Mary Ann Scully
CEO, Chairman
• Historical Challenges of Wealth Creation in Non Traditional Populations

• Income /Labor vs Capital

• Financial Capital Creators- Property Ownership

• Human Capital Creators- Skills and Experience
Regulatory Environment

- EEOC
- ECOA
- CFPB Data Collection
- Board Quota Legislative Trends
- Minority Business Set Asides
Employer Actions

Benefits and challenges of creating a diverse workforce

Best recruitment and hiring practices- Rooney Rule

Training and mentoring options- WIL

• Leave policies and flex schedules- family leave vs maternity leave
Banker Actions

- Financial literacy challenges inherent in all small business owners
- Property / equity creation
- Planning needs/ resource identification
- Equity capital vs loan capital
- SBIC vs SBA
- Hopkins 21st Century City Initiatives
- B2C vs B2B Collaboration
Approaches

- Education
- Workforce Development
- Workplace Support
- Foster Owner
- Develop Largely
- Create More