Meet celebrity chef Jerry Traunfeld P.11

Talking shop with Irons Brothers Construction P.28

How LGTBQ advocacy affects your small business P.19

Pride So much more than rainbow flags and parades P.25
On May 17, the Sandy Peterson Memorial Scholarship was awarded for the first time to Fialau’s Lamasotile at the GSBA Scholars Dinner.
Louise Chernin, President & CEO

A catalyst, a moment in time when “enough is enough,” a collective scream, and so much more. That’s what I think about when I look back to the days of the Stonewall Uprising. Stonewall may not have been the first action taken to launch the “gay liberation” movement, but it was fierce, public, angry, and unified. Gay men, lesbians, trans folks, and drag queens spoke out, came out and stood up for each other over several fiery days of riots. It was a time we must all remember and honor, most especially as these rights continue to be challenged across the country.

Our legal rights weren’t handed to us; they never are, not to the LGBTQ community or any marginalized community. Equal rights are rarely easily given, but must be taken, often out of the grips of those in power. It’s hard to understand the mentality of those who fear what’s different from what they know. Is it fear, or is this an excuse to retain power and privilege by creating barriers in order to control and retain what is seen as a finite amount of opportunity? Well, I have never accepted the scarcity model, not in fairness, equality, equity, inclusion, or prosperity.

On this 50th anniversary of the Stonewall Uprising, I want to remember those who had my back, your back, and the backs of those still to come. The LGBTQ community is protected from discrimination by law in Washington State, although not always in practice, most especially for our LGBTQ communities of color, trans, disabled, and immigrant communities. We are fortunate to have elected officials committed to advancing our equality and businesses who partner with us in promoting equality and equity for all. However, many people, depending on where they live in the U.S or across the globe are not as fortunate. Let us use this moment in time to recommit to use our privilege so that others may breathe freely and feel safe, regardless of where they live, whom they love, who they are, or where they were born. Wishing you a Happy Pride.

Louise Chernin

From GSBA Board Chair, Stephanie Dallas

On a hot summer night in 1969, police raided a New York City gay bar. This wasn’t unusual for the time, but what happened that night set into motion 50 years of LGBTQ activism, marches, and LGBTQ civil rights progress. While the Stonewall Uprising is the most famous, many people are unaware that before that in August 1969, the West Coast had its own uprising. The Compton’s Cafeteria Riot, which occurred in the Tenderloin District of San Francisco. Whether or not you know the specifics about that night outside the Stonewall Inn, you’ve likely heard the names of the people who came out of the Stonewall uprising: revolutionary trans activists Marsha P. Johnson and Sylvia Rivera; homophile activist and small business owner Craig Rodwell; bisexual rights activist and “Mother of Pride” Brenda Howard, and the list goes on. These are the just some of the early names of our modern LGBTQ rights movement origin story. The following year, the first Pride march was born.

Over the last half century, Pride events across the country and around the globe have grown and brought together LGBTQ communities big and small to be more visible and to announce to the rest world that we are still here, and we are not going anywhere. With one of the largest LGBTQ populations in the county, Seattle has long had a rich history of LGBTQ activism. From rallies in Pioneer Square following the Stonewall Uprising, to the Dorian Society (founded in 1967) to Faygoe Ben-Miriam and Paul Barwick’s lawsuit in King County over marriage equality, to the 1974 picnic in Occidental Square, and “Gay-In” at Seattle Center that marked the first Seattle Pride events. While the fight for full equality is far from over, we have made a lot of progress in the last 50 years. It’s important to remember the landmark advancements we have made, from stronger anti-discrimination laws in 2006, to marriage equality in 2012, to record numbers of openly LGBTQ elected officials taking office this year. Each of these are hard-fought victories, all of which we should be proud of. But there is still more work to be done to make sure the most marginalized in our community aren’t left behind in the movement. That’s why we still celebrate Pride, and that’s why your participation is important. Join GSBA this June at one of the many Pride events across the region to add your voice, so that we can continue that call for more diversity and inclusion, and protections for our LGBTQ family around the world.

In Solidarity,

Stephanie
Welcome New GSBA Members!

Thanks for making a difference in our community.

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This list is compiled of new members from 01/01/2019—06/01/2019. If you were accidentally left off this list, please contact us at communications@thegsba.org for corrections. We apologize for any omissions or errors.

Keller Williams
Greater Seattle, Jon Richardson
PK Kilty
Knack Coworking, Mariah Lincoln
Tracy Knight
Kompren, LLC
Benjamin Piper
Jennifer Koys
Stodard Lamberson Andrew Latta
Lifetime Celebrations by Washelli, Scott Shushan
Lost Lake Café & Lounge, Onjoli
Lyft, Bryan Hockaday
Manisit Your Will, Michael Torres
Marc Salazar Real Estate LLC, Marc Salazar
Market Realty, Justin Minkin
Janine Marty
Dan McKenzie
Miller’s Guild, Larry Marshall
Greg Moyo
Northwest Mountain Supplier Diversity Council NMADC, Fernando Martinez
Old World Tasting Room, Earle Krivstad
Olympic Sculpture Park, Domeca Morro
OneStop Solutions LLC, Dylan Cleppz
P.S. Investigations, Sean Masterson
People For Alex Lark, Alex Lark
People’s Memorial Association, Nora Menkin
Corey Perrien
Pet Portrait Paintings by Malakya Gormally, Malakya Gormally

Play Your’ Part, Michael Raimondi
Pleasant Beach Village, Robert Freitag
Plymouth Church, Janice Randall
PtAC - Economic Alliance Snohomish County, Lisa Lapsansky
Realogics Sotheby’s International Realty, Denise SeaVitt
Reign FC, Stephen Thudibby
Row House West Seattle, Melinda Parrison
Row House West Seattle, Kelly McLain
ScaleFactor, Erik Miller
Seattle Good Business Network, Andrea Porter
Seattle Marriott Bellevue, Kristi Collins
Seattle Marriott Redmond, Katie Coale
Seitel Systems, Dan Mor
Shingletown Marketing Company, Rebecca Schwartz
Smash the Box, Yea Sugura
Bryan Smith
Solace, Robbi Anthony
Solid Ground, Carolyn Taggart
South Seattle College, Rosie Rimanow-Charanusap
Spectra Integrative Psychiatry, Lee Moore
St. John Law Group, LLC, Quita St. John
Stevens Pass Mountain Resort, Rich Perkins
Structure Salon, Keri Henry
Structure Salon, Johnathan James
Structure Salon, Karen Bechert
Structure Salon, Jori Lund
Symetra, Sharmila Swenson
Team Diva Real Estate at Coldwell Banker Bain,Remington Stokes

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Building Bridges in Walla Walla
From April 25–28th, GSBA members, staff, board members, and friends travelled in style across the Cascades—thanks to GSBA members InquisiTours and Starline Collection—to connect with community members in Yakima and Walla Walla Counties for the second Walla Walla Wine Weekend & Trade Mission. From meeting with the owners of a wood-fired pizza truck to some of the region’s best winemakers, and from exploring Walla Walla’s art scene to gathering around for a backyard bonfire, our group had an unforgettable spring break in Washington wine-country. The mission of our trip was designed to build bridges between LGBTQ and allied communities across the state, celebrate the region’s hospitality and tourism industry, and to share and help strengthen resources empowering LGBTQ and allied businesses throughout Washington.
Many of us Seattleites are probably thinking about what our summers have in store, or how we might want to celebrate Pride in June. For James Beard Award winning chef and owner of Seattle restaurants Poppy and Lionhead, Jerry Traunfeld is thinking about his garden and seasonal menus. Early this spring, we caught up with Jerry on the patio of Poppy next to the garden where he grows the herbs used in the restaurant throughout the year.

You were at Herb Farm for many years before opening your own restaurant. What made you branch out on your own?

After 17 years there, I just thought it was time to open my own place, and I wanted it to be in Seattle.

Why did you open on Capitol Hill?

I liked the idea of opening on Capitol Hill where there is a strong gay community. It had a strong community then and it still does now. It felt like it was a neighborhood I used to live in when I was younger, and I’ve now lived in many different apartments on Capitol Hill.

When you opened Poppy in 2008 there weren’t too many restaurants on the north-end of Broadway Ave. How was your reception to opening a restaurant here?

There’s quite a few (restaurants here) now, which is great. I know people that had businesses on the street at the time and were excited to have somebody new to invest in Broadway.

You’ve opened a new restaurant next door to Poppy called Lionhead. What made you decide to open a new restaurant, and one so close to your original place?

I think I was just ready for a new challenge. It’s pretty much the norm in Seattle that if a chef has one successful restaurant, they open another one. I knew if I wanted to open another restaurant, I wanted it to be close by because I like to be in my restaurants. I’m in both restaurants six days a week. That’s why I jumped at the opportunity.

It’s always better to buy things that are local, and that doesn’t mean necessarily labeled organic.

Spring is the time of year where the skies begin to clear, flowers begin to bloom, and all of Seattle begins to feel fresh again.
close by, and to be a little bit more affordable. It's more like a place where people in the neighborhood would gravitate.

Is there a story behind the name Lionhead? Honestly, it's kind of goofy. A lot of Chinese restaurants have a fish tank. And when I was a kid, I always loved the fancy goldfish like those on Chinese and Japanese broad—the ones with distorted heads and the big eyes and everything, and there's one type called the Lionhead Goldfish. That was always my favorite. It also has significance in the mythical lions that you see like on the sides of doorways as a symbol of power and protection. I thought it was a kind of a good Yin and Yang because Poppy's very kind of feminine and Lionhead is a bit of a masculine name.

What is Pride like for you during the PrideFest Capitol Hill festivities? It's fun to be up here and it's great to be involved with it. My staff really loves it, they just love being able to be involved. At Lionhead, we did a little outdoor seating are last year and it was just a lot of fun.

Coming to a restaurant owned by a celebrity chef and well known restauranteur is a big deal for many people. What common misconceptions would you like to clear up about coming to one of your businesses? I think one thing with Poppy is, we try to get clear up about coming to one of your restaurant. That's where you'll always able to have these spaces, is having a sizeable workplace that's very inclusive. am proud of the way that I'm able to create a workplace that's very inclusive.

Jerry Traunfeld has been a member of GSBA since the first year of his business. He's donated his time as a Celebrity Chef at GSBA Scholarship Fund benefit EQUALUX: TASTE of GSBA for almost as long as he's been a member. Be sure to check out Jerry's restaurants Poppy and Lionhead on the north end of Broadway in Seattle's gayborhood. You can pick up copies of his cookbooks on location.

You have some cookbooks out. What made you decide to write cookbooks? The books came out a while ago, but they're still both in print. If I can think of any more cookbooks on location.

Well actually, I wrote that book after the original Herb Farm had a fire and I had some time off. It was closed for a short time and that’s when I focused on it. It’s still in print, so many people still cook from it, and it was for the cooks to be able to come out here and harvest things, and the guests like to see it.

Cooking at home can be intimidating to a lot of people, especially in today’s take-out culture. Some younger people aren’t taught to cook on their own anymore. What advice would you have someone willing to learn? It’s a way that I really had an impact in other people’s lives by teaching them how to make good food and use herbs.

You have a pretty good size garden out here on your patio. Yeah, that’s the other cool thing about being able to have these spaces, is having a sizeable garden. I get to grow all the herbs for the restaurant here. That’s where you’ll always find me in the afternoons. It’s really great.

What is your take on organic versus inorganic cooking and eating? Does it make a difference? I think it’s about whole foods. The important thing is, you have the choice, it’s always great to choose organic. Not just for what you’re putting in your body, but for the environment. That to me is the big issue—commercial agriculture. It’s always better to buy things that are local, and that doesn’t mean necessarily labeled organic. That means farmed with better practices. I try to buy from small growers, or buy things that are grown locally. In terms of our bodies, the important thing is to eat unprocessed food.

What are you most proud of in your time as a restaurateur? I’m proud of the fact that this is a place where the community comes to enjoy themselves and celebrate, and to appreciate not just the food, but each other and the great things about living in Seattle. Also I am proud of the way that I’m able to create a workplace that’s very inclusive.

Jerry Traunfeld

GSBA Scholarship Fund benefit EQUALUX: TASTE of GSBA for almost as long as he's been a member. Be sure to check out Jerry's restaurants Poppy and Lionhead on the north end of Broadway in Seattle's gayborhood. You can pick up copies of his cookbooks on location.

Member Spotlight

Washington lobbyist Katie Kolan gets results

BY MATT LANDERS

Interview | Apr 1, 2019

D uring a hectic 2019 legislative session, GSBA advocacy staff frequently encountered an ebullient former GSBA Scholar in the hallways of the Legislature. While many people have negative impressions about lobbyists and their work, Katie Kolan’s record sets her apart as champion for communities across the state.

“Throughout the whole process, you know, the whole process is relevant everywhere,” Katie said.

Graduating in 2005 with a degree in Law, Society and Justice and a minor in Disability Studies, Katie then moved on to law school at Golden Gate University. But once she got there, she began to reevaluate her plans.

“I realized the world is a big place, and queer work is important, but the concepts touch everything else too. Grassroots advocacy work done in the LGBTQ world translates really well into the rest of the policy world.”

GSBASaved my life – I would not have been able to do it without the financial support of the Scholarship Fund. Because it was so much more than just the money – it gave me such a huge boost of confidence, a boost forward. It launched me into the work I’m doing currently.”

While at UW, Katie’s goal was to become a lawyer to work on class action civil rights cases. In the meantime, she noticed that there was no formal structure for LGBTQ students to gather and form community on campus. She and a number of classmates worked with the administration to create the Q Center, a student-run LGBTQ resource center (and recipient of the 2014 GSBA Voice for Social Justice Award). At the same time, Katie was nominated and confirmed as a member of the City of Seattle LGBTQ Commission, where she was responsible for ensuring that our community’s needs and concerns were heard at the municipal level. Relentless activism for the LGBTQ community and disability rights community prepared her for who she is today.

“It’s vitally important to figure out how to move the LGBTQ and allied community toward a certain policy goal. And that process is relevant everywhere,” Katie said.

The job I get to do is really cool!” laughs Katie. “Lobbyists are not just slimy dealers lurking behind buildings, but more like idea brokers and translators between legislators and members of the public.” Originally from northwest Washington, Katie left home when she was 15 as her father was dying.

“This really launched me into maturity earlier than I was ready for,” she explained. “I knew I had to get to school, get an education, get a degree, but I didn’t have the money to do it. I had no financial support from my family, which was bankrupt from medical bills.”

When she got into the University of Washington, Katie immediately had to find near-full time work to pay for her schooling and living expenses.

“GSBA saved my life—I would not have
Her interests began to shift toward health and medical ethics, end-of-life care, and access to healthcare. Directly out of law school, Katie worked for a state senator in Olympia. As she continued to evolve how she thought of her career, she realized that her dream of being a class action attorney meant that she could be working a full decade from the conception of a case to seeing results. That, as a new attorney, she was unlikely to get near the exciting civil rights work that inspired her in the first place.

“At the State Legislature you can have massive systemic change in a relatively short period of time. To track that work through the courts can take so much longer. You can watch a collective idea take root,” she said. “It’s helpful to understand the legal process, but really you just have to be present and feel gumption and commitment to the idea.”

On her new path, Katie chased down work with the Washington Medical Association because of their progressive end-of-life policies, where she has been working on their government and regulatory affairs team. And yes, that includes a healthy dose of lobbying in Olympia.

“The job is incredibly fun and incredibly humbling – to have a part in developing good policy ideas and stopping bad ones (always in the eye of the beholder)... it is always different and often exciting and fast-paced.” Additionally, while lobbying can seem like an elite industry and inaccessible to the public, Katie says that in reality the truth is, “that a lobbyist is anyone who can help translate ideas into good policy... Often the best lobbyists are constituents – normal humans who care about a particular issues enough to talk to their legislator about it. There is no substitute for grassroots advocacy, and a professional lobbyist can help guide that work.”

Over the years, she has seen the medical community take a greater interest in LGBTQ issues, which she calls a boon for the organization.

“It is a privilege to shape state policy regarding LGBTQ issues and healthcare, and makes me feel proud to do this work. I take all the work I do on behalf of medicine seriously, but to translate it to something personal is really cool. And it’s more than just cool for some of the people for whom this work is being done – it’s a matter of life and death sometimes.” Katie says that she is especially proud of working to pass a bill requiring people to be 21 or older to buy tobacco products, which is about to be signed into law by Governor Inslee after five years of hard work.

“Had GSBA not supported and encouraged and validated me, or given a sense of the right thing to do at the outset, I don’t think I would have had confidence and logistically speaking couldn’t have graduated and moved on to next thing. If I had been so far in debt, I wouldn’t have been able to go to law school. Launching from law school, all those skills emboldened me and helped me be effective with state medical association and whatever I go forward to do.”

Standing together with the LGBTQ community. It’s a commitment we made 30 years ago. Since then, we’ve contributed over $50 million and countless team member volunteer hours to organizations that are making a difference. We’re proud to stand together with the LGBTQ community now, and we promise to be there always. Visit wellsfargo.com/standingtogether to watch our video series about inspiring organizations that are having a positive impact in the LGBTQ community, and learn how you can help.
GSBA selects Headquarters Creative as new graphic design partner

BY ERIC MOSS

In May 2019, GSBA and Headquarters Creative formed a partnership for GSBA’s graphic design needs. We’re excited to work with a new team of graphic designers with decades of creative experience between them.

Headquarters is a design studio cofounded by Seattle designers Jason Grube and Corianton Hale

Jason Grube brings experience from Seattle’s biggest and best design agencies, and approaches branding with a strategic, business-oriented methodology; crafting solutions that look past design trends and thoughtfully serve the client’s immediate and long-term goals. His sound and proven strategy about design is “clear objectives, great communication, and ego-free design solutions that are driven by a strong, definable concept.”

Corianton Hale is no stranger to GSBA and working with the organization. At the rebranding and launch of GSBA’s travel initiative, Corianton worked on the initial design of the Travel Out Seattle, LGBTQ Visitors Center logos, and has come back to GSBA to work once more on the complete GSBA design portfolio. From his online bio, “Corianton is a self-taught designer who merges radical thinking with masterful technique. He honed his skills at The Stranger as their youngest-ever Art Director, and then founded his first creative agency Sleep Op Projects in 2006. His work has been featured in eight consecutive years of Print Magazine’s Regional Design Annual, as well as multiple American and international graphic design anthologies.”

Corianton and Jason are both very skilled and are already working hard for GSBA and our members. Their combined experience, familiarity with GSBA, and knowledge of the community really make them ideal partners for GSBA when exploring how to freshen and renew our brand. You’ll notice Headquarters Creative on the back of this year’s 2019–2020 GSBA Guide & Directory as a proud Design Partner, and be sure to look out for more great products to come.

Don’t forget to check out their website at headquarters.studio, and help us extend a warm welcome to Jason and Corianton.
Let your true colors drive you.

Supporting our Community by Partnering with the GSBA

BY MATT LANDERS

Protecting Opportunity
GSBA advocacy and its impact on your business

How does GSBA’s policy work impact our small business members?

This is a question that I am asked every year in the course of running GSBA’s advocacy program. While GSBA’s advocacy for LGBTQ civil rights is well known, our advocacy for Washington small businesses is an equally important plank of our policy agenda. And, importantly, we do not see the two issues as mutually exclusive.

GSBA’s mission is to combine business development, leadership, and social action to expand economic opportunities for the LGBTQ community and those who support equality for all. Protecting the civil rights of all our members is key to economic success. When GSBA lobbies to protect transgender and gender diverse students from bullying and harassment, we do it because we know that bullying has ripple effects throughout a person’s lifetime and can directly impact their economic well-being.

When we support efforts to prohibit the use of prior salary history in setting an employee’s new salary, it’s because we can clearly see the generational impact of salary discrimination on women, people of color, LGBTQ people, and other marginalized groups who frequently experience this. This directly impacts our members themselves, their families, their customers, and their community.

We have frequently commented that there is a lack of understanding of the reality of small businesses by policymakers in the City of Seattle. That is why during the Mayoral campaign of 2017 we asked candidates to commit to creating a small business advisory council, which Mayor Jenny Durkan promptly did upon assuming office. The first council included many GSBA members who are now in a position to help influence policy at the city-level and ensure that a small business perspective is part of the process.

GSBA’s top priority in the 2019 legislative session was to establish a statewide LGBTQ Commission, to join the commissions representing the needs of minorities and women. We have been pushing for five years for this commission because we believe that bullying has ripple effects throughout a person’s lifetime and can directly impact their economic well-being.

We are fighting so that you have equal access regardless of your sexual orientation, gender identity, or gender expression.

When we fight against the myriad efforts by our opponents to prevent LGBTQ people’s access to public accommodations, we aren’t just fighting for the rights of couples to buy flowers and cakes (though we are doing that as well). We are fighting for your right as a business person to receive services from other businesses. We are fighting for our community to have a place at the table when state-wide economic policy—among so many other vital policy areas—is being discussed.

Our other top priority has been passing Initiative 1000 to re-establish a fair affirmative action in Washington State, which has been left out of discussions and policy-making specifically because our community does not have this official voice. Creating one, therefore, will open doors for the LGBTQ community to have a place at the table when state-wide economic policy among so many other vital policy areas is being discussed.

No matter what level of government, GSBA is committed to representing a voice for the LGBTQ community and a voice for small businesses. As one of the only chambers founded on the concepts of equality and equity, we are especially passionate for the areas in which civil rights and business intersect. We are proud to represent you, and encourage you to join us however you are able to share your voice.
The LGBTQ movement has never had a neat and clean “origin story.” Our past has been attacked to the point of near erasure over the years, and what is left is often some combination of faded memories, a hand-me-down oral history, or complete fabrication.

BY ERIC MOSS

PHOTOS: NY PUBLIC LIBRARY

50 YEARS ON

REVISITING STONEWALL
LGBTQ folks have historically been apprehensive to share their stories, especially in a world so hostile to those who were openly out at the time. It also doesn’t help that our community experienced great losses throughout our community in the 80s and 90s, taking many of those who lived through and experienced the early days of the modern LGBTQ civil rights movement. Many argue that Stonewall wasn’t the beginning of the movement, but really just the breaking point, a culmination of repetitive discrimination spanning decades prior. Arguments are made about who threw the first brick or bottle, who broke the police barricade, or who organized the remaining days of protests and riots. The very people in attendance can’t explain the events exactly as they unfolded, how it escalated so abruptly, or why it happened on that exact night. Some credit revolutionary trans activists Marshu P. Johnson and Sylvia Rivera for the uprising, although neither took credit and both denied later in life of initiating any kind of response to the police that fateful night. Some credit Craig Rodwell, owner of the neighborhood Oscar Wilde Memorial Bookshop, for alerting the media and keeping their interest by calling in updates. Some even credit the funeral of legendary British playwright Oscar Wilde, in May 1900, with turning the media’s attention to the issues of discrimination spanning decades prior. While none of these are definitively the root of the Stonewall Uprising, all of them, to some extent may have played a part. The spark that ignited the rioting and protests to follow may never really be known. Here are some of the facts (as we have come to understand them) which are considered to be the impetus of the gay liberation movement, and the events which shaped the LGBTQ civil rights movement we now know today. Even these histories listed below can be debated on some level.

The Stonewall Inn was a small bar in the Greenwich Village neighborhood of New York City. The neighborhood was home to those on the fringes of mainstream society, which included many LGBTQ people. The Stonewall Inn was owned by the mafia. Police, fire marshalls, health inspectors, and other government officials routinely made rounds to establishments known to be frequented by LGBTQ people. Government officials would often extort the business owners, managers, and patrons for cash payments in exchange for no arrests or not closing the place down. Some officials weren’t interested in extortion, but instead would arrest or write citations. The Stonewall Inn was no exception to this rule.

The cultural narrative of civil liberties, including LGBTQ communities, were slightly shifting. Anti-Vietnam War activism, war activism, drag activism, and self-identifying as a black, biracial, butch lesbian, and Drag King, Stormé DeLarverie was struggling against the officers who were trying to arrest her. As they tried to flee, officers hit them in the head with their batons. DeLarverie hit the officer back with a fist, and shouted to the gathering crowd to “do something.”

More of the crowd began fighting back against the police, and the officers retreated inside of the then empty Stonewall Inn, barricaded themselves in, and called for backup. The barricades were breached several times by the then much larger crowd, which began to riot in the streets, and the Stonewall Inn was set ablaze. Police backup arrived, somewhat cleared the crowd, and then put out the fire.

Over the following five days, more organized riots and protests persisted. These protests were covered by major media outlets, which brought national attention to many of the names and faces we now recognize as members of Stonewall Uprising’s frontlines. These activists continued to fight for LGBTQ and intersectional civil rights for decades. The Stonewall Inn closed after the fire. It was renovated and reopened in 1990.

In 1993, the Stonewall Inn became the first landmark in New York City to be officially recognized for its importance in LGBTQ history. June of 2016, a National Monument in Christopher Park was dedicated to the movement, and New York State designated the Stonewall Inn as a State Historic Site.

We may never really know exactly what happened that hot summer night in 1969. We may never know who threw the first punch, especially because the ones who were credited denied being the first. One thing that we do know is in the past 50 years we have seen progress, movement, and a more concerted fight for LGBTQ equality—and for a large part, we owe that to LGBTQ folks who risked arrest, injury, or maybe even death to take a stand against discrimination at Stonewall Inn.

For more information about The Stonewall Uprising and other LGBTQ history, you can visit the archives at the Stonewall National Museum & Archives at stonewall-museum.org.

The Seattle Mariners have knocked the ball out of the park during the team’s four years of supporting the GSBA Scholarship Fund. So it’s no surprise the team is on a Major-League homerun streak.

Homeruns aren’t the only way the Mariners have lead the league.

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Pride Night with the Mariners has been a signature event with crowds of fans gathering pregame to show their support for the hometown team and the GSBA Scholarship Fund. This year’s Mariner’s Pride Night is July 5th, when the team will face the Oakland Athletics and community support is so much more than just one night for the Mariners. The VG Baseball Hall of Fame has a year-round commitment to being part of the community and connecting to not only GSBA, but many other nonprofits in Seattle. Mariners aren’t the only way the team has lead the league. The Mariners were at the forefront by being the first MLB team to publicly raise the Pride flag for equal rights during a game on Pride Sunday in 2013. Members of the Seattle Mariners franchise—including the moose—also marched in the Seattle Pride Parade for the first time in 2015. For the past two years, a GSBA scholar has experienced the thrill of throwing out the first pitch during the Pride Night game, and this year will be no different.

The swag for Pride Night has become a hometown hit and a favorite for collectible swag, so you’ll want to get your ticket, your special-edition Pride Night hat, and be part of the fun. Join the GSBA scholars in showing your support for the team and the Scholarship Fund on July 5th!
Pride Beyond Rainbows

Your business can support the LGBTQ community all year long

BY MATT LANDERS AND ELI COFFIN

June is upon us and already the world is awash in rainbow flags, swag, and merch. The annual debates about the corporatization of Pride versus wider celebration and acceptance of the community are back in full swing. We love seeing all parts of our society—including businesses small and large—celebrating their employees and the LGBTQ community at large. But for that support to be meaningful, there has to be more than just a rainbow decal and a contingent in the major Pride parades.

Improving your spaces for LGBTQ customers and employees

Pride is about embracing people as their full selves, and this is a relevant idea for more than just LGBTQ people. Provide the space—mentally and physically—for people to identify themselves outside of categories that you might be familiar with. Before marching in a parade, check your internal policies. Are your processes and facilities set up for all genders and for nonbinary people? Does your workplace allow for employees to designate their pronouns and do you have clear policies for how to respect their use? Does your healthcare policy fully include the needs of transgender people? To be meaningful, businesses must do more than talk about inclusion, but instead do the work to support their employees and their complete identities.

Amplifying support for the LGBTQ community

Once June 30 has passed, how are you continuing your support for the other eleven months of the year? Find a cause that is important to you and your employees—Washington has more than 200 nonprofit organizations dedicated to serving the LGBTQ community. There is definitely one that supports whichever angle of the community you are most passionate about, and we guarantee that they would love to build a stronger relationship over the rest of the year. What is your workplace doing to elevate the voices of the community itself beyond a rainbow sticker?

Refining your messaging

Take a look at your own marketing materials and see if they reflect the groups you currently serve and the groups you want to serve. If your LGBTQ marketing consists solely of one image of shirtless muscular guys, you are not going to be very successful in speaking to the wider community. Does your work avoid practices that make certain groups feel unwelcome or unable to access your spaces? LGBTQ consumers (and their many allies!) are incredibly loyal when a company is authentic and reflects them in its images—and conversely they can tell when a campaign just uses generic images and only engages with the community on a superficial basis. Take the time to celebrate the community and be with one another this month. Go to Pride events and be visible. Demand the rights that we are still denied in too many spaces around the country and world. Be open to learning about other people, in whatever form that may be. Take the lessons of Pride and apply them to your everyday life for the rest of the year. Your community and your customers will thank you.
Over 100 volunteers joined GSBA earlier this spring to interview 61 applicants for the GSBA Scholarship.

Changing Lives
Our passionate volunteers are working hard for LGBTQ and allied students
BY TAYLOR BRIGGS

Every year, on National Coming Out Day (October 11th), the GSBA Scholarship application opens for LGBTQ and allied students across Washington State. So, while Pride may be celebrated during the months of June, at GSBA, the gloom of fall and winter is alleviated by hundreds of applications from students who are fiercely proud to be exactly who they are.

This year, GSBA received 450 applications from LGBTQ and allied students who are not only proud of who they are, but are ready to be the changemakers who will create a world in which no one has to fear repercussions just for being themselves. Of those 450 applications, 312 were deemed to be eligible for a GSBA scholarship. After careful review of those applicants, 61 were invited to interview and finally 22 new GSBA scholars were selected. Those 22 new GSBA scholars have joined 28 returning scholars to make up the 50 student 2019-2020 cohort.

The difficult task of selecting the new 2019-2020 GSBA scholars was undertaken by a passionate group of 108 volunteers, GSBA board members, student affairs professionals from local colleges and universities, non-profit leaders, and a wide range of other community supporters. Of the 108 volunteers, we were also proud to welcome back eight former GSBA scholars.

2016-2017 GSBA Scholar, Eli Bala shared, “As a past scholar, I am proud to be a part of the selection process because there is something so special about ensuring the success of another student. Helping to give another student the same opportunity that I received and being able to show them that there is an entire organization of people invested in their future reminds me of the impact that the GSBA had on my life.”

The GSBA Scholarship Program is lucky to not only have former scholars like Eli who are dedicated to giving back, but as a chamber of commerce, we also have the privilege of partnering with businesses who share that same value.

Starbucks employee, Gerstein Padua says, “Starbucks encourages all of its Partners (employees) to give back to their communities. As a member of the Starbucks Pride Alliance, I feel that it’s important to pave the way for the next generation of LGBTQ leaders. So, I signed up to be an Interviewer for the 2019 Scholarship cycle and was inspired by the stories and excited for the future.”

This excitement for the future filled the ballroom at GSBA’s 29th annual Scholars Dinner on May 17th - the culmination of the scholarship selection cycle. Finally, all 50 students were able to come together for the first time and celebrate all that they have accomplished and all that they will bring to the LGBTQ liberation movement.

Second year scholar Nate Jo put it best when he said, “Scholars Dinner was such a beautiful night for me to feel connected to the queer community and feel loved and supported by everyone there. It’s truly incredible to witness the courage, love, and queer excellence that Scholars Dinner brings together.”

There are still many ways that you can be involved with the GSBA Scholarship Fund. We are always looking for volunteers and supporters for our scholars. We will require over 100 volunteers for EQUALUX: Taste of GSBA, taking place this year on November 23. If you would like to find out more about how you can support the GSBA Scholarship Fund through gifts of your time, or by making a donation, please contact us at scholarship@theGSBA.org, or call 206.363.9188.

2019 Travel & Tourism Premier Partner

PRIDE IS HEALTHY

365 Days a Year
WeSEAl0ve

For 365 days, you’ll find images and stories that celebrate Seattle’s LGBTQ community and the ways we approach the world with love and acceptance, just as we are shaping our country’s narrative one image and one day at a time.

Where others see hate, #WeSEAl0ve.

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THE PERSPECTIVE

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GSBA

SPRING

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2019
Joseph Irons has always loved to build. As a child he would build with his family, neighbors, friends, and in 1999, he made his love of building into a career. At 22, he and one of his brothers opened Irons Brothers Construction, which is more than just a place of business. It is a company, which is a lot different than just building.” Joseph explained.

In 2008, Joseph and Melissa moved into an official business space where they are today. The Irons Brothers Construction office is more than just a place of Business. It is a meeting place, a showroom, and place where a homeowner’s hopes and dreams come true. Although founded by the two brothers, Irons Brothers Construction is now led by husband and wife duo Joseph and Melissa. Joseph is the general manager and is playfully referred to as the Director of All Decisions or “DAD,” while Melissa is the Marketing and Operations Manager, or “MOM.” “The two extend the feeling of family to their employees, clients, and community around them. For more than three quarters of the company’s existence, Irons Brothers Construction has been a member of GSBA. “We joined late 2003 and in 2004 was our first big (GSBA) event,” said Joseph. “We were one of the sponsors of the GSBA Wedding Expo, the first ever. It was a great event. We got all excited. We built some wood trellises—big gazebos—out of cedar. We were sort of the talk of the room because the cedar, freshly cut, definitely was a nice aroma for the event.”

In 2010, Irons Brothers became a Bronze Sponsor of the chamber and Melissa Irons remembers how that relationship grew. “One of our core values is community involvement,” said Melissa. “It’s one of our core values to be part of groups that we believe and trust in. Partnering with GSBA, maybe at once, was the start of a professional association membership, but what it began to be was a community that we were involved in.”

Even as a straight couple working in the construction industry, Melissa believes that community connection is not only a matter of good business, but symbolizes much more. “We believe in equality, and equality for all. So being a part of the chamber is a part of our goals and mission as our business, but also personally.” She adds, “We’ve been a part of the chamber before it’s grown into the size that it has. (When we first joined), it was because our friends and our clients were members. We support them, and so supporting the community is what we’re doing. We talk the talk and we walk the walk.”

Over the years, the company has grown and changed the services it provides. Early on, Irons Brothers construction was mostly about building and smaller projects. Now they focus on design and rebuilding services. “New home constructions sells a product. With remodeling, we sell a service. From the day we start design to the day we complete, and throughout the warranty processing we’re there as the first call for our clients to make sure we’re looking out for their best interests,” says Joseph.

His philosophy of working with clients is a holistic approach to remodeling. “One shoe doesn’t fit everybody. We find out what their must-haves, needs, and wants are, and then make sure we address it.”

For a lot of LGBTQ people, it can be worrisome to have someone in your home doing work. There is always a question of how authentic you can be with the contractors, or how much of your life you actually changed their life. We make things more accommodating (because) a lot of our clients are aging in place. It’s very rewarding to hear that after.”

Irons Brothers Construction is a business centered on family that stays true to its core values: high-quality craftsmanship, excellent customer service, work-site safety, green practices, professionalism, community involvement, and continuing education. With more than two decades experience, they expect to continue to grow, and to continue to support the GSBA community.

“It’s a huge family that we belong to. So when I need help, I know that I can rely on any of them. What we all want is what’s best for everyone’s business, and to elevate to the next level.”

Joseph Irons was the 2010 recipient of the GSBA Business & Humanitarian Award, Business Leader of the Year.

Building the Dream

GSBA Bronze Sponsor Irons Brothers Construction knows remodeling is personal

BY ERIC MOSS

“We believe in equality, and equality for all.”

— JOSEPH IRONS

Member Spotlight

GSBA Business & Humanitarian Award, Business Leader of the Year.

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GSBA now offers free trainings on Seattle’s Office of Labor Standards

BY CADE SCHMIDT

As a service to small businesses (fifty employees or less) across Seattle, thanks to a grant from Seattle Office of Labor Standards (OLS), GSBA now offers free OLS trainings. The trainings provide a comprehensive review of five ordinances which most affect the city’s small business owners and are led by Manager, Eli Coffin.

“Through the trainings, I explain what business owners need to have on file to be in compliance,” Eli said. “We provide business information sheets, paid sick and safe time policy examples, and tools for folks to implement these things.”

The five ordinances which impact Seattle small business owners the most include the city’s regulations on minimum wage, fair chance employment, paid sick and safe time, wage theft, and workplace posters. Eli can travel to anywhere within the city of Seattle to meet employers at their place of business, or business owners can schedule an appointment with Eli at GSBA Headquarters on Capitol Hill. Eli hopes that by providing these training, they can help business owners have a better understanding of labor standards and in turn feel more confident about implementing workplace policies.

“I often see a lot of people not having the correct paperwork on file, and it’s just because people don’t know that they need it,” they said. “The city has some very specific needs from business owners. A lot of times they said, “The city has some very specific critiques of where a business is as it relates to OLS compliance, but instead meant to be a helping hand to become more compliant with existing laws and regulations.

As of 2019, minimum wage within Seattle city limits is $16.50 an hour, unless the employer provides medical benefits or the employee earns tips. The 2019 Seattle Labor Standards Ordinances poster is required to be displayed in its original 11” by 17” size and visible to employees in every workplace within Seattle.

To find out more about the free Seattle Office of Labor Standards consultations and trainings, or to schedule some time with Eli, call GSBA at 206-363-9188, or email EliC@theGSBA.org.

Empowered Doctors Empower You

How a culture of caring improves the patient journey

BY ANDY VARYU, COMMUNICATIONS MANAGER AT PACMED

I n a high-caliber market like Seattle, a lot of attention gets paid to the surface of medicine: who has the best telemedicine, the flashiest advertising, or the most recent facility remodel. But do those things really translate to better care for you and your loved ones? I sat down with Dr. Manika Jamwal, a physician with Pacific Medical Centers for 10 years, working as a pulmonologist and sleep specialist (two of PacMed’s 35 specialties). Dr. Jamwal shared how the soft skills of investing in patient relationships and respecting physician expertise still form an essential core of great health care.

So you’ve been at PacMed for a decade. What’s kept you around? PacMed doesn’t question what a provider believes is in the best interest of the patient. The patient-physician relationship is respected. I feel very free to do what I need to do to provide the best possible care and the resources will be given to me, without question. All that makes being a physician here an all-around enriching and satisfying experience.

We’re sitting here in your office—I’ve heard that PacMed made the strategic choice to seat primary care providers together with specialists. Are there PCPs using this office, too? They are. Right outside this door are the offices of family practice providers. We can’t help but run into each other and that gives us the off-chance to discuss patients and coordinate care in person. The lines of communication are really open, warm and accessible, which helps everybody provide better care to the patient.

Can you share an example of how close doctor interactions helped a patient? We have an elderly woman as a patient, over 90 years old, living independently with no local support. Her daughter was visiting from overseas when they discovered a troubling symptom. The daughter was only in town for a week, and very concerned she would have to return home with unresolved medical questions hanging over her head. However, the PacMed team working closely together was able to schedule a next-day appointment, run a test and get a result the next day, and see a cancer specialist that same day. In the span of 72 hours the family had a prognosis and plan of action, and was able to get back to resting, savoring their time together, and planning for the future.

I’m hearing a theme that empowerment can be more than just personal—that the way a medical practice is set up can also help doctors act from that place of caring.

Yes. Because of the kind of relationships we have as a physician community here at PacMed, primary care providers know that when they have a patient who really needs evaluation by a specialist urgently, they can just pick up the phone and the patient will be seen and taken care of. And I feel the same way. We have that trust in each other. We know that we will provide “Simply the Right Care”– that is our motto—but it’s also what we do, and that is very satisfying.
Welcome Aboard!
Meet the three newest faces in the GSBA office

Joey Chapman
Membership Development Manager

Earlier this year, GSBA welcomed Joey Chapman to the team as its Membership Development Manager. In his new role, Joey will help cultivate and grow GSBA’s membership across the Pacific Northwest, build community relationships, and strengthen the organization’s impact.

A longtime friend of the chamber, Joey grew up just north of Seattle in Mukilteo and now lives in Seattle with his husband of nearly 15 years. He’s been a stage performer for almost 30 years and frequently takes to the stage at his home theater at Bainbridge Performing Arts. He also serves on the board of GSBA member production company A Sensible Theatre Co., is a dedicated fan of GSBA members Sounders FC, and always sports his rainbow scarf at every match he attends.

Toraya Miller
Operations & Member Services Manager

In January, 2018 GSBA Ambassador of the Year Toraya Miller joined the GSBA team as Operations & Member Services Manager, where she oversees general office operations, leads GSBA’s extensive volunteer base such as our OUTLeads and ambassador programs, assists with member services, and helps every event go off without a hitch by managing registrations.

With a 25-year background in banking, nonprofit work has always been near and dear to Toraya’s heart. She has served on the board of directors at Domestic Violence Services of Snohomish County, YMCA of Snohomish County Board of Trustees, Leadership of Snohomish County, Trinity Education Foundation, and currently serves on the board for Days For Girls International, as well as a member of the Board of Trustees at Everett Community College (a governor-appointed position). In the fall of 2017, she became connected with GSBA and eventually became a GSBA ambassador for First Financial Northwest Bank.

“What made me excited about being a part of GSBA, is that I could walk into work every day and be my full, authentic self.” said Toraya. “This has been the first time in my professional life that I’ve been able to do that and not hide behind a façade of what society has identified as the way a woman or a black person should be or act. I can be me, am accepted for who I am, and more importantly, I see other people being accepted for who they are as well.”

Hailing from the Bay Area, Toraya has lived in the Pacific Northwest for nearly 30 years, and currently lives in Lake Stevens in Snohomish County. With a 25-year background in banking, she became connected with GSBA and eventually became a GSBA ambassador for First Financial Northwest Bank.

As Marketing Specialist, Cade engineers and operates GSBA’s digital presence across all channels, manages creative marketing campaigns, tells GSBA member stories, and works to amplify the organization’s impact by increasing brand awareness.

When he’s not at work, Cade is a digital artist specializing in photography and design. He remains heavily involved in fitness, enjoys exploring functional training methodologies, and sharing his passion for wellness with others. Cade grew up in Eastern Washington, where he often visits his parents’ farm. He loves his family, brunch, all things outdoors, and old-school hip-hop.

Cade Schmidt
Marketing Specialist

A GSBA Scholar from 2012 to 2014, Cade came on board last fall as GSBA’s Marketing Specialist. Cade attended Western Washington University in Bellingham where he studied Visual Journalism and Studio Art. While at Western, he advocated for trans and gender-diverse student rights by collaborating with the university registrar and Equal Opportunity Office to create new systems which enabled students to have their authentic names and pronouns listed within the university’s database.

Since college, Cade has been working in digital communications, merging his love of writing, graphic design, and photography with marketing strategy. In 2016, he relocated to Seattle to work for GSBA member Reign FC, where he served as the team’s content producer. Making a career move from sports to fitness, Cade oversaw marketing and communications for a local Capital Hill fitness center. While working in fitness, he became a Certified Personal Trainer through the National Academy of Sports Medicine where he developed body-positive and inclusive training programs to help trans folks connect with their bodies and express their authentic identities through fitness.

Living in Marysville. When she’s not at work, Toraya and Mike love to visit their extended family and travel across the country.
Upcoming Events, Workshops, and Mixers
Be sure to register online, and check our online calendar to confirm locations

Monday, June 24, 2019
Seattle Entrepreneurial Women
Friday, June 28, 2019
*Trans Pride
Saturday, June 29, 2019
*Seattle Sounders Pride Match
Sunday, June 30, 2019
*Pride Parade
Sunday, June 30, 2019
*Pride Soiree at Soho
Saturday, July 6, 2019
*Seattle Pride Month Pride Night
Thursday, July 11, 2019
Workshop: GIMP/PS Certification
Saturday, July 13, 2019
*Tacoma Pride
Monday, July 15, 2019
Policy Roundtable
Wednesday, July 17, 2019
Civic Engagement Reception
Tuesday, July 19, 2019
Young Professionals with Pride
Monday, July 22, 2019
Seattle Entrepreneurial Women
Thursday, August 1, 2019
Women on Top
August 15-16, 2019
*OLGC Conference

Monday, August 19, 2019
Policy Roundtable
Thursday, August 22, 2019
*Seattle 2nd Annual Pride Night
Monday, August 26, 2019
Seattle Entrepreneurial Women
August 27-29, 2019
Workshop: Facebook Advertising
Mini-workshop
Thursday, August 29, 2019
PC Neta & Kari
Friday, September 6, 2019
Breakfast & Benefits
Tuesday, September 10, 2019
Face to Face Future
Monday, September 16, 2019
Policy Roundtable
Wednesday, September 18, 2019
TAC (trans and gender diverse) Networking
Thursday, September 19, 2019
Workshop: OLS Training
Tuesday, September 24, 2019
Power Connect South
September 26–27, 2019
Workshop: Facebook Advertising
Mini-workshop
Monday, September 30, 2019
Seattle Entrepreneurial Women

(*) denotes this is not an official GSBA event, but we will be present.

Visit the GSBA.org/events for details and registration, or call 206.363.9188 for more info.
We take pride in being your financial partner.

We see your potential and possibilities and believe that an inclusive society creates a better future for us all. usbank.com/ourcommunity

U.S. Bank is proud to support GSBA.