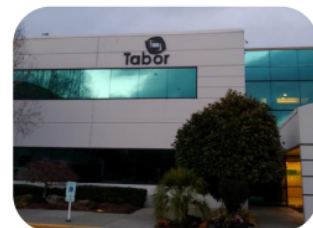


“Soaring in Solidarity”



Tabor 100 is an association of entrepreneurs and business advocates who are committed to economic power, educational excellence and social equity for African-Americans and the community at large.



August 2020

Message from the President

Tabor Neighbors!

We are charting new territory in the midst of this debilitating pandemic, which has hit minority communities harder than others. There is a new realization that racism is real and an economy that continues to take a toll on our communities more than others.

Black businesses are especially burdened by the rampant racism that exists nationwide especially in laws designed to keep us and other minorities out of the mainstream of prosperity (i.e. – I-200). Interestingly, even the assistance designed to help struggling businesses has not been equally distributed. A study by the Center for Responsible Lending found that 95% of Black-owned businesses were left out of the Payroll Protection Program (PPP).

Another study, done by the University of California at Santa Cruz found that there were more than 1 million Black-owned businesses in the U.S. beginning in February, but by mid-April, 440,000 had shuttered their doors, a 41% decline. By comparison, 17% of white-owned businesses closed during the same period.

Even local funding has not been distributed equitably. More than 1500 businesses received about \$9.7 million in Washington State COVID-19 “assistance” funds. Data shows that only 360 businesses receiving these funds were minority-owned. The City of Seattle had \$2.5 million in stabilization funds and of the 250 businesses receiving this money, only 41 were Black-owned.



In order to address these disparities, many of our largest funders have been meeting to discuss ways to help Tabor 100 grow and keep as many local Black businesses open and thriving as possible. Out of those discussions, along with input from the Tabor 100 Board, the Black Business Equity Fund emerged.

The goal of the fund is to raise \$4.5 million over three years to provide technical assistance, cash grants, community/co-working space and other supports for primarily Black-owned businesses and entrepreneurs in Greater Seattle. We are hoping to raise these funds from foundations, private and public sector entities and individuals who understand the unique role that thriving businesses play in strengthening our communities.

I will provide you with timely updates of how things are going with the Black Business Equity Fund and welcome your help in raising funds and spreading the word about what we are trying to do. For those of you who can write a check, we will accept those as well. Thank you.

Give and it shall be given to you. A good measure, pressed down, shaken together and running over, shall be poured into your lap. For with the measure you use, it will be measured to you. Luke 6:38



**A PAGE FROM SEATTLE'S BLACK PAST
DO YOU REMEMBER WHEN WE...?**



Photos Courtesy of Flyright Productions — many more available (www.FlyrightProductions.net) or 206-860-9813

REASONS TO SUPPORT BLACK AND ETHNIC OWNED BUSINESS

PART OF THE TABOR 100 BLACK BUSINESS MATTERS SERIES, BY PATRICIA DAVIS, PMP

Of the 2.6 million Black-owned businesses nationwide, 2.5 million have no employees," said Ron Busby, President of U.S. Black Chambers. Most of the small black-owned businesses are sole-proprietorships. And now, businesses in communities of color are experiencing the impact of the COVID-19's economic effects more than others.

The unemployment rate for Black Americans is almost double that of white Americans and higher for other ethnic groups. Diversity builds economic vitality and uplifts communities, and sustainability is impossible without the inclusion of all. Since Black-owned small businesses are likely to hire from the local community, supporting them can foster the job opportunities people need to achieve financial stability.

Small businesses and entrepreneurs have been wealth builders in our society. By supporting more Black-owned businesses, we can create more opportunities for meaningful savings, property ownership, credit building, and generational wealth. Supporting Black-owned businesses, in turn, supports families, employees, and other business owners, and attracts community investors who provide banking services, loans, and promote financial literacy--all things that build economic strength.

Seek out banks that are owned by or support Black American and ethnic businesses. When small businesses flourish, so do their communities, but big banks often hinder that prosperity by discriminating against Black Americans and other entrepreneurs of color seeking small business loans. Many Black American business owners fund their own businesses due to the lack of capital, and this means that most Black-owned businesses are sole proprietorships that don't make enough money to pay employees.

Many Black entrepreneurs start businesses to bring access to services specific to the needs of the community. These kinds of business ventures uplift communities, fostering a sense of pride in the people that live there. When you support Black-owned businesses, you get products that are valuable for the unique character they bring.

Black Americans and other ethnic groups often bear the brunt of corporate discrimination. When you choose a

Black-owned business, you empower successful minority-owned businesses to implement equitable policies.

Bringing attention to Black and ethnic-owned businesses can go a long way in demonstrating racial equity when these businesses have a financial platform to stand on.



Patricia
Davis,
PMP

Here are seven actions you can take now to support Black and Ethnic owned business:

1. Shop at local Black-owned stores.
2. Dine at Black-owned restaurants.
3. Move your banking out of megabanks and into Black-owned and community development banks and credit unions.
4. Divest from private prisons and fossil fuels.
5. Take part in the 15 Percent Pledge. Ask and encourage national stores you shop in to carry 15 percent of the products on their shelves from Black-owned businesses.
6. Seek out Black professionals. Hire a Black contractor, consultant, architect, lawyer, accountant, coach, or project manager.
7. Buy from Black-owned farms.
8. Be intentional about supporting Black and Ethnic Communities with your dollars and patronage.

Sources

<https://www.uusc.org/statement-time-mourning-great-pain/>
<https://www.greenamerica.org/blog/6-reasons-support-black-owned-businesses>

FLYRIGHT MOVES TO THE TABOR HUB BEGINS OFFERING HISTORICAL PHOTOS

Long-time Tabor 100 member and successful local African American photographer, Keith Williams, has brought his firm, Flyright Productions, to Tabor 100's Business Development HUB.

Flyright specializes in business as well as personal photography. Flyright's services include: Headshots, Product Photography, Construction Images (phased and non-phased), Events, Model Portfolios, Portraits, On-site and Off-Site Services and Color Processes.

Keith's business, like many Seattle establishments, has moved to where it can best serve the African American and minority community. While once located in Seattle's Central District, Flyright has served the Black community over the years wherever it tends to be in the Seattle area.

"My goal is to serve our community with dignity and ensure that we preserve our history for future generations." Williams said. "We must chronicle the past in order to better appreciate the rich, proud history of our parents and grandparents who made a life here."

While Flyright offers a wide range of photographic services, his archival collection painstakingly preserved over the past 35 years (see page 2 for a sampling), authentically chronicles the Black experience in Seattle. The collection is done with the sort of care and attention to detail one finds with a photographer who is passionate about his subject. Photos of past Seattle celebrities, places where many in Seattle grew up and events of importance in the Black community are offered by Flyright.

Flyright will now be located at the Tabor Hub and its historical photos and photographic services can be accessed online at www.FlyrightProductions.net or at 206-860-9813.



**Keith Williams, founder and owner of
Flyright Productions,
Seattle's premier
"Keeper of Black History".**



A MESSAGE FROM TABOR 100 TO THE SEATTLE CITY COUNCIL MEMBERS IN SUPPORT OF CHIEF BEST

Tabor 100 is an association of entrepreneurs and business advocates who are committed to economic power, educational excellence, and social equity for African-Americans and the community at large.

August 13, 2020

To Seattle City Council members:

I am writing on behalf of many of your constituents who are diverse men and women of color who vote and engage in all levels of political activity. We want you to know the depth of our disappointment and dissatisfaction with your thoughtless, callous and disrespectful treatment of Chief Carmen Best. Chief Best was the first African-American and first African-American woman to rise from the ranks to be appointed Chief of Police, in history of the SPD. Leading with courage, compassion, distinction and honor throughout her tenure, she is held in the highest esteem by the community, her fellow officers and colleagues across the country. Your poorly-timed and ill-advised actions have left a void in the fabric of our city's leadership, at a time when we need it most.

Your action reminds us that the road of upward mobility is still hindered for the advancement of women of color in general and African-Americans, specifically. African American women endure the longest and hardest climb to lead public institutions in this country and have to deal with unrelenting discrimination once they assume high level positions. The actions you took earlier this week regarding Chief Best were both unnecessarily punitive and fiscally insignificant.

Although we agree there is a need for improvement with SPD's relationship with the community, we also believe Chief Best was in an ideal position to help SPD navigate through these difficult times. Chief Best, as a Tacoma native and UW alumni, knows intimately the community, and, by being respectful of all communities, brought about meaningful systemic change in the Department.

Chief Best has served in the Seattle Police Department since 1992 as an officer, sergeant, lieutenant, captain and deputy chief before her appointment as interim Chief of Police on January 1, 2018 and permanent Chief in August of the same year. Although Chief Best was initially not on the short list of finalists for appointment to permanent Chief of Police, the community pressure, along with pressure by police unions led Mayor Durkan to appoint her to the top position. That fact alone should have indicated the respect Chief Best enjoys overall.

We are very concerned with your disrespectful treatment of Chief Best, which essentially forced her to leave the Department. Chief Best is the Best. We expect better and wish to have a report from the City Council explaining how you are handling our safety and protection of people of color in positions of responsibility in the City of Seattle.

Concerned Constituents,



Ollie Garrett
President of Tabor 100
7100 Fort Dent Way | Tukwila, WA 98188 | Phone: 206-368-4042 | www.tabor100.org

TABOR WELCOMES NEW MEMBERS

July

Keith Thomas - Broader Electrical & Electronics Products & Services
Shy Sadis - The Joint
Godwin Ugwoaba - Kamsy Group, LLC

August

Brian McRae - Paychex
Stephen Ejide - The Ejide Group

TABOR THANKS THE SEATTLE FOUNDATION

Tabor 100 was recently awarded \$50,000 from the [Seattle Foundation](#) to support Tabor's COVID-19 response efforts helping people of color, immigrant, and women business owners in the Puget Sound region!



RESOURCES ABOUT CORONAVIRUS ISSUES INCLUDING BUSINESS FUNDING

www.seattle.gov/mayor/covid-19

(in English and other languages)

[Coronavirus.gov](https://www.coronavirus.gov)

[Coronavirus.wa.gov](https://www.coronavirus.wa.gov)

(in English and Spanish)





Access to Equal Opportunity

The Port of Seattle is committed to building a strong, inclusive economy. With the Diversity in Contracting Resolution, we're making sure that includes businesses like yours.

Our goal is to triple the number of women and minority-owned businesses that contract with the Port by 2024 and remove barriers to expand the development of other disadvantaged business enterprises.

GROW YOUR BUSINESS AND SKILLS WITH THE PORT:

1. Bid on open contacts

Register your business in our database, and search and apply for contracts through a clear and fair process on <http://bit.ly/Facts19>.

2. Train with PortGen Workshops

Excited for opportunities but not sure where to start? We're here to support you.

Join quarterly workshops to learn how to do business with the Port, get certified as a vendor, and network with representatives.

3. Learn on our site

Access resources year-round on the site. From video how-tos to lists of upcoming opportunities and events, you can find all the information you need for success.

LEARN MORE

<http://bit.ly/Facts19>





IMPORTANT RESOURCES



VENDOR ORIENTATIONS

Attend a free, in-person orientation to learn about King County's vendor registration, how to apply to King County rosters, certify as a small business, and effective marketing strategies, and tips for submitting successful bids & proposals.

BUSINESS DEVELOPMENT AND CONTRACT COMPLIANCE

Learn about King County's small business and workforce development programs. Access the Small Contractor and Supplier (SCS) directory and apply for free SCS certification using our new Diversity Compliance Management System.

Questions? Email opportunity@kingcounty.gov
www.kingcounty.gov/BDCC

KING COUNTY PROCUREMENT

- ⇒ Learn about current King County procurements and upcoming (not yet advertised) capital projects.
- ⇒ Sign up on to King County's Online Vendor Registration to get notifications of new contracting opportunities and events.
- ⇒ Apply for Small Works Roster for construction contracts under \$350K
- ⇒ Apply for Architectural/Engineering Roster for design contracts under \$500K.
- ⇒ Register for **free** vendor orientations.



Questions?
Email procurement.web@kingcounty.gov
Call (206) 263-9400
www.kingcounty.gov/procurement

CONTACT US:

King County, Business Development & Contract Compliance
Opportunity@kingcounty.gov



WORKFORCE DEVELOPMENT



PRIORITY HIRE

King County's Priority Hire Program is designed to prioritize local workers for inclusion on County construction projects estimated at \$15 million or more. The Priority Hire program provides access for persons interested in pursuing career opportunities in the construction industry.

APPRENTICESHIP PROGRAM

King County establishes apprenticeship requirements on select construction projects based on the scope of work and the number of total labor hours anticipated to be worked on any given project. King County desires to create and expand access to family wage jobs for any person interested in an apprenticeship career path.

SMALL BUSINESS PROGRAMS

EQUITY & SOCIAL JUSTICE INNOVATION PLAN

The Equity & Social Justice (ESJ) Innovation Plan details actionable steps to maximize the participation of Minority Business Enterprise (MBE) and Women Business Enterprise (WBE) firms. Both MBE and WBE firms must be certified by the State of Washington Office of Minority and Women's Business Enterprises (OMWBE).



CONTACT US:

King County, Business Development & Contract Compliance

Opportunity@kingcounty.gov



City of Seattle WMBE News

August 2020

Purchasing and Contracting

Division Director: Liz Alzeer, liz.alzeer@seattle.gov



The City of Seattle strives to promote equity in our purchasing and contracting opportunities through the following social equity programs:

- WMBE Inclusion
- Apprenticeship
- Priority Hire
- Acceptable Work Sites

City of Seattle WMBE Annual Report

All City departments, offices and commissions develop their annual WMBE outreach plans to provide opportunities for minority-owned and women-owned businesses to gain City contracts and purchasing opportunities. The Department of Finance and Administrative Services (FAS) in collaboration with the City departments annual WMBE outreach plans they submitted, has developed the 2019 Annual WMBE Report. The report details the work the City performs to ensure WMBEs have equitable opportunities to pursue City contracts. Visit our website to see the report:

<http://www.seattle.gov/Documents/Departments/FAS/PurchasingAndContracting/WMBE/2019-City-of-Seattle-WMBE-Annual-Report-FAS.pdf>





2020 City of Seattle Upcoming Consultants: Collaborate and Connect Event (Online)

On Wednesday, Sept 30, from 9:00 am to 12:00 pm, Seattle Public Utilities (SPU) will host the ninth annual consultant outreach event. During this event, staff and representatives from SPU and other City departments will showcase upcoming consultant opportunities to work with the City of Seattle. It will also provide an important networking opportunity for the community of professional services consultants and encourage connecting with Women and Minority Business Enterprises (WMBEs).

Last year, this event drew over 200 participants, including consultants specializing in engineering, architecture, landscape architecture, surveying, engineering support services, and other professional services. This year, due to COVID-19, the event will be held online. For more information please visit the [SPU site](#) SPU site dedicated to this event for [registration](#) information and updates or contact Katia Garcia at katia.garcia@seattle.gov.

Event site URL: <https://atyoursevice.seattle.gov/2020/08/24/consultants-connect-collaborate/>

COVID-19 business resources

Many businesses are experiencing short and long-term impacts from COVID-19. Visit the Office of Economic Development [resources page](#) to find a list of initiatives supporting businesses impacted by COVID-19. King County's Office of Equity and Social Justice has also developed a [COVID-19 Resource Guide](#) that includes information for small businesses. Check out www.SafeStartKingCounty.com to receive a Safe Start Kit of masks and hand sanitizer for your small business.

City of Seattle Purchasing and Contracting - COVID-19 Outbreak

To protect the health and safety of our staff and customers, and to help mitigate the impact of COVID-19, Purchasing and Contracting is temporarily closing our customer service counters. Purchasing and Contracting staff are still available to take your call and support work with WMBEs. We have upgraded our procurement portal to ProcureWare. Please find the latest information visit the pages below.

Public works projects are advertised in the Seattle Daily Journal of Commerce and online at the ProcureWare website: <https://seattle.procureware.com>. A complete list is on the Purchasing and Contracting (PC) website at <http://www.seattle.gov/purchasing-and-contracting/construction-contracting>

Purchasing and goods and services are posted on the Buy Line Blog: <http://thebuyline.seattle.gov/category/bids-and-proposals/>

Consultant contracts are available on the Consultant Connection website: <http://consultants.seattle.gov/category/announcements/>



The City is committed to socially responsible procurement and promoting social equity through our contracts. We work to ensure open and fair procurements, competitive and fair pricing, environmentally sustainable solutions, best labor practices, access to equal benefits and utilization of WMBE firms, when applicable, in City bid decisions and contracts.

City WMBE Team

Division Director Purchasing and Contracting-FAS	Liz Alzeer	206-684-4535
Director Equity and Policy – FAS	Elisa Young	206-386-4509
WMBE Compliance	Miguel Beltran	206-684-4525
WMBE Assistance	Carmen Kucinski	206-684-0188
Purchasing Contracting	Pam Tokunaga	206-233-7114
Construction Contracting	Mark Nakagawara	206-684-4542

Department WMBE Contacts

Office of Arts and Culture	Kelly Davidson	206-684-8362
Office of City Auditor	Melissa Alderson	206-386-4168
Seattle Civil Service Commission	Rhonda Lyon	206-733-9236
Education and Early Learning	Tim Wolfe	206-256-5550
Information Technology	Jeremy Doane	206-684-5962
Department of Neighborhoods	Jenn Brandon	206-684-4959
Planning and Development	Melissa Lawrie	206-615-0778
Construction and Inspections	Denise Campbell	206-386-4035
Seattle Employee Retirement System	Mark Schimizza	206-386-1506
Finance and Administrative Services	Miguel Beltran	206-684-4525
Department of Human Resources	Melinda Merrell	206-470-6885
Human Service Department	Susan McCallister	206-233-0014
Law Department	Candice Foote	206-684-7761
Legislative Department	Monica Martinez	206-684-8361
Seattle Public Library	Jay Donahue	206-684-7410
Municipal Court	John Kerr	206-684-8274
Office of Economic Development	Yonas Seifu	206-684-0379
Office of Housing	Becky Guerra	206-233-0066
Office of Hearing Examiner	Patricia Cole	206-615-1570
Office of Intergovernmental Relations	Tony Vo	206-684-4958
Immigrant and Refugee Affairs	Katherine Cortes	206-733-9116
Sustainability and Environment	Jeanie Boawn	206-615-0817
Office Labor Standards	Martin Garfinkel	206-684-5397
Seattle Parks and Recreation	Bianca Hill	206-386-4381
Seattle Police Department	Valarie Anderson	206-733-9315
Seattle Police Pension Fund	Dan Oliver	206-386-1289
Seattle City Light	Kara Williams	206-549-5806
Seattle Department of Transportation	Viviana Garza	206-684-5188
Seattle Center	Jessica Smith	206-684-7117
Seattle Fire Department	Sheila Kelly	206-686-1152
Ethics and Elections Commission	Wayne Barnett	206-684-8577
Seattle Office of Civil Rights	Latrice Ybarra	206-684-4539
Seattle Public Utilities	Katia Garcia	206-733-9155
Seattle Waterfront	Dorinda Costa	206-615-0765

WMBE Program

The City actively supports utilization of WMBE on City contracts as both primes and subcontractors, and each City department establishes plans and annual voluntary goals for WMBE inclusion in consulting and purchasing contracts. The City recognizes WMBE firms that self-identify with at least 51 percent minority or women ownership. To learn more contact Miguel Beltran at 206-684-4525.

WMBE Technical Assistance

The City has contracted with NWMMSDC to provide technical assistance to firms on how to work with the City. The Council will support all businesses with a special focus on WMBEs. For more information visit their [website](#), call (253) 243-6964, or email TAS@nwmmssdc.org

Priority Hire

City construction projects of \$5 million or more operate under a community workforce agreement (CWA) and are required to have a percentage of project hours performed by workers living in economically distressed areas and to achieve goals for hiring women and people of color. For more information contact Anna Pavlik at 206-615-1112.

Acceptable Work Sites

The City requires that our construction work sites are respectful, appropriate and free from bullying, hazing and other similar behaviors. PC monitors work sites, provides trainings and materials, responds to complaints and conducts enforcement as needed. For more information, contact Michael DeGive at 206-386-4128.