



# Qualifying as a Diverse Supplier

2020

**Diverse Suppliers:** certified companies in any of the following categories: Minority-Owned Business Enterprise; Woman-Owned Business Enterprise; Veteran-Owned or Service-Disabled Veteran-Owned Business; Lesbian, Gay, Bi-Sexual and Transgender Owned Business; Historically Underutilized Zone Business; Small Disadvantaged Business; SBA 8(a) Business; Aboriginal and Torres Strait Islander Business; Aboriginal People/Visible Minority Business; Ethnic Minority Business

**Minority-Owned Business Enterprise (MBE):** any for-profit enterprise which is at least 51% owned, operated, and controlled by a member of a minority group and targets other businesses as customers. The minority ownership and control shall be real and continuing, and not solely to take advantage of special set-aside programs aimed at minority business development. Ethnic minority origin groups include: African American; Asian American; Hispanic American; Native American; Indigenous Australians; Ethnic Australians; Canada Aboriginal People/Visible Minorities; United Kingdom Ethnic Minorities

**Woman-Owned Business Enterprise (WBE):** any for-profit enterprise which is at least 51% owned, operated, and controlled by one or more women and targets other businesses as customers. The woman ownership and control shall be real and continuing, and not solely to take advantage of special set-aside programs aimed at women business development.

**Veteran-Owned Business (VOB); Service-Disabled Veteran-Owned Business (SDVOB):** - any for-profit enterprise which is at least 51% owned by individual(s) who performed active service in one of the armed services, and were honorably discharged. Service-disabled: disability incurred or aggravated in line of duty in the active military, naval or air-service

**Lesbian, Gay, Bi-Sexual and Transgender (LGBT):** any for-profit company that is at least 51% owned, operated

and controlled by a LGBT business owner

**Historically Underutilized Zone (HUBZone):** - any company certified as HUBZone (includes areas with high unemployment, low median household incomes, or both) by the Small Business Administration (SBA). Small Disadvantaged Business Program (SDB) – company certified as disadvantaged by the SBA

**8(a) Program:** company that received 8(a) certification from the Small Business Administration

**Indigenous-Owned Business:** any business at least 51% Indigenous owned and operated by Aboriginal and/or Torres Strait Islanders. Registered suppliers must be 50%+ Indigenous ownership. Certified suppliers must be 51%+ Indigenous owned, managed and controlled

**Indigenous Procurement Policy (IPP):** the IPP sets mandated targets for all Australian government agencies (and businesses contracting with them) to achieve with Indigenous-owned businesses.

**Visible Minority Business** defined in Canada as people non-white in color and non-Caucasian in race (includes Chinese; Black; Latin; Japanese; Korean; Filipino). Aboriginal peoples include First Nations, Metis and Inuit.

**Ethnic Minority-Owned Business (EMB):** a company owned and operated in the United Kingdom by a defined ethnic minority group and includes Indian, Pakistani, Bangladeshi, Chinese, Black African, Black Caribbean, Arab, Gypsy, or Irish Traveler, Irish and the Mixed Race/Multi Ethnic Groups

**National Minority Supplier Development Council, Inc. (NMSDC):** USA based - advances business opportunities for certified minority business enterprises and connects them to corporate members.

**Supply Nation:** Australia based - works with Aboriginal and Torres Strait Islander businesses to help grow the Indigenous business sector

**Minority Supplier Development UK (MSDUK):** advances opportunities for Ethnic Minority Businesses in the United Kingdom

**Canadian Aboriginal & Minority Supplier Council (CAMSC):** promotes supply diversity as a tool to increase employment and wealth in Aboriginal and minority communities through inclusive procurement requirements for companies wishing to do business with the government

**Women Business Enterprise Canada:** provide certification, training, networking, support and advocacy for Canadian Women Business Enterprises

**Canada Gay and Lesbian Chamber of Commerce:** promote, support and certify Canada's growing LGBT businesses and connect them to the Business community

**Certification Requirements:** Minority-Owned and Women-Owned Businesses (MWBEs) must qualify as diverse to gain contracts under the Equifax Supplier Diversity Program. This requires official certification, by a recognized organization, for one of the diversity classifications.

**Tier I Suppliers:** vendors that directly render goods/services to Company and submit invoices directly

**Tier II Suppliers:** subcontractors of Tier I / Prime Supplier. They provide goods and services to the Company (which may or may not be identifiable to the Company) but submit invoices to a Tier I Supplier