

The **Langston**

Vol 20 Iss 11

Tabor 100 News Magazine

GROW

Become
OMWBE
Certified

57
CENTS
On The Dollar

Reimagining **SEATTLE** With Mayor-Elect **Bruce Harrell**

DECEMBER 2021


Tabor



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>

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

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Message from the President

Are we there yet? I often ask this when thinking about Tabor 100's 23-year journey. The answer is...not quite! However, 2021 did move us down the path to increased prosperity for our members and minority businesses alike.

In response to numerous Black business failures, we launched our crowning achievement this year: the Black Business Equity Fund (BBEF). In just a few months, the BBEF disbursed almost \$500,000 to more than 25 deserving Black businesses.

Along with creating the BBEF, we restructured the Board and welcomed a new group of dedicated, smart people to serve. Our continued growth has allowed us to open a Seattle office in 2022!

Like everyone else, we started the year in pandemic mode, so we were thrilled to finally hold in-person General Membership meetings. Despite this progress, we remained in a unique position compared to other minority non-profits because we had to occupy our 8000 square foot TED HUB while workers continued to stay home.

To help get people out again, we offered vaccines at the HUB and recruited volunteers for local efforts to administer Covid tests and vaccines.

Due to these efforts, along with the Tabor community's support, we kept the HUB full and functional – holding over 50 events and adding 67 new members. In all, 3398 people visited. Former Tabor 100 Presidents Glenn Tyner and Craig Dawson even dropped by!

In May, County Executive Dow Constantine chose our venue to host his pro-equity in contracting news conference, allowing us to proudly display the HUB to the media again.

As always, we hosted well-attended candidate forums at our regular meetings for candidates running for Port Commissioner, County Executive, Mayor of Seattle, Tukwila City Council, Seattle City Attorney, and Seattle City Council.

Thank you for helping make 2021 a success through adversity. Please consider giving your time and talent to Tabor 100 as we move forward.

30. EPHESIANS 2:10

“For we are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.”

Ollie Garrett



Save the Date

The 8(a) Program Information Session

Learn How Small Business Certifications, Such as the 8(a) Business Development Program Can Help Secure Federal Contracts

Helps small, disadvantaged businesses compete in the marketplace.

Host: SBA's Small Business Federal Contracting Programs

Wed, December 15, 2021, 7:00AM PST
Online Event

iUrban Teen Holiday Open House

Official opening of new Vancouver office location.

STEM+Arts education program that brings together underrepresented teens and young adults for career exploration and mentoring..

Host: iurbanteen.org

Sat, Dec 18, 1:00-4:00 PM
808 Harney St. Vancouver, WA 98660

Black Lives Matter Demonstration

Black Lives Matter support for racial justice each Tuesday and the first Sunday of the month. All are welcome to participate.

Host: St Luke's Episcopal Church

Tuesday, January 4, 2022
99 Wells Ave S, Renton, WA

12th Annual Dr. MLK Community Breakfast with Ambassador Andrew Young

12th Annual Dr. MLK Community Breakfast with Ambassador Andrew Young

Vaccinated Attendees Only. Cost is \$50

Host: iUrban Teen

Monday, January 17, 2022, 8:00AM-10:00AM PST
Hilton Vancouver Washington
301 W 6th Street, Vancouver, WA 98660

Black History Month

Honors all Black people from all periods of U.S. history, from the enslaved people first brought over from Africa in the early 17th century to African Americans living in the United States today.

Theme: Black Health & Wellness.

February 2022, USA

Government Affairs Committee Meeting

The Government Affairs Committee is responsible for developing and implementing the business advocacy and political action strategic vision of the Chamber.

Host: iTacoma-Pierce County Chamber

Friday, January 21, 2022, 2:00PM - 3:00PM PST
Tacoma-Pierce County Chamber
950 Pacific Avenue, Ste 300 Tacoma, WA 98402

Time is Running Out for PPP Loan Forgiveness



The Paycheck Protection Program (PPP) is an SBA-backed loan created during the COVID-19 pandemic to help organizations keep their employees on the payroll.

If your business utilized PPP, you are probably wondering if it is possible to apply for loan forgiveness and what that process looks like.

The short answer is, yes, it is possible to apply for loan forgiveness, and we're here to help navigate that process.

An organization that applied for, and received, PPP can apply for forgiveness after all proceeds of the loan have been distributed. Here are three steps an organization can take right now to see navigate the PPP loan forgiveness process.

Step 1: Confirm if business' lender is participating in direct forgiveness through the SBA

This first step helps direct a business toward which form needs to be filled out. If the lender is participating through the SBA, then the business can fill out SBA Form 3508S. If the lender is not participating, that organization can provide guidance on which form is required.

Step 2: Collect documentation

Once a business has figured out which form to fill out, it is not time to shift the focus to document collection, which will include payroll (all periods that overlapped the covered period) and non-payroll uses.

A more complete list of documentation that may be required can be found on the website: www.sba.gov

Step 3: Submit and monitor

If the lender is participating in PPP direct forgiveness and the application is complete, the final step is submitting the paperwork. If the lender is working with the SBA, businesses can use the SBA PPP Direct Forgiveness Portal and, if not, check with the lender to confirm the submission process.

Once the paperwork has been submitted, monitor the progress. If review of the loan has been undertaken, businesses will be alerted by either the SBA or the lender. Remember: You can appeal certain loan review decisions.

For more information on PPP loan forgiveness, go to their website at www.sba.gov. Do it before the deadline on December 31st!

The Langston is Listening.

The Langston is your member magazine, and it can only thrive with your participation. We encourage all our members to contribute original stories covering important topics, interviews, events, and policy that impact our membership.

*Know about a great upcoming event? Share it.
Had a great experience with a vendor? Tell us.
Feel like sharing your expertise or experience in a way that could benefit and empower your Tabor family? Write an article.*

We're interested in people and topics that offer professional advice and actionable content to help our members improve their skills, build their business

acumen, grow their businesses and expand their bottom line into profitability.

Our approach is friendly, informative, and educational. We strive to feature accessible pieces that demystify difficult topics and create opportunity and access. Our goal at The Langston is to educate, inspire, challenge, inform, and inspire our readers through discussion, instruction and informational interviews.

For more information and to receive a submission form, email us at

submissions@tabor100.org

Grow: Become OMWBE Certified

This is the first installment in a three-part series that will include everything you need to know in order to become OMWBE certified.

Did you know the Office of Minority and Women's Business Enterprises (OMWBE) offers a small business certification for organizations owned and controlled by minorities, women, and those who are socially and economically disadvantaged?

The purpose of this certification is to facilitate more opportunities for businesses to receive opportunities for contract work with state and local governments.

There are currently two types of certifications: Federal and State.

The Federal Certification is operated through the Department of Transportation and typically involves infrastructure opportunities, like roads, ports, and airports, among other projects. The State Certification is operated through the state of Washington and creates opportunities

to work with organizations from local governments, school districts and public universities to chances to work with directly with state agencies or on projects that are funded by the state.

Wondering if your business will qualify for certification? To be considered for OMWBE certification, the organization's primary owner or owners must have at least a 51 percent stake in the company and control the business. Additionally, the owner must be both socially and economically disadvantaged. What does that mean? Well, as mentioned at the beginning, the owner must be a woman or a minority. Additionally, they must have a personal net worth of less than \$1.32 million.

If you are interested becoming OMWBE certified, you can register through their portal. Once you create an account, you can fill out the application.

For more information on eligibility for OMWBE certification, here is the link:

<https://omwbe.wa.gov/certification>



BBEF Recipient Spotlight: Simply Soulful

In just a few years, Barbara Collins and her daughter Lillian went from selling pies on the street to serving slices in Seattle's Simply Soulful Café.

Though there wasn't a soul food scene in the Seattle area when they started out, they knew the hunger existed, and that if they created the supply, the demand would take care of itself.

They trucked their wares from co-ops to farmer's markets purely for the love of the food -- and, of course, for the love of sharing that food. Their resilience and dedication to their dream allowed them to open their friendly restaurant in Madison Valley's central district.

Now Simply Soulful is relocating again, this time to join the revamped business community in the historic Central District Corner of 23rd and Jackson. Barb and Lillian are excited to remain firmly grounded within the community. They are especially proud that they can bring their Black-owned business to a gentrifying area. To that end, the restaurant's relocation will offer a place for BIPOC artists to display their work (though many would swear that the true artists reside in the kitchen).

Tabor's Black Business Equity Fund supported Simply Soulful in several crucial ways, helping them purchase much-needed equipment and relieve some of the financial pressure of their relocation.

In turn, Simply Soulful strives to support other minority businesses in the area wherever they can, recommending other restaurants, ordering from local suppliers, and generally helping to empower their BIPOC business peers. They also mentor their employees in how to run a businesses.



"I've always loved to feed people ... and my mom was the same way. I don't know if it was inherited, or if I was just blessed with that."

Passing down that knowledge is part of the heritage of Simply Soulful which comes from a Black-owned business legacy. Barb's Mama, Elizabeth Hammond, cooked daily for one of the first black-owned



BBEF Donor Spotlight: Amazon

Q: Tell us a little about what you do.

A: In a nutshell, my job is to drive meaningful engagement with stakeholders, earn trust, build partnerships with impact, and help make Amazon the most-trusted business and community partner in the region. I am one of more than a dozen engagement leads across Amazon's key markets, and my role is focused on ensuring Amazon's collaboration, connection, and engagement on the Eastside.

Q: What is your history with Tabor 100?

A: I've been very involved and connected with Tabor 100 since about 2008; at that time, I was serving in a community relations role at Vulcan. A few years later, as part of that role, I helped develop and launch the Northwest Minority Business Expo. Jointly sponsored by Tabor 100 and Vulcan, the Expo convened WMBE businesses to showcase their products and services, and be connected with partners, funders and others in the region.

When the pandemic hit, we were not only hearing the individual stories, but seeing the devastating statistics as well: the Black community and Black-owned businesses were taking the brunt of the pandemic's blow, yet receiving little to no government support or loans. The need was so big. I knew we needed to take action.

In 2020, Ollie Garret and I hit the phones. We had an idea to create a single hub for training, support services, workspaces and more, but we needed financial support. Amazon was one of the early calls, and they were fast to respond, enthusiastic, and ultimately one of the highest seed funders. Vulcan, Facebook, Symetra, and Puget Sound Energy were also early collaborators – everything came together quickly because of these companies. The Black Business Equity Fund was born.

We have ambitious goals to distribute \$1.5 million annually through the BBEF. It's having an impact already, and as the ranks of those using BBEF services or seed funding grows, it means so much to know we are helping not just keep, but grow, economic opportunity for the community right here at home.

Q: What does Amazon hope to accomplish through its gift to BBEF?

A: *Amazon itself is built around the idea of solving big, seemingly-impossible problems. We want to leverage our scale for good, use it in communities around the world, and especially where we have a significant employee presence.* One specific goal Amazon has with its funding for BBEF is to make sure we don't go backwards regarding Black-owned businesses in Puget Sound. We want to be sure that the number of Black-owned businesses remain, and even grow. It was important that the funding would have both an immediate and long-term impact. It's an opportunity at a critical moment to give some desperately-needed dollars to these businesses, while at the same time contemplating how funding could help these businesses succeed in the long run and come out stronger and more resilient.

Amazon's contribution is designed to help ensure this incredible organization can continue to do its good work, and that the work will have a lasting impact. My sincere intent is that the partnership between Tabor and Amazon will also be for the long term.



Pearl Leung
Senior Manager, External Affairs



Reimagining Seattle

with Mayor-Elect Bruce Harrell

Written by KD Hall Communications

Though mayor-elect Bruce Harrell ran a demanding campaign for mayor of Seattle, he's far from tired. In fact, he's "feeling ecstatic and energized" to help lead his beloved hometown at a pivotal moment in its history. He's thrilled to lay down pathways of opportunity for those who've been historically denied, helping amplify their stories and uplift their lives.

That means providing support for BIPAC and minority small-business owners. The mayor-elect is committed to dispensing contracts and procurements, but also to building infrastructure that helps small businesses develop relationships with both the city and each other. He plans bold economic development action to put these ideas in place.

He cites Tabor 100 and its Black Business Equity Fund as a model for this kind of action – not just dispensing funds to BIPOC small businesses, but also providing education, services, and infrastructure to help them sustain long term growth and success.

"Tabor 100 is an organization that walks its talk, and I'm going to be honored to partner with them."

Photography by Brandon Hill
www.seattlemet.com

Harrell isn't just issuing edicts. He wants to talk directly with small business owners about the resources they need for growth and equip them through research to discover what they most need if they don't know the answer.

Other pressing issues that the mayor-elect will address in his first hundred days include working with the police department to eliminate the use of unreasonable force. He also wants to tackle homelessness by building transitional and sustainable housing. He is sensitive to the disparate impact of both issues on communities of color.

"Seattle is a resource rich city," Harrell said. "At the same time, we created a subclass of inequality...Because of historical practice, our African Americans did not partake in that organic growth."

He is committed to passing bills, changing practices, and rewriting old narratives, to create a more equitable system.

"They have put us in a position to accomplish a lot of the things that we only dreamt of as very young people," he says.

57 Cents on the Dollar: How Women of Color Experience the Wage Gap

If you are Latina in United States, you only earn 57 cents on the dollar. To put that into context, just to keep pace, these women work almost twice as hard as a baseline – just to keep up.

As we look at racial disparities in this country, the idea that Latina women work longer hours for lower pay is unacceptable.

We caught up with Laura Espriu, who has more than 10 years of experience in HR and DEI, to better understand what is happening to create this disparity.

Q: Can you describe the equity pay gap for women and girls in the state of Washington?

A: “We always talk about the pay gap; we don’t always talk about the differences depending what type of woman you are. Right? So, in general, in the United States, we hear that, for every dollar that a white man earns, white women, basically earn 82 cents of that dollar, which is bad, right?”

However, if you break that down, depending on what type of woman you are in this case, for example, if you’re a Black woman, you only earn 63 cents of that dollar. If you’re Latina, you only earn 57 cents of that dollar, which leave us, as a Latina myself, at the bottom.”



Q: Why is this happening?

A: “They don’t have those that intersectional lens, meaning they don’t look at the rates of how many women of color do we have in leadership positions? Right. They only look at how many Latinx, how many Black people and how many women. Right. When you look into, OK, how many Black women, it’s totally a different story. It’s the same here. We’re talking about the pay gap for different states, and we’re talking about the pay gap for depending what type of women you are.”

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

www.lilly.com



Laura Espriu
Talent Development
+ DEI @Twitter

Q: Is there progress?

A: “I can definitely tell you there has been progress. We know that today, at least in 2021. The diversity and inclusion agenda has been top of mind for so many companies.”



First Woman of Color Paving the Way for the Future of all Women and Girls

Toshiko Hasegawa absolutely believes that representation matters and that her visibility as the Port of Seattle's first female Asian American commissioner will help update an entrenched culture that has not historically catered to women and minorities.

"It's going to be about representative leadership," she said. "We're trying to engage cultural change as much as we're trying to lead to affect structural change."

She's more than willing to model this herself, even it means nudging people out of their comfort zones, like when she brought her child to a training session on her first day. Because one of the topics of the meeting was the commissioner's responsibility in setting workplace culture, she figured changing attitudes meant exhibiting the new culture herself. Also, she didn't have childcare, and she believes it's past time to stop making women choose between childcare and work.

"We really want to be intentional about getting more women and people of color into the trades or into the industries at all levels," she says.

It's no small job. 20 percent of America's ports are in Washington, and the Port of Seattle is one of the largest employers in the region, generating billions of dollars. She plans to start allocating those billions more equitably, working to eliminate barriers to minority small business getting contracting opportunities.

She cites Tabor 100 as a model for this and hopes to allocate funds from the Port budget to match Tabor's grant program.

"We have an actual opportunity to close that economic gap for historically excluded groups of people, including women and people of color ... I hope to be a champion of making sure that they get what they deserve to be successful."

This includes creating a safe work environment for women free from harassment and discrimination, as well as implementing a "sustainable blue economy" that increases opportunities for workers by modernizing port industries, transitioning from fossil fuel equipment to green equipment, and decreasing carbon emissions.

"There's so many ways we can make meaningful, positive differences in the lives of community members," said Hasegawa, "Whether it's through access to capital contract opportunities or an improved quality of life by reducing noise and air pollution from the communities that we live in."



Alaska
AIRLINES

On the Move: The Black Traveling Musuem

Delbert Richardson's former career as a buyer for Costco allowed him to travel the country. Wherever he went, he would visit antique stores. He loved "treasure hunting," but not just any treasures. He was on the lookout for artifacts depicting Black Americana.

At first, he didn't have any particular aim. He enjoyed the search and just picked up whatever caught his fancy. But eventually he realized he was amassing a collection that included Black dolls, sheet music, and toys, among other items of historical interest.

He never planned to open a museum, until he realized his collection told a story about America, and particularly Black America. Eventually, the American History Traveling Museum: The Unspoken Truths was born.

A recipient of a BBEF grant, Richardson used his \$20,000 to hire an account executive and create infrastructure for the project, which is currently on display at ARTS at King Street Station through Jan. 15, 2022.

"I tell white folks and Black folks, by calling my work the American History Traveling Museum, I get a chance to see me in the story of America's history," said Richardson.

He wants Black people of multiple generations to see themselves in that history as well, and he hopes they will visit his exhibit, as Governor Jay Inslee recently did.

Richardson's passion project has amassed awards including the Seattle Mayor Arts Award and Seattle Crosscut Courage in Culture Award in 2019, the 2020-21 National Maquis Who's Who Award, and the 2021 Governor's Arts & Heritage Luminary Award, among others.

Richardson, who soon turns 67, has started thinking about his legacy, and he wants his project to be preserved for posterity, "No different than the pyramids."

I made a process of developing a virtual museum platform, like a video game ... It can actually be taught on smartphones or smart boards, and I'm wanting to develop an avatar of myself, teaching young children about identity.

Richardson looks forward to continuing to illuminate the past with the goal of creating a better future for Black Americans and for all Americans.



Tabor 100 Membership

Tabor is grateful to those who chose to be a Tabor member, and encourages members to be active and participatory. All members enhance our understandings and strength in serving the community at large. We ask all those aspiring to be a Tabor member to support these policies. Members are asked to be attentive to membership fee renewal and submit their membership fees timely.

New Members

John Muwulya

Korsmo Construction

Rhonda Faison

rōJō Juice

Glenn Brooks

Northwest Superior Cleaning Services

Rebecca Bouchey

Forterra

Guy Roland Dadge

Pioneer Innovations LLC.

Tina N Abadoni

NewEra Constructions Solutions LLC.

Steve Gelb

Emerald Cities Collaborative

Ernest Hart

Hart to Heart Consulting, LLC

Don't Miss an Issue

Be sure to add our email address; communications@tabor100.org to your address book, so important news from Tabor doesn't end up in your spam folder.

Share Tabor

Do you know someone you feel is a great fit for Tabor 100 membership? Take this opportunity to expand our territory by sharing Tabor with a friend or colleague who could benefit from all the great business opportunities, connections, and networking Tabor has to offer.

Check out three ways you can share Tabor right now:

- 1 Forward a copy of the electronic version of The Langston news magazine.
- 2 Click the 3 dots at the top of the Tabor 100 Facebook page and click share on the pull-down
- 3 Invite a friend or colleague to have breakfast with us at our next monthly meeting.

This newsletter is produced in partnership with:



Printed by:



Equity in Contracting with Sound Transit

“The story of women’s struggle for equality belongs to no single feminist nor to any one organization but to the collective efforts of all who care about human rights.”

This quote from Gloria Steinem is a favorite of Brenda Nnambi, the new Director of Equity in Contracting in the Procurement & Contracts Division at Sound Transit, and it encapsulates her approach to her very important job.

In transit terms, we could say the quote means that “a rising tide lifts all boats.” Nnambi aims to rise that tide by providing more opportunity for minority-owned small businesses to compete for Sound Transit contracts.

She does this by actualizing Sound Transit’s commitment to equity in acquisition processes – working to eliminate racial, gender, and other disparities and improving opportunities for the communities Sound Transit serves. Her division also encourages small business to participate in mentoring programs, provides technical assistance, looks for creative teaming arrangements, and helps certify them.

This is perhaps more important than ever as Sound Transit oversees the largest transit expansion system in the nation.

“Because we have so much work in this region, there’s absolutely no reason that we should not be putting our best foot forward...to remove unintentional barriers that prevent more firms from having an opportunity to participate,”

Even after 30 years in the business, including almost 23 at the WSDOT, she still strives to identify the best strategies for how to improve inclusion efforts. Staying engaged, actively listening, thinking outside of the box, and being accountable remain key to helping her promote and expand equity.

Sound Transit has a long history of supporting Tabor 100 and other likeminded organizations, and Nnambi sees opportunities for her division to work more closely with Tabor and its membership.

“We’re all about the same mission,” she says. “Why not think of ways to try to make it easy for these firms to do business with public agencies?”

“For me it has always been about looking for ways to collaborate, share ideas, discuss challenges or barriers and work together to find viable solutions,” she says.



The Public Affairs Committee is seeking committed leaders.

Dear Tabor Members, The Public Affairs Committee is seeking leadership assistance, advice and involvement from members who would like to get more involved by joining our committee. The public affairs committee is charged with promoting networking amongst its members, building strong two-way communication with business leaders and partners, ensuring that the interests and needs of Tabor members aren't left behind in the larger business community, and creating mechanisms that enable us to respond to challenges and opportunities.

If your strengths inspire you to want to add value in any of these areas, and you can dedicate 2-3 hours a week to the development of these initiatives, we would love to hear from you.

Email crystal.wright@tabor100.org and include the words **PUBLIC AFFAIRS** in the subject line and a member of the committee will get back to you right after the beginning of 2022.

Feel the Power, Join tabor



Photography by Keith Williams
www.graceflyright.com

Black Business Equity Fund: Partnering with Tabor 100 on the BBEF

By partnering with Tabor's Black Business Equity Fund, companies can take a bold step toward racial and economic equity in our region

In 2020, Tabor 100 launched the Black Business Equity Fund (BBEF), intending to raise at least \$4.5 million over the next three years. We raised \$1.5 million last year and awarded nearly \$500,000 to Black-owned firms in Puget Sound in 2021. Initial funding came from the Seattle Foundation, Vulcan Inc., Puget Sound Energy, Amazon, Facebook, and many other companies and individuals.

Well-documented barriers explain the high rate of closures of Black-owned businesses, including a lack of access to bank credit, low cash reserves, and a scarce network of trusted advisors to guide them through difficult times. The Black Business Equity Fund addresses these barriers with access to capital, technical assistance, and business opportunities.

[Donate Now](#)



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 economic power, educational excellence, and social equity.

Equity for people of color

Tabor 100 Member Benefits

Entrepreneur collaborative

Networking with other entrepreneurs

Small business resources

Business classes and workshops

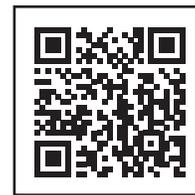
Bidding opportunities

TED Hub Access

Monthly membership meetings

Join the Tabor 100 Family and become a member today.

[Sign Up Now](#)



Don't forget to refer a friend



www.tabor100.org