

The National Institute of Minority Economic Development

Presents

ENC|2022

EXECUTIVE NETWORKING CONFERENCE

POWER FORWARD:

Pivoting Towards Resiliency

AUGUST 11-13, 2022
THE PINEHURST RESORT | PINEHURST, NC

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Greetings Friends,

Welcome to the Institute's **Executive Networking Conference (ENC 2022)**. We're back again with an exciting agenda designed to provoke thought, generate ideas and challenge our collective resolve! Thus, our theme: **"Power Forward: Pivoting Towards Resiliency."**

The past two years have been challenging, heartbreaking, exhilarating, scary and exciting - all wrapped up in one huge life experience. But we made it. According to the Washington Post, approximately 41% of African-American businesses were lost during the height of the pandemic. The same source cited an additional 36% of Hispanic businesses being lost during the same time period. Foreclosures have stormed back to pre-pandemic levels. And we're back on track watching billions of dollars of wealth being stripped from BIPOC communities.

In spite of these challenges, we have persevered! We pivoted by learning how to be highly productive working from home. We pivoted by supporting our children and grandchildren who were attending school from home. We pivoted with a heightened sense of awareness for our health by masking and fully vaccinating. We pivoted by increasing our utilization of cell phones and the internet to shop for groceries and other daily necessities. We pivoted as a community by designing grant programs, halting evictions, restructuring loans, rethinking job qualifications and reimagining systems not necessarily designed with inclusivity in mind. And the list goes on...

Now, it's time to *Power Forward*, not just move forward. It's time for us to move forward with the power and strength unlocked during the height of the pandemic. ENC is designed to help steer us towards resiliency as we pivot. It is our rudder being guided by a talented and knowledgeable team of experts prepared to engage with you over the next two days. So, please lean in, learn from one another, challenge one another, engage one another and let's **"Power Forward: Pivoting Towards Resiliency."**

All the Best,

Kevin J. Price
President & CEO

WHAT IS ENC?

The **Executive Networking Conference (ENC)** was established in the mid-1980s as a means of building relationships and supply chain opportunities for minority business executives. Over the years ENC evolved into the state's **premier professional development and business networking event**, convening established and aspiring minority and women-owned businesses, corporate executives, public-sector decision-makers, community leaders, business lenders, equity investors, and other stakeholders engaged in advancing a diverse economy.

ENC is the place for people to come together to learn about and share creative and innovative ideas, leadership principles, and equitable economic development strategies. It is an opportunity for corporate leaders and MWBEs to build stronger B2B and B2C relationships, for community development leaders to engage with other stakeholders, and to encourage emerging entrepreneurs to connect with mentors and resource opportunities. Also, it is an opportunity for government agencies and elected officials to better understand the dynamic economic growth opportunities that can come from reducing barriers to market participation for MWBEs and community developers.

Themes and content have varied from year to year, but always include professional development learning opportunities, multiple networking events, timely economic updates, engaging plenary sessions, B2B opportunity sessions, and recognitions on the dais.



PARTNERING TO ENSURE A FAIR AND EQUITABLE ECONOMIC ECOSYSTEM

Duke University and Duke University Health System are proud to partner with the National Institute of Minority Economic Development to support and contribute to the Institute's mission to strengthen the asset base of diverse populations through policy, education and economic opportunities.



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SCHEDULE-AT-A-GLANCE

THURSDAY - AUGUST 11, 2022

8:00 AM	Registration	Cardinal South Foyer
10:00 AM - 10:30 AM	Welcome Opening Remarks	Cardinal Ballroom
10:30 AM - 11:45 AM	State of Diverse North Carolina	Cardinal Ballroom
12:00 PM - 1:45 PM	Lunch with Keynote Speaker	Cardinal Ballroom
2:00 PM - 5:00 PM	Business Expo Open	Carolina Hall
2:00 PM - 3:00 PM	CONCURRENT SESSIONS I	
	Diversity MBA: Diversity, Equity & Inclusion	Olmstead Ballroom
	Engaging With Diverse Populations: A Roundtable Discussion	Ross/Tufts Ballroom
3:15 PM - 4:15 PM	CONCURRENT SESSIONS II	
	CDFI: Institute Capital	Olmstead Ballroom
	Crossing Over: Diversifying Revenue Streams	Ross/Tufts Ballroom
4:30 PM - 5:30 PM	CONCURRENT SESSIONS III	
	Millennial Impact Leaders Roundtable	Olmstead Ballroom
	HBCU Workforce Readiness	Ross/Tufts Ballroom
6:00 PM - 9:00 PM	Welcome Reception College & Greek Night	Cardinal Ballroom

FRIDAY - AUGUST 12, 2022

7:00 AM	Registration and Breakfast Buffet	Cardinal South Foyer
8:00 AM - 9:00 AM	Policy, Politics & Advocacy	Ross/Tufts Ballroom
9:15 AM - 10:15 AM	CONCURRENT SESSIONS I	
	You Heard It Here First: A Conversation With Prime Contractors	Ross/Tufts Ballroom
	CDFI: Access To Capital Through CDFIs and The FinTech Industry	Olmstead Ballroom
10:30 AM - 11:30 AM	CONCURRENT SESSIONS II	
	Corporate Executive Roundtable: Corporate Economic Development Discussion	Ross/Tufts Ballroom
	Community Development Corporations (CDC): Neighborhood Revitalization, Affordable Housing and Mixed-Use Development	Olmstead Ballroom
11:45 AM - 1:30 PM	Lunch With Keynote Speaker	Cardinal Ballroom
1:45 PM - 2:45 PM	CONCURRENT SESSIONS III	
	DEI In The C-Suite & Boardroom	Ross/Tufts Ballroom
	Reach Customers Online With Google	Olmstead Ballroom
3:00 PM - 4:00 PM	Bridging The Digital Divide	Cardinal Ballroom
3:00 PM - 5:00 PM	Business Matchmaking	Carolina Hall
5:30 PM - 6:30 PM	Reception Networking Silent Auction	CC-1 Foyer
6:30 PM - 8:30 PM	Awards Gala Dinner	Grand Ballroom
8:30 PM - 11:00 PM	ENC Gala Networking Social	Grand Ballroom

SATURDAY - AUGUST 13, 2022

7:00 AM - 12:00 PM	Golf Tournament <i>[Modified Shotgun Start at 8:00 AM]</i>	Donald Ross Room
9:00 AM - 10:30 AM	Outdoor Team Building Walk <i>(Hosted by Institute Women's Business Centers)</i>	
10:00 AM - 1:00 PM	Shopping Excursion <i>(Shuttle service available to village)</i>	
12:00 PM - 2:00 PM	Golf Awards Luncheon	Donald Ross Room
5:30 PM	ENC Finale Networking & Silent Auction	West Lawn



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CONFERENCE AGENDA

THURSDAY, AUGUST 11, 2022

- 8:00 AM** **REGISTRATION**
- 10:00 AM** **WELCOME & OPENING REMARKS**
Elaine F. Marshall, *Secretary of State, North Carolina Secretary of State*
Kevin J. Price, *President & CEO, National Institute of Minority Economic Development*
- 10:30 AM** **STATE OF DIVERSE NORTH CAROLINA**
James H. Johnson, Jr., *William R. Kenan Jr. Distinguished Professor of Strategy and Entrepreneurship and Director, Urban Investment Strategies Center*
Stephen Sills, PhD, *Vice President, Research Policy & Impact Center*

In this session, distinguished scholars from the UNC Kenan-Flagler Business School, the North Carolina Central University School of Business, and the Research, Policy, and Impact Center will be presenting the latest data and information on the socioeconomic and demographic changes in North Carolina looking at historic conditions, current trends, and recent studies.
- 12:00 PM** **LUNCHEON**
Introduction: **Tunya Smith**, *Director, NC Department of Transportation-Office of Civil Rights*
Keynote Speaker:
Ebony J. Pittman, *Deputy Secretary for Business Administration, NC Department of Transportation*
- 2:00 PM** **BUSINESS EXPO OPEN**
Carolina Hall open for private networking throughout the day.
- 2:00 PM** **CONCURRENT SESSIONS I**
DIVERSITY MBA: DIVERSITY, EQUITY & INCLUSION
Facilitator: **John F. Ham**, *Director, Center for Professional Services, National Institute of Minority Economic Development*

Pamela A. McElvane, MCPC, MBA, *CEO, Publisher & Author, Diversity MBA Media, A P&L Group Brand*
Neredia (Neddy) Perez, *Vice President, Chief Diversity Officer, McCormick & Co.*

Supplier Diversity and Corporate Best Practices. Since the pandemic and heightened awareness of race relations issues, companies have increased their investments into minority and women owned suppliers. Come learn insights on the best practices for supplier diversity.
- ENGAGING WITH DIVERSE POPULATIONS: A ROUNDTABLE DISCUSSION**
Moderator: **Pamela B. Cashwell**, *Secretary, NC Department of Administration*
Rocio Gonzalez-Zornosa, *Executive Director, Women's Business Center of Charlotte*
W.A. "Tony" Hayes, *President & CEO, Trancas*
Christopher McCoy, *Secretary of Commerce, Eastern Band of Cherokee Indians*
Aaron Thomas, *President, Metcon, Inc.*

Members of the Native American and Hispanic/Latino communities will join us for this most meaningful discussion. We will be discussing topics that include barriers of entry within the transportation and construction industries, rules of engagement when working a construction project on federal or tribal lands, and the process to start a small business in any industry. We will also highlight specific experiences & challenges overcome by successful business owners.

Conference Agenda

3:15 PM

CONCURRENT SESSIONS II

CHANGING THE POLITICAL DISCOURSE TO BRIDGE THE ECONOMIC DIVIDE

Walter L. Davis, *Founding Member, Peachtree Providence Partners Holding Co., LLC*

John R. Bradford, III, *North Carolina State Representative - District 98*

Terry M. Brown, Jr., *North Carolina State Representative - District 92*

David W. Craven, Jr., *North Carolina Senator - District 26*

North Carolina was just named #1 to do business by CNBC. Has a rising tide lifted all boats? State Government was touted as putting political differences aside for incentives for big business to expand in our state, creating unprecedented economic activity. However, the recent state disparity study shows African American-owned businesses received only .22% of all state contract dollars over a 5 year period.

Can the state put political differences aside and focus on being the catalyst to scale diverse businesses that have long been left out of the pool of economic prosperity? This bi-partisan panel discussion will explore the role of state government in creating opportunities for traditionally underutilized business.

CROSSING OVER: DIVERSIFYING REVENUE STREAMS

Moderator: Tunya Smith

Jonathan Best, *Business Development, Samet Corporation*

James Clayton, Sr., *Director of Diversity and Community Development, Rodgers Builders*

Malcolm Kates, *DBE/SWaM Compliance Manager, Hampton Roads Connector Partners*

Brandt Smith, *President & Founder, SGS Contracting, LLC*

This panel discussion features general contractors and will provide information about being able to “pivot” into new work spaces. Topics include top areas of business that DOTs are looking for small businesses to participate in and spaces that have low barriers of entry. As a business owner, what additional resources are needed to cross over from public to private work, residential to commercial work, new technologies, etc.?

4:30 PM

CONCURRENT SESSIONS III

MILLENNIAL IMPACT LEADERS ROUNDTABLE

Moderator: Bryle Henderson Hatch, PhD, *Executive Director, THRIVE | High Point*

Jasmine Beard, *Chief Strategy Consultant, AJOY Consulting, LLC*

Brian Burnett, *Founder, Glenwood South Tailors + Mens Shop | Burnett Development*

Cyril Jefferson, *High Point City Councilman & Principal Consultant, Change Often LLC*

Shinika McKiever, PhD, *Founder and Chief Creative Officer, The McKiever Group Creative Company*

Derek Rhodes, *Founder and Executive Director, Durham Success Summit*

Millennials (those born between 1981 and 1997) represent a significant portion of leaders in impact work within various spaces. This session will provide millennial leaders with information about the Institute, the Research, Policy, and Impact Center, and opportunities moving forward to support and sustain the future of their impact work. This session will also assess needs to identify opportunities for growth over the next year. A millennial impact leader meet-up will also follow, before the conclusion of ENC.

HBCU WORKFORCE READINESS

Moderator: Richard L. Williams, *Chairman & CEO, Black Business Media LLC*

Laura Colson, EdD, *Vice President for Academic Affairs, Bennett College*

Robin R. Davis, PhD, *Assoc. Provost, Academic Affairs & Professor of Mgmt., Virginia Union University*

Henry C. McKoy, Jr., PhD, *Director of the Entrepreneurship Ecosystem Research Clinic and Lab, North Carolina Central University-School of Business*

This panel discussion will address how HBCUs are preparing students for corporate careers and business ownership with an entrepreneurial lens. Panelists will discuss lessons learned, how partners and curriculum are shifting to respond to the new demand for talent, and how HBCUs are engaging the community - going beyond their walls to meet demand.

6:00 PM

WELCOME RECEPTION | COLLEGE & GREEK NIGHT

Casual networking and team spirit. Wear your college, Greek or favorite team attire.

9:00 PM

NETWORKING & HOSPITALITY SUITE

FRIDAY, AUGUST 12, 2022

7:00 AM **REGISTRATION AND BREAKFAST BUFFET**

8:00 AM **POLICY, POLITICS & ADVOCACY**

Moderator: **Talitha Batts**, *Director of Education Advocacy, Research, Policy, and Impact Center, National Institute of Minority Economic Development*

David Bolton, *Director of Workforce Initiatives, Community Foundation of Greater Greensboro*

Gilberto Cabrera, Jr., *Associate Development Manager, Partners in Equity*

Curtis Holloman, *Executive Director, Foundation for a Healthy High Point*

Josie Williams, *Executive Director, Greensboro Housing Coalition (GHC)*

In this session, experts from philanthropy, government, and financial sectors will address issues of housing affordability, health equity, workforce development, educational opportunity, and small business development. The panel will discuss innovative new initiatives, advances, and policies meant to promote equity and opportunity for diverse populations across North Carolina.

9:15 AM **CONCURRENT SESSIONS I**

YOU HEARD IT HERE FIRST: A CONVERSATION WITH PRIME CONTRACTORS

Moderator: **Sandra Norman**, *Division Administrator for Civil Rights, Virginia Dept. of Transportation*

Andy Barry, *Senior Estimator, S.T. Wooten Corporation*

Michele Torres, *Business Diversity Programs Manager, Charlotte Douglas International Airport*

Charlea Washington, *Compliance Manager, The Lane Construction Corporation*

What business qualities and past work performance do subcontractors need to possess when putting together RFPs/RFQs? How do subcontractors continue to build relationships throughout the industry? Hear from industry leaders in the transportation and construction sectors as they highlight General Contractors and primes, and address these and other common questions for subcontractors.

CDFI: ACCESS TO CAPITAL THROUGH CDFIs AND THE FINTECH INDUSTRY

Moderator: **Corinne Hodges**, *CEO, Association of Women's Business Centers*

Amber Bond, *Founder and CEO, Davos*

Armeer Kenchen, *Executive Director, CornerSquare Community Capital*

Bernard Worthy, *Co-Founder and CEO/CTO, LoanWell*

This panel of leaders in the small business lending industry will discuss and display how technology has made a difference in providing access to capital to small businesses, and how their technology has proven successful in the CDFI industry.

10:30 AM **CONCURRENT SESSIONS II**

CORPORATE EXECUTIVE ROUNDTABLE: CORPORATE ECONOMIC DEVELOPMENT DISCUSSION

Moderator: **Machelle Baker Sanders**, *Secretary, North Carolina Department of Commerce*

Malcolm Graham, *Councilmember, City of Charlotte*

Leonard Sledge, *Director-Department of Economic Development, City of Richmond*

Raymond Trapp, *Vice President of Strategic Engagement, Research Triangle Foundation*

Some economic development leaders have shared their hesitancy to discuss diversity, equity, and inclusion. Others promote their commitment to diversity, equity, and inclusion publicly. Panelists will share different ways of having that conversation in comfortable, nonthreatening ways, and offer insights on allowing DEI to become a normal and expected part of the recruitment conversation.

COMMUNITY DEVELOPMENT CORPORATIONS (CDC): NEIGHBORHOOD REVITALIZATION, AFFORDABLE HOUSING AND MIXED-USE DEVELOPMENT

Moderator: **Delores Bailey**, *Executive Director, EMPOWERment Inc.*

Patrick C. Graham, PhD, *CEO, WeBuild Concord*

Selina Mack, *Executive Director, Durham Community Land Trustees (DCLT)*

Miles O. Vaughn, *Strategic Partnerships Mgr, Dept. of Housing & Neighborhood Svcs, City of Charlotte*

Panelists will address the alternative measures they are using to provide housing opportunities for residents in their community - leveraging of public private collaboratives, land use, financing, and other resources.

11:45 AM **LUNCH**

Keynote Speaker:

Natalie Madeira Cofield, *Assistant Administrator, Office of Women's Business Ownership*

Conference Agenda

1:45 PM

CONCURRENT SESSIONS III

DEI IN THE C-SUITE & BOARDROOM

Facilitator: John Ham

Deborah P. Ashton, PhD, CDM, *Founder, Equity Rising, LLC*

Tracie Hall, Esq., MBA, SPHR, *Member, Equity Rising, LLC*

The focus is the importance of DEI expertise in the C-suite and the Boardroom. Now more than ever, leaders need DEI expertise to fulfill sustainability and governance requirements; to meet investor, business partners and consumer values; and to promote engaging and inclusive organization leadership resulting in increased profitability and business success.

REACH CUSTOMERS ONLINE WITH GOOGLE

Linda Hughes, *Program Director, Women's Business Center of Charlotte*

We all know that the world has moved online, but we don't always know the ins and outs of capturing attention in the busy digital environment. Participants will gain concrete tips for improving website visibility in Google's organic search results. We'll help you to create your free Google My Business listing and cover ways of advertising your business on Google.

3:00 PM

CONCURRENT SESSIONS IV

BRIDGING THE DIGITAL DIVIDE

Moderator: Annette Taylor, *Director, NCDIT Office of Digital Equity and Literacy*

Marva Johnson, *Group Vice President, State Government Affairs, Charter Communications*

Trey Rabon, *President, AT&T North Carolina*

James Weaver, *Secretary & State Chief Information Officer, NC Department of Information Technology*

Government and private sector partners join us for a discussion about bringing digital equity to rural communities within the state of NC. Get an update on what pitfalls currently exist, and what these partners are doing to improve the digital infrastructure across the state.

BUSINESS MATCHMAKING

Opportunity for small businesses to meet individually with procurement, supplier diversity and purchasing experts from various companies and have one on one conversations to pitch your company's capabilities. *(Registration is required. Space is limited.)*

5:30 PM

RECEPTION | NETWORKING | SILENT AUCTION

6:30 PM

AWARDS GALA DINNER

Mistress of Ceremony: Deborah Holt Noel, *Producer and Host, UNC-TV*

8:30 PM

ENC GALA NETWORKING SOCIAL

SATURDAY, AUGUST 13, 2022

7:00 AM

GOLF TOURNAMENT – COURSE NO. 2

Registration at 7:00 AM; Modified shotgun start 8:00 AM.

9:00 AM

OUTDOOR ACTIVITY – 2-MILE WALK

Participants will follow a fun packed, guided tour while discussing the power of pivoting towards business resiliency. Each participant will encounter four partner opportunities to engage in an intentional exchange of ideas around diversity, equity, and inclusion as a strategy for sustainability. At multiple stops, participants will converse as a group to share insights and reflections.

Hosted by The Institute's
Women's Business Centers



The Women's
Business Center
of Charlotte



The Women's
Business Center
of Greensboro



The Women's
Business Center
of North Carolina



The Women's
Business Center
of Richmond

10:00 AM

SHOPPING EXCURSION *(Optional; Shuttle service available to village)*

12:00 PM

GOLF AWARDS LUNCHEON

5:30 PM

ENC FINALE NETWORKING RECEPTION

Paying tribute to extraordinary leaders making significant contributions to the achievement of economic prosperity for diverse populations.

ANDREA HARRIS LIFETIME LEGACY AWARD

Inspired by the founders of the Institute, Andrea Harris and Lew Myers, the Andrea Harris Lifetime Legacy Award recognizes an individual who exhibits exceptional leadership and achieved significant success in supporting diversity in the public and private sector.



Honorable Congressman
G.K. BUTTERFIELD



Honorable Congressman
DAVID E. PRICE

PRESIDENT'S AWARD

The President's Award is presented to an individual for their outstanding minority business enterprise advocacy and engages intrinsically in the creative, technical, or professional progress of minority business development.



LORI JONES GIBBS

MINORITY BUSINESS LEGACY AWARD

The Minority Business Legacy Award is presented to a Minority Business Enterprise (MBE) exhibiting the talent and capacity necessary to grow a successful business venture, create jobs, and mentor other MBEs towards sustainability.



AARON THOMAS

DIVERSE BUSINESS CHAMPION AWARD

The Diverse Business Champion Award recognizes an individual or organization that actively advocates and promotes strong leadership within minority business communities.



TANNER COLLINS

Awards Gala

DIVERSITY EXCELLENCE AWARD

The Diversity Excellence Award is presented to a corporation that vigorously promotes and provides ethnic minority businesses assistance to eliminate barriers to opportunities, overcome obstacles to access capital markets and lead by example—promoting diversity, equity, inclusion, and the entrepreneurial spirit.



THE LANE CONSTRUCTION
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NC IDEA

ABDUL SM RASHEED ECONOMIC JUSTICE AWARD

The Abdul SM Rasheed Economic Justice Award is presented to an individual or organization that recognizes courage and demonstrates commitment to empowering, advocating, and investing in economic justice for African Americans and other ethnic Americans, disadvantaged businesses, and underserved communities.



SUE PERRY COLE



JOYCE DICKENS

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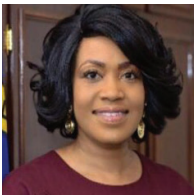
DEBORAH P. ASHTON, PhD, CDM

Dr. Ashton is a human resources executive and a diversity, equity, and inclusion (DEI) strategist and consultant with 30+ years of cross-industry experience. She serves as the Advisory Committee Board Member for Mill Road Progressive Governance Fund, Mill Road Capital. She is the founder of Equity Rising and the President of Planet Perspective, promoting inclusion, social justice, and a bias-free work environment. She headed diversity and inclusion for Medtronic, Darden Restaurants, Harley-Davidson, Novant Health and Argonne National Laboratory. Dr. Ashton has presented to and advised Boards on diversity and inclusion. She is the former Chief of Test Development and Validation for the Commonwealth of Massachusetts.



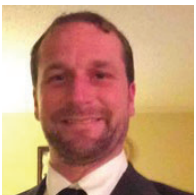
DELORES BAILEY

EMPOWERment Inc. is a non-profit located in Orange County, NC whose mission has been to “empower individuals and communities to determine their destiny through affordable housing, community engagement and grass roots economic development” since 1996. Ms. Bailey joined the staff as Community Organizer in 2002. She soon became Associate Director in charge of Organizing, rental properties, and marketing. In May 2005 she became Executive Director. Under her oversight, EMPOWERment Inc. has become one of the largest non-profit property owners of affordable rental units in Orange County, NC. (to date, 65 units).



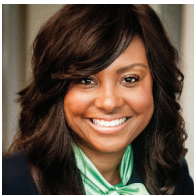
MACHELLE BAKER SANDERS

In February 2021, Governor Cooper appointed Secretary Machel Baker Sanders to lead the North Carolina Department of Commerce, enlisting her experience as former Administration Secretary, strong background as a business leader and her extensive knowledge of what it takes to build a globally competitive workforce. Secretary Sanders' vision for North Carolina's post-pandemic economic restoration is to work with partners to attract better paying jobs, support small businesses, and stimulate our state's innovation and entrepreneurial economy. Her bold and purposeful leadership aims to ensure North Carolina's diverse state is an inclusive one that works for all people.



ANDY BARRY

Andy Barry is a Senior Estimator for S T Wooten Corporation where he has worked for 14 years. Before that he worked at the NCDOT for 6 years as an Assistant Resident Engineer. He graduated from UNC Charlotte in 2002 with a BSCE and is a registered Professional Engineer in North Carolina.



TALITHA BATTS

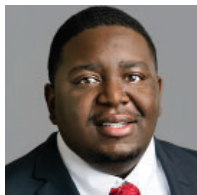
Talitha Batts is the Director of Advocacy Education and Outreach in the Research, Policy, and Impact Center for the National Institute of Minority Economic Development. Talitha has over 25 years of experience in the Education, Small Business, Technology and Economic Development sectors. Talitha graduated from the University of North Carolina at Charlotte with a bachelor's degree in English & Political Science. Talitha eagerly brings her corporate, small business and education experience to the non-profit sector creating education, policy awareness and opportunities to diverse businesses. Talitha completed a Master's in Education Technology at North Carolina Central University.



JASMINE BEARD

Jasmine is a power connector driven by her passion for people and business. She is well known for building authentic and meaningful relationships and connections in Corporate America as well as within the community. Jasmine Beard is the Chief Strategy Consultant of AJOY Consulting, LLC. She is a native of Greensboro, North Carolina. She also holds a Bachelor of Arts in International Affairs & Development and a Bachelor of Arts in Spanish from UNCG and she studied Macroeconomics and Business Administration in Curitiba, Brazil..

Presenters



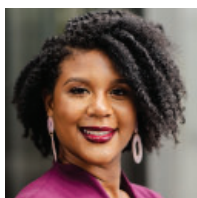
JONATHAN BEST

Jonathan Best is a native of Kinston, North Carolina. He attended Everglades University receiving his B.S. in Construction Management in 2019 and is currently pursuing his MBA with a concentration in Construction Management with an anticipated graduation date of 2022. With 12 years in the industry, he has a passion for expanding access in the construction industry. Preconstruction is his origin, but he has transitioned to working on supplier diversity and workforce development initiatives. He's a participating member in various community organizations including: the 2021 Leadership Sanford Cohort, NC MWBE Coordinators Network.



DAVID BOLTON

After spending several years working in the corporate sector while with Blackbaud and WPC Engineering in Charleston, SC David worked in development at Clemson University, with a specific focus on athletics. In 2011 he began working with Foothills Family Resources (FFR) in Greenville County, serving as their Executive Director. David is currently the Director of Workforce Initiatives at the Community Foundation of Greater Greensboro, where he is leading the effort to have 60 percent of the population with some level of post-secondary education by the year 2030.



AMBER BOND

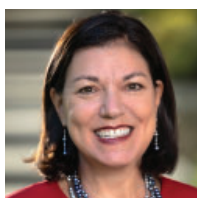
Amber Bond is the Founder and CEO of Davos, a fintech company that aims to make capital accessible for small businesses that traditionally have challenges obtaining a loan. Prior to founding the company, Amber was the principal consultant for Ventura Consulting Group, where she supported CDFIs and Lenders across the United States with capacity building, strategic planning, project management, grant writing, loan underwriting, staff training, and business coaching. Amber has 17 years of commercial lending experience, primarily with community banks, CDFIs, and mission-focused lenders.



BRIAN BURNETT

Brian Burnett is the Founder of Glenwood South Tailors + Mens Shop, a luxury tailoring house serving bespoke suit, tailoring, and C-Suite wardrobe design for area professionals. The house has excelled since its inception and expanded from 800 to 2800 sq. ft. mid-Covid-19 pandemic.

During the 2020 pandemic and social unrest, Brian also decided it was time to strike while the iron was hot and launched Burnett Development, a real estate firm, specializing in acquiring distressed commercial assets, workforce housing, housing moving, and land banking.



PAMELA B. CASHWELL

Governor Roy Cooper named Pamela Brewington Cashwell Secretary of the North Carolina Department of Administration in April 2021. As DOA Secretary, Cashwell oversees the state agency whose mission is to serve as a business manager for the state of North Carolina and a voice for underserved communities through its advocacy programs and boards and commissions. Cashwell has 10 years of federal government service as a trial attorney in the Civil Rights Division and the Office of Justice Programs at the U.S. Dept. of Justice, as well as at the U.S. Attorneys Office in the Eastern District of Virginia.



JAMES CLAYTON

James currently serves as the Sr. Director of Diversity and Community Development for Rodgers Builders based in Charlotte, North Carolina. He has worked as a construction professional in North Carolina and surrounding areas since 2001, and has a passion for advocating and supporting diverse businesses in the construction industry. He has served on several boards at the national and local level who support diverse business inclusion. James attended Tuskegee University and studied Construction Science and Management.



LAURA COLSON, EdD

Laura Colson, EdD serves as Vice President for Academic Affairs at Bennett College. As the chief academic officer, Dr. Colson provides academic vision and strategic planning that foster active, engaged, and distinctive learning experiences for women of color who aspire to leadership in their fields, social justice, civil rights, and social mobility. She charges herself with building alliances with external partners that foster student academic success outcomes, and enhance the student experience with internships, experiential programs, and student employment.

**ROBIN R. DAVIS, PhD**

Dr. Robin R. Davis is the Associate Provost of Academic Affairs, Professor of Management and Dean of the Sydney Lewis School of Business at Virginia Union University. She brings more than 25 years of experience in the field of economic development and higher education. Dr. Davis has developed innovative graduate and undergraduate programs at Virginia Union University. She has taught classes at the undergraduate, graduate, and doctoral levels. She has developed entrepreneurship programs, grant certification and new online courses for various universities.

**WALTER L. DAVIS**

Walter Davis is a founding member of Atlanta, Georgia-based Peachtree Providence Partners Holding Company LLC, which specializes in financial solutions, commercial insurance brokerage, private equity investing, among other specialized services. Mr. Davis is the former Vice Chairman, CEO and founding member of CertusBank, which operates more than 30 branches across the Carolinas, Florida and Georgia. In 2009, Mr. Davis co-founded and served as a Managing Partner of Integrated Capital Strategies, a distressed asset management and consulting company.

**ROCIO GONZALEZ-ZORNOSA**

Rocio Gonzalez-Zornosa is a bilingual, bi-cultural US born first generation Latina whose mission is to be the bridge of communication among cultures, with the intention of enhancing understanding, acceptance and engagement of the underserved business community with the community at large. In her 20+ career path, she has positioned herself as a servant leader providing education, empowerment, and equitable access to resources to level the playing field. She leads the Women's Business Center of Charlotte, covering 12 counties in the Charlotte Metro area.

**MALCOLM GRAHAM**

Malcolm Graham is an experienced businessman and entrepreneur, dedicated public servant, and powerful public speaker and media commentator, especially on the topics of government and public affairs, race and discrimination, civic engagement, common-sense gun laws, and affordable housing and responsible, community-first development. Malcolm's career has taken him through west Charlotte neighborhoods, Bank of America and TimeWarner Cable boardrooms, and legislative halls. It's this deep and varied experience in civic engagement, business development, public service, and nonprofit work that has become the foundation of his 30-year career in Charlotte.

**PATRICK C. GRAHAM, PhD**

Dr. Patrick Graham is a public and social sector leader and justice, equity, diversity, and inclusion (JEDI) practitioner. He has over 20 years of executive-level and policy development experience. Dr. Graham currently serves as the CEO of WeBuild Concord, the affordable housing and resource organization for the City of Concord, North Carolina. He is the former president and CEO of Martin Luther King Center (Long Island), an Urban League affiliate for the Central Carolinas, Charlotte-Mecklenburg's workforce development board, and Senior Policy Advisor for wealth building with the City of Richmond.

**TRACIE HALL, Esq., MBA, SPHR**

Tracie Hall has extensive human resources experience including business partner, labor and employee relations, mergers and acquisitions and designing and implementing people strategy and programs. She has designed and delivered talent management, talent acquisition, change management and talent development across different industries and global organizations including Capital One, Deloitte, PepsiCo, PriceWaterhouseCoopers, and McCormick & Company. She is an Official Member of Forbes Human Resources Council.

**JOHN F. HAM**

John F. Ham is the Director of the Center for Professional Services with the National Institute of Minority Economic Development (the Institute). In this role, John is responsible for developing public and private collaborations that will benefit marginalized communities (including minority & women-owned businesses - MWBEs) and creating supplier inclusion & diversity programs that will benefit public agencies, private corporations, institutions and MWBEs. John will also oversee the delivery of graduate level business education designed to help strengthen and grow MWBEs.



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AT&T has invested more than \$1.7 billion in our North Carolina networks in the last 3 years alone and deployed more than 4 million miles of fiber-optic strand across the state. Placed end-to-end, that's enough fiber for more than 8 round-trips to the moon and back.

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Presenters



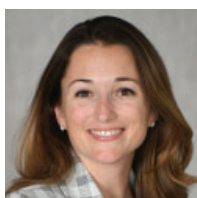
W. A. "TONY" HAYES

Tony Hayes is President and CEO of Trancas, a leading business strategy and consulting firm that focuses on small firm growth within North Carolina's American Indian community. He has over 35 years of management experience across the public and nonprofit spectra, having served in senior leadership roles at organizations like Texfi, Starwood Hotels, and Duke University. He recently joined the CMC Building Inc Team as their SVP of Marketing/Communications. In the last decade, Tony was proud to lead the NC Indian Economic Development Initiative.



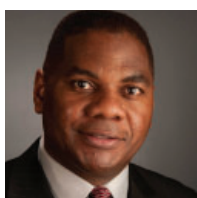
BRYLE HENDERSON HATCH, PhD

Dr. Bryle Henderson Hatch is an inclusive engagement professional with experience in diversity, equity, and inclusion, workforce development, and educational programming. His professional experience includes serving as VP and Chief of Staff of West Virginia State University and Executive Director for Community Engagement at NC A&T State University. He currently serves as the Executive Director of Thrive High Point, a minority entrepreneurship initiative and new partnership between the National Institute for Minority Economic Development and Business High Point: Chamber of Commerce.



CORINNE HODGES

Hodges joined the Association of Women's Business Centers (AWBC) as CEO in January 2019 and is charged with bringing about enhanced sustainability and increased capacity to the association and its members. When AWBC and the national network of Women's Business Centers were confronted with effects of a global pandemic in early 2020, Hodges and the advocacy team sprung into action. While Women's Business Centers responded tirelessly to small business concerns in their communities, Hodges and the team championed their efforts to secure resources.



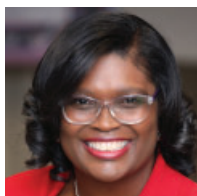
CURTIS HOLLOMAN

Curtis Holloman joined the Foundation for a Healthy High Point in January 2021 as the Executive Director. He comes to the Foundation with 20 years of philanthropic experience, working with communities to address conditions that influence health. Before joining the Foundation, Curtis served as a Senior Advisor and Senior Director of Grants and Programs for the Foundation for a Healthy St. Petersburg during its start-up. Curtis was the Deputy Director for two Robert Wood Johnson national program offices. He served as the Health Director for both Scotland County and Sampson County Health Departments and started his career working with a group of community rural health clinics in Robeson County.



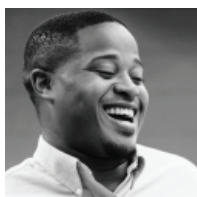
DEBORAH HOLT NOEL

Deborah Holt Noel is a veteran news media professional with 20+ years of experience in writing, producing, and hosting for radio and television. She is the centerpiece of two prominent weekly series at PBS North Carolina. Every Thursday night at 9 pm she appears as the host and storyteller for North Carolina Weekend, taking viewers on a journey across the state to explore local culture, recreation, and food at North Carolina's beautiful outdoor landscapes, iconic attractions, and hidden gems! On Friday nights at 7 pm, she anchors the network's long-running public affairs series Black Issues Forum.



LINDA HUGHES

Linda Hughes, an accomplished award-winning Air Force veteran, college professor, and information technology specialist. She joined the Women's Business Center of Charlotte as a volunteer in October 2017, transitioning from part-time to now full time as the Program Director. In her position she provides overall programmatic support in the execution and delivery of programs, marketing, and technical operations for the Women's Business Center of Charlotte. Linda has a Master of Science in Computer Information Systems and Bachelor of Science in Business Information Systems.



CYRIL JEFFERSON

Cyril is a Husband, Father, and Social Innovator currently serving on the High Point City Council. For more than a decade, he has dedicated his civic and professional work to socially responsible causes and creating purposeful opportunities for community betterment. As Principal Consultant at Change Often LLC, he leads a team of Change Agents in leveraging collaborative & innovative solutions to build capacity in communities through effective project delivery and strategic development.

**JAMES H. JOHNSON, JR., PhD**

Dr. James H. Johnson Jr. is the William R. Kenan Jr. Distinguished Professor of strategy and entrepreneurship and director of the Urban Investment Strategies Center at the Frank Hawkins Kenan Institute of Private Enterprise. His research interests include community and economic development, the effects of demographic changes on the U.S. workplace, interethnic minority conflict in advanced industrial societies, urban poverty and public policy in urban America, and workforce diversity issues. He has published more than 100 scholarly research articles and three research monographs and has co-edited four theme issues of scholarly journals on these and related topics.

**MARVA JOHNSON**

Marva Johnson is currently the Group Vice President, State Government Affairs, for Charter Communications. In this role, Marva oversees state government affairs, regulatory, local franchising, state legislative matters, strategic partnerships, and strategies for government and community initiatives. Marva joined Charter Communications in 2016 and her region includes Alabama, Florida, Georgia, Kentucky, Maryland, North Carolina, South Carolina, Tennessee, and Virginia. Johnson's tenure in technology-driven industries includes prior service in numerous legal, regulatory, and policy roles.

**MALCOLM KATES**

As DBE/SWaM Compliance Manager for the Hampton Roads Bridge Tunnel (HRBT) Expansion Project, Malcolm Kates is responsible for ensuring the project meets or exceeds its historic Disadvantaged Business Enterprise (DBE) and Small, Women and Minority (SWaM) business participation and workforce development goals. In under three years, Malcolm and his team have worked to award 304 DBE/SWaM Agreements totaling more than \$422 million to local small, minority, women and disadvantaged business enterprises.

**ARMEER KENCHEN**

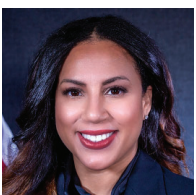
Armeer Kenchen is the Executive Director of CornerSquare Community Capital, an affiliate of the North Carolina Rural Economic Development Center. CornerSquare is designed to strengthen the lending infrastructure of Community Development Financial Institutions (CDFIs) by providing more equitable access to commercial capital. Kenchen also serves as Executive Director of North Carolina's State Small Business Credit Initiative (SSBCI), which includes a Loan Participation Program, a Capital Access Program, and a Venture Capital program.

**WILSON LESTER**

Wilson is accomplished leader in community finance and economic development whose efforts continue to forge access to capital and resources for BIPOC entrepreneurs. He built Piedmont Business Capital, a North Carolina-based CDFI, or revolving small-business loan fund, that has delivered millions in impact capital to Black businesses across N.C. He is also a Co-Founder of the ACCESS Center for Equity and Success, which supports minority business enterprises with securing public and private contract opportunities.

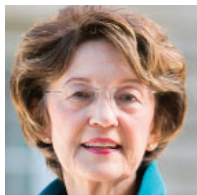
**SELINA MACK**

Selina Mack has served as the Executive Director of Durham Community Land Trustees (DCLT) in Durham, NC since 1998. With over 16 years of experience in the nonprofit/governmental industry, Selina joined DCLT in 1996 as its Business Manager. After gaining knowledge of the organization and the affordable housing industry, she became the 4th Executive Director of DCLT in the history of the organization. Through her leadership, DCLT has developed over 350 scattered-site units of affordable housing in historically Black neighborhoods surrounding Durham's urban core which will remain permanently affordable despite rising housing costs.

**NATALIE MADEIRA COFIELD**

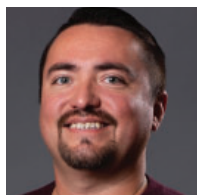
Ms. Natalie Madeira Cofield serves as the Assistant Administrator for the Office of Women's Business Ownership. In this role, Ms. Cofield serves as a senior executive providing executive oversight, management, leadership, and championship of female entrepreneurship. As an assistant administrator, Cofield will oversee the largest expansion of the Women's Business Center (WBC) network in the history of the Small Business Administration across its nearly 140 center footprint and more than \$70 million in federal grant-making to support the growth of women-led firms.

Presenters



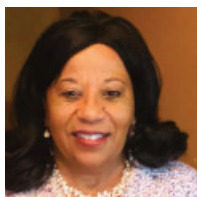
HON. ELAINE F. MARSHALL

In 1996, Secretary of State Elaine F. Marshall became the first woman elected to a statewide, executive branch office in North Carolina and has served as President of the National Association of Secretaries of State. A former teacher, small business owner, and private practice attorney, Secretary Marshall was elected to the NC State Senate before rising to statewide office. Under Secretary Marshall's administration, more than 1.7 million businesses have been formed, she has pioneered e-commerce in government, protected investors and intellectual property owners, and promoted financial capital formation in North Carolina.



CHRISTOPHER McCOY

Chris McCoy serves as the Secretary of Commerce of the Eastern Band of Cherokee Indians (EBCI) appointed by Principal Chief Richard Sneed. The Eastern Band of Cherokee Indians are North Carolina's only Federally Recognized Indian tribe and are located on 56,000 acres in Western North Carolina. Chris is responsible for EBCI programs including Destination Marketing, Enterprise Development, and Communications with oversight of business support and community planning of the Qualla Boundary. Chris currently serves as a member of the EBCI Planning Board and Project Workgroup.



PAMELA A. McELVANE, MCPC, MBA

Diversity MBA is the P&L Group Holding Company's national brand that provides talent management and diversity & inclusion strategies to Fortune 1000 companies, and to mid-size to large organization. Ms. McElvane leads an innovative, passionate and creative team that provides clients like, Wal-Mart Stores, AT&T, Diageo North America, Bank of America, Nielsen, The Clorox Company, Colgate-Palmolive, Atrium Health and more with access to leadership development programs, research on current trends for diversity strategy, and talent management, and learning solutions.



SHINIKA MCKIEVER, PhD

Dr. Shinika McKiever is the founder and Chief Creative Officer of The McKiever Group Creative Company a consulting firm she started in 2018. Dr. McKiever has over fifteen years of professional experience gained from working in the philanthropic, nonprofit, and business sectors. Her areas of expertise include philanthropy, nonprofit management strategy, community engagement, entrepreneurship, small business, leadership, and organizational development. Dr. McKiever received her doctorate in leadership studies from North Carolina A&T State University.



HENRY C. MCKOY, JR., PhD

Dr. Henry C. McKoy, Jr. is a seasoned professional in business, community and economic development, policy, government, finance, philanthropy and the academic worlds. He is a faculty member and Director of the Entrepreneurship Ecosystem Research Clinic and Lab (EERCL) at NC Central University in the School of Business and Managing Director of the Eagle Angel Network. He is also on the faculty of the Kenan-Flagler School of Business at the UNC at Chapel Hill where he is Professor of Practice in Strategy and Entrepreneurship.



SANDRA DEE NORMAN

Sandra D. Norman currently serves as Division Administrator for Civil Rights for the Virginia Department of Transportation (VDOT) where she is responsible for Civil Rights Internal EEO and External DBE programs. Prior to being promoted in this role, Sandra served as the Assistant Division Administrator for Civil Rights where she managed the Equal Employment Opportunity Programs for VDOT (Internal). Before becoming a part of the VDOT family, Sandra was appointed January 23, 2006 by the Governor of Virginia, The Honorable Timothy Kaine to serve as Director for the Virginia Human Rights Council.



NEREDIA (NEDDY) PEREZ

Neddy has over 25 years of experience in Human Resources and transforming corporate cultures by building and executing Diversity, Equity & Inclusion initiatives. She has worked in Asian, Latin American, European and U.S. markets implementing programs related to the advancement of underrepresented groups and women. Neddy has served on several national and international advisory boards, including Manufacturing Institute Diversity Council, American Red Cross, Truist Bank, Diversity MBA Magazine.



EBONY J. PITTMAN

Ebony J. Pittman was named Deputy Secretary for Business Administration in June 2021. In her role, Pittman directs the N.C. Department of Transportation's Office of Civil Rights, the Office of Historically Black Colleges and Universities Outreach, and Purchasing and Facilities Management. Pittman also serves as co-executive sponsor for NCDOT's Diversity, Equity and Inclusion Advisory Group, which works for develop solutions that create a more diverse and inclusive culture within the department. Pittman has spent her career dedicated to public service in multiple areas of government.



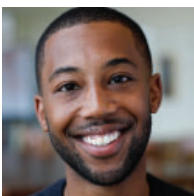
KEVIN J. PRICE

Kevin is the third President and Chief Executive Officer of the National Institute of Minority Economic Development headquartered in Durham, NC on Parrish Street, which was once known as the "Black Wall Street" of the south. The Institute, a 35-year old nonprofit management consulting and services firm, is focused on business diversity and inclusion. Price's career has been steeped in community economic development for almost 30 years. He joined The Institute as a veteran business leader in healthcare, supplier diversity, faith-based affordable housing, community development and commercial banking.



ALBERT "TREY" RABON

Trey Rabon is currently state President, AT&T North Carolina, responsible for the company's regulatory, economic development, legislative and community affairs activities in the state. He works closely with state and community leaders to help encourage private investment in next-generation broadband infrastructure, bring new technology jobs to the state, and improve the quality of life for all North Carolinians. Trey brings a diverse background to the position, having joined AT&T's predecessor company, BellSouth, in 1999.



DEREK RHODES

As a Black male leader in the corporate world, Derek has an intimate and very much "lived" understanding of the realities of corporate progression as a person of color, and is passionate about inspiring future black leaders to achieve their career aspirations. Before founding the Durham Success Summit, a community organization facilitating education, networking, and workplace opportunities for talented Black men in his hometown, Derek accrued invaluable skills and experience in high-level leadership positions at some of the most recognizable companies in the world including the White House, Google, Microsoft, the Miami Heat, and The Obama Foundation.



STEPHEN SILLS, PhD

Dr. Sills' background includes 23 years in higher education as a Full Professor of Sociology. In 2015, Dr. Sills founded the UNC-Greensboro Center for Housing and Community Studies a transdisciplinary research center focused on housing and community development issues. Dr. Sills has served as the principal investigator, co-principal investigator, evaluator, and methodological consultant on over 140 applied and community-engaged projects. He is currently a Research Fellow in the Robert Wood Johnson Foundation Interdisciplinary Research Leaders Program.



LEONARD L. SLEDGE

Leonard L. Sledge serves as the Director of the Department of Economic Development for the City of Richmond and the Executive Director of the Economic Development Authority of the City of Richmond. In each role he leads job creation, capital investment, and economic growth for the City. Prior to joining the City of Richmond, Mr. Sledge served as the Executive Director of the Henry County Development Authority (Georgia), Director of Economic Development for the City of Hampton, Virginia and the Director of the Office of Economic Development for the College of William & Mary.



BRANDT SMITH

Brandt Smith is the president and founder of SGS Contracting, LLC, a general contracting and construction management company based in Durham, NC. After a successful start with a smaller contractor, Brandt decided to grow his career. He moved on to work in several large markets, including Washington DC, Las Vegas, and New York City. Wanting to impact the rising construction and growth of Durham, the Triangle, and North Carolina as a whole, Brandt founded SGS Contracting in 2014. Brandt has over 19 years of construction management experience.

Presenters



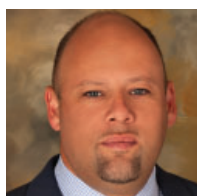
TUNYA SMITH

As the director of the N.C. Department of Transportation's Office of Civil Rights, Tunya Smith aims to leverage best practices and resources to promote civil rights programming and build a culture of equity and inclusion across the department. Smith has extensive experience in policy and program development, advocacy and economic development through service spanning over two decades. She is committed to advancing Economic and Workforce Development initiatives to support NC's strong economy.



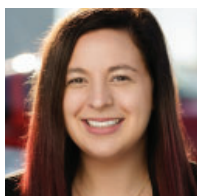
ANNETTE TAYLOR

Annette Taylor joined the N.C. Department of Information Technology's Division of Broadband and Digital Equity in May 2022 as the new director of the Office of Digital Equity and Literacy. She is helping expand NCDIT initiatives to ensure all North Carolinians have equitable access to high-speed internet and digital literacy resources. Annette has more than 25 years of community service and civic engagement in both public and private sector roles and in the philanthropic arena directing resources to organizations across North Carolina.



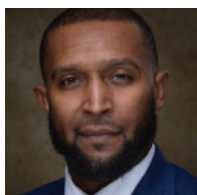
AARON THOMAS

Aaron Thomas, President of Metcon, Inc. founded the company in 1999. Aaron holds a B.S. from the University of North Carolina at Pembroke and a Master of Construction Management degree from East Carolina University. Additionally, Aaron is a LEED-Accredited Professional and holds an Unlimited Unclassified General Contracting License. In February 2010 Aaron was named a 20 under 40 by Engineering News and Record, a national publication. Aaron is a proud member of the Lumbee Tribe of North Carolina and was also named a Top 50 Native Entrepreneur in Native News' inaugural class.



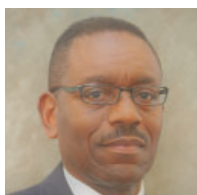
MICHELE TORRES

Michele Torres has been with CLT Airport for over six years as part of the Legal/Regulatory department. Michele has spent the last five years as the Business Diversity Programs Manager for CLT and has recently taken on the role of Office of Civil Rights Manager. Michele is responsible for implementing and administering Airport Civil Rights Programs with her team. These programs include the Disadvantaged Business Enterprise (DBE), Airport Concessions Disadvantaged Business Enterprise (ACDBE) and Limited English Proficiency (LEP) Programs and the Americans with Disabilities Act (ADA).



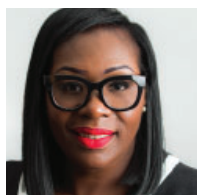
RAYMOND TRAPP

Ray Trapp has recently joined the Research Triangle Foundation as Vice President of Strategic Engagement. Prior to joining RTF, Trapp served as Director of External Affairs for North Carolina Agricultural and Technical State University. Trapp has also previously served as a Guilford County Commissioner representing District 8 from 2012 – 2017. His professional work and service have earned numerous awards. Trapp served in the U.S. Navy as an Interior Communications Specialist aboard the USS Harry S. Truman (CVN 75).



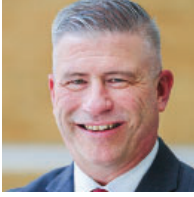
MILES O. VAUGHN

A New York City native, Miles Vaughn has over 25 years of experience in real estate and economic development. In his current role as the City of Charlotte's Department of Housing & Neighborhood Services' Strategic Partnerships Manager, Mr. Vaughn is charged with cultivating relationships with community stakeholders interested in partnering with the Department to engage in providing the community with a vast array of assistance such as affordable housing, youth employment, code compliance, immigrant integration, customer service and volunteer opportunities.



CHARLEA WASHINGTON

Charlea serves as the Compliance Manager for The Lane Construction Corporation. She started with the company in 2016, and is responsible for Supplier Diversity, Outreach, Equal Employment Opportunity, and Wage & Hour for construction projects throughout the United States. She provides construction compliance training and development for Lane and its subcontractors. Charlea is an avid supporter of emerging diverse business initiatives and labor laws, and has a diverse background in labor compliance.



JAMES A. WEAVER

James "Jim" Weaver joined the N.C. Department of Information Technology in March 2021, with more than 30 years of leadership and management in the IT industry. As secretary and state chief information officer, he leads the agency responsible for strategic IT planning and the procurement and delivery of IT services and solutions as well as cybersecurity and efforts to expand broadband access and affordability across North Carolina. Prior to NCDIT, Weaver served as director and state CIO at Washington Technology Solutions.



JOSIE WILLIAMS

Josie Williams is the Executive Director for the Greensboro Housing Coalition (GHC). GHC is a nonprofit housing advocacy and referral agency that works to provide safe, healthy, affordable housing in Greensboro, NC. She is a Greensboro native and developed her passion for community and addressing social determinants of health, particularly housing insecurity, from her personal experience with homelessness. Prior to becoming Executive Director, Josie served as Director of Community Engagement for the community-centered health partnership Collaborative Cottage Grove.



RICHARD L. WILLIAMS

Richard L. Williams is Chairman and Chief Executive Officer of Black Business Media LLC, which publishes and serves as the parent company to *HBCU Matters* magazine and *Black Business Ink* magazine. Mr. Williams serves, respectively, as Publisher & Chairman and Publisher & Executive Editor of the two publications.



BERNARD WORTHY

Bernard Worthy, Co-Founder and CEO/CTO of LoanWell, is a third-generation entrepreneur with a passion to see capital access and affordability democratized across communities of color in an effort to drive generational wealth creation. Bernard has leveraged his gifting for software architecture, design, and development for startups to Fortune 100 companies and now leads that effort at LoanWell. LoanWell is an automated lending and grant technology to help community lenders deploy more capital, more efficiently.

SPECIAL THANKS

We would like to thank the members of the Institute's Board of Directors for their direction, guidance and support. We recognize that without their leadership we would not have achieved our many milestones or succeeded in uplifting minority business, which are essential to the overall economic development of our state.

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A purpose for all people.

At the core of our purpose—to build better lives and communities—are the values that guide us to be intentional about diversity, equity, and inclusion. We do the work every day to diversify our leadership, empower all teammates, and fight for the opportunities we all deserve. Because we believe a culture where we can live and contribute our authentic selves is a stronger one.



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live purposefully

At Atrium Health, it's important that our teammates represent the communities we serve. That's why we work every day to create a space where all **belong** and live out our mission to improve health, elevate hope and advance healing – **FOR ALL.**



Atrium Health

Join our team where you can **live life fully.**

[Careers.AtriumHealth.org](https://careers.atriumhealth.org)

Self-Help is honored to partner with the Institute to expand community wealth through growth opportunities for minority and women-led business enterprises.

Guided by our mission, we actively partner with businesses led by women and people of color as part of our supplier diversity program, and as of June 30, we relied on 177 MWBE vendors in 2022.

As a lender and partner, we've provided \$1.5 billion to businesses and nonprofits, helping our borrowers maintain and create more than 46,900 jobs.

We've secured major improvements to Paycheck Protection Program (PPP) relief policies for microbusinesses and businesses owned by people of color.

Join us to grow your business and foster thriving, vibrant, and resilient communities for all.

Learn more about our work:
www.self-help.org/annual-report



Tameka Jenkins
Washington, NC
Founder of Professional Staffing
Solutions and Self-Help borrower.



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SCHEDULE AT-A-GLANCE

Registration & Breakfast Start at 8:30AM | All Activities are at The Lofts at Congdon Yards

- Community Partner Update**
Year-In-Review for Community Partners, Stakeholders, and Sponsors
9:00 - 10:00 AM
- Innovation Sessions**
Concurrent Workshops
1:15 - 2:15 PM (2 Sessions)
2:30 - 3:30 PM (2 Sessions)
3:45 - 4:45 PM (2 Sessions)
- Opening Session / THRIVE Table Talk**
10:00 - 11:00 AM
- Mix & Mingle**
5:00 - 6:30 PM
- Entrepreneurship Award Lunch**
11:30 AM - 1:00 PM

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BUSINESS HIGH POINT
CHAMBER OF COMMERCE

Building Economic Prosperity for Diverse Populations

2020-2021 IMPACT DATA

OUR MISSION

To strengthen the asset base of diverse populations through policy, education, and economic opportunities.



\$10,976,795

Grant Funds Disbursed

\$4,371,644

ICAP Direct Loans

\$20,142,222

Access to Capital

\$40,571,962

Contracts/Bonding Awarded

7,544

Entrepreneurs
Trained

3,981

Clients
Counseled

70

Business Starts

563

Jobs Created / Retained

OUR PROGRAMS & AFFILIATES



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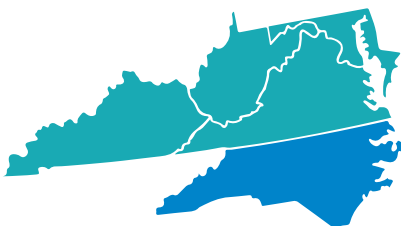
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The **National Institute of Minority Economic Development** strengthens the asset base of diverse populations through policy, education, and economic opportunities, creating an environment in which race, gender, and geography are no longer a barrier to prosperity. We do this by helping diverse small businesses to grow, compete, thrive, create jobs, become sustainable, and be valued partners within their local communities.

Our core competencies include business and entrepreneurial education, technical assistance, research and advocacy, affordable housing and community development (CDFI) financing, and Diversity, Equity, and Inclusion (DEI). Our work is organized into four synergistic centers to help emerging leaders, business owners, non-profit organizations, HBCUs, and our strategic partners to contribute to growth, sustainability, and economic justice in low-to-moderate income communities.

- The **Center for Entrepreneurship** provides meaningful education, training, growth strategies and technical assistance for diverse businesses. By focusing on those led and owned by Black, Latino, women, and other minorities, we support and grow key stakeholders in the small business ecosystem, stabilizing families through expanded economic opportunity and improved business value. Services include technical assistance to small business owners and aspiring entrepreneurs; workshops, seminars, and summits; strategic partnerships with HBCUs and other colleges and universities; corporate/executive education; and other capacity-building growth strategies.
- The **Research, Policy and Impact Center** addresses the root causes of economic disparities – income, wages, general economic opportunity, community access, and funding allocations – keeping our clients and stakeholders informed of shifts in the ecosystem and opportunities to participate in corporate and public policy dialogues and decision-making.
- Our **CDFI, Institute Capital**, provides access to capital for minority-owned small businesses, non-profit affordable housing developers, and HBCU ventures, improving the financing environment with fair and equitable lending practices.
- The **Center for Professional Services**, a consulting arm, offers uniquely customized professional development, supplier diversity strategies, and diversity, inclusion and equity education to corporations and governments.



We have grown into a five-state footprint including NC, VA, KY, WV, and the Metro DC area.

WORK WITH US!

The North Carolina Department of Transportation's Office of Civil Rights' mission is to level the playing field and help remove barriers for minority-owned businesses to participate in NCDOT contracts.

GET ACCESS TO:

- > EDUCATION
- > TRAINING
- > TECHNICAL ASSISTANCE



N.C. DEPARTMENT OF TRANSPORTATION
Office of Civil Rights

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We proudly support the
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BUILDING VISIONS . . . TRANSFORMING LIVES

Dreams move us forward.

A dream has the power to do anything. It can change a life or our entire way of living. At the North Carolina Education Lottery, we strive to create a world of possibility not only for winners and students, but also for minority businesses. When we dream together, we grow together and create the partnerships that let our communities thrive.



Visit [NCLottery.com](https://www.nceducationlottery.com) to learn more.

MUST BE 18 TO PLAY. Problem Gambling Helpline: 877-718-5543.

Creating inclusive workplaces

At JPMorgan Chase, we have been working to make inclusivity central to the work we do.

We are committed to building a more equitable and representative workforce throughout the U.S. We're taking actions to support solutions and training to advance racial equity in the workforce.

Diversity, equity and inclusion are what make JPMorgan Chase – and the customers, clients and communities it serves, stronger and better.

JPMorgan Chase proudly supports the National Institute of Minority Economic Development.

JPMORGAN CHASE & CO.

jpmorganchase.com/diversity

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Supplier diversity is about more than the products or services you bring to our company. It's about working together to develop innovative solutions and strengthening the economic vitality of the communities we serve.

[DUKE-ENERGY.COM/SUPPLIERDIVERSITY](https://duke-energy.com/supplierdiversity)



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conversation between
a client and his banker.

Like sparking a legendary
franchise liftoff.

MACK WILBOURN

Owner & President, Mack II, Inc.

Mack Wilbourn is an Atlanta restaurant legend. Through 34 years and 10 franchises, Mack has trusted First Horizon banker Mark DiLuzio to help him build a restaurant portfolio, now thriving exclusively in the Atlanta airport. It's no wonder why they call Mack the "Mayor of Atlanta's Airport" and why Mack turned to Mark when it came time to talk about getting some new passion projects off the ground.

Let's find a way.



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