



ODOT's Office of Civil Rights' newsletter, *Equity Line*, brings to you the newest content relevant to your business and business needs. Whether you work in transportation-related fields, construction, or just drive Oregon's roads and have an interest in what ODOT is doing for the Oregon economy, OCR's Equity Line is a newsletter you will want to read.

If you want to receive copies of the OCREL at no charge, delivered straight to your inbox, please click the subscribe box below or send an email request to [ocrprograms@odot.state.or.us](mailto:ocrprograms@odot.state.or.us) to make sure you are on the list for future issues.

## Wildfire Response and Recovery/COVID-19 Information and Resources

### Wildfire Response and Recovery Information

The 2020 Labor Day weekend wildfires affected so much of our lives including our transportation system. Most people know that roads close due to flames and smoke when fires are in the immediate area, but many people may not know that debris such as downed trees can create hazards long after the fire is out. The State of Oregon is working with federal, state and local partners to safely address ash and debris from the 2020 Oregon wildfires. Removing fire debris is a three-step cleanup process.

- **Step 1** - clearing properties of household hazardous waste to minimize exposure of hazardous materials to the public.
- **Step 2** – removal of hazard trees.
- **Step 3** - removal of ash and debris.

Currently, prime contracts to remove hazard trees, ash, and debris are in place and subcontractor opportunities are available directly with those primes. Please contact [Feather Sam Huesties](#) to be added to the interested contractor list, which gets updated to the prime contractors every week. ODOT will also

send out direct contact and registration information for subcontracting with the primes to interested local firms.

For more information on ODOT's wildfire response and recovery efforts, [visit our Wildfire web page](#)



## COVID-19 Information and Resources

The COVID-19 outbreak has created uncertainty for Oregonians and Oregon businesses. The Office of Civil Rights wants businesses to know that we are here for them in this difficult time and there are resources available to provide assistance to businesses that are impacted by the unprecedented outbreak.

- ODOT contracting bidding and awarding services are still available during this time.
- Existing ODOT A&E and construction contracts are continuing to move forward as scheduled. If issues come up, these will be handled on a case-by-case basis with the project's contract administrator.
- ODOT Statewide Transportation Improvement Program (STIP) projects will continue in accordance with the respective project's contract along with the guidance provided by Governor Brown's Executive Order 20-12.

### Business Oregon Financial Programs

Business Oregon is the state's economic development agency and operates several direct loan and loan guarantee programs for small businesses:

#### Oregon Business Development Fund

The Oregon Business Development Fund (OBDF) is a revolving loan fund that provides term fixed-rate financing for land, buildings, equipment, machinery and permanent working capital. Participants must create or retain jobs and must typically be a traded-sector business in manufacturing, processing or distribution. The program gives preference to projects located in rural and distressed areas and to small businesses with fewer than 100 employees. » More information is available [here](#).

#### Entrepreneurial Development Loan Fund

The Entrepreneurial Development Loan Fund (EDLF) provides direct loans to help start-ups, micro-enterprises and small businesses expand or become established in Oregon. This fund fills a niche not provided through traditional lending markets. [More information is available here](#).

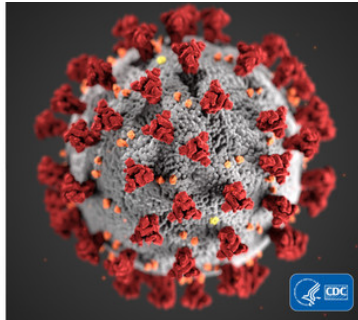
For more on Business Oregon's Financial Assistance programs and other state and federal resources and financial assistance programs that are available, visit their [Small Business Navigator here](#).



U.S. Small Business Administration

### COVID-19: Guidance for Small Businesses

[sba.gov/coronavirus](http://sba.gov/coronavirus)



### SBA Economic Injury Disaster Loans

# EIDL

### Small Businesses in Entire Pacific Northwest Region are Eligible for SBA Economic Injury Disaster Loans (EIDL)

Businesses in the entire Pacific Northwest Region - all counties in **Washington, Oregon, Idaho** and **Alaska** -- are eligible to submit an application for an SBA Economic Injury Disaster Loan (EIDL).

[Apply Now](#)

The SBA also provides additional financing, exporting and advising resources to support business impacted by COVID-19.

[Find COVID-19 Resources](#)

### Get Updates from the SBA About COVID-19 Support

- Visit <http://www.sba.gov/coronavirus> for guidance and resources
- Check <http://www.sba.gov/disaster> for updates specific to SBA Economic Injury Disaster Loans
- Follow us on Twitter at [@SBAgov](https://twitter.com/SBAgov) or [@SBAPacificNW](https://twitter.com/SBAPacificNW)
- [Subscribe](#) to email updates
- [Contact](#) your local SBA office

EIDLs offer up to \$2 million in assistance and can provide vital economic support to small businesses to help overcome the temporary loss of revenue.

These loans may be used to pay fixed debts, payroll, accounts payable and other bills that can't be paid because of the disaster's impact.

The interest rate is 3.75% for small businesses with long-term repayments to keep payments affordable, up to a maximum of 30 years. Terms are determined on a case-by-case basis, based upon each borrower's ability to repay.

[More About EIDL](#)

### How to Apply for an SBA Disaster Loan



The SBA Disaster Loan process is simple, but requires preparation. Learn what is required to complete an online application.

[Get Loan Guidance](#)

## OUTREACH & SPONSORSHIPS RECAPS

### Recurring Events



**Salem Capitol Connections**

*Building relationships that lead to opportunities.*

**Monthly Salem Capital Connections Event**

[Visit Website](#)



**Monthly OAME coffee and issues virtual event**

[Visit Website](#)

## ODOT SPONSORED EVENTS & TRAINING

**OR 217**  
AUXILIARY LANES



### Region 1 Announcement

**Meet the Primes Mandatory Pre-Bid event**

**Highway 217 project**

**Date:** Wednesday, July 21st

**Time:** 9am to Noon

» [Download Flyer](#)

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## Region 5 Announcement

### BTI Launches New Heavy Highway Construction Trades Pre-Apprenticeship Program for the Region

On 3/31/21, Baker Technical Institute (BTI) announced a new partnership with the Oregon Department of Transportation (ODOT) and the Bureau of Labor and Industry (BOLI) to offer a Heavy Highway Construction Pre-Apprenticeship program in Central and Eastern Oregon. To increase the number of underrepresented individuals in the trades, ODOT and BOLI contracted with BTI to design a state-approved, hands-on program and provided funding for the first group of participants, including up to 10 women free of charge.

The first training will begin in June and is specifically for women interested in gaining employable skills and certifications leading to careers in heavy construction. Future courses will be for both men and women. Applicants must be at least 18 years of age.



The Pre-Apprenticeship program is designed to open career paths to the heavy highway construction trades. It includes training in heavy equipment operation, concrete masonry, welding, blueprint reading, applied construction math, and certifications in forklift operation, traffic control/flagger, and OSHA 10.

This introductory heavy highway construction course also includes important employment readiness skills such as cover letter, resume, and interview training intended to give participants an advantage when applying for future positions.

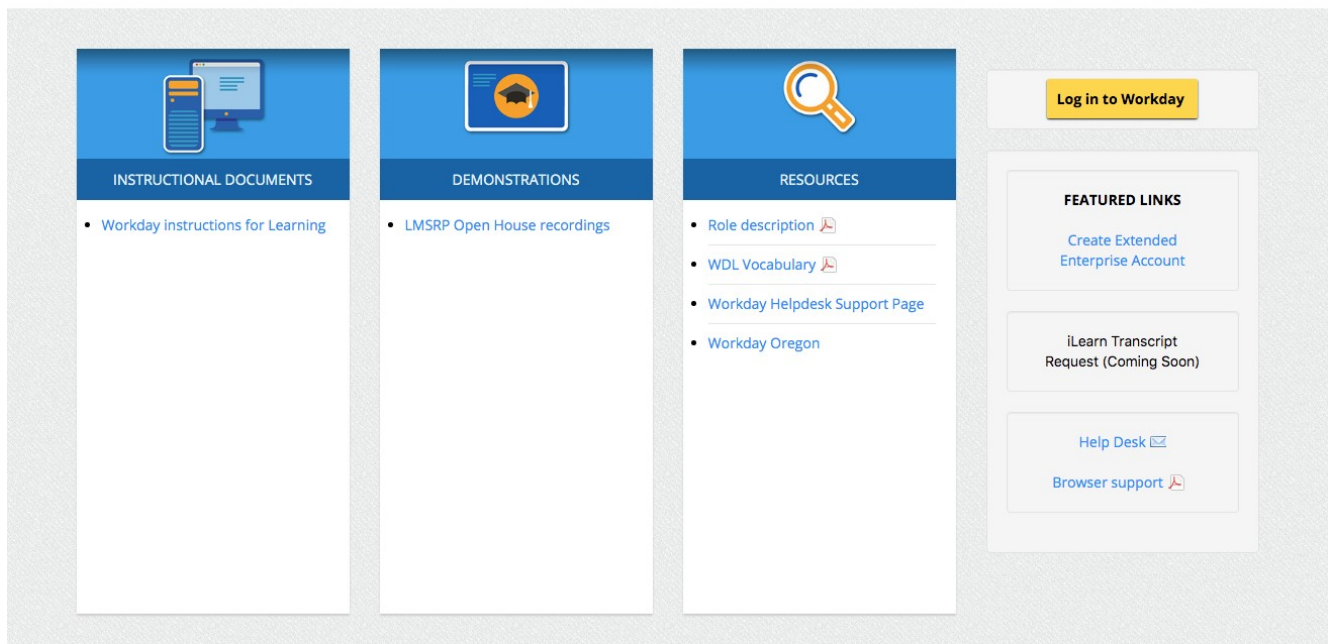
For more information about this exciting new program, or to apply, please call 541-524-2651 or visit the [Heavy Highway Construction Pre-apprenticeship page](#).

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## Workday Learning transition from iLearn

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## Workday Learning



External learners are referred to as **Extended Enterprise Learners**.

ODOT has created a **Workday Learning Support webpage** on the external website so that it's accessible to external users as well as employees. There are directions in the FAQs for external user account creation and other possible issues/directions.

External Learners will not be able to create their new accounts on the Workday Learning login page. They will have to access a link to an account creation portal that DAS created for them. Directions and the link for that are in a job aid on the Workday Learning Support webpage.

### External Learners Job AID

Email support: [workday.help@oregon.gov](mailto:workday.help@oregon.gov)

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## Online Training for ADA Curb Ramp Certification

**Registration is currently available for training online through Workday Learning.**

ADA Curb Ramp Certification is required for anyone who would like to become certified as a Certified ADA Inspector or Certified ADA Contractor. The self-guided online certification training covers the use of the ADA curb ramp inspection forms, the use of tools, best inspection practice and measurement guidance. It also covers when to submit the forms and where to send them. This self-guided online course will provide a one-year ADA curb ramp certification. The certification course is the same for inspectors and contractors, and will provide certification for one-year from the date of completion.

» [Learn More](#)

» [Click here for additional information about ODOT Inspector Certifications](#)

# Online Construction Contract Civil Rights and Labor Compliance Training

Access the training on your schedule.

## Who should participate?

Prime and sub-contractors, consultants and ODOT personnel that interact with or are interested in learning more about the programs listed below are welcome to join any of these events.

## Brush up on your contract compliance skills.

All sessions will provide insight into both ODOT/FHWA Civil Rights Programs, ODOT/BOLI Labor Compliance Programs, TERO, OJT/Apprenticeships, DocExpress and more.

Whether you're interested in more information about daily record keeping, monthly reporting, or anything from notice to proceed to final note - we will talk about what needs to be done, and more importantly, why these steps are necessary.

Register via Workday Learning

## Apprentice Supportive Services Highway Construction



**SUPPORT IS AVAILABLE TO HELP APPRENTICES**

**ARE YOU AN APPRENTICE IN THE HIGHWAY CONSTRUCTION TRADES?**

**ARE YOU APPLYING TO BE ONE?**

**FINANCIAL ASSISTANCE IS AVAILABLE TO HELP YOU BE SUCCESSFUL.**

No career transition is easy, but we're here to make it a bit less stressful.

**JOB READINESS SUPPLIES**  
SO YOU CAN HIT THE GROUND RUNNING!

- \$ for work tools
- \$ for work gear/boots
- \$ for rain gear

**CHILD CARE SUPPORT**  
TO BUILD YOUR FAMILY AND CAREER!

- Assistance to pay for childcare while you work as an apprentice
- You choose your own qualified childcare provider

**OTHER SUPPORTS**

- Mentoring/coaching
- Information and referral
- Help getting to remote jobs
- Hardship assistance

\*Services provided through ODOT/BOLI

If you are an applicant or an apprentice in one of these programs, you should call Penny: carpenters (including pile drivers, scaffold erectors, etc.), cement masons, ironworkers, laborers, operating engineers, or painters.  
Note: We also provide services to construction apprentices in other trades if you are actively working on a road or bridge project.

**DON'T WAIT! CONTACT:**  
**Penny Painter** (at Akana)\*  
Tel: 503.205.4769  
Email: penny.painter@akana.us  
<http://bit.ly/apprenticesupports>



## BUSINESS SPOTLIGHT: Confederated Tribes of Grand Ronde Tribal Employments Rights Office (TERO)



**Company:** Confederated Tribes of Grand Ronde Tribal Employments Rights Office (TERO)

**President:** Harris Reibach

**Title:** Director of the Tribal Employment Rights Office (TERO) of the Confederated Tribes of Grande Ronde

**Phone:** 503-879-1455

**Email:** [harris.reibach@grandronde.org](mailto:harris.reibach@grandronde.org)

**Certifications:** DBE, WBE, MBE

## TERO and ODOT: A Relationship that Honors Sovereignty

### What is TERO?

Harris Reibach, Director of the Tribal Employment Rights Office (TERO) of the Confederated Tribes of Grande Ronde, started our conversation by sharing how excited he was to have the opportunity to inform the public and the Native community about what TERO is and the benefits it provides. If you are anything like this interviewer, you might not have heard of TERO or have any idea what it has to do with ODOT. TERO is more than one thing, and understanding its importance and value requires sharing a bit of history and conveying the importance of tribal sovereignty. There are over 300 TERO's in the nation and three right here in Oregon. One each for the Confederated Tribes of Grande Ronde, the Confederated Tribes of the Umatilla Indian Reservation, and the Confederated Tribes of Warm Springs. Pursuant to each of these Tribes' inherent sovereign authority for self-governance, each Tribe has a Tribal Employment Rights Ordinance and an Office that ensures that qualified Native Americans are given hiring preference on all jobs and projects on or near reservations, specifically construction projects. The need to give preference to



providing jobs to qualified Native Americans on and near their land is self-evident. However, ensuring that this actually happens requires specific action, including that policies are in place and that ongoing support for native workers is available. It is these actions, policies, and support that Harris and his team at Grand Ronde TERO provide.

## **TERO Puts Money in the Hands of Native Workers and the Economy**

Harris's position as Director of TERO for the Confederated Tribes of Grande Ronde is important both because every day his actions reinforce Tribal sovereignty, or the right that tribes have to self-govern, and because his work in placing Native Americans in jobs addresses the disproportionate rates of poverty and underemployment that Native Americans face due to a long history of discrimination and ongoing structural barriers that make securing employment difficult. On a day-to-day basis, the TERO program seeks appropriate short- and long-term construction employment opportunities for Native Americans from any federally recognized tribe. Placing qualified Native Americans in paying jobs lifts up the economy in Indian country and benefits the larger economy as well. Harris shared, "That's *why I show up to work every day. We're directly impacting the lives of Native workers.*" Harris and his team have a Skills Bank of over 300 Native workers, with approximately 50 of those workers ready to be dispatched (or currently dispatched) onto ODOT projects occurring within a 60-mile radius of the Grande Ronde reservation.

## **Benefiting Indian Country**

The three TERO's here in Oregon are unique because they each have an MOU with ODOT. While all TERO's in the nation have a legal basis rooted in federal legislation that dates back to the 1970's and rests upon Indian preference legislation dating back to 1834, not every TERO has an explicit MOU with the Department of Transportation in their area. This MOU between ODOT and each Tribe represents a relationship between those Tribes and ODOT founded on a shared goal of benefiting Indian country. When asked about the good working relationship he has with ODOT, Harris shared, "*We're all working towards the same goal. All we're trying to do at Grande Ronde TERO is benefit Indian Country and the ODOT Office of Civil Rights shares that goal with us.*" In 2020 alone, over 9,000 hours were logged from individuals that TERO dispatched out to ODOT projects. "*Approximately \$316,000 of wages went to individuals that we dispatched and supported on ODOT projects. That money then went into Native American pockets and that's something that's very special to me,*" said Harris.

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***"We're all working towards the same goal. All we're trying to do at Grande Ronde TERO is benefit Indian Country and the ODOT Office of Civil Rights shares that goal with us."***

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In addition to placing Native Americans in construction jobs, TERO also provides specialized training that ensures the individuals they place have the skills required to work on those ODOT projects. Harris assured me that any Native American from any federally recognized tribe can come to TERO., "*All they need to do is show up on time and be ready to learn. But we do try and align our trainings to upcoming jobs. For example, looking to the future we knew we had a couple big bridge projects coming up so we aligned trainings to individuals who could potentially be on those projects.*" This ensures that there's a qualified as well as a diversified workforce ready to support ODOT projects. To promote the strengths that each worker brings with them to the job TERO picks a Worker of the Month based on their hard work, commitment, and positive attitude on the worksite.

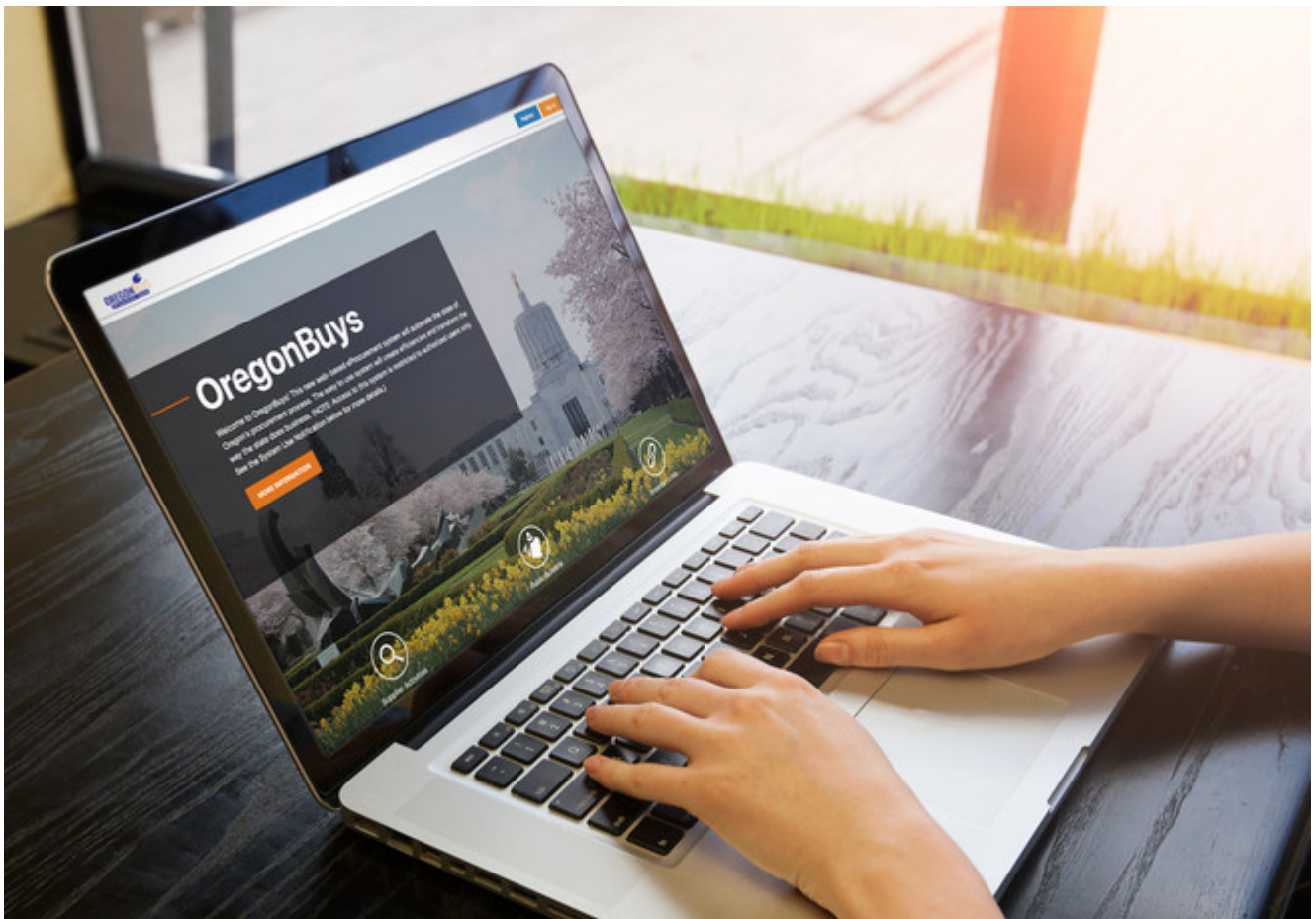
But the work that TERO does doesn't end there, they also have an Indian Owned Business registry that operates similarly to ODOT's DBE program and offers similar benefits. TERO is always looking for new Native-owned businesses to add to the registry so if you're a member of a federally recognized tribe and own a business of any kind be sure to get certified. TERO also has relationships with unions to place Native Americans in apprenticeship programs and can fund certifications and trainings for Native Americans in any industry that are looking to advance their career. Harris summed it up well when he said, "*TERO is one of those opportunities where the sky is the limit if you're able to show up, work hard, and be*

willing to learn. The benefit of TERO is how accessible it is. All you have to have is a drive to want to advance in some way and then give us the ball and we'll run with it together."

## Honoring Hard Work and Equal Opportunity

If you ever come across a TERO worker on a job, take a moment to reflect on the hard work that it probably took for that individual to get there as well as the support they have behind them and the many relationships it took to ensure equal opportunity. TERO and its relationship with ODOT speaks to the kinds of partnerships that can evolve when missions are aligned around equity and equal opportunity and honor the sovereignty of the Tribes. "It's a privilege to be on the job so treat it as such," said Harris as he was reflecting on the important work TERO does.

## PARTNER NEWS



## GET READY FOR BIG CHANGES

The state is replacing the Oregon Procurement Information Network (ORPIN) with a new system called OregonBuys. Here's how the change will work



- **June 16, 2021:** ORPIN switches to an archived mode. The state will no longer post or edit documents on ORPIN. Existing contents will remain available for reference purposes only.
- **June 16-30, 2021:** We'll use this time to get ready for the new system launch.

- **July 1, 2021:** All state procurement activity moves to the new OregonBuys.gov website. ORPIN Supplier accounts will not migrate over to OregonBuys, so you must register for an account in this new system to continue doing business with the state. Registration is easy and free. Visit OregonBuys.gov and click on the blue “register” button in the top right corner of the webpage to get started.

We appreciate your patience throughout this transition. If you have questions about ORPIN, contact the **ORPIN helpdesk** at [info.orpin@oregon.gov](mailto:info.orpin@oregon.gov).

For questions about **OregonBuys registration**, call 1-855-800-5046 or email [Support.OregonBuys@oregon.gov](mailto:Support.OregonBuys@oregon.gov).

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Join the Office of Small Business Assistance for a **free OregonBuys information session** this **Thursday, June 17 at 1 p.m.** Follow this link now to sign up: <https://www.oregon.gov/smallbusiness/Pages/training.aspx>.

Questions? Contact the Office of Small Business Assistance at [Business.SOS@oregon.gov](mailto:Business.SOS@oregon.gov) or 844-469-5512.

Visit <https://oregonbuys.oregon.gov> for information about OregonBuys. For information on all the latest with small businesses training, follow [@ORBizAdvocate](https://twitter.com/ORBizAdvocate) and [@OregonSOS](https://twitter.com/OregonSOS).

## CERTIFIED FIRMS



## Welcome Newly COBID Certified Firms!

*Firms certified 4/1/2021 – 6/15/2021*

This data is provided to ODOT’s Office of Civil Rights by COBID.

Search by business name and/or vendor ID in COBID’s certified vendor directory to obtain additional details and contact information for any of the newly certified firms. The COBID certified vendor directory is available [here](#).

[View newly certified COBID firms](#)

[ORPIN Home](#)

[Login to ORPIN](#)

[Supplier Registration](#)

[Browse](#)

[Registration of a Public \(tax supported\)  
Entity](#)

[FAQ](#)

[QRF Procurement List](#)

[How to disable your popup blocker](#)

## ODOT's open bidding opportunities are listed through ORPIN or EBids.

To get registered to bid through ORPIN, go to <http://orpin.oregon.gov/open.dll/> from the main page, click on Supplier Registration and follow the prompts.

Once you are registered, you can browse by Organization to pull up all of ODOT's listings. Check back every few days for new opportunities to bid on. It's that easy!

[Get Registered for EBids](#)

**OregonBuys** is a new web-based eProcurement system that will automate the state's eProcurement process and will soon replace ORPIN. ODOT is still using ORPIN for the time being, but registration is open for OregonBuys. In preparation for the change from ORPIN to OregonBuys, you can register for the OregonBuys system here: <https://oregonbuys.gov/bsol/>

## Current Bids on ORPIN

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**BID:** 730-34525-21 **Closing Date:** 06/18/2021 1:30 PM  
**Title:** RFP 34525: Major Bridge Inspections Services

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**BID:** 730-34806-21 **Closing Date:** 07/08/2021 2:00 PM  
**Title:** Coos County Maintenance Station Phase 1

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**BID:** 730-34706-21 **Closing Date:** 07/12/2021 3:00 PM  
**Title:** I-84 COLUMBIA GORGE CORRIDOR PROJECTS - STRATEGIC COMMUNITY ENGA

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**BID:** 730-34900-21 **Closing Date:** 07/15/2021 10:00 AM  
**Title:** Meacham Maintenance Station

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**BID:** 730-34827-21 **Closing Date:** 07/16/2021 12:00 PM  
**Title:** Social Equity Bench

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**BID:** 730-B34817-17 **Closing Date:** 12/31/2022 11:59 PM  
**Title:** Trip Permit Agent Agreement

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**BID:** 730-33638CTS-20 **Closing Date:** 12/31/2023 4:00 PM  
**Title:** ODOT Class 7 and 8 Truck Body Repairs - Ongoing Request for Apps

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**BID:** 730-25905ONGOING-14 **Closing Date:** 12/31/2023 5:00 PM  
**Title:** Hot Mixed ASphalt Concrete and Tack Coats

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**BID:** 730-SCP091A-15 **Closing Date:** 4/11/2025 4:00 PM  
**Title:** Request for Qualified Firms: ODOT Small Contracting Program

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**BID:** 730-15801-20 **Closing Date:** 07/15/2025 5:00 PM  
**Title:** RFQ for Right of Way Appraisal Services

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**BID:** 730-SP1116-19 **Closing Date:** 05/31/2029 2:00 PM  
**Title:** Employer Based CDL Testing for Transit Providers

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## OCR PROGRAMS

### Disadvantaged Business Enterprise (DBE)

In order to be part of the Disadvantaged Business Enterprise program, your firm must be certified as a Disadvantaged Business Enterprise. Disadvantaged Business Enterprises include small businesses that are at least 51% owned by Minorities (Blacks, Hispanics, Native Americans, Asian-Pacific Americans, Subcontinent Asian Americans, and Women) Other individuals on a case-by-case basis.

[Learn More](#)

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### Emerging Small Business (ESB)

The Emerging Small Business Program creates contract opportunities for Oregon's small businesses. The program also helps remove some of the barriers which prevent small businesses from contracting with ODOT. The ESB program objectives are to:

- Ensure ODOT is following Oregon laws and requirements.
- Assist and encourage other state and local agencies to have Emerging Small Business programs.
- Ensure that opportunities are available statewide to a diverse pool of businesses.
- Ensure that Emerging Small Businesses can compete fairly for ODOT funded projects.
- Ensure that only eligible firms can participate in the Emerging Small Business program.
- Help develop firms so that they can compete outside of the Emerging Small Business program.

[Learn More](#)

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## Title VI

ODOT complies with Title VI of the Civil Rights Act and other federal nondiscrimination statutes which prohibit discrimination based on race, color, national origin, age, disability or gender in ODOT's programs, activities, services, operations, delivery of benefits or opportunities to participate.

In an effort to provide equitable access, ODOT provides accessibility aids, translation and interpretation services for public ODOT events and vital documents upon request. The public can get these services by providing reasonable advanced notice, at no charge to the individual.

[Request a Program List](#)

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## Intermodal Civil Rights

The Intermodal Civil Rights Program makes sure that public transportation and passenger rail programs comply with civil rights laws and executive orders that prevent discrimination in programs that receive federal money. The Intermodal Civil Rights Program works with other programs in the Office of Civil Rights to keep ODOT following civil rights laws and policies. Learn about our program objectives.

[Learn More](#)

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## Equal Employment Opportunity Contractor Compliance

The Oregon Department of Transportation is committed to equal opportunity in hiring and awarding contracts. ODOT promotes equal opportunity within its own workforce and with the workforce of contracted employers who provide services for the agency.

[Find Out More](#)

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## Workforce Development

ODOT is training future highway workers that will fill vacancies in the construction industry. By partnering with local nonprofits and Pre-Apprenticeship Programs, we're poised to meet today current demands. Get a list of programs ready to work with you.

[Get the List](#)

**STAY  
CONNECTED**

### OCR's Equity Line E-Newsletter

[Sign Up](#)

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**ODOT Mission Statement** | We provide a safe and reliable multimodal transportation system that connects people and helps Oregon's communities and economy thrive.

ODOT is an Equal Employment Opportunity and Affirmative Action Employer. The content in this email is available by alternate means. Please contact our office at (503) 986-4350, or call statewide relay at 711 or via email at [OCRINFOREQUEST@odot.state.or.us](mailto:OCRINFOREQUEST@odot.state.or.us) for assistance.



**Oregon Department of Transportation**  
Office of Civil Rights - MS 23  
3930 Fairview Industrial Dr SE, Salem, OR 97302  
Phone: 503-986-4350  
[OCRINFOREQUEST@odot.state.or.us](mailto:OCRINFOREQUEST@odot.state.or.us)  
[www.oregon.gov/ODOT/Business/OCR](http://www.oregon.gov/ODOT/Business/OCR)

**Manage Account**

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