



# Supplier Diversity & Inclusion Program

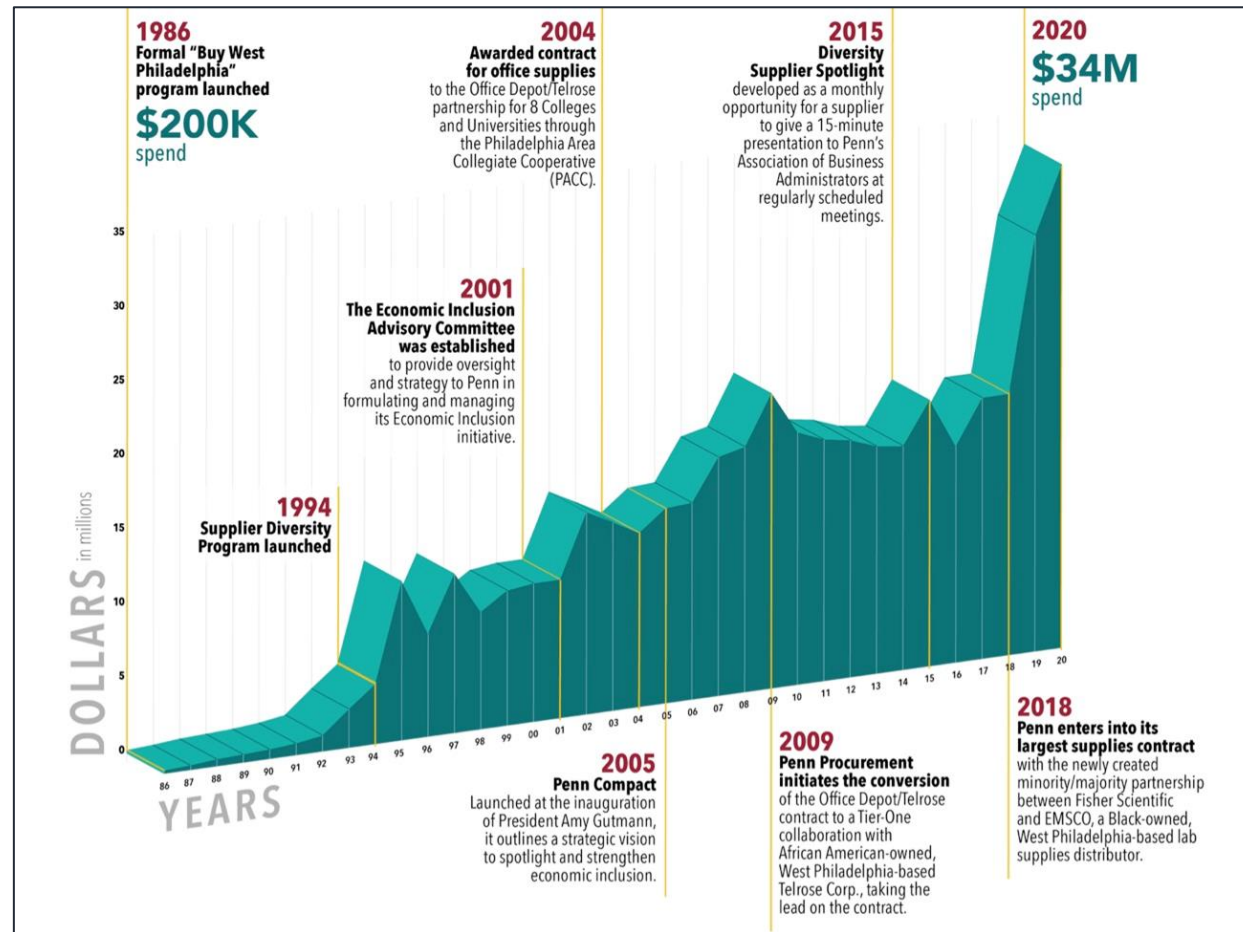
*Fueling Business Growth Campaign*

## Evolution of Penn's Supplier Diversity & Inclusion Program

1986-2020

As Penn's Supplier Diversity & Inclusion program has evolved, spend with diverse businesses has grown substantially.

Spend with Black-owned businesses (shown here) has been dramatic



Outreach  
Goalsetting  
School-Center Engagement  
Advanced Analytics  
Closing Gaps  
Capital Access  
Recognition  
Communications

FUELING  
BUSINESS  
GROWTH

# Supplier Diversity & Inclusion Program



## Penn Supplier Diversity Forum and Expo



# Supplier Diversity & Inclusion Program



www.upenn.edu/supplier-diversity

Penn Diversity

Diversity at Penn Programs Resources News & Events

## Supplier Diversity & Inclusion Program

### FUELING BUSINESS GROWTH

Welcome to *Fueling Business Growth*, the University of Pennsylvania's Supplier Diversity & Inclusion Program's campaign designed to increase its diversity procurement in Philadelphia. The program leverages Penn's purchasing power to support the growth of diverse businesses—and subsequently the Philadelphia economy—by engaging with local, minority, LGBTQ+, women-owned businesses, veterans, and businesses owned by people with disabilities.

Penn's multi-faceted program includes expanding outreach with diverse businesses; deepening relationships with a range of suppliers; increasing businesses opportunities; addressing financial barriers facing diverse suppliers; and providing enhanced tools and resources to the Penn buying community – all in the name of generating economic activity.

What began in 1986 as the Buy West Philadelphia Program, is today's Penn Supplier Diversity & Inclusion Program, which is an interconnected network of University staff and its buyers, along with local and diverse suppliers seeking opportunities from the private and public sector. Penn's Supplier Diversity & Inclusion

[www.upenn.edu/supplier-diversity](http://www.upenn.edu/supplier-diversity)

A new central repository for the Penn buying community and diverse suppliers

# Supplier Diversity & Inclusion Program



## Tools for Buyers

Penn buyers and decision makers are integral to developing and sustaining business relationships with diverse suppliers. Among the tools that Procurement Services provides to guide buyers are:

- Supplier Search Tool
- Buyers Online Diversity Assistance Form
- Catering@Penn
- Economic Inclusion Website
- Advanced Analytics

[Read more >>](#)



## Supplier Resources

Gaining access to the decision makers at the University is a complex undertaking, and Penn is working to streamline these processes. These supplier tools can be found on the Penn Procurement Services website:

- Becoming a Diversity Supplier at Penn
- Connect directly to the expert assistance in Procurement Services.

[Read more >>](#)



## Moving the Needle

The Penn Supplier Diversity & Inclusion Program has had significant impact on the economy of the Philadelphia region due to the increased number of approved suppliers as well as the increased spend since it began in 1986 as the Buy West Philadelphia Program. Penn is committed to the continued growth of the program and the ongoing development of business relationships.

[Read more >>](#)



## Meet Penn's Suppliers

Servicing the needs of a globally-active research and learning institution demands tenacity, ingenuity, and resolve. Find insight and inspiration from the stories of problem-solvers and decision-makers whose expertise and dedication contribute to shared success.

[Read more >>](#)

[www.upenn.edu/supplier-diversity](http://www.upenn.edu/supplier-diversity)

Included on the website are:

- Tools for Buyers such as the Supplier Search tool enabling visitors to source diverse suppliers
- Enhanced engagement resources for diverse suppliers to learn about opportunities at Penn
- Information graphics which track and communicate supplier diversity impact
- Stories that celebrate the success of Penn's diverse suppliers.

# Supplier Diversity & Inclusion Program



**School-Center  
Engagement  
&  
Special Initiatives**



## Special Payment Terms Pilot for Diverse and Local Suppliers

### Payment Terms Pilot for Diverse and Local Suppliers

SEPTEMBER 14, 2021 | VOL 68 ISSUE 5 | NEWS | PRINT |  | 

As part of Penn's ongoing commitment to supplier diversity and inclusion, the University has introduced a pilot program to extend "immediate pay" payment terms to its diversity suppliers. This new modification positively impacts approximately 1,000 suppliers that do business with Penn (minority, woman, veteran, LGBTQ+, and other classifications) that qualify as diverse suppliers.

"Feedback obtained from engaging an inclusive array of stakeholders indicated that financial barriers related to cash flow and cost of money can put diverse businesses at a comparative disadvantage and, in turn, impede diverse suppliers' ability to compete for business," explained Penn's chief procurement officer Mark Mills. "Adjusting the payment terms for our diverse suppliers is responsive to their needs and consistent with Penn's goals of economic inclusion—particularly since the majority of these suppliers also identify as small business, and many are located in Philadelphia."

The pilot, anticipated to run through FY2022, will examine the quantitative and qualitative data collected to assess whether this practice will continue. Consistent with Penn's economic inclusion goals, a study is underway to ascertain the inclusion of other small, local businesses in Philadelphia.

For more information about the University's Supplier Diversity & Inclusion Program, visit Penn's Fueling Business Growth website at [www.upenn.edu/supplier-diversity](http://www.upenn.edu/supplier-diversity).

—Penn Procurement Services





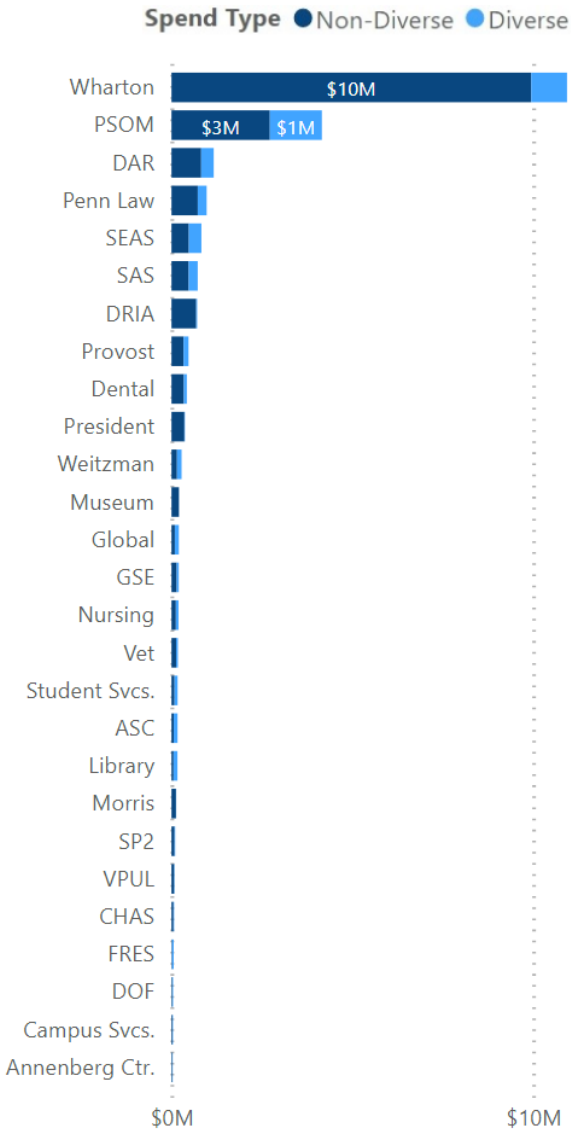
## Supplier Success & Development

In the first fiscal quarter, Procurement Services hosted the first meeting of an ongoing monthly open house series for new diverse suppliers. Through this collaboration between Procurement Services' eBusiness and sourcing teams, suppliers were given tips for using the Penn Marketplace, information about Penn resources, and an opportunity to ask questions about being a Penn supplier.



# Supplier Diversity & Inclusion Program

## School/Center Diversity Spend in Catering



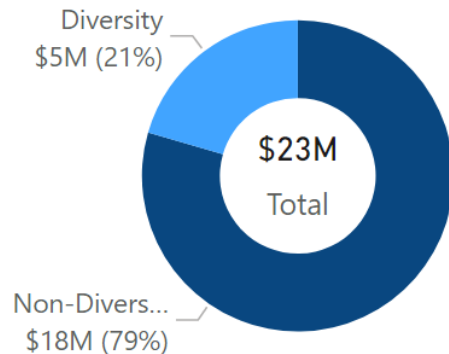
## Top Diverse Suppliers in Catering

Supplier Name	Diversity Attribute(s)	FY20 Spend	# S/C Using
EATIBLE DELIGHTS	African Ameri.	\$25,314	7
HONEY HILL CATERING	African Ameri.	\$13,309	5
HERB SCOTT CATERING	African Ameri.	\$7,635	2
TELROSE CORPORATION	African Ameri.	\$4,693	16
MIA & ME CATERING LLC	African Ameri.	\$4,445	4
MS DAWNS CATERING INC	African Ameri.	\$3,955	3
CATERING BY CARL LEWIS DBA 48TH...	African Ameri.	\$1,756	1
AKWAABA BED & BREAKFAST INNS	Women, African Ameri.	\$708	1
HIGH POINT WHOLESALE	LGBT, Women, African Ameri.	\$688	3
EMSCO/FISHER	African Ameri., Other	\$30	1
12TH STREET CATERING	Women	\$2,098,878	32

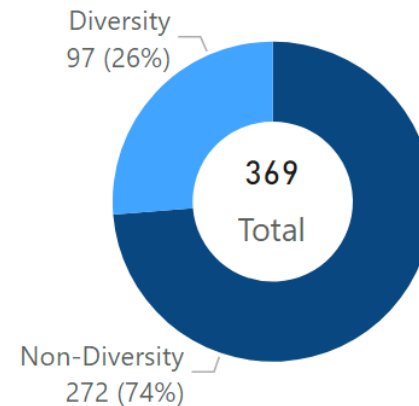
The tables above offer information about top diversity suppliers currently servicing Penn in a capacity related to this category. If you would like support identifying additional Penn diversity suppliers for this category or any other, please access the *Supplier Search* tool on the Procurement Services website. For support identifying suppliers that may not already be doing business with Penn, or any other supplier diversity and inclusion support, contact the Procurement Services team at [DiverseSupplier@upenn.edu](mailto:DiverseSupplier@upenn.edu).

## Overall Diversity Breakdowns

By Spend in Catering



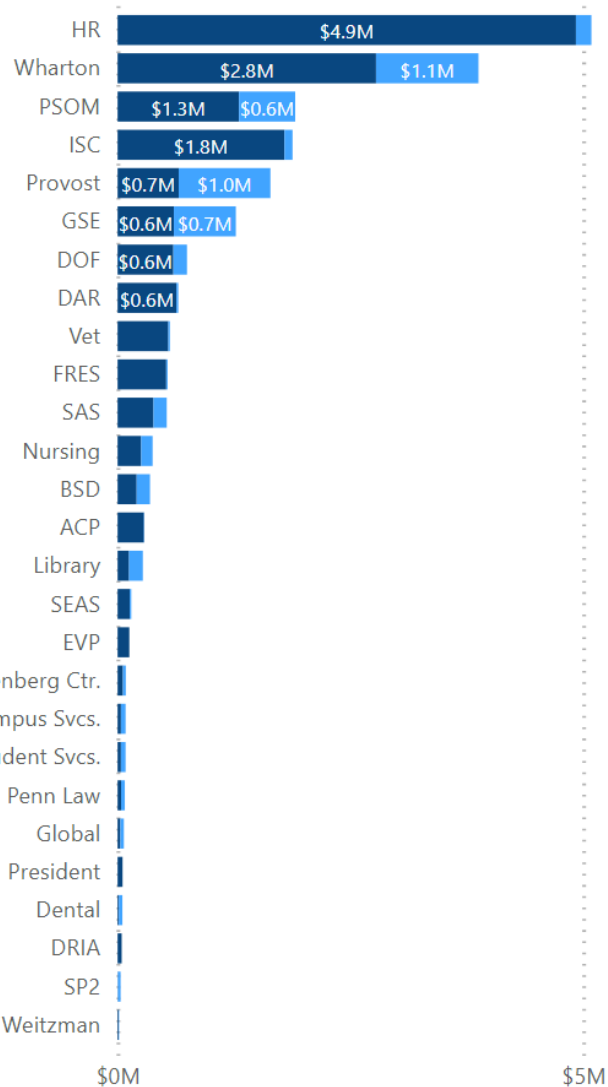
By # of Suppliers in Catering



# Supplier Diversity & Inclusion Program

## School/Center Diversity Spend in Consulting

Spend Type ● Non-Diverse ● Diverse



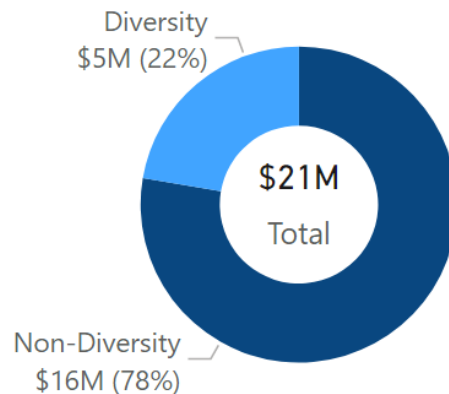
## Top Diverse Suppliers in Consulting

Supplier Name	Diversity Attribute(s)	FY20 Spend	# S/C Using
FRONTLINE SOLUTIONS INTERNATIO...	African Ameri.	\$113,827	1
GOD BLESS THE CHILD	African Ameri.	\$103,805	1
GROWTH POTENTIAL CONSULTING L...	Women, African Ameri.	\$51,260	4
BRAILSFORD & DUNLAVEY	African Ameri.	\$44,363	1
DEETTA JONES & ASSOCIATES LLC	Women, African Ameri.	\$43,642	1
KALEIDOSCOPE PATHWAYS LLC	Women, African Ameri.	\$42,200	1
FOUNTAIN CONSULTING GROUP1	African Ameri.	\$32,366	1
HALL, TITI-TYREE	Women, African Ameri.	\$28,385	1
JORDAN SHELBY WEST, PHD	Women, African Ameri.	\$24,500	1
GHOST NOTE MEDIA LLC	African Ameri.	\$22,083	1
BE THE CHANGE CONSULTING, LLC	LGBT, Women, African Ameri.	\$10,000	1

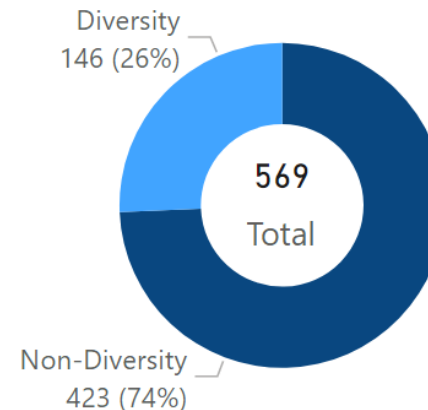
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## Overall Diversity Breakdowns

By Spend in Consulting

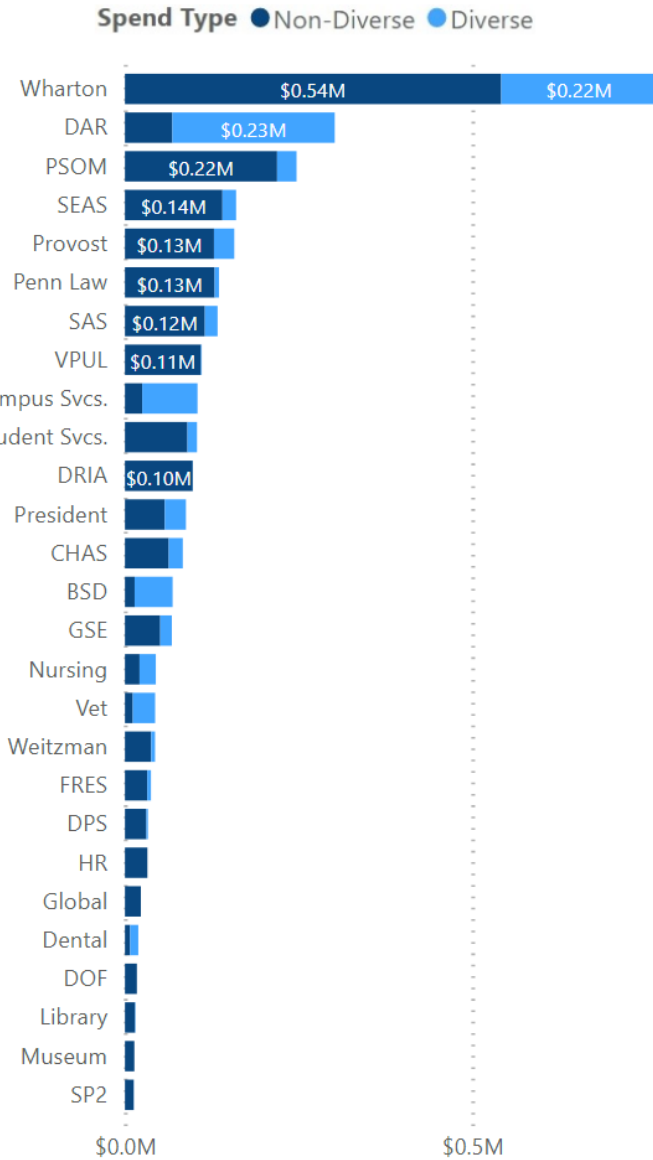


By # of Suppliers in Consulting



# Supplier Diversity & Inclusion Program

## School/Center Diversity Spend in Promo

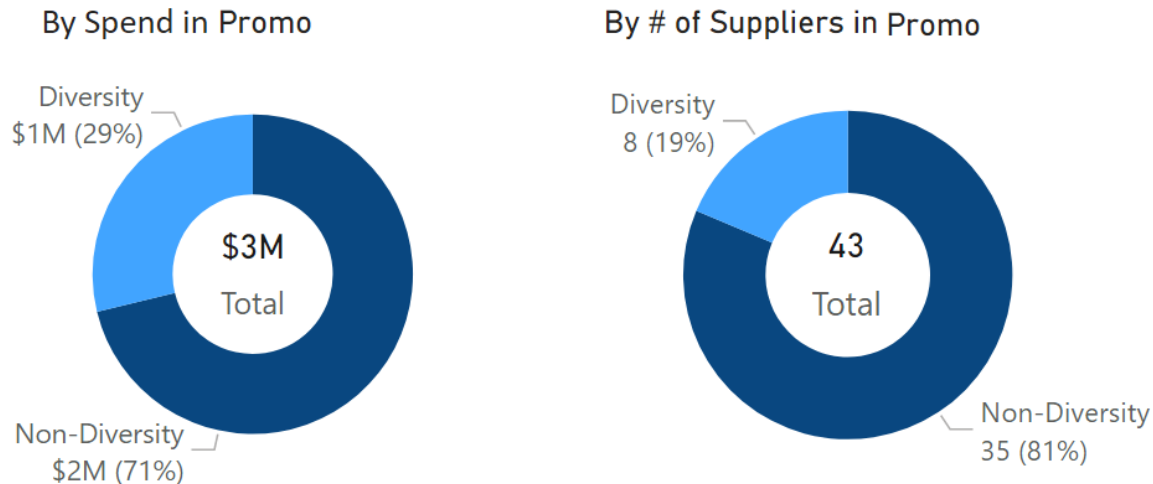


## Top Diverse Suppliers in Promo

Supplier Name	Diversity Attribute(s)	FY20 Spend	# S/C Using
BTC ENVELOPES & PRINTING LLC	African Ameri.	\$30,596	6
BDJ VENTURES LLC	African Ameri., Other	\$11,461	5
BARASH GROUP LLC	Women	\$480,401	16
PROFORMA SPECTRUM GRAPHICS	Other	\$329,113	21
AS YOU WISH PROMOTIONS INC	Women	\$7,453	1
PARTNERS IN RECOGNITION INC	Women, Other	\$594	1
PINCRAFTERS LTD	Other	\$575	1
PROFORMA ABF DIRECT	Women	\$433	1

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## Overall Diversity Breakdowns



# Supplier Diversity & Inclusion Program

## Local/Diversity Supplier Sourcing Resources

Category(ies)	Team Member	Contact Information
<b>Supplier Diversity Opportunities</b>	<b>Jason Evans</b>	<b>215-573-7248</b> <a href="mailto:jevans5@upenn.edu">jevans5@upenn.edu</a>
<b>Director, Strategic Sourcing &amp; Sustainability</b>	<b>Colleen Reardon</b>	<b>215-898-1382</b> <a href="mailto:reardon@upenn.edu">reardon@upenn.edu</a>
Information Technology	Jacob Mateo	215-898-8763 <a href="mailto:jmateo@upenn.edu">jmateo@upenn.edu</a>
Office Supplies, Furniture, Contingent Labor	Heather Cardamone	215-898-0703 <a href="mailto:hcard@upenn.edu">hcard@upenn.edu</a>
Catering, Events Management, Professional Services	Angela Martyak	215-898-1452 <a href="mailto:amartyak@upenn.edu">amartyak@upenn.edu</a>
Lab Supplies and Equipment, Athletics	Mike Talley	215-898-2482 <a href="mailto:mgtalley@upenn.edu">mgtalley@upenn.edu</a>
Print, Media, Communications, Promotional/Branded Products	Lucy Casalena	215-898-7796 <a href="mailto:clucyl@upenn.edu">clucyl@upenn.edu</a>

QUESTIONS?