

Supplier Diversity and Small Business Program

Union College strives to create an inclusive environment that develops true intellectual, geographic, gender, and ethnic diversity in our students, faculty, and staff. As an enhancement to this commitment to diversity, Union's supplier diversity program ensures that Small Businesses, New York State certified Minority and Woman-Owned Business Enterprises (MWBE), and local businesses have full opportunity to compete for the Institute's business. We are committed to identifying and including these qualified diversity suppliers when purchasing the products and services requested by Union students, faculty, and staff.

To enhance the advocacy role for diversity businesses, Union will identify reputable and reliable diversity suppliers; communicate bidding opportunities to diversity businesses, and allow them to bid in a fair environment, and participate in events, trade shows, conferences, and expositions that support diversity; provide mentoring to these businesses; meet and encourage new businesses; and stay current with regulations.

Union's Supplier Diversity Policy is incorporated into the Procurement Policy and Procedures.

SMALL BUSINESS DEFINITIONS

Small Business Concern (SB) Self-Certified

A concern, including its affiliates, that is independently owned and operated, not dominant in the field of operation in which it is bidding on government contracts, and qualified as a small business under the criteria of 13 CFR part 121.

Women-Owned Small Business (WOSB) Self-Certified

A small business concern that is at least 51% owned by one or more women (if publicly owned, at least 51% of the stock of which is owned by one or more women), and whose management and daily business operations are controlled by one or more women.

Small Disadvantaged Business (SDB) Self-Certified

Minimum 51% owned, controlled, and operated day-to-day by one or more socially disadvantaged individuals. May be Section 8(a)-certified per 13 CFR 124.1002. Small Disadvantaged Ethnicity definitions include the following categories:

- African American
- Hispanic American
- Native American (American Indian, Eskimo, Aleut, Native Hawaiian)
- Asian-Pacific American
- Asian-Indian American

Historically Black Colleges/Universities (HBCU)

An institution determined by the Secretary of Education to meet the requirements of 34 CFR Section 608.2. The term also means any nonprofit research institution that was an integral part of such a college or university before November 14, 1986.

Minority Institution (MI)

An institution meeting the requirements of Section 1046(3) of the Higher Education Act of 1965 (20

U.S.C 1135d-5(3)). The term also includes Hispanic-serving institutions as defined in Section 316(b)(1) of such Act (20 U.S.C. 1059c(b)(1)).

HUBZone Small Business (HUBZone) SBA Certified

A small business concern that appears on the List of Qualified HUBZone Small Business Concerns maintained by the federal government's Small Business Administration.

Veteran-Owned Small Business (VOSB) Self-Certified

A small business concern that is at least 51% owned by one or more veterans (if publicly owned, at least 51% of the stock of which is owned by one or more veterans), and whose management and daily business operations are controlled by one or more veterans.

Service-Disabled Veteran-Owned Small Business (SDVOSB) Self-Certified

A small business concern not less than 51% of which is owned by one or more service-disabled veterans (if publicly owned, not less than 51% of the stock is owned by one or more service-disabled veterans), and the management and daily business operations of which are controlled by one or more service-disabled veterans (or, if permanently and severely disabled, by their spouse or primary care giver).

Alaska Native Corporation (ANC) Self-Certified

Any regional Corporation, Village Corporation, Urban Corporation, or Group Corporation organized under the laws of the state of Alaska in accordance with the Alaska Native Claims Settlement Act (43 USC 1601) and which is considered a minority and economically disadvantaged concern.

Indian Tribe (IT) Self-Certified

Indian Tribes that are recognized by the Bureau of Indian Affairs, and are Indian-Owned enterprises.

NEW YORK STATE MWBE CERTIFICATION DEFINITIONS

Minority-Owned Business Enterprise (MBE)

Under Article 15-A of the Executive Law, an MBE is a business enterprise in which at least 51% is owned, operated, and controlled by citizens or permanent resident aliens who are meeting the ethnic definitions listed below:

- Black: Persons having origins from any of the Black African racial groups.
- Hispanic: Persons of Mexican, Puerto Rican, Dominican, Cuban, Central or South American descent of either Native American or Latin American origin, regardless of race.
- Asian-Pacific: Persons having origins from the Far East, Southeast Asia, or the Pacific Islands.
- Asian-Indian Subcontinent: Persons having origins from the Indian subcontinent.
- Native American or Alaskan Native: Persons having origins in any of the original peoples of North America.

Woman-Owned Business Enterprise (WBE)

Under Article 15-A of the Executive Law, a WBE is a business enterprise in which at least 51% is owned, operated, and controlled by citizens or permanent resident aliens who are women.