



Equal Business Opportunity Program

April/May/June 2006

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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.

"Metro Village Market"

The Metro Village Market is a well stocked and staffed community grocery store located in the heart of the Five Points community, they opened their doors to the community on March 15, 2006. The Grand Opening will be held April 21 from 4:00-8:00 p.m. . Please mark your calendars so you can attend.

The Market is a neighbor to the Love Kitchen one of the pillars in this community. In addition to the 19,500 square foot grocery store, with a soul food deli, the Five Points Village Plaza has 8,500 square feet of retail space.

The developer of this project is BDT Development & Management, a Minority Owned Enterprise, and the Chief Manager is Leroy Thompson, who is a native Knoxville who grew up in this community. BDT utilized seven Minority /Women Business Enterprises totaling ap-

proximately \$1,350,512.00 of the \$3,250,000.00 contract to construct the plaza.



METRO VILLAGE MARKET
2410 MARTIN LUTHER KING JR. AVE

Mentor Protégé Program

The Mentor Protégé Program is part of the Technical Assistance Program (TAP) of EBOP. The Mentor Protégé Program is designed to assist emerging minority and women owned businesses in increasing their capacity and capabilities. The time participants

spend in the Mentoring Program range from one-to-three years, depending on the growth of the protégé company.

The program completed its first year in 2002 and mentored three businesses.

If you are interested in participating in the MP Program please contact Joshalyn @ 865.215.3867 for more information and to obtain an application.

“Tank’s Corner”

The end of another fiscal year is approaching much has been accomplished and yet there is still much more to be done.

The EBOP has had its share of pestilential issues. Nonetheless, these challenges have driven the Program Director and the Advisory Committee to become more creative in their efforts. The EBOP aims to increase its visibility and presence. We are:

- ◆ meeting with Senior Directors and Department Heads to explain the vision of the new monitoring and tracking system and to express reasons why we must enhance the current reporting process.
- ◆ discussing avenues that will promote our certified listing as well as paths that will magnify the City’s stance on diversity.
- ◆ deriving contract language that explains the City’s stance on minority inclusion.

◆ collaborating with the State’s Business Enterprise Resource Office, Knox Metropolitan Airport Authority and others to bring resources, seminars and conferences to our City and surrounding county.

As the Director of Community Relations , I plan to utilize all available resources to bring these things to fruition.

However, we need your participation and your fellow colleagues to support these initiatives. I encourage you to become certified with the City. Follow-up on your Vendor Application with the Purchasing Dept. to confirm that all your information is correct. Make sure your business license is current and contact us when you have questions or suggestions.

We do want to hear from you!



**Special Assistant to the City Mayor
 Director of Community Relations and
 Vice Chair -Knox County Commission
 Thomas “Tank” Strickland
 tstrickland@cityofknoxville.org
 865.215.2048**

Certification

What’s in it for me? Becoming certified with the City acknowledges that you have been identified as a minority or woman business owner. **This designation is necessary for evaluating the participation of these firms in the City contract activity.** Your company will be listed on our website as a certified business and available for all prime contractors to view. A streamline certification will be accepted if you are certified with TDOT, the State Diversity program, SBA 8(a) or a State Airport Authority.

Is there set aside business just for M/W/SBE’s ? No

Why should I bother ? The city of Knoxville encourages M/W/SBE contractual participation by setting a 10% goal on all construction, goods & ser-

vices, and professional services contracts. We offer technical assistance through established training programs.

City certified M/W/SBE’s will be placed on the Bidders’ lists according to service and building trades capacity. Notice of all bid and contract opportunities will be forwarded to you.

Why Should I become certified with the City, TDOT, State etc..?
 What’s in it for me?

The City is putting forth every effort to increase the involvement of M/W/SBE. Please consider becoming certified or renewing your certification.

Will I be guaranteed work? No.

10 Traits That Are Essential For Female Leaders

www.experience.com by Lynn Turknett

Recent research indicates that women’s management style, which emphasizes communication and building positive relationships, is well suited to the current leadership paradigm. Here are ten traits women can focus on in order to develop the strong leadership behaviors and skills necessary to rise to power positions in the workplace.

1. Lead with integrity and truth –telling.
When people are asked what trait they most want in a leader, integrity and hon-

esty come out on top over and over. Women may have an integrity advantage; they pay attention to ethics and tend to be more values and principles driven. Studies have shown that what women bring to boards is an increased focus on ethics and good governance. Women can, however, sometimes mistake self righteousness for adherence to principle. When women become moralistic, holier than thou, and overly certain, they can lose influence.

2. Respect Others. Women excel at this. Real respect requires seeing another person as genuinely worthy. No leader is seen as having integrity if she treats people badly. Our research shows that people who are respectful often find it easy to spend time on the front lines, because they know that every person is essential to the success of the enterprise.

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3. **Show Courage.** *Even though it may not come easily to all women successful female leaders develop courage. Courage is required to make sure your department or group has the resources they need, and resist conforming to a leadership style that has historical precedence but isn't your own.*
4. **Be willing to take risks and embrace change.** *We know from our research on personality in executives that women tend to be less natural risk takers than men. On the other hand they are somewhat MORE change tolerant.*
5. **Give Up Perfectionism.** *Women are often cursed with exaggerated perfectionism. The perfect is the enemy of the good. Perfectionism can be a career derail. The exaggerated responsibility, detail orientation and perfectionism can mean that they are overlooked for promotion and for higher-level jobs that require speed, vision, and a constant focus on the big picture,*
6. **Stay laser focused.** *Great leaders always know one or two things that are most important to focus on for the year, the week, the day, and the hour. Great leaders understand the power of simplicity -keep your organization focused on what's most important, and communicate it in a meaningful memorable way.*
7. **Get comfortable with power.** *There are two kinds of power: personal and constitutional. Great leaders are driven by a desire for institutional power-power in the service of the good of the organization.*
8. **Share information and ask for information.** *Women are naturally good communicators, and there's no better way to motivate, to build commitment, and to simply get great ideas than two way information sharing*
9. **Be confident.** *Confidence is essential for executive presence. Women often need a confidence boost. Our research comparing 360-feedback results for men and women executives finds that women score significantly better than men on 25 of 47 dimensions and significantly lower on only one: self esteem.*
10. **Embrace conflict ;don't avoid it.** *As a leader you have to resolve conflict and embrace the constructive conflict that generates new ideas. Sometimes you have to confront conflict in relationships, but you can do it in a "female" way.*



“Doing Business With the City”

City of Knoxville Purchasing Division

Minorities and Women are encouraged to register with the City's Purchasing Division by completing a vendor application. Vendor applications are available from the Purchasing Division, located on the 6th Floor Suite 667 of the City/County Building or on the City of Knoxville's web page located at www.cityofknoxville.org/purchasing/vendor.pdf

Purchasing may be contacted at:
Phone (865) 215.2070
Fax (865) 215.2277



Small Business Specialist:
Sherry Bennett
Sbennett@cityofknoxville.org
E-mail:purchasing@cityofknoxville.org

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

Contracting and Professional Services



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

Contact: Janna Backhurst
(865) 215.2120

Opportunities

The City of Knoxville's Department of Development maintains a registry of approved general contractors to perform housing rehabilitation work and new construction of residential projects. These construction projects are performed under contract with individual property owners with technical assistance provided by the Community Development Division. The bid registry is open to State of Tennessee General Contractors and Licensed Home Improvement Contractors.

It is the policy of the City of Knoxville to assure equal opportunity for employment and contracting for Minority and Women Owned Businesses, who comply with all Federal, State and local equal employment opportunity laws and guidelines. We invite all qualified individuals and businesses to apply for participation under these programs.

Contact: John Huff
(865) 215.2120



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

Joshalyn Hundley Title VI Coordinator
 Phone: 865.215.3867
 Fax: 865.215.2085
 Email: jhundley@cityofknoxville.org

“What’s Going On”

Small Business Meet Large Opportunity

The newly-created Tennessee Business Match-Making Program pairs small businesses , including small manufacturers, with government agencies, corporations and large manufacturers that have potential contract opportunities.

**www.tnecd.gov/matchmaking
dawn.rutledgejones@state.tn.us**

2006 Business Matchmaking Event Calendar

4/20/06 East TN Business Matchmaking
 Centre of Millennium Park ,Johnson City

Registration- 3/1-3/31- Sellers
 1/1-3/17—Buyers

6/01/06 Middle TN Business Matchmaking
 Tennessee State University Main Campus
 Nashville

Registration—4/17-5/17—Sellers
 2/1 -4/30 –Buyers

6/29/06 West TN Business Matchmaking

Southwest Tennessee Community
 College, Macon Cove Campus,
 Memphis

Registration— 5/1-5/31- Sellers
 3/1-5/17—Buyers

Tennessee Minority Supplier Development Council

MBE Networking Mixer
Thursday May 18, 2006
 5:30-7:00 p.m.

Media Mail : Packaging and
 Fulfillment Services
 824 Maddox Simpson Pkwy
 Lebanon TN 37090

RSVP Anica Howard @ 615-377-
 1334 or ahoward@miragent.net

TMSDC Major Events 2006
14th Annual Impact Awards Gala
Thursday, April 27, 2006

Sheraton
 Nashville Downtown Hotel

6th Annual Golf Classic
Thursday June 29,2006

Legends Club Franklin Tennessee

2006 Marketplace of Opportunities
August 16-17, 2006

Nashville Convention Center

**14th Annual Minority Business Development
 Conference**

October 4-5, 2006
 Knoxville Marriott Hotel

Holiday Celebration
December 8,2006

TMSDC Plaza I Lobby Nashville, TN

Knoxville Area Urban League

Is starting a “Young Professionals Club”
 Please contact Patricia Smith @ 865.524-5511

Tennessee Economic Council on Women

Economic Mini-Summit for Women
 “Moving Women Forward “

April 28,2006- 9:00 am.-4:00 p. m
 Eastgate Town Center, Chattanooga TN
 Contact : Cele Curtis @423.473.2393