

Disability-Owned Business Enterprise (DOBE ®) Certification

Empowering Local Disability Communities

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Objective



To provide information on the value of Supplier Diversity and DOBE Certification to Disability:IN Affiliates and their networks



Our Agenda



- Our Purpose
- Supplier Diversity
- The Disability:IN Supplier Diversity Program
- The Value to Affiliates
- Certification and its Benefits
- Our Strategic Organizational Partners
- Supporting Disability Supplier Inclusion
- Your Disability:IN Supplier Diversity Team



Our Purpose

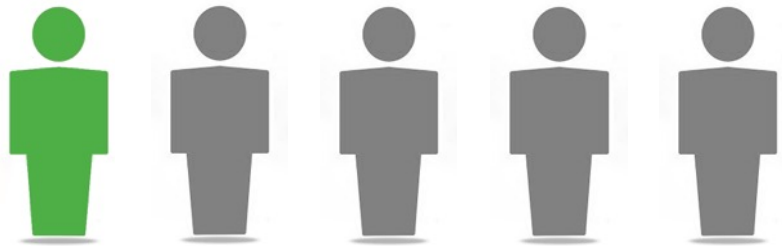


We empower business to achieve disability inclusion & equality.



***Disability:IN** is helping companies invigorate disability initiatives, explore best practices, incorporate culture changes, and realize positive business outcomes in the workplace, supply chain, and marketplace.*

1 Billion



Estimated number of People with Disabilities worldwide

In the U.S., it is estimated that 1 in 5 Americans have a disability.

2X

Unemployment rate of People with Disabilities as compared to People without Disabilities

50% Higher

Self-Employment of PWD is 50% higher than people living without a disability.

Supplier Diversity – Leveling the Playing Field



Corporations have diversity and inclusion programs and initiatives to ensure their businesses support, represent and mirror the diverse communities in which they operate including their employees, customers, and **suppliers**.

Supplier diversity and inclusion is an established business practice that was shaped out of the civil rights movement in the United States nearly 50 years ago to provide more inclusive procurement and business development opportunities to the minority business community.

To ensure that minority-owned business enterprises were truly benefiting from these policies, the National Minority Supplier Development Council, with the support of leading corporations, developed the first third-party diverse supplier certification program.

Over the past two decades, supplier diversity and certification efforts in the U.S. have broadened to include:

- Women-owned business enterprises
- LGBT-owned business enterprises
- Veteran-owned business enterprises
- Disability-owned business enterprises



About Disability:IN Supplier Diversity



The Disability:IN® Supplier Diversity Program is Disability:IN's flagship program offering corporations and government agencies a reliable, national source for identifying potential suppliers that are certified disability-owned businesses (DOBE®) and service-disabled veteran-owned businesses (SDV-DOBE™).

- Our certification is modeled after respected gold standard certification processes of those national organizations serving minority, women, and LGBT-owned businesses.
- Responsible for the certification process, education, development, and the connection of certified suppliers to business opportunities.

Through Disability:IN national membership, corporate partners have access to a growing pool of qualified, certified suppliers nationwide to meet their operational needs and requirements.

Program Founding Partners



The Disability:IN Supplier Diversity Program launched on January 1, 2010 with the generous support of our founding partners:



Fannie Mae™



MERCK

INVENTING FOR LIFE



Microsoft



Walmart



WELLS
FARGO



Supplier Diversity is linked to corporate, and government, business and procurement strategies.

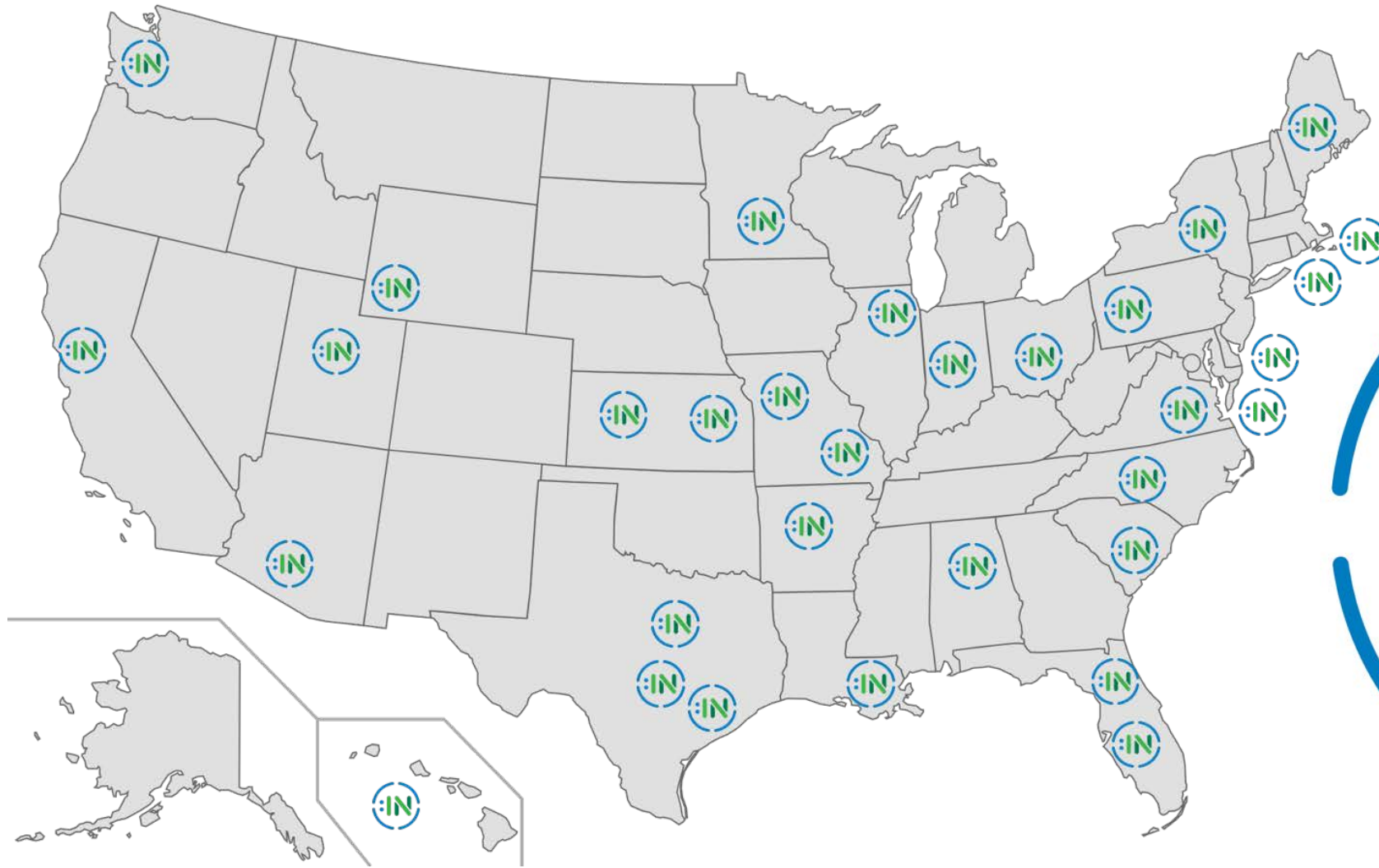
By integrating supplier diversity within your affiliate's strategic initiatives, you can:

- Contribute to a positive economic impact by supporting local business growth and employment
- Grow corporate and government engagement by broadening support to include disability supplier inclusion
- Grow community support and awareness by engaging local disability-owned business enterprises
- Stand out as a resource for enterprise-wide disability inclusion

Our Disability:IN Affiliates



Your local community partner for disability inclusion & equality.



Disability:IN Supplier Diversity

Connecticut
DC Metro
Delaware
Chicagoland
Massachusetts
North Carolina
Ohio
Wisconsin

What is Certification?



Certification is a **tool** for diverse businesses to grow their business. It serves as an assurance to corporations and government agencies that the firm who has received the certification meets the conditions of 51% ownership, management and control.



Disability:IN Certification Criteria



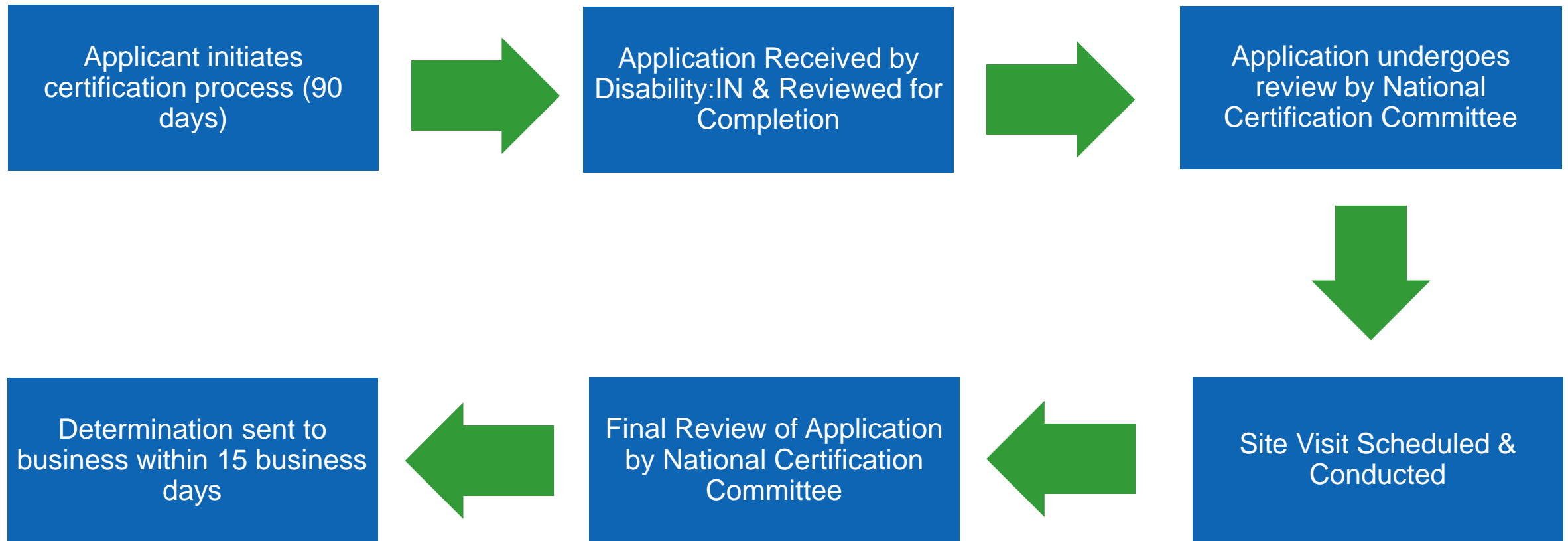
- Must be at least 51% owned, operated, managed, and controlled by individuals with a disability and/or service-disabled veterans who are either U.S. citizens or lawful permanent residents
- Must exercise independence from any other business enterprise
- Must have its principal place of business (headquarters) in the United States
- Must be formed as a legal entity in the United States
- Must be for-profit enterprise

Disability defined by the ADA



- Based on the first prong of the Americans with Disabilities Act of 1990 and Revision of 1997
- Disability includes, physical, mental impairment that substantially limits one or more major life activities of such individual, and includes individuals who have a learning disability.
- A Service-Disabled Veteran is a person who served in the active military, naval, or air service, and who was discharged or released under conditions other than dishonorable, and whose disability was incurred or aggravated in line of duty in the active military, naval, or air service and is documented by a disability ratings letter issued by the Veterans Administration. Reservists or members of the National Guard who are disabled from a disease or injury incurred or aggravated in the line of duty or while in training status also qualify.

Disability:IN Certification Process Overview



Steps to Disability:IN Certification



- Register for on-line certification application
<https://disabilityin.org/what-we-do/supplier-diversity/get-certified/>
- Complete on-line application through the Disability:IN Certification and Sourcing HUB.
- Upload all required supporting documents including disability status qualifier.
- Sign Affidavit and Submit \$300 processing fee.
- Participate in a business site visit interview.

Disability:IN Certification is valid for 2 Years.

Required Documents



To validate that applicants meet ALL certification requirements of at least 51% ownership, management, and control, a comprehensive collection of documents must be provided as part of the application process.

Some of the required supporting documents include:

- Photo ID
- Government Issued ID
- Documentation of Disability
- Brief History of Business or Business Plan (start ups)
- Real Estate Agreement
- List of Employees and Recent Payroll
- Resume
- Financial Documents
 - Financial Statement: Profit and Loss or Balance Sheet (for Start Up)
 - 3 Years Tax Returns (can use personal in lieu of business for those years you don't have business returns)
 - Business Structure documents (i.e. Operating agreement, Bylaws)

Disability Status Qualifiers



Proof of disability documentation include:

- Records, statements, or other documentation issued from a licensed, registered, or certified vocational rehabilitation specialist (i.e., State or private) stating that the applicant individual is a person with a disability
- An Individualized Education Program (IEP) can also be submitted for an applicant who has a learning disability.
- Records, statements, or other documentation issued from any Federal agency, State agency, or an agency of the District of Columbia or a U.S. territory that issues or provides disability benefits stating that the applicant individual is a person with a disability
- Disability:IN Physician's Certification of Disability Form from a licensed medical professional (e.g., a physician or other medical professional duly certified to practice medicine by a State, the District of Columbia, or a U.S. Territory) stating that the applicant individual is a person with a disability
- Service Disabled Veteran-Owned Business Enterprise: the applicant must submit an adjudication letter from the Veterans Administration (VA), a **Department of Defense Form 214** (Certificate of Release or Discharge from Active Duty), or a **Statement of Service from the National Archives and Records Administration**, stating that the veteran has a service-connected disability.

Certification and Sourcing HUB



Welcome to Disability:IN's Certification and Sourcing HUB

Certification

Sourcing

Administration

This secure system allows full functionality related to certification and sourcing processes needed by disability supplier stakeholders who wish to apply and maintain their status as certified DOBEs and SDV-DOBEs, and allows corporate buyers and other decision-makers who are committed to identify and utilize disability-owned businesses and service-disabled veteran-owned businesses. Please share your comments about this tool with us.

Disability:IN Now Offers 2 Year Certification for Disability-Owned Businesses

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Technology Partners



Accessibility Partner



In order to access you must have one of the following: I.E 9 or above, Mozilla 3.5 or above, Google Chrome 3 or above, Safari 5 or above.

Architecture, application development and hosting by VIVA USA, a certified MWBE

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Certification Benefits for Small Businesses



NETWORK ACCESS

- Corporate Leaders including Supplier Diversity and Procurement Professionals
- Other Certified Businesses
- RFP and Bidding Opportunities



BUSINESS DEVELOPMENT

- Educational Programming
- Business Executive Scholarships
- Individualized Mentoring and Development



EVENTS

- Corporate Sponsored Events
- Local Affiliate Programming
- Disability:IN Annual Conference including Business to Business Matchmaking

Strategic Organizational Partners



Commonwealth of Massachusetts



Commonwealth of Pennsylvania

The Billion Dollar Roundtable



The Billion Dollar Roundtable was created in 2001 to recognize and celebrate corporations that achieve spending of at least \$1 billion annually with certified diverse-owned business enterprises.

The BDR officially recognizes corporate spend with Disability:IN certified business enterprises.

Disability:IN Corporate Partners and BDR Members



Supporting Disability Supplier Inclusion



- Identify, recruit, and engage Disability-Owned Business Enterprises
- Provide DOBE development opportunities
- Integrate supplier diversity leadership within board and advisory committees
- Provide supplier diversity program development opportunities
- Partner with local/regional strategic partner organizations
- Drive DOBE certification acceptance at local and state level

We serve as DOBE advocates with our corporate and government partners within our local business communities.

THANK YOU!

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ARE
YOU
IN?