



## NMSDC Transformation Plan Webinar Q&A

The questions below were raised during the webinar but were not addressed live. For questions that were addressed live, [please review the webinar recording](#).

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### Certification

**Q. How can I participate in providing guidance toward the certification process?**

A. Activation team members were selected and began work in March. However, we want to hear from our constituents directly on ways we can improve the experience. Please submit your ideas and suggestions to the Transformation Office at [transformationoffice@nmsdc.org](mailto:transformationoffice@nmsdc.org) and we will ensure that the activation team reviews all submitted inquiries. Additionally, as we provide periodic updates on our progress, we invite our stakeholders to let us know what you think regarding the progress and decisions.

**Q. I would like to participate in the Pilot program for activation sprint, I received my Certification and I'm in a volume growth process. I have signed up for the elevate program, but I haven't received any responses. I would love to help or get involved in any aspect to learn how to maximize my Certification.**

A. Currently, we have not defined the pilot program as the activation team is currently reviewing the certification process from start to finish and the build out of a hybrid certification implementation plan in the new CRM has yet to begin. As we develop the pilot program, we will share more information with our stakeholders and how they can get involved.

**Q. Are there barriers to providing a searchable directory of corporate members?**

A. Currently, each regional council has a separate instance of the database, and the systems are not integrated with one another. This means when given access to search a database, you can only search that regional database (for both corporate members and MBEs). However, we utilize a matchmaking tool and process to facilitate connections across regions. As part of our technological transformation, we will be examining best-in-class solutions to meet the needs of a searchable national database.

**Q. EMSDC does a great job certifying MBE candidates. I don't want that to change, they are thorough and efficient. How do we maintain the same speed?**

A. The goal is to achieve speed and efficiency across the nation for all MBEs and to free the regional staff up to conduct more outreach and development/matchmaking work.

**Q. Will we ever be able to certify a holding company?**

- A. As part of the review, we are looking at the various types of businesses that may want to get certified, and then developing certification path for each of those types of businesses. Currently, the Growth Initiative has been developed to address evolving business models and structures where NMSDC allows MBES with the potential for substantial growth to access equity capital from institutional investors while retaining their minority status through management and control of their business enterprise. You can find more information here: <https://nmsdc.org/programs-events/growth-initiative/>.

## Membership

**Q. Has there been a consideration for a membership model for MBEs?**

- A. As part of the review, we are considering various membership models for our stakeholder groups. Currently, we do have one membership model for high-growth MBES that have proven themselves to fulfill national contracts. To join the Corporate Plus program, you must be nominated by a corporate member. You can find more information here: <https://nmsdc.org/programs-events/corporate-plus-2/>.

**Q. Will corporates be held to working with a certain amount of MBE's or achieving a certain level of spend with certified MBE's? Will they be required to all have some registration portal for potential suppliers who are certified MBE's?**

- A. As part of our governance review, we are reviewing the qualifications of membership and the requirements to maintain membership. We will provide more information if any qualifications or requirements change.

**Q. Are you saying that corporates don't want to share this information [spend] with NMSDC? It ought to be a requirement.**

- A. According to the NMSDC bylaws, corporate members are required to report their spend to NMSDC. We are working on driving high participation on reporting this year and will reevaluate our efforts at the close of 2023.

## Services

No questions were submitted during the webinar in this category that were not addressed during the presentation.

## Technology

**Q. Knowing that execution takes time, what is the plan in the meantime to mitigate some of the major issues with the database (search accuracy, download limits, search return fields aren't consistent with other orgs)?**

- A. The plan is to migrate from the old system as expeditiously as possible, so we are not duplicating resources in maintaining two systems. Data structure and cleansing will be a significant focus of the work associated with the migration. Additionally, we are

evaluating and remediating certain known issues on the existing platform where practicable, to address pain points for our constituents.

## Other

**Q. Is NMSDC interested in going after the \$10Billion that US Treasury has allocated to funds that are charged with investing in BIPOC businesses.**

A. Absolutely! Last year we hired a Chief Growth Officer as we are looking to diversify our revenue streams and ensure NMSDC has the funds needed to grow to support our MBE growth. With this opportunity, our understanding is that the rules on how those funds will be disturbed are still being worked out, but our Chief Growth Office is watching how that unfolds and hopes to help not only NMSDC, but our regional councils go after these funds and others to strengthen our network.

**Q. I would like to be more involved in NMSDC's work to give back as a certified MBE. How can I volunteer?**

A. We would recommend getting involved with your regional council. Each regional council has an MBE Input Committee, which is the voice of the MBEs in each region. The chairs of the regional council MBE Input Committee are then invited to join the National MBE Input Committee to provide the MBE voice to the work that we do at the national level. You can find more information regarding the National MBE Input Committee and its leadership here: <https://www.nmbeic.org/leadership>. Additionally, if you would like to reach out to [transformationoffice@nmsdc.org](mailto:transformationoffice@nmsdc.org) with more specifics on how you would like to give back/volunteer, we can review and see if there are other opportunities at the national office to get involved.

**Q. I am curious about what happens after an impact study is conducted. It's a question that lingers in many minds, but few sources provide a clear and concise answer to the results. I am sure many of us would like to understand this process better and its impact on communities and companies.**

A. NMSDC works with Supplier.io to facilitate the creation of the Minority Business Economic Impact Report (<https://nmsdc.org/about-nmsdc/annual-reports/>). Once published, we use this data to craft talking points for the press, for talks/sessions, in our advocacy work, to identify gaps so we can begin to formalize solutions to bridge those gaps, etc. We will be releasing the next report as part of the Minority Business Economic Forum next month and will push it out to the full network when it becomes available.

**Q. What are we doing to overcome Implicit Bias of the C-Suite, Board Rooms, and even among the Corporate Procurement people?**

A. The NMSDC as thought leader in Supplier Diversity advocates for equity across all industries and within all organizations. As you know, implicit bias is cultural within many institutions and organizations. Advocacy as one of our core pillars is the platform that drives NMSDC continuous education of people from the procurement group to the board room regarding the value of equity in contracting. This continuous effort will affect long-term cultural change over time.

**Q. Is there a plan to challenge corporations to diversify their supplier diversity efforts to include service-based businesses rather than continue a narrow focus on industries like construction and product-based companies?**

A. Last year, we began the discussion of broadening supplier diversity through business diversity by encouraging corporate members to do business with MBEs in professional services. We are continuing that conversation this year at the Minority Business Economic Forum, the Business Diversity Leadership Summit (formerly Program Managers' Seminar, with a reimagined program that will include discussions of business diversity and how supplier diversity professional can help engage their lines of business leaders and make this shift within their organizations), and at the Annual Conference & Exchange. This is a focus for NMSDC and something we will continue to bring up with our corporate members and help them with best practices in moving beyond supplier diversity.

**Q. If the goal is for MBEs to grow by doing business with MBEs, will there be a recording/reporting process to measure if that process is working?**

A. Currently, the Corporate Plus MBE membership program does require that the MBE have a supplier diversity program and begin reporting their spend with tier one and tier two minority suppliers. As we continue to recommend MBEs working with other MBEs as a growth strategy, we will look into other reporting mechanisms to try and capture the success of this type of partnership. For example, we have discussed the development of a scorecard for Corporate Plus MBE Impact which will include metrics on elements such as: MBE-to-MBE spend, network re-investment, community development, and mentoring/coaching smaller MBE's.