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EBOP FOCUS

- Seeks to develop a concise program designed to nurture and expand small businesses inclusive of minority and women-owned business.
- Our intent also is to develop practical policies that will foster business relationships between established businesses and minority, women and small business owners.
- To properly nurture positive business relationships in an effort to produce a diversified community of capable, competitive and successful businesses, which will in turn expand the economic base of our community.

EBOP Advisory Committee

The EBOP Advisory Committee has significant influence in shaping the EBOP Program. These committee members have volunteered their time and knowledge to shaping and molding this program. They have been meeting since 2000.

The current committee consists of the Purchasing Agent Boyce Evans, Deputy Director of Finance & City Treasurer Jim York, Frances Hall of Halls Communication, John Sibley - Literacy Imperative, Annette Eads- Winston- Consultant, Marva Martin Consultant, Terri McKee- KCDC, David Smith-Johnson & Galyon, Morris Kizer - City Law Director, George Underwood -Attorney, Mark Hairr- Knox Area Transit, Sherry Bennett City's Small Business Specialist .

Jim York and David Smith were among the original task force

members of the Disparity Study that was presented in 1998 by Mason Tilman & Associates. The Study revealed the need for the Title VI / EBOP Position.

The EBOP committee has been developing initiatives for the City referencing the Study. The formulating of the EBOP committee is one of the suggestions in the Study, along with the :

- ◆ Certification Component
 - ◆ Contracting Component
 - ◆ Mentoring and Protégé Component
 - ◆ Small Business Directory
 - ◆ Small Business Specialist Position in the Purchasing department
- to name a few.

These components shape the EBOP program and implements several areas of the disparity study. Nonetheless, change does not come without conflict and the EBOP committee has had their share. Yet, they have managed to press through the chaos and continued to provide influential decisions to the Title VI Coordinator and City Council.

Tennessee Economic Council on Women

The Tennessee Economic Council on Women assesses Tennessee women's economic status. It develops and advocates solutions to address women's needs to help women achieve economic autonomy. In setting its

priorities, the Council selects issues that are timely and likely to result in positive changes for women.

Women's Economic Council Foundation Announces Scholarships

The Women's Economic Council Foundation has announced that they will be awarding scholarships at the October 23rd Economic Summit for Women. The individual awards will be given to both a high school senior woman and to a non-traditional female student selected from each of the

"Tennessee Economic Council on Women"

continued

Grand Divisions of the state East, Middle, and West Tennessee - a total of six \$1000 awards will be given.

General selection criteria are based on demonstration of academic potential through previous academic records, leadership, community activity participation, and the quality of reference letters.

Economic Summit for Women, October 23, 2006 Nashville, TN

Register for the 2006 Economic Summit for Women

This event is not to be missed! Come hear Helen Thomas, Karenna Gore Schiff and Dale Smith Thomas. Download a Registration Form below and visit www.tnwomensummit.org

for more information.

East TN Advisory Council Community Survey

You have an opportunity to shape the economic development for women in your local community and in the region. We want to know what you observe and experience as barriers to the economic success of women. Our goal is to hear issues regarding women from across the age span, women who live alone as well as those who have families and from women of varying socio-economic levels who for whatever reasons are at risk for financial difficulties. Our hope is to influence the

quality of life for women today in order to bring hope to our young girls and the women of tomorrow. For more information, contact Wendy Pitts Reeves, TECW member or Phyllis Clingner, Advisory Council Chair.

Contact Us:

Tennessee Economic Council on Women
William Snodgrass Tennessee Tower
Center Conference Room
21st Floor- 8th Avenue North
Nashville, Tennessee 37243
Phone: (615) 253-4266
Fax: (615) 253-4263

"Tank's Corner"

In my role as the Community Relations Director, I serve as the liaison between the City and community organizations addressing the concerns of the group.

This division of the City is responsible for administering the City's equal employment program with the objective of ensuring compliance with applicable laws. I am also responsible for the Police Advisory Review Committee and the Equal Business Opportunity Program. I do not take these responsibilities lightly. Community relations requires one to be visible, attentive, flexible and fair. Which means at some juncture there will be a need to press for change and unprecedented change does not happen overnight.

Our City has made great strides in becoming recognized as a special place to live, work

and play. However, there is still work to be done in the area of Equal Business Opportunities.

The EBOP Program /Committee has been establishing paths of opportunities by breaking down road blocks that hinders diversity in the City's contractual, procurement policies and procedures and offering alternatives to the status quo. It has not come easy but a steady diet of perseverance and endurance will accomplish the goal of equal business opportunities for all. During my tenure with the City as the Director of Community Relations, one of my primary goals is to develop a positive rapport with the community and maintain it. Community relations has a dual path of communication. The community must speak and the City must listen. The City is listening as long as the

Community is speaking.

We Hear You!!!!



*Special Assistant to the City Mayor
Director of Community Relations and
Vice Chair - Knox County Commission
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865.215.2048*

Diversity in the Travel & Hospitality Industry

"There is a big drive to increase minority and women owned ownership in hospitality industry", says Faye Hall Jackson Ph.D, co-director of the Hospitality Industry Institute at the University of Houston Conrad N. Hilton College of Hotel and Restaurant Management. "Holistically, that's an admirable goal. In practical terms it's a little more challenging because with ownership comes financial challenges."

Experts estimate that Latinos and blacks own one percent of the nation's 50,000 hotels. To increase hotel ownership among underrepresented groups, several major chains are creating new financial incentives such as waiving application fees, lowering royalty fees and offering grants to defray operating expenses. Still the biggest challenge facing the travel industry is yet to come: transitioning older workers to retirement. Where once upon time

we were able to carry a 20 pound tray on our shoulder, we're not so able after a certain time. Yet (older) employees are not financially able to walk away, explains Hall Jackson.

*DiversityInc. Written by Carol Leonetti
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Content is the property of Diversity Inc. For
more information, please contact
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"Doing Business With the City"

Last year 1.8 million dollars were spent on the **City of Knoxville Rehabilitation Program** through the Community Development Department.



Through the Federal Housing & Urban Development funding, the department is able to offer rehabilitation assistance to insure that a home is safe, secure, and sanitary. Homeowners apply and are selected based on location and income. A member of the Community Development staff is sent to evaluate the house and determine exactly what needs to be fixed. Once a homeowner has been approved to have work done on their home, a contractor is selected to bring the house up to code.

Contractors must gain approval by the department to be considered for projects. Approval shows a contractor's reliability, efficiency, and accountability. The department maintains a list of approved contractors and comments from

previous clients that the homeowner can choose from. Also, homeowners are allowed to request a contractor that they are familiar with, however, this contractor must gain approval before work can begin. Selected contractors make bids on the projects and are then responsible for a one-year warranty on their work following the project's completion. Contractors working with the Rehabilitation program follow different bonding and insurance requirements because they are directly contracting with the homeowners.

Because of the federal nature of the funds, the department must ensure that minority contractors are included on the approved list at all times. Equal consideration is given to all contractors. Last year, approximately \$325,000 of the funds were contracted to minority contractors. Currently, there are no women contractors involved with the programs. Contractors are urged to apply with the department to become approved for work on these rehabilitation projects.

Call (865) 215-2120 to obtain an application or to be placed on the contractor registry.

Homemakers Program

Vacant Lots and structures in need of rehabilitations are available within the Heart of Knoxville. Development of these properties will assist with the following community development goals:

Removal of Blight
Neighborhood Redevelopment
Affordable Housing
Opportunities

Purchasers will be required to either construct a new dwelling on the property or rehabilitate the existing structure within 12 months.

Contact:

Cicely Henderson
(865) 215.2120

"Achieving the Objective"

The City of Knoxville's new Purchasing Agent is Boyce H. Evans and he has taken charge of the Purchasing Division with a strong focus on increasing the amount of business the City does with Disadvantaged Businesses. Boyce said "One of my top priorities is to increase the amount of business the City does with Disadvantaged Businesses to achieve the administration's goal of 10%. In other words, he plans to ensure that at least 10% of the City's business is conducted with Disadvantaged Businesses." He said that reaching this objective will take time and effort, but is definitely achievable.

One specific goal that Boyce is currently focused on is "helping posture DBE's to successfully conduct business with the City." To accomplish this, Boyce and Sherry Bennett (the City's Small Business Specialist) are going to work to ensure DBE's clearly understand the City's purchasing and contracting procedures and where their businesses fit into the process. Additionally, they are already working to get more DBE's registered with the City as valid vendors. Boyce also plans to let DBE's know about upcoming and ongoing bids in order to help them posture for opportunities.

A second goal that Boyce and Sherry described is "getting buyers to actively solicit business from DBE's." Boyce and Sherry have already begun setting up a

"user friendly" list of DBE's (by commodity and service) which buyers can use to contact firms concerning current bid opportunities. Additionally, Boyce and Sherry are beginning to stress the "10% goal" throughout the Purchasing Division and plan to emphasize this goal throughout the City to Purchasing Card holders. However, Boyce is a realist and knows that educating and coaching buyers is not enough. He said, "I plan to track the progress of buyers with regard to meeting the 10% goal in order to maintain situational awareness of how we are doing in this area." "The City does not have set asides for DBE's and will continue to focus on the best buy for the City, but posturing DBE's to do business with us and actively seeking their participation will move us to the 10% objective over time" Boyce said.

Boyce and Sherry are currently working on generating and providing DBE business lists to buyers to help them solicit business. Additionally, they are planning the "Doing Business With Your Local Governments" event scheduled for August 22nd at the Civic Coliseum. With regard to this event - Boyce said, "Knoxville's government agencies are joining together to present the **"Doing Business With Local Government Conference"**. This is a chance for governments to come together and help small businesses access government business opportunities. The agencies participating include the City of Knoxville, Knox County, Knoxville's Community Development Corporation, Knoxville Utilities Board, The University of Ten-

nessee, the Metropolitan Knoxville Airport Authority, and the Public Building Authority.

The purpose of the conference is to encourage small businesses, minority businesses, and women owned businesses to conduct business with their local government agencies. Knoxville's Mayor Bill Haslam and Knox County Mayor Mike Ragsdale plan to attend this important event, as will the CEO's of KCDC, KUB, The University of Tennessee, The Airport Authority, and PBA. "We want to make it easy for all businesses, big and small to be able to provide services needed by the City" said Mayor Bill Haslam. Mayor Mike Ragsdale added, "It is important that we are proactive in reaching out to the smaller, minority-owned businesses in our community. The Purchasing Department will make every effort to achieve those objectives.

Contact Boyce Evans and Sherry Bennett @ 215.2070



**City Mission**

Stronger and Safer Neighborhoods
 More and Better Jobs
 Embracing Cultural Diversity
 Efficient, Accountable and Responsive Government

City of Knoxville
 Community Relations Department
 P.O. Box 1631
 Knoxville, TN 37901

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 Fax: 865.215.2085
 Email: jhundley@cityofknoxville.org

“What’s Going On”

Tennessee Minority Supplier Development Council

TMSDC Major Events 2006

2006 Marketplace of Opportunities
August 16-17, 2006
 Nashville Convention Center

14th Annual Minority Business Development Conference
October 4-5, 2006
 Knoxville Marriott Hotel

Bond and Working Capital Financing

How to Obtain a Surety Bond
 Working Capital Loan Workshop
 August 24, 2006
 Greater Warner Tabernacle AME Church
 3800 MLK Ave Knoxville, TN 865.215-
 5756 (rsvp) space is limited

“Doing Business with Your

Local Governments”

August 22, 2006
 5:00-5:30 –Registration/
 Refreshment
 5:30– 7:30– Program
 Knoxville Civic Coliseum/
 Ballroom

For more information contact:
 Sherry Bennett @
 865.215.2070

Tennessee Small Business

Development Center

www.tsdbc.org

865.246-2663

17 market Square #201

Start-Up-Seminar

**No Cost—9:00 a.m.—noon Mondays– July 10, Aug 7th,
 Sept. 11, Oct 9, Nov 6, Dec. 4**

Business Plan Workshops \$20 per person
 9:00 a.m.– noon

July 24, Aug 21, Sept 25, Oct 23, Nov 20, Dec 18

Learn More to Earn More - Sales Seminar - No Cost
**Mondays—8:30-10:00 a.m. July 17, Aug. 28, Sept. 18,
 Oct. 16, Nov. 13, Dec. 11**

Funding Your Bu\$ine\$\$ Expre\$\$ Lending

Business Funding– No Cost Mondays - 9:00 a.m- 10a.m.
July 31, Aug. 14, Oct. 30, Nov. 27

Introduction to Government Contracting

**8(a) Certification no-cost 9-1:00 p.m. Thursdays Aug 17,
 Nov. 16 Presented by the UT Center for Industrial Services
 and SBA. Appointments may be arranged by contacting:
jshelton@mail.tsdbc.org or 865.246-2663**