



Sustainable  
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SPP Chapter Collaboration  
**USA & Supplier Diversity**

# Supplier Diversity in the US: Strengthening Internal Processes

*Join the conversation!*

*August 22,  
2024  
10am EST*

# Before we get going...

## This session will be recorded

- Subscribe to [SPP YouTube](#) channel for all recordings

## We encourage interaction & questions

- Please use the tools on the right to ask questions etc.

## Join our chapters on LinkedIn

- [SPP USA](#)
- [SPP Supplier Diversity](#)

## We are building a community of 1 million

- Together, as a network, we are changing the procurement profession. To do this we need more people collaborating, please invite your peers.
- Join the SPP community for more activities [here](#).

People & the planet need your [Pledge!](#)



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# Agenda



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- ❑ **Opening: Nalini Bates**  
*Co-Chair, Supplier Diversity Chapter*
- ❑ **Welcome and Overview of USA Chapter: Anthony Fuller & Augustina Kydonieus**  
*Co-Chairs, USA Chapter*
- ❑ **Lullit Jezequel**  
*Procurement Expert*
  - *Importance of building a network of Procurement contacts*
- ❑ **Bonnie Finger**  
*Bayer Supplier I&D Manager*
  - *Continuous improvement of internal systems and processes*
- ❑ **Open Forum**



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Supplier Diversity

# Supplier Diversity Chapter

- Share Best Practices
- Invite Guests to present tools, capabilities and processes
- Educate members on what Supplier Diversity means

Jaime Paiva  
Amanda Jaffray

James Harvey  
Fanny Ganti

Nalini Bates  
Bonnie Finger



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USA

# Welcome to USA Chapter

*Join us in building a community of 1 Million...  
... starting with the USA!*

# THE GAPS

## AND HOW...

# WE'RE CLOSING THEM

What is preventing procurement from being sustainable and contributing to the SDG's and Global Compact?

### KNOWLEDGE GAP

Help teams easily understand what best-practice sustainable procurement looks like

### CONFIDENCE GAP

Inspire teams with easy access to a network of relevant, peers to share and collaborate with

### SUPPORT GAP

Help teams easily understand how to embed sustainable best-practice

### LEADERSHIP GAP

Bring procurement leaders together to discuss how to measure success and evolve procurement's organization impact

## OUR STRATEGY

EMPOWER  
& EQUIP



ENCOURAGE  
LEADERSHIP

# USA Chapter: Purpose & Strategy



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*Our purpose is to serve as a focus and catalyst for the US-based sustainable procurement practitioner community*

*We adopt the SPP global strategy as **our chapter's strategy** through closing the gaps in knowledge, support, confidence, and leadership by **empowering and equipping practitioners**, and by **encouraging leadership in the US region***

# USA Chapter Objectives



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**Collaborate** with key US-based partners on sustainable procurement initiatives



**Disseminate** case studies of building and growing sustainable procurement programs



**Educate** US community on global sustainability regulations that impact them



**Highlight** practical tips and tools that procurement practitioners can use to embed sustainability into sourcing and supplier management decisions



**Share** inspiring examples of procurement professionals making an impact in sustainability



**Invite** procurement practitioners from the US to pledge to SPP



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# Thank You!

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# Supplier Diversity in the US: Strengthening Internal Processes

August 22, 2024 | 10 am EST

**Lullit Jezequel**  
*Procurement Expert*



**Bonnie Finger**  
*Supplier Inclusion &  
Diversity Manager*  
**Bayer**

# Inclusive Procurement – Core Practices

<b>Pillars</b>	 <b>Diverse Supplier Inclusion</b>	 <b>Diversity in Partners' Supply Chains</b>	 <b>Promoting Diverse Suppliers &amp; Impact</b>
<b>Metrics</b>	# of Diverse Businesses \$ Spend with Diverse Business % of Total Spend % Inclusion Rate in RfX	# Suppliers Reporting Tier II \$ Value of Direct Tier II \$ Value of Indirect Tier II	# Jobs Created \$ Value of Wages Earned \$ Value of Taxes Generated Success Stories

## Buyer's Checklist



- RfX include questions about diversity certifications
- Bids going out to market have a diverse slate
- Promote and celebrate existing diverse suppliers
- Ask non-diverse suppliers about reporting Tier II spend

# Internal Process Fundamentals

## Track Diverse Suppliers

### Diversity data management

- Collect certification data
- Diverse supplier master list
- Spend dashboard

### Helpful resources to develop

- Approved certification list
- How to join guidance & data privacy notice
- Reporting Basis of Preparation
- Prospective supplier list

## Identify Growth Opportunities

### Support from Procurement

- Network of at least 1 champion per procurement category

### Leadership Sponsors

- Executive steering committee with representation from key functions (President, supply chain, R&D, commercial, marketing, legal, HR, finance, etc)

### Helpful resources to develop

- Supplier diversity internal playbook
- Opportunity tracker
- RFX questions to include
- Tier II qualifying criteria, priorities, STC and onboarding guidance

# Strengthening Internal Networks

## Steering Committee



**Role:** strategic guidance, approve initiatives, and drive behavior change in all stakeholders that have influence over supplier selection.

### Meeting Agenda (quarterly or bi-annual)

1. Where we are today – Tier I and II
2. Ambitions
  - Align to business strategy and priorities
3. Growth Strategy
  - Endorse proposed initiatives

## Procurement Champions

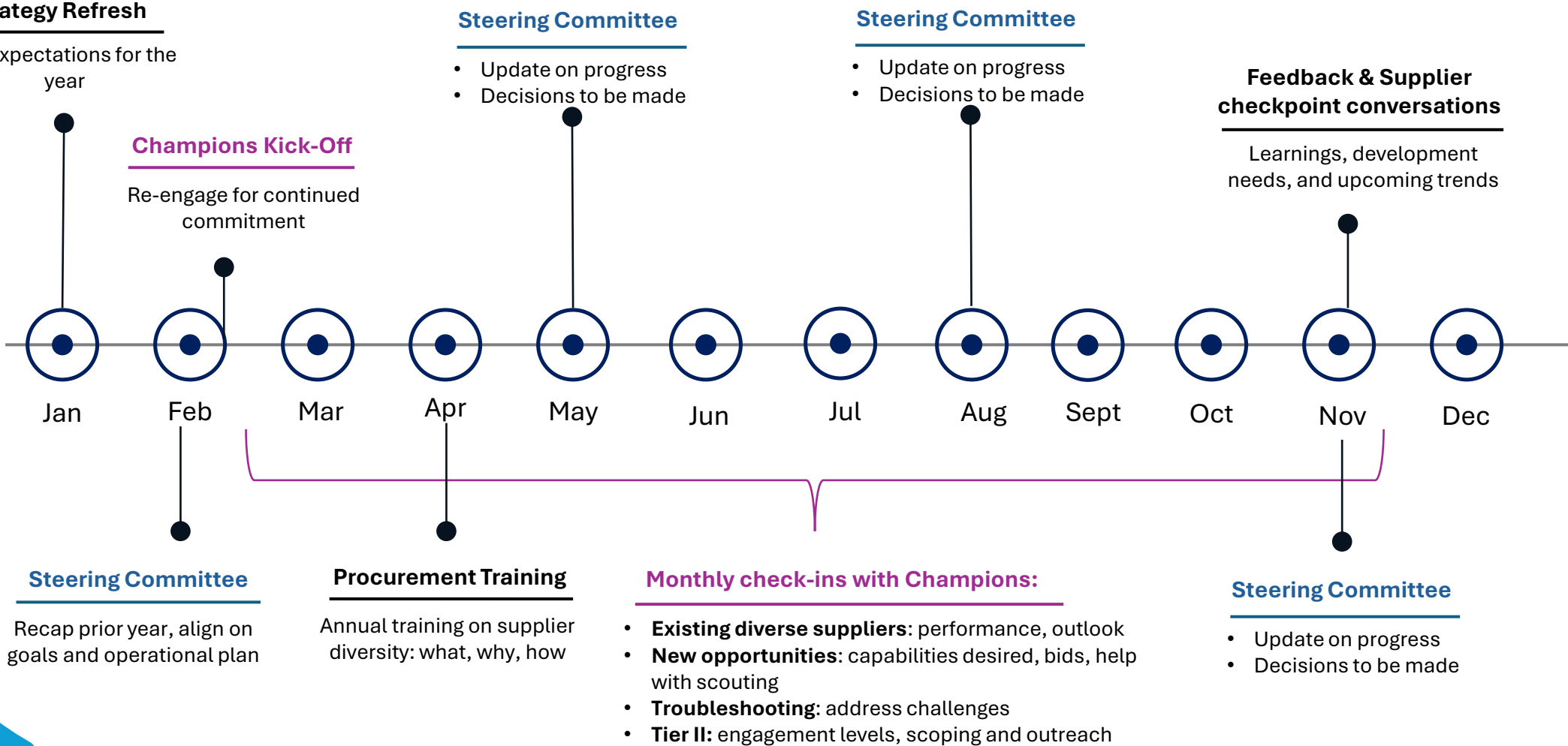


**Role:** keep a pulse on each sourcing category for growth opportunities and serve as advocate for inclusive practices.

### Meeting Agenda (monthly)

1. Existing diverse suppliers in their categories
2. New opportunities
  - Desired capabilities
  - Innovation pipeline
  - Upcoming RFX
  - Replacing suppliers that aren't delivering
3. Troubleshooting
4. Tier II engagement & performance

# Example: Internal Governance Timeline





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# Continuous Improvement of Internal Systems & Processes Ensures Supplier Diversity Success



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## Tier 2 diverse spend reporting captured in new Bayer Supplier Collaboration Platform



PROCONNECT



Fragmented data & information > one source for supplier data



Isolated supplier processes > unified supplier management



Limited supplier collaboration > seamless internal & external collaboration

### Tier 2 Reporting in PROConnect:

- Eliminates reliance on 3<sup>rd</sup> party
- Allows us to customize data collection
- Ensures easy communication

## Procurement Managed Service Solution provider collaboration critical to Bayer Supplier I&D Success

- **GEP** and Bayer work together to understand the sourcing pipeline, identify diverse suppliers to invite to sourcing events, and track diverse supplier inclusion in sourcing events and how often diverse suppliers are selected for contracts



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# Open Forum

# Join & help the community grow!

## Join our chapters on LinkedIn

- [SPP USA](#)
- [SPP Supplier Diversity](#)

## Become part of the SPP Community

- Join us via [spp.earth](#) and select the topics you want to hear about from other chapters & activities.
- Join the SPP community for more activities [here](#).

## We are building a community of 1 million

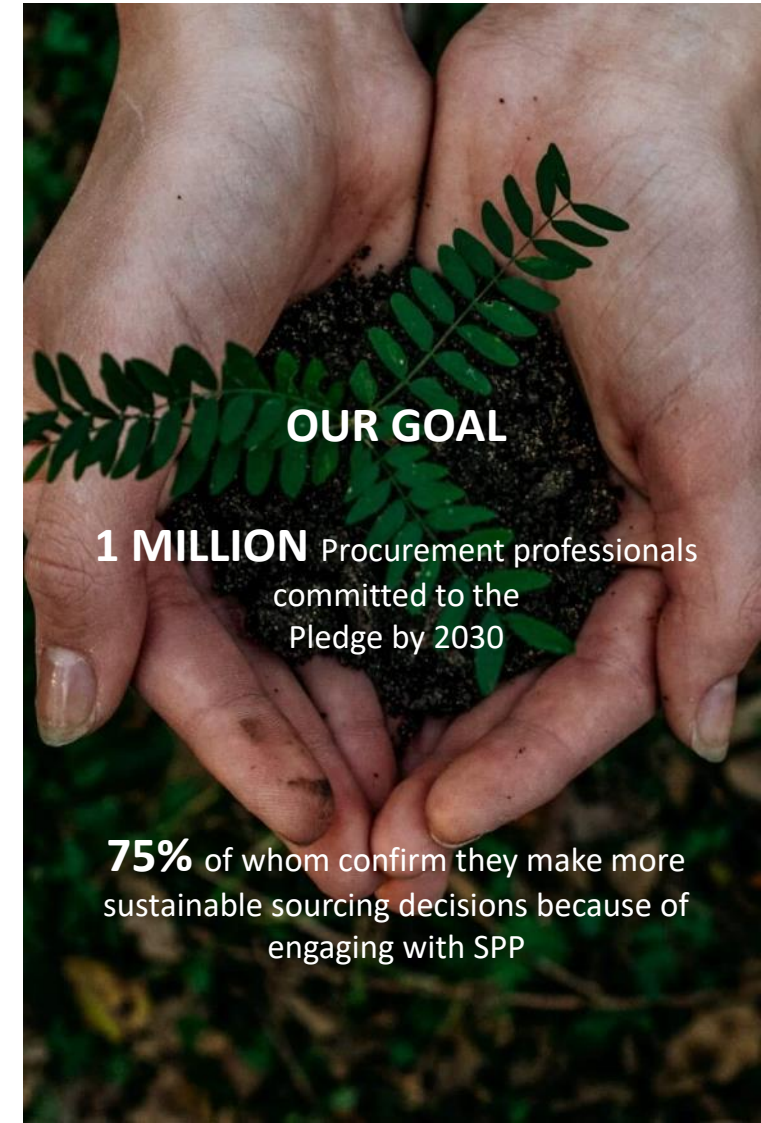
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## OUR GOAL

**1 MILLION** Procurement professionals  
committed to the  
Pledge by 2030

**75%** of whom confirm they make more  
sustainable sourcing decisions because of  
engaging with SPP



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# Thank You!

*Join us in building a community of 1 Million...*