



THERE'S POWER IN UNITY!

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.



December 2018

Message from the President

It's always bittersweet to see one year end and another begin. You appreciate what has just passed and hope the new year will be as good, if not better.



Field. Our Gala this year was one of the most successful we have ever hosted and it's all thanks to our members and partners. We presented more than \$10,000.00 to deserving scholarship awardees and honored several pillars of our community.

I hope that you are more than just another year older, but much better and wiser than you were at this time last year.

While Tabor 100 is another year older, with your help we will be better in 2019. Before 2018 is just a distant memory, I want to recap what we did this year that helped to "move the needle" for minority businesses and the community in general.

We worked hard to repeal I-200, the devastating initiative that has caused minority and women-owned contracting firms several billions of dollars. We made huge strides in creating the EEC (Economic Empowerment Center), a place where minority small businesses can get back office support, office space and other assistance to make them more successful. We are not there yet, but It's right around the corner (see page 3).

We co-sponsored with Vulcan, the annual Northwest Minority Business Expo at CenturyLink

Next year, we look forward to many different efforts to bear fruit. We will once again be boosters of I-200 repeal, whether it happens through the Legislature and/or I-1000. We will have a ribbon-cutting for the EEC where we will invite our businesses in to receive the sort of benefits that will help make them competitive. We will provide scholarships to even more students at the annual gala and of course, we will continue to advocate for actions to benefit the community.

My final request of 2018 is that you become involved in Tabor 100. We are doing some things that will help your business and you to realize your dreams. Contact any one of the committee chairs listed in this newsletter for service on their committees or reach out to me and I will help you give your best to Tabor 100.

Thank you for your support in 2018 and, on behalf of the Tabor 100 Board of Directors, we look forward to an even better 2019.



Get the newsletter online and stay connected through social media!



Steps to Find out Who You Should Collaborate with as a Small Business

By Anthony Burnett,
Business Development Committee Chair & President, MB Diversity LLC



We all know that collaboration can be a benefit to any small business. This is especially true in the minority community. In minority communities some business owners lack the funding.

Since there can be a disparity in resources, sharing some responsibilities can help minority business grow much faster than if they continue conducting business by themselves.

Within King County, in 2017, only 3% of minority businesses reported any collaborations with any group or company. Of the 3%, that did collaborate, only 10% repeated these efforts. Other businesses find ways to establish meaningful collaboration all the time, and the results speak for themselves. We must ask ourselves, why have the minority business owners been so reluctant to collaborate?

It could be a lack of knowledge, trust, vetting, and/or a lack of mutual respect for one another's business. These small, yet very large concepts are vital when looking to collaborate with another business.

Here are some steps that can help identify a potential collaborative partner.

Who to Collaborate With

Choosing the right partner to collaborate with is the key to ensuring a mutually beneficial partnership. Following these few steps can help to ensure that your companies complement each other.

Partner with companies you respect: Look towards companies that are effective with their own business strategy. Pay attention to their past performance, and use it as a reference guide on

how this company will position themselves in the future.

Keep your company values in mind and communicate them: The values and goals of your company are what got you into business. Ensure that the company you choose to collaborate with is clear in its own identity in order to find synergies together.

Do your research: Dive into your potential partners production and activities. Ask Questions of yourself and the potential partner. Does this company align with yours? Do you feel their vision? Where is the synergy and where do you separate? Discuss this early and often. Ask questions. Above all things, communicate.

If this company does not align with you collaboratively, GREAT! You have taken the time to research another company, got to know another business owner, and have a better understanding of their vision and their structure. With this knowledge you can speak about this company, because although you may not collaborate fully, they are in your network. With more businesses in your network you can become more valuable to your client. If you choose to collaborate or not, we all could use someone speaking well about our business.





Tabor is continuing our work to secure the Tabor Equity Empowerment Center. We appreciate the many public agencies who have voiced support and are pursuing funding. Our thanks in particular to:

- Councilmember Bruce Harrell
- King County
- Sound Transit and Leslie Jones
- Port of Seattle and Dave McFadden
- Washington State Department of Commerce
- Vulcan and Pearl Leung
- WSDOT executives including Earl Key and Ron Judd

We terminated negotiations for the “Darigold Building” on Rainier Ave. S, and are now negotiating for a great space in Tukwila. It is central to many small WMBE firms, many immigrant-based firms and entrepreneurs. It is located very near to the labor union training programs (ANEW-PACE), the National Association of Minority Contractors (NAMC) meetings, and many labor unions including the King County Building Trades, as well as the State L&I offices.

On December 15 at the upcoming Tabor 100 General Meeting, we are hosting Priority Hire to explain the partnership with the King County Building Trade Labor Unions. This program fostered significant increases for African-American and minority/women employment in the union construction trades. Priority Hire has assured a union environment with rigorous requirements and enforcement to protect against racism and gender-based harassment on jobsites and workers subject to unacceptable worksite behaviors.

The EEC will support economic growth and stability for our minority communities in particular. It will have:

- 10,000 square feet for resources, rental offices and collaborative space;
- Large meeting spaces sufficient for gathering, general meetings, and large events;
- Training and conference spaces;
- WMBE support including back-office services at subsidized rates, "hot desk" and support resources;
- Workforce development and CWA/PLA supports including recruitment and connections into education and workforce training for minorities, women and particularly African-American business, and support to guide WMBE firms for successful work and union partnerships within the PLA/CWA environments; and
- Co-location with other resources, potentially including OMWBE and/or Urban League during 2019

Our continued appreciation for support from:

- National Association of Minority Contractors
- Urban League
- Civil Rights Coalition
- Office of Minority and Women Enterprises, State of Washington
- Washington State Procurement Technical Assistance Center
- Seattle Vocational Institute
- ANEW/PACE

Nancy Locke, Committee Chair, EEC – Nancy.M.Locke@gmail.com



EEC Tukwila Site Tour



I-200 Repeal Overview and Update

By David Hackney, Tabor 100 Government Affairs Chair



In March of 1997, then Representative Scott Smith and Tim Eyman filed the I-200 initiative and collected 280,511 signatures by the December 31, 1997 deadline to qualify the measure to be sent to the legislature. I-200 amended the

existing law, Chapter 49.60 RCW, by adding language prohibiting the state from discriminating or granting preferential treatment based on race, sex, color, ethnicity, or national origin, in public employment, education and contracting.

In January of 1998, opponents of I-200 introduced an alternative bill, SB6689. If approved by the legislature, voters would have had to choose between I-200 and SB6689. SB6689 prohibited the use of quotas that require hiring or selecting certain persons in public employment, education, and contracting. In November of 1998, I-200 passed with 58% of the vote and became law in the state of Washington.

In January of 2018, State Senator Marilyn Chase, among others, sponsored SB6406, which simply repealed the I-200 language regarding discrimination and preferential treatment in the operation of public employment, education and contracting. The legislature did not pass SB6406 in the 2018 session.

In May of 2018, Estella Ortega, the Executive Director of El Centro de la Raza, filed I-1644 as an initiative to the people. I-1644 would have restored affirmative action without the use of quotas; extended affirmative action protections to veterans and persons with disabilities; defined the terms “affirmative action” and “preferential treatment”; and created a governor’s commission on diversity, equity and inclusion to ensure compliance. The proponents of I-1644 failed to submit signatures to

qualify it for the November 2018 ballot

In July of 2018, Nathaniel Jackson, former aid to Governor Dan Evans and successful African-American entrepreneur, submitted I-1000 as an initiative to the legislature, which has attracted wide spread support from minority advocacy groups, organized labor and public officials. I-1000 contained the same provision as I-1644, and in addition, includes sexual orientation in all of Washington’s anti-affirmative action laws. One set back is Tim Eyman and Washington Asians for Equality’s opposition to I-1000. In order for the initiative to be sent to the legislature-proponents of I-1000 must submit approximately 260,000 signatures by January 4, 2019.

In November of 2018, representatives of Governor Jay Inslee’s policy staff requested feedback on the preferred language to repeal I-200:

1. Language limited to repeal I-200, similar to SB6406;
2. Language similar to I-1000; or
3. Language similar to I-1000 with specific provisions making the Commission of Diversity, Equity and Inclusion an administrative board with managerial, supervisory and decision-making power; and authorizing a broader mandate that would include job training, job retention and capacity building.

To learn more about Tabor 100 and our work towards the repeal and how you can get involved please join me for the Government Affairs Committee meeting after the December 15th General Meeting the location is yet to be determined and will be provided at the meeting.

Questions? Contact me at GovernmentAffairs@Tabor100.org

Seattle High-School Graduates will get 2 Free Years of Community College

By Kathrine Long, Seattle Times Staff Reporter with Introduction by Kevin C. Washington, Tabor 100 Committee Chair
Originally published November 29, 2018 at 5:00 am Updated November 29, 2018 at 10:16 am



These post-high school programs are critical and important opportunities, for youth of color, in particular. We need to remember that the programs alone are insufficient, and that they must be accompanied

by: community awareness, student support, scholarships towards fees and expenses, plus integration with internships and apprenticeship programs. This is a pipeline for small and minority business employers.

-KCW

Earlier this month [November], Seattle voters approved the city's most expensive education levy ever. The tax includes a measure that gives future high-school graduates of Seattle Public Schools two years of community college tuition-free, no matter how much their families make.

Seattle Promise is phasing in over two years, so not all high schools are immediately covered. Seniors at Ingraham, Garfield, Chief Sealth, Cleveland, Rainier Beach and West Seattle high schools are the first beneficiaries.

Those schools are already part of a program called the 13th Year Scholarship, which paid for a year of tuition at Seattle's community colleges through private donations.

When voters overwhelmingly approved the Families, Education, Preschool and Promise Levy, they essentially bought the Class of 2019 at those six schools a second year of tuition-free community college.

Students currently in 11th grade at 11 other Seattle high schools (the Class of 2020) will become eligible for free community college

when they graduate. Those schools are: Ballard, The Center School, Franklin, Interagency, Middle College, Nathan Hale, NOVA, Roosevelt, South Lake, World School and Lincoln.

The levy doesn't stretch on indefinitely — it is limited to seven years. Graduating high-school classes through the class of 2024 (today's seventh-graders) will benefit, but then the levy will expire.

The money is intended to help students earn an associate degree, and is limited to 90 credits or two years, whichever comes first. Earning an associate degree also means many students will be able to transfer into a four-year college as juniors, saving two years of tuition. But students aren't required to stick to the two-year associate degree path — they can also use it to earn a certificate or other type of credential, which can take less than two years to complete.

Currently, graduates of specific high schools are assigned to one of the three branches of Seattle Colleges based on geography (Sealth, Cleveland, Rainier Beach and West Seattle students are assigned to go to South Seattle College, for example, while Garfield graduates will go to Seattle Central College, and Ingraham students will go to North Seattle College).

But by 2020, students will have flexibility in choosing which of the three campuses they want to attend.

Katherine Long: 206-464-2219 or klong@seattletimes.com; on Twitter: [@katherinelong](https://twitter.com/katherinelong).

Access full article [here](#).



Social Responsibility in City of Seattle Contracting

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.

Your City WMBE Team

Director	Liz Alzeer	206-684-4535
WMBE Compliance	Miguel Beltran	206-684-4525
WMBE Assistance	Carmen Kucinski	206-684-0188
City Purchasing	Pam Tokunaga	206-233-7114
Mayor's Policy Advisor for Economic Inclusion and Contracting Equity	Edson Zavala	206-684-5584

Department WMBE Contacts

Office of Arts and Culture	Sheila Moss	206-233-7016
Office of City Auditor	Melissa Alderson	206-386-4168
Seattle Civil Service Commission	Jennifer Greenlee	206-233-7118
Seattle Community Police Commission	Fe' Lopez	206-684-5175
Dept. of Education and Early Learning	Donnie Grabowski	206-233-2603
Dept. of Information Technology	Jeremy Doane	206-684-5962
Dept. of Neighborhoods	Grace Dygico	206-684-0466
Dept. of Planning and Development	Samuel Assefa	206-386-1183
Dept. of Construction and Inspections	Denise Campbell	206-386-4035
Finance and Administrative Services	Javier Valdez	206-684-5584
Seattle Employees Retirement System	Deontrae Sherrard	206-615-1431
Department of Human Resources	Solomon Alemayehu	206-733-9175
Human Services Department	Terry Hayes	206-684-0275
Law Department	Dana Anderson	206-684-7761
Legislative Department	Eric Ishino	206-684-8141
Seattle Public Library	Jay Donahue	206-684-7410
Dept. of Education and Early Learning	Donnie Graboski	206-233-2603
Municipal Court	John Kerr	206-684-8274
Office of Economic Development	Amanda Allen	206-684-8894
Office of Hearing Examiner	Patricia Cole	206-615-1570
Office of Intergovernmental Relations	Jasmin Weaver	206-684-8208
Office of Immigrant and Refugee Affairs	Katherine Cortes	206-733-9116
Office of Sustainability and Environment	Jeanie Boawn	206-615-0817
Seattle Parks and Recreation	Sue Goodwin	206-615-0374
Seattle Police Department	Valarie Anderson	206-733-9315
Seattle Police Pension Fund	Dan Oliver	206-386-1289
Seattle City Light	Kara Williams	206-684-3641
Seattle Department of Transportation	Viviana Garza	206-684-5188
Seattle Center	Ned Dunn	206-684-7212
Seattle Fire Department	Julie McCarty	206-386-1259
Seattle Firefighters Pension Board	Steven Brown	206-625-4355
Seattle Ethics and Elections Commission	Wayne Barnett	206-684-8577
Seattle Office for Civil Rights	Brenda Anibarro	206-684-4514
Seattle Public Utilities	Katia Garcia	206-733-9155

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 about the City's WMBE programs, contact the Contract Compliance Manager, Miguel Beltran at 206-684-4525

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 the Labor Equity Manager, Anna Pavlik at 206-615-1112

Acceptable Work Site

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

WMBE Technical Assistance

The City of Seattle provides FREE technical assistance to businesses seeking to bid on government contracts. The Technical Assistance office is managed independently by the Washington Procurement Technical Assistance Center (PTAC) on the 41st floor of the Seattle Municipal Tower. For more information, contact Kylene Petersn at 206.684-8594 seattle@washingtonPTAC.org

THE TABOR 100 BOARD

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**WE ENCOURAGE YOU
TO REACH OUT!**

*Lilly salutes Tabor 100 and its support for
small and diverse business development.*

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UPCOMING EVENTS

Dec. 14: Dark Divas Holiday Soiree,
7pm, Hiawatha Artspace

Dec. 15: Tabor 100 General Meeting,
10am-12pm, Central Area Senior Center

Jan. 16: UW Supplier Orientation,
1pm-2:30pm, UW Roosevelt Commons
West, 3rd Floor

Jan. 26: Tabor 100 General Meeting,
10am-12pm, Central Area Senior Center

COMMITTEE MEETINGS

Dec. 15 & Jan. 26: Education Committee
meets after the Tabor General Meeting,
from 12-2pm at the Central Area Senior
Center Combined Library and Computer
Room

Dec. 15: Government Affairs Committee
will meet after the General Meeting
location TBA at the General Meeting.

▶ Year in Review



Access YOUR Opportunity!



The Port of Seattle is committed to expanding opportunities for small and disadvantaged businesses. Learn more about upcoming events and register to receive information about opportunities in construction, consulting, and goods and services.



LEARN MORE www.portseattle.org/smallbiz





Year in Review



WELCOME NEW MEMBERS
Ronald West, RW West Consultants Inc

