Supplier Diversity Plan

The Glen Mills Schools Supplier Diversity Plan (SDP) is designed to enhance our supplier base that reflects the wide diversity of our students, faculty, staff, and community by expanding relationships and enriching economic opportunities.

On May 26, 2011, the Board of Managers approved a motion that supports the administration’s outreach efforts to engage Minority/Women/Disabled Business Enterprises (M/W/DSBE). Based upon this recommendation, we have developed a Supplier Diversity Plan that defines our purpose and goals.

1. Purpose
   To identify and develop successful business relationships with minority, women-owned, and disabled enterprises to meet our business objectives while fostering economic growth within the communities in which these suppliers reside.

2. Goals
   - To provide maximum practical opportunities for minority, women-owned, and disabled enterprises to become and remain suppliers of The Glen Mills Schools, resulting in increased expenditures with these suppliers.
   - Mentor relationships aimed at strengthening and enabling M/W/DSBE companies.
   - Develop collaborative business efforts with The Glen Mills Schools.

3. Program Requirements
   The program is designed to help train and integrate qualified and certified minority suppliers into the provisioning of products and services for our customers.

   A qualified business enterprise must be certified by a local, state, regional, or national agency and be at least 51% owned, operated, and controlled by one or more of the following:
   - Minority Groups (M) – Identified “Minority groups” are generally defined as having an ethnic background consisting of Asian, Black, Hispanic, East Asian Indian, and/or Native American.
   - Women (W)
   - Disabled (D)

   In the case of publicly-owned businesses, at least 51% of the stock is owned by a member or members of diverse groups.
4. Program Procedures

a. The Glen Mills Schools (GMS) will implement a training program for GMS employees to educate them on the importance of diversity in procurement activities. GMS believes that knowledge and training are an important component in implementing best business practices so that employees are informed about GMS’s goals and feel empowered to fulfill them.

b. The GMS will actively encourage employees to seek out and utilize M/W/DSBE owned firms with the expectation of expanding and diversifying the GMS’s existing supplier base.

c. The Supplier Diversity Manager (Business Manager, Don McNeal, 610-459-8100) will be an active participant in the early stage discussions of the project planning process in order to identify and evaluate opportunities to enhance participation by certified M/W/DBE owned businesses.

d. The GMS will enhance its outreach to certified M/W/DBE businesses to make them aware of procurement opportunities as they become available.

e. The GMS will provide support to M/W/DBE owned firms by providing information and direction to available sources of assistance. While the GMS does not directly provide certifications, the GMS does actively assist small businesses in submitting applications for certification as M/W/DBE owned businesses. Additionally, the GMS stays up to date on the various federally funded programs that have been established to assist small businesses in various aspects of business planning and actively refers small businesses to those programs for assistance.

f. The GMS is committed to reviewing its procurement policies and procedures on a regular basis to assess the effectiveness of its supplier diversity program and to make modifications and adjustments as necessary. The GMS will formally review its policies and procedures prospectively on an annual basis.

g. One of our goals is to give M/W/DSBE businesses the opportunity to bid and increase commerce with M/W/DSBE.

h. Glen Mills conducts training throughout the year that encourages and instructs staff on the OEO website and the importance of including M/W/DSBE in the bidding process.

i. The Glen Mills Schools’ primary geographic area where services are most concentrated is Southeast Pennsylvania.