

[Economic Equity Action Group](#)

This Action Plan was implemented in 2019 as a result of the Confronting Racism Coalition and its working groups Education, Economic Equity, Inclusive Leadership, Racial Bias, and Welcoming Communities. The Economic Equity Action plan was approved and incorporated into YCEA's strategic action plan by its board. The Confronting Racism Coalition Mission: To create sustainable change by breaking down systemic racial barriers and promoting healing, equity, and inclusion for all.

Outcome: Create opportunity for small diverse businesses to network with larger corporations to learn about opportunities for doing business.

	Action Steps	Status
	Increase Access to Capital for Small and Minority Owned Businesses	Small Business Program launched with educational sessions on accessing capital as well launched second year of YoCo Bloom funds awarding over \$20,000 in Small Business Grants.
	Increase Capacity for Existing Companies through educational programs	Small Business Development Program Launched in the summer of 2019. Over 75 participants took part in series. Six participants received a small business grant. Second year of Small Business Programming to launch summer 2020.
	Increase Outreach of Women's Business Center Organization (WBCO) for Networking and Mentorship.	WBCO Membership has over 200 members. Mentorship Program launched in November 2019. WBCO also awarded one Small Business grant to a women owned business.
	Create Virtual Hub of Resources and Information That is Accessible for Businesses and Supporting Entities (Pathways Portal) Comprehensive database of opportunities across York County	In development, delayed launch by COVID 19. PreparedYork.com has been a preliminary resource.
	Develop York Business Academy Alumni Networking Sessions	On hold for end of year beginning of 2021.
	Develop a small and minority owned business networking event	On hold due to COVID-19 but a goal to host an event virtually and in person before the end of the year.
	Enhance "Get Connected" Events (to assist with connecting to Redevelopment projects)	On hold due to COVID-19 but a goal to host an event virtually and in person before the end of the year.

Outcome: Create training resources for companies on best practices for diverse hiring and retention

	Action Steps	Status
	Launch Major Employers Council to implement best practices for diverse talent attraction and retention and the creation of more welcoming and inclusive workplaces.	Goal of launch in summer of 2020
	Develop Partnerships with local chapter of Human Resources Professionals (SHRM)	In progress
	Execute Diversity Training Programming with Businesses	Delayed launch due to COVID-19, will follow Major Employers Council
Outcome: Create mentorship opportunities for companies that are succeeding with diversity to mentor other companies		
	Action Steps	Status
	Launch Major Employers Council to implement best practices for diverse talent attraction and retention and the creation of more welcoming and inclusive workplaces.	See status in line #13
	Utilize SCORE/Urban Entrepreneurship Initiative to Include Start Up Businesses in Networking	To be included with the Small Business Development Program
	Create Leadership Development Training Geared Towards Young Professionals	Delayed due to COVID-19
Outcome: Create networks for diverse businesses to have instant connections to help grow their business		
	Action Steps	Status
	Incorporate multi language assistance and understanding and for businesses (Spanish, Syrian, Creole, etc.)	Ongoing efforts, PreparedYork.com accessible in over 30 languages
	Enhance Outreach of Funding Programs (Access to Capital)	Ongoing efforts to promote YoCo Bloom Series and promote small and local grant/loan programs. During COVID-19, we helped over 30 businesses access state loan funding to support their business.
	Establish a Minority Business Enterprise/ Women Business Enterprise Capital Fund	In development as an immediate response to COVID-19
	Launch a platform for small and minority businesses to connect with one another	Business listing launched June 2020. DEI publication in early stages of development.
	Develop marketing strategy to share Equity initiatives	Ongoing efforts
	Celebrate successes from Businesses and Community Partners	Ongoing efforts
	Develop Policy Statements to Assist with Business Participation	Ongoing efforts

	Develop Financial Literacy Programming	Ongoing efforts
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