



“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.

OUR BOARD

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President@Tabor100.org

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Message from the President

Greetings, Tabor Neighbors.

Politics.

Our fate is tied to this interesting and sometimes not very well-liked word. While many of us don't like to get involved in the politics, we should understand them because they dictate how we live.

The decisions made in Washington D.C. by the President and the Congress play a huge role in our lives. While not wanting to make this statement partisan by any stretch, it is a fact that none of the 53 appeals court judges appointed by the previous President were Black and only one was Hispanic. This group of judges has a major impact on our lives because they are the last stop in the appeals court process which determines the fate of thousands of minority people in the federal courts each year.

On the business front, the new Administration has declared that it will increase spending with small disadvantaged businesses by 50% or more than \$100 billion in contracts over five years. This can have a very positive impact on our community.

At the state level, this last legislative session saw so many gains for minority communities, it is hard to list them all. Our advocate, Paula Sardinias, was a big part of it, but the fact that the number of minority legislators was at an all-time high played a huge role as well. All time record highs for agency diversity and inclusion-related funding, specific monies for non-profit organizations promoting minority

interests and the establishment of Juneteenth as a state holiday came about due to the makeup of the State Legislature.

Lastly, at the local level, there have been some major shifts in how public agencies are assessing and awarding contracts. The "small business" approach to contracting is being shifted by public bodies to a focus more on minority and women-owned businesses given the fact that "small business" criteria does not always benefit us. A new disparity study to figure out to what extend we are participating in City of Seattle contracts has been authorized and the county is talking about a similar effort.

All of these changes are driven by politics and political people who understand that minority entrepreneurs and minority people in general are the least likely to capture opportunities and least able to capitalize on the American dream. I encourage Tabor 100 members and their friends and family to engage in politics. There will be local government races throughout our region. Whether you live in Seattle, Burien, Tacoma or points in between, you have a chance to support, by your vote and other means, those candidates who will promote your prosperity.

“He changes times and seasons; he removes kings and sets up kings; he gives wisdom to the wise and knowledge to those who have understanding – Daniel 2:21

UPDATES: COVID19 UPDATE By Patricia Davis

70%

**KING COUNTY RESIDENTS
ARE 70% FULLY
VACCINATED**

Washington State will be fully open for business on June 30th. You can get vaccinated at local pharmacies and through many healthcare providers.

Visit: yourcovidvaccine.kingcounty.gov.

And you're automatically signed up for the lottery when you get vaccinated.

TIPS TO KEEP HEALTHY

Get vaccinated. Fully vaccinated people can now [do more things safely](#).

Whether you are fully vaccinated or not, [continue wearing a mask](#) in indoor public spaces!

Traveling? And, yes you can travel again. Check out the latest [travel guidance](#)!

[Get tested](#) if you've traveled, attended a social gathering, or been in a crowded, indoor setting.

Keep gatherings small and outdoors. Avoid crowded, indoor spaces with poor air circulation.



Home Office Ergonomics: Part 2

The Dangers that Lurk in Your Home Office

By Henry Yates, Tabor PA Chair

In the April issue of the Tabor 100 newsletter, we discussed ways to position your chair, monitor placement and desk height to avoid long-term health problems.

*In **Part Two of Home Office Ergonomics**, we tackle Office Lighting, Keyboard and Mouse Placement and Workflow. These are items you may view as insignificant, but the right approach to them can make your work and personal life better for years to come.*

OFFICE LIGHTING: Indirect lighting or lighting that is not in your direct field of view or reflecting off your monitor is critical. Natural light from a window that can be diffused with shades or an overhead ceiling light is important. Never place a lamp next to your monitor where it competes with other light sources. You may need extra lamps, but place them in a way that they are not in your direct field of vision when working on your computer. In terms of the brightness of your monitor, it should be a bit brighter than the other light in the room which should be bright enough to read papers without extra light.

KEYBOARD AND MOUSE PLACEMENT:

Common sense prevails here. The keyboard should be the right size for your hands and at the right height. Again, the right height is if when you sit up straight your forearms are parallel to the ground and your wrist is not bent up or down when you type or use your mouse. The top surface of your wrist should be on the same plane as the top of your forearm with your fingers dangling slightly down to the keyboard. If you use a laptop, buy a laptop stand and get an external keyboard (both can be had for less than \$20 on Amazon). If you are already feeling pain in your wrist or shoulder, consider investing in a Microsoft Sculpt Ergo or the mechanical Matias Ergo Pro keyboard which are bit more expensive, but great for reducing the “forward hunch” we tend to develop working in an office.

WORKFLOW: According to the experts, workflow that moves from left to right is the best. Supplies should be stored on the left and as you work through tasks, work product should move to the right ready to be taken off the desk at the end of the day or set up to resume work the next morning. Set your home office up the same way your desk at work is arranged. Okay, this may be a bit too over-organized, but workflow is important for productivity which is important for leisure and leisure is important.

NEXT INSTALLMENT: Posture, Color, Office Amenities and Sound

HAPPENINGS AT THE HUB JUNE 2021



Ollie Garrett keeping the meeting running

Patricio doing the "Zoom"



Will Hausa, James Faison, and Ollie

Tabor 100 Member engaged in the meeting.



Photos by Flyright Productions



New Tabor Staff Member Highlight: Terrell Kelly

Tabor Neighbors, meet Terrell Kelly, our newest staff member at the HUB.

Terrell hails from Seattle and is fulfilling his long-time mission of contributing to the community by working at a non-profit. “I am pleased to use my degree in Global Development Studies by working at Tabor 100,” Kelly said.

Terrell will be a constant presence at the HUB ensuring that members have what they need and Tabor 100 keeps up with its many commitments to donors and the public at large. A graduate of Seattle University, Terrell has a strong technical background having worked for local technology companies and headed a “digital equity” program funded by the City of Seattle designed to close technology gaps at the YMCA.

“Terrell is a great addition to the Tabor staff and will fill an important role in bringing Tabor current in its technology,” said Ollie Garrett, Tabor 100 President and CEO. Terrell’s background in customer service and his passion for business and social equity are a great fit for Tabor 100.”

In his spare time, Terrell enjoys gaming, hip hop and is a music producer. “I look forward to learning more from the professionals at Tabor 100 and being part of having a positive impact on the community and the mission of Tabor 100,”

Kelly assumed his position on June 14 and will be located at the HUB daily. **Contact him at Terrell.Kelly@tabor100.org or 425-528-0110, or drop by and say “hello.”**



Juneteenth: A Celebration of Freedom

Lift Every Voice and Sing.

On May 13, Gov. Jay Inslee officially declared Juneteenth a state holiday in Washington.

Juneteenth is a celebration of freedom for Black communities. The holiday commemorates the official end of slavery in America post the Emancipation Proclamation (1863), informing and freeing enslaved African Americans in Galveston, Texas, on June 19, 1865.

Juneteenth represents the solidarity and resilience of Black Americans. The Northwest African American Museum of History and City of Seattle Parks and Recreation hosted a Juneteenth Jamboree celebration preceded by the Freedom March and People’s Assembly from Madison Park and ending at Jimi Hendrix Park. Hundreds of King County residents enjoyed food, music, dancing, and celebration on a beautiful summer day.

UPCOMING EVENTS



For a huge listing of Events, Training Sessions, Conferences, and Summits for June – July 2021, visit: <https://omwbe.wa.gov/resources/calendar/2021-04>

Fund Development

Tabor 100 seeks to raise \$4.5 million for the black business equity fund over three years from businesses, foundations, governmental agencies, and individuals like you – who understand

The unique role that thriving, diverse businesses play in strengthening our communities. Together, we can invest in increasing the economic power, educational excellence, and social

Equity for people of color



The Tabor 100 Gala will be live in 2021
Save the Date: November 13
More Info to Come

TABOR 100

Economic Development HUB

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WELCOME NEW MEMBERS

May

Christopher Rhodes | RVC Seattle

June

Barbara Collins | Simply Soulful
Delida Burney | RLA Engineering
David Mount | Mahlum Architects

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

www.lilly.com

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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

June 2021

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 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 closed 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 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/>



RFP Technical Assistance Services Outreach sessions Feedback

Thank you to all who participated in the engagement sessions and the survey to help us refine the scope of work for the RFP Technical Assistance Services. The feedback and survey results informed us as to what services provided by the future TAS consultant would be most useful and meet the needs of the WMBE community. For more information about the survey, outreach presentation and project, please contact Miguel Beltran at Miguel.Beltran@seattle.gov or visit <https://consultants.seattle.gov/category/bids-proposals/>

The City of Seattle will be issuing a Request for Proposals to procure a Technical Assistance Services consultant in July 2021. The RFP will be advertised in the Daily Journal of Commerce and will be posted on the City's Consultant Connection website.



2020 Priority Hire Report Review, June 30, 10-11:30

*Join on your computer or mobile app [Click here to join the meeting](#)
Or call in (audio only) [+1 206-686-8357](tel:+12066868357), [773561548#](tel:+12066868357) , Seattle
Phone Conference ID: 773 561 548#*

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.

First Friday – How to do business with the City:

Is your firm interested in doing business with the City of Seattle? Do you want to learn more about how City purchasing and contracting works? Join us at our online Doing Business with the City of Seattle event to meet Purchasing and Contracting staff who are part of our purchasing, consultant contracting and construction/public works teams.

These workshops will cover subjects such as how to do business with the City of Seattle, City bid processes for your product/service, information about the Consultant Roster program and application process, the City's public works contracting process, the City's WMBE resources and more. Purchasing and Contracting is also providing this workshop in Spanish. No registration required.

English (Morning): We will hold three sessions at once (Purchasing, Consultant and Construction/Public Works) so choose the one you are interested in! Next sessions are July 2 at 9 a.m.

Spanish (Afternoon): Next online session is July 2 at 2:00 pm.

For more information and details, please contact Carmen Kucinski at carmen.kucinski@seattle.gov or visit our sites: Buy Line Blog <http://thebuyline.seattle.gov> or Consultant Connection <http://consultants.seattle.gov>



Investing In BIPOC Communities With The Strategic Investment Fund

One year ago, following a civil rights reckoning that demanded leadership across the country confront our nation's history of systemic racism and oppression of Black, Indigenous and people of color communities (BIPOC), Mayor Durkan committed \$100 million to directly support these communities and went to work to include these investments in the 2021 budget. City of Seattle is making progress on the \$100 million in the 2021 budget thanks to recommendations from the Equitable Communities Initiative (ECI) Task Force and the launch of the City's Strategic Investment Fund (SIF) .



Along with significant data that explored historical, current disparities and inequities, as well as with life-long experiences, the Task Force's recommendations include new programs for BIPOC communities with a strong focus on building long term community wealth. Upon approval of City Council, new funding would be used to close disparities by:

- **Building Opportunity through Small Business Support**
To provide business development and technical assistance.
- **Developing Diverse and Culturally Competent Educators and Education Opportunities**
To provide cultural education for BIPOC youth, programs for the formerly incarcerated, and establish an equity education innovation fund.
- **Accessing Affordable Housing, Land Acquisition and Generational Wealth**
To establish a lease to purchase homebuyer program, an apprenticeship pipeline program, and support generational wealth.
- **Increasing Positive Health Outcomes**
Increase food access and environmental justice, foster culturally responsive and inclusive healthcare, and enhance/ improve workforce development of healthcare providers of color.

The Strategic Investment Fund is a unique opportunity to support equitable development so that all communities can continue to call Seattle home. For more information visit <http://www.seattle.gov/equitable-communities-initiative>



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 Kudinski	206-684-0188
Equity and Inclusion Advisor	Javier Valdez	206-684-5584
Equity and Inclusion Advisor	Edson Zavala	206-305-4815
Purchasing Contracting	Pam Tokunaga	206-233-7114
Construction Contracting	Mark Nakagawara	206-684-4542

Department WMBE Contacts

Office of Arts and Culture	Michael Davis	206-684-0710
City Budget Office	Shino Fibbs	206-684-8155
Seattle Civil Service Commission	Rhonda Lyon	206-733-9236
Education and Early Learning	Mei-Li Thomas	206-233-5093
Information Technology	Jeremy Doane	206-684-5962
Department of Neighborhoods	Grace Dygico	206-684-0466
Planning and Development	Melissa Lawrie	206-615-0778
Construction and Inspections	Denise Campbell	206-386-4035
Seattle Employee Retirement	Mark Schimizza	206-386-1506
Finance and Administrative Services	Miguel Beltran	206-684-4525
Department of Human Resources	Elena Azhgirei	206-684-4627
Human Service Department	Natalie Sharkey	206-233-7081
Law Department	Candice Foote	206-684-7761
Legislative Department	Monica Martinez	206-684-8361
Seattle Public Library	Shawne Anderson	206-684-7917
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	Megan Jackson	206-256-5218
Seattle Parks and Recreation	Michael Davis	206-615-1376
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	206-386-1461
Ethics and Elections Commission	Wayne Barnett	206-684-8577
Seattle Office of Civil Rights	Latrice Ybarra	206-684-4500
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](http://www.nwmmsdc.org), call (253) 243-6964, or email TAS@nwmmsdc.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.