

The Langston

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Tabor 100 Newsletter

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JUNE 2023


Tabor

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Visit our website: www.tabor100.org
Social Media Handle: @Tabor100

Tabor 100 Economic Development Hub
7100 Fort Dent Way
Tukwila, WA 98188
425-528-0110 | Staff@Tabor100.org

Our Board

Ollie Garrett
CEO and President
Ollie.Garrett@Tabor100.org

Brian Sims
Chair
Brian.Sims@Tabor100.org

Sherlita Kennedy
Vice Chair
Sherlita.Kennedy@Tabor100.org

Darci Henderson
Secretary and (Interim) Membership Chair
Darci.Henderson@Tabor100.org

Elisa Young
Treasurer
Elisa.Young@Tabor100.org

Henry Yates
(Interim) Public Affairs Chair
Henry.Yates@Tabor100.org

Kevin Washington
Education Chair
Kevin.Washington@Tabor100.org

Vacant
Government Affairs Chair

Dan McGrady
Fund Development Chair
Dan.McGrady@Tabor100.org

James Faison
Business Development Chair
James.Faison@Tabor100.org

Albert Sardinias
Economic Development Chair
Albert.Sardinias@Tabor100.org

Advisory Members

Aundrea Jackson
Aundrea.Jackson@Tabor100.org

Ellen Kerr
Ellen.Kerr@Tabor100.org

Joe Small
Joe.Small@Tabor100.org



Yes, Summer has started, even though you wouldn't guess it with the rain and cool temperatures we are experiencing.

Just as with the weather, change is upon us and will require we adopt new ways to cope with its unpredictability. The same is true in business, whether you are an accountant or an electrician. I have noted in the past, the Supreme Court decision on affirmative action in higher education that will be issued sometime this month and once again warn you that it could have a significant impact on the programs that are designed to "level the playing field" for minority businesses.

The stronger your business is to weather what could be a devastating blow, the more likely you will stay open and prosper. My commitment is to ensure that Tabor 100 provides significant support to you through our business assistance programs. Please go to the website and figure out whether one or more of our offerings and those from our many partners, work for your business.

"A slack hand causes poverty, but the hand of the diligent makes rich."

— Proverbs 10:4

One of the biggest initiatives underway here at Tabor 100 is our partnering with the City of Seattle, University of Washington's Foster School of Business and Seattle

University's Albers School of Business, to launch the Liberty Project. This is borne from the fact that the City of Seattle has a 7.9% Black population, yet less than 1% of its business revenue can be traced to Black businesses.

The new program offers a wide array of services, including business consulting and strategy services, finance and accounting services (including loan application assistance), marketing services, technology services (such as website development and equipment assessments/upgrades), and contract bid preparation. Limited legal support will be provided through

Communities Rise and local minority Bar associations. The new initiative will annually serve a minimum of 30 Black-owned businesses from the retail, personal services, commercial construction, food and beverage manufacturing, restaurant, and power utilities contract industries. These six industries were chosen due to their high concentration of Black-owned businesses and significant market demand for their services.

We are excited to be a part of this incredible new effort and look forward to helping grow our businesses in a partnership that leverages the strengths of organizations that have specific expertise and resources to take your business to another level. More to come, but this is a real chance to uplift the community.

Ollie Garrett | CEO and President



Door Swings

June 2023 | 536
 2023 Year to Date | 3,618
 Since Opening | 12,736

June visitors breakdown – WHAT THEY CAME FOR:

- 9.3% – Technical Assistance
- 16.8% – Private Event
- 28.4% – Business Meeting

**Most popular days at the HUB –
Wednesdays and Fridays**

SAVE *the* DATE

8 July
 8:00 AM - 3:00 PM
 @ The Hub
Black Economic Empowerment Training Event

19 July
 10:00 AM - 2:00 PM
 @ The Hub
OMWBE Certification

20 July
 4 - 6:00 PM
 @ The Hub
How to do Business with the City of Seattle



New Members – JULY

PCL Construction Services, Inc.

Admiral D. Flunder
 Fairway Independent Mortgage Corporation

Greg Dronkert
 ZEV co-op

Karen Gonzalez
 Department of Enterprise Procurement Inclusion Equity Program

Croix Thompson
 Strategic Synergy Solutions

KeAnna Rose Pickett
 The Postman

Long-Term Care Payments Required Starting in July

by Linda Kennedy

Seven of every ten Washingtonians older than sixty-five will need long-term care in their lifetime.

That statistic led Washington to be the first state in the nation to set in motion a way to make long-term health care affordable. Governor Inslee signed the LTSS Trust Act (which created the Washington Cares Fund) into law in 2019.

The Fund is an employee-paid insurance benefit to help cover the cost of long-term care during work years and after retirement. Here’s how it works: Starting in July, employers will withhold 58 cents from every 100 dollars earned and turn it over to the Employment Security Department. The collected money offers a moderate level of coverage which eligible employees can begin drawing out in 2026. There are some exemptions, but if employers don’t withhold the 58 cents, they will be required to pay it themselves. If employees have an exemption, it is their responsibility to inform their employers.

The Washington Cares Fund was signed into law in 2019. If you have employees and don't withhold the money, you will be required to pay it yourself.

Consider this: King County has declared racism a public health issue in part, because of disparities in health care among Black and Indigenous people. These disparities are centuries old and contribute to poor health outcomes and shortened lifespans. According to 2021 data from the Brookings Institute, Black men die 4 years earlier than White men, at about 74 years old. Of course, stress,

poverty, environment, and other circumstances can alter individual cases. While the state’s long-term care requirement is an added deduction from the paycheck, it will also provide some relief for older Black and Indigenous populations which many times do not have the resources for this sort of care later in life.

If you have employees, this new fund will affect YOU, please scan the QR code to go to the website for more information.



Maria Doucettperry: Eyes Wide Open at Sound Transit

by Linda Kennedy

When I interviewed Sound Transit's Chief Diversity, Equity, and Inclusion Officer, Maria Doucettperry, she had been on the job only two months and three days. Even so, she said she had already had some wins. She says some of Sound Transit's contract language is ambiguous. "I think people were utilizing that to argue they did not have to include DBE or small business work." To rectify and clarify, her department is rewriting contract language so everyone understands they have to participate. "No loopholes for people to hide behind."

Doucettperry wants quick wins and immediate fixes, but faces decades old procedures, long-held beliefs, and resistance to change. So she is putting "fresh eyes and ideas" on long-term problems. "I want to understand what the concerns are so we can prioritize."

In the Sound Transit news release announcing her hiring, Doucettperry said, "I look forward to the opportunity to collaborate and engage with board members, team members, riders, small business owners, and other community members as we work together to embed equity in the policies, programs, practices, and expansions planned and executed throughout the region."

"I am just moving into this community. I haven't been here, and I don't understand all the major concerns or roadblocks. My first plan is to have those conversations."

— Maria Doucettperry

She says to accomplish that Sound Transit has to engage with people and listen. "I am just moving into this community. I haven't been here, and I don't understand all the major concerns or roadblocks. My first plan is to have those conversations. I don't want to walk in thinking I know everything about a community I have never been a part of." In fact, the Northwest is about the only part of the country where she has not lived.

Ms Doucettperry recently toured the Tabor 100 offices and committed to continuing the collaboration

Sound Transit has enjoyed with the organization. "We look forward to working with Maria and want our membership and others in the minority business community to do well on Sound Transit projects, Ollie Garrett, Tabor 100 President said. "We stand ready to assist Sound Transit in its efforts to engage more of our businesses in its work."

Doucettperry's credentials are extensive and varied. Most recently she directed

Equal Opportunity & Title IX at the University of Nevada, Reno. She oversaw compliance with federal and state EEO mandates and also wrote DEI policies and procedures. She spent twenty years as a military

attorney addressing discrimination and disability cases as well as working on environmental justice. She has lived all over the United States and spent time in several other countries. She has three adult children and one just entering high school. Her unusual last name, Doucettperry, is pronounced 'Doo-say pah-ree,' a hybrid of her last name and her former husband's.

Maria Doucettperry said she was looking for a place where she could make an impact and Sound Transit fit the bill. "We're a community organization whether we like it or not, or know it or not. Our business is people. If we are not doing things to better their lives, their rides, their engagement, then we failed especially with this expansion we are doing. We have to go into it with eyes wide open."

How can Sound Transit help minority businesses? "The first thing we do is, we start with the contracts and the expansion. We have all this federal money coming in. How can we put it into the hands of minority, veteran, and small businesses." She suggests

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— Maria Doucettperry



L to R: Maria Doucettperry, Ollie Garrett & Leslie Jones

looking into unbundling contracts. "It's one thing to put something in place but if it's not working...or if people can dance around it because of the wording in the contract, that's a disservice. It does not move us in the direction we want or at the level we want."

"When Sound Transit decided to be an anti-racist organization, I don't know that everyone even knew what that meant, but they have take it on and we're here to live up to the challenge. So let's do this."

Indeed!

Building Relationships: Tips on Networking

by Dale Clark

Building and sustaining a network of professional contacts is essential to growing your business. New contacts can provide insights and opportunities not currently known to you or your company. Try these tips to help build your professional network.

Seize every opportunity to network

The Internet will not provide you with all the market information you need. Professional association meetings and networking events often provide access to unpublished information. Getting information early is critical to winning work. New information may be timely, providing you with an opportunity for early involvement in a project or business venture. Another reason to attend, even if the program is not relevant, is to meet people you need to know.

Be prepared

Arrive early to networking events. This is the best time to network. The room is quiet, and you have more time to talk with people. Wearing your nametag on your right shoulder makes it easy for the person shaking your hand to see your name. Make sure your business cards are readily accessible, you don't want to be fumbling giving an indication you are un-prepared. Networking time is valuable, so skip the small talk and the appetizers.



Dale Clark

Say hello to people you regularly see and move on, the key is to meet new people.

Listen up

The pillar to sustaining a mutually beneficial relationship is to know what information is most important to the other person. While listening, think about professional contacts or market information you can provide that will

help this person meet their goals. Help others to be successful and you will build an enduring relationship. Help someone today, and tomorrow, they may help you just when you need it.

Participate

Business associations provide opportunities to build your network of contacts and learn about future opportunities. They provide access to owners and to the companies that provide them with services. Get involved in organizations and build lasting relationships.

Follow up

Keep your promises. If you make a commitment to provide follow up information, do it quickly. This shows you are responsive and true to your word.



Save the Date

"Breaking the Chains"

*22nd Annual
Captains of Industry Gala*

September 30th ,2023

*Seattle Convention Center
Summit Room*

invite to follow

Events & Outings





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>