



**MINORITY &
WOMEN-OWNED
SMALL
BUSINESS
ENTERPRISE**

"Business Opportunities That Empower Our Community"



**WELCOME TO THE
BUSINESS CONNECTOR NEWSLETTER**

I am excited to announce my new role as Shelby County Schools Executive Director of Equity and Diversity which houses the Office of Minority Women-Owned and Small Business Enterprise (MWSBE) Program. I would like to take this opportunity to introduce myself.

I was first introduced to public education nearly 24 years ago as a teacher at Sea Isle Elementary. Immediately, I could see the love and respect everyone at Sea Isle had for each other and for the students we served. It was the epitome of the word community and I wanted to be a part of it. I also found the educational community in Memphis to be just as great as Sea Isle. Working with other educators throughout the city enabled me to expand my skill set and knowledge of education. Not long after, I became an assistant principal, resident principal, principal, and director of leadership.

I bring experience in leader and teacher development, community relations, strategy and planning, and quality assurance to this new role. I also bring a deep understanding of the mission and vision of Shelby County Schools with the purpose our Superintendent Dr. Joris M. Ray has for students, teachers, and our Memphis community – to be a district where student achievement, teacher growth and respect, and servant leadership is lived, learned, and shared. As I look to the future of MWSBEs and how we can grow to meet the needs of our community, I do so through this lens.

I would also like to thank Joyce Douglas who manages our MWSBE program. I am so thankful for the opportunity to get to know Joyce and work with her over the past two years. I am grateful for her continued dedication to this office and those we serve as well as for her role as a colleague to me.

I appreciate your continued support of Shelby County Schools and the Minority, Women-Owned Business and Small Enterprise Program and look forward to meeting you soon. We will continue to share information and news about our programs and initiatives with you.

Respectfully,

Myke Collins
Executive Director of Equity and Diversity



Myke Collins
*Executive Director
Equity and Diversity*

INSIDER NEWS

Business Spotlight

Action Chemical

Owner: Charles Barnes

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Martin & White Mechanical Contractors

Owner: Rose Marie Martin

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CATALYST FOR SUPPLIER DIVERSITY CHIEF LEON PATTMAN



Chief Leon Pattman
Internal Audit

As the Chief of Internal Audit, Leon Pattman and his team provides the District with independent, objective assurances and consulting services to provide an added value with improving an organization's operations. The Office of Internal Audit efforts are designed to bring a disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes.

Shelby County Schools is the largest public school system in the state of Tennessee serving approximately 110,000 students in more than 200 schools. "We are facilitating a dramatic paradigm shift in our entire organization. We will intentionally and systematically bring about equity and inclusion in contracting and the procurement of goods and services. Equity and inclusion will be woven into the fabric of our SCS procurement activities," said Chief Pattman.

FEATURED MBE



Charles Barnes

"Action Chemical has grown tremendously since working with Shelby County Schools," said Barnes.

Contact Information

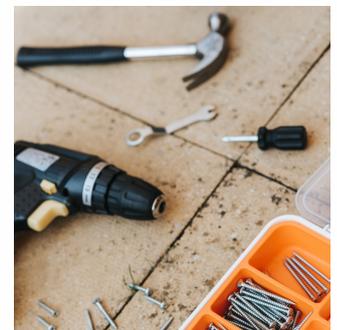
275 Cumberland St.
Memphis, TN 38112
(901) 522-8783
Business Hours:
Monday-Friday 8 a.m.-5 p.m.

ACTION CHEMICAL CHARLES BARNES, PRESIDENT/CEO

Charles Barnes is the President and CEO of Action Chemical, a full-service distributor which offers an extensive line of janitorial chemicals, equipment and supplies; paper products; safety and personal protective equipment; food service products and disposables; maintenance chemicals; office supplies and furniture as well as traffic safety barricades and cones.

Barnes, a graduate of North Carolina Agricultural and Technical State University, took his 25 years of experience from the corporate world and became a business owner.

According to Barnes, Action Chemical has grown tremendously since working with Shelby County Schools. The company started out with six employees and now employs 23 staff members. "I have had several employees tell me that I have changed their lives. One told me that they were able to buy a home they never thought they could even buy. There is nothing more satisfying to me," said Barnes.



Barnes' advice for recent graduates interested in becoming an entrepreneur includes finding your passion and work to fulfill it. Lastly, don't start a business because there is an opportunity, start it because it is the right opportunity for you.

MARTIN & WHITE MECHANICAL CONTRACTORS

ROSE MARIE MARTIN, PRESIDENT



Rose Marie Martin

Exclusive: Rose Marie Martin, President and Owner of Martin & White Mechanical Contractors is a full service mechanical contractor.

by Alexandria Baker-Williams, MWSBE Specialist

Alexandria Baker-Williams: First, tell us about how has working with Shelby County Schools impacted your business?

Rose Marie Martin: We have been doing work for Shelby County Schools for years – it not only increased our revenue with successful projects but it also has provided a wide range of opportunities to work with amazing people completing jobs from simple tasks to complete HVAC renovations.

Williams: How would you define success?

Martin: As a mom, wife, and friend being a business owner is not that much different. Success to me is happy customers, happy employees, and being blessed to continue doing what I love with my family by my side.

Williams: What has been the most satisfying moment in business?

Martin: There was not a particular moment it; was something that happened over a period of time. I realized I was respected by my peers in the business.

Williams: What advice would you give to recent graduates who want to become business owners?

Martin: Be prepared to work hard for what you want. Don't be too hard on yourself and remember we all stumble from time to time.

Williams: If you were to write a book about yourself, what would you name it?

Martin: Work Hard! Play Harder!

Williams: Mrs. Martin, again thank you for taking the time to share your knowledge and experiences. We wish you continued success in all of your business endeavors.



Contact Information

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MESSAGE FROM THE PROGRAM MANAGER

Joyce Douglas

Program Manager, Minority, Women-Owned and Small Business Enterprises



Joyce Douglas
MWSBE Program Manager

Welcome to the Minority, Women-Owned and Small Business Enterprise (MWSBE) Program's inaugural edition of The Business Connector Newsletter (BCN). This quarterly newsletter is to inform the community about MWSBE Program developments, introduce you to numerous decision-makers within the Shelby County Schools District, and spotlight various certified MWSBEs that will share their business testimonials.

The MWBE Program was established by Shelby County Board of Education Policy 2010. Its purpose is to promote participation of MWBEs in procurement opportunities with Shelby County Schools. To be eligible to participate in our MWBE Program, a business must have a current certification as a MBE or WBE from an approved certifying SCS agency. Some of the requirements for MBE and WBE certification include the business must be 51% owned and operated by a minority and/or woman business located in Shelby County.

We also have a Small Business Enterprise (SBE) program which is race and gender neutral program. This is a Sheltered Market program developed to increase access to contract opportunities by which small local firms will be able to compete against others that are comparably situated in the market and in their industries. To be eligible for the SBE program the business must meet the federal small business size standards and must be independently owned and operated, organized for profit, and not dominant in its field. The business owner(s) must also demonstrate that the net worth of each owner does not exceed \$1,320,000, exclusive of principal residence, and the value of the owner's interest in the certified SBE. A certification from an approved SCS certifying agency is also required.

Why participate in our MWSBE programs? We are intentional with doing business with local small businesses. We also help to facilitate business networking opportunities with prime contractors with our project goal setting initiatives on contracts over \$100,000 (non-federal). Those projects include architecture and engineering, construction, goods and supplies, non-professional services, and professional services. Our SBE program seeks to provide participants the first opportunity to bid on solicitations under \$100,000 with our sheltered market approach.

There are benefits that come with being a certified MBE, WBE, and/or SBE including your business listed in the online certified vendor directory. This list is publicly accessible, so committed business partners can identify certified MWSBEs.



About Joyce Douglas

As the Manager of Shelby County Schools-Department of Minority, Women-Owned and Small Business Enterprises, Joyce Douglas, along with the MWSBE team, is responsible for administering the District's MWSBE Program by providing information and assistance to certified MWSBEs. She monitors the entire program for compliance on both, the SCS and vendor sides. Joyce is a product of this great District; she graduated from Melrose High School and the University of Memphis.



SAVE THE DATE

MWSBE MISSION

"Business opportunities that empower our community"

The mission of the Minority, Women-Owned and Small Business Enterprise (MWSBE) Program is to promote equity, eliminate barriers to participation and increase access in procurement opportunities with Shelby County Schools.



Minority/Women-Owned & Small Business Enterprise Pre-Certification Workshop

Please join us for the Minority, Women-Owned and Small Business Enterprise (MWSBE) Pre-Certification Workshop. During this event we will share details about MWSBE certification requirements and procedures, as well as provide business owners with information on how to do business with Shelby County Schools.

Having a Minority Business Enterprise (MBE), Woman Business Enterprise (WBE) and/or Small Business Enterprise (SBE) certification can help you tap into various public and private sector programs.

Who Should Attend?

Non-Certified MWSBEs, Entrepreneurs, Business Owners, Business Managers, Sales Managers and Business Startups, etc.

Location: This is a webinar.

Date: September 1, 2021 | 11:00 A.M.

Cost: FREE!

[Click Here To Register](#)

MWSBE OFFICE

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Certification Agencies

	MBE Certifications	WBE Certifications	SBE Certifications
City of Memphis	✓	✓	✓
Memphis and Shelby County Airport Authority	✓	✓	✓
Mid-South Minority Business Council Continuum-Uniform Certification Agency (UCA)	✓	✓	✓
Shelby County Government	✓	✓	
TriState Minority Supplier Development Council (TSMSDC)	✓		

[Click Here To View Full List](#)