



## Tabor Joins Launch of Supplier Diversity Advisory Committee

A group of 20 business and diversity experts met in Olympia on October 10 to launch an Advisory Committee on Supplier Diversity. The group will recommend ways to include competitive, minority and women-owned businesses in the state's purchases of goods, services and construction. The committee will act as advisors on supplier diversity and inclusion to Cynthia Cooper, director of the state Office of Minority & Women's Business Enterprises (OMWBE).

OMWBE hosted the formation of this group, which received a welcome by State Sen. Rosa Franklin, Senate president pro tem. In addition to Tabor President Ollie Garrett, participants included the owners of General Microsystems and Pacific Communications Consultants Inc., both Tabor members.

Non-profit and higher education representatives included The Filipino Chamber of Commerce, the National Association of Women, Shoreline Community College, Tabor 100, The Williams Factory Small Business Incubator, The University of Washington and the A. Philip Randolph Institute, Tacoma Chapter.

Leadership discussion groups were established in seven areas:

- Public Policy
- Government Accountability
- Communication
- Value and benefit of OMWBE and its programs
- Barriers to Inclusion
- Impact of Economy on Small Business
- The Green Economy

## Stating the Case to Members

Gregoire tops slate of speakers at September meeting



The September General Membership meeting included remarks from Gov. Christine Gregoire and state Representatives Eric Pettigrew and Bob Hasegawa, shown above with Tabor President Ollie Garrett and Cos Roberts, chairman of Tabor's Government Affairs Committee. Republican candidate for governor, Dino Rossi, addressed members earlier this year. *Photo provided by Keith Williams of Flyright Productions in Seattle.*

### Next General membership meeting:

10 a.m., Saturday, Oct. 25, Mount Zion Baptist Church, Seattle.

Distinguished guest speakers will include:

- Judge Barbara Mack, King County Superior Court, she will discuss Improvements in Youth Drug Court;
- Stephen Hyer, President & Executive Director, Foundation for Private Enterprise and Shomari Jones, Sr. Director, Black Achievers Program-YMCA to discuss Washington Business Week, a week-long opportunity for high school students to learn about teamwork, leadership, and setting goals.

## Meetings Link Members to Potential Customers

Tabor's highly successful networking sessions with buyers and stakeholders resumed in October with a meet-and-greet with the City of Seattle. These free gatherings offer Tabor 100 members the opportunity to introduce and promote their businesses to potential customers in the public and private arenas.

"The events have been successful because everyone realizes that the meet-and-greet provides the framework for the follow-up and relationship-building that results in long-term contracts," said Crystal Fincher of Retail Lockbox, Inc., and the Chair of Tabor's Economic Development Committee. If you are interested presenting your

Meet & Greet with the City of Seattle  
**Friday, November 14, 11:30 a.m. – 2 p.m.**  
at Bank of America, 5th Avenue Plaza Building, 800 5th Ave, Suite 3004  
Register online at [www.tabor100.org/events](http://www.tabor100.org/events)  
Contact: Crystal Fincher at [EconomicDevelopment@Tabor100.org](mailto:EconomicDevelopment@Tabor100.org).

business, contact Crystal Fincher at [economicdevelopment@tabor100.org](mailto:economicdevelopment@tabor100.org).

Members of the Hispanic, Asian, and Filipino chambers of commerce and other minority businesses have been invited to participate in our meet-and-greets. This expands networking opportunities, so bring brochures and business cards!

# When Times Get Tough: Tune It Up, Turn It Down, Turn It Off

Discretionary income and profits are being squeezed at every turn these days. And the recent experience of significant volatility in the markets do little to ease anxiety about our financial future. That prompted me to talk to our manager of Business Energy Management a few days ago about practical things you can do right now to ease the impact of your energy costs. His name is Bill Younger and he is one of the most respected experts in the country when it comes to helping businesses, large and small save energy. Here's what he shared with me and I want to pass it along to you.

There is an increasing need in business and industry to manage energy more effectively. Efficient management of energy use can lead to significant cost savings and increased comfort as well as reduced maintenance costs and extended equipment life. In many cases, improving efficiency of existing equipment and fine-tuning operations are the first steps in reducing energy costs. To simplify this process, try these simple steps: tune it up, turn it down, and turn it off.

## Tune It Up

Most energy managers like to start off by fine-tuning their existing mechanical systems to get the highest efficiencies out of them that they can. For a minimal cost, you can improve your operation and maintenance program and tune up HVAC and boiler systems to save 10 to 15% of your annual energy costs. Problems like dirty filters and heat exchangers, loose damper linkages, and faulty controls are relatively inexpensive to fix and can have a significant impact on your monthly utility bill.

## Turn It Down

An easy way to reduce energy usage is to try making small changes to thermostat and lighting settings.



Cal Shirley

Other opportunities to reduce settings include hot water tanks, which are often set higher than needed for restrooms and custodial uses, and reduced lighting near windows where daylight gives adequate light, or in conference rooms with multiple light levels. Old habits are hard to break so sometimes a small sign reminding users to just use the light they need rather than turning all the switches on when they enter the room can be helpful in changing behaviors. You may also want to implement a policy of lights out in rooms left unoccupied for more than 10 or 15 minutes.

## Turn It Off

Believe it or not, this is perhaps the easiest energy saving trick of all and has the least impact on building occupants. The concept, figure out when people are not around, and turn things off. This is usually done with a combination of automated controls and individuals being responsible for turning things off in their area. This includes turning lights off either manually or with a time-clock at the end of the day, and making sure your HVAC system temperature is significantly lowered (or raised in summer) or shut down completely during unoccupied periods. Other opportunities include hot water circulation pumps, computers,

Even changing heating and cooling settings by a degree or two can save 5% of the energy used for heating and cooling.

monitors, copy machines, coffee makers, and any other office equipment or plug loads you may find in your building.

Once you have taken steps to reduce energy use with low-cost and no-cost measures, you may want to take a look at upgrading some building systems for additional savings. Lighting, for example, can easily account for 40 to 50% of the electrical use in most small businesses. Businesses that retrofit their lighting systems through utility rebate programs, such as Puget Sound Energy's Small Business Lighting Program, find their lighting costs have been significantly reduced. Utility rebates typically fund 50 to 70% of the project cost often making the payback period a year or less for the business owner. Most Puget Sound utilities offer incentives for more complicated energy saving projects as well so don't hesitate to give them a call.

Bottom line, utility costs can be managed more than most business owners realize. When looking for energy conservation opportunities, keep these three basic concepts in mind: tune it up, turn it down, and turn it off. Also keep in mind that utilities are interested in helping you lower your energy use as well and have efficiency experts you can call on for help and incentives to help pay for efficiency improvement projects.



# Educator's Passion: Guide Youth to Better Decisions

By Darryl Russell  
Tabor Member

One hot summer afternoon as I was leaving work in the downtown area, I came to a busy intersection. As I approached I noticed that someone had their music up loudly with a heavy bass accentuating the beat. It was so heavy I could feel the music as I walked down the street. I saw that the source of the music was a car sitting at the light. As I looked closer I recognized the driver as a young man I had been coaching. He and his friend were enjoying the music with heads bobbing and the serious "gangsta lean."

I call this a learning moment.

A learning moment is a time of discovery that has impact for bringing a point home. From the perspective of the urban youth that I work with, they spend all of their time adjusting to what others around them want. They are asked to do things such as go to school, show up to places on time and follow rules and laws. You know, the things that make life so unfair.

The young man in the car had told me that the police were always picking on him and were treating him unfairly. When he first said this I didn't know how to respond because African American males are often profiled for stops by the police. Yet I didn't want this to serve as another excuse for him to give in to the stereotype, and I didn't understand the situation well enough to explain what was happening.

I work with young people on personal leadership development. This process teaches them how to identify choices, make a choice and then take responsibility for the results of that choice. With this group, getting them to understand that they are responsible for the choices they make and that they cannot blame poor choices on someone else or on society can be a challenge. These young people have learned from an early age that when things don't go the way they think it should, it is someone else's fault.

My passion drives me to work with young African American males (though my classes often include students from a variety of backgrounds). We share both our ethnic background and the experience of growing up in challenging times. The real challenge for this group of

young people is that their world is moving so much faster and that they're being exposed to things at a younger age than the previous generation. This is also our challenge in developing future leaders among this generation.

I walked out into the middle of the street and approached the car. As I approached, the young man noticed me heading toward him and immediately sat up, turned down the music and began to engage me in conversation. I interrupted him, mentioned that we only had a minute before the light changed, and began with this: "Let's take a look at the situation: you're 17 years old, you and your friend are sitting here in a Mercedes Benz with the music so loud that I can feel it over on the sidewalk, you've got on 'do rags' in gang colors with the gangsta lean goin' on. So let me ask you a question, do you think you will have an encounter with the police today?" Because the light was about to change, I told him we'd talk about it on Thursday when we met. I walked off and the light changed.

That Thursday our discussion focused on how he was in control of creating an environment that would either discourage the police from stopping him and asking him questions or encourage it. I asked him: "Are they just picking on you or are you helping create a situation that will get them to have inquiring minds?"

Many times in our lives we look at the next generation and wonder what are they thinking and why do they behave the way they do? We worry that they do not have the commonsense to make good decision.

We forget that common sense comes from someone taking the time to help us recognize the learning moments and translate them into knowledge. These moments are best realized when we as adults ask kids questions and listen to their answers, allowing them to discover for themselves the value in the situation. Oftentimes we try to tell them what they should be doing instead of asking them what they see and how that new insight will help them going forward. Remember, this group is defiant and will often do the opposite of what they're told.

Over the years I've had the opportunity to work with a number of young people



Darryl Russell

from urban settings. The things they say and do range from shocking to the downright humorous. It's been both rewarding and frustrating, often leaving me in a state of confusion as to whether or not I should bother showing up again.

One of the most interesting goals I heard a young man set was to become the best car boost (thief) in the city. Rather than tell him that was not something he should try to accomplish, I simply asked him to list the consequences of falling short of his goal and to evaluate the cost of getting to the top of that profession. I also pointed out my car and let him know if anything happened to it I would send the police to look for him. I don't know if he accomplished his goal, but I still have my car.

There are days when I don't know if it's all worth it and wonder why I continue to choose to work with this group of students. Then there are days when someone makes a life-changing discovery and there's nothing else I'd rather be doing.

The young man from the downtown intersection went on to graduate high school and is now a successful small business owner. He considers me a lifelong mentor and confidant.

This helps to fire my passion, because hard as it is at times, I am indeed helping to instill a sense of leadership and responsibility in the next generation, one student at a time.

*Darryl Russell is President & CEO of The Russell Group LLC and a past Tabor Vice president.*

# Tabor Board

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*Tabor 100 is a 501c3 non-profit association of individuals and business people dedicated to economic development, educational excellence and social justice for all people.*

*Its efforts focus on elevating dialogue regarding how people of color can be full participants in the Washington State economy.*

# Tabor Repeats Visit to Microsoft's Employee Giving Campaign Kick-off and Heritage Festival

By Kibibi Monié  
Tabor member

Kudos to the 2008 Microsoft Employee Giving Campaign Kick-Off. The annual bash at Microsoft's Sammamish campus is a great chance for their employees to gather information on ways they can donate their time and money in a context that is fun and educational. Dozens of non-profit and cultural organizations participate. This was the second year Tabor 100 has been invited to be part of this 15-year-old tradition and we commend those responsible for it's tremendous success.

Tabor had a booth with poster-sized photos of past events and plenty of hand-outs about the organization. Thanks go out to Tabor members Jerome Polite, William Dudley and Kibibi Monié for taking the time to distribute materials and network with Microsoft employees. We look forward to next year where we will again have this great opportunity to meet and talk with other worthwhile organizations in attendance.



Newsletter file photo, 1997.

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