



Vermont Partnership

FOR FAIRNESS AND DIVERSITY

BIPOC Business Survey Report December 2020

Background

Vermont Partnership for Fairness & Diversity launched a BIPOC Business Survey via surveyMonkey.com on 25 October 2020. We designed the survey to gauge respondent interest in the creation of an entity to serve the needs of BIPOC (Black, Indigenous, People of Color) business owners in Vermont. We sent the survey to 480+ BIPOC business owners, 50+ organizations governed or led by BIPOC members, 200+ BIPOC thought leaders, and 15 potential charitable and state agency investors. The survey was closed on 20 November 2020.

On 02 July 2020 Vermont Partnership accepted virtual handshakes from Ted Brady, Deputy Secretary of the Agency for Commerce and Economic Development, and Will Belongi, executive director for the Vermont Community Loan Fund, to conduct outreach and technical assistance to minority owned businesses for the COVIC-19 Economic Recovery Grant Program. Economic and business development has been the central focus of Vermont Partnership for nearly twenty years. We believe that Vermont's economic prosperity is dependent upon its ability to attract and retain consumers, entrepreneurs, and venture capitalists of color to the Green Mountains. Our relevant experience includes, but is not limited to, the following:

- Organized minority business roundtable for Gov. Jim Douglas (2002)
- Conducted research on minority owned business (2005, unpublished)
- Began work with the Vermont State Police on fair and impartial policing (2006 – present)
- Organized *Making Vermont Work for Everyone: A Think Tank for Vermont Leaders of Color* at which one quarter of the participants were minority business owners or nonprofit executives. Gov. Douglas delivered the keynote address. (2010)
- Launched the *Vermont Vision for a Multicultural Future Initiative*. We convene an annual conference designed for executive- and legislative-level leadership to share proven strategies that strengthen business essential diversity, inclusion, and equity practices. (2012 –)
- Launched the *Vermont African American Heritage Trail* in collaboration with the Vermont Department of Tourism & Marketing to expand Vermont's economy through attracting tourists from the rapidly growing multicultural marketplace. (2013 - present)
- Hosted events for the National Brotherhood of Skiers, the New England Chapters of the Buffalo Soldier and Trooper Motorcycle Clubs, and National Black Marathoners Association.

- Conducted training for the Lake Champlain Regional Chamber of Commerce on branding (2013).
- Launched an online portal (www.iamavermonter.org) that serves as a resource for persons of color considering a relocation Vermont. (2015 – present)
- Maintain listserv of 200+ Vermont thought leaders of color.

The tipping point in our decision to launch the survey had to do with the fact that on the opening day of the COVID Economic Recovery Grant program on 06 July 2020 over 1,700 women owned businesses applied whereas it took nearly a week for the first couple of hundred BIPOC businesses to learn of the program and apply. Had there not been a \$2.5 million set aside for BIPOC businesses we would have been locked out of recovery funds within days of the grant program launch. It took nearly a month for BIPOC business to exhaust the \$2.5 million set aside.

The absence of a centralized database of BIPOC businesses constrained Vermont Partnership's ability to get the word out. For the COVID Economic Recovery Grant program we managed to cobble together a list of businesses from our own database, contacts with BIPOC thought leaders, and various state agency databases of disadvantaged business enterprises. Our database grew as BIPOC business owners contacted us for technical assistance to apply for the recovery grants. We sent the survey to our expanded list of businesses.

If BIPOC business owners expressed sufficient interest in creating an entity to serve the needs of these owners we would invite the charitable investors into the conversation. This preliminary work has been underwritten by both the Vermont Partnership for Fairness & Diversity and the Vermont Community Foundation through a grant to the ALANA Community Organization.

Survey questions

The survey contained ten questions including seven multiple choice, two open ended, and one ranked order. Two of the multiple choice questions had open ended follow up questions. While we sent the survey to 730 BIPOC entities or thought leaders, of the 480 BIPOC business owners queried, 75 or 16% completed the survey. The survey took approximately four minutes to complete for each respondent.

1. In what county is your business located?
2. How long have you been in business?
3. In what sector is your business?
4. Are you a member of a chamber of commerce or other business association?
5. Is your business getting the assistance it needs to survive the COVID pandemic?
6. Where do you go when you need advice on how to operate your business?
7. For what purpose(s) should BIPOC businesses organize? Please rank.

- a. Access to capital (developing relationship with financial institutions)
 - b. Access to new markets
 - c. Access to government contracts
 - d. Technical assistance (bookkeeping/accounting)
 - e. Technical assistance (how to write a bid proposal)
 - f. Technical assistance (marketing, product development)
 - g. Recruitment, Compensation, and Retention
 - h. Lobbying in the state legislature
 - i. Support network
 - j. Other
8. Would you join an organization that provided one of more services ranked in the previous question?
 9. Should there be a separate government agency or commission dedicated to BIPOC business growth?
 10. Are you interested in joining an exploratory committee to determine whether and in what form a BIPOC business service can advance BIPOC business growth.

Major Findings

I. Benign neglect or willful ignorance

Whether through benign neglect or willful ignorance, chambers of commerce and other business associations in Vermont have failed to welcome, on the one hand, or make a convincing argument, on the other hand, for BIPOC business owner membership. The majority (62.2%) of BIPOC respondents are not members of a chamber of commerce or other business association

A sample of responses that indicate chambers or associations failed to make the case for BIPOC membership include:

- "Hasn't occurred to me to join."*
- "Did not see how it could help me in my work."*
- "Not sure of the benefits to a tiny business like mine."*
- "Was not aware of these initiatives."*
- "I've talked with them, but did not know i could be a member."*
- "Never occurred to me."*

Responses indicative of chambers or associations as unwelcome environments include:

- "Feels like white supremacy culture to me."*
- "Chambers and Rotaries are largely white and republican."*
- "Too GOP centric, too white."*
- "I don't feel I belong in a group like that."*
- "Don't feel like I fit."*

II. Infrastructure

Organizations such as the Vermont Commission on Women, the Center for Women and Enterprise, and the Vermont Women's Business Network stand at the ready to provide information and technical assistance to women owned businesses. We believe a BIPOC business focused organization would give ourselves a competitive starting point. The majority of respondents (76.4%) would like to see a government commission dedicated to increasing the number and profitability of BIPOC businesses.

This new commission could keep BIPOC business owners informed of state or federal contract bid opportunities, refer owners to technical resources, assist businesses access capital to grow their operations, and advocate for policy changes. The commission, in collaboration with a BIPOC business association, would encourage entrepreneurship among BIPOC youth and young adults, and offer professional development and technical assistance to BIPOC business owners. Survey respondents prioritized the following areas of interest.

- How to access capital (developing relationship with financial institutions)
- How to access to new markets
- How to access state and federal government contracts
- Bookkeeping and accounting
- How to write bid proposals
- Product development and marketing
- Recruitment, Compensation, and Retention

III. Affinity groups

Vermont mainstream and women owned business owners congregate with ease in formal and informal spaces across the state. These gatherings provide mutual support, actionable business intelligence, and the cross fertilization of ideas. The population density of mainstream (7.97 businesses per square mile) and women owned business owners (2.5 businesses per square mile) enables these affinity groups to easily form. However the geographic dispersion of BIPOC business owners (0.25 businesses per square mile) makes challenging the gathering of formal or spontaneous informal affinity groups.

Given the geographic dispersion and isolation of BIPOC business owners we were not surprised that 80.3% of respondents stated that they would join an organization that would address one of their priority needs. And that 49.3% are interested in joining an exploratory committee to determine whether and in what form a BIPOC business service can advance BIPOC business growth.

Recommendations

Vermont Partnership recommends that

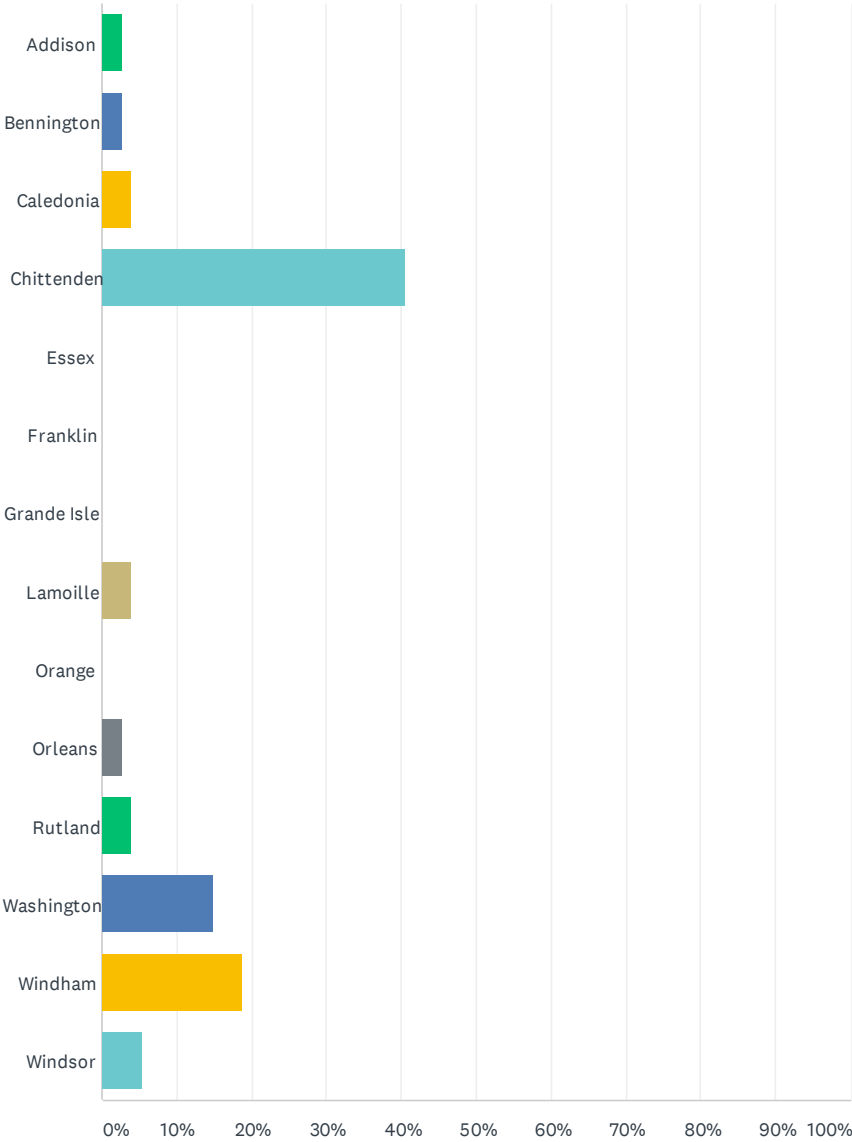
1. the Vermont legislature should create and fund a BIPOC Business Enterprise Commission modeled after the Vermont Commission on Women.
2. the Vermont Secretary of State mandates business declare their status as women or BIPOC owned at the time of registration and submission of biennial reports.
3. chambers of commerce and business associations develop more effective messaging to BIPOC business owners.
4. Vermont Partnership convene an exploratory committee to determine the viability of a BIPOC business association.

Survey results

Full survey results appear below.

Q1 In what county is your business located?

Answered: 74 Skipped: 1

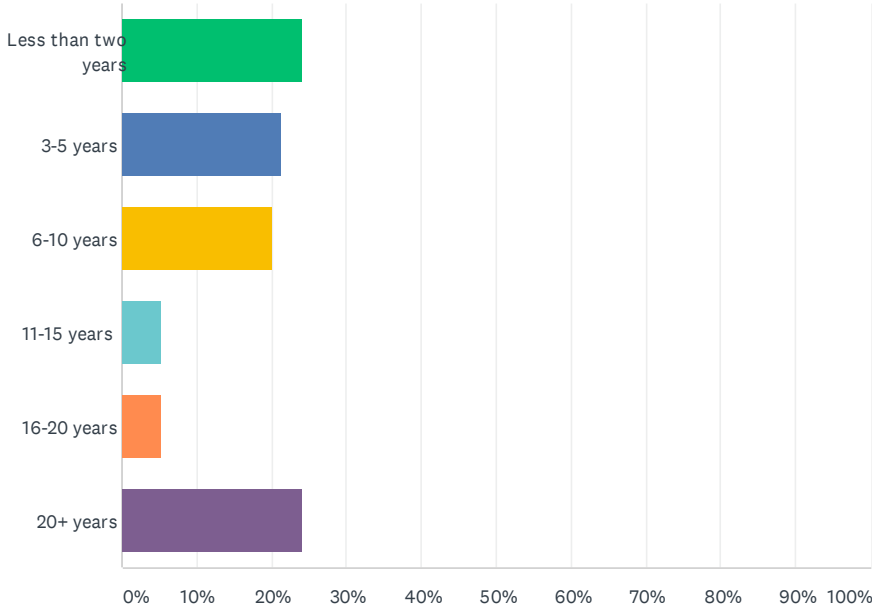


BIPOC Business Launch Survey

ANSWER CHOICES	RESPONSES	
Addison	2.70%	2
Bennington	2.70%	2
Caledonia	4.05%	3
Chittenden	40.54%	30
Essex	0.00%	0
Franklin	0.00%	0
Grande Isle	0.00%	0
Lamoille	4.05%	3
Orange	0.00%	0
Orleans	2.70%	2
Rutland	4.05%	3
Washington	14.86%	11
Windham	18.92%	14
Windsor	5.41%	4
TOTAL		74

Q2 How long have you been in business?

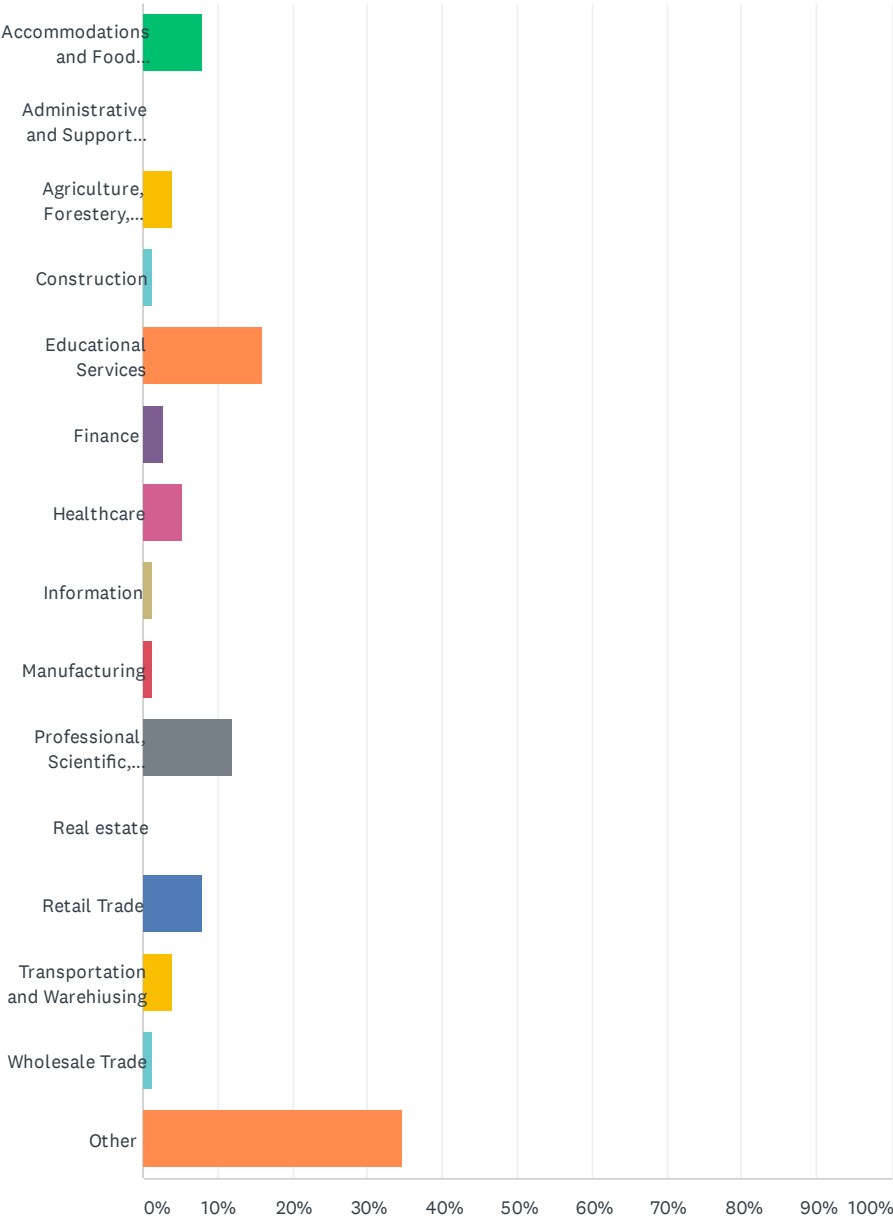
Answered: 75 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than two years	24.00%	18
3-5 years	21.33%	16
6-10 years	20.00%	15
11-15 years	5.33%	4
16-20 years	5.33%	4
20+ years	24.00%	18
TOTAL		75

Q3 In what sector is your business?

Answered: 75 Skipped: 0

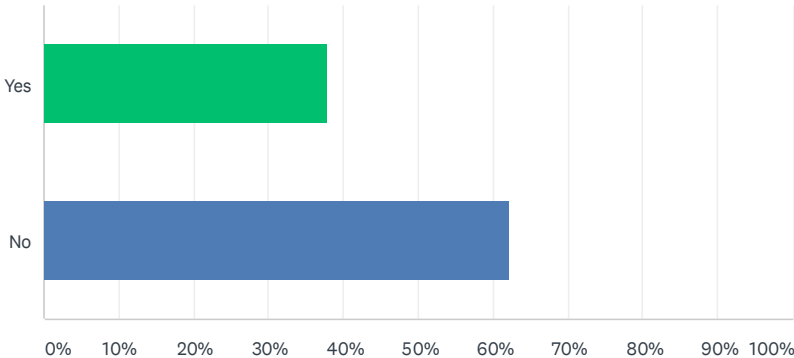


BIPOC Business Launch Survey

ANSWER CHOICES	RESPONSES	
Accommodations and Food Service	8.00%	6
Administrative and Support Services	0.00%	0
Agriculture, Forestry, Fishing, Hunting	4.00%	3
Construction	1.33%	1
Educational Services	16.00%	12
Finance	2.67%	2
Healthcare	5.33%	4
Information	1.33%	1
Manufacturing	1.33%	1
Professional, Scientific, Technical Services	12.00%	9
Real estate	0.00%	0
Retail Trade	8.00%	6
Transportation and Warehousing	4.00%	3
Wholesale Trade	1.33%	1
Other	34.67%	26
TOTAL		75

Q4 Are you a member of a chamber of commerce or other business association?

Answered: 74 Skipped: 1



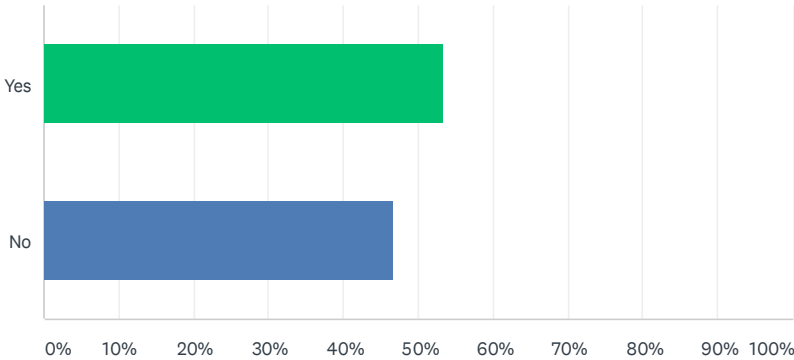
ANSWER CHOICES	RESPONSES	
Yes	37.84%	28
No	62.16%	46
TOTAL		74

BIPOC Business Launch Survey

#	IF NOT, WHY?	DATE
1	I'm independent contract	11/19/2020 8:26 PM
2	Previous time limitations - can join now	11/16/2020 11:18 AM
3	Hasn't occurred to me to join	11/16/2020 9:58 AM
4	Did not see how it could help me in my work.	11/16/2020 9:22 AM
5	I'm a sole proprietor an educational consulting business, and less tied to regular store-front retail interests per se.	11/15/2020 5:30 PM
6	No reason	11/14/2020 9:01 PM
7	Doubt I could afford it. And not sure of the benefits to a tiny business like mine.	11/13/2020 10:01 AM
8	I do not have extra money	11/12/2020 1:47 PM
9	Membership lapsed	11/11/2020 10:19 PM
10	was not aware of these initiatives	11/11/2020 1:37 PM
11	feels like white supremacy culture to me	11/11/2020 8:46 AM
12	Our first we were just busy trying to establish the Business, then second year is covid-19 pandemic problem! So we never had enough chance	11/10/2020 10:36 PM
13	I've talked with them, but did not know i could be a member	11/10/2020 10:10 PM
14	Never occurred to me.	11/10/2020 3:42 PM
15	Chambers and Rotaries are largely white and republican	11/9/2020 3:52 PM
16	too GOP centric, too white	11/9/2020 7:37 AM
17	Don't like	11/8/2020 4:47 PM
18	Time	11/7/2020 3:10 PM
19	Cost	11/7/2020 11:35 AM
20	Not looking for new business.	11/7/2020 9:05 AM
21	too busy	11/6/2020 9:29 PM
22	not aware of how to join	11/6/2020 7:11 PM
23	Did not feel like referrals came from there.	11/5/2020 10:37 AM
24	No need	11/5/2020 9:50 AM
25	I feel they don't really give any value to my business.	11/3/2020 6:37 PM
26	did not meet our needs	11/3/2020 6:34 PM
27	Primarily due to cost of membership	11/1/2020 10:57 AM
28	Not helpful for our mission	10/30/2020 3:47 PM
29	I'm technically in retirement.	10/28/2020 2:08 PM
30	I don't feel I belong in a group like that.	10/28/2020 12:44 PM
31	Don't feel like I fit	10/28/2020 11:56 AM
32	Not relevant	10/26/2020 11:31 AM
33	I consult in US and Canada and my work is mostly outside of the state	10/26/2020 10:18 AM
34	we operate a more pro-worker agenda than that of the COC	10/25/2020 1:10 PM
35	Have not seen a lot of value from these- they seem to serve larger or product oriented businesses	10/25/2020 9:55 AM
36	Not essential	10/25/2020 9:54 AM

Q5 Is your business getting the assistance it needs to survive the COVID pandemic?

Answered: 73 Skipped: 2



ANSWER CHOICES	RESPONSES
Yes	53.42% 39
No	46.58% 34
TOTAL	73

BIPOC Business Launch Survey

#	IF NO, WHAT TYPE OF ASSISTANCE DO YOU NEED.	DATE
1	Some of them	11/19/2020 8:26 PM
2	Financial, technical	11/16/2020 11:18 AM
3	Financial and/or opportunities that will enable me to make money with my skills as a performer and music educator	11/16/2020 9:58 AM
4	Covid cases to go down	11/14/2020 9:01 PM
5	Tax/legal advice. Not sure I can apply for relief or grants until our taxes are in order.	11/13/2020 10:01 AM
6	Funds	11/12/2020 1:47 PM
7	So far we are hanging in there	11/11/2020 10:19 PM
8	have not received any specific assistance, started application for CRF funds but it was too complicated	11/11/2020 1:37 PM
9	The Industry has impacted by covid-19 and when your equipments fail it's harder to to stay in Business. No enough support	11/10/2020 10:36 PM
10	I was unaware of the grants and loans available till I asked	11/10/2020 10:10 PM
11	I'm not sure what kind of assistance I need.	11/10/2020 3:42 PM
12	Financial	11/9/2020 3:57 PM
13	Free advertisement, additional funding help owners cost of living expenses often can't afford to pay ourselves during the down time if the business etc.	11/7/2020 11:35 AM
14	We can't really answer yes or know because there are so many unknowns! We are grateful, though, for the grants and Everyone Eats program. For now they are helping us survive.	11/6/2020 9:29 PM
15	Grants or sponsorship	11/6/2020 8:51 AM
16	funding to make up for income loss	11/5/2020 1:10 PM
17	Need more grants (not loans)	11/5/2020 7:32 AM
18	Marketing support during a pandemic	11/4/2020 10:22 AM
19	Website changes to support encrypted remote uploads	11/4/2020 4:38 AM
20	We have been told our business is not a priority and therefore we need to suffer under the restrictions. We can't survive with the way the restrictions currently are. And financially we have had to hire more people to help with the restrictions so we can function. Therefore leaving us struggling	11/3/2020 6:37 PM
21	banks to refinance	11/3/2020 6:34 PM
22	VT Recovery Grant	11/1/2020 10:57 AM
23	More grants	10/31/2020 6:29 PM
24	The business been very slow because of Pandemic plus Covid-19 it dragged the business even more slower, we need income assistance for each month, for instance, the business owners able to get some kind of Money each month like to help the expenses for the business. Or some kind of program that the business owner who's business is been slow doesn't have enough income. Thanks	10/30/2020 2:21 PM
25	It may not be enough, travel sector heavily impacted by Vt travel limitations. Cheese business impacted by decrease in large food service	10/29/2020 10:44 AM
26	Financial & technical	10/29/2020 7:07 AM
27	Money	10/28/2020 12:55 PM
28	Got some assistance from the state but not enough to pay the bills.	10/28/2020 12:53 PM
29	more customers	10/28/2020 12:44 PM
30	I don't need any assistance.	10/28/2020 12:44 PM
31	Technical assistance	10/28/2020 12:00 PM
32	None	10/25/2020 5:24 PM
33	Not sure yet	10/25/2020 9:54 AM

Q6 Where do you go when you need advice on how to operate your business?

Answered: 71 Skipped: 4

BIPOC Business Launch Survey

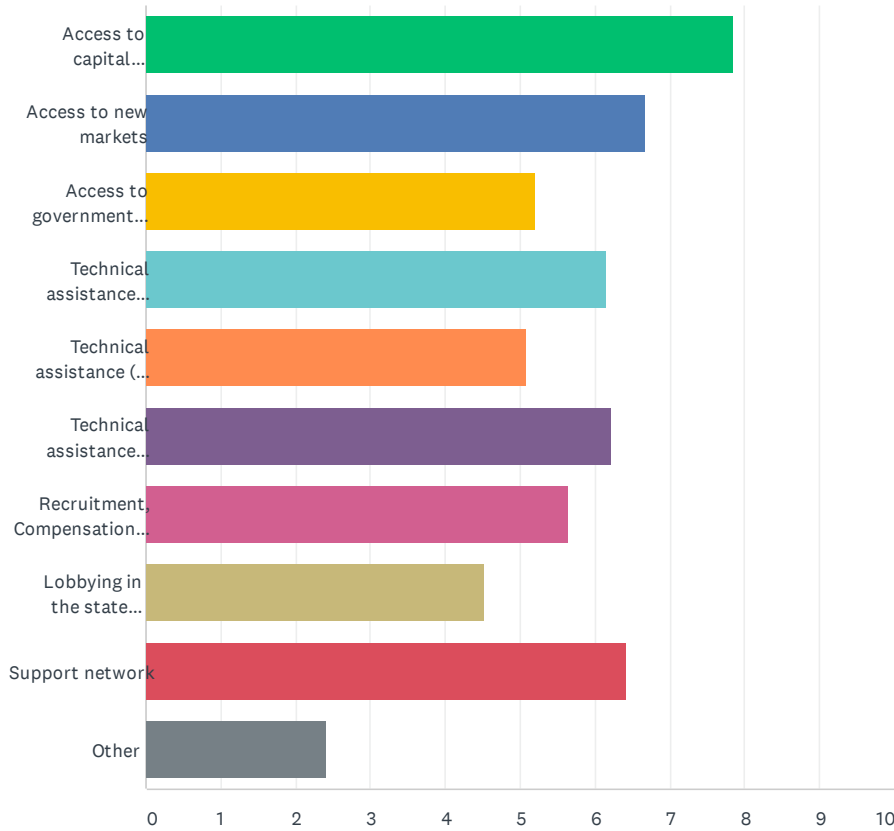
#	RESPONSES	DATE
1	Retired executives	12/14/2020 9:23 PM
2	Downtown and airport	11/19/2020 8:26 PM
3	Vermont Center For Women and Enterprise	11/16/2020 11:18 AM
4	Operating is not an issue. Avenues to present or workshop or teach are shared within the performing arts communities.	11/16/2020 9:58 AM
5	To the Internet, friends, or a consultant.	11/16/2020 9:22 AM
6	Center for Women & Enterprise or Mercy Connections	11/16/2020 8:34 AM
7	Colleagues and existing professional network.	11/15/2020 5:30 PM
8	Trade organizations, University of Vermont Extension service	11/14/2020 9:01 PM
9	A professional organization, the Community of Literary Magazines and Presses, runs a helpful listserv. Would be nice to connect with local folks though.	11/13/2020 10:01 AM
10	Internet and business friends	11/12/2020 1:47 PM
11	Peers colleagues other providers of early education web	11/11/2020 10:19 PM
12	ACCD	11/11/2020 3:36 PM
13	accountant	11/11/2020 1:37 PM
14	from other business owners that are women or BIPOC	11/11/2020 8:46 AM
15	to trusted friends	11/11/2020 6:14 AM
16	Accountant and other business owners	11/10/2020 10:39 PM
17	Friends	11/10/2020 10:36 PM
18	Usually internet	11/10/2020 10:10 PM
19	Friends.	11/10/2020 3:42 PM
20	Like business mentors	11/9/2020 3:57 PM
21	Professional mentors	11/9/2020 3:52 PM
22	friends, family, internet	11/9/2020 7:37 AM
23	Read Other business owners	11/8/2020 6:49 PM
24	Google	11/8/2020 4:47 PM
25	Internet	11/7/2020 3:10 PM
26	Relatives, and other community members	11/7/2020 11:35 AM
27	National professional organization and VT SBA	11/7/2020 9:05 AM
28	DBA, BDCC (Debra Boudrieau)	11/6/2020 9:29 PM
29	we consult with our lawyer or accountant depending on the issue	11/6/2020 7:11 PM
30	No one	11/6/2020 8:51 AM
31	peers and professional organizations	11/6/2020 5:51 AM
32	The internet	11/5/2020 6:42 PM
33	the chamber of commerce and various financial planning associations	11/5/2020 3:20 PM
34	church	11/5/2020 1:10 PM
35	We have hired a consultant who is an expert in our field.	11/5/2020 10:37 AM
36	N/a	11/5/2020 9:50 AM
37	I don't have a resource	11/5/2020 7:32 AM
38	Problem. Don't know where to go.	11/4/2020 10:22 AM
39	Online resources, fellow business owners	11/4/2020 9:15 AM
40	business council	11/4/2020 7:28 AM
41	NVDA	11/4/2020 4:38 AM
42	Score	11/3/2020 7:19 PM

BIPOC Business Launch Survey

43	Business leaders outside Vermont	11/3/2020 6:53 PM
44	I do research and talk to other business owners.	11/3/2020 6:37 PM
45	trade associations. Others in our business.	11/3/2020 6:34 PM
46	youtube	11/3/2020 6:20 PM
47	Primarily family or online blogs/info	11/1/2020 10:57 AM
48	My Accountant, Montpelier Alive	10/31/2020 6:29 PM
49	Usually do research on my own but lately I have looked into local/state resources	10/30/2020 8:01 PM
50	Other BIPOC or our nonprofits fiscal sponsor	10/30/2020 6:35 PM
51	Peers, advisors	10/30/2020 3:47 PM
52	No where	10/30/2020 2:21 PM
53	Business networks	10/29/2020 10:44 AM
54	Mostly family & friends	10/29/2020 7:07 AM
55	I have been doing my work since 1988. I originally began this work in _____. I have never advertised. My name is passed from family to family and, typically, I tutor every child in the same family. The last 5 - 7 years I have worked primarily with people seeking entrance into graduate schools and programs.	10/28/2020 2:08 PM
56	Credit union	10/28/2020 12:55 PM
57	No where	10/28/2020 12:53 PM
58	business advisor	10/28/2020 12:44 PM
59	Industry publications, trusted blogs	10/28/2020 12:44 PM
60	Facebook group	10/28/2020 12:00 PM
61	Elders. Again just feel Isolated as native practices vs dominant culture practices are very different. I'm more introverted. My culture is more introverted- practices seemed designed for those of the dominant culture	10/28/2020 11:56 AM
62	Mentors	10/26/2020 11:31 AM
63	I am experienced but rely on my financial advising team and my colleagues that I brain storm with for handling tricky situations	10/26/2020 10:18 AM
64	professional consultants in the same field	10/25/2020 5:24 PM
65	Friends.	10/25/2020 4:19 PM
66	friends, landlord, webmaster, colleagues	10/25/2020 1:10 PM
67	State of Vt, lawyer, internet	10/25/2020 1:02 PM
68	Internet	10/25/2020 12:48 PM
69	Accountant, lawyer, bank, friends, family	10/25/2020 11:42 AM
70	I have a network of others in this same industry who I rely on. I've joined masterminds or sought guidance from others in online business realm.	10/25/2020 9:55 AM
71	Consult with other directors	10/25/2020 9:54 AM

Q7 For what purpose(s) should BIPOC businesses organize? Please rank

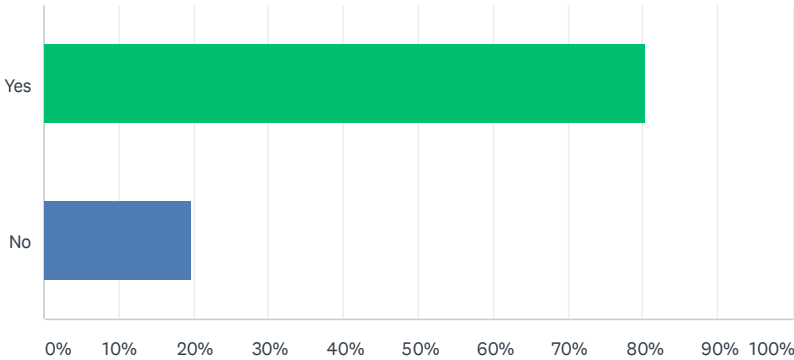
Answered: 72 Skipped: 3



	1	2	3	4	5	6	7	8	9	10	TOTAL
Access to capital (developing relationship with financial institutions)	43.94% 29	9.09% 6	9.09% 6	12.12% 8	4.55% 3	9.09% 6	4.55% 3	3.03% 2	1.52% 1	3.03% 2	66
Access to new markets	14.29% 9	20.63% 13	12.70% 8	9.52% 6	11.11% 7	6.35% 4	7.94% 5	7.94% 5	7.94% 5	1.59% 1	63
Access to government contracts	1.67% 1	15.00% 9	15.00% 9	10.00% 6	5.00% 3	5.00% 3	10.00% 6	13.33% 8	18.33% 11	6.67% 4	60
Technical assistance (bookkeeping/accounting)	3.28% 2	9.84% 6	11.48% 7	27.87% 17	8.20% 5	18.03% 11	8.20% 5	9.84% 6	3.28% 2	0.00% 0	61
Technical assistance (how to write a bid proposal)	1.61% 1	1.61% 1	9.68% 6	8.06% 5	20.97% 13	19.35% 12	14.52% 9	14.52% 9	9.68% 6	0.00% 0	62
Technical assistance (marketing, product development)	0.00% 0	12.50% 8	15.63% 10	18.75% 12	18.75% 12	14.06% 9	12.50% 8	4.69% 3	3.13% 2	0.00% 0	64
Recruitment, Compensation, and Retention	4.92% 3	14.75% 9	9.84% 6	9.84% 6	4.92% 3	13.11% 8	22.95% 14	11.48% 7	4.92% 3	3.28% 2	61
Lobbying in the state legislature	6.35% 4	4.76% 3	9.52% 6	1.59% 1	9.52% 6	4.76% 3	11.11% 7	28.57% 18	22.22% 14	1.59% 1	63
Support network	21.74% 15	14.49% 10	11.59% 8	7.25% 5	11.59% 8	4.35% 3	1.45% 1	2.90% 2	20.29% 14	4.35% 3	69
Other	10.00% 5	4.00% 2	0.00% 0	0.00% 0	0.00% 0	2.00% 1	2.00% 1	0.00% 0	4.00% 2	78.00% 39	50

Q8 Would you join an organization that provided one or more services ranked in the previous question?

Answered: 71 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	80.28%	57
No	19.72%	14
TOTAL		71

BIPOC Business Launch Survey

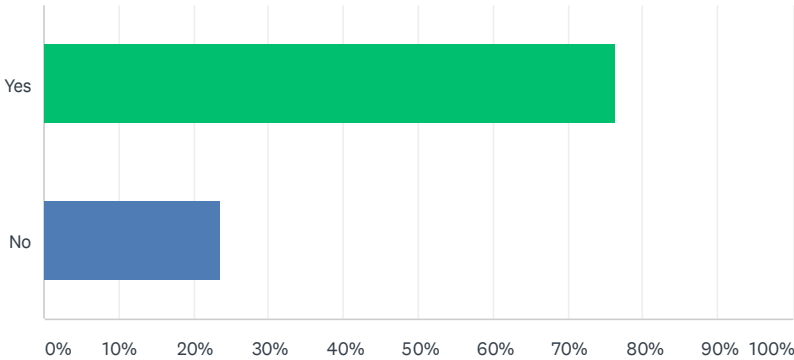
#	IF YES, WOULD YOU BE WILLING TO PAY A MEMBERSHIP FEE?	DATE
1	yes	12/14/2020 9:23 PM
2	I can't handling	11/19/2020 8:26 PM
3	Yes	11/16/2020 11:18 AM
4	Possibly	11/16/2020 9:58 AM
5	yes	11/16/2020 9:22 AM
6	100	11/16/2020 8:34 AM
7	no	11/15/2020 9:43 PM
8	Likely - depends on amount of fee.	11/15/2020 5:30 PM
9	Yes if the services seemed adequate and truly BIPOC and LGBTQ knowledgeable	11/14/2020 9:01 PM
10	Maybe. A free consultation or other free resources also made available would make me more likely to pay.	11/13/2020 10:01 AM
11	Yes, if affordable	11/12/2020 1:47 PM
12	Depends on amount	11/11/2020 10:19 PM
13	not exactly	11/11/2020 3:36 PM
14	yes	11/11/2020 1:37 PM
15	maybe	11/11/2020 8:46 AM
16	depends	11/11/2020 6:14 AM
17	Yes	11/10/2020 10:36 PM
18	Depending on the value given, on the question underneath: not agency but rather a support group/member organization that is closely tied to dept. of state	11/10/2020 10:10 PM
19	Yes	11/10/2020 3:42 PM
20	No	11/9/2020 3:57 PM
21	Yes	11/9/2020 3:52 PM
22	yes, smaller than say VBSR	11/9/2020 7:37 AM
23	No	11/7/2020 11:35 AM
24	I would be able to afford it but if a group is for supporting BIPOC, grants are available.	11/7/2020 9:05 AM
25	yes	11/6/2020 9:29 PM
26	yes	11/6/2020 9:29 PM
27	yes	11/6/2020 7:11 PM
28	yes	11/5/2020 3:20 PM
29	with what funding?	11/5/2020 1:10 PM
30	No	11/5/2020 10:37 AM
31	depends on the price tag (cost vs. benefit)	11/5/2020 7:32 AM
32	Depends upon the amount	11/4/2020 10:22 AM
33	no	11/4/2020 7:28 AM
34	Yes	11/4/2020 4:38 AM
35	Yes, for support network.	11/3/2020 7:19 PM
36	No	11/3/2020 6:37 PM
37	yes	11/3/2020 6:20 PM
38	As long as it's a low fee	11/1/2020 10:57 AM
39	Yes	10/30/2020 8:01 PM
40	No, we are a small adhoc organization with a low budget	10/30/2020 6:35 PM
41	yes	10/30/2020 3:47 PM
42	Maybe as long as it adds value not available through existing associations	10/29/2020 10:44 AM

BIPOC Business Launch Survey

43	Yes	10/29/2020 7:07 AM
44	Again, I am semi-retired	10/28/2020 2:08 PM
45	Yes	10/28/2020 12:55 PM
46	It all depends, yes	10/28/2020 12:53 PM
47	maybe	10/28/2020 12:44 PM
48	Yes	10/28/2020 12:44 PM
49	Yes	10/28/2020 12:00 PM
50	Maybe	10/28/2020 11:56 AM
51	Possibly	10/26/2020 11:31 AM
52	depends on the value provided but chances are yes	10/26/2020 10:18 AM
53	yes	10/25/2020 4:19 PM
54	unsure	10/25/2020 1:10 PM
55	Yes	10/25/2020 12:48 PM
56	Yes	10/25/2020 11:42 AM
57	Probably	10/25/2020 9:55 AM
58	Yes	10/25/2020 9:54 AM

Q9 Should there be a separate government agency or commission dedicated to BIPOC business growth?

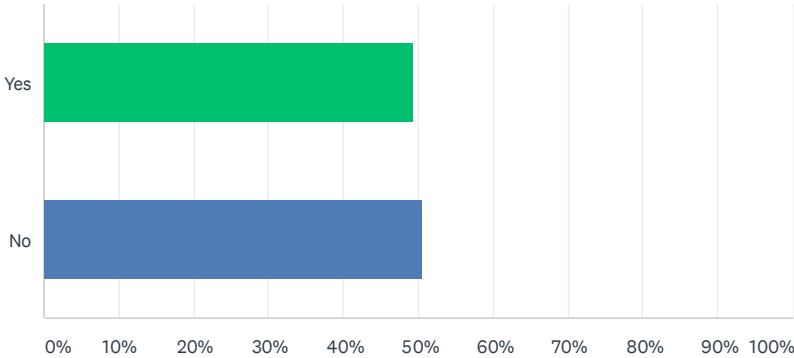
Answered: 72 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	76.39%	55
No	23.61%	17
TOTAL		72

Q10 Are you interested in joining an exploratory committee to determine whether and in what form a BIPOC business service can advance BIPOC business growth?

Answered: 75 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	49.33%	37
No	50.67%	38
TOTAL		75

