



EMPLOYEE SPOTLIGHT

Meet Malcolm Kates, DBE/SWaM Compliance Manager



Malcolm Kates is the “man behind the plan” of ensuring the HRBT Expansion Project meets or exceeds its historic 12% Disadvantaged Business Enterprise (DBE) and 20% Small, Women and Minority (SWaM) business participation goals. He is proud of the fact that in just over two years, the HRBT Expansion Project has successfully awarded 241 contracts to certified DBE and SWaM vendors for over \$320 million!

Malcolm firmly believes that successful diversity, equity and inclusion initiatives begin with a demonstrated commitment from the top. According to Malcolm, “On the HRBT Expansion Project, we are fortunate to have that at every level, including the Governor’s Office, HRTAC, VDOT’s Civil Rights Division and District Civil Rights Manager, and our VDOT and HRCP project leadership. From top-to-bottom, our whole team is committed to equal opportunity.”

Malcolm is committed to ensuring that all of the DBE/SWaM business partners succeed and notes “successful civil rights equals a successful project!”

We had a chance to chat with Malcolm about his career, civil rights goals of the project, and his life outside of work.

What excites you about your work with the HRBT Expansion project?

This incredible project has so many unique characteristics, opportunities and possibilities. Helping local minority, women, small and disadvantaged businesses become a part of it gives our entire project team a sense of unified purpose and lasting community value.

Why is diversity and inclusion important to projects like the HRBT Expansion Project?

In America today, diversity, equity and inclusion are cornerstones of successful business. The HRBT Expansion project team understands and demonstrates this through results: over \$320 million awarded to minority, women, small and disadvantaged businesses in just over the project's first two years, with more to go. Put simply, successful Civil Rights equals a successful project!

How did you get into the transportation business?

I began my transportation career promoting diversity initiatives on large-scale infrastructure projects in New York. I then provided diversity compliance services on Ohio's largest-ever transportation construction project before coming to Hampton Roads for the HRBT Expansion project in early 2019.

What would you tell someone to encourage them to do the work that you do?

Civil rights careers are specialized, rewarding and more important than ever.

When you are not working, what brings you pleasure?

I am currently pursuing my Construction Management certification with Columbia University. I also volunteer for local and national non-profit organizations in transportation infrastructure and diversity.

Tell me a bit about your personal life.

My wife and I have two Cavalier King Charles Spaniels named Buji and Winnie (both shorthanded names for types of wine and cheese, respectively) that we enjoy traveling and spending time with. We love Hampton Roads! While we are relatively new to the area, we feel at home here.