

Caltrans State-Wide Small Business Council Meeting Record

May 23rd, 2025, 8:30 a.m. – 12:00 p.m.

- The May 23, 2025, SBC Meeting was hybrid, held via WebEx and in-person at the District 4 office located at 111 Grand Ave., Oakland, CA.
- Next Meeting: July 18th, 2025, virtual via WebEx only.

Action Items

- Reach out to the CA Department of Insurance for a potential presentation at a future SBC Meeting.

Welcome and Council Member Roll Call – David DeLuz, Chair

- The April 2025 edition of the Office of Civil Rights (OCR) Small Business Press was shared.
 - How do we submit to be a part of this newsletter? (Fred Jordan).
 - Submissions are open year-round. Erin Von Tersch is the point-of-contact. (David DeLuz).
- Meeting Start Time: 8:30 a.m.
 - Quorum achieved – 19 of 31 council members present.

Agenda Review and Meeting Record Approval

- Debbie Hunsaker motioned to approve the March 14th, 2025, meeting record with all necessary corrections. Zeke Patten seconded.
 - Motion passed.

Highlights from the Director's Office – Michael KEEVER, Acting Director

- Tony Tavares retired from Caltrans earlier this month after more than 35 years of service.
- Small Business Goals Update
 - Through the third quarter of state fiscal year 2024-25, Caltrans spent \$1.4 billion, with small businesses (SB) receiving \$522 million, or 37.3%, of the total (exceeding the 25% participation goal.)
 - Caltrans is also on track to meet the 3% DVBE goal by the end of year (DVBEs received \$33.1 million, which is 2.4% of the total.)
 - Caltrans is slightly exceeding the Disadvantaged Business Enterprises goal of 21.35% by 23%.
- Opportunities to Expand Participation
 - Caltrans continues to add a mandatory 25% small business participation goal on qualifying contracts despite having surpassed the annual goal.

- If you're unsure of which projects your company would be competitive for, please get in touch with our Small Business Outreach Program, which is connected to Small Business Liaisons throughout the state.
- The Small Business Development Branch can assist with:
 - Minor B contracts
 - CalProcure Service contracts, which are \$250,000 and below
 - The Department of General Services' Leveraged Procurements as resellers
 - Primes that need subcontractors on major projects
 - Signing up for the Emergency Registry, which is used to find and connect with contractors when emergency contracts become available.
- Comments and Questions:
 - We appreciate you and your support for small business in the past. (Fred Jordan).

District 4 Update – Dave Ambuehl, Chief Deputy District 4 Director

- Welcome to District 4.
 - There are 8 million people in the Bay Area.
 - There is a tremendous amount of diversity.
 - We fully embrace small business here.
- “SBC 2025” video was played, highlighting District 4 Small Business:
 - <https://www.youtube.com/watch?v=kRUfS9rU4rk>
- District 4 Staff Introduced:
 - Andrew Baskerville, Deputy District Director of Construction
 - Cheryl Chambers, District Deputy Director of External Affairs
 - Debra Nelson, SSMII, External Operations and Engagement
 - Ayanna Nobles, SSML, Small Business
 - Deneen Ogbeide, District Small Business Liaison
 - Shavon Carter, District Small Business Liaison
 - Romell Lane, District Small Business Liaison
- Comments and Questions:
 - None.

Caltrans State Partner Reports Department of General Services (DGS) – Angela Shell

- Procurement Opportunities
 - Sand, cinders, road abrasives
 - Pavement markers
- Small Business/DVBE Compliance

- 31 program abuse cases are currently under evaluation.
 - 30 compliance reviews are currently under evaluation.
- OSDS Certification
 - Granted 12-month emergency extensions to 1,900+ SB/DVBE certifications expiring January-June in the LA and Ventura counties covered by Gov. Newsom
- The Consolidated Annual Report has been published.
- Requirements of AB 1574 and AB 2019 have been updated in the State Contracting Manual (SCM) Volume 2:
 - Expanding the pool of SB and DVBEs when using Leveraged Procurement Agreements, the SB/DVBE Option and Fair and Reasonable acquisition methods
 - Use of best value criteria and advertising when feasible with the SB/DVBE Option to meet the SB/DVBE contracting participation goal
 - AB 2019 requires departments that don't meet the 25% goal to take remedial actions, as directed by DGS.
 - While revoking purchasing authority is an option, it's not preferred. Instead, DGS supports departments in meeting goals each year. Results are reflected in the annual report.
- The DGS Statewide Small Business Council has committees dedicated to:
 - Refining the definition of Commercially Useful Function (CUF).
 - Clarifying AB 2019 requirements and reviewing procurement templates.
 - Conducting outreach, focusing on consistent messaging and improving access to information across DGS communications, CalProcure, and the website. A consultant is reviewing how user-friendly these resources are for small businesses.
- A Statewide Disparity Study is underway, with a final report and recommendations due by December 2025.
- The Supplier Diversity Symposium held in March was a successful outreach event. The plan is to make it an annual event.
- Comments and Questions:
 - The consultant you are talking about, what is their name? (Lynn Chen).
 - Convey. They are a SB. If you have information you would like to share about our human centered design operations, you can reach out to me directly to connect you. (Angela Shell).
 - A lot of the DGS events are in Northern California. Do you have any located in Southern California? (Lynn Chen).
 - We do typically host the symposium in NorCal because it takes a lot of resources, but we can look into opportunities for supplier diversity in the SoCal area. (Angela Shell).
 - DGS has come a long way out of COVID with getting certifications renewed. I am grateful for your departments help. (Debbie Hunsaker).

- Does the Department of Water Resources fall under DGS? They do nothing for DBE or SB. (Fred Jordan).
 - Non-construction and nonpublic works, purchasing authority does fall under DGS. With respect to public works and construction, no DGS does not have authority over that. (Angela Shell).

Caltrans State Partner Reports – Governor's Office of Business and Economic Development (GO-Biz) – Diane Lydon, Assistant Deputy Director, California Office of the Small Business Advocate (CalOSBA)

- Diane Lydon previously worked at DGS and was part of the Small Business Advisory Council. Joined CalOSBA in mid-March.
- AB 2019
 - AB 2019 benchmarks are more than statutory thresholds.
 - This Equity First action plan is a comprehensive strategy to benefit SBs in the procurement process.
 - The plan was to be adopted by January 21st, 2024. These plans were expected to outline specific directions and strategies that align with an overarching goal of improving equity and state procurement.
- Some Economic Equity First Action Plan submissions were incomplete, often due to uncertainty about what to include.
- Angela Shell spoke about AB 1574 and DGS's efforts to promote best practices. Each department is responsible for creating and annually evaluating its own action plan.
- GO-Biz is collaborating with Danetta Jackson and the Statewide Diversity Team to strengthen the small business economy in California.
 - Received technical assistance funding, developing a program focused on small business procurement, entrepreneurial access, capital readiness, bonding and insurance, venture capital, and other support tools.
- Comments and Questions:
 - None.

Action Item Log Review – David DeLuz

- **Action Item #1 from July 28, 2023**
 - OCR provided the standard operating procedure for this and the Look Ahead Report to the Commodities Committee on May 21, 2025. This item is now closed. (David DeLuz).
- **Action Item #1 from November 15, 2024**
 - This item is now closed, due to insufficient responses. Committee Chairs are welcome to submit to the SB Press at any time in the future. (David DeLuz).
- **Action Item #1 from March 14, 2025**

- After the May Revise, there is an estimated \$12 billion budget deficit that the State is attempting to close. Caltrans needs to continue to prioritize cost savings across operations. OCR and the SBC committed to a mix of in-person and virtual SBC meetings. Shifting entirely to an in-person event at this time would not be fiscally responsible. Six members of a thirty-one-member council showed up today in person. We must demonstrate a commitment that we can maximize the opportunities that we do have, for this request to move to all in-person meetings to make sense. The current schedule will remain. (David DeLuz).
- **Action Item #2 from March 14, 2025**
 - This item will be completed after this meeting. (David DeLuz).
- **Action Item #3 from March 14, 2025**
 - A fact sheet on DBE Eligibility Requirements for Certification was shared with the SBC on May 15, 2025, detailing the process and 49 CFR 26.67. This item is now closed. (David DeLuz).
- Questions and Comments:
 - Regarding the budget, when reducing contract size within the scope of Caltrans, there is no budget to do that. Reducing contract size to encourage utilization to help the state's economy grow... is this possible? (Lee Cunningham).
 - Can you email this question to our office? (David DeLuz).
 - Yes. (Lee Cunningham).

Local Assistance Committee Reports – Debbie Hunsaker, Chair

- The Committee is looking at where funding and resources come from and where local agencies obtain their funding.
- The Committee wants to know how Caltrans oversees the DBE goals, how the goal is assigned and how the agencies find out what businesses are ready willing and able, when it comes to local agencies reporting.
- Comments and Questions:
 - None.

Professional Services Committee Reports – Trinity Nguyen, Chair

- Wendy Hou gave an update on standardizing labor rates. The Committee supports this effort and looks forward to participating.
- The Committee reviewed the provided DBE utilization reports.
 - Low contract goals; curious how those goals were set and if there are opportunities to increase those goals.
 - There are some goals exceeding.
 - We want to get ahead of the curve.

- Thank you to Don Ward for providing the presentation “Disadvantaged Business Enterprise Contract Goal Setting Methodology.”
 - The process is technical and prescriptive.
 - Increase minority SB participation, DBE engagement, and inclusion.
 - We are looking to include this in our July Committee Meeting.
- Ideas to expand on:
 - How can success or the ability to achieve DBE goals be incorporated into organizational metrics.
 - Mentorship opportunities expanded to DBEs with experienced industry leaders.
 - Procurement policies to improve DBE engagement processes.
- Comments and Questions:
 - None.

Commodities Committee Reports – Zeke Patten, Chair

- The Commodities Committee was combined with the Construction Committee for the May 22nd Meeting.
- There was a quorum of committee members.
- DSBLs from Districts 4, 9, 1, 2, and 3 were in attendance, but would like to see more.
- The Committee wants a Prime at the meeting to talk about how they pick their supplies. Granite could show up next time.
- Discussed insurance for suppliers; the suppliers carry worker's compensation.
- The Committee partook in “Around the Horn.”
- Action item is to get a representative from the Department of Equipment to come online and become part of our committee.
- Comments and Questions:
 - None.

Construction Committee Reports – Debbie Hunsaker, Chair

- The Committee is discussing the impact of insurance.
 - The Committee will put a PIP together to address what these costs look like.
- This is a good time to talk to Jeremy Peterson-Self and his team; they got first place on a project they were working on, where SBs would have an opportunity to provide input.
- Illuminated cones are available; anything to keep people out of work zones that are not supposed to be there.
- Automatic speed enforcement legislation will help maintain the speed in the work zone.

- We would always like to invite new members to become part of our committee. We need more contractors. (Rebecca Llewellyn).
- Comments and Questions:
 - None.

African American DBE Participation Ad Hoc Committee – Rich Wallace

- Thank you to DGS who has come to a lot of our different workshops that have helped our people. They will be coming to our October event.
- Discussing wildfires and emergency contracts. David DeLuz followed through and gave information earlier.
- Talked about RFP access.
- Workshops at our business conference, to take small businesses step by step and provide hands-on training on how to fill out contracts that they are faced with.
- We want to vet the people that are submitting to Caltrans to make sure that they are matched.
- Comments and Questions:
 - Flow Engineering is a DBE firm that received \$12.5 million of the total amount to SBs. They are one of the firms that was identified through OCR's outreach that we provided to District 7. The outreach and engagement process included identifying 200 firms that expressed interest in working on the wildfires. It is nice to see that one firm garner about 30% of the total that went to SBs. (David DeLuz).
 - How can micro firms get these contracts? (Eddy Lau).
 - Even with SB-only contracts, firms can be worth up to \$39 million, far more than micro firms with \$5 million or less. Some firms have 30 times the resources of others. We want to work with DGS to explore how to create opportunities specifically for micro firms, possibly through smaller contracts, simpler processes, shorter durations, and lower risk. (David DeLuz).
 - Construction costs generally fall into four categories: direct materials, direct labor, indirect labor, and overhead. Micro construction firms need support with basics, especially accounting and project management, to stay competitive. (Lynn Chen).

Break

- Break Start: 10:33 a.m.
- Break End: 10:46 a.m.

Office of Civil Rights Reports – Aisha Copeland, Manager of Data Analysis

- Federally Funded Contracts (FFY 2024-25)
 - October 1, 2024 – April 30, 2025

- OE, DPAC, DLA, DOTP, CMGC, and Design Build contracts
 - DBE Participation
 - Awarded 173 Federal Highway Administration-assisted contracts valued at \$2,685,791,062.05.
 - Total DBE commitment at award is \$617,922,545.09 or 23.01 percent.
 - Awarded 2 FHWA-assisted CMGC, valued at \$181,019,296.00.
 - Total DBE commitment at award is \$37,921,060.77 or 20.95 percent.
 - There were no Design Build contracts were awarded this month.
- DBE Participation (A&E-only numbers)
 - Awarded 25 FHWA-assisted A&E contracts, valued at \$440,050,963.74.
 - Total DBE commitment at award is \$106,510,765.07 or 24.20% percent.
- Socially & Economically Disadvantaged (SED) Group
 - The SED groups that are performing above the Disparity Study Average are:
 - Hispanic at 9.96%
 - Non-Minority Women Owned at 6.81%
 - For April 2025, Caltrans committed over \$617 million to DBE firms. This is a \$154.4 million (33.32%) increase over the April 2024 DBE commitment of over \$463 million.
- State Funded Contracts Including Minor B (SFY 2024-25)
 - July 1, 2024 – March 31, 2025
 - Total state expenditures: \$1,400,783,725
 - SB participation is 37.3 percent, or \$522,694,450.
 - DVBE participation is 2.4 percent, or \$33,156,771.
 - Top SB district's participation:
 - District 11 generated the largest SB/MB participation of 80.6% or over \$57,499,029.
 - District 4 generated the second largest SB/MB participation of 66.1% or over \$88,554,135.
 - District 10 generated the third largest SB/MB participation of 60.5% or over \$41,815,037.
 - Top DVBE district's participation:
 - District 7 generated the largest DVBE participation of 4.7% or over \$8,179,540.
 - District 2 generated the second largest DVBE participation of 4.0% or over \$1,812,191.

- District 11 generated the third largest DVBE participation of over 3.7% or over \$2,665,815.
 - Minor B
 - Executed a total of 74 Minor B Contracts in the amount of over \$21.4 million.
 - Out of the \$21.4 million, small businesses/micro businesses were awarded \$19,651,564 (91.8%).
 - Small Businesses were awarded \$9,138,073 (42.7%) of the \$21.4 million.
 - Micro Businesses were awarded \$10,513,491 (49.1%) of the \$21.4 million.
 - DVBE Businesses were awarded \$1,431,017 (6.7%) of the \$21.4 million.
 - \$67,014 is also included in SB total as DVBE is Dual certified (9 contracts).
 - \$1,364,004 is also included in MB total as DVBE is Dual certified (7 contracts).
 - District 11 generated the largest SB/MB participation of over \$5 million (23.4%) of the total Minor-B contract dollars.
 - District 12 generated the second largest SB/MB participation of over \$2.9 million (13.9%) of the total Minor-B contract dollars.
 - District 5 generated the third largest SB/MB participation of over \$2.3 million (10.7%) of the total Minor-B contract dollars.
- Comments and Questions:
 - None.

Legislative Report – Danny Yost, Assistant Deputy Director of Legislative Affairs

- There are no new bills to discuss as of the last meeting in March.
- There will be an Olympics Committee formed to address legislation associated with the 2028 Summer Olympics in Los Angeles.
- Comments and Questions:
 - Do you have anything to share regarding the May Revise for the State Budget? (David DeLuz).
 - That is a moving target; I do not have an exact number or information to share. (Danny Yost).

2025 Caltrans FTA Disparity Study Results – Betsy Sava, Project Manager

- The FTA Disparity Study was conducted to assess how people of color and women are participating in contracts, ensuring Caltrans promotes equity.
 - The study included interviews, availability analyses, participation analyses, and recommendations.
- The study analyzed utilization in FTA-funded contracts, specifically, how many contract dollars were awarded to businesses owned by people of color and women.
- Availability analysis; firms that are ready, willing, and able to do the work. BBC contacted businesses to assess availability and roles served on contracts. California's size and geography mean not all businesses can work statewide. Ownership and revenue data were also reviewed.
 - 15.8% of contracts went to POC- and women-owned businesses.
- Disparity Analysis
 - Disparity measures the gap between availability and actual participation. A disparity index of 100 indicates parity; below 80 indicates substantial disparity.
 - The study looked at prime vs. subcontracting, base figures, and adjustments based on the availability of DBEs and DVBES.
 - Caltrans determined that a Step 2 adjustment to the overall DBE goal was necessary, based on past participation.
 - BBC will use this information to set and monitor the overall DBE goal, which is 6.7%.
- Race-Conscious (R/C) measures include contract-specific goals for DBE participation.
 - Good Faith Efforts (GFE) are also assessed, evaluating how diligently prime contractors worked to include DBEs.
- Caltrans already supports POC- and women-owned businesses through outreach events, "Meet the Primes," and ensuring a fair playing field.
- The study also found that many small businesses provide one-off transit services, but some agencies run multi-year procurements (5–10 years).
 - Caltrans can improve data collection related to these contracts.
- The final submission to the FTA for comments is due August 1st.
 - If you have comments you'd like included, please share them.
- Comments and Questions:
 - Is this funded by FTA? Have you done this for FHWA? (Johnathon Hou).
 - The FHWA Disparity Study with Caltrans was completed December 2024. (Betsy Sava).
 - African Americans went from participation at 0.1% and then .6%. I am curious about if one group is more responsive to surveys, does that factor into these numbers? (Dr. Matthew Ajiaka).

- BBC does report the overall headcount of the responses to the surveys. For response rate differences we are also looking at availability data. (Betsy Sava).
 - The weight that you are using to get that data; how is that utilized? (Dr. Matthew Ajiake).
 - The weights we use are based on census data from the American business survey. When it comes to the goals, we must figure out what businesses are interested in working on these contracts. The public sector is more burdensome than private sector work. (Betsy Sava).
 - Are those captured as barriers? Is there a way to improve it? (Dr. Matthew Ajiake).
 - A lot of the qualitative information centers on that. We try to get their feedback through surveys and focus groups, and we ask what can Caltrans do to make it easier for them to work with Caltrans? (Betsy Sava).
 - Can you give strategies on how to engage future potential contractors that can change the complexity of how you do your reporting? (Dr. Matthew Ajiake).
 - The age of a business is a huge predictor of ownership of a business. Also, whether it is interested in doing public sector work. As part of the availability surveys, we ask when the businesses were established. Caltrans can start to focus on that and begin incubator programs. Caltrans can also begin now to better implement race neutral measures. (Betsy Sava).
 - What was the contract goal that goes on DBE participation and GFE? GFE is a way for them not to exert an effort to look for DBEs. (Alma Victoria).
 - That is covered partially through looking at overall participation of DBEs that we use in our analyses. Many SBs and prime contractors said that there is a great need for how to do the GFE and how to reach out to businesses better and how to make sure the GFEs are genuine. This was much more relevant for the FHWA study because they have significantly more contracts that have goals set on them. (Betsy Sava).

- The population of these agencies is less than 50,000. There is a lack of DBEs in the market area. (Edwin Bragado).
- How do you verify capabilities, for example scope and location? (Monique Quam).
 - For location we do data validation. (Betsy Sava).
 - Is that self-reporting through surveys? (Monique Quam).
 - We confirm information on size through data validation and research processes. (Betsy Sava).
 - Is there a future involving using AI to help with the availability review rather than relying on respondents of people? AI may be able to give us answers. (Dr. Matthew Ajiake).
 - Any time you can support the call to answer the telephone survey is helpful as well. (Betsy Sava),
 - A group not responding to a survey affects the potential of the entirety of the group for 3 years. Is that a fair way to evaluate availability? (Dr. Matthew Ajiake).
 - It may be the best available methodology; it may not be fair or as robust as we would like. Living in the real world, there is data we would love to have, and then there is data that is available. (David DeLuz).
 - We should use AI to look at the global data and aggregate it. (Dr. Matthew Ajiake).
 - BBC is providing a nuanced analysis. They are tapping into the same systems that AI would. we are paying for a proven methodology. Understand that even with AI, there are trade-offs. All of it is an estimation. We are doing our best to estimate a moving target. (David DeLuz).
 - You must put a goal on the contract whether there is anyone available or not. Just put a goal on it. (Zeke Patten).

- Fresno County is being awarded a \$34 million contract. There is 1 DBE in Fresno County, so the goal is 0.1%. (Edwin Bragado).
- I worked on a 7-year contract outside of my county. Businesses will make the drive. (Zeke Patten).
 - BBC has provided some suggestions about how to address these issues. If we were to mandate microbusiness contracting; it may make sense for Caltrans to provide guidance to local agencies. If they have never seen a DBE contract before, they don't know how to fulfill that. (David DeLuz).
 - We need an ad hoc committee to review things like this. I would like to be able to advise Caltrans on this. (Zeke Patten).

Local Agency Project Contracting Overview – Jessica Pecha, PE, Program Manager, District 2 Division of Local Assistance

- Note: for in-person attendees only, there was audio cutting in and out due to a poor internet connection. Virtual attendees were unhindered.
- Project Contracting Opportunities
 - Once funds are authorized:
 - Project needs assessments are done for consultant contracts.
 - Determine which aspects of project development can be completed by agency staff and which require consultant support.
 - Project proceeds through:
 - Design work
 - Environmental clearance
 - Survey
 - Right of way acquisition services
 - Construction management
 - Prime Contractor opportunity:
 - Responsible for project compliance with OSHA, DIR, environmental permits, DBE and other federal requirements for federal projects
 - Subcontractor opportunity:
 - Subcontract for an entire bid item or shared work on a particular bid item with other subcontractors or the prime.
- Materials and Trucking
 - Material supply and hauling of bulk materials/
- Local agency contracting process
 - After an agency determines a project's needs for contracts, the process is often very similar for consultants as it is for construction contracts.
 - Permission to Advertise

- The department needs permission to advertise from their governing board
 - For consultant contract, permission may be given at project initiation as a blanket permission, or at time of need throughout the life of the project
 - Construction contracts are often given permission when the project is ready to advertise, and the final project design is approved.
- Advertise
 - Post in local newspaper
 - Online bid platforms
 - Department or Agency website
 - Some online platforms have the option to embed a window with current opportunities on the agency's website.
- Review/Evaluate
 - Responsiveness
 - DBE participation for federally funded contracts
 - For consultant A&E contracts agencies start with qualification-based selection
 - Financial negotiations
- Award
 - BOS/CC action
- Bid Resources
 - Online Bidding Platforms
 - Local Agency Websites
- Legal Notices
 - Local print newspapers
 - Online newspapers have searchable listings for public notices
 - [Statewide website](#)
 - <https://www.capublicnotice.com/>
- Other Resources:
 - [Caltrans - Disadvantaged Business Enterprise \(DBE\)](#)
 - [CA Transportation Commission - State Transportation Improvement Program \(STIP\)](#)
 - [Caltrans – Federal Programming Branch](#)
- Networking Events
 - Annual Conference – Fall
 - [California State Association of Counties \(CSAC\)](#)
 - [League of California Cities](#)
 - [Self-Help Counties Coalition](#)
 - Public Works Officers Institute – Spring
 - [County Engineers Association of California \(CEAC\)](#)
- Comments and Questions:

- I am interested in attending a meeting in Southern California. (Lynn Chen).
 - These rotate around the state. (Jessica Pecha).
- Gordon Wang's presentation could be tabled until the next SBC Meeting, as there are severe audio issues in the room and the meeting is over time. (David DeLuz).
 - Gordon can return for the next meeting. (Pauline Valenzuela).

New Business – David DeLuz

- No new business was brought forward for consideration.

Public Comment

- There were no comments from the public.

Closing Remarks/Next Meeting – David DeLuz

- The next SBC meetings are on July 17th and July 18th, 2025.
 - These will be virtual only via WebEx.
- The meeting was adjourned at 12:05 p.m.

Council Members – Roll Call

- Dr. Matthew Ajiake, San Francisco Bay Area Small Business Council
- Raewyn Butcher, BuildOUT California
- Julian Canete, California Hispanic Chambers of Commerce
- Lynn Chen, California Chinese American Construction Prof.
- Saik Choon-Poh, Asian American Architects and Engineers, Southern California
- Lee Cunningham, Women Construction Owners and Executives, CA Chapter
- Bruce Giron, National Association of Minority Contractors, NorCal
- Venessa Gleich, American Indian Chamber of Commerce of CA
- Debbie Hunsaker, Fresno Chamber of Commerce
- Johnathan Hou, Asian Business Community Development
- Fred Jordan, San Francisco African American Chamber of Commerce
- Jay King, CA Black Chamber of Commerce
- Rebecca Llewellyn, Women Construction Owners and Executives, USA
- Eddy Lau, Asian American Architects and Engineers
- Shaila Rao Mistry, National Association of Women Business Owners, California
- Karen Rollandi, Women Construction Owners and Executives, CA Chapter
- Trinity Nguyen, Conference of Minority Transportation Officials, NorCal
- Alma Victoria, WTS International, San Francisco Chapter
- Rich Wallace, SoCal Black Chamber of Commerce
- Zeke Patten, Black Business Association