



**MassBio Diversity, Equity  
& Inclusion Conference**  
Exploring Health Equity

# Supplier Diversity, Equity & Inclusion

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 The world leader in serving science



# Our Goals are Your Goals

- Why care about diversity spend - Why is it important?
  - Commercial goals, federal contractor goals
- Diversity categories
- What is Tier I?
  - Potential offerings
- What is Tier II?
- How does Fisher Scientific call our small & diverse businesses?
- How does Fisher Scientific build programs for our customers?
- Outreach and Talent
  - Our approach



# Why Is It Important?

- 99.1% of all US businesses are Small
- Small businesses make up more than 44% of the GDP
- Customers ask us for assistance with Tier I and Tier II for multiple reasons:
  - Corporate citizenship goals
    - Assists with recruiting (D&I)
  - Tied into Board of Director goals: Current economic and social awareness bringing goals into focus
  - Funding origins (i.e. federal grants have diverse goals)
    - 55% of all academic grants originate with HHS: highly competitive
    - Soft renewable monies based on goal attainment
  - Commercial or Individual Subcontracting Plan goals
    - Any entity doing business with the federal government has diversity goals (i.e. pharmaceutical companies, academic institutions)
      - Federal government overall is 23% but goals by corporation can vary and are negotiated with their approving agency

# Evolution of Supplier Diversity - Why is a Supplier Diversity Program Important?

Four key trends from The Hackett Group's 2021 Supplier Diversity Study:



## SUPPLIER DIVERSITY PROGRAMS MAKE A BIG IMPACT

**\$72M** Spend with diverse-owned business per US\$ billion of total US spend

**8%** Median 2021 spend goal for diversity spend as a percentage of total spend

## ENTERPRISE SUPPORT AND ALIGNMENT ARE CRITICAL

**#1** Supporting diversity and social responsibility corporate culture is the top objective for supplier diversity programs

**92%** Percentage of organizations that allocate funds toward supplier diversity

## SUPPLIER DIVERSITY PROGRAMS ARE GROWING

**77%** Percentage of organizations planning an increase in spend with black-owned businesses

**83%** Percentage of organizations that already have or plan to dedicate funds for supplier development activities

## SUPPLIER DIVERSITY IS A GLOBAL INITIATIVE

**69%** Percentage of organizations that have a global supplier diversity program or are planning to expand globally by 2023

**#1** Woman-owned businesses are the top diverse category in all regions

## What our customers know:

- Formal supplier diversity programs estimate ROI of >3.5x for every dollar spent on procurement and operating cost.
- Availing federal/ state incentives: tax breaks on partnering with diverse businesses, and reduction in tax liability
- US Federal government goal of increasing the share of contracts awarded to small disadvantaged businesses by 50% by 2025
- For companies that contract with or received funds from the US Federal government, supplier diversity goals are mandated.
- By adding diverse suppliers to its supply base, a business can access new mindsets, perspectives, and ideas. According to a Boston Consulting Group study, businesses with more diverse management teams generate 19% more revenue due to innovation.
- Customers are balancing need-based decisions with value-based decisions.

# Agency Goals

## Small Business Procurement - FY2023 Small Business Goals - as of 12/15/2022

FUNDING DEPARTMENT NAME	Prime Contract Small Business Goals	Prime Small Disadvantaged Business Goal	Prime Service-Disabled Veteran-Owned Small Business Goal	Prime Women Owned Small Business Goal	Prime HUBZone Small Business	Subcontract Small Business Goals	Subcontract Small Disadvantaged Business Goal	Subcontract Service-Disabled Veteran-Owned Small Business Goal	Subcontract Women Owned Small Business Goal	Subcontract HUBZone Small Business Goal
DEPT OF DEFENSE (9700)	22.43%	10.57%	3.00%	5.00%	3.00%	30.00%	5.00%	3.00%	5.00%	3.00%
ENERGY, DEPARTMENT OF (8900)	5%/17%	7.00%	3.00%	5.00%	3.00%	49.00%	5.00%	3.00%	5.00%	3.00%
HEALTH AND HUMAN SERVICES, DEPARTMENT OF (7500)	22.00%	13.08%	3.00%	5.00%	3.00%	32.00%	5.00%	3.00%	5.00%	3.00%
VETERANS AFFAIRS, DEPARTMENT OF (3600)	27.00%	11.10%	3.00%	5.00%	3.00%	17.20%	5.00%	3.00%	5.00%	3.00%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION (8000)	16.87%	8.90%	3.00%	5.00%	3.00%	34.20%	5.00%	3.00%	5.00%	3.00%
HOMELAND SECURITY, DEPARTMENT OF (7000)	35.50%	17.90%	3.00%	5.00%	3.00%	43.00%	5.00%	3.00%	5.00%	3.00%
GENERAL SERVICES ADMINISTRATION (4700)	33.00%	21.90%	3.00%	5.00%	3.00%	21.00%	HHS DoD DoE EPA NASA	\$2.95T \$797.7B \$54.7B \$38.9B \$7.8B		3.00%
AGRICULTURE, DEPARTMENT OF (1200)	55.00%	22.40%	3.00%	5.00%	3.00%	21.00%				3.00%
JUSTICE, DEPARTMENT OF (1500)	33.00%	15.90%	3.00%	5.00%	3.00%	38.00%				3.00%
INTERIOR, DEPARTMENT OF THE (1400)	49.37%	30.50%	3.00%	5.00%	3.00%	43.80%				3.00%
STATE, DEPARTMENT OF (1900)	25.50%	21.00%	3.00%	5.00%	3.00%	38.00%				3.00%
COMMERCE, DEPARTMENT OF (1300)	39.00%	20.90%	3.00%	5.00%	3.00%	30.00%				3.00%
TREASURY, DEPARTMENT OF THE (2000)	40.00%	12.00%	3.00%	5.00%	3.00%	20.00%	3.00%			
TRANSPORTATION, DEPARTMENT OF (6900)	33.40%	21.00%	3.00%	5.00%	3.00%	43.00%	3.00%			
OFFICE OF PERSONNEL MANAGEMENT (2400)	50.00%	31.80%	3.00%	5.00%	3.00%	25.00%	3.00%			
LABOR, DEPARTMENT OF (1600)	37.85%	28.90%	3.00%	5.00%	3.00%	60.00%	5.00%	3.00%	5.00%	3.00%
ENVIRONMENTAL PROTECTION AGENCY (6800)	44.70%	17.80%	3.00%	5.00%	3.00%	56.50%	5.00%	3.00%	5.00%	3.00%
EDUCATION, DEPARTMENT OF (9100)	14.50%	9.15%	3.00%	5.00%	3.00%	37.00%	5.00%	3.00%	5.00%	3.00%
HOUSING AND URBAN DEVELOPMENT, DEPARTMENT OF (8600)	20.00%	18.90%	3.00%	5.00%	3.00%	28.00%	5.00%	3.00%	5.00%	3.00%
SOCIAL SECURITY ADMINISTRATION (2800)	26.00%	10.20%	3.00%	5.00%	3.00%	50.00%	5.00%	3.00%	5.00%	3.00%
AGENCY FOR INTERNATIONAL DEVELOPMENT (7200)	13.25%	8.30%	3.00%	5.00%	3.00%	14.50%	5.00%	3.00%	5.00%	3.00%
NATIONAL SCIENCE FOUNDATION (4900)	23.68%	12.60%	3.00%	5.00%	3.00%	25.00%	5.00%	3.00%	5.00%	3.00%
NUCLEAR REGULATORY COMMISSION (3100)	41.00%	27.90%	3.00%	5.00%	3.00%	40.00%	5.00%	3.00%	5.00%	3.00%
SMALL BUSINESS ADMINISTRATION (7300)	68.00%	60.00%	3.00%	5.00%	3.00%	39.00%	5.00%	3.00%	5.00%	3.00%

# Fisher Scientific Supplier Diversity - Integrated Solutions

Achieve initiatives

Increase productivity

Value-added services



Meeting individualized diversity goals through our network of partners

- Minority-owned business enterprise (MBE)
- Women-owned business enterprise (WBE)
- Woman-owned small business (WOSB)
- Veteran-owned small business (VOSB)
- HUBZone business
- Small business enterprise (SBE)
- Small disadvantaged business (SDB)
- Service-disabled veteran-owned small business (SDVOSB)

Building a plan together to help you meet your diverse business requirements

## Tier I Capabilities

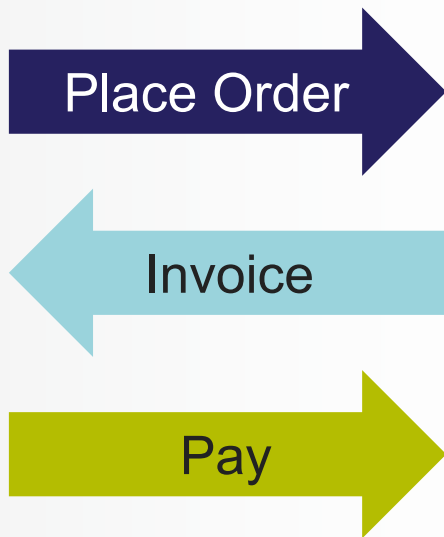
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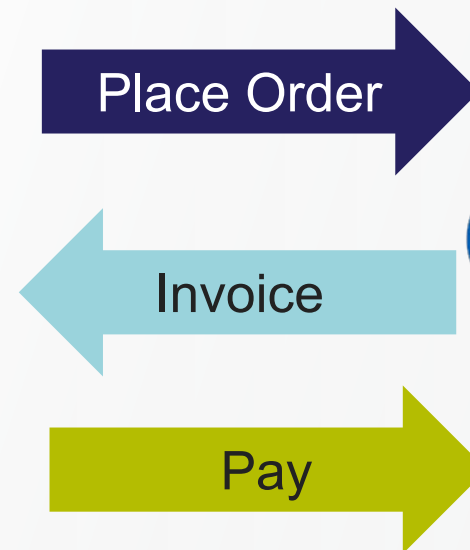
# Tier I: Partners Serve Us, then We Serve You

## Supplier Diversity partner transaction path

Customer  
Initiates Order



Supplier Diversity  
Partner



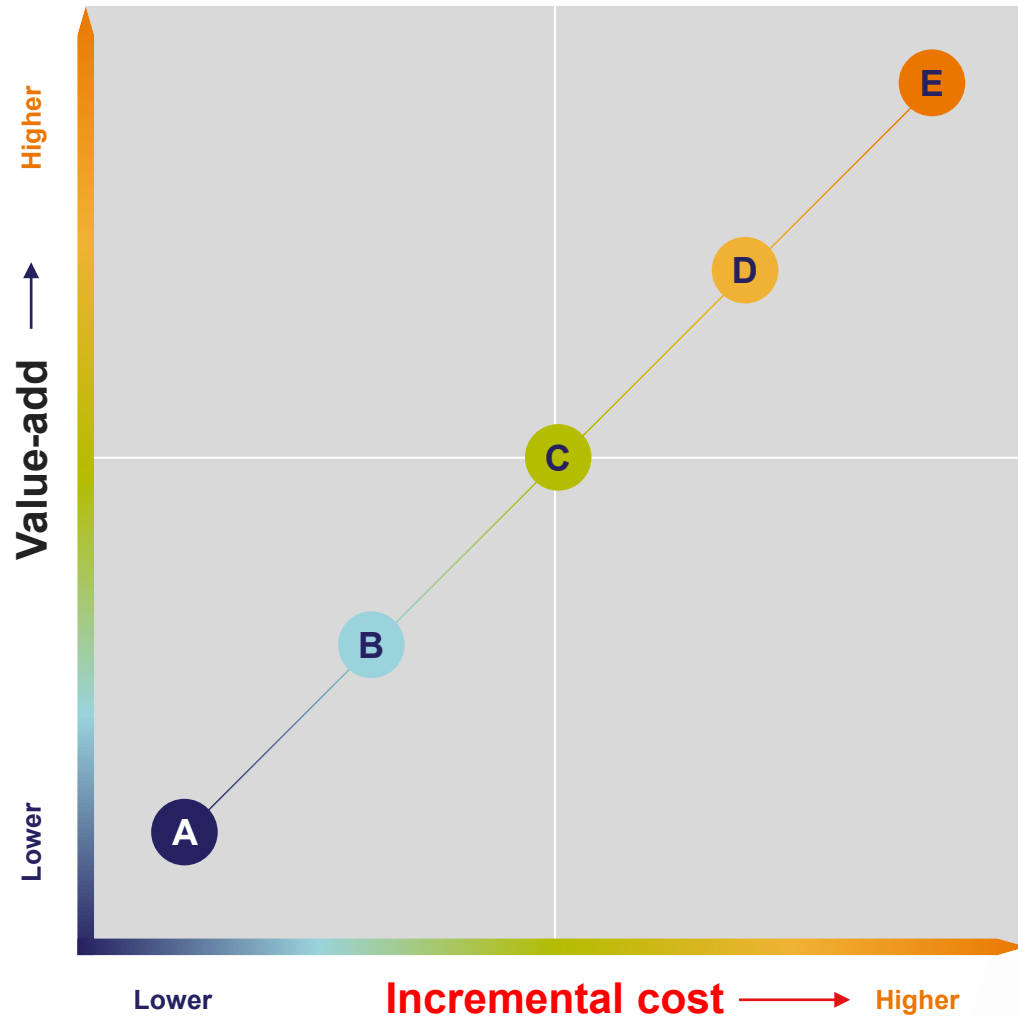
**Our Tier I Program**

**offers to assist customers in purchases from qualified small and/or diverse businesses**



# Value-Added Solutions to Help Increase Your Diversity Spend

Not one size fits all



- A** Facilitation of direct diverse supplier relationship  
(outside of the Fisher Scientific channel)
- B** Lab supplies transaction management
- C** Capital equipment transaction management
- D** On-site services  
(inventory management, scientific services, desktop delivery, etc.)
- E** Custom scientific services  
(kitting, outsourced research, etc.)

## Tier II Capabilities

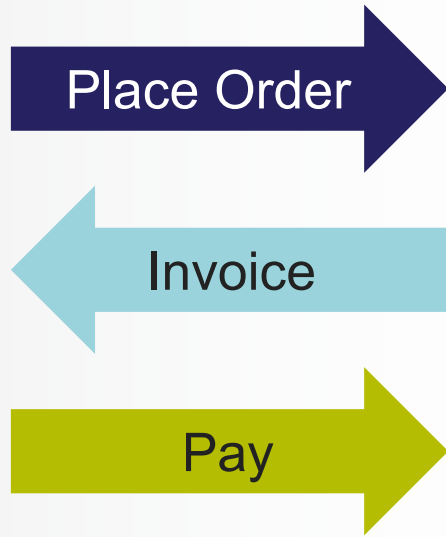
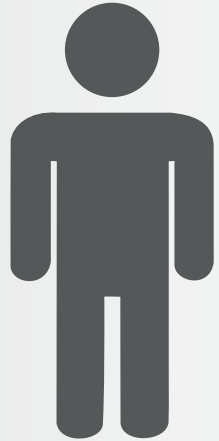
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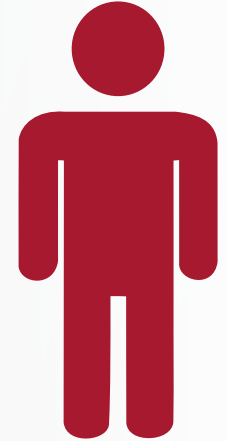
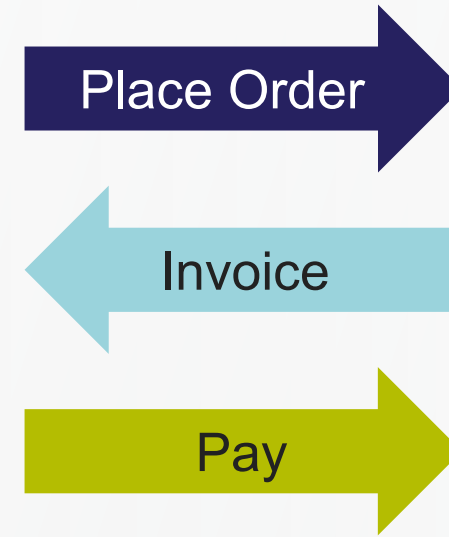
# Tier II: Partners Serve Us, then We Serve You

## Supplier Diversity partner transaction path

Customer  
Initiates Order



Supplier Diversity  
Partner



### Our Tier II Program

tracks purchases from qualified small and/or diverse businesses

### Tier II spend reports include

spend by small or disadvantaged diversity classification


# Tier II: Committed to Growth

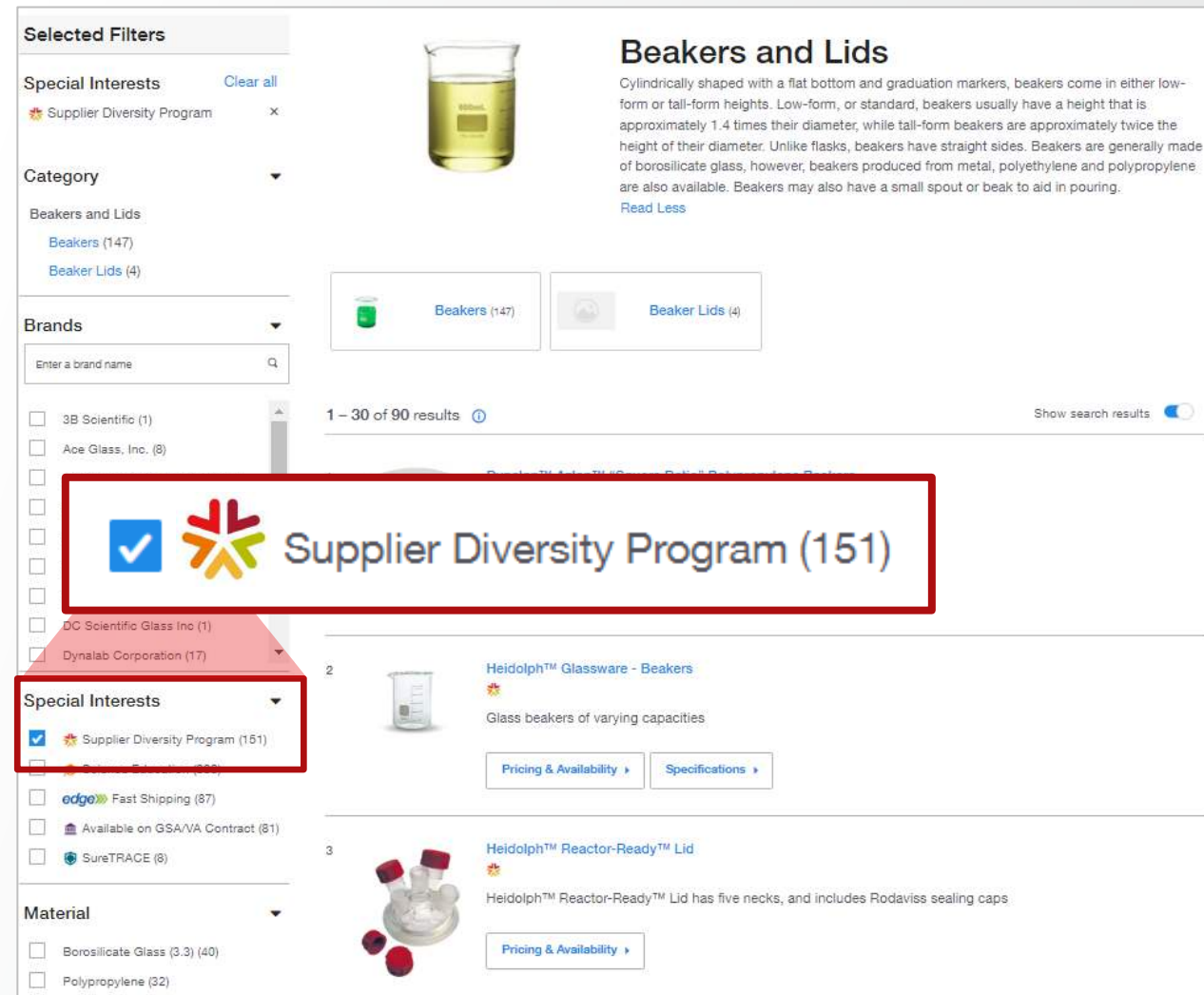
## Achieve your diversity spend goals

### Continual review of Tier II spend to identify opportunities for:

- Expansion of sales with existing diverse suppliers
- Product alternatives from suppliers that meet federal diversity designations
- On-site Lunch & Learns or trade shows

### To identify qualifying suppliers on fishersci.com:

- Look for the **Supplier Diversity program badge** 
- Select the **Supplier Diversity program filter under Special Interests** to refine your search
- Browse diverse brands and products



The screenshot displays the 'Beakers and Lids' search results page on fishersci.com. The left sidebar contains several filter sections:

- Selected Filters:** Shows 'Special Interests' with 'Supplier Diversity Program' selected and a 'Clear all' link.
- Category:** Lists 'Beakers and Lids' with sub-counts for 'Beakers (147)' and 'Beaker Lids (4)'.
- Brands:** Includes a search box and a list of brands with checkboxes, such as '3B Scientific (1)', 'Ace Glass, Inc. (8)', 'DC Scientific Glass Inc (1)', and 'Dynalab Corporation (17)'.
- Special Interests:** A dropdown menu where 'Supplier Diversity Program (151)' is selected and highlighted with a red box. Other options include 'edge Fast Shipping (87)', 'Available on GSA/VA Contract (81)', and 'SureTRACE (8)'.
- Material:** Lists 'Borosilicate Glass (3.3) (40)' and 'Polypropylene (32)'.

The main content area shows a product card for 'Heidolph™ Glassware - Beakers' with a description: 'Cylindrically shaped with a flat bottom and graduation markers, beakers come in either low-form or tall-form heights. Low-form, or standard, beakers usually have a height that is approximately 1.4 times their diameter, while tall-form beakers are approximately twice the height of their diameter. Unlike flasks, beakers have straight sides. Beakers are generally made of borosilicate glass, however, beakers produced from metal, polyethylene and polypropylene are also available. Beakers may also have a small spout or beak to aid in pouring.' Below the card are buttons for 'Pricing & Availability' and 'Specifications'. Another product card for 'Heidolph™ Reactor-Ready™ Lid' is partially visible below.

**Supplier Diversity Program**

**Achieve Your Supplier Diversity Goals**  
Grow your spend with small and diverse businesses and keep your work on track.

## Customizing a Diversity Spend Plan for You

Tracking and growing your diversity spend is critical to your work, research, and funding. Develop and grow your spend with small and diverse businesses through the Tier 1 and Tier 2 capabilities of our Supplier Diversity program.

We'll work dynamically with you to build a custom plan based on your unique diversity spend needs and help you measure and track your spend in specific diversity categories using the following federal designations:

- Minority-owned business enterprise
- **Women-owned business enterprise & Women-owned small business**
- Veteran-owned small business
- Historically underutilized business zones (HUBZone) business
- **Small business enterprise**
- Small disadvantaged business
- Service-disabled veteran-owned small business

## Advancing Science Takes Everyone

As part of Thermo Fisher Scientific, we're committed to fostering a culture that values diversity and inclusion and embraces unique perspectives to drive innovation.

Advance your research, meet diversity spend requirements, and realize your inclusive vision with our customized, repeatable solutions for supporting small and diverse businesses.

## Explore Our Small and Diverse Suppliers

Enjoy the same choice and convenience you've come to expect from the Fisher Scientific channel while achieving your diversity spend goals. Simply look for the Supplier Diversity program icon to identify qualifying suppliers and products across our site. You can refine your search or browse results to show only these brands and products by selecting the Supplier Diversity program filter in the left menu under Special Interests.

## Contact Us

Complete the form to learn more about our solutions designed to help you sustainably grow and measure your spend with small and diverse businesses.

\* = required field

1

Account Information

2

Address Information

3

Additional Information

First Name -  Last Name -

Email Address -

[Previous](#) | [Next](#)

By submitting your data, you agree to our [Privacy Policy](#) and will receive emails based on your preferences.



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**Achieve Your Supplier Diversity Goals**

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**Fisher Scientific Supplier Diversity Program**

## Achieve Your Supplier Diversity Goals

Find out how the Fisher Scientific Supplier Diversity program helps you develop and grow your diversity spend through our Tier 1 and Tier 2 capabilities.



## Become a Supplier Diversity Partner

If you are a small or diverse business, we can help you achieve your goals too. We offer training, order and logistics support, inventory management, and so much more. Find out what it takes to become eligible for our program.

[Learn How to Become a Supplier Diversity Partner](#)

[Download Supplier Diversity Brochure \(PDF, 1.4 MB\)](#)

## Outreach and Talent

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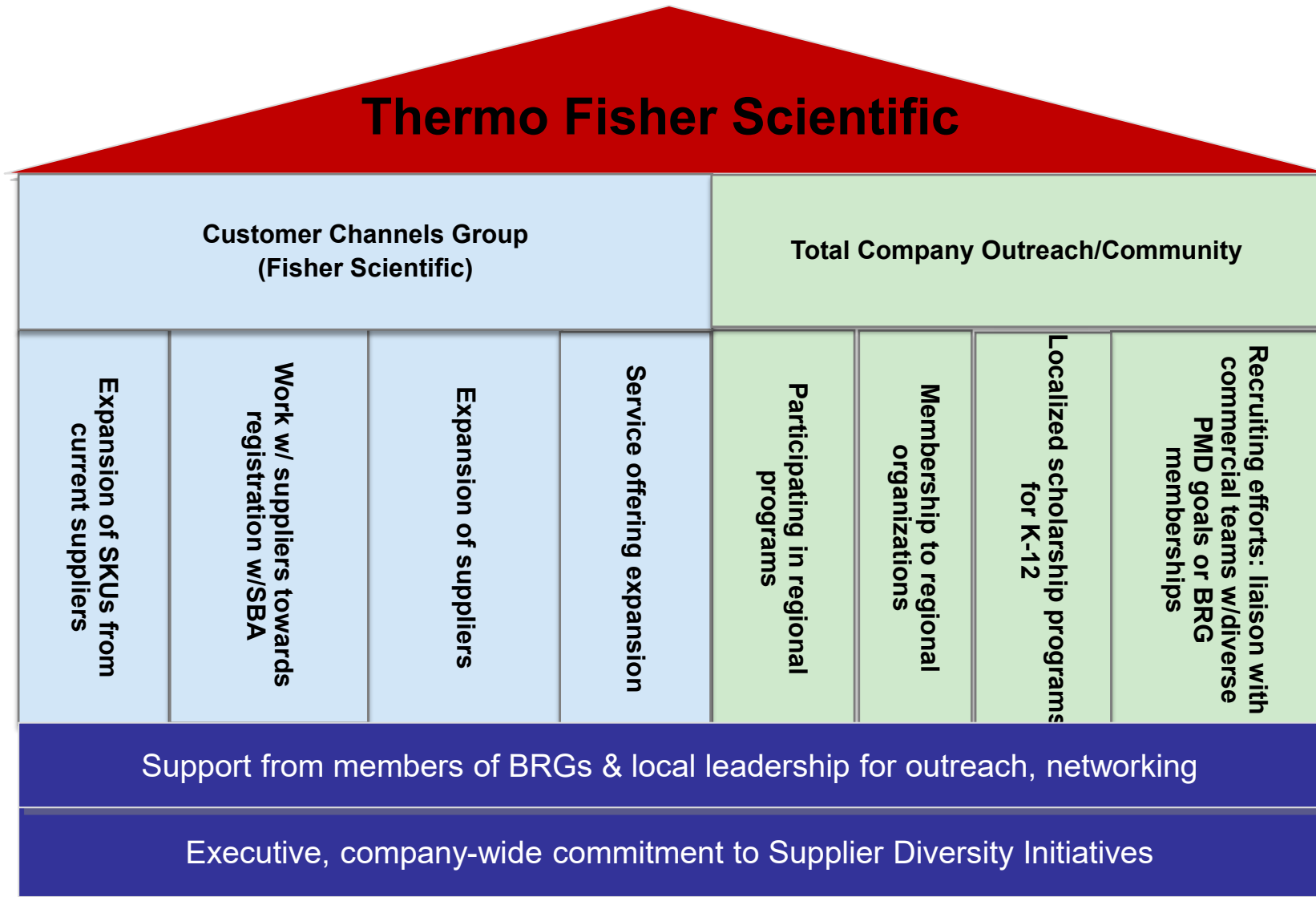


# What Is Diversity?



- The practice of quality of including or involving people from a range of different social and economic backgrounds and of different genders, sexual orientations, etc.
  - Gender
  - Race
  - Ethnicity
  - Sexual orientation
- The existence of variations of different characteristics in a group of people.
  - Cognitive skills
  - Personality traits
  - Thought
  - Background
  - Education
  - Geography
  - Faith
  - Age group

# Vision of SD Program in the Future – Unified Corporate Approach





# How can we help?

## Contact Information

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