

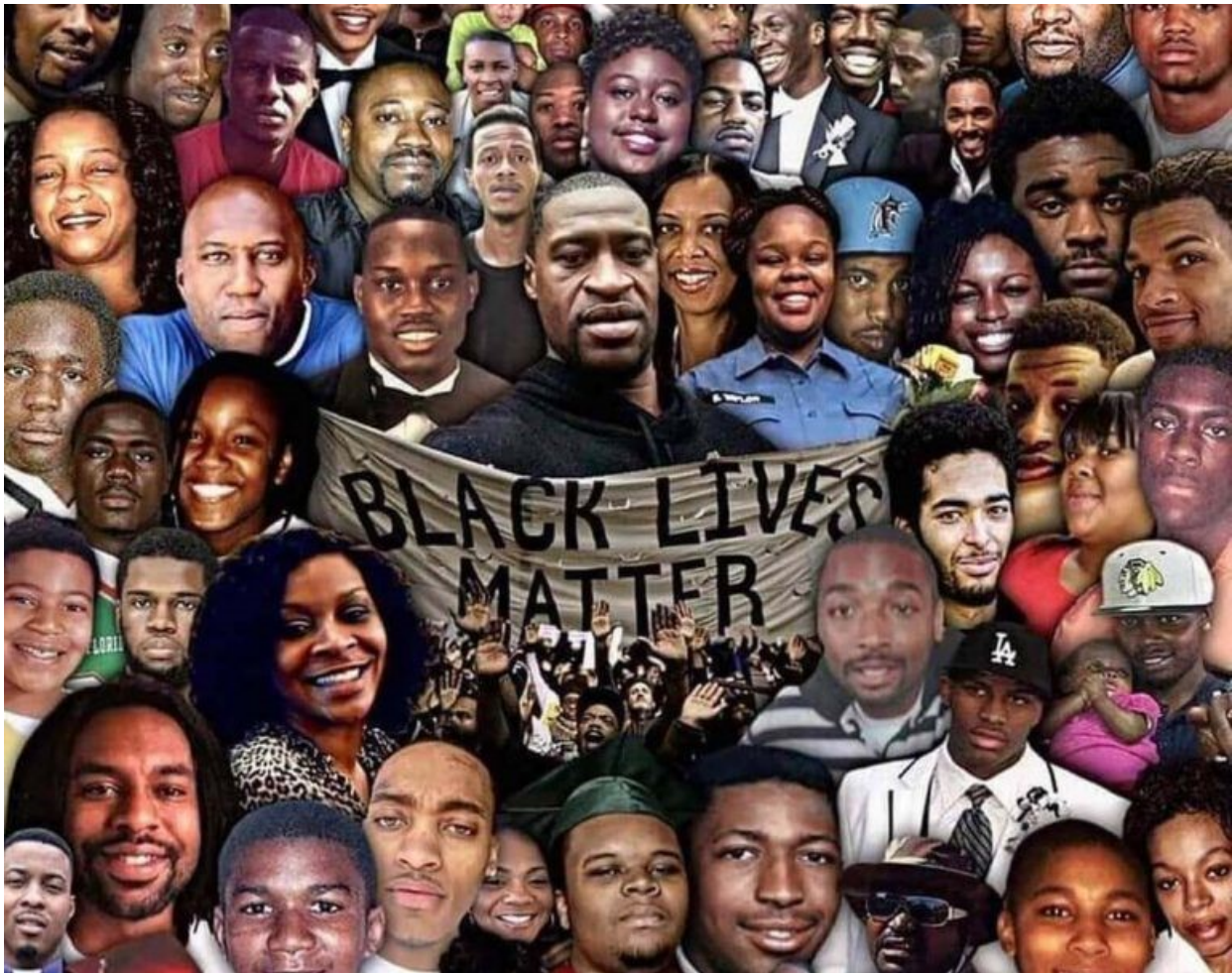
“Soaring in Solidarity”



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.



June 2020
Message from the President



On behalf of Tabor 100, we express our heartfelt grief and sadness for the countless numbers of lives lost and justice ignored throughout the nation, including in Washington state. We support peaceful protests, whether it be marching in the streets or taking a knee in an effort to call attention to injustice. As Black and other minority business owners, we have suffered our share of unequal treatment in both business and life.

We rededicate ourselves to calling out discrimination and seeking ways to address the continual drumbeat of inequality. The minority wealth gap, especially here in the northwest, for African Americans, is no less than a public crisis. We call on government and the private sector to engage in meaningful, substantive, and accountable actions to address this situation immediately.

Whoever sows injustice will reap calamity, and the rod of his fury will fail. -Proverbs 22:8

Get the newsletter online and stay connected through social media!



TWENTY-SIX REASONS WHY BLACK LIVES SHOULD MATTER

FOR THOSE WHO SAY RACISM NO LONGER EXISTS

The disparity between the Black population and the white population in the US, and in most cases, other ethnic minorities, are well-documented, long-standing and pervasive. While there are other categories where Blacks are disproportionately impacted, we have identified 26 below*:

- 1) While white family net worth nationally is \$171,000,** Black family net worth is about \$17,150, a tenfold difference.
- 2) In the King County metro area (Snohomish & King counties), the average net worth for a white family is about \$456,000 ***while the average net worth for a Black family is \$23,000, a twentyfold difference, double the national average.
- 3) Black Employment-population ratio which measures the share of a demographic group that has a job has been lower for Black people for years.
- 4) The unemployment rate has spiked for all racial groups in the US during the pandemic, but is especially high for Black Americans nearing 20%.
- 5) In 2020, there are only four CEOs of Fortune 500 companies.
- 6) Only 57 of the current 535 voting members of Congress are Black.
- 7) In 2018 (latest figures), the average Black worker earned 62% of the average white worker.
- 8) Income for Black Americans is 42% lower than for whites in 2018.
- 9) Lower incomes mean that the poverty rate for Black families is more than twice that of white families.

10) The aggregate wealth white households have held has historically far outstripped that held by Black households and the white household wealth since 1989 has steadily increased while Black household wealth has remained stagnant.

11) Currently, while there are 6 times as many white Americans than Blacks, the aggregate wealth held by white households is 17 times that of Blacks.

12) Black high school students are only a bit more than half as likely as white students to have any Advanced Placement or International Bachelor (IB) degree credits and only about a third have AP/IB credit for math.

13) Even though the government desegregated schools 66 years ago, about half of students in the US still attend predominately white or non-white schools. For every student enrolled, the average non-white school receives \$2,226 less per student than a white school district, regardless of the wealth of the district.

Continued...

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)

TWENTY-SIX REASONS WHY BLACK LIVES SHOULD MATTER

FOR THOSE WHO SAY RACISM NO LONGER EXISTS

14) Among ethnic groups, Blacks are denied mortgages at a significantly higher rate.

15) The main builder of wealth in the US, home ownership, has eluded Black families. Only 44% of Black families own homes compared to 73.7% of white families

16) Black Americans are nearly twice as likely as their white neighbors to lack health insurance as recently as 2018.

17) While data are hard to obtain and sometimes not being collected by race, studies show that out of some 99 counties in 14 states, a third of the hospitalizations from COVID-19 were among Black Americans, disproportionately higher than their 18% population in those counties.

18) Black Americans make up 12% of the overall workforce, yet 17% of the frontline employees more likely to be exposed to COVID-19.

19) Thirty-three percent of all inmates in US prisons are Black, yet Blacks are only 12% of the nation's population while white inmates make up 30% of the prison population, but are 60% of the country's total population

20) Black men are roughly five times more likely to be imprisoned than their white counterparts – nearly 13 times as likely in the 18-19 age group.

21) For every 100,000 Black men, there are 2,272 inmates whereas for every 100,000 white men, there are just 392 inmates.

22) Marijuana usage rates are similar between white and Black Americans, yet Black Americans are 3.64 times more likely to get arrested on marijuana possession charges.

23) The racial disparity in marijuana arrests has actually gotten worse in recent years, even though more states are legalizing or decriminalizing marijuana.

24) Black people are overwhelmingly more likely to be under parole supervision – and they're more likely to be sent back to prison for minor infractions.

25) Roughly, half of those fatally shot by police are white, but Black Americans are fatally shot at a disproportionate rate compared to their representation in the US population. Out of one million Black men, 30 die from police shootings while only about 4 white men out of one million die under the same circumstances.

26) Seven percent of King Counties population is Black, yet Black people make up 32% of the King County homeless population.

References:

*Business Insider-25 simple charts to show friends and family who aren't convinced racism is still a problem in America.

**Brookings Institution Upfront, February 27, 2020

***Seattle Times, February 19, 2019

WASHINGTON STATE DECLARES 6/19/2020

“JUNETEENTH”

READ THE PROCLAMATION



BIGGER THAN ME SUCCESS SERIES: ACHIEVING EQUITY & INCLUSION IN BUSINESS

Tabor 100 member, Rev. Traci Harrell, President of the Black MBA Association, Seattle Chapter, is launching a six part series entitled “Bigger than Me Success Stories: Achieving Equity & Inclusion in Business. The nationwide webinar will begin on **July 7 from 4:30 to 6:30 (PST)**.”



Rev. Traci Harrell

Harrell is launching this new and innovative webinar to engage leaders in “Real Talk” in order to create “Real Action.” The same experiences of Racism, Injustice, Inequity, Abuse and Trauma that are being protested in the streets of America, are also happening ‘inside’ the workplace as an embedded part of the Corporate Culture in Business,” Harrell explained. “Endless research exists about the ‘Key Challenges’ or ‘Corporate Chokeholds®’ that many Black workers experience every day; and these are not just minor annoyances, these can be devastating experiences that can drain the life from our bodies, changing everything.”

“Now is our time to work together to address Racism, “[America’s Unfinished Business](#)”

‘Corporate Chokeholds®’ is a new term that I defined as those Ingrained Injustices, or known ‘Key Challenges’, that can be Oppressive & Abusive, including: *Unconscious Bias, Similarity Bias, Unequal Performance Standards, and a Lack of CEO Accountability*. Now is our time to work together to address Racism, “[America’s Unfinished Business](#)” said Harrell.

The “Bigger than Me” event will focus on solutions including:

- 1) creating a safe place to normalize a deeper conversation,
- 2) embracing a new Adaptive Leadership approach to Inclusion,
- 3) creating a new immersive type of empathy at all levels, and
- 4) transforming accountability measures to achieve immediate & lasting results.

“We have reached a critical point in history, where status quo (and doing more of the same) is no longer acceptable. Businesses, Families and Communities *now expect more*; your Employees, Customers, and Shareholders *will demand better*. We need to Rebuild Trust, Rethink Training, and Address Trauma...Together. There is Power, Purpose & Progress in coming together, growing together & changing together,” says Harrell.

Please contact Traci at [contact me](#) to share your desired level of interest and engagement. [Register Online](#) with your Teams for the **Bigger Than Me® Success Series: Achieving Equity & Inclusion in Business**, a series of online webinars, panel discussions & community collaborations. The first of the **six-session series is scheduled for 07/07/2020, 4:30-6:30 pm (PST)**. There are multiple opportunities and levels of engagement for organizations, teams and leaders (1 on 1).

PUGET SOUND ENERGY AND OTHER LOCAL UTILITIES OFFER PROGRAMS: TO SAVE YOU AND YOUR BUSINESS MONEY AND ENERGY

Small business energy efficiency

As we begin the slow process of recovery following the COVID-19 pandemic closures of our economy, small and mid-size businesses are looking closely at their costs.

Puget Sound Energy and other local utilities offer programs to save you and your business money and energy. Whatever your business type or size, such as a restaurant, retailer, personal service or industrial, it's a good time to learn about retrofit grants and incentives to support your energy-efficiency needs.

Commercial Lighting: PSE recently increased incentives on business lighting solutions by more than 50 percent to extend a larger helping hand to businesses. Incentives can cover as much as 80 percent of up-front costs. Our *Lighting To Go* instant discounts are still applied at purchase, so there's no preapproval or paperwork needed.

Commercial Small Business Program: Program includes a no-cost comprehensive assessment and energy-savings report, proposal for additional energy-efficiency upgrade opportunities, and installation of low/no-cost energy-saving products (if eligible).

Commercial Kitchen Equipment Incentives: Cooking and sanitation make up more than half the energy usage in your business's kitchen, so high-efficiency kitchen appliances can greatly lower your bills and reduce energy waste. Incentives include cooking, processing, refrigeration, water heating and sanitation equipment.

Commercial Laundry Equipment Incentives: If your business uses laundry appliances, you'll lower your bills when you switch to energy-efficient, ENERGY STAR® qualified equipment. Rebates and incentives include clothes washers and water heating.

Commercial Lodging Efficiency Program: This program provides comprehensive, no-cost energy assessments for eligible customers. It also facilitates the installation of proven energy-saving measures, including lighting, water heating and HVAC. In addition, the lodging efficiency program can help increase your facility's efficiency by coordinating with other PSE-funded programs to create a more comprehensive list of energy-saving actions.

Visit pse.com/mybusiness to explore other resources such as energy tips, finding a contractor, case studies, and additional incentives and offerings. Customers of other utilities, such as Seattle City Light, Snohomish Public Utility District and Tacoma Power should check their websites for similar programs.



WASHINGTON SCHOOLS EXPECTED TO REOPEN THIS FALL WITH IN-PERSON LEARNING AFTER LONG CORONAVIRUS CLOSURES

This article was written by Hannah Furfaro and appeared June 11, 2020 in the Seattle Times. It has been condensed for our purposes.

Washington’s schools chief said Thursday that he expects school districts to reopen buildings and return to in-person learning next school year, as long as public health guidelines allow them to do so.

The goal: resume regular, face-to-face schedules for most or all students at the beginning of the 2020-21 school year.

State schools chief Chris Reykdal announced the plans minutes after releasing a [55-page document](#) that lays out what instruction could look like come fall. The guidance is the result of work by more than 120 educators, parents, students and community organizations that have met a few times over the past month to hash out details about whether — and how — to resume school.

It won’t be school as usual. Desks will be spaced 6 feet apart. Students may attend class in gymnasiums or lunch rooms. Schools are expected to screen students and staff for coronavirus symptoms before they enter school buildings. “Everyone’s going to need to wear face coverings,” Reykdal said.

The move has raised health and safety concerns among the Washington Education Association (WEA) teachers union, and some members of education advocacy groups worry the plans were made hastily and without the input of families. Heading back to in-person class could also create logistical headaches for schools with small classrooms or those that lack extra space to spread out students during the school day.

Some of Reykdal’s changes to the school year come at the suggestion of the state’s Department of Health, which participated in the education department’s workgroup. For instance, masks or other face coverings are required, and anyone with coronavirus symptoms, or those in contact with someone who tests positive, won’t be allowed on school grounds. Schools should also develop new

cleaning and disinfecting strategies and consider asking students to eat lunch in classrooms, the plan says.

The education department is also asking districts to make contingency plans that would allow them to quickly switch from in-person instruction to remote learning if a new wave of coronavirus cases emerges. For instance, districts should add days to their school calendar in case of emergency short-term building closures, officials said. Districts should also be ready to conduct learning remotely if schools are forced to close again for an extended period.

The choice to reopen represents a [departure from earlier statements](#) by education officials that returning to classrooms in the fall on a regular schedule was unlikely; they were instead weighing options such as rotating students through buildings or phasing in start dates.

On Thursday, Reykdal said the decision came out of new scientific research on coronavirus in children and the effectiveness of masks in preventing the virus’s spread. The science isn’t yet settled on how well [children transmit coronavirus](#), but several studies and case reports suggest they’re spared from its worst effects. Some studies suggest school closures helped curb the virus.

The guidance leaves most details up to school districts, and raises serious practical challenges. For instance, schools that use portable classrooms may struggle to space out desks in small spaces.



OVERTURN I-200 / VACCINES FOR ALL!

The latest effort to repeal I-200 is Initiative 1776.

While this measure will eliminate the harmful impacts of I-200, it will also address the discriminatory effects we are witnessing with the COVID-19 pandemic.

I-1776 will do the following:

Require Washington state to provide COVID-19 vaccines to all Washington residents who voluntarily give fully informed consent for a vaccination, at no cost to the patient;

Define preferential treatment for the first time in state law;

Prohibit Quotas, but allow Goals and Timetables to achieve diversity;

Prohibit age discrimination in public employment, public education and public contracting;

Expand Affirmative Action to include all veterans;

Redefine Affirmative Action to require that all candidates must be qualified to receive public education, employment and contracting opportunities;

Expand the terms “sexual orientation” and “LGBTQ+” to all state anti-discrimination laws.

**Beginning Juneteenth, Go to YesonI1776.com
Finally, overturn I-200 – BLACK LIVES MATTER!**



TABOR WELCOMES NEW MEMBERS

June

Michael Okafor -O.M. Michael Quality Painting, LLC

Raymond Jackson -Land Hogg Logistics LLC

Rashad C. Norris - Relevant Engagement LLC

Gwen Hosea-Mimms - QTD BusinessSolutions.com

Efrem Howard - John L Scott Renton

Albert Sardinas - FMS Global Strategies

Andrew Wappler - Puget Sound Energy

Dave Flynn - Cornerstone General Contractors

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!





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>

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.

www.lilly.com

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UPCOMING EVENTS

6/3-7/15: Sound Transit
[Indirect Cost Training, Multiple Sessions](#)

6/24: PortGen Workshop
[DBE Compliance Training \(Primes and DBE Firms\)](#)

6/25: Working with SDOT
[Move Seattle Outreach Event](#)

7/7: Bigger Than Me Success Stories:
[Achieving Equity & Inclusion in Business](#)



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:

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