



Office of Civil Rights

## Fulfilling a Dream

*In conjunction with Black History Month, Caltrans is spotlighting Disadvantaged Business Enterprise: Alfred Civil Engineering. This is the first of a series of articles showcasing Caltrans' sub-contractors' diversity.*

Born in West African, Bori "Alfred" Touray has always wanted to work for himself.

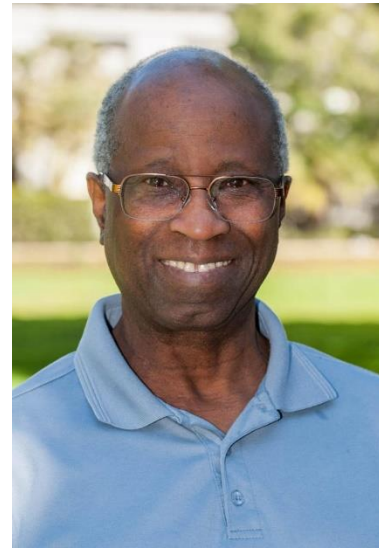
Now, after 34 years of working for large civil engineering design firms in the U.S., he is running his own business: Alfred Civil Engineering, Inc. – and he is helping improve California's transportation system through Caltrans' projects.

In 2014, Touray certified Alfred Civil Engineering as a Disadvantaged Business Enterprise with Caltrans. He said it wasn't hard, and the process didn't take long. He basically just had to connect with Caltrans Office of Business and Economic Opportunity to prove that he was a U.S. citizen, a member of a socially and economically disadvantaged group, and that he owned and controlled his business.

Then, Caltrans gave him information about contracting and doing business with the Department. He started working with a mentor and took classes with Service Corps of Retired Executives (SCORE), which is a national nonprofit organization and a partner to the US Small Business Administration. SCORE provides free business mentoring services to small businesses, helps owners write a business plan, and directs them to funding sources.

"I've always wanted to be my own employer, but with a family, a regular paycheck was hard to give up, so I waited until my two kids graduated from college," Touray said.

Touray has a bachelor's degree in hydrology and now prepares and puts Stormwater Pollution Prevention Plans into place throughout the state of California. In the fall, he prepared a Stormwater Protection Plan for a project in Torrance in Los Angeles County, and completed another project along State Routes 171 and 83 in Chino Hills in San Bernardino County.



“I go out and inspect the site to make sure construction is going according to plan. I make sure Caltrans’ best management practices are followed, and that the work is not polluting the water,” Touray said.

“It is very satisfying.” Touray added. “I’m not making much money and it’s not consistent, but I’m a master of my own time and I get to pick the projects that I do. You can’t place a dollar value on that.”

*To get certified as a Disadvantaged Business Enterprise visit [Caltrans' Website](#).*