

SBE NEWS ALERT

Tech Companies Deserve More Credit for Their Diversity



Image credit: Mait Jürjaido/Flickr

By Ray Hennessey

Let's start cutting tech companies some slack over the diversity of their workplaces.

Facebook is the latest company to be lambasted in the media for a perceived lack of diversity of employees, with USA Today going so far as to say Facebook's workforce is indicative of "an industry sector dominated by white men."

Indeed, Facebook, which released its demographic figures, is 70 percent male and 57 percent white.

But it is a very, very diverse company and hardly "dominated by white men."

For one thing, Facebook (with apologies to founder and CEO Mark Zuckerberg) is essentially run by Sheryl Sandberg -- certainly not a white man and certainly a dominant force in that company. She is among the business world's most prominent female executives. And, through her Lean In Foundation, she has been an inspiring voice for empowering women in leadership.

Then, let's look at the actual breakdown of employees. Yes, Facebook says its workforce is 57 percent white. But that is actually more diverse than the average U.S. company. According to data from the Bureau of Labor Statistics, the American employed workforce is 67 percent white. So, if hiring whites is a key criticism point, Facebook's em-

ployees are actually 15% less white than the U.S. workforce.

Why? Well, put simply, Facebook employs a lot more minorities than other companies. The Asian workforce at Facebook represent 34 percent of its employees. The national average? Five percent. So, when it comes to hiring Asians, a key minority group, Facebook is nearly seven times above other American companies.

It is true that there are two areas that need improvement, namely the hiring of blacks and Hispanics. Facebook's employees are 2 percent black, versus a U.S. workforce of 12 percent, and 4 percent Hispanic, against a workforce pool of 16 percent.

Then there is the issue of why the company is 70 percent male. Looks unbalanced, right? Not really. According to the Commerce Department, women make up just 24 percent of the science, technology, engineering and mathematics (STEM) workforce. That means the pool of available candidates for Facebook's open positions (it is, after all, a STEM company), is 76 percent male. Yet it found a way to be 6 percentage points more diverse than its available candidates.

Diversifying workforces is important. That means hiring more racial minorities. That means gender balance. It means hiring people from different countries or who grew up in different economic backgrounds. It also means supporting programs that develop and educate a better potential

workforce. Businesses know that hiring is the most important factor in growth. You have to seek out the best candidates for your business needs, and diversity pays off with new opinions, new viewpoints and a better understanding of customers.

Facebook understands that. Google, which faced similar criticism, knows that. Most of Silicon Valley's biggest companies were created and grew with diversity in mind, and have made great strides. Yet they face derision.

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SMALL BUSINESS EXCHANGE

SBE OUTREACH SERVICES

With 1.5 million businesses in our database, SBE is California's #1 source for diversity outreach.

Advertisements

Placed in the Small Business Exchange newspaper, SBE Today newsletter, and online at www.sbeinc.com

Faxed and Eblast Solicitations

Targeted mailings sent to businesses per your criteria.

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Telephone follow-up calls that follow a script of 5 questions you create.

Computer Generated Reports

Will fit right into your proposal, along with a list of interested firms to contact.

Contact Info:

703 Market Street, Suite 1000

San Francisco, CA 94103

Email: sbe@sbeinc.com

Website: www.sbeinc.com

Phone: (415) 778-6250, (800) 800-8534

Fax: (415) 778-6255

Publisher of
Small Business Exchange
weekly newspaper

California Sub-Bid Request Ads

Seeking Qualified MBE, DVBE, DBE, WBE,
City of San Diego ELBE, SLBE Subcontractors
**Request for Proposal For
As-Needed Consultant Services for
City of San Diego
As-Needed Engineering Technical Services
Consultant for Pure Water San Diego Program
For the Public Utilities Department
Contract No. H156303
Location San Diego, CA
Bid Date: August 27, 2014 @ 4:00 PM**

Trades: 541611 Administrative Management and General Management Consulting Services; 541810 Advertising Agencies; 561499 All Other Business Support Services (reprographics); 541990 All Other Professional, Scientific, and Technical Services; 541310 Architectural Services; 541340 Drafting Services; 541330 Engineering Services (civil, environmental, water/wastewater/recycled, traffic, soil/geotechnical, hydrogeological/geological engineering, materials, electrical/ instrumentation and controls, mechanical, cost estimating, contracting); 541360 Geophysical Surveying and Mapping Services; 561410 Document Preparation Services; 541430 Graphic Design Services; 541320 Landscape Architectural Services; 561110 Office Administrative Services; 541620 Environmental Consulting Services; 541690 Other Scientific and Technical Consulting Services; 541820 Public Relations Agencies; 221320 Sewage Treatment Facilities; 237120 Corrosion Protection (corrosion, coatings); 541370 Surveying and Mapping (except Geophysical) Services; 541930 Translation and Interpretation Services; 926110 General Economics (financing, economics)

Parsons

100 West Walnut Street • Pasadena, CA 91124
Phone: 626-440-2000 • Fax: 626-440-2630

Contact: Leonor Deguchy
leonor.deguchy@parsons.com

Interested companies should email a brief statement of qualifications to leonor.deguchy@parsons.com

We will assist interested firms in obtaining bonds, lines of credit and/or insurance if necessary.

An Equal Opportunity Employer

Seeking Qualified MBE, DVBE, DBE, WBE,
City of San Diego ELBE, SLBE Subcontractors
**City of San Diego
As-Needed Engineering Consultant Services:
2015-2017 for the Public Utilities Department
Contract No. H146292
Location San Diego, CA
Bid Date: September 3, 2014**

Trades: 237110 Water and Sewer Line and Related Structures Construction (construction management); 541310 Architectural Services; 541330 Engineering Services (civil, environmental, water/wastewater/recycled, traffic, soil/geotechnical, hydrogeological/geological engineering, materials, electrical/instrumentation and controls, mechanical, cost estimating, contracting); 541360 Geophysical Surveying and Mapping Services; 237120 Corrosion Protection (corrosion, coatings); 541370 Surveying and Mapping (except Geophysical) Services

RMC Water and Environment

10509 Vista Sorrento Parkway, Suite 205
San Diego, CA 92121

Phone: (925) 627-4135 • Fax: (925) 627-4101

Contact: Sandy Bailey

sbailey@rmcwater.com

Interested companies should email a brief statement of qualifications to sbailey@rmcwater.com

We will assist interested firms in obtaining bonds, lines of credit and/or insurance if necessary.

An Equal Opportunity Employer

nibbi

**Project Name: UPDATED Pier 70-Safety,
Security & Restoration**

Location: San Francisco, California

Bid Date: September 5, 2014 @2pm

**Pre-Bid Conference: August 20, 2014 @ 10am
Location: 180 Hubbell Street, San Francisco**

Nibbi Brothers has been selected as the General Contractor for the Pier 70 Safety, Security & Restoration project in San Francisco, CA. We are in receipt of the pricing set of plans for Bldg. 14, 113/114 & 115/116 and are currently requesting bids for Structural Demo, Earthwork, Concrete, Rebar, Piles, Masonry, Structural Steel, Misc. Steel, Metal Deck, Rough Carpentry, Waterproofing, D/F/H, Glazing, Drywall, Ceramic Tile, Paint, Toilet Accessories, Elevators, Design-Build Fire Sprinklers and HVAC, Plumbing, and Electrical from qualified subcontractors and suppliers. **The Developer is working with the San Francisco Contract Monitoring Division (CMD) to meet a LBE goal of 17%.** Therefore, those firms certified with the CMD as local business enterprises (LBE's) are strongly encouraged to bid. If you would like to receive documents and be added to BuildingConnected in order to provide a bid to Nibbi Brothers, please email Kristin Medwick, kristinn@nibbi.com.

For questions regarding this project please contact **Tom Giarrusso**, via email at tomg@nibbi.com.

To obtain bid and contract documents please email **Kristin Medwick** at kristinn@nibbi.com.

REQUESTING BIDS FROM QUALIFIED DBE SUBCONTRACTORS AND SUPPLIERS FOR THE FOLLOWING PROJECT:

**Various Location I-5, 80 & 505 Deck Rehab Poly 0L Project
Colusa and Yolo Counties, Caltrans Project No. 03-4M7404, Bid Date: August 27th, 2014 at 2:00 pm**

We hereby encourage responsible participation of local Disadvantaged Business Enterprises (5% Goal), and solicit their subcontractor or material quotation for the following types of work. This is a highway project with the typical items of work associated, but not limited to: Lead Compliance Plan, Construction Area Signs, Traffic Control, PCMS, Prepare WPCP, Remove Stripe, Public Safety Plan, Inject Crack (Epoxy), Rapid Setting Concrete, Repair Spalled Surface Area, Remove Asphalt Concrete Surfacing, Cold Plane Asphalt, Remove Unsound Concrete, Prep Concrete Bridge Deck, Furnish Poly Concrete Overlay, Place Poly Concrete Overlay, Treat Bridge Deck, Furnish Bridge Deck Treatment, Remove Chip Seal, Bridge Removal, Hot Mix Asphalt, Grind Existing Concrete Pavement, Grind Existing Bridge Deck, Temporary Support, Temporary Decking, Structural Concrete, Agg Base, Structural Concrete, Clean Expansion Joint, Replace Bearing Pad, Joint Seal, Clean Structural Steel, Paint Structural Steel, Stripe and Markers, Spot Blast Clean and Paint Undercoat, Trucking.

C.C. Myers, Inc. is willing to break down items of work into economically feasible units to encourage DBE participation. If you are interested in any of this work, please provide us with a scope letter or contact us immediately. Plans and Specifications are available from the Caltrans website at http://www.dot.ca.gov/hq/esc/oe/contractor_info/.

Conditions or exceptions in Subcontractor's quote are expressly rejected unless expressly accepted in writing. Subcontractor and Supplier quotes are required 24 hours prior to the bid date to enable thorough evaluation.

C.C. Myers, Inc.



3286 Fitzgerald Rd. • Rancho Cordova, CA 95742 • 916-635-9370 • Fax 916-635-1527

Each Subcontractor shall be prepared to submit faithful performance and payment bonds equal to 100% of their quotation. The Contractor will pay standard industry rates for these bonds.

Contact C. C. Myers, Inc. for assistance with bonds, insurance, lines of credit, equipment, supplies or project plans and specifications. C. C. Myers, Inc., is a Union Contractor.

AN EQUAL OPPORTUNITY EMPLOYER

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That's wrong. The diversity of these companies should be celebrated, not shamed. Could they do more in minority and gender hiring? Maybe. Chances are, given the nature of their employee bases, they are doing as much as they can.

That needs to be cheered, and it should be the model for businesses of all sizes and in all industries. Pundits should save the boo's for a real controversy and hit the "like" button on the example Facebook and other companies are setting.

Source: <http://www.entrepreneur.com>



**WIN BIDS
ACHIEVE GOALS**
Demonstrate Good Faith Effort

SBE - Your Diversity Outreach Partner

Rebuilding America
SBE partners with prime contractors, minority-, disadvantaged-, woman- and disabled veteran-owned businesses to rebuild our national infrastructure.

Building Capacity Through Growth
Since 1984 SBE has been in the forefront, bringing opportunities to the diverse business community.



Good Faith & Beyond

- One location, 1.5 million businesses
- Expertise with federal regulations (“CUF” commercially useful function; availability)
- Technical resources
- Planroom with estimating tool
- Advertisements and ad placement services
- Targeted mail/fax/email/radio broadcast/social network
- Telephone follow-up
- Computer-generated reports with customization

Acknowledgments include awards from:

- “Champion of Diversity”
- BACCOA Bay Area Contracts Compliance Officers Association
- “Minority Media Cornerstone Award”
- US Department of Commerce MBDA Minority Business Development Agency
- “Outstanding Achievement as Vendor” - City of Los Angeles
- “Minority Advocate” - NAMCSC

CONTACT US TODAY

A: 703 Market Street, Suite 1000, San Francisco, CA 94103

P: 415.778.6250 or 800.800.8534

F: 415.778.6255

E: sbe@sbeinc.com

W: www.sbeinc.com

SBE is a certified DBE (49 CFR 23), MBE and SBE firm



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Public Legal Notices

UNIVERSITY OF CALIFORNIA SAN DIEGO

ADVERTISEMENT FOR PREQUALIFICATION OF CONTRACTORS (NO SUBCONTRACTOR BIDS REQUESTED AT THIS TIME)

Subject to conditions prescribed by the undersigned, Prequalification Questionnaires from Contractors licensed as follows:

- C20 - Warm-Air Heating, Ventilating and Air-Conditioning Contractor
or
C10 - Electrical Contractor

are invited for the following work:

TELECOM BLDG. HVAC UPGRADES
UCSD MEDICAL CENTER – HILLCREST
UNIVERSITY OF CALIFORNIA, SAN DIEGO
Project No. 4606/A4S-024/966193
Estimated Construction Cost: \$550,000

PROJECT DESCRIPTION:

Replacement of existing undersized and or aging HVAC equipment for IT room, mechanical room and office space. Demolish existing condensing unit, fan coil units, controls and some ductwork. Install new fan coil units, condensing units and AC units to supply and rezone office space, mechanical room and main IT room. Install temperature monitor and signal to main central plant control room.

Estimated Project Duration is 6 months.

The University seeks **Warm-Air Heating, Ventilating and Air-Conditioning Contractor to serve as Prime Contractor** with demonstrated experience in mechanical infrastructure upgrade within an operational acute care large hospital. Specific experience requirements include: work within a hospital with limited staging area, work within large acute care hospital and with an operational facility, within patient care areas, in the State of California.

The Prime Contractor shall have demonstrated annual business revenue of at least \$3,300,000 for each and every one of the last five (5) consecutive years. The Contractor must have demonstrated experience on a minimum of three (3) comparable projects within the last ten (10) years.

The University is also concurrently seeking **Electrical Subcontractors** for the same scope of work and experience as above.

The Electrical Subcontractor shall have demonstrated annual business revenue of at least \$1,000,000 for each and every one of the last five (5) consecutive years. The Contractor must have demonstrated experience on a minimum of three (3) comparable projects within the last ten (10) years.

To view and download Prequalification Questionnaires go to www.fdc.ucsd.edu. Click on Contracting Opportunities and Work Available for Bid. Open this project and download all prequalification files attached.

Prequalification Questionnaires will be received only at the following address:

FACILITIES DESIGN & CONSTRUCTION
UNIVERSITY OF CALIFORNIA, SAN DIEGO
10280 N. Torrey Pines Road, Ste. 465
Contracts Department (MC 0916)
La Jolla, CA 92037
Attention: Carrie Robb

No Prequalification Questionnaires will be received after 4:00 P.M., WEDNESDAY, AUGUST 27, 2014.

Confidentiality of the information provided will be respected to the extent permitted by law.

Response to the Prequalification Questionnaire must be submitted on the forms contained within the Prequalification Questionnaire available at the address above.

All information requested in these forms must be provided in order to be considered "responsive" to the requirements of the prequalification. The University contact is Rod Barker, Project Manager (858) 822-1971 or Rhonda Mitchell, Contracts Manager, Facilities Design & Construction (858) 822-3126.

A mandatory Prequalification Conference will be conducted on WEDNESDAY, AUGUST 13, 2014, at 10:00 A.M. at Facilities Design and Construction, 10280 N. Torrey Pines Rd., Ste 466, Large Conference Room, La Jolla, CA 92037. Campus maps can be found at <http://maps.ucsd.edu>.

Attendance at the Prequalification Conference is mandatory for Contractors attempting to become prequalified to bid on this specific project.

Metered parking spaces are available (for up to 2 hours) in the service yard/shuttle stop parking lot and underground parking area of Torrey Pines Center South. **Please allow ample time to secure parking. Contractors must be present for the entire conference.**

UC San Diego encourages the participation of Small, Disadvantaged, Minority-owned, Women-owned and Service/Disabled Veteran-owned Business Enterprises (S/D/M/W/DVBE's) and is committed to promote a diverse pool of firms for our building programs. Potential bidders will be required to submit their small business outreach plan to the University as part of the prequalification process.

Every effort will be made to ensure that all persons have equal access to contracts and other business opportunities with the University within the limits imposed by law or University policy. Each Bidder may be required to show evidence of its equal employment opportunity policy.

THE REGENTS OF THE UNIVERSITY
OF CALIFORNIA
AUGUST 2014

UC IRVINE

ANNOUNCEMENT TO PREQUALIFIED PROPOSERS DRAFT REQUEST FOR PROPOSALS UNIVERSITY OF CALIFORNIA, IRVINE

UC Irvine (UCI) invites the following prequalified Proposers to submit proposals for the **UNEX CLASSROOM BUILDING, PROJECT NO. 990003**:

CLARK CONSTRUCTION GROUP – CALIFORNIA, LP

Costa Mesa, CA 92626, (714) 429-9779

**HATHAWAY DINWIDDIE
CONSTRUCTION COMPANY**

Los Angeles, CA, 90017 (213) 236-0500

HENSEL PHELPS CONSTRUCTION CO.
Irvine, CA 92612, (949) 852-0111

MAXIMUM ACCEPTANCE COST:

\$39,073,478 [Approval of funding is pending]

DESCRIPTION: The proposed University Extension (UNEX) Classroom Building project will consist of an approximately 70,000 GSF, 5-6 story fully sprinklered structure that will house classrooms, a computer lab, sound studio and

recording booth, offices and support spaces for faculty and administrators, and shell space for future development on a one acre site. The project will also include outdoor plaza spaces and terraces and a pedestrian bridge spanning East Peltason Drive.

Project completion time: 21 Months

PROJECT DELIVERY: Design Build

PROCEDURES: Draft RFP avail **8/14/14, 4 PM**. Prequalified Proposers receive 2 sets at UCI Design & Construction Svcs, 101 Academy, Ste 200, Irvine, CA 92697. Purchase at C2 Re-prographics, Costa Mesa, CA (949) 545-0112. Planrooms: F.W. Dodge (626) 930-8991 and Reed (800) 424-3996.

MANDATORY PRE-PROPOSAL CONFERENCE & SITE VISIT: 8/19/14, 9:30 AM, UCI Newkirk Alumni Center, Conference Room A & B, 450 Alumni Court, Irvine, CA 92697 (corner of University Drive and Mesa Road). Permit parking in Lot 14.

PROPOSALS DUE: Technical Proposal, **10/9/14, 4 PM** and Lump Sum Base Price Proposal, **10/10/14, 4 PM** received only at UCI Design & Construction Services, 101 Academy,

Suite 200, Irvine, CA 92697, (949) 824-6630.

Required: General Building "B" California Contractors License and 10% bid bond from *admitted surety insurer (as defined in the California Code of Civil Procedure Section 995.120)*. The successful GC and its subs are req'd to follow the nondiscrimination reqs set forth in the RFP and pay prevailing wage rates at the location of the Work.

Every effort will be made to ensure that all persons shall have equal access to contracts and other business opportunities with the University, regardless of: race; color; religion; sex; age; ancestry; national origin; sexual orientation; physical or mental disability; veteran's status; medical condition; genetic information; marital status; gender identity; pregnancy; service in the uniformed services; or citizenship within the limits imposed by law or University's policy.

Brenda Duenas, Principal Contract Administrator, (949) 824-9586, blduenas@uci.edu

Bid Board: www.designandconstruction.uci.edu