



NEW MEXICO
BLACK LEADERSHIP
COUNCIL

Empowering Workforce Development and Entrepreneurship in New Mexico's Black Communities



Cathryn McGill, Founder/Director,
New Mexico Black Leadership
Council

Economic and Rural Development
& Policy Committee
Legislative Council Services
July 6, 2023
CNM Workforce Training Center

MOTIVATORS TO SUPPORT SOCIAL & FOR PROFIT BUSINESSES IN NEW MEXICO

FOSTERING ECONOMIC GROWTH

Black entrepreneurs

experience the impacts of both racialized discrimination. In fact, discrimination in the workplace is cited as a motivator for many Black New Mexicans who start their own businesses and nonprofits.

OVERCOMING INEQUITIES

Participation in the workforce and business sectors will require a long game strategy for sustainability and community resiliency.

Transformative approaches are needed as opposed to transactional and discrete activities

PROMOTING TRUE MULTICULTURALISM IN NEW MEXICO. ENTREPRENEURSHIP

The prevalent tricultural myth in New Mexico has served to exclude Blacks from the political, social and cultural landscape and it can only be overcome with intentional and targeted strategies and investment.

The Genesis of The New Mexico Black Leadership Council



The African American Community Economic Transformation Study (A.A.C.E.T.S.) team conducted a community based participatory research project (CBPR) during the time period beginning in 2014. Over the duration of this three-month period the A.A.C.E.T.S. Leadership Team (hereinafter referred to as "the Team") implemented a four part data collection and analysis study with a purposive and diverse sample of service providers and opinion leaders within the African American community in Central New Mexico.

ANALYZING THIS DATA LEAD TO THE FOLLOWING RECOMMENDATIONS:

CREATE A HUB ORGANIZATION



Establish a community-based entity that functions as a central hub organization with the capacity to act as both a financial and capacity building support to the African American community.

LEADERSHIP DEVELOPMENT INSTITUTE



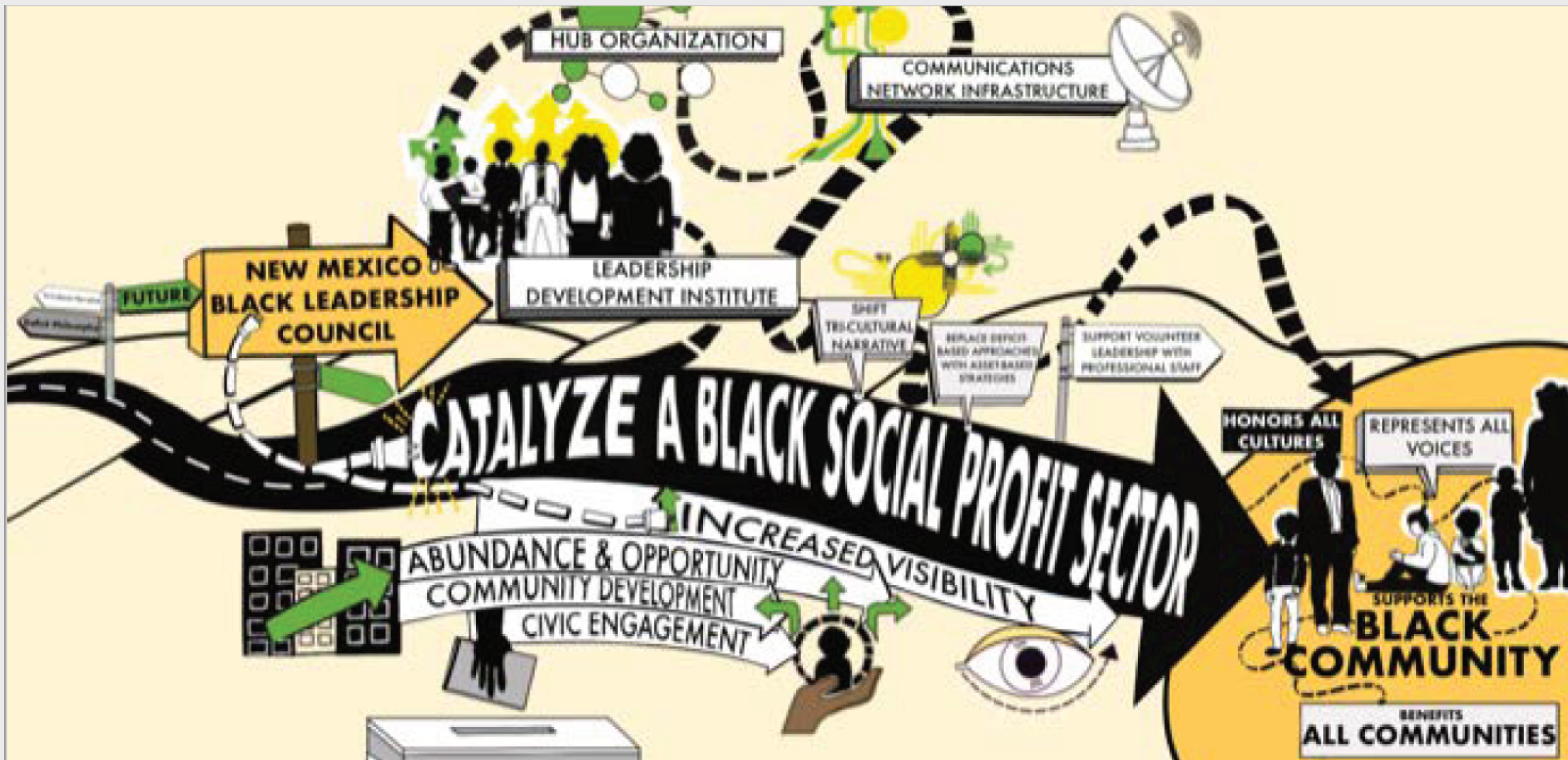
Establish a leadership development institute for the African American community to support the development of the next generation of leadership, increase the capacity and connectivity of the current leadership, and to sufficiently honor current and past leadership.

COMMUNICATIONS NETWORK INFRASTRUCTURE



Establish a communications network/infrastructure that will define the ways that the African American community in New Mexico connects and communicates with its members, allies, target institutions and broader communities.

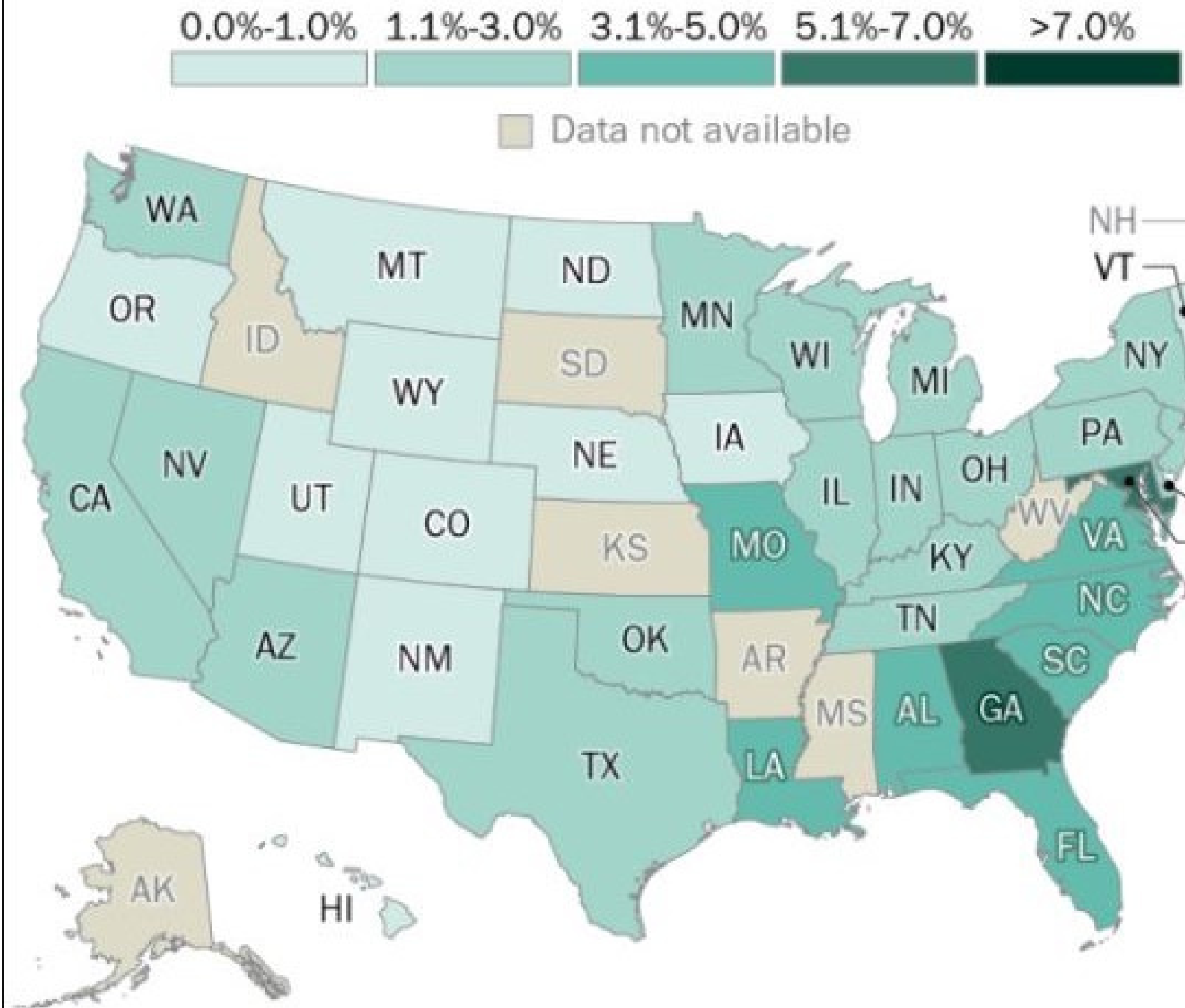
Who Is The New Mexico Black Leadership Council?



New Mexico Black Leadership Council is an Albuquerque based 501(3)(c) non-profit working to foster sustainable leadership, create inclusive opportunities, develop multicultural capacity, and cultivate progressive partnerships that support Black communities and benefits all New Mexicans.



BLACK SOCIAL AND FOR PROFIT BUSINESSES FOOTPRINT IN NEW MEXICO



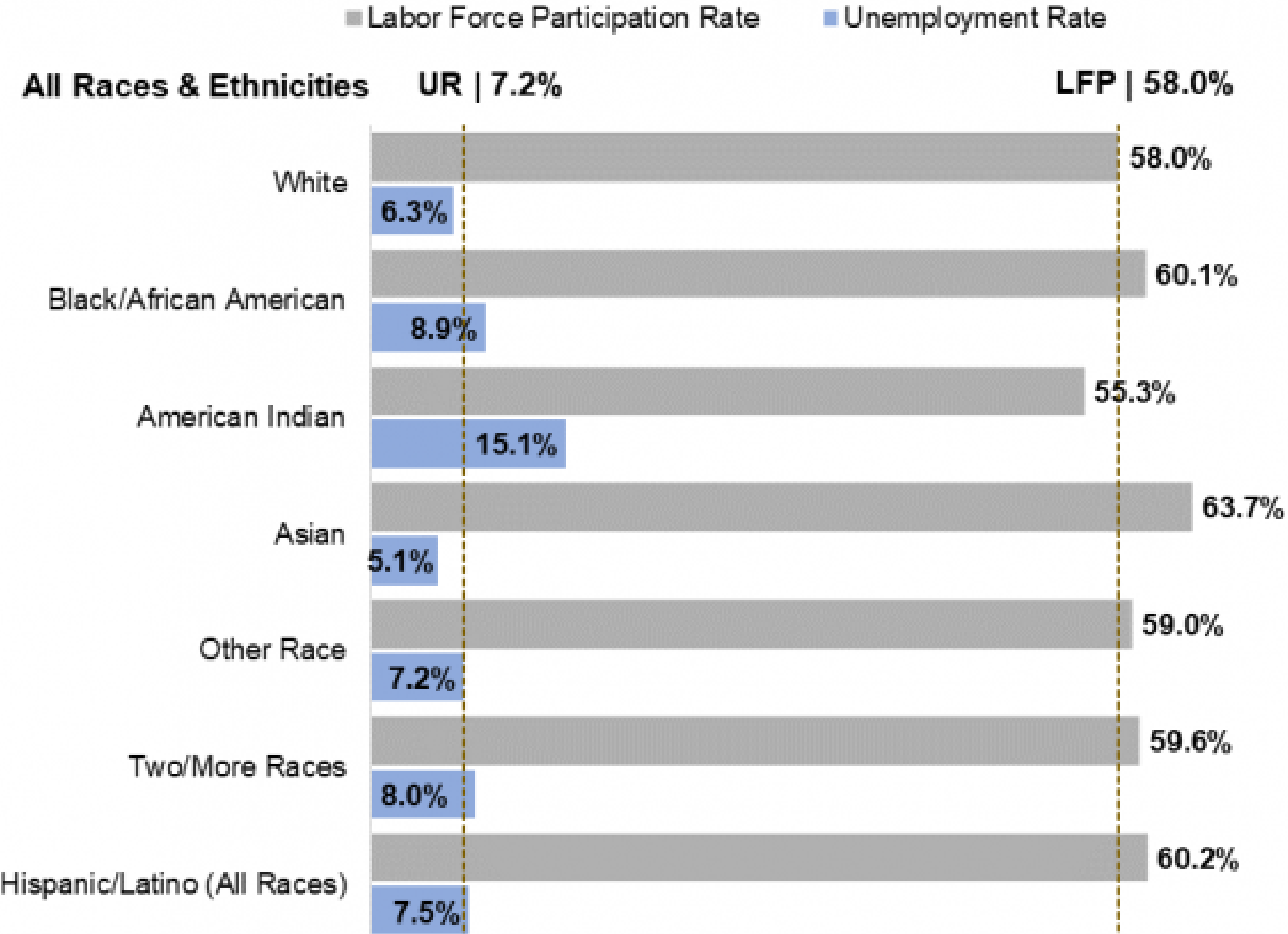
**According to 2020
Pew Research
Center Data Black
Businesses
Comprise Less
Than 1% of the
Businesses In The
State**

HISTORIC INEQUITIES

Stark opportunity gaps evident when disaggregated by:

- Race and ethnicity
- Gender
- Disability
- Veterans
- Youth
- Parenting
- Geography

18. Labor Force Participation and Unemployment Rates by Race and Ethnicity, 2018



INFORMATION COMING FROM NEW MEXICO SOURCES

*New Mexico Business First Book of Lists Identifies
Less Than 10 Black Owned Businesses In the State*

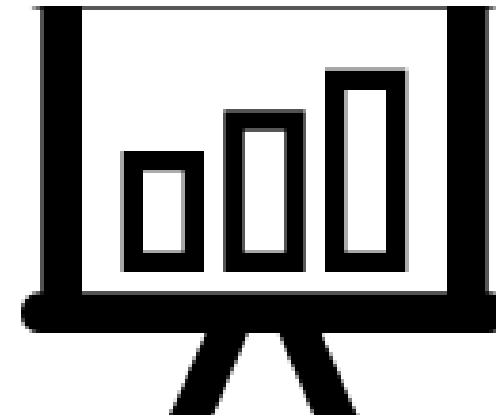
ALBUQUERQUE
BUSINESS FIRST

KEY CHALLENGES FOR BLACK BUSINESSES IN NEW MEXICO



ACCESS TO FINANCING

Recent studies have shown that businesses owned by Black entrepreneurs are less likely to be selected for funding from angel investors, venture capitalists, and financial institutions.



ACCESS TO BUSINESS EDUCATION

In addition to limited capital many minority owned businesses lack access to applicable business training and education needed to scale



ACCESS TO MENTORS & SUPPORTS

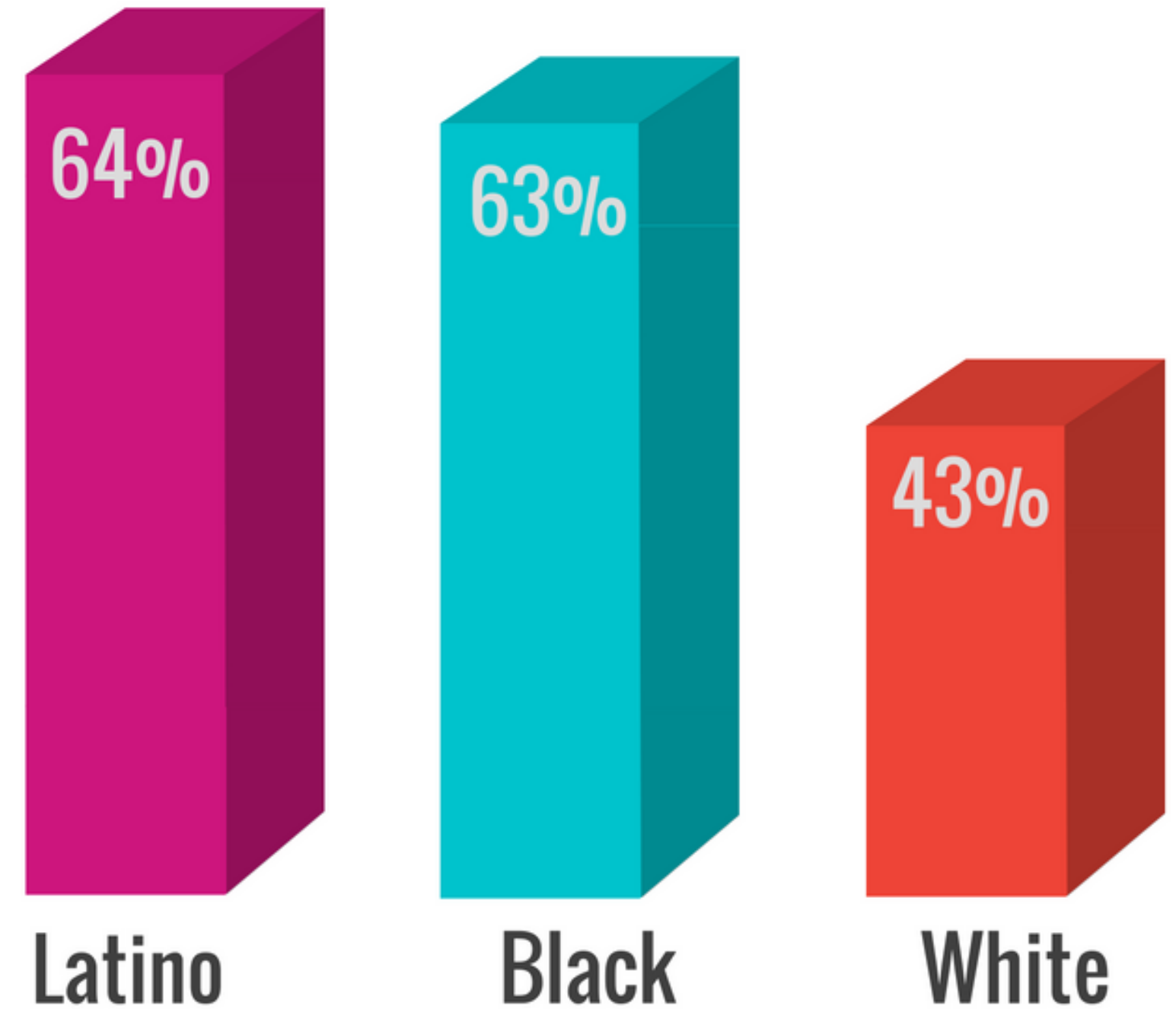
Challenges with obtaining mentorship have presented a much greater hurdle due to: lack of access to existing networks, lack of early entrepreneurship exposure, and cultural challenges.

MILLENNIAL DEMAND FOR SUPPORT

64% of Latinos and 63% of African-Americans want to start their own companies but lack the access to support.

92% of millennials want increased access to education and training to run a small **business**.

Percent of Young Americans Who Would Like to Start Their Own Businesses, by Race



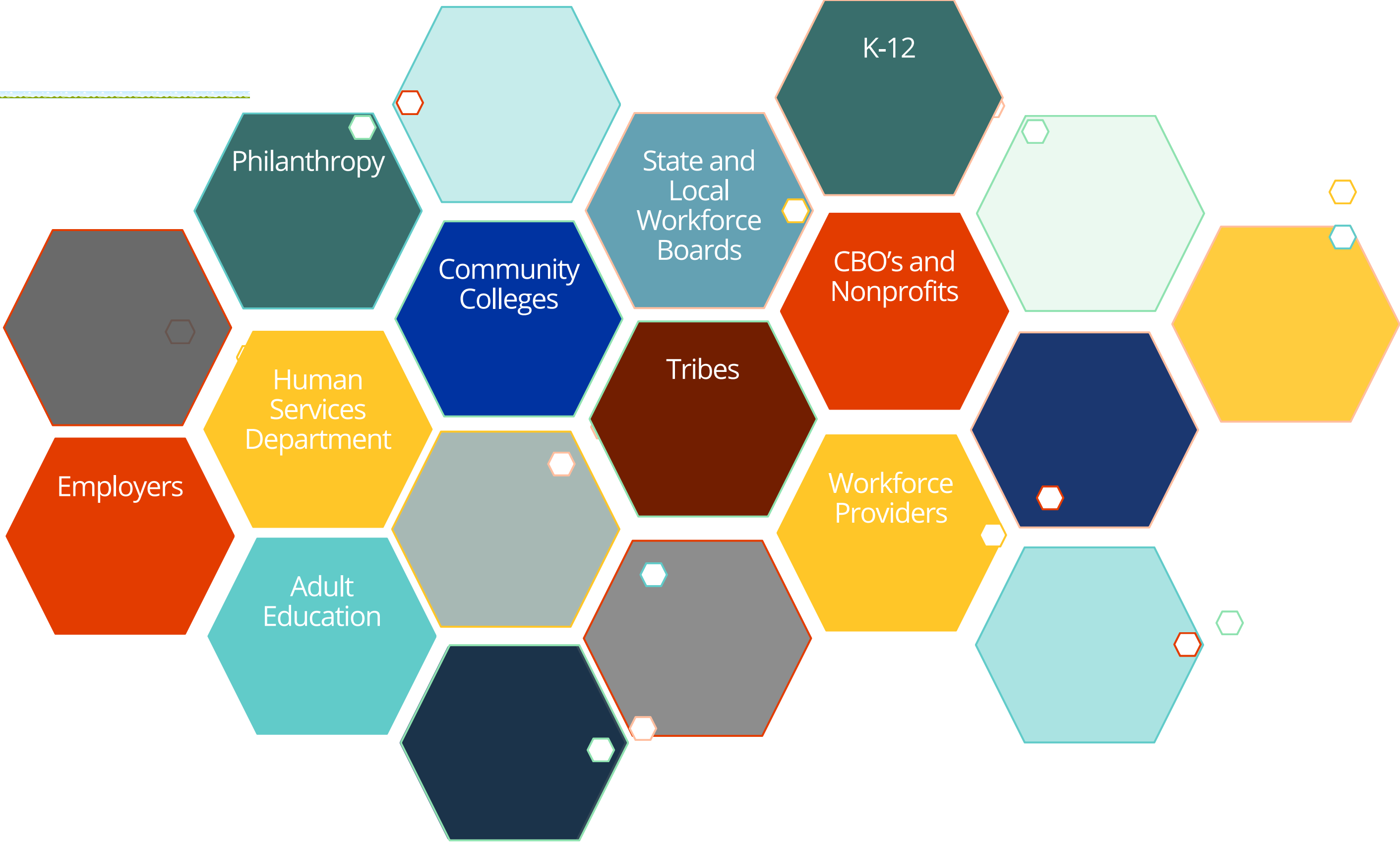
WHAT SHOULD WE DO TO LEVEL THE PLAYING FIELD?



Madame C.J Walker

“I had to make my own living and my own opportunity. But I made it! Don’t sit down and wait for the opportunities to come. Get up and make them.”

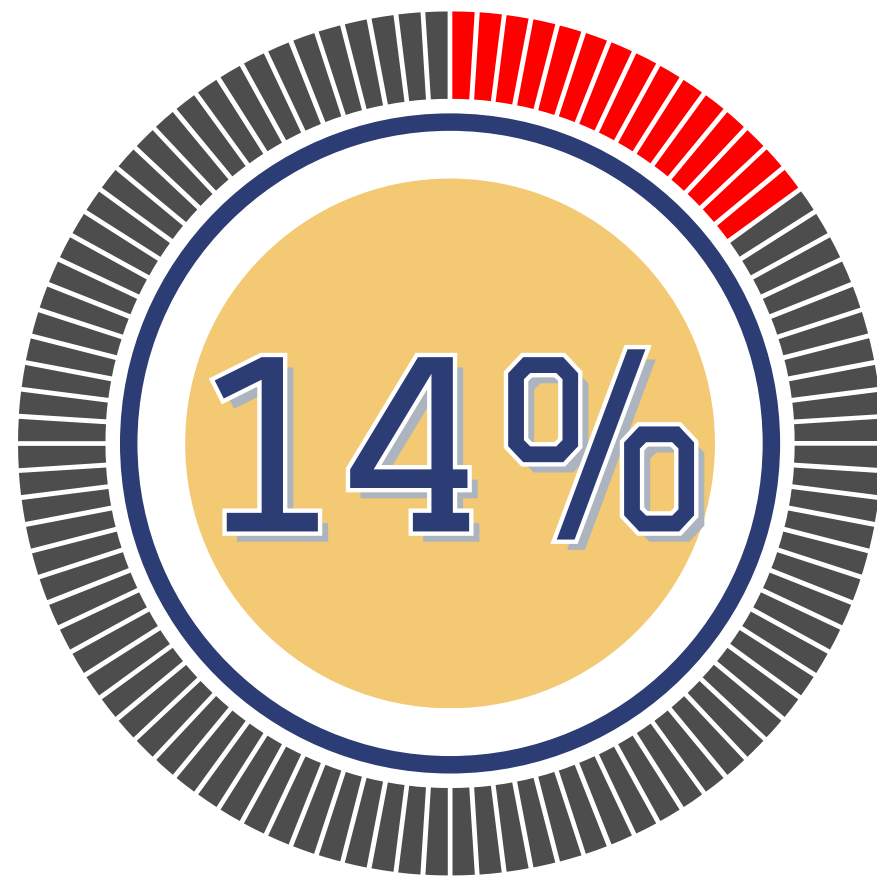
Workforce Development Ecosystem



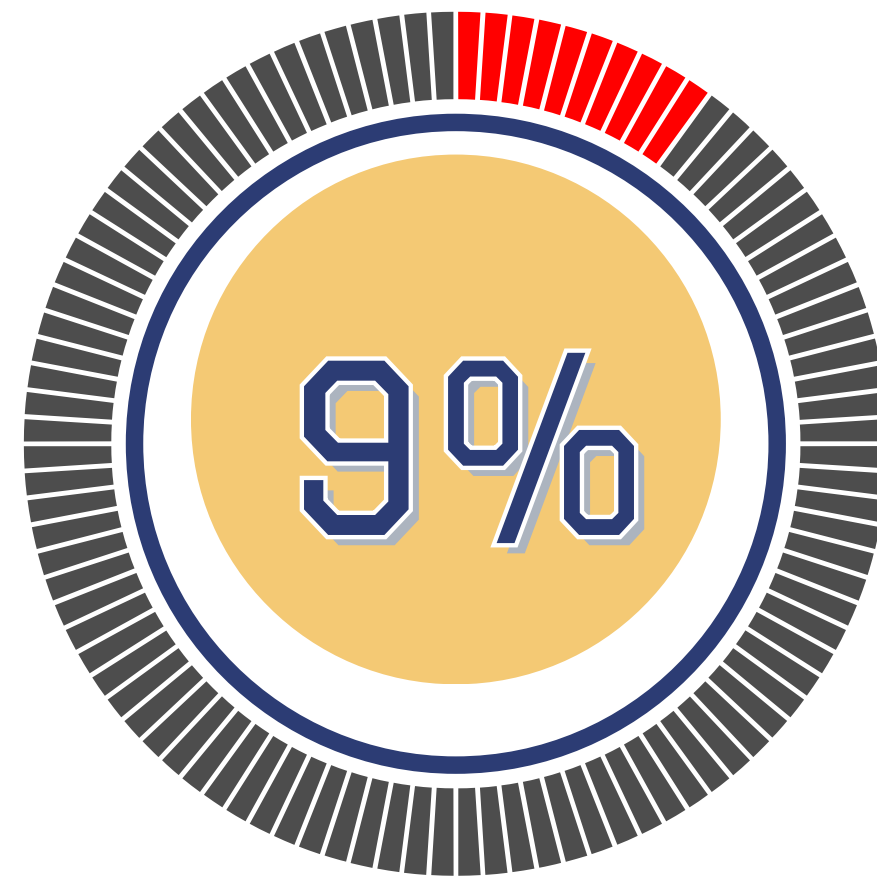
AVERAGE PROFICIENCY

based on information for each school in the Highland Cluster
provided by New Mexico Public Education Department

READING



MATH



SCIENCE



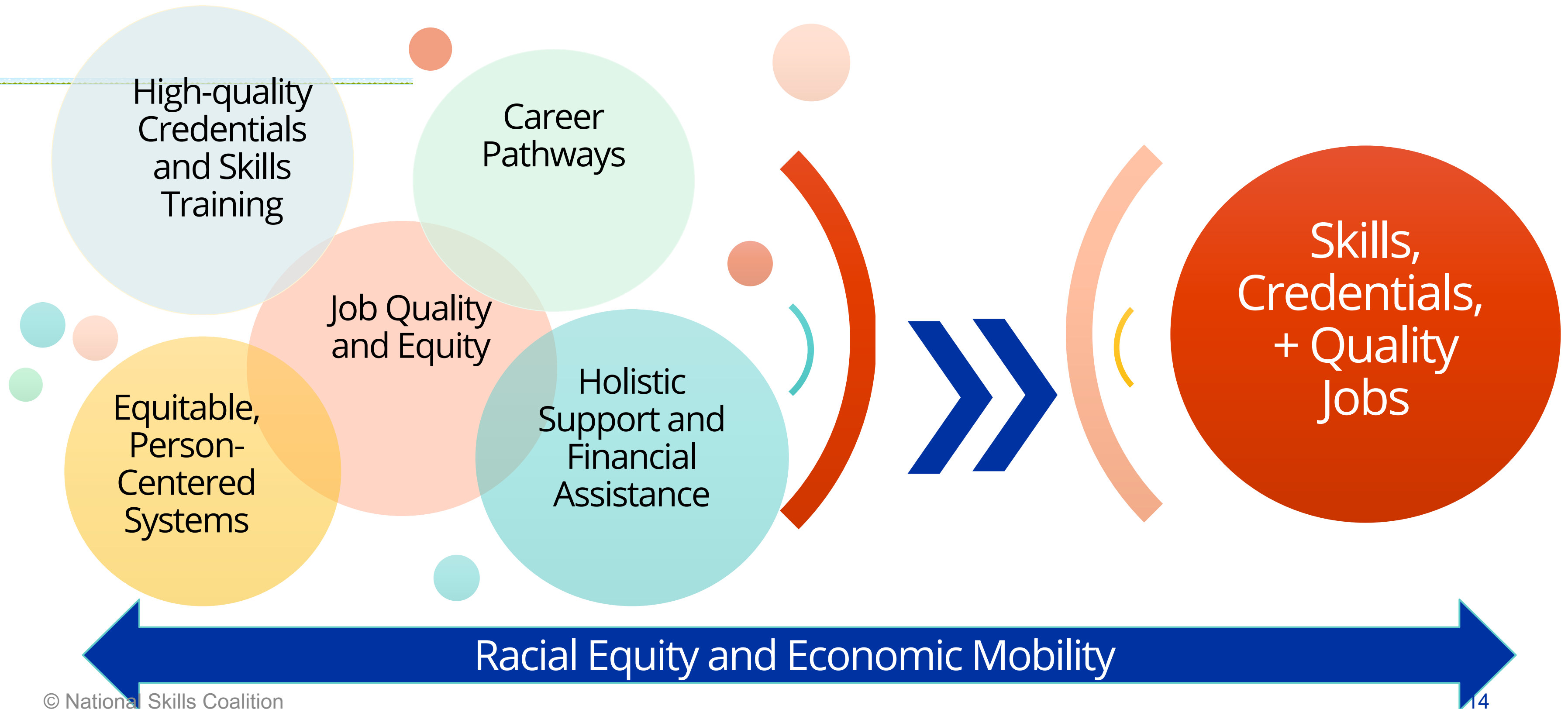
WHO ARE OTHER IMPORTANT PLAYERS IN SUPPORTING BLACK-OWNED SOCIAL AND FOR PROFIT BUSINESSES IN NEW MEXICO?



**REBRANDED NEW MEXICO BLACK
CHAMBER, KARLA CAUSEY, CEO**



Policy Solutions vs. Individual Fixes



NEXT STEPS

- Data Development/Sharing Targeted Project
- Fostering Collaboration Among Black-Led Organizations
- Intentional Inclusion in Future Projects and Planning for the Entire State's Economic Development Activities.



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