

## “Even in the Midst We Stand”

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.



## January 2021

### Message from the President

“When the day comes, we ask ourselves, where can we find light in this never-ending shade?”

This phrase was written and delivered by a 22-year old Black woman, Amanda Gorman, the nation’s National Youth Poet Laureate, at President Biden’s inauguration last week.

At Tabor 100, we ask the same question and answer it with the recognition that the “light in the never-ending shade” is in all of us. It is found in our working together with minority and non-minority businesses, non-profit organizations and others, to create the light needed to promote our businesses and our lives.

We have just opened the upper floor of the Tabor HUB, even during the pandemic, and added 8 workspaces with only one not currently occupied. We have raised about \$1.5 million for the Black Business Equity Fund, which will soon be used for grants to Black businesses and to pay for business assistance in ways besides money. We still offer the use of our “hot desks” at the HUB and free access to meeting rooms and other perks to help your business grow as you collaborate with those who will drive your success. We now have a lobbyist dedicated to ensuring we have a voice in places where decisions affect our businesses every day. There are many other things we plan to do in 2021 to bolster your business and, in turn, your life.

I am hopeful that the “never-ending shade” will yield to the light we are producing in the efforts noted in the previous paragraph. I am optimistic given what is happening on the national stage, true commitment at the state level, and local governments that seem to be more engaged in equity and social justice. In addition, powerful local business interests have committed to many acts that will address discrimination in contracting and employment, including being generous to Tabor 100. There now seems to be recognition of the fact that the “shade” is rooted in systemic racism and government working with private industry can be a part of the “light.”

While we see changes happening locally and at the national level, we remember how fleeting success can be and recognize that it is incumbent upon us to be vigilant and hold those who make promises accountable. Saying it is not the same as “doing,” and we will need to guarantee that the commitments made are honored regardless of who is elected or who occupies the CEO Chair.

In closing, I want to reiterate the fact that all of us, minority and non-minority, government and business, small and large, are the “light in this never-ending shade.”

*“The light shines in the darkness, and the darkness has not overcome it,” John 1:5*



# TABOR 100 JANUARY 2021

## Tabor 100 celebrates Martin Luther King Day, 2021



After almost a century of struggle, President Lyndon Johnson signed the **Voting Rights Act August 6, 1965**. Standing in the place always reserved for the person who most influenced the legislation is Rev. Dr. Martin Luther King. The young Black man to his left is John Lewis.



### Tabor 100 – By the Numbers

Since we opened the HUB in January 2020, we have had the following happen there:

- ❖ 3,164 Visitors
- ❖ 31 Virtual Events
- ❖ 1100 Virtual Event attendees
- ❖ \$14,000 raised for 8 minority youth scholarships
- ❖ Assistance to 100 businesses applying for grants and PPP
- ❖ More to come in 2021!

# DECEMBER: Work at the HUB never stops

Photos by Flyright Productions



## DAVID HACKNEY

Government Affairs Chair Hackney, now Representative Hackney



## DARCI HENDERSON

Membership Chair, Darci Henderson — she has turbocharged Tabor's membership!



## PERSON AT HOT DESK

Still working at the HUB -- member using one of the free hot desks



## OLLIE AND SANTA

Christmas at the HUB, Tabor President receiving Christmas gifts. Santa looks a lot like Ray Bradley



# 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>

# Coronavirus, Vaccines, Minority Community Impacts, and the new PPP

By Henry Yates, Public Affairs Chair

As we mark more than a year we have been living with COVID-19, we usher in a new federal administration and the advent of vaccines that have 90% effectiveness.

For minority businesses, the devastation caused by the pandemic has been severe. It is estimated that about 41% of Black businesses will disappear as a result of COVID while only 17% of white business will suffer the same fate. Nationwide, Black and Hispanic populations have been hit the hardest with more deaths, hospitalizations and infections. In Washington state alone, the Hispanic population has experienced four times more infections than Caucasians.

We all hope there is relief coming soon. The Congress, after months of putting it off, finally approved a new Payroll Protection Program (PPP) and is targeting minority businesses to a greater extent than previously. There is an additional \$284 billion available and the rules have changed. Where previously firms of 500 employees or less could qualify for PPP money, that number has dropped to 300 or less. For restaurants, there is a special sweetener with more generous loans.

Specific amounts have been targeted to minority-owned companies. This has been accomplished by a “setaside” of \$15 billion for initial PPP loans and \$25 billion for second PPP loans for businesses with 10 or fewer employees as well as businesses in areas deemed to be low to moderate income. Forty-one percent of Black-owned businesses have 2-5 employees. These pools of money will offer loans (forgiveable) of up to \$250,000. In addition, the banks many minority businesses work with – small community banks and credit unions and “mission-based” community lenders, will receive \$15 billion each.

On top of more money from the Congress to help smaller businesses, COVID vaccines are being administered as rapidly as possible, with the new Administration targeting 150 million people for the vaccine (both doses) in the next 100 days beginning January 21. There is a distrust in the minority, especially African American community, regarding taking the vaccine. Surveys have shown that only about half of the African Americans in the country intend to take the vaccine. While that is the case, there will not be a shortage of places to obtain the shot and specific efforts to convince Black people to take the vaccine are underway. Did you notice the first person to receive the vaccine was a Black nurse?



# KEEP THE PEACE SECURITY

By Linda Kennedy, LK Media



Gregory Cook does not hand out business cards, and he does not advertise. He runs his business, Keep the Peace Security, using the adage, ‘My word is my bond.’ It is a successful strategy. His ten-year-old security company has snowballed, and

demand often outpaces supply. He says he has never needed more than his name and a handshake. “I provide quality service, and I take only contracts I can handle. I am not in this to take the money and run. In fact,” he confided, “my first security job was when I was eight years old. A little girl asked me to protect her from a bully.”

Keep the Peace Security is headquartered in Mountlake Terrace. But more possibilities are opening up in the south end, so Cook, a Tabor 100 member, opted to look into the new Tabor100 Hub. “Kaboom. It’s gorgeous and convenient. They have so many different resources; it is impressive. I can

reserve office space or a conference room. I was blown away.” Then Tabor 100 staff encouraged him to certify with the State as a minority-owned enterprise. “The process is simpler now. Opportunities fell into our lap. So far, it’s been a dream.” Despite Covid-19, Gregory Cook, his wife, and his fourteen employees are kept busy due to increased construction, residential, and commercial property crime.

Cook supports entrepreneurship but cautions new business owners that there are no forty hour weeks. He admits, at first, he underestimated the commitment necessary to be successful. You have to be willing to “live and breathe the business for years, or you are out of business before you start. That’s what it takes. If you put that energy out, it comes back.” Cook encourages new and established businesses to seek out Tabor 100 for help.

Cook’s wife, Meg Douglas, agrees. “Tabor 100 prepared us to do business with the State. They put together seminars and Zoom chats where we can sit down with representatives from the State who guide us on what they are looking for, and that was incredible.”

Contact: Gregory Cook | *Keep the Peace Security*  
| [info@keepthepeacesecurity.com](mailto:info@keepthepeacesecurity.com) / 206-853-8296

## **Judge Charles V. Johnson, Tabor 100’s 2018 recipient of the Crystal Eagle Lifetime Achievement Award, passed quietly on January 4.**

Judge Johnson’s impact in the Puget Sound region was like no other and he served as a Municipal Court Judge from 1969 until 1980 and a King County Superior Court Judge from 1981 to 1998.



While his professional life is noteworthy and conducted in service to minority communities, his work in the NAACP was transformative. Recruited by NAACP icon, Judge Jack Tanner, to revive the flagging Seattle Branch, Judge Johnson did just that, remaking the branch with a successful membership drive. Johnson’s tenure with the Seattle branch had him serving as president from 1959 to 1964, then President of the NAACP NW Area Conference from 1965 to the early 1970s and finally, a member of the national NAACP Board of Directors from 1968 to 1995.

Tabor 100 once again acknowledges Judge Johnson for his contribution to the betterment of African Americans and other minorities in Seattle and throughout the nation. We are better off because of him – may he rest in peace and power!

**EVENTS COMING NEXT MONTH**  
**UP TO DATE ANNOUNCEMENTS ON OUR CALENDAR**

**Business Contracts- Legal Series - Before You Sign On the Dotted Line - Let's Talk About Contracts**

**Thursday February 4 | 12pm - 1pm**

- Title: **Contracts, Contracts, Contracts**
  - Often, contracts are seen only as something a small business owner signs with a vendor or a customer. Contracts relating to many different aspects of a business. This training will provide business owners with an overview of those varying contracts and how they impact each area of your business.
- Guest: Shawn K. Harju - Lawyer |Chrysalis Solutions PLLC

**Thursday February 18 | 12pm - 1pm**

- Title: **Subcontracting**
  - Whether you are subcontracting to a general contractor or are bringing on your own subcontractors, there are specific items to be aware of in the subcontracting relationship.
- Guest: Shawn K. Harju - Lawyer |Chrysalis Solutions PLLC

**Tuesday February 25 | 4:00pm - 5:00pm**

- Title: **Entrepreneurs: How to reduce stress and anxiety during uncertain times**
- Guest: Dr. Chalon Ervin - Psychologist

**Thursday February 27 | 12pm - 1pm**

- Title: **Subcontracting**
  - Whether you are subcontracting to a general contractor or are bringing on your own subcontractors, there are specific items to be aware of in the subcontracting relationship.
- Guest: Shawn K. Harju - Lawyer |Chrysalis Solutions PLLC

**Thursday March 4 | 12pm - 1pm**

- Title: **How to Make Sure You Get Paid**
  - This training will review key terms of your customer contracts that will give you leverage in the event you end up in a payment dispute with your customer.
- Guest: Shawn K. Harju - Lawyer |Chrysalis Solutions PLLC

**Thursday March 18 | 12pm - 1pm**

- Title: **Protecting Your Business**
  - There are many different ways that a small business owner can protect their business, whether through the type of entity, contract or insurance in place. This training will provide business owners with an overview of each of those risk management tools.
- Guest: Shawn K. Harju - Lawyer |Chrysalis Solutions PLLC



## TABOR 100 BOARD

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President@Tabor100.org

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Keith Williams Flyright Productions  
Flyrightproductions.net, // 206-860-9813

**WE ENCOURAGE YOU TO REACH OUT!**

## WELCOME NEW MEMBERS January 2021

Dalisay Manalang  
**Notary Premier**

Michael Walker  
**Walker Construction Preservation**

Michael Mattmiller  
**Microsoft Corporation**

Vernon Keith Sims  
**Gibbs Hill Realty Funding, LL**

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

[www.lilly.com](http://www.lilly.com)

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## 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](mailto:opportunity@kingcounty.gov)  
[www.kingcounty.gov/BDCC](http://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](mailto:procurement.web@kingcounty.gov)  
Call (206) 263-9400  
[www.kingcounty.gov/procurement](http://www.kingcounty.gov/procurement)

### **CONTACT US:**

King County, Business Development & Contract Compliance

[Opportunity@kingcounty.gov](mailto: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](mailto:Opportunity@kingcounty.gov)



# City of Seattle WMBE News

## January 2021

### Purchasing and Contracting

Division Director: Liz Alzeer, [liz.alzeer@seattle.gov](mailto: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 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 are 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 contact Carmen Kucinski at [carmen.kucinski@seattle.gov](mailto:carmen.kucinski@seattle.gov) to get connected, and to find the latest information, please 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/>



## City of Seattle 2021 WMBE Outreach Plans

All City departments, offices and commissions are developing their annual WMBE outreach plans to provide opportunities within City contracting and purchasing for minority- and women-owned businesses. The 2021 Citywide WMBE Plan will include a summary of past performance, 2021 purchasing and consultant WMBE utilization goals, department goals for consultant prompt payments, outreach events, and additional strategies to support WMBEs and improve utilization this year. Once the annual WMBE outreach plans are approved, FAS will host them on the City of Seattle Purchasing and Contracting WMBE webpage at the end of 2021 First Quarter.

## City of Seattle provides Grant for Business Outreach and Education

The Office of Labor standards (OLS) announces the recipients of **\$1.1 million** dollars in Business Outreach and Education funding to facilitate labor standards outreach, education and compliance assistance for WMBE and small businesses operating in Seattle. The City has selected five organizations and partnerships to receive funding for a two-year funding cycle that begins on January 1, 2021 and ends December 31, 2022. The organizations to receive funding include the following:

• Business Impact Northwest	\$ 66,000
• Ethnic Chambers of Commerce Coalition	\$400,000
• Latino Community Fund	\$284,000
• Tabor 100	\$150,000
• Ventures	\$200,000

The grant supports local organizations' outreach, education and compliance assistance efforts to Seattle's small businesses in communities not typically served by traditional outreach methods: businesses owned by low-income and historically disenfranchised communities, including immigrants and refugees and people of color, as well as women, veterans, people with disabilities, and the LGBTQ community. Partners will assist these businesses by:

- Increasing knowledge of and compliance with Seattle's labor standards such as: Minimum Wage, Wage Theft, Paid Sick and Safe Time, Fair Chance Employment, Transportation Network Companies (TNC) Driver Minimum Compensation Ordinance, Domestic Workers Ordinance, Commuter Benefits, Secure Scheduling and the Hotel Employee Protections ordinances;
- Developing new partnerships and build capacity among community organizations serving the business community to expand labor standards compliance; and
- Building trust and collaboration between OLS, the business community, and business organizations serving the business community.

Please visit <http://www.seattle.gov/laborstandards> for more information about the Office of Labor Standards and the Business Outreach and Education.



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  
Director Equity and Policy – FAS  
WMBE Compliance  
WMBE Assistance  
Equity and Inclusion Advisor  
Equity and Inclusion Advisor  
Purchasing Contracting  
Construction Contracting

**Liz Alzeer** 206-684-4535  
**Elisa Young** 206-386-4509  
**Miguel Beltran** 206-684-4525  
**Carmen Kucinski** 206-684-0188  
**Javier Valdez** 206-684-5584  
**Edson Zavala** 206-305-4815  
**Pam Tokunaga** 206-233-7114  
**Mark Nakagawara** 206-684-4542

**Department WMBE Contacts**

Office of Arts and Culture  
Office of City Auditor  
Seattle Civil Service Commission  
Education and Early Learning  
Information Technology  
Department of Neighborhoods  
Planning and Development  
Construction and Inspections  
Seattle Employee Retirement  
Finance and Administrative Services  
Department of Human Resources  
Human Service Department  
Law Department  
Legislative Department  
Seattle Public Library  
Municipal Court  
Office of Economic Development  
Office of Housing  
Office of Hearing Examiner  
Office of Intergovernmental Relations  
Immigrant and Refugee Affairs  
Sustainability and Environment  
Office Labor Standards  
Seattle Parks and Recreation  
Seattle Police Department  
Seattle Police Pension Fund  
Seattle City Light  
Seattle Department of Transportation  
Seattle Center  
Seattle Fire Department  
Ethics and Elections Commission  
Seattle Office of Civil Rights  
Seattle Public Utilities  
Seattle Waterfront

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**Melinda Merrell** 206-470-6885  
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**Monica Martinez** 206-684-8361  
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**Yonas Seifu** 206-684-0379  
**Becky Guerra** 206-233-0066  
**Patricia Cole** 206-615-1570  
**Tony Vo** 206-684-4958  
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**Katia Garcia** 206-733-9155  
**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 womenownership. 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@nwmmssc.org](mailto:TAS@nwmmssc.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.