftus	Loftus Engineering, Inc.	Chair	kloftus@loftusengineering.com
Ann Dryer	Commonwealth Engineers, Inc.	Secretary	adryer@contactcei.com
Jon Stolz	Christopher B. Burke Engineering	Chair	jstolz@cobel-in.com
Kent Ahrenholtz	Kaskaskia Engineering Group		kahrenholtz@kaskaskiaeng.com
Steve Chastain	CTL Engineering		schastain@ctleng.com
Hannah Fleck	Guidon Design		hfleck@guidondesign.com
Rachel Sebree	CAD-Vantage		cvi@indy.net
Nate Harris	American Structurepoint		nharris@structurepoint.com
Carlos Irizarry	Infrastructure Engineering, Inc.		cirizarry@infrastructure-eng.com
Lise Powers	Powers Engineering		ldp@powersengineeringinc.com
Angie Smith	GRW Engineers		asmith@grwinc.com
Natalie Stephen	The Etica Group		nstephen@eticagroup.com
Jim Trachtman	Hanson Professional Services		jtrachtman@hanson-inc.com
Anthony Warren	Shrewsbury & Associates		awarren@shrewusa.com
Rodney Kelly	PCS Engineers		rkelly@pcsengeers.com
Colleen Merkel	ACEC Indiana	ACEC Staff	cmerkel@acecindiana.com

Committee Members Not Present:

Ken Beache	Metric Environmental	Board Liaison	kennethb@metricenv.com
Jon Day	HWC Engineering		jday@hwcengineering.com
Brad Minnick	Primera Engineers		bminnick@primeraeng.com
Joe Teusch	Greeley and Hansen		jteusch@greeley-hansen.com

Welcome and Committee Introduction:

1. Chair Karen Loftus, convened the committee at 3:00 pm. This is the first meeting of the year for the committee. The meeting began with introductions of new and existing committee members.
2. Ann Dryer agreed to act as committee secretary.

Diversity Committee Open House:

1. The event was held on May 25, 2016. The committee offered that the event received a favorable response and that it was well attended (70 members registered, up from 45 in 2015).

2. The panelist discussion focused on more attention to “enforcement” of meeting goals. And ensuring that “Good Faith Efforts are met.” The panel consisted of Sam Sarvis, INDOT; Shannetta Griffin, IAA; Lori Miser, Indy DPW; and Marty Wood, IU Health.
3. The feedback was provided (see attached) and reviewed among the committee members. Colleen provided an explanation to members of the committee who have not previously attended. The format remained unchanged from the prior year with a freewheeling format guided by the moderator.
4. It was suggested that leftover questions be answered by the panelists following the event, due to time constraints, and distributed via email to those that attended.
5. As in the prior year, attendance was limited to 2 per firm. It was suggested that we consider distributing invitations to non-members next year for a higher fee. If attendance exceeds capacity of previous venue (Somerset CPAs Training Room), Rachel Sebree suggested using a facility at the Indianapolis Airport, as they have offered their facilities for our committee if needed.
6. Any further suggestions should be forwarded to Karen Loftus via email.

Mentor Protégé Program:

Discussed ideas on how to improve the current program:

- Colleen indicated that Lori Miser, Indy DPW, suggested graduating more XBE firms into leadership roles to serve as primes.
- Natalie Stephen suggested adding an ‘individual’ mentoring program (employee to employee based on role) in addition to the overall company-wide mentoring program approach.
- Colleen briefed the committee on how Melody Park’s, Indy DPW, goal is form a smaller sub-committee to assist XBEs to primes. The committee would consist of Diversity Committee and DPW Committee members.

Diversity Networking Fair:

1. A date for this year’s event has been confirmed for Wednesday, October 12, 2016, 3 – 6 p.m.
2. It was agreed upon to continue with the same format as the previous year. The schedule will consist of one to two opening speakers, followed by networking with exhibitors by using the Passports, then conclude with the raffle prize drawing.
3. Lise Powers suggested that we incorporate charitable contributions into the event, or exhibit how we give back to our community. Others provided ideas; such as, incorporating the charitable giveaways into the raffle in lieu of gift cards and monetary prizes. Though no decision was made at the meeting, others were encouraged to provide suggestions on how to incorporate to Colleen or Karen via email.
4. Discussion as to potential speakers:
 - Plan A: Mayor of Indianapolis – Joe Hogsett (Colleen Merkel to contact)

- Plan B: INDOT – Sam Sarvis (Colleen Merkel to contact)
 - Plan C: IU Health - TBD (Rachel Sebree to contact)
5. The following three incentives were discussed as incentives for primes to attend:
 - Offering Professional Development credit hour(s)
 - Reduce free for additional representatives of their firm to attend
 6. Discussed ways to promote XBEs at the Networking Fair in addition to their exhibitor booth. The committee agreed to display project highlights of each XBE in attendance on a projector stationed in a central location throughout the Fair.
 7. The current “Diversity Committee Partner Outreach List” is attached. Colleen will distribute a manipulation file of the list for the committee members to self-elect their contacts, provide updates for dated contact information, and provide additional VIPs.

ACEC Updates:

1. The Environmental Business & Funding Sources Workshop is September 15, 2016, 8:30 a.m. – 4:30 p.m. at the Willows on Westfield - 7 PDHs are available. (This is a combination of the Environmental Business Conference and Funding Sources Workshop, which were previously held separately).
2. The Northern Indiana Roundtable Luncheon is being held on November 1, 2016 in Winona Lake, Indiana.
3. The Engineering Leadership Program begins in early November. This program is aimed at advancing leaders within a firm and is comprised of four 2-day sessions. The application is on the ACEC website. Contact Colleen for additional information.

Next Meeting Date:

The next meeting will be scheduled for September. Meetings will generally be downtown, with alternate proposed locations being considered.

Meeting adjourned at 4:45 pm.

Diversity Committee Open House Feedback May 25, 2016

Who is in the audience today?

Answer	Percent
DBE	18%
MBE	12%
VBE	3%
WBE	21%
Prime Consultant (non-XBE)	39%
Other	6%

Does your firm do business with the agencies featured in the panel?

Answer	Percent
Yes, we do business with 1 agency.	18%
Yes, we do business with 2 agencies.	21%
Yes, we do business with 3 or more agencies.	61%

Was this event helpful to you?

Answer	Percent
Yes.	100.0%
No.	0.0%

Did you like using Poll Everywhere?

Answer	Percent
Yes.	88%
No.	12%

Would you attend other Diversity Committee Open Houses?

Answer	Percent
Yes.	100%
No.	0%

Future Topics to Cover

- Mentor Protégé Program
- Solving problems with the programs
- Effective ways to start an XBE firm
- RFP recognition other than just DBE
- What an agency is looking for when reviewing proposals
- How do we help you remove goal requirements on projects too small to provide value to the owner or the firms that must do the work?
- Indianapolis MBE local headquarter requirement changes
- Federal agency participation- Crane
- IU Health, CEG/ other private firms
- Project details
- Registration process



Diversity Committee

Partner Outreach Listing

Organization	Contact Name	Telephone	Email	Web Page	Note
City of Indianapolis	Lori Miser		lori.miser@indy.gov	Link	Director, Department of Public Works
	Melody Park		Melody.Park@indy.gov		
	Maxine Russell	(317) 327-5262	maxine.russell@indy.gov		Director, Department of Minority & Women Busir
	Angela Franklin				
	Todd Wilson				
	Rachel Wilson				
	Marvin Williams				Indy Parks
Citizens Energy Group	Mark Jacob		mjacob@citizensenergygroup.com	Link	
	John Trypus		jtrypus@citizensenergygroup.com		
	Dave Kiesel		dkiesel@citizensenergygroup.com		
	Jeff Harrison				
	Mark Thomas				
	Mike Miller				
	Ben Reed		breed@citizensenergygroup.com		Project Manager
	Richard Wise		rwise@citizensenergygroup.com		
INDOT	Brandye Hendrickson				
	Libby Crawford (Heather 317 234-8008)		ekiefner1@indot.in.gov		
	David Holtz				
	Sissy Guynn		TGUINN@indot.IN.gov		Economic Opportunity Division
	Bob Ransom				
City of Fort Wayne	Matthew Wirtz		Matthew.Wirtz@cityoffortwayne.org		Deputy Director/ Chief Engineer
	Kumar Menon			Link	
IU Health	James Duke			Link	
Eli Lilly	Shirley Tang-Audritsh		tang-audritsh_shirley@lilly.com	Link	
Rolls Royce	Jeannine McMillan		Jeannine.McMillan@rolls-royce.com	Link	
Cummins	Gary Lee			Link	
	Chris Robinson				
	Michelle L. Taylor		Michelle.Taylor@cummins.com		
Purdue University	Jesse Moore	(765) 494-3739	jlmoore@purdue.edu	Link	Director, Office of Supply Diversity Development
	Mike Cline				
Indiana University	DeeDee Whittaker	(317) 278-5384	whittakd@iu.edu	Link	Supplier Diversity Coordinator

	Robert J Halter	(317) 274-7746	rhalter@iu.edu	Link	Executive Director of Purchasing and Supplier Divi
	P.K. Patel	(812) 855-7894	ppatel@iu.edu	Link	University Engineer and Director for Engineering S
Ball State University	Roger Hassenzahl		rahassenzahl@bsu.edu	Link	Director of Purchasing Services
Indianapolis Public Schools	LaVon Bradley		bradley1@myips.org	Link	
IndyGo	Roscoe Brown			Link	
Indy Chamber of Commerce	Mike Huber			Link	
Hamilton County	Jim Neal			Link	
Indianapolis Power & Light	Michael Jennings			Link	Supply Chain Diversity Manager
Indianapolis Airport Authority	Shannetta Griffon		sgriffin@indianapolisairport.com	Link	
	Neil Jenkins				
	Holli Harrington		hharrington@indianapolisairport.com		
Duke Energy	Rhonda Johnson			Link	
Duke Realty	Ronalda Minnis		Ronalda.Minnis@dukerealty.com		Supplier Diversity Manager
Hendricks County				Link	
Evansville	Brent Schmitt				City of Evansville Engineer
	Mike Labitzke				City of Evansville Water & Sewer Utility
	John Stoll				Vanderburgh County Engineer
City of Carmel				Link	
City of Westfield				Link	
Johnson Controls		(317) 638-7611		Link	
MSD of Louisville				Link	
Indiana State University	Roland Shelton	812-514-8518	rshelton@indstatefoundation.org	Link	
Hancock County				Link	
Johnson County				Link	
City of Fishers				Link	
Ivy Technical College				Link	
IDOA	Terry Daniel				
	Nate Lofton		nlofton@idoa.in.gov		