



## SAP Disability Inclusion: Customer Influence and Voting

SAP Enablement Request Number 283289: Update Ariba Network Company Profile Certifications  
List to Include Disability-Owned Business Enterprise (DOBE)  
SAP Customer Log on <https://connectsupport.ariba.com/>

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As of June 23, 2022

### Overview

[SAP Ariba](#) provides one of the world's largest business networks and cloud procurement solutions to help modernize and position businesses for growth. It has become one of the top 5 supplier portal platforms used by an increasing number of leading companies around the world for supplier sourcing and procure to pay. (Source: ResNet Supplier Diversity Platform / Portal Analysis). While excellent in many respects, it can be significantly improved in areas of diversity and related certifications.

Through the Disability:IN Supplier Mentoring Program, Rick Rodgers, Managing Director of The Resource Network, LLC has worked with corporate mentors Richard Baker of Goldman Sachs and Amy Sakayan of Cargill, Incorporated and their colleagues to develop a Business Case for SAP Supplier Diversity Enhancement and to facilitate submission of a formal SAP Enablement Request to Update Ariba Network Company Profile Certifications List to include Disability-Owned Business Enterprise (DOBE) as a Certification Category. The SAP Enablement Request is now available for voting.

This document provides background and guidance for SAP Customers to [VOTE](#) to request SAP disability inclusion and [spread the word](#) for others to do likewise.

### Opportunity

As one of the world's largest business commerce networks, SAP Ariba includes:

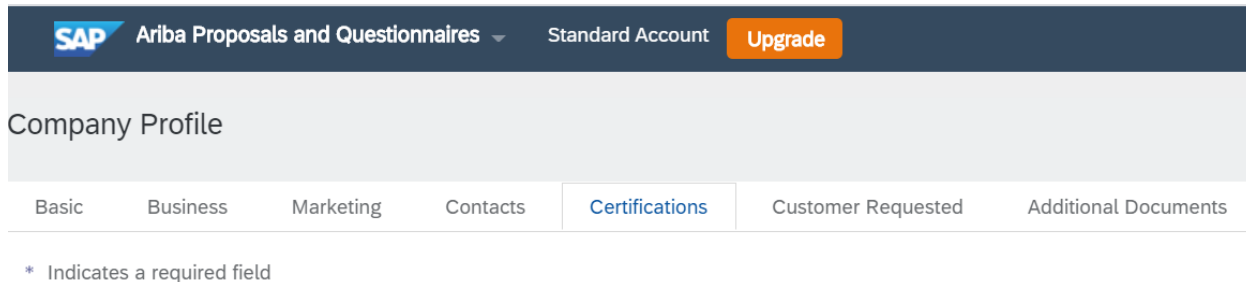
- Over 800,000 buyer companies
- 1.7 million registered suppliers
- 195 million procurement opportunities per year
- \$50 billion in payments annually

Supplier diversity and disability inclusion have gained significant global attention and traction and optimizing the SAP Ariba Supplier profile to represent all diverse groups would be beneficial for all clients of SAP, as well as the certified populations represented.

SAP Ariba has certifications of diversity within their Supplier profile, but is limited in scope. It currently has 5, whereas best in class diversity portals have nearer 20. The Certification section does not include key areas of diversity or the ability to specify certification. Of critical system, business and ESG consequence, there is no certification category for Disability-Owned Business Enterprise (DOBE) and the system is deficiently programmed in a way that requires an otherwise diversity certified supplier to have to check "Not Certified" on the SAP Profile in order to complete the Certification section which

disadvantages those diversity groups not represented in the profile and buyers trying to reach this audience of duly certified businesses.

The SAP Ariba centralized Supplier Profile includes a wide range of supplier information for use by companies including: Business; Marketing; Contact; Certification; and Additional Documents. Included below is a screen shot of a Supplier Company Profile:



The Certification section further depicted below does not include key areas of diversity or the ability to specify certification. The current SAP Ariba system has only 5 diversity categories compared to other supplier diversity portals that track over 20. The system is further programmed in a way that requires an otherwise **diversity certified supplier** to have to check **Not Certified** on the SAP Profile.

## Certifications

Buying organizations can view these designations in your company profile and search on this information when looking for new suppliers.

- ☐ **Sustainability Initiatives**  
Your business has undertaken sustainability initiatives in one of the following categories: Plan, Products and Services, Energy, Carbon, Transportation, Other.
- ☐ **Small Disadvantaged Business**  
Your business is SDB certified, 8(a) certified, HUBZone certified, or certified as a small disadvantaged business by a state government agency.
- ☐ **Women-Owned Business**  
Your business is at least 51% owned by a woman or women who exercise the power to make policy decisions and who are actively involved in the day-to-day management of the business.
- ☐ **Minority-Owned Business**  
Your business is at least 51% owned by one or more minority U.S. citizens. In the case of a publicly owned business, at least one or more such individuals own 51% of the stock, and one or more such individuals control its management and daily operations.
- ☐ **LGBT-Owned Business**  
Your business is at least 51% owned by a Lesbian, Gay, Bisexual and/or Transgender (LGBT) person or persons and exercises independence from any non-LGBT business enterprise (LGBTBE) .
- ☐ **Veteran-Owned Business**  
Your business is at least 51% owned by an individual who served in the active military, naval, or air service, and who was discharged or released under conditions other than dishonorable or is at least 51% owned by an individual who can be considered by the government as a Service-Disabled Veteran. The terms "veteran" and "service-disabled veteran" are defined in 38 U.S.C 101(2) and (16).
- ☐ **ISO Certification**  
The International Organization for Standardization (ISO) family of standards relate to quality management systems and are designed to help organizations ensure they meet the needs of customers and other stakeholders. The standards are published by the ISO and are available through National standards bodies.
- ☒ **Not Certified**  
Your business does not have any of the certifications listed above.

## Benefits / Potential Results

The SAP Ariba certification problem is a significant one within the supply chain community. Many companies use other portals to better track diversity. Resolving the problem can have broad benefit or suppliers, buyers, SAP Ariba and the entire diversity marketplace:

- ✚ Empower suppliers to correctly self-select and specify their diversity statuses and certifications, and to be found
- ✚ Enable supplier diversity professionals, procurement teams and buyers to correctly search and find suppliers based on legitimate categories and official certifications
- ✚ Enhance SAP Ariba to be more competitive as a supplier platform provider
- ✚ Position SAP Ariba and the SAP Business Network as a premier resource for diverse suppliers
- ✚ Bring valuable enhancement to the diversity and inclusion marketplace

### **SAP Ariba Enablement Request and Customer Influence Voiding**

SAP requires submission of a formal SAP Enablement Request by an SAP customer for vote by SAP Ariba customers. Kelly Obermeyer, Cargill SAP Ariba Designated Support Contact, has authored and submitted a formal SAP Enablement Request Number 283289 – Update Ariba Network Company Profile Certifications List to Include Disability-Owned Business Enterprise (DOBE). Sildy Augustine, SAP Senior Director of Product Management is the designated SAP Coach for this enablement request. The enablement request is now available for customer voting as described below.

Our desire is for SAP to add “Disability-Owned Business Enterprise (DOBE)” as a certification category. We encourage SAP customers to vote and, if possible, to assist us in encouraging SAP to just add the category to support a more inclusive SAP community and because it is the right thing to do.

### **Who Can Vote and How to Vote**

Here is the descriptive information on who can vote and how to vote:

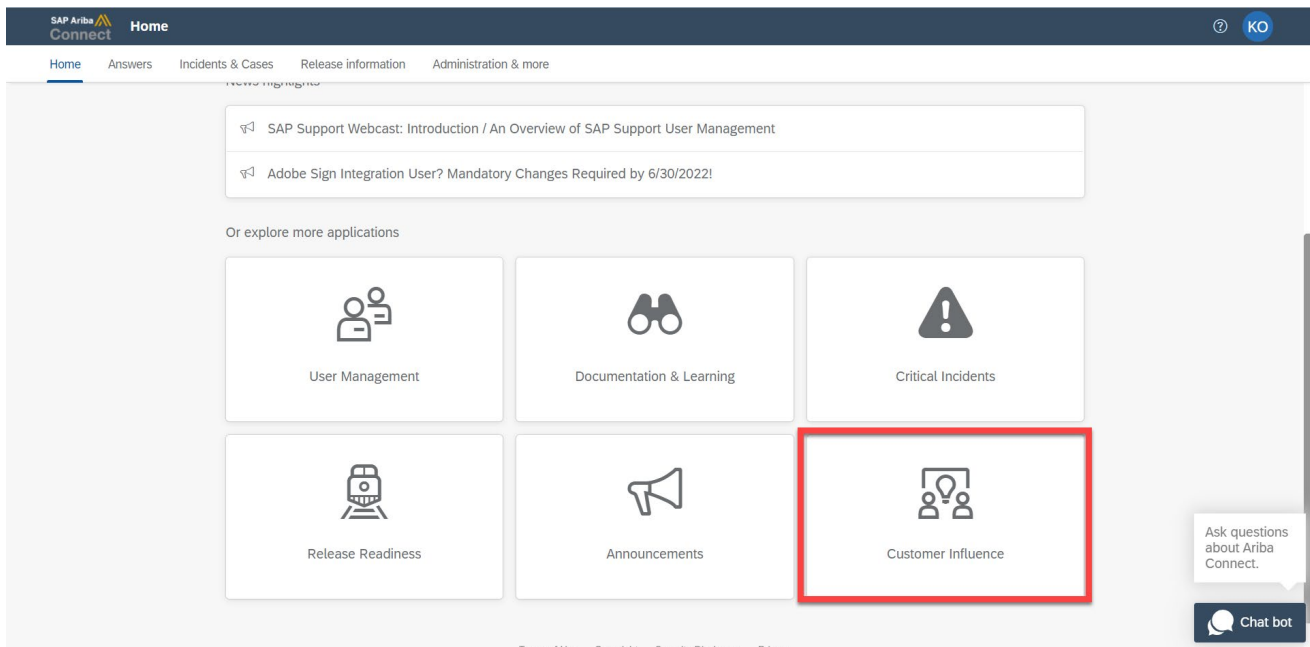
**Who can vote:** SAP Ariba customers

**What level of access is required to vote:** Users who have the DSC (Designated Support Contact) role for your company can vote on Customer Influence requests. These are users who can log service requests to Ariba Support. Individual Customer Influence requests are limited to one vote per company.

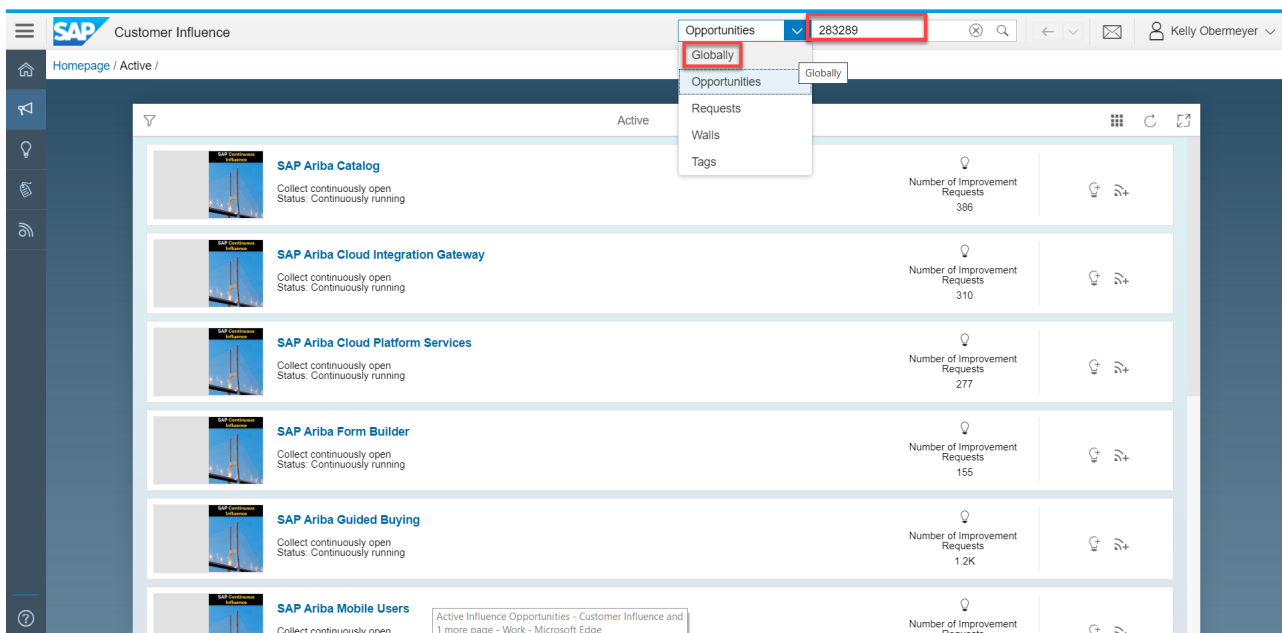
**How to vote:** Have a DSC for your company log-in to the Ariba Connect portal at:

<https://connectsupport.ariba.com/>

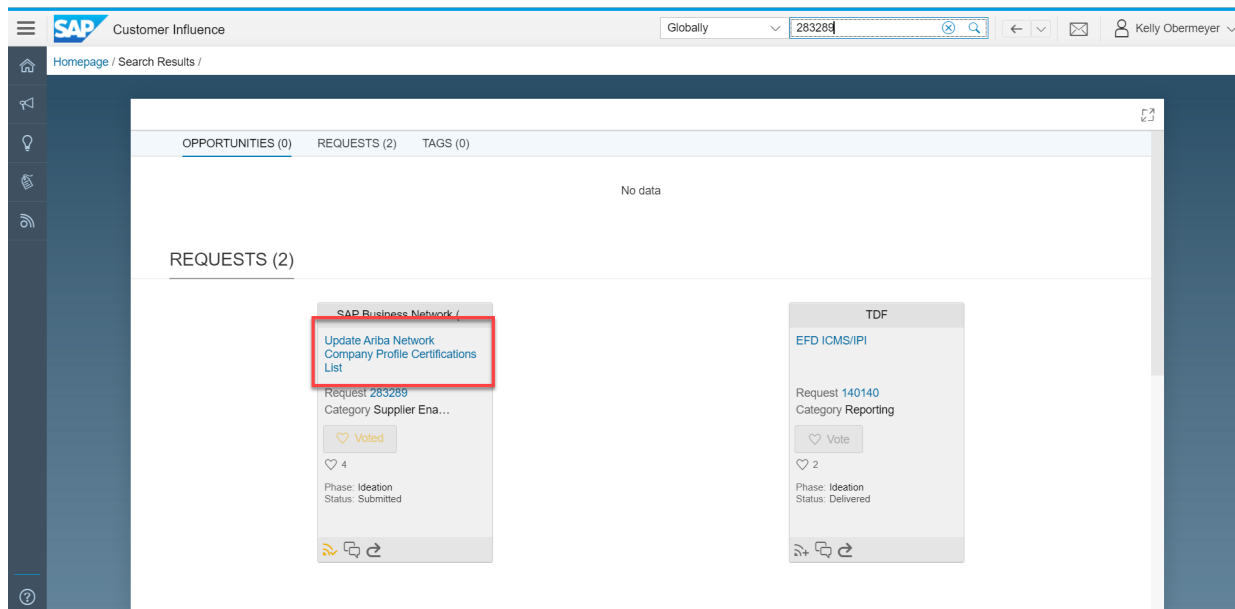
Click on “Customer Influence”:



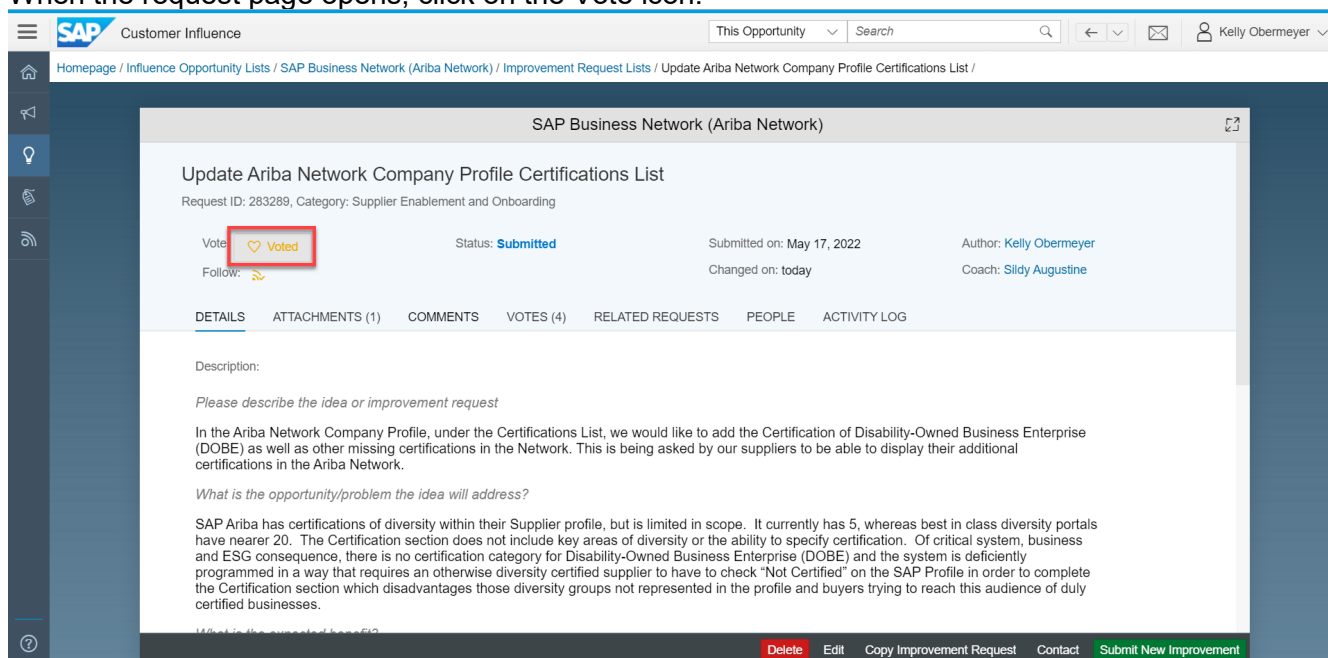
When you enter the Customer Influence portal, select Globally in the drop-down bar and enter the request number 283289 for this specific request:



Click on the request name “Update Ariba Network Company Profile Certifications List”:



When the request page opens, click on the Vote icon:



## Action

The SAP Enablement Request is officially logged. Our current goal is to encourage and get companies to vote for and promote the vote for SAP inclusion of Disability-Owned Business Enterprise (DOBE) as a Certification Category:

- Share this opportunity with your supplier diversity, procurement, sourcing and SAP teams
- Identify the SAP Ariba Designated Support Contact (DSC) for your organization
- Ask and ensure your DSC votes for this SAP Customer Enablement
- Ask your SAP team to advocate for Disability Inclusion with your SAP representative(s), user communities and ecosystem
- Help increase awareness and action for SAP to include Disability-Owned Business Enterprise (DOBE) as a certification category

- Mobilize and ensure integration and optimization into your systems and practices.

Contact Rick Rodgers or Amy Sakayan with ideas, feedback or suggestions.

## Contacts

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