



Office of Civil Rights

## Fulfilling a Dream

*In conjunction with Black History Month, Caltrans is spotlighting Disadvantaged Business Enterprise: Alfred Civil Engineering. This is part of an ongoing series showcasing Caltrans' sub-contractors' diversity.*

Born in West Africa, Bori "Alfred" Touray has always wanted to work for himself.

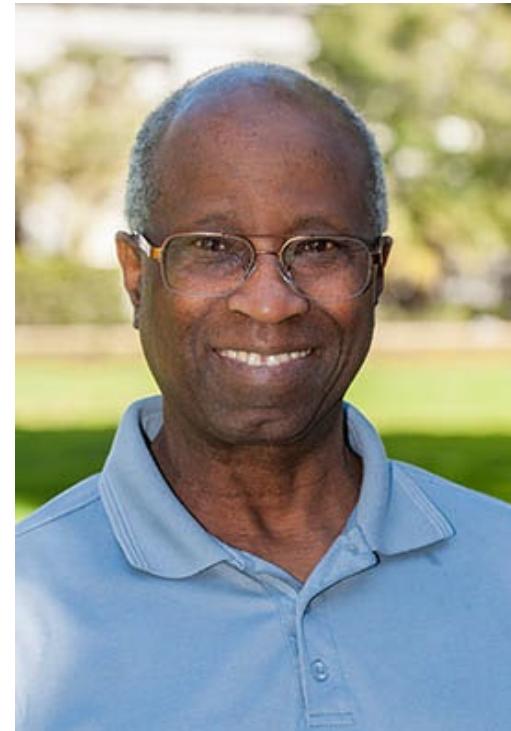
After 34 years of working for large civil engineering design firms in the U.S., he launched his own business: Alfred Civil Engineering, Inc. – and he is helping improve California's transportation system through Caltrans projects.

Touray certified Alfred Civil Engineering as a Disadvantaged Business Enterprise with Caltrans in 2014. He said the process was straightforward: he worked with [Caltrans Office of Civil Rights](#), proved that he was a U.S. citizen and a member of a socially and economically disadvantaged group, and confirmed that he owned and controlled his business.

With certification in place, Touray tapped into resources to grow his business. He worked with a mentor and attended classes through the [Service Corps of Retired Executives \(SCORE\)](#), a national nonprofit organization and U.S. Small Business Administration partner that helps small businesses owners with business planning, mentoring, and access to funding.

"I've always wanted to be my own employer, but with a family, a regular paycheck was hard to give up, so I waited until my two kids graduated from college," Touray said.

Touray, who holds a bachelor's degree in hydrology, specializes in preparing and implementing Stormwater Pollution Prevention Plans (SWPPPs) across California. His projects include work in Torrance, in Los Angeles County, and along State Routes 171 and 83 in Chino Hills, San Bernardino County.



“I go out and inspect the site to make sure construction is going according to plan,” Touray explained. “I make sure Caltrans’ best management practices are followed, and that the work is not polluting the water.”

While running his own business comes with challenges, Touray says the rewards outweigh them. “It is very satisfying. It’s not consistent, but I’m a master of my own time, and I get to pick the projects that I do. You can’t place a dollar value on that.”

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*Visit Caltrans’ Civil Rights program webpage to get certified as a [Disadvantaged Business Enterprise](#), or visit the Department of General Services [Cal eProcure](#) website for information on [Small Business Certification](#).*