

# C.O.D.E. COMMITTEE

## CREATING OPPORTUNITIES FOR DIVERSITY & EQUITY

Dear CMAA Members:

The CODE Committee is dedicated to creating opportunities for minority owned, women owned, and small business enterprises (M/W/DBE/SBE) to promote diversity and equality within CMAA Southern California. Our focus is to: 1) increase firm recruitment and retention, 2) advocate for leadership positions within the chapter, 3) create a beneficial mentoring network inclusive of Certified Construction Manager (CCM) training, 4) host and sponsor events promoting diversity and equity, and 5) recognize diverse leaders in the industry.

The CODE Committee is releasing a quarterly newsletter with useful information geared towards supporting M/W/DBE/SBE businesses. This edition of the newsletter is dedicated to two major ongoing issues affecting our industry, racial injustice (#BLM) and COVID-19. The committee stands in solidarity with our black community and we will be discussing how we can use our channels and our influence within CODE to ensure we're supporting the Black community. In addition, the CMAA Southern California Foundation is going to promote diversity through its Internship and Scholarship programs. We will provide more information in our next newsletter.

As an organization, we are committed to providing our members with resources and educational opportunities throughout these challenging times. If you have ideas for future events or would like to learn more about a particular topic, please don't hesitate to contact us at [sccmaa@cmaasc.org](mailto:sccmaa@cmaasc.org).

Sincerely,

**CMAA Southern California Chapter C.O.D.E. Committee**

**Cathleen Ma**

T.Y. Lin International

**Farzad Tasbihgoo (Chair)**

ZT Consulting Group, Inc.

**Jay Shah**

AMC

**Rashanda Davis**

Systems Consulting

**Rayna Feliciano**

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**Sam Bucher**

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**Yolanda Baber**

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**CMAA**  
SOUTHERN CALIFORNIA CHAPTER

# CMAA STATEMENT

## PROMOTING DIVERSITY, EQUITY, AND INCLUSION

June 5, 2020

Recent events in Minneapolis and around the country have exposed how deeply our nation is divided and in need of healing. They have collectively thrown an arc light on injustice, racism, and exclusion.

CMAA's Statement of Values affirms that CMAA is committed to including diverse perspectives on teams and in decision making. We believe it is essential to program and project success. CMAA is further committed to promoting diversity, equity, and inclusion with equal opportunity for all persons in its membership, leadership, and activities.

And we need to go further. We need constructive, respectful engagement with a view toward change.

Change means doing more than talking about making workspaces, job sites, and teams more diverse and inclusive. We invite each of you to ask yourselves these questions, "What don't I know? How can I learn? What is a first step toward building an environment free of unconscious bias?"

If you're wondering where to begin, perhaps using Canadian author Louise Penny's four statements that lead to wisdom will aid you in your actions and interactions. They are:

- I don't know.
- I need help.
- I am sorry.
- I was wrong.

Let's work together to challenge assumptions, unlearn old habits, and make the construction management profession open, welcoming, and inclusive.

CMAA respects your right to disagree and will defend your right to do so. Please send your comments to [president@cmaanet.org](mailto:president@cmaanet.org).

Andrea S. Rutledge, CAE  
President & CEO  
Construction Management Association of America

Iraj Ghaemi, PE, CCM  
Chair, Board of Directors  
Construction Management Association of America

# PRESIDENT'S MESSAGE

## PROMOTING DIVERSITY, EQUITY, AND INCLUSION

Dear CMAA Community,

Like so many of you, we have been deeply distressed and enraged by recent events. These occurrences represent a disregard for basic human rights that has no place in our communities or country, and certainly not in our industry. We owe it to our employees, our clients and our communities to be very clear in condemning racial injustice of any kind.

CMAA Southern California represents the diverse community that is Los Angeles, San Bernardino, Ventura and Riverside counties. We are committed to promoting diversity, equity, and inclusion with equal opportunity for all persons in its membership, leadership, and activities. We have long believed we are all made better by the diversity that exists within our community.

Diversity is essential to the success of owner programs and projects. Diverse perspectives help us see solutions we would otherwise miss. As I shared at my installation as CMAA Southern CA President, it is our social obligation to take active steps toward molding the leadership of our industry to reflect the demographic makeup of our city. This ensures young people of ALL backgrounds know there is a future for them in the A/E/C industry. This is a survival issue for us.

As an organization, we have the opportunity to lead by example. We are committed to including diverse perspectives on teams and in decision making. At this moment in history, it is imperative that we keep pushing to make positive change. That's how our industry thrives and survives uncertain times like the ones we face today.

We know many people have strong feelings about recent events and we respect and will defend your right to express them. We invite you to send your comments to [sccmaa@cmaasc.org](mailto:sccmaa@cmaasc.org) or [tespinoza@twininginc.com](mailto:tespinoza@twininginc.com). We look forward working together to make meaningful and transformative change.

Sincerely,  
Talin Espinoza  
CMAA Southern California President

# RESOURCES FOR COVID-19

**Below are a few main resources that can provide support to DBE/SBE businesses during the COVID-19 pandemic era.**



Since 1953, the SBA has worked to ignite change and spark action so small businesses can confidently start, grow, expand, or recover. The SBA is the only cabinet-level federal agency fully dedicated to small business and provides counseling, capital, and contracting expertise as the nation's only go-to resource and voice for small businesses. The SBA is here to help small businesses throughout the COVID-19 pandemic. Below are links where you can find the Coronavirus (COVID-19): Small Business Guidance & Loan Resources pages.

- <https://www.sba.gov/page/coronavirus-covid-19-small-business-guidance-loan-resources>
- <https://www.sba.gov/funding-programs/loans/coronavirus-relief-options/economic-injury-disaster-loan-emergency-advance>
- <https://www.sba.gov/funding-programs/loans/coronavirus-relief-options/paycheck-protection-program>



America's SBDC represents America's nationwide network of Small Business Development Centers (SBDCs) – the most comprehensive small business assistance network in the United States and its territories. America's SBDCs are working to help small businesses address the challenges of the COVID-19 pandemic. Below are links where you can find the COVID-19 Small Business Resources pages.

- <https://americassbdc.org/covid19/>
- <https://www.californiasbdc.org/covid19>



Founded in 1994 by Harvard Business School Professor Michael Porter, the Initiative for a Competitive Inner City (ICIC) is a national non-profit research and advisory organization and the leading authority on U.S. inner city economies and the businesses that thrive there. As news about COVID-19 continues to evolve and its impact is widely felt, ICIC is actively supporting our small business community by sharing a wealth of information and external resources as they become available. ICIC will update this page as it becomes aware of initiatives to mitigate unexpected financial losses. Below is the link where you can find the Small Business Resource Center: COVID-19 Crisis page.

- <https://icic.org/small-business-resource-center-covid-19-crisis/>



# =BACK TO OFFICE=

## Returning To Work



The U.S. is opening and we are going back to work. Here are a few resources and guidelines for preparing for returning back to work/reopening.

- <https://www.osha.gov/Publications/OSHA3990.pdf>
- <https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/workplace-decision-tool.html>
- <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-small-business.html>

## SBA TIPS PREPARING FOR FUTURE FUNDING

Prepare your 2019 tax return

Get a business advisor

Understand and analyze your business finances/expenses

Separate your business and personal accounts

Digitize important documents





## Available Financial Assistance

Over 300,000 California small businesses have received a combination of grants and loans totaling over \$70 billion primarily to support continued payment to employees and to help overcome the temporary loss of revenue they are experiencing. While these amounts are significant, the awards to date only benefit about 7.5 percent of California's 4 million small businesses. Below are available financial assistance options from the SBA.



### Debt Deferment or Relief:

- Automatically deferring payments on existing disaster loans through 12/31/20
  - Reflected in monthly invoice
- SBA Debt Relief Program
  - SBA will pay the principal and interest of current 7(a), 504 and microloans for a six-month period
  - SBA will pay the principal and interest of new 7(a), 504 and microloans issued prior to September 27, 2020

### Loans:

- Express Bridge Loan - \$25,000
  - Express Lenders: California Bank of Commerce, Chase, Comerica, Exchange Bank, Redwood CU, Redwood Capital Bank, US Bank, Wells Fargo, Western Alliance Bank
- Paycheck Protection Program - Reached Appropriated Limit
- Economic Injury Disaster Loan and EIDL Advanced - Reached Appropriated Limit

# CERTIFICATION & RFP INFORMATION

If you are inquiring to apply for a DBE or SBE certification, the links below provide certification, solicitation, and application information. Please note that these links are subject to change and we will do our best to keep the information updated.

## Caltrans / State of California



- Information: <https://dot.ca.gov/programs/civil-rights/dbe-certification-information>
- Solicitation Information: <https://dot.ca.gov/programs/procurement-and-contracts/ae-contract-information>
- Apply for DBE: <https://dot.ca.gov/programs/civil-rights/dbe>
- Apply for SBE: <https://caleprocure.ca.gov/pages/sbdvbe-index.aspx>

## LA Metro



- Information: <https://www.metro.net/>
- Solicitation Information: [https://business.metro.net/VendorPortal/faces/home/solicitations/openSolicitations?\\_adf.ctrl-state=9xwt83iqn\\_104&\\_afrLoop=1550592134015699](https://business.metro.net/VendorPortal/faces/home/solicitations/openSolicitations?_adf.ctrl-state=9xwt83iqn_104&_afrLoop=1550592134015699)
- Apply for DBE/SBE: <https://business.metro.net/VendorPortal/faces/home1/certifications>

## City of Los Angeles



- Information: <https://bca.lacity.org/certification-program-description>
- Solicitation Information: <https://www.labavn.org/>
- Apply for SBE: <https://bca.lacity.org/certification-program-description>

## Port of Long Beach



- Information: <https://www.polb.com/business/business-opportunities/#business-opportunities-overview>
- Solicitation Information: <https://www.polb.com/business/business-opportunities/#rfp-rfq-resources>
- DBE Information: <https://www.polb.com/business/business-opportunities/#dbe-program>

## Port of Los Angeles



- Information: [https://www.portoflosangeles.org/references/news\\_102113\\_small\\_business](https://www.portoflosangeles.org/references/news_102113_small_business)
- Solicitation Information: <https://www.portoflosangeles.org/business/contracting-opportunities>
- Apply for SBE: <https://kentico.portoflosangeles.org/getmedia/a4505005-399c-4274-afb3-2b0e1cfa2c42/Local-Business>

# CERTIFICATION & RFP INFORMATION CONT.



## Los Angeles Community College District

- Information: <http://www.build-laccd.org/ced/business#>
- Solicitation: <http://www.build-laccd.org/contractors-bidders/contractors-bidders-home>
- Apply for DBE/SBE: <http://www.build-laccd.org/ced/business>



## Los Angeles Unified School District

- Information: <https://www.laschools.org/new-site/small-business/>
- Solicitation: <https://www.laschools.org/new-site/vendor-portal/>
- Apply for DBE/SBE: <https://www.laschools.org/new-site/small-business/>

## Long Beach Unified School District

- Information: <http://lbschoolbonds.net/vendors.cfm>
- Solicitation Information: <https://lbschoolbonds.net/vendors.cfm>



## SEEKING FUTURE SPONSORS

### Looking to Advertise Your Firm?



We're looking for future newsletter sponsors! Each edition of the newsletter will feature up to four sponsorships/ads. Two of the sponsorships/ads will be allocated for FREE to SBE/DBEs on a first come first serve basis. The other two slots are open to any type of business.

This is a great opportunity for firms to promote new hires and services, project wins, community involvement, and SBE/DBE outreach events.

Our next newsletter is scheduled for September/October 2020. For additional information regarding sponsorship, please contact [sccmaa@cmaasc.org](mailto:sccmaa@cmaasc.org).

# VIRTUAL MATCHMAKING EVENT

## UPCOMING C.O.D.E. COMMITTEE EVENT!

Meet the Owners/Primes - A Virtual Matchmaking Event

**Date:** August 6, 2020

**Time:** 2:00 p.m. to 5:00 p.m.

**Cost:** \$25/person (member) / \$55/person (non-member)

**Format:** Zoom Meeting (login information will be sent 24 hours before the event)

Join us for a **virtual matchmaking event!** 100 one-on-one matchmaking slots are available to meet participating primes and owners. Visit <https://www.cmaasc.org/events> for more information.

Your continued participation directly funds the Chapter's Foundation Scholarship and Internship programs, ensuring a diverse and inclusive workforce, especially during these challenging times.

## CONTACT US:

**Address:** CMAA Southern California, PO Box 6778, Huntington Beach, CA 92615

**Web:** <https://www.cmaasc.org/>

**Phone:** 213.537.7071

**Email:** [sccmaa@cmaasc.org](mailto:sccmaa@cmaasc.org)

**Join Our Mailing List:** Just email us and ask to join!

