2023 ANNUAL SPONSORS

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TVA  BANK OF AMERICA  Birmingham Business Resource Center  Tulane University
EVENTS

MONTHLY MBE OUTREACH
Led by Director of MBE Services
Mark Samuel

THURSDAY, AUGUST 10, 2023 | 11:00AM CST

"MISSION POSSIBLE"
2023 GATEWAY CONFERENCE & ANNUAL AWARDS LUNCHEON
AUGUST 23-25
The Southern Region Minority Supplier Development Council is proud to present the 2023 Gateway Conference & Annual Awards Luncheon, Celebrating 50 Years!

**MISSION POSSIBLE** is our theme for the year and it's all about embracing the ever changing business landscape and adapting to set yourself up for extreme growth. This hybrid event provides attendees with the tools and connections to do just that through a select group of speakers and panelists, networking, and more. There is something for everyone to spark the next big idea!

**Location**
Harrah's New Orleans
228 Poydras Street
New Orleans, LA 70130

**Dates**
Wednesday, August 23
Thursday, August 24
Friday August 25

Click here to register and celebrate 50 years of excellence with us!
CURRENT BID OPPORTUNITIES

CITY OF TUSCALOOSA, ALABAMA - BENJAMIN BARNES YMCA CONSTRUCTION PROJECT
DEADLINE: AUGUST 16, 2023

LOUISIANA TRANSPORTATION RESEARCH CENTER - UPDATING AND MIGRATING LA TRANSPORTATION RESEARCH CENTER
DEADLINE: AUGUST 25, 2023

CLICK HERE TO REGISTER AND RECEIVE THE PULSE BIDS IN YOUR INBOX ON THE 1ST AND 15TH OF EVERY MONTH!

We welcome all of your important news and events! To have your info included in The Pulse, email mhairston@SRMSDC.org.

Lead time for our Corporate/MBE members to have their event/RFP listed in The Pulse is 2 weeks prior to the publishing date.

(psst ... we print on Fridays)
The Failure of the DEI-Industrial Complex

How organizations can hold themselves — and the practitioners they work with — accountable for measurably improving outcomes for marginalized populations. by Lily Zheng

There’s a big, poorly kept secret in the Diversity, Equity, and Inclusion (DEI) industry: the actual efficacy of an uncomfortably large proportion of our “flagship” services, talking points, and interventions — unconscious bias training, racial sensitivity workshops, the “business case for diversity,” resume anonymization, and the like — is lower than many practitioners make it out to be.

Unconscious bias training rarely changes actual behaviors and has little impact on explicit biases. A meta-analysis of hundreds of prejudice-reduction interventions found few that unambiguously achieved their goals. Many popular interventions run the risk of backlash, strong adverse reactions that sustain or even worsen the inequity that practitioners attempt to eliminate. Even “the business case for diversity,” a decades-old rhetorical framing and justification for DEI work, has been found to backfire on marginalized groups’ feelings of belonging and weaken support for diversity programs when organizational performance drops.

Much of the problem rests with the extreme lack of standards, consistency, and accountability among DEI practitioners. Few of us measure the effectiveness of our interventions, and while there are many players in the DEI certification space, there’s little agreement on what actual skills and competencies are necessary to become a “good” practitioner.

The other major contributor is that organizations keep asking us for, and funding, interventions that don’t work. ..

read more
“Inclusivity means not ‘just we’re allowed to be there,’ but we are valued. I’ve always said: smart teams will do amazing things, but truly diverse teams will do impossible things.”

- Claudia Brind-Woody
10 Benefits of having workplace diversity:

• Higher Innovation
• Variety of Different Perspectives
• Increased Creativity
• Faster Problem Solving
• Better Decision Making
• Increased Profits
• Higher Employee Engagement
• Reduced Employee Turnover
• Better Company Reputation
• Improved Hiring Results
The Weekly Typo Drawing!

Occasionally, you may find a typo or technical error (sometimes it is on purpose and sometimes it’s not). If you find one email us here, and in the subject line just write the word “TYPO.” Once we receive your email your name will be automatically entered into our monthly GOLDEN TICKET drawing. We encourage you to read through our weekly communications, to support our weekly Pulse getting better, and if you find a mistake you WIN BIG!