

THE ACUMEN

February 2024

LEADING CLEAN ENERGY ACROSS THE NATION

A Conversation
With Xcel Energy's
Robert Kenney

BY DR. ANGELIC COLE

**INSIDE THE
SURGEON'S ROOM**
BY LANYE BANKS

**CELEBRATING OUR
RICH JAZZ HISTORY**
BY LASHEITA SAYER

**INVESTING \$1.9B
INTO OUR WATER**
BY CATHY PROCTOR



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Seeking Submissions

for Article Features



Would you like to share your story with a broader audience? Submit a 2,000-5,000 word article about your business or industry to be included in a future issue of The Acumen, a CBCC monthly e-magazine publication.

**Need more
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TheAcumen@cbcc.biz

President's Corner

Celebrate Black History Month by Supporting Black-owned Businesses!

Dear Reader,

February marks the annual Black History Month recognition in the United States, celebrating the achievements, influences, and legacies of Black Americans. Supporting Black-owned businesses, this month, and all year-round, is an easy and effective way to show solidarity with Black entrepreneurs whose products and services deserve patronage.

According to a Lending Tree survey, out of almost 70,000 businesses only 999 or 1.4% are Black owned in the Denver area. 80% of Black-owned businesses fail in their 12-19 months, and only 4% of Black-owned businesses make it past the start-up stage. Unsurprisingly, however, the COVID-19 pandemic has disproportionately hurt minority-owned businesses during the past four years, with 41% of Black-owned businesses closed.

Historically, Black, and other minority Americans have struggled to secure financing for their business endeavors. Recent initiatives to elevate Black-owned businesses through lending institutions seek to rectify the systemic wealth discrepancies and racial bias that have negatively impacted Black communities and entrepreneurs.

Indeed, following the Black Lives Matter protests of 2020, many see supporting Black-owned businesses as a means of combating racial injustice.

Supporting Black business owners not only acknowledges the wealth gap by creating a path for establishing sustained, multi-generational wealth in the Black community, it also celebrates Black culture by sustaining products and services that are culturally relevant and appropriate. Please read our article on Jazz Roots in Five Points.

Of course, the persistent wealth gap between white people and Black people in America is the result of centuries of discriminatory attitudes and



practices, not just consumer spending habits. While supporting Black-owned businesses both demonstrates a commitment to social justice and correcting this deep-seated problem, it's also a question of public policy. Our members that contribute their articles to The Acumen support Black-owned businesses and the Black community. Please read their articles as they tell the story of their business.

While we should uplift and support minority and Black-owned businesses year-round, this Black History Month is an excellent opportunity to start supporting Black-owned businesses. Please shop locally rather than putting your dollars toward large corporate stores by supporting small Businesses and restaurants in your community. Follow the hashtags such as #ShopblackOwned and #supportBlackBusiness to find Black businesses. Share your favorite Black-owned businesses or restaurants with friends and family by word of mouth or on social media. And of course, reach out to the Black Chamber for referrals of Black-owned businesses.

Make Black History Today,

Dr. Angelic Cole

President & CEO
Colorado Black Chamber of Commerce

Bulletin Board

We invite you to learn more about the dynamic CBCC board members.



Meet Malcolm Evans Board Chairman

Malcolm serves as Chair of the Colorado Black Chamber of Commerce ("CBCC") and has been on the board of the chamber since 2012. "The CBCC serves a vital role in the Denver Metro business community, connecting our African-American business members with opportunities through relationship building with our corporate members," said Malcolm. "In addition, we serve as the premier business advocacy organization focusing on entrepreneurial development and business-oriented public policy issues."

Malcolm's "day job" is Managing Director for Wintrust Bank's commercial banking group. In that role,

Malcolm works with private equity firms, operating companies (including contractors, service providers and health care providers) with revenues in excess of \$10 million and not-for-profits with contributions in excess of \$1 million. In addition, Malcolm is responsible for expanding and managing the Denver-based commercial banking team for Wintrust Bank.

Prior to joining Wintrust, Malcolm served as SVP/ Senior Relationship Manager with UMB Bank from 2015-2022 where he was responsible for business development and portfolio management of middle-market corporate banking clients primarily in Colorado, Utah, and New Mexico.

Additionally, Malcolm served as Vice President and Senior Vice President Commercial Banking with Zions Bancorp (dba Vectra Bank Colorado) and BBVA Compass Bank (PNC Bank).

Malcolm began his banking career in 1987 with Central Bank & Trust in Monroe, LA, as a part-time teller while enrolled at the University of Louisiana at Monroe, where he graduated cum laude with a Bachelor's degree in Finance and Commercial Banking and a minor in Economics. In 1989, he

accepted an Assistant Branch Manager position with Union National Bank in Little Rock, AR. In 1991, he became an Associate National Bank Examiner with the Office of the Comptroller of the Currency (OCC).

Malcolm is actively involved in the Denver Metro-community. In addition to his role as Chair of the Colorado Black Chamber of Commerce, Malcolm serves as Chair of Rocky Mountain Immigrant Advocacy Network (RMIAN). Malcolm is also a member of the Colorado CLIMBER Loan Fund Oversight Board as well as a board member of the newly formed RTL Foundation. Malcolm and his wife Joi have been married for the past 23 years. In their free time they enjoy traveling, Nuggets games, and spending time with friends and family.

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Powering Big Change

**A Conversation with Xcel
Energy's Robert Kenney**

By DR. ANGELIC COLE

Images: McBoat Photography





Photo: McBoat Photography

Leadership Vision: Steering the Future of Energy

Join CBCC's Dr. Angelic Cole in a revealing conversation with Xcel Energy's visionary leader, Robert Kenney, exploring the innovative strategies and personal philosophies driving the industry forward.

Cole: What would you say is the primary motivating factor behind your leadership?

Kenney: The primary motivating factor behind my leadership is the desire to be of service to others; to be of service to our customers, our communities, and my coworkers.

Working in the energy industry is very much aligned with my personal ethos.

Cole: Who are your role models, and what life-changing lessons did you pick up from them?

Kenney: My mother is my role-model. She taught me the value of a strong work ethic. As a reading teacher, she instilled in me the value of education, intellectual curiosity, and a life-long love of learning. She taught me the value of empathy, the value of humility, and the value of kindness.

Cole: What inspired you to pursue a career in the energy field, and how did you get started?

Kenney: Earlier in my career, I worked as an assistant attorney general under Attorney General Jay Nixon, as a consumer protection attorney. Several years later, Attorney General Nixon was elected Governor of Missouri and he appointed me to the Missouri Public Service Commission, which is the regulatory body for utilities in the state. I had the privilege of serving for six years, the last two as Chairman. Having that opportunity showed me how important energy providers are.

I was drawn to this industry because it is important and consequential work. I have been truly fortunate to have been given the opportunity and privilege to work in an industry that is critical human existence. We light the darkness and provide warmth on the coldest nights. This kind of mission-driven and purpose-driven work is what gets me out of bed in the morning.



Photo: McBoat Photography

Cole: What do you believe to be the most important piece of advice for a leader to follow?

Kenney: Be transparent, be humble, and be empathetic.

Cole: How can you inspire others while also maintaining that you continue to be inspired by Xcel Energy's overall mission?

Kenney: I am fortunate to work for a company whose mission, vision, and values are aligned with mine. I believe in leading with transparency, humility, empathy, and integrity. I try to lead by example and model the behavior that I hope to see in others. Being aligned with our company's values (committed, connected, safe, and trustworthy) makes working for Xcel Energy naturally inspiring.

Cole: How do you prioritize work-life balance, and what advice do you have for junior professionals who are struggling to find balance?

Kenney: It sounds cliché, but I believe that if you find a career you love, it is as if you're not working at all. Find something about which you're passionate. Find meaning in what you do. Make sure that you surround yourself with a strong support system: family and friends. And make the most of the time that you spend with your family: be present, be attentive, be in the moment.



Photo: McBoat Photography



Photo: McBoat Photography

Cole: As an African American leader, what do you consider to be one of the most difficult obstacles you've faced?

Kenney: As an African American leader, there are times where you look around a room and see few or no other faces that look like your own. That can feel isolating. That is why it's important to have mentors and role models, those that look like you, as well as those that don't look like you.

Cole: What do you think are the biggest challenges facing the Energy industry today, and how do you see Xcel Energy overcoming them?

Kenney: Challenges and opportunities are opposite sides of the same coin. At Xcel Energy, we are leading the clean energy transition, while continuing to provide safe, reliable, and affordable energy services. While it is challenging to do all these things simultaneously, we are doing it.

We are collaborating with diverse stakeholders and policy makers to craft and implement constructive public policies that drive value for our customers and our communities.

Cole: How clear is your vision for what the future of corporate responsibility should look like at Xcel Energy?

Kenney: Our vision is crystal clear. We are not only leading the clean energy transition; we are leading it in way that considers the diverse energy needs of our customers and communities.



Photo: McBoat Photography

We are working to reduce carbon emissions in a responsible manner.

We strive to be the trusted and preferred provider of the energy services our customers need. We are committed to providing our customers the safe, clean, reliable energy services they want and value, at a competitive price.

Moreover, we are committed to contributing to the economic vitality of the communities we are privileged to serve. For example, in 2023, our foundation granted \$1.3 million to 87 Colorado nonprofits, focusing on STEM, environmental sustainability, and community vitality. Our coworkers gave thousands of volunteer hours in service of numerous non-profits.

And In 2022 we spent more than \$500 million with local suppliers, including nearly \$137 million with diverse suppliers.

Cole: In what direction does Xcel Energy see itself going?

Kenney: We are going boldly into the future. We were the first energy provider in the United States to set forth bold goals for reducing carbon emissions from three major sectors: electricity, natural gas, and transportation.

We are making significant strides in reducing carbon emissions, on our way to achieving our goal of reducing carbon emissions by 85%, delivering 80% renewable energy by 2030 and 100% carbon free by 2050. In fact, here in Colorado we are already delivering 42% carbon free electricity and have realized a 51% reduction in carbon emissions.

We are also working to reduce greenhouse gas emissions from our natural gas system in the most cost-effective ways. We've crafted a comprehensive suite of options, which includes promoting electrification and energy efficiency, while deploying technology to allow use of our existing natural gas system more cleanly.

Finally, we are working to build the infrastructure that will catalyze the wider use of electric vehicles in service of our goal that 1 in 5 vehicles in the states we serve will be EVs.



Photo: McBoat Photography



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- **Create** programs & services to support our Black-owned businesses
- **Connect** Black-owned businesses with each other
- **Collaborate** with corporate partners and other organizations to support Black-owned businesses

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Jazz Roots: Celebrating the Rich Jazz Heritage of the Five Points Neighborhood

By LASHEITA SAYER

The Five Points Business Improvement District is thrilled to announce the highly anticipated second annual Jazz Roots event series, scheduled for Saturday, February 17th and Saturday, February 24th.

This exciting event, honoring Black History Month, invites local residents and jazz enthusiasts to experience the vibrant history of jazz through live performances, spoken word poetry, dance, and more.

The Five Points neighborhood, once known as the “Harlem of the West,” holds a significant place in jazz history. From the 1930s to the 1950s, renowned jazz musicians performed in local clubs and bars, many of which still stand today. Jazz Roots aims to pay homage to this heritage and celebrate black culture as it relates to American history at large.

Jazz is celebrated as part of Black History Month because it is a genre of music that originated

within African American communities in the late 19th and early 20th centuries. It is deeply rooted in African musical traditions, combined with influences from European, Latin, and Caribbean music.

Historically, jazz has played a significant role in the cultural, social, and political landscape of African Americans during a time of racial segregation and discrimination. It provided a means for African American musicians to express themselves creatively, challenge societal norms, and communicate their experiences and struggles. Jazz became a platform for African Americans to assert their identity, forge cultural connections, and celebrate their heritage.

Celebrating jazz during Black History Month acknowledges and pays tribute to the immense contributions of African Americans to this iconic music genre and recognizes their resilience, creativity, and cultural impact.

“We are excited to bring back Jazz Roots for its second year,” said Haroun Cowans, Board Chair of the Five Points Business Improvement District. “This free event not only showcases the incredible talent in our community but also pays tribute to the rich jazz heritage that has shaped the Five Points neighborhood.”



Photo: Adobe



Photo: Adobe

Jazz Roots 2024 will feature an impressive lineup of musicians, poets, and dancers who will captivate audiences with their performances. Attendees can expect extraordinary renditions of classic jazz music from the American Song Book, replicating tunes once performed by legends such as Duke Ellington, Louis Armstrong, Cab Calloway, and Ella Fitzgerald.

Among the notable performers at Jazz Roots 2024 are:

- Queen City Jazz Band: A band known for their authentic renditions of traditional jazz. Queen City Jazz features Wendi Harleson on vocals, showcasing her soulful and captivating voice. Their unique style is influenced by dixieland jazz, characterized by a lively and energetic New Orleans sound. With their performances, Queen City Jazz will transport audiences back in time, capturing the essence of the jazz era.
- Gabe Mervine Jazz Trio: Alongside Gabe Mervine, the trio will feature Sweet B on vocals. Notably, she is not only a talented singer but also a traditional swing music dancer. Her combination of vocal prowess and dance skills adds a dynamic dimension to the trio's contemporary jazz sound. Together, the Gabe Mervine Jazz Trio will mesmerize listeners with their smooth and captivating performances.

- Taryn Newborn: Taryn Newborn's powerful and soulful voice will pay tribute to the great jazz vocalists of the past, enchanting the audience with her passionate performances. Jazz Roots is a community-driven event that aims to bring people together to celebrate the beauty and significance of jazz music.

Jazz Roots 2024 is set to be a celebration of jazz heritage and the rich cultural history of the Five Points neighborhood. With a lineup of talented musicians, poets, and dancers, the event promises to captivate audiences and honor the influence of black culture on American history as a whole. Jazz enthusiasts and community members are encouraged to attend this free event and immerse themselves in the beauty and significance of jazz music.

The Five Points Business Improvement District is dedicated to strengthening and enhancing the efforts of businesses and property owners in the Historic Five Points neighborhood of Denver. Situated along Welton Street on the northeast edge of downtown Denver, the district promotes the area as a cultural and tourism destination for arts, culture, and entertainment.

For more information about the Five Points Business Improvement District and Jazz Roots 2024, please visit: <https://www.fivepointsbid.com>



Photo: Adobe



Black homeowners hold the keys to their new home.
(Photo: Adobe)

Investing in Black and African American Homeownership

By GREG BROWN

In a [statewide poll](#) conducted earlier this year by The Colorado Health Foundation, 90% of Black and African American Coloradans said that the cost of housing was an “extremely serious” or “very serious” problem. Other issues identified as “extremely” or “very” serious included homelessness (83%), the rising cost of living (81%), and racial bias and discrimination (72%). At the same time, data from the National Association of REALTORS® [Snapshot of Race and Home Buying in America](#) shows only 42% of Black Coloradans own their own home, compared with 70% of White Coloradans.

This homeownership gap is the result of significant and outsized economic barriers rooted

in historic inequities that often persist today. Homeownership is a central and primary tool for building wealth and passing it on to the next generation, and for Black and African Americans, that wealth-building opportunity has been substantially more difficult to obtain.

Colorado Housing and Finance Authority (CHFA) is guided by a vision that everyone in Colorado will have the opportunity for housing stability and economic prosperity. CHFA is committed to reducing the homeownership gap because as the state housing and finance authority, it is not just our mission, but our responsibility to ensure that homeownership access is equitable for everyone in Colorado.

What is CHFA?

Colorado Housing and Finance Authority (CHFA) was created by the Colorado General Assembly

in 1973 to address the shortage of affordable housing in Colorado. CHFA is not a state agency and is fully self-funded.

Today, CHFA's work has expanded to meet its mission to strengthen Colorado by investing in affordable housing and community development. This includes home mortgages and down payment programs, investment to support the development and preservation of affordable multifamily rental housing, and increasing access to capital to support small and medium sized businesses. CHFA also proudly supports mission-aligned nonprofit organizations with donations, grants, and sponsorships.

Reducing the Homeownership Gap

When it comes to reducing the homeownership gap for Black and African American Coloradans, we understand that long-term dedication and work are needed, and we will not be successful without community partnership and involvement in the solutions. Our work on this initiative began with listening to community to gain an understanding of experiences, current and past challenges, and the perceived value of homeownership.

First, we partnered with the [African American Trade Association](#) to develop a strategy and connect with community members. We conducted focus groups with homebuyers, renters, homeowners, and industry professionals, in addition to having one-on-one conversations with community leaders.

The feedback was integral to informing next steps, including a marketing effort to increase awareness of CHFA products and services and [a tailored homeownership webpage](#) for Black and African American homebuyers. Next, we organized an in-community listening tour, allowing us to dig even deeper into the conversation with key partners and community leaders representing nonprofits, real estate industry professionals, and faith-based organizations, to name a few.

In these meetings, CHFA collaborated with attendees to identify initiatives best suited to address the homeownership gap, including developing resources and educational opportunities for prospective Black and African American homebuyers. Importantly, this work reiterated the need for building and establishing trust and collaborating with community members to have the highest impact.



CHFA team at the 2023 Black Arts Festival.
(Photo: Colorado Housing and Finance Authority)

In concert with community members, CHFA established three strategic “pillars” under which fall a host of initiatives aimed at closing the homeownership gap. Those pillars are Outreach, Education, and Resources.

Outreach

One recommendation we heard repeatedly was to share available homebuying resources with community members. In our Outreach work, we seek to increase awareness and engagement with CHFA as well as the overall housing ecosystem. This includes sponsorship of community-led Black and African American events, one-on-one meetings with community leaders to share CHFA resources and converse about solutions, increased representation on CHFA’s Lender Advisory Group, and a marketing campaign centered around increasing Black and African American homeownership called [Own Your Tomorrow](#).

Throughout 2023, CHFA had the privilege of taking part in numerous community events, including the Colorado Black Arts Festival, The Drop Block Party, Park Hill Day of Legends, the Montebello Wellness Fair, and the Denver and Colorado Springs Juneteenth celebrations. In-community events like these allow folks to get acquainted with CHFA and its homebuying programs and services, often for the first time. These valuable introductions and conversations have also helped lay a path for prospective homebuyers to take the next steps toward purchasing a home when the time is right for them.

Finally, part of CHFA’s outreach initiative included the addition of my role as a Community Liaison and Business Development Specialist. I joined the CHFA team in Summer 2023, leveraging my history of working in the mortgage industry, as well as my personal experience of using a CHFA loan to purchase my own home, and I’m proud to help spearhead outreach efforts and make the dream of homeownership a reality for my community.

CHFA presents a Homebuyer Education workshop.
(Photo: Colorado Housing and Finance Authority)





CHFA presents a Homebuyer Education workshop.
(Photo: Colorado Housing and Finance Authority)

Education

The Education pillar is centered around equipping prospective first-time homebuyers with the knowledge they need to prepare for homeownership and to navigate the homebuying process once they've determined they are ready. Over last summer, CHFA organized a series of free in-community educational workshops in Denver, Aurora, and Colorado Springs targeted to Black and African American households interested in homeownership.

These workshops focused on how to assemble a "homebuying team," and participants heard from a panel of experts that included a housing counselor, a Realtor®, and a lender. More than 75 attendees connected with CHFA and community-based housing experts as they explored financial and educational resources at these workshops.

The Education pillar also involves meeting with lenders and real estate agents to ensure they are informed of the various tools available for first-time Black and African American homebuyers. Additional educational initiatives are in the works, including some that go beyond the homebuying process, and focus on overall financial education and wealth-building.

Resources

The Resources pillar involves the delivery of intentional financial and technical resources through community-led and community-supporting organizations. In addition to offering information about first-time homebuyer loans and down payment programs—mainstays of CHFA's homeownership program—we are committed to

sharing resources and partnership opportunities with lenders, real estate agents, and other industry professionals who share in the mission of reducing the homeownership gap.

This work includes strategic investments in financial tools to promote homeownership equity, such as CHFA's investments in FirstBank's [PATH \(Providing Access to Homeownership\) Grant program](#) and Elevation Community Land Trust's Doors Program, not to mention CHFA's partnership with [the Dearfield Fund for Black Wealth](#), all of which are down payment and/or financial assistance programs for first-time Black and African American homebuyers in Colorado. In addition, the PATH and Doors programs can be paired with CHFA's down payment programs.



Black family in front of their new home.
(Photo: Adobe)

Progress Made and Work to Do

CHFA remains committed to reducing the significant homeownership gap for Black and African American households, and will do so with the utmost transparency and accountability. In 2022, 5% of CHFA home finance customers self-identified as Black or African American, as compared to 2% of all Colorado homeowners.

As part of the Own Your Tomorrow campaign, CHFA launched a quarterly eNewsletter to share regular community engagement updates, as well as information on programs and services to support homeownership equity. Each newsletter also contains an update on our strategic initiatives and our yearly benchmarks. You can [sign up for the eNews here](#), and view an [archive of past editions here](#).

If you'd like to learn more about CHFA's efforts to reduce the homeownership gap for Black and African Americans in Colorado, please visit the [Own Your Tomorrow webpage](#) on the CHFA website. That webpage is also a great starting point for anyone interested in taking their next step toward homeownership. You can also [reach out to me and my colleagues](#) on the Home Finance team – we'd love to hear from you, to answer your questions, and to learn how CHFA can continue to serve as partner in the ongoing work to promote homeownership equity throughout our state.

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Investing \$1.9 billion into our water supply

**How Denver Water is
building a strong, resilient
water system for the future.**

By CATHY PROCTOR



Operating Denver Water’s system to meet the challenges of today — and those decades in the future — means meeting day-to-day needs while upgrading infrastructure from the mountains to the network that serves 1.5 million customers across the Denver metro area.

It means ensuring the infrastructure is in place to capture and store water as it melts off mountain snowbanks. That the water can be guided through dams, tunnels and streams to treatment plants where it is cleaned for delivery to customers.

It means having crews skilled in replacing about 80,000 feet of water pipes buried under the city streets every year and able to [respond to and fix breaks](#) in older pipes 24/7/365.

And it means investing in large, multiyear projects to ensure the system continues to reliably provide clean, safe water to 25% of Colorado’s population.

Denver Water expects to invest about \$1.9 billion into its water system during the next 10 years, from large projects to regular inspection and

maintenance programs designed to ensure the system is flexible, resilient and efficient.

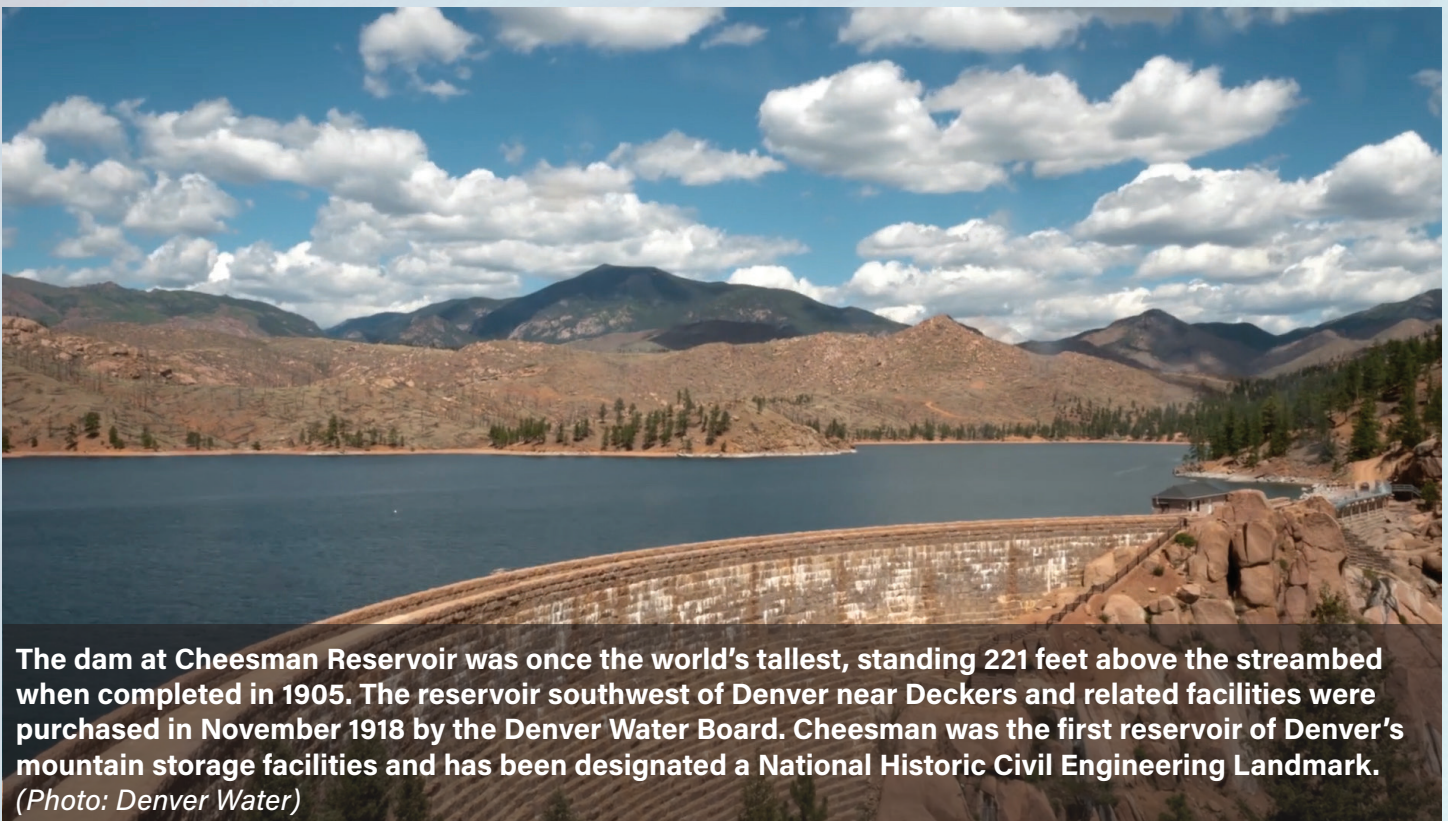
In addition to rates paid by customers, funding for Denver Water’s infrastructure projects, day-to-day operations and emergency expenses, like water main breaks, comes from bond sales, cash reserves, hydropower sales, grants, federal funding and fees paid when new homes and buildings are connected to the system. The utility does not make a profit or receive tax dollars.

In addition, major credit rating agencies recently confirmed Denver Water’s triple-A credit rating, the highest possible, citing the utility’s track record of strong financial management.

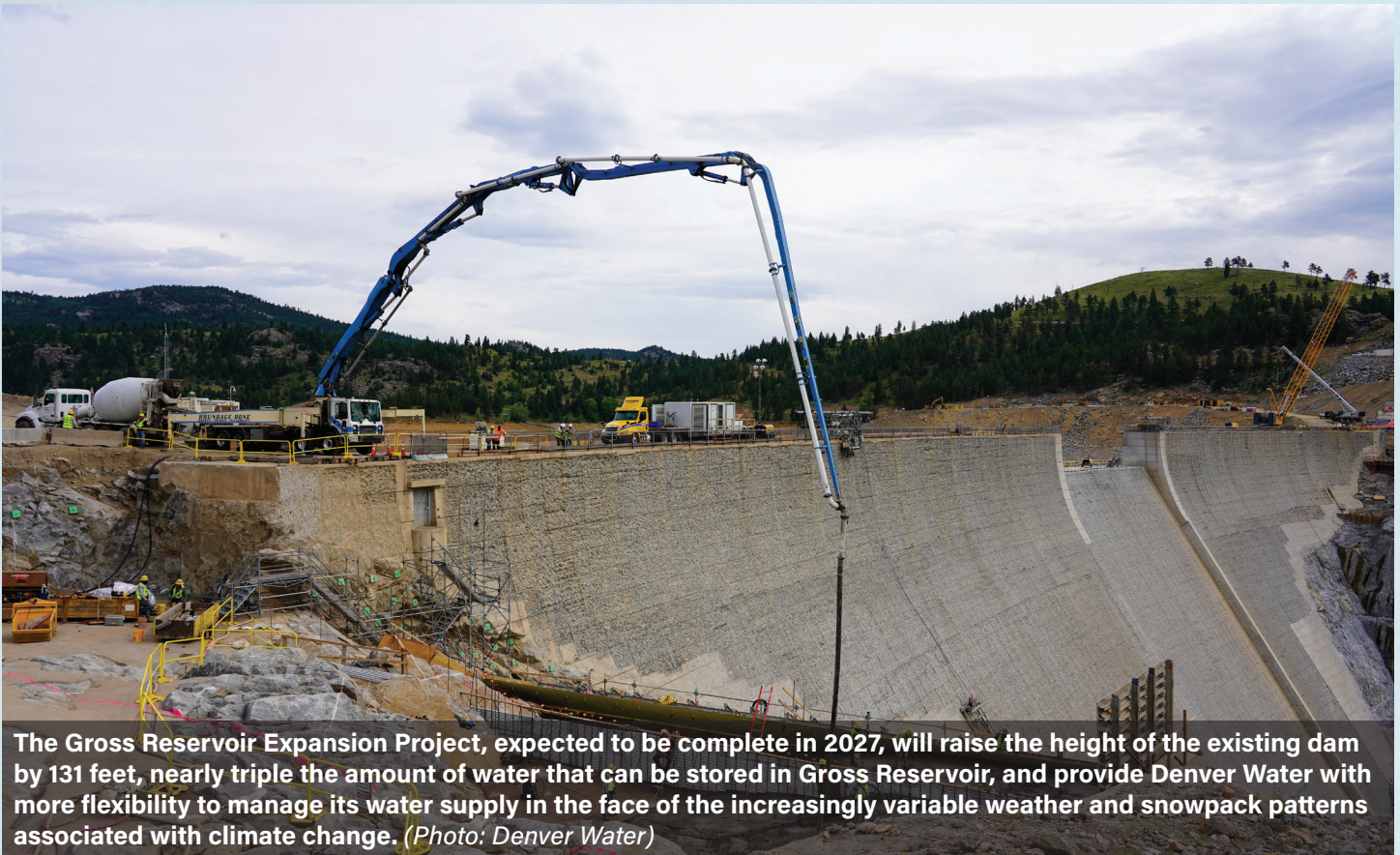
Here’s an overview of some of Denver Water’s recent and ongoing work:

Water storage

Work on the [Gross Reservoir Expansion Project](#), the subject of more than 20 years of planning, got underway in April 2022. Expected to be complete in 2027, the project will raise the height of the existing dam by 131 feet.



The dam at Cheesman Reservoir was once the world’s tallest, standing 221 feet above the streambed when completed in 1905. The reservoir southwest of Denver near Deckers and related facilities were purchased in November 1918 by the Denver Water Board. Cheesman was the first reservoir of Denver’s mountain storage facilities and has been designated a National Historic Civil Engineering Landmark. (Photo: Denver Water)



The higher dam will nearly triple the amount of water that can be stored in Gross Reservoir, providing Denver Water with more flexibility to manage its water supply in the face of increasingly variable weather and snowpack patterns.

The additional storage capacity also will provide a greater balance between Denver Water's separate north and south water collection areas.

Much of the work done on the expansion during 2022 and 2023 was site preparation and removing rock from the sides and bottom of the existing dam, preparing the area for the new concrete.

Workers also have hydroblasted the face of the dam, removing a few inches of concrete, to leave a rougher surface for the new concrete to adhere to. Work to add concrete that will raise the dam will begin in 2024.

At the height of construction, there will be as many as 400 workers on-site, and when complete the dam will be the tallest in Colorado.

Lead Reduction Program

The water Denver Water delivers to customers is lead-free, but lead can get into drinking water as the water passes through old lead service lines that carry water from the water main in the street into the home.

The [Lead Reduction Program](#), which launched in January 2020, is the biggest public health campaign in the utility's history.

The program reduces the risk of lead getting into drinking water by raising the pH of the water delivered and replacing the estimated 64,000 to 84,000 old, customer-owned lead service lines at no direct cost to the customer. Households enrolled in the program are communicated with regularly and provided with water pitchers and filters certified to remove lead to use for cooking, drinking and preparing infant formula until six months after their lead service line is replaced.

To date, Denver Water has replaced more than 21,000 customer-owned lead service lines at no direct cost to the customers.



Water cascades from Strontia Springs Dam, located six miles up Waterton Canyon southwest of the metro area, into the South Platte River, one of two major river systems in Denver Water's collection system. (Photo: Denver Water)



Denver Water crews install, repair & maintain more than 3,000 miles of pipelines that collect and deliver clean, safe drinking water to 1.5 million people in Denver and surrounding suburbs every day. (Photo: Denver Water)

In 2022, Denver Water successfully sought [\\$76 million federal funding](#) to supports the Lead Reduction Program. The money has allowed the utility to increase the pace of the replacement work, adding 3,000 to 5,000 lead service line replacements to the 2023 and 2024 work schedules, beyond the 4,500 already scheduled for replacement during each of those years.

In March 2020, Denver Water also raised the pH of the water it delivers to customers to help reduce the risk of lead getting into water as it passes through customers' internal plumbing that may contain lead.

Northwater Treatment Plant

Work on Denver Water's new, state-of-the-art Northwater Treatment Plant next to Ralston Reservoir north of Golden [in 2023 received multiple awards](#) for the work that went into

creating a culture of safety on a project that involved hundreds of people during its design and construction phases.

The treatment plant, scheduled for completion in 2024, will include 14 buildings and be able to clean 75 million gallons of water per day. Its design left room for the plant to be expanded to clean up to 150 million gallons of water per day in the future as needed.

During 2023 and 2024, work at the site includes finishing construction of buildings inside and out along with the delivery, installation and testing of treatment equipment and systems.

A major feature of the site visible from Highway 93 is the round, concrete tops of two giant water storage tanks. Most of the two tanks are buried underground and each is capable of holding 10 million gallons of clean, safe drinking water.



Video: Northwater Treatment Plant progress update for Summer 2023.



In summer 2023, Denver Water began replacing 5 miles of water pipe under East Colfax Avenue, from Broadway to Yosemite Street. (Photo: Denver Water)



Since its Lead Reduction Program started in 2020, Denver Water has replaced more than 21,000 customer-owned lead service lines with lead-free copper lines at no direct cost to the customer. (Photo: Denver Water)

A new water quality laboratory

During summer 2023, Denver Water’s [new water quality laboratory](#) became fully operational, replacing an older lab built more than 60 years ago behind locked gates at the Marston Treatment Plant, located in southwest Denver near West Quincy Avenue and South Sheridan Boulevard.

The new lab is in the Hydro building on Colorado State University’s Spur campus at the National Western Center north of downtown. Denver Water conducts more than 200,000 tests a year on the water it delivers to customers.

Locating Denver Water’s water quality laboratory in the midst of CSU’s new, public Spur campus ensures the utility’s water experts will be working near researchers, scientists and others tackling issues surrounding water, agriculture and public health that are important to the metro area, state and region.

Two other buildings are at the CSU Spur campus: Vida, which opened in January 2022 and focuses on life and public health; and Terra, which opened earlier this year and focuses on land and food.

The campus houses experts dedicated to exploring how the three disciplines intersect — and interact — with each other.

Ongoing investments in change

As the metro area grows and changes, it’s often an opportunity for Denver Water to upgrade older elements of its system.

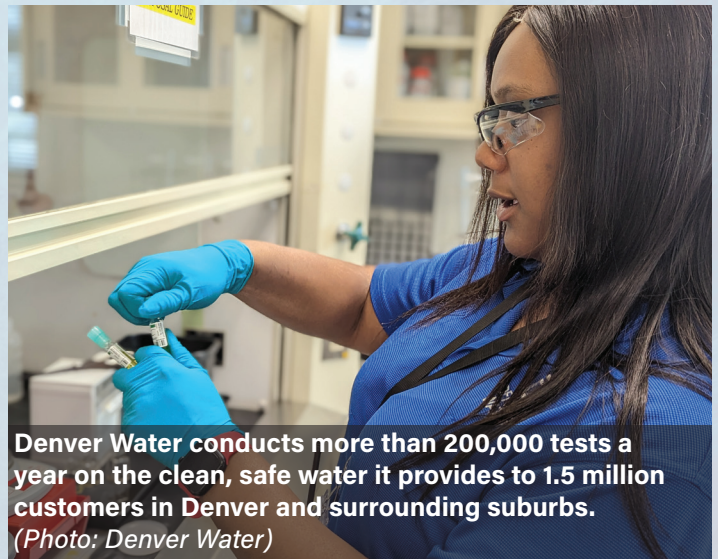
Denver Water is continuing its investment in

replacing about 80,000 feet of water mains under streets every year while also installing new water delivery pipe where needed. The utility has more than 3,000 miles of pipe in its system, enough to stretch from Seattle to Orlando.

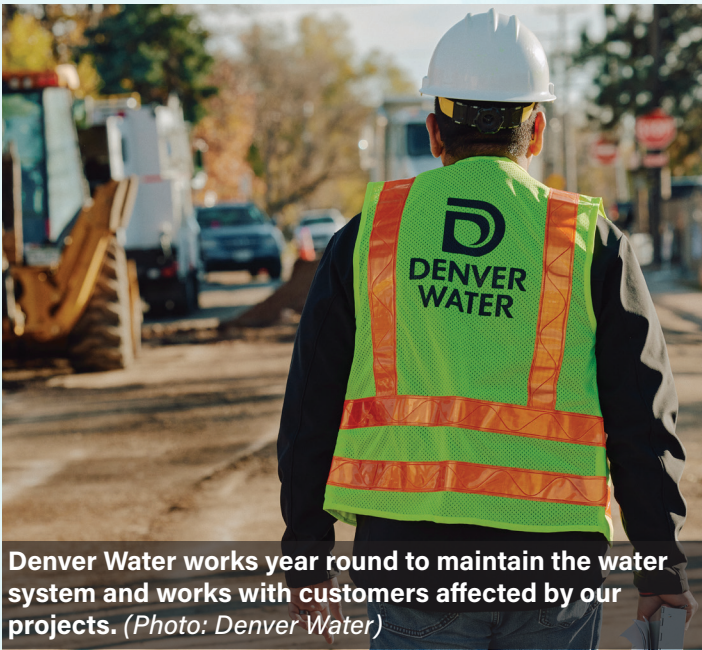
In summer 2023, Denver Water began a major project: replacing [5 miles of water pipe under East Colfax Avenue](#), from Broadway to Yosemite Street. The pipe replacement work is taking place in advance of the upcoming [East Colfax Bus Rapid Transit project](#), which is being led by the [Denver Department of Transportation and Infrastructure](#).

During the replacement project, Denver Water also will replace any lead service lines the crews encounter. The project is expected to continue until the end of 2024.

And in recognition of the drought in the Colorado River Basin, Denver Water and several large water providers across the basin [in 2022](#).



Denver Water conducts more than 200,000 tests a year on the clean, safe water it provides to 1.5 million customers in Denver and surrounding suburbs. (Photo: Denver Water)



Denver Water works year round to maintain the water system and works with customers affected by our projects. (Photo: Denver Water)

[committed](#) to substantially expanding existing efforts to conserve water.

Among the goals outlined in the agreement is the replacement of 30% of the nonfunctional, water-intensive Kentucky bluegrass in our communities — like the decorative expanses of turf grass in traffic medians — with more natural [ColoradoScapes](#) that include water-wise plants and trees that offer more benefits for our climate, wildlife and the environment.

Denver Water is working with partners — including local governments, fellow water

providers and experts in water use and landscapes — to develop programs that will help transform our landscapes and expand our indoor and outdoor conservation efforts.

The utility also started work transforming its own landscapes, including [about 13,000 square feet around its Einfeldt pump station](#) near the University of Denver.

The area, formerly filled with useless Kentucky bluegrass that was only visited when it was mowed, is being transformed into a diverse ColoradoScape. The new landscape incorporates water-wise plants, prairie grasses and cooling shade trees that will offer rich habitats for birds, pollinators and wildlife that live in the metro area.

The work is being done with help from a Transformative Landscape Change Challenge grant from the [Colorado Water Conservation Board](#) and working with Boulder nonprofit [Resource Central](#). Once the plants are established, Denver Water expects to reduce water use at the site by nearly 183,000 gallons of water a year.

The project is an example of how Denver Water is planning for a warmer, drier future by partnering with our community to build a system and a landscape that supports our customers and encourages them to thrive now and in the future.



Video: *How does Denver Water replace lead service lines.*



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(Photo: BOK Financial)

High interest rates demand fresh thinking on company finances

By BOK FINANCIAL

Four ways corporate treasury departments can improve financial security in this unfamiliar environment

In any business, adapting to changing market conditions is critical to long-term prosperity. Corporate CFOs and treasury departments should take that advice to heart, as nearly two years of rising interest rates require new approaches to managing the company coffers.

“Interest rates have been low for so long that many of today’s finance professionals weren’t even in the workforce the last time high rates were an issue,” said Marica King, treasury sales associate at BOK Financial®. “What this means for businesses is they have to think differently about how they optimize their working capital, debt and liquidity.”

It was 2007 when America last saw a Federal Funds rate over 5.0%. From late 2008 through mid-2017, the rate never rose above 1%. But since early 2022, [the Federal Reserve has hiked rates aggressively](#), attempting to stem rampant

inflation in the aftermath of the COVID-19 pandemic. As of January 2023, the rate was 5.25% to 5.5%, with few economists [predicting a decrease any time soon](#).

“On one hand, higher interest rates can be challenging for companies who need to borrow money. But high rates also create new opportunities to generate stronger returns on bank deposits and liquid investments,” she said.

A Confluence of Curveballs

Of course, interest rates are only one factor out of many affecting the fortunes of companies large and small. Inflation over the past two years has made supply costs higher and led many customers to put purchases on hold, creating a cash crisis for the organizations caught in the middle. With the addition of ongoing supply chain issues, geopolitical uncertainties and recent turmoil in the banking industry, many companies are seeking new solutions to maintain financial resilience.

“We think the top three priorities for most companies should be safety, liquidity and yield, in that order,” said King. “These are always important goals, but given current economic conditions, companies may need to make some adjustments to their long-held strategies.”

Four tips for financial stability

King and her treasury services team offered a range of suggestions for businesses to consider as they reevaluate their needs.

Focus on safety first. While bank failures are rare, the high-profile collapse of several regional banks last spring served as a reminder for businesses to ensure their assets are secure. Working with banks that are FDIC-insured is a start, but clients should also conduct due diligence on their bank's loan, deposit and revenue diversity, and check their financial health ratings issued by third parties such as Moody's and Standard & Poor's.

Additionally, treasury managers can take advantage of innovative banking products, such as [Insured Cash Sweep \(ICS\) accounts](#), designed to maximize insurance coverage for deposits larger than the \$250,000 FDIC limit.

Maximize working capital. In times of uncertainty (and especially when interest rates are high), companies want to increase cash flow, which provides a safety net to deal with potential adversities while earning a return on money in reserve.

For these reasons, companies should prioritize the need to collect on accounts receivable quickly and optimize their payables process. As an example of the latter, King mentioned that some companies use their corporate card program strategically to pay vendors, making more efficient use of working capital for another month until the credit card bill comes due.

Reevaluate debt. With higher interest rates, borrowing is more expensive and credit may be harder to access. Companies that have traditionally operated as net borrowers should closely examine their future needs and explore alternative sources of funding to avoid becoming overleveraged. Concurrently, an emphasis on increasing working capital, as mentioned earlier, can help to service existing debt.

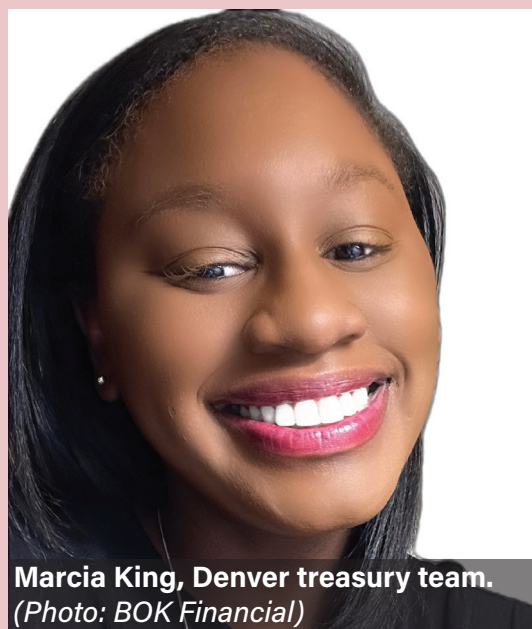
Reposition cash reserves. When interest rates were low, a common strategy involved leaving cash reserves in non-interest-bearing accounts to maximize earnings credits and offset treasury service fees from the bank. But in today's high-rate environment, companies with excess cash are achieving handsome yields from money market accounts and other short-term instruments.

Some banks now offer hybrid accounts that offer a combination of earnings credits and interest, which can be a best-of-both-worlds solution.

Amid the shifting sands of the economy, every company faces its own unique challenges to find and maintain a solid financial footing. That is why it's important for businesses to have good relationships with their banking partners, King said.

"As the economy evolves, a proactive, consultative banking team can help companies understand their financial needs, improve processes, and take advantage of the right mix of products and services," she said.

With a more comprehensive approach to treasury management, companies can shore up their financial security today and weather whatever economic storm comes next.



Marcia King, Denver treasury team.
(Photo: BOK Financial)

Building an Excellent Colorado

By BREEZY SPRUILL

The Construction Management Group of CO, LLC headquartered in Colorado Springs, Colorado was established in 2009 by owner and managing member Jim Spruill. Jim has over 30 years of experience in all phases of construction. His ambition and work ethic helped him climb the construction chain from carpenter and foreman to higher positions like Superintendent, Project Manager, Senior Project Manager and even Operations Manager. His vast experience in all aspects of construction brings invaluable knowledge in foreseeing and overcoming complications, bringing jobs successfully to completion while staying within budget and on schedule. Jim founded TCMG on the concept that there is a better way to provide professional construction consulting and management services at a personal level. We pride ourselves in offering national experience on an individualized level, 35 years of major construction service and maintaining a team-oriented approach that supports our client's needs.

Our primary services include construction management and conceptual cost estimating. As your Construction Manager, we will act as your owner's representative from the design



Photo: The Construction Management Group of CO, LLC

phase of your project to the first time you turn on the lights in your new building. We offer pre-construction, construction management and post-construction support. Pre-construction support includes a plan review and a spec review to identify any missing pieces in the scope which ultimately provides expertise for constructability, along with means and methods. We develop a project master schedule to establish duration and responsibility for all major activities during every phase of the project and notify the client and architect if any delays or problems present. During this pre-construction phase, we also develop bid packages to establish the categories of work into separate contracts that provide well-defined and manageable divisions of work. After the master schedule and bid packages are complete, TCMG/CO along with the client will evaluate the bids and make recommendations for the awarding of contracts.

TCMG/CO manages details like working with architects to keep project costs down, selecting quality contractors, maintaining the project schedule, processing contractor pay apps and change orders, maintaining records, providing monthly reports, monitoring contractor's safety programs and more. We have vast experience aiding owners by providing varying building strategies which allow the owner to determine the priorities of the project. We utilize the budget, time frames and building codes of the venture to guide the owner towards savvy building decisions and strategies.

For owner's bid jobs, TCMG of CO puts together the team for the entire project from



Photo: The Construction Management Group of CO, LLC



Photo: The Construction Management Group of CO, LLC

the architect and superintendent to the painter and excavator. We have extensive experience in developing bid packages to establish the categories of work into separate contracts which promotes competition and provides well-defined and manageable divisions of work. We have provided Construction Management services for schools, rec centers, medical plazas, government buildings, auto shops, zoos, shopping centers, fire maintenance facilities, office buildings and more.

The Construction Management Group of CO LLC provides clients with independent government cost estimating services from initial conception through final completion of projects. The software we utilize includes 4 Clicks, GSA's CEW Estimating software and proprietary software. Our estimates encompass all major divisions including, but not limited to, A/E, civic, structural, and HVAC. Estimates are usually done at intervals of 35% complete, 60% complete, 90% complete and final GMP. TCMG/CO has provided cost estimates from minor renovations to site infrastructure and master planning. We strive to be the very best by exceeding expectations and avoiding surprises. Our estimating team aids the owner by providing varying building strategies which allows them to determine the priorities

of the project. We have provided estimates for clients like the City of Westminster, The Town of Boulder, the GSA, the FBI, Dutch Bros Coffee Shop, multiple schools across the country, shopping centers, rec centers and more.

The best way to contact The Construction Management Group of CO, LLC is via email at jim@tcmg.us or breezy@tcmg.us. You can also reach us via phone at (719)424-7448. We would appreciate the opportunity to speak about any future or ongoing projects that might benefit from construction management or independent cost estimating services, or to speak further about our capabilities!



Photo: The Construction Management Group of CO, LLC



Photo: Adobe

Dr. Reginald Washington and Being in the Room Where It Happens!

By LANYE BANKS

In the field of healthcare, certain individuals stand out for their commitment to positive change. Dr. Reginald Washington, a Black Pediatric Cardiologist and retired Chief Medical Officer (CMO) at Presbyterian/St. Luke's Medical Center and Rocky Mountain Hospital for Children (RMHC), is one such figure.

During his CMO tenure from 2008-2023, Dr. Washington played a crucial role in transforming pediatric care. A notable achievement was the development of an affiliation process used in hospitals for the delivery of pediatric

care. This process is centered around quality outcomes, training, equipment, and clinical pathways. This model is now used by 18 hospitals across four states, reflecting a practical approach to improving standards.

Dr. Washington's leadership led to noteworthy improvements in quality rankings, including clinical metrics like mortality rates, surgical site infections, ventilator use days, and C-section rates. There are six pediatric hospitals across HCA Healthcare's 185 hospitals. The shift from 5/6 to 2/6 when comparing RMHC to similar hospitals within HCA Healthcare demonstrated a commitment to excellence and patient safety during Dr. Washington's tenure as CMO. While serving as the President of the American Heart Association of Colorado from

1989 to 1991 Dr. Washington initiated programs to promote screening for high blood pressure and cholesterol in minority communities, earning him the title Volunteer of the Year in 1989.

Beyond his role at the American Heart Association, Dr. Washington remained deeply committed to the community serving as the Chairman of the Committee on Sports Medicine and Fitness for the National American Academy of Pediatrics (AAP) from 1990 to 2004. This showcased his commitment to the overall well-being of children. His involvement in the Expert Committee on Assessment and Prevention of Childhood Obesity (AMA, CDC) and the Expert Panel on Cardiovascular Risk Reduction in Children (NIH), highlighted his dedication to addressing

broader health issues affecting the younger generation.

Additionally, Dr. Washington and his son, Quinn, authored a book focusing on heart-healthy meals that include soul food recipes. The book reiterates his aim to reach minority communities making heart health relatable in a meaningful way.

Dr. Washington actively promoted diversity and inclusion by serving as the Executive Sponsor for HCA Healthcare's Continental Division Black Colleague Network where he created a supportive environment for Black professionals in the network and beyond. Dr. Washington's mentorship showcased his dedication to fostering talent and diversity

at various levels of healthcare service and leadership.

In an interview with Dr. Washington, he stressed the importance of being "in the room where it happens." According to Dr. Washington, real change occurs when individuals actively position themselves in influential spaces. Dr. Washington's journey often found him as the first, and often only, Black person in these crucial decision-making rooms. His bravery and determination paved the way for advocating change and championing quality patient care for all.

One of the high points in Dr. Washington's career was being one of the three finalists interviewed for the position of Surgeon General of the United States in 2006. This

role required a nomination, and while the identity of his nominator remains unknown, the fact that Dr. Washington was nominated, vetted, and interviewed at the White House speaks volumes about his impactful presence in multiple "rooms where it happens."

Dr. Reginald Washington's legacy extends beyond his roles in pediatric cardiology and hospital leadership. His influence in transforming pediatric care, improving quality outcomes, and advocating for diversity reflects a pragmatic approach to healthcare. Dr. Washington's journey underscores the impact one individual can have in shaping the future of healthcare by actively participating in meaningful change.

REGINALD WASHINGTON, MD CONFERENCE CENTER



Reginald Washington, MD, is one of the 13 original founding members of Rocky Mountain Hospital for Children (RMHC), which now provides expert pediatric care across the entire region. He was a nationally renowned pediatric cardiologist for over 30 years, served as the first Chief Medical Officer for RMHC, co-founded the Rocky Mountain Children's Health Foundation, served on numerous nonprofit boards and helped develop impactful healthcare policies throughout his entire career.

As a respected pioneer, community leader, champion and accomplished physician, Dr. Washington leaves an indelible mark on RMHC, patients and families, the community, and all who benefited from his expertise and philanthropy. His legacy and influence will continue to guide this hospital.



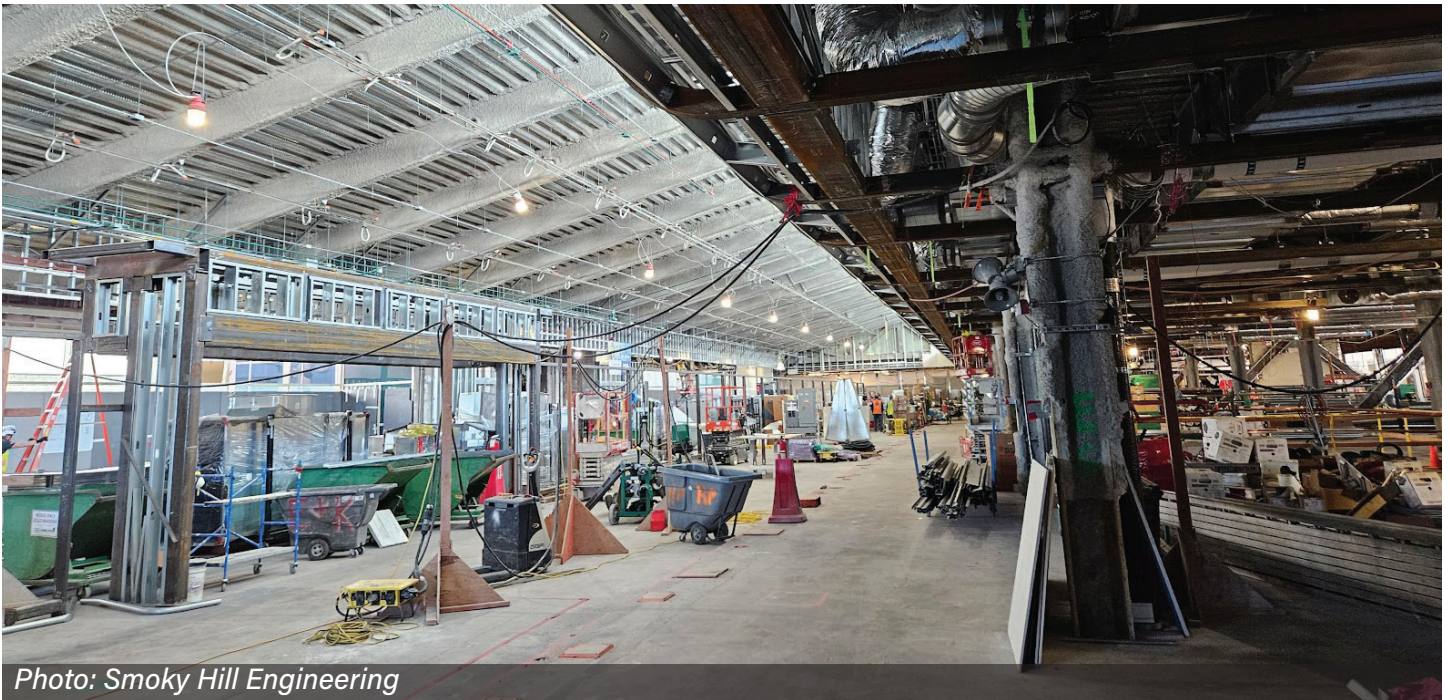


Photo: Smoky Hill Engineering

Structural Innovations: Shaping Colorado's Landscape

By DEMEKE B. ASHEBO

Smoky Hill Engineering, LLC, is a Colorado-based Minority Owned Civil and Structural Engineering Consulting Company. Smoky Hill Engineering has been serving the Denver metro area and the Colorado market for the last six years, supporting clients in civil and structural engineering consulting scope of work. Our client base includes private and public agencies, including the Denver International Airport (DIA). We have worked on DIA projects for years, working alongside DEN, the City, and the consultant community to deliver results through several projects. Our service includes QA/QC consultancy and inspections, construction

administration support on the owner side, civil and structural engineering, and permit support.

Smoky Hill Engineering's few projects that were completed or are currently ongoing include the following:

Denver International Airport B-East Concourse Expansion Program *(project completed)*

Smoky Hill Engineering supported the project as a Quality Control (QC) consultant. Responsibilities include reviewing design drawings and specifications, producing checklists for daily inspections, and reviewing third-party inspections and test reports. Smoky Hill Engineering supported and advised the project team with engineering and code review and collaborated with the team on the process improvement to streamline the quality control practice.

Denver International Airport C-East Concourse Expansion Program *(project completed)*

Smoky Hill Engineering supported the project as a Quality Control (QC) consultant. Responsibilities include reviewing design drawings and specifications, producing checklists for daily inspections, and reviewing third-party inspections and test reports. Smoky



Photo: Smoky Hill Engineering

Hill Engineering supported and advised the project team with engineering and code review and collaborated with the team on the process improvement to streamline the quality control practice.

Maverix Broadband Fiber Optics Line, Maverix LLC, Douglas County, Colorado (project ongoing)

The Maverix Broadband Fiber Optics Line project will provide high-speed internet services to communities northeast of Douglas County, the City of Aurora, Arapahoe County, and Elbert County. The installation of the fiber optic line will be conducted by directional drilling within the county's right of way with minimal disturbance to the existing site. Smoky Hill Engineering designed the fiber optic line within the public right of way, including producing SWPPP plans and supporting the client in obtaining permits from various AHJs.

3D Baggage Claim Refresh Project, Denver International Airport (project ongoing)

Smoky Hill Engineering teamed up with Stantec to provide structural engineering services to the 3D Baggage Claim Refresh project at Denver International Airport. The scope of work includes modification of existing mechanical, electrical, and fire protection systems to accommodate



Photo: Smoky Hill Engineering

the new layout on the 5th floor of the terminal. Areas adjacent to the work scope boundary are to remain occupied and operational during construction.

Jackson Gap and 78th Parking Expansion, Denver International Airport (project completed)

Smoky Hill Engineering teamed up with Jacobs Engineering as the Quality Assurance (QA) engineer in the Jackson Gap and 78th Parking Lot Expansion project. Once the pavement is installed, the parking lot will be striped to provide 612 standard spaces and 2,719 pull-through spaces. A new fire hydrant will be constructed within the parking lot, and light poles and fixtures will be installed.



Photo: Smoky Hill Engineering

Empowering the Community

By SARAH SIMON

As we celebrate Black History Month, I took the opportunity to reflect on what empowerment means to me as a Black professional. As the West Region Public Engagement Manager at DoorDash, I have witnessed how my company has put so many in the driver's seat of their economic futures and earning potential. By providing flexible work opportunities, fostering entrepreneurship, and supporting local communities, DoorDash strives to be a catalyst for economic empowerment in the Black community.

At DoorDash, our mission is to power local economies and support local communities. We were founded as a platform to help grow and empower local businesses and do this through a three-tiered approach:

- Giving merchants access to the logistics and platform to connect with new customers and grow their business
- Connecting consumers with their favorite local businesses
- Providing Dashers with an opportunity to earn income on their own schedules and around their own needs

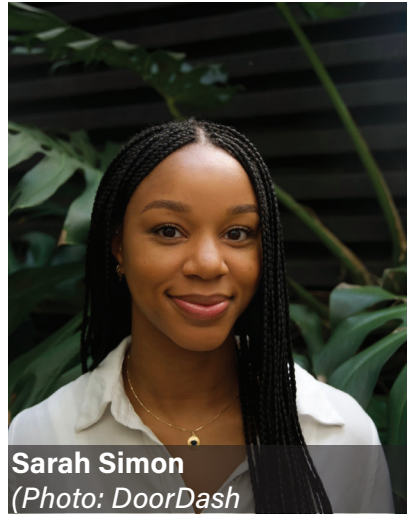
Through this approach, we've been able to play a small part in driving economic empowerment in Colorado's Black community. Our system helps foster a more equitable marketplace, with



DoorDash at a local business.
(Photo: DoorDash)

over one-third of Dasher earnings on the platform in Colorado going to dashers living in communities of color —totaling over \$90 million in earnings in the year ending in September 2023.

The best part? Dashing allows



Sarah Simon
(Photo: DoorDash)

Dashers to take control of how and when they earn extra income. Nearly all Dashers based in Colorado agree that dashing allows them to control their time and earning opportunities—92% of Dashers agree it provides flexibility in their

schedule. DoorDash accommodates a diverse range of schedules and circumstances by allowing individuals to access flexible earning opportunities to work when they can. This flexibility

can be instrumental in achieving financial stability and pursuing other aspirations, whether it's further education, investing in a business, or saving for the future.

In fact, 80% of Colorado Dashers have other income or responsibilities—this includes Dashers who have full or part-time jobs, are self-employed, students, stay-at-home caregivers or retired. This means that dashing empowers people to pursue their education, take care of loved ones, or go after their passions and long-term goals.

We believe communities thrive when economic opportunity is readily available, which is why we are proud that dashing is available to so many Coloradans without significant barriers to entry.

As a company, one of our goals is to help support economic progress in the Black community. That is why we sponsored the "Gaining Ground in the Colorado Black Community" Summit hosted by the Colorado Black Round Table last fall. The event convened Colorado's top leaders and emphasized the importance of applying the principles of diversity, equity, and inclusion to policy discussions. We are proud to support organizations like the Colorado Black Round Table that are helping to ensure Black

Coloradoans have access to entrepreneurial and professional success.

Additionally, knowing the crucial role that sound policy plays in personal and professional lives, we've sponsored civic engagement events through local organizations like the Greater Metro Denver Ministerial Alliance and the Rocky Mountain NAACP. Our efforts to support the Black community have also included supporting the Cleo Parker Robinson Dance Company during Juneteenth and events with the Colorado Black Caucus.

Looking Forward

As DoorDash continues to evolve, our commitment to empowering individuals and communities through economic opportunity will remain. By leveraging our platform and resources, DoorDash continues to pave the way for a more equitable and thriving future for Black-owned businesses and communities across Colorado. We are proud to be a part of a Colorado community dedicated to raising each other up and a company supporting our collective success.



DoorDash helps Black business thrive.
(Photo: DoorDash)

Black Business ON THE MOVE



Janelle Johnson
(Photo: Life Balance Counseling)

Life Balance Counseling Mental Health Private Practice By JANELLE JOHNSON

Life Balance Counseling Mental Health Private Practice was formed in 2011 by Janelle Johnson. Janelle Johnson is a Colorado native who understands the need for an accurate mental/behavioral health diagnosis, so people get the appropriate and accurate mental health treatment. Janelle is a licensed professional counselor and nationally certified counselor.

Life Balance Counseling is a Black Women Owned Business. While Life Balance Counseling Counselors work with men, women, and other gender identities with a diverse population portfolio, representing served and unserved populations is paramount. Life Balance Counseling began to see the most significant call to action during the COVID-19 pandemic in March 2020. This was the turning point for the business, seeing vast cultures of people from all races and socioeconomic groups looking for support about loss, stressors, health, family, political unrest, disparities, social injustices, conflict, comorbidity, co-occurring, diagnosed, and undiagnosed health concerns. It was a time of unrest for the first-time therapy client and the person who utilizes health treatment options as

part of their lifestyle.

The business practices include:

- Boundary setting.
- Setting expectations.
- Being empathetic, caring, transparent, and genuine.
- Working towards zero suicide.
- Clients' improved quality of life.

Insurance, EAP, and private pay are accepted at Life Balance Counseling. At Life Balance Counseling, talk therapy with adult clients, individuals, couples, groups, and families is completed—a place for clients to be themselves for themselves. Understanding that they matter and must pour into themselves, working towards self-fulfillment and self-efficacy before assisting others. On a more significant level for clients, increased life (decreased depression), no incarcerations (emotional regulation and reduced fear-based decision making), refraining from violence and volatility, and building happiness are included in Life Balance Counseling's mission.

Life Balance Counseling's goal is to be a light of love with understanding and a change agent, rewriting the narrative of what crazy is by destigmatizing seeking support for mental health concerns. Crazy is not seeking support or treatment when it benefits a person. Crazy is not utilizing resources available to enhance and enrich people's quality of life. Interventive methods and treatment are ways to work towards optimal health and a sound mind. There is no shame in seeking support and meeting health needs and concerns. Life Balance Counseling may be where you seek counseling, get referrals, or consult about mental health needs. You are not alone and should not be ashamed. No concern is too big or too small. Mental health concerns may be mild, moderate, or severe. The correct treatment for the correct symptom will make a difference. Healthy therapists relate and have been in the seat as therapy clients with the

understanding that counseling is commonplace for mental health needs. Medication management can be sought after with a psychiatrist or psychiatric RN. Psychotherapists practice talk therapy.



Tammy M. Perry
(Photo: Community Connections Coalition Council)

Community Connections Coalition Council By TAMMY PERRY

Tammy M. Perry is the CEO of the Community Connections Coalition Council and in the year 2024, she is embarking on a “24K Gold Year” for her women-led outreach initiatives. Under the Community Connections Coalition Council, Mrs. Perry leads the Kaleo: Global Women’s Consortium (KGWC), which is comprised of a diverse group of women leading nonprofit and for-profit entities across the United States. Mrs. Perry said, when she heard one of her KGWC members, Pastor Tina Joseph reference “24K Gold,” she knew what her goals for 2024 would be. Mrs. Perry says, “It really resonated with me when Pastor Joseph referenced the term, particular when, thinking of the women who had been a part of the KGWC since its inception in 2020. Mrs. Perry says, “the symbolism is that 24K gold is made of 100% pure gold, and extremely valuable. However, because gold is such a soft metal, 24K gold bends and scratches easily.” Perry, adds, “This reminds her of many

of the women in her KGWC group. Many of the women have pure hearts of gold and passions as they thrive to nurture the valuable services they provide through their businesses. “Many of us have been through some things in life that has left us easily bent and scratched,” Perry added. Many of the women in KGWC have overcome obstacles and continue to excel. Many of them have residential group homes for youth and/or the elderly. Some have therapeutic equestrian programs. Others simply provide educational and outreach services wherever they can or whenever they can. Because of this, Mrs. Perry has devoted the “Year 2024, the 24K Gold Year” to focus on assisting KGWC with fundraising and securing grants to further their missions. She encourages other women to embrace Year 2024 24K Gold and step out of their comfort zones and pursue their dreams of being a nonprofit or for-profit business owner. Tammy Perry holds an Executive Juris Doctorate degree from Purdue University and uses her law degree to provide legal consultation for nonprofit organizations.

Share Your Story with Us!

Are you a Black business owner in Colorado making an impact? We’re seeking submissions for our “Black Businesses on the Move” section! In 250-500 words, tell us what sets your business apart, your contributions to the community, and any challenges you’ve overcome. Please include relevant photos and/or bios to accompany your story.

Send your submissions to:
TheAcumen@cbcc.biz.

Let’s celebrate your achievements and inspire our community together!

Editorial and Deadline Calendar

Featured Topic	Space Reservations	Materials Due
March 2024		
International Women's Day	Wednesday, February 14	Monday, February 19
April 2024		
Black Women's Month	Friday, March 15	Wednesday, March 20
May 2024		
National Small Business Month	Monday, April 15	Friday, April 19
June 2024		
Juneteenth	Wednesday, May 15	Monday, May 20
July 2024		
International Day of Cooperatives	Friday, June 14	Tuesday, June 18
August 2024		
National Black Business Month	Tuesday, July 16	Friday, July 19
September 2024		
911 Memorial	Friday, August 16	Tuesday, August 20
October 2024		
Health	Monday, September 16	Friday, September 20
November 2024		
Youth Entrepreneurs	Tuesday, October 15	Friday, October 18
December 2024		
National Write a Business Plan Month	Thursday, November 14	Monday, November 18
January 2025		
A Salute to Dr. Martin Luther King, Jr.	Friday, December 13	Wednesday, December 18
February 2025		
Black History Month	Tuesday, January 14	Friday, January 17

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Boost your business's visibility by advertising with the Colorado Black Chamber of Commerce in **The Acumen**. Connect with a wide, engaged audience that supports local enterprises and gain unparalleled exposure within the community. Don't miss this opportunity - contact us today to place your ad and expand your reach!

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Listed in cost per ad placement.

	1X	3X	6X	9X	12X
Full Page	\$1000.00	\$900.00	\$800.00	\$700.00	\$600.00
Junior Page	\$750.00	\$675.00	\$600.00	\$525.00	\$450.00
Half Page	\$500.00	\$450.00	\$400.00	\$350.00	\$300.00
Quarter Page	\$250.00	\$225.00	\$200.00	\$175.00	\$150.00
Eighth Page	\$125.00	\$112.50	\$100.00	\$87.50	\$75.00
Sixteenth Page	\$62.50	\$56.25	\$50.00	\$43.75	\$37.50

Advertisement Sizes

	Without Bleed (inches)	With Bleed (inches)
Full Page	8.500 w x 11.000 h	8.750 w x 11.250 h
Junior Page	5.000 w x 7.750 h	5.250 w x 8.000 h
Half Page - Horizontal	7.500 w x 4.875 h	7.750 w x 5.125 h
Half Page - Vertical	3.625 w x 10.000 h	3.875 w x 10.250 h
Quarter Page - Horizontal	4.875 w x 3.625 h	5.125 w x 3.875 h
Quarter Page - Vertical	3.625 w x 4.875 h	3.875 w x 5.125 h
Eighth Page (business card) - Horizontal	3.500 w x 2.000 h	3.750 w x 2.250 h
Eighth Page (business card) - Vertical	2.000 w x 3.500 h	2.250 w x 3.750 h
Sixteenth Page	1.750 w x 2.375 h	2.000 w x 2.625 h

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ATTENTION ALL CBCC MEMBERS!

Want to share your story with fellow members?
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included in **THE ACUMEN**, a Colorado Black Chamber of
Commerce monthly publication.

Are you a member of the Colorado Black Chamber of Commerce?

The CBCC is a thriving business community that is driving success for Black-owned business. We create programs and services for business assistance and support; we connect Black-owned businesses with each other for networking and visibility; and we collaborate with corporate partners and other organizations to support the community as a whole. The Colorado Black Chamber of Commerce is the voice of Black business owners and an advocate for resources and policies that impact us.

Our membership offers unparalleled networking opportunities, exclusive access to business resources, and strong advocacy for your business interests. Elevate your business with our educational workshops and events that keep you at the forefront of industry trends. Connect, grow, and succeed with a community that champions your success. Take the first step towards unlocking your business's full potential.

**Join today and be part of a network that drives growth and
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