

**PRESBYTERIAN CHURCH (U.S.A.), A CORPORATION BOARD  
DIVERSE SUPPLIER POLICY**

**General Assembly Mandates**

The Diverse Supplier Policy is intended to fulfill the mandate of the 196th General Assembly (1984), “that the General Assembly of the Presbyterian Church (U.S.A.) adopt as a policy: increasing the purchase of goods and services for the operation of its national agencies from businesses owned by racial ethnic people.” (Minutes, 1984, p.503). Subsequent action by the 222<sup>nd</sup> General Assembly (2016) broadened the definition of a diverse supplier to include women-owned businesses and businesses owned by persons with disabilities.

**Policy Statement**

The Presbyterian Church (U.S.A.), A Corporation (A Corporation), will ensure that diverse suppliers are an integral part of A Corporation’s sourcing, procurement, and award processes.

**Policy Application**

The Diverse Supplier Policy applies to the Presbyterian Church (U.S.A.), A Corporation, the Office of the General Assembly (OGA), and the Presbyterian Mission Agency (PMA).

**Diverse Supplier Policy Goals**

There are two goals for diverse suppliers in this policy:

- 10% of annual spend – diverse suppliers make up 10% of the annual dollar value of all purchased goods and services by the Presbyterian Church (U.S.A.), A Corporation, the Office of the General Assembly, and the Presbyterian Mission Agency.
- 10% of vendor/supplier pool – the number of diverse suppliers is at least 10% of the vendor/supplier pool in any given year.

**Monitoring, Reporting, and Evaluation**

- *Monitoring* – As a means of monitoring compliance, the General Assembly Committee on Representation with the Racial Equity Advocacy Committee (REAC) shall review the status of the implementation of this policy with respect to the goals annually, with the executives of A Corporation, OGA, and PMA.
- *Reporting* – A Corporation shall generate an annual report on the two goals and submit a report to the General Assembly as part of the A Corporation report to the Assembly.
- *Evaluation* – The President of A Corporation shall be primarily responsible for implementing the policy and the reports summarizing progress on meeting the two diverse supplier goals. Reports shall be furnished to the Presbyterian Mission Agency and the Office of the General Assembly.

**Policy Guidelines**

All purchasers of goods and services shall actively and diligently identify diverse suppliers for the procurement of facilities, equipment, supplies, and services and participation in construction and technology projects, directing contracts to diverse suppliers. The A Corporation, through its Administrative Services Group, shall develop guidelines and reporting mechanisms for the diverse supplier program.

**Definition of Diverse Supplier**

The term “diverse supplier” is defined by action of the 222<sup>nd</sup> (2016) General Assembly:

- *Diverse Supplier* - A diverse supplier is a for-profit enterprise located in the United States or its trust territories, which is owned, operated, and controlled by women, persons with disabilities, or minoritized racial group members guided by definitions in this document and in materials from the

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National Minority Supplier Development Council (NMSDC), Women's Business Enterprise Council (WBEC), and Americans with Disabilities Act (ADA).

Ownership by diverse supplier group members means the business is at least 50 percent owned by such members or, in the case of a publicly owned business, at least 50 percent of the stock is owned by one or more such members. The management and daily operations are controlled by those members of underrepresented groups.

- *Diverse Supplier Groups* - For the purposes of identification of diverse supplier groups, the following categories of difference are included in this definition:
  - Black/African American/African: Persons originating from or descended from Africa.
  - Asian/Pacific Islander/South Asian: Persons originating or descended from Japan, China, Indonesia, Malaysia, Taiwan, Korea, Vietnam, Laos, Cambodia, Myanmar, the Philippines, Thailand, Hawaii, Samoa, Guam, the U.S. Trust Territories of the Pacific, or the Northern Marianas, Tibet, Pakistan, Sri Lanka, and India.
  - Hispanic/Latino-a: Persons originating or descended from any races, cultures, and nationalities from Latin American countries (Mexico, Central America, South America, and the Caribbean) that were once under either Spanish or Roman rule and who speak Spanish (the dominant language), Portuguese, or other indigenous languages. The term Hispanic also includes Iberians and other Spanish-language speakers.
  - Native American/Alaska Native/Indigenous: Persons descended from American Indian, Eskimo, or Aleut, and regarded as such by the community of which the person claims to be a part.
  - Middle Eastern/North African: Persons originating from or having ancestry from these countries: Egypt, Libya, Algeria, Morocco, Tunisia, Sudan, Armenia, Kurdistan, Bahrain, Cyprus, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, United Arab Emirates, and Yemen.
  - Multiracial: Persons descended from two or more minoritized racial groups listed.
  - Women-Owned Business: A business that is owned, operated, and controlled by a woman or women.
  - Persons with Disabilities: Persons who qualify are described in the Americans with Disabilities Act, Section 12102.

**Supplier Categories**

The following supplier categories are included:

- Travel
- Meetings/Conferences
- Construction
- Printing
- Office Supplies
- Technology
- Building Services
- Relocation Moving and Storage
- Accounting Services
- Insurance
- Legal Services
- Independent Contractors

The following supplier categories are excluded:

- Financial Institutions Schools/Universities
- Government Agencies
- Nonprofit Organizations
- Professional Associations
- Utilities

Adopted by the Presbyterian Church (U.S.A.), A Corporation Board of Directors  
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