

Vendor Diversity
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Debi Mitchell

You are receiving this email in support of ALA's goal to increase diversity in the Association, in the legal management community and in all legal service organizations.

ALA launched the **ALA Diversity Initiative** to increase the awareness of and sensitivity to the differences among our workforce and to advance the concepts of inclusiveness and acceptance. To meet these goals ALA has created leadership panels, educational venues and programs.

As your firm works toward diversity take a look at the resources available on the ALA website.
<http://www.alanet.org/diversity/default.aspx>

Along with diversifying your firm's work force, you can also work toward diversifying the vendors you use to support your law firm. The City of Indianapolis has implemented the Minority and Women-Owned Business Enterprise Program. Although the primary goal is to provide purchasing opportunities to certified Minority and Women-Owned businesses with the City of Indianapolis, the city's website provides a list of businesses who have been certified to be minority or women owned businesses by service sector.

City of Indianapolis Definitions: *A Minority Business Enterprise (MBE) is one which is owned and controlled by at least fifty-one percent (51%) minority member(s). Minority group members are citizens of the United States who are Black, Hispanic, Asian Pacific Islanders, American Indians, or Alaskan Natives. A Women Business Enterprise (WBE) is one that is at least fifty-one percent (51%) owned and controlled by a woman or women who are citizens of the United States.*

Whenever projects are funded or assisted by the U.S. Department of Transportation, the term MBE is replaced by Disadvantaged Business Enterprise (DBE). A DBE is one that is fifty-one percent (51%) Owned and controlled by socially and economically disadvantaged individuals(s).

Please take a look at the city's vendor listing and see if you can determine what percentage of your vendors meet the minority or women owned business criteria. Your firm might consider setting a goal to increase this percentage over the next year. <http://www.indygov.org/eGov/City/DOA/MBE-WBE/Vendor/home.htm>

In the future, you will be able to find this email under the member's only section of our website <http://www.alaindiana.org/index.asp> and the city's website of vendors listed under links - Government <http://www.alaindiana.org/ala/links.asp>.