



Equal Business Opportunity Program

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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.

“Changing of the Guard”

Marva Martin the Title VI Coordinator for the City of Knoxville retired January 2006. Ms. Martin worked diligently establishing a foundation to implement practices that would afford minorities / women equal business opportunities. Ms. Martin has been the driving force for this program since its inception. With the program in mind and retirement in view Marva served on the interviewing team for her successor.

The new guard is Joshalyn Hundley. Joshalyn brings to the City an arsenal of experiences that will support the efforts that have been and or being set forth. Mrs. Hundley comes to the City after working in an interim position with the TDOT Civil Rights Office DBE program. Her contacts and experiences are certainly transferable to our needs. She is

no stranger to the issues that constantly plague programs of this nature.

Joshalyn is a native Knoxvilleian, who earned a Masters Degree from the University of Tennessee in Urban/ Regional Planning and a Bachelors in Business Administration from Tennessee Wesleyan and she also served as the Equal Employment Opportunity Officer for the Private Industry Council. Her education and seasoned experiences will assist in the City 's progression of the EBOP and will magnify our efforts.



JOSHALYN HUNDLEY
TITLE VI/REMEDIAL ACTION COORDINATOR

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 capac-

ity 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 EBOP program has experienced its challenges internally and externally. Yet, it has continued to plod along. I commend the EBOP Advisory Committee for their diligence, influence, and devotion to this program. They have been working with Marva and the Law Department to establish an ordinance that will provide small businesses, minority/women owned businesses an opportunity to compete on a level playing field. The committee is currently reviewing a draft of the ordinance. Thanks to each of you for coming to the mat rolling up your sleeves, tapping your gloves, prepared to go the distance.

The wheels of government move slowly

nonetheless we will continue to press toward the mark of establishing equal business opportunities within the City of Knoxville.

The wheels of government pertaining to policy may turn slow, but our Civil Service Department is just the opposite. Not only was Marva able to transition into retirement, but our City Purchasing Agent retired, as well, and the Assistant Purchasing Agent who agreed to serve as interim will be retiring.

Through the transition it is imperative that we are able to keep the intent of this program at the forefront and continue to search for other tools that will advance it. Continuity is extremely im-

portant to programs like this.

This department is committed to enhancing the EBOP and developing a monitoring, tracking, and reporting system that reflects the City's efforts and highlights areas of improvement. We are sparring in every ring striving to champion the cause.

**Special Assistant to the City Mayor
Director of Community Relations and
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Madame C.J. Walker Award 2006

Minority/Women in Business February/March 2006 issues

Ellenae Hart Henry-Fairhurst, the recipient of the 2006 *Madam C.J. Walker Award for Outstanding Business Achievement*, knows no limits.

Driven by a need to succeed under girded by an iron will to see a dream transformed into reality Henry-Fairhurst has become an automotive dealership diva. Born in Dayton-Ohio she has come along way from an early career as a legal secretary to becoming one of Huntsville Alabama's outstanding citizens.

Henry-Fairhurst, the dealer principal, and general manager of a multimillion dollar automotive multiplex—the

**"Driven by a need to succeed
under girded by an iron will to see
a dream transformed into reality"**

Autoplex on which all three of her auto dealerships: Huntsville Dodge, Huntsville Infiniti, and Huntsville Lexus, are located, has earned a

place in automotive history.

In 1999 Ellenae Hart Henry-Fairhurst became the first African American to own a luxury Infiniti dealership. One year later, in 2000, she again entered the history books as the first African American to own a Lexus dealership.

Like Madame C.J. Walker who set the standard of the ideal female entrepreneur, Henry-Fairhurst's accomplishments is a culmination of hard work, dedication, and a commitment to excellence.

The Future of Minority Business Development ; The Transforming Trend By Melvin J. Gravely, PhD

Four key trends will reshape the future of minority business development. Motivations and expectations have changed our path to include minorities and women into the foundation of our economic system. Originally the "demand" for inclusion was driven by social and political motivations. Most recently the changing

demographics have been the leading catalyst and the basis for the business case for minority business development.

In the future our efforts will be primarily driven by market demand, global competitiveness and long-term economic viability. Major or-

ganizations will have less room for error and a lower tolerance for solely social and political motivations.

The new realities of our goal economy will mandate that our country involve its fastest growing population segments in all levels of the economy and most especially entrepreneurship. The inclusion will have to be more tangible, measurable and sustaining.

The Future of Minority Business Development: The Transforming Trend

Published January 2006/Minority /Women Business

The following four trends will drive significant and practical change in how we develop minority and women owned firms.

- 1) A growing focus on Dimension Two companies- They have a scalable idea, and entrepreneur who has the knowledge and skill and some level of bankability.
- 2) A focus on the true mission of supplier diversity -The actual mission of supplier diversity is to develop a base of competitive diverse suppliers.
- 3) Larger MWBE suppliers and larger contractual opportunities— There are a

growing number of Tier Two programs designed to help smooth the transition but the trend is clear. Minority and Women owned firms will become larger and the contractual opportunities will also grow. The focus will lessen on growing the number of diverse firms and more on growing the firms that can handle larger opportunities

- 4) Development of the supplier diversity profession- In the next five years there will likely be a formal and universally accepted certification process for supplier diversity professionals much like CPA's, CQEs, CFAs, and

others. The world of minority business development has changed considerably over the last forty years. We have made progress but there is considerable work to be done . Market forces are driving a new way of thinking about minority business development. The four trends outlined are all by products of an expectation and a need to do business in a new 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: www.cityofknoxville.org/purchasing/vendor.pdf
 Purchasing maybe contacted at:
 Phone (865) 215.2070
 Fax (865) 215.2277



Small Business Specialist:
 Sherry Bennett
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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: *Janna Backhurst*
 (865) 215.2120

Contracting and Professional Services 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*
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City Mission

Stronger and Safer Neighborhoods

More and Better Jobs

Embracing Cultural Diversity

Efficient, Accountable and Responsive Government

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2006 Economic Outlook For Small Businesses

published Minority/Women in Business February/March

Job growth in 2005 was positive each month and two million new jobs were created during the year. The Federal Reserve raised its federal funds target rate thirteen times to 4.25 percent, but the 10-year Treasury yield remained around 4.5 percent, keeping mortgage rates low and housing starts high. Prices soared—bad in case of energy, good for homeowners. Overall, the inflation rate worsened, heading toward four percent for the year, driven mostly by energy prices. Consumers did the heavy lifting, accounting for a disproportionate share of the growth saving little and borrowing much.

So what will happen in 2006? According to NFIB Chief Economist William Dunkelberg:

- 1) Consumers likely will be spending less on cars and new houses and instead will focus on increasing their savings. For many small firms, this will mean slower sales growth.
- 2) Government spending will pick up some of the slack, especially in the Gulf area.
- 3) Energy prices will be lower, but not a lot. High prices have attracted a larger supply of oil, and there has been some conservation. But long term demand remains strong so prices won't fall much.

4) The business sector is awash in cash and behind the curve in spending that money on investment. This is likely to pick up this year.

5) Inflation could get a bit worse and interest rates a bit higher, both negatives for growth

6) Overall economic growth will not be as strong as 2005, but it will be strong—expect another 2 million new jobs and tighter labor markets.

Dunkelberg bases his predictions on the NFIB Small Business Economic Trends report, which has tracked small businesses issues for nearly 20 years and has proven its predictive power.