



*Director's Message*

Greetings!

The heat indexes of over 100 degrees let us know summer has arrived in Tennessee.

There are interesting surveys, reports and articles released over the last quarter featured in this newsletter. Under *DBE/Veteran Best Practices and Highlights* the release of *The State of Women-Owned Businesses, 2016* highlights the growth in the economic clout of Tennessee's women-owned businesses. Tennessee ranked 7<sup>th</sup> in the nation and tied with Georgia. There are also highlights from three of the five programs of the LiftTN: Microenterprise pilot.

In the *Access to Capital* section, you will find that the Federal Reserve Bank of St. Louis released its results from the 2015 Small-Business Credit Survey, as well as TNECD's release of the recently completed broadband study. Additionally, under *Access to Capital*, there are a few funding opportunities to note, including the Uplift America Fund and the Minority Business Development Agency's Broad Agency announcement.

Quite a few large events take place in August, both within the state and outside of it. You will want to get some of the events coming up in October and November on your calendar now due to their approaching early bird registration deadlines. One particularly interesting and innovative event, which takes place in Calgary – yes, as in Canada – is a social action version of TEDx called TOM. Be sure to check it out.

I look forward to seeing you soon!

Warm regards,

A handwritten signature in cursive script that reads "Wisty".

Wisty Pender  
State Director, BERO

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❖ **DBE/Veteran Best Practices and Highlights** ❖

**New Release: The State of Women-Owned Businesses, 2016**

Executive report: [womenable.com/content/userfiles/2016\\_State\\_of\\_Women-Owned\\_Businesses\\_Executive\\_Report.pdf](http://womenable.com/content/userfiles/2016_State_of_Women-Owned_Businesses_Executive_Report.pdf)

Tables: [womenable.com/content/userfiles/2016\\_State\\_of\\_Women-Owned\\_Businesses\\_Summary\\_Tables.pdf](http://womenable.com/content/userfiles/2016_State_of_Women-Owned_Businesses_Summary_Tables.pdf)

...However, when looking at growth in economic clout – combining growth in the number, employment and revenues of women-owned businesses over the past nine years – the top state and metro area rankings take on a different mix, and are much more geographically dispersed, as noted on the map above. The 10 fastest growing states since the recession in terms of combined economic clout are:

- North Dakota, South Dakota, Texas (all tied for first),
- Iowa,
- Indiana and Wyoming (tied for 5th),
- Georgia and **Tennessee** (tied for 7th),
- Utah,
- Maine.

**Ford Foundation: Fairness by Design - How Can Big Data Advance Opportunity for All?**

(conference- video)

[fordfoundation.org/the-latest/ford-live-events/fairness-by-design](http://fordfoundation.org/the-latest/ford-live-events/fairness-by-design)

...While corporate use of these “algorithmic decision-making tools” is widespread, government agencies at all levels are also using these techniques to guide decisions, increase efficiency, inform policy, and shape service delivery. Yet with these advances come risks: Without careful design, application, and oversight, these tools could be used to harm vulnerable populations and reinforce existing inequities. Sessions of particular interest: Civil Rights and Data Science and Achieving Fairness by Design.

**BizWomen Journals: Meet this tourism agency's 'entrepreneur in residence'**

[bizjournals.com/bizwomen/news/profiles-strategies/2016/06/philadelphia-meet-this-tourism-agencys.html](http://bizjournals.com/bizwomen/news/profiles-strategies/2016/06/philadelphia-meet-this-tourism-agencys.html)

Visit Philadelphia and local full-service communications agency Skai Blue Media have partnered to create within the tourism agency a program typically found in government agencies and venture capital firms. The strategy will not only provide Visit Philadelphia fresh ideas and different points of view but will also incorporate more of the entrepreneur community’s voice into its marketing efforts.

**MBDA: New Resource Platform - Grow Her Business**

[mbda.gov/blogger/conducting-business-online/new-resource-platform-grow-her-business](http://mbda.gov/blogger/conducting-business-online/new-resource-platform-grow-her-business)

The Grow Her Business: A Resource from Start-up to Scale-up platform is LIVE! Grow Her Business is a searchable repository of nearly 200 premiere, growth-oriented programs. This platform will serve as a resource of valuable information and guidance for women entrepreneurs seeking to grow and scale their businesses. The platform will be an easy-to-use platform functioning as a data repository for relevant tactical resources on how to ideate, launch, and grow a business.

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**Update on LiftTN: Microenterprise**

We are headed into the final portion of this pilot program, and we have seen some great outcomes!

Here are a few updates from three of the five programs:



**ALTShops** held grand openings for its shops in Bolivar to coincide with the annual Tour of Homes on Saturday, May 14. The three shops are Demi’s Sunrise Family Restaurant, Glitzz n Glamor Boutique and Beauty Bar, and Hailey’s Boutique. ([communitiesu.org/index.php/How-We-Help/altshop-landing.html](http://communitiesu.org/index.php/How-We-Help/altshop-landing.html))

**Propel**, a mentor-protégé program out of the Knoxville Chamber, held its inagural LiftTN: Microenterprise class Protégé graduation on Friday, July 8. The particpnats came from Anderson, Blount, Claiborne, Jefferson, Roane Scott, Seveir and Union Counties. ([knoxvillechamber.com/mentor-and-protege-program](http://knoxvillechamber.com/mentor-and-protege-program))



Propel: Protégé Graduation

**NBIC: Incubator Without Walls**

(video - [youtube.com/watch?v=BvxjsB16Zks&feature=youtu.be](https://www.youtube.com/watch?v=BvxjsB16Zks&feature=youtu.be))  
[nbiconline.com/2016/06/29/our-incubator-without-walls-program-is-expanding](http://nbiconline.com/2016/06/29/our-incubator-without-walls-program-is-expanding))

The Incubator Without Walls program is a virtual incubation program offered by the Nashville Business Incubation Center, and provides management and technical assistance, one-on-one coaching, and education programming. Business owners can now get in all they need to grow their business from the comfort of their own office. So, let’s break down how it works! ([nbiconline.com/services/incubator-without-walls](http://nbiconline.com/services/incubator-without-walls)). Hear from a participant at [youtube.com/watch?v=BvxjsB16Zks&feature=youtu.be](https://www.youtube.com/watch?v=BvxjsB16Zks&feature=youtu.be).

Keep an eye for a related program announcements later in the fall.

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**A couple things that are related to small business and entrepreneurship you may have missed...**

· **Broadband Study Finds 13 Percent of Tennesseans Without Access**

[tn.gov/ecd/news/44018#sthash.hRvQvzDz.dpuf](http://tn.gov/ecd/news/44018#sthash.hRvQvzDz.dpuf)

“The department commissioned this report to establish benchmarks on broadband access in Tennessee,” TNECD Commissioner Randy Boyd said. “We need to evaluate these options and begin a meaningful dialogue.”

The study is broken into three parts:

- Internet Connectivity and Utilization benchmarks current access and utilization;
- eStrategy outlines recommendations and options for increasing access and utilization;
- Considerations and Best Practices for Statewide Broadband Initiatives details best practices and lessons learned from other states’ broadband initiatives.

### · **Governor's Rural Task Force**

Look for information to come on the Governor's Rural Taskforce. We expect some interesting developments from the six subcommittees, including the Agriculture, Entrepreneurship and Small Business subcommittee. For more information on the Governor's Rural Task Force visit [tn.gov/ecd/section/governors-rural-task-force](http://tn.gov/ecd/section/governors-rural-task-force).

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### ❖ **Access to Capital** ❖

#### **Federal Reserve Bank of St. Louis: Results from the 2015 Small-Business Credit Survey**

[stlouisfed.org/~media/Files/PDFs/Community%20Development/Report-SBCS-2015.pdf](http://stlouisfed.org/~media/Files/PDFs/Community%20Development/Report-SBCS-2015.pdf)

Executive Summary:...

- f. 50% of applicants had a financing shortfall, securing less than the full amount requested.
  - Growing firms reported insufficient credit history and collateral as the main reasons they were approved for less than the amount requested.
  - 32% of growing firms reported that they had to delay expansion as a result of their financing shortfall. 21% said they used personal funds to finance their business.
  - Startups approved for less than the full amount of requested financing used personal funds to cover their financing shortfall or were unable to meet their expenses.

#### **Times Free Press: Crowdfunding - Investment Wisdom of Crowds**

[timesfreepress.com/news/business/diary/story/2016/may/18/crowdfunding-investment-wisdom-crowds/366138](http://timesfreepress.com/news/business/diary/story/2016/may/18/crowdfunding-investment-wisdom-crowds/366138)

... Did we mention that regulators regulate? It took the Securities and Exchange Commission four years and 500 pages of new rules to finally implement the 10-page law. Still, better late than never, and this week the final version goes into effect. Crowdfunding of equity investments officially reached the masses on Monday, ushering in an experiment that could serve to remind legislators and regulators of the power and dynamism of free market forces.

#### **Startup Southerner: 5 Things We Learned About Equity Crowdfunding at 36|86**

[startupsoutherner.com/2016/06/07/5-things-learned-equity-crowdfunding-3686/](http://startupsoutherner.com/2016/06/07/5-things-learned-equity-crowdfunding-3686/)

... There are three different types of equity crowdfunding.

There's Title II, Title III and Title IV. In a nutshell, Title II connects high-growth startups with accredited angel investors, Title III is for growth companies (as opposed to high growth) and allows them to semi-solicit investments from friends and family members (and complete strangers), as long as those investors are American. And then there's Title IV, which is for high-growth companies and requires the filing of a prospectus-like document that has to be reviewed by the SEC and commented on and all of that regulatory stuff that you should probably talk to a lawyer about.

#### **Entrepreneur: There Are New 'Pools of Money' Available for Entrepreneurs (podcast)**

[entrepreneur.com/video/277605](http://entrepreneur.com/video/277605)

... "What this has done is really allowed for more pools of money to be available to entrepreneurs, so that's the really big news about all of this," says Geri Stengel, founder and president of Ventureneer, a digital media and market research company that, among other issues, specializes in crowdfunding. "Only about 1 percent of all small businesses will raise venture capital. Only about 3 to 4 percent will raise angel investment," says Stengel, who is sitting far left on the couch.

**NFIB: How To Use Online Funding** (webinar)

[nfib.com/webinars/how-online-lending-can-work-for-your-business](http://nfib.com/webinars/how-online-lending-can-work-for-your-business)

Running a business is hard work, but getting funding shouldn't be. Access to working capital is crucial for you to fill cash flow gaps, hire employees, buy inventory or invest in equipment.

With so many lending options available, it can be confusing to determine the right lender – and right time – for funding. Join us as Kathryn Petralia, COO of Kabbage Inc., sheds light on how small businesses can get the funding they need quickly and securely.

**Ford Foundation: How can we protect consumers from predatory lending?**

[fordfoundation.org/ideas>equals-change-blog/posts/google-s-ban-on-payday-loan-ads-is-important-here-s-what-else-we-need-to-do/](http://fordfoundation.org/ideas>equals-change-blog/posts/google-s-ban-on-payday-loan-ads-is-important-here-s-what-else-we-need-to-do/)

Last week, the Consumer Financial Protection Bureau released new rules aimed at curtailing the predatory behavior of payday lenders. Ford Foundation senior fellow Deborah Wright urges leaders to address the reasons people rely on such loans in the first place, and offers recommendations for how to close regulatory gaps that harm consumers.

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**Have you been to TOM?****Entrepreneur: Meet the New 'TEDx' of Social Action**

[entrepreneur.com/article/254319](http://entrepreneur.com/article/254319)

...TOM (Tikkun Olam Makers) is a 72-hour event that brings coders, developers, engineers and doctors together with individuals with disabilities. The mission is to solve the everyday issues that the latter group faces, using new assistive technologies. In just three days, 10 to 20 projects are completed by 150 people, as this video demonstrates.

The events are made possible through their unique collaborative nature: Volunteers work with individuals facing challenges to create the best solutions possible.

More info about TOM at [tomglobal.org](http://tomglobal.org)

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If you're considering starting a lending program, this might be helpful:

**NDC: Learn How to Effectively Design Revolving Loan Funds for Business Expansion and Development Projects**

September 14-15, Minneapolis, MN.

([nationaldevelopmentcouncil.asapconnected.com/CourseDetail.aspx?CourseId=107217](http://nationaldevelopmentcouncil.asapconnected.com/CourseDetail.aspx?CourseId=107217))

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**Funding Opportunities:****Entrepreneur: 11 Grants for Women-Owned Businesses You Need to Know About**

[entrepreneur.com/article/247215](http://entrepreneur.com/article/247215)

Private grants for women

To help in your search, we gathered information on these private grants for women entrepreneurs started

**UPLIFT AMERICA** The Uplift America Fund leverages federal resources, bank financing and private grants to target much-needed capital to rural areas of the country. It makes low-interest U.S. Department of Agriculture (USDA) loans and private grant support available to community lenders, particularly community development financial institutions (CDFIs) that fund community facilities projects like health clinics, schools, libraries, food banks, municipal buildings, and child care centers.

### **MBDA Broad Agency Announcement**

Department of Commerce

[grants.gov/web/grants/view-opportunity.html?oppld=285308](https://grants.gov/web/grants/view-opportunity.html?oppld=285308)

Award ceiling: \$2MM

Date for Applications: June 21, 2017

Description: The purpose of this notice is to request applications for special projects and programs associated with the Minority Business Development Agency's (MBDA) strategic plans and mission goals, as well as to provide the general public with information and guidelines on how MBDA will select proposals and administer discretionary Federal assistance under this Broad Agency Announcement (BAA).

Eligible applicants may be for-profit entities (including but not limited to sole-proprietorships, partnerships, limited liability companies and corporations), non-profit organizations, institutions of higher education, commercial organizations, individuals, state and local government entities, Indian Tribal governments.

...There are more articles related to access to capital in the compilation from the past quarter below.

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### ❖ Events and Items of Note ❖

➤ **July:** *no commemorative observances*

- July 28: US SBA presents the Tennessee/Kentucky Procurement & Matchmaking Conference, Clarksville. ([sba.gov/event/1527824](http://sba.gov/event/1527824))

➤ **August:** Women's Equality Day (August 26)

- August 3-6: 2016 National Urban League Conference, Baltimore, MD. ([conf2016.iamempowered.com](http://conf2016.iamempowered.com))
- August 4-7: eWomen Network 16th Annual International Conference & Business Expo, Dallas, TN. ([ewomennetworkconference.com](http://ewomennetworkconference.com))
- August 21-41: NIGP (Public Procurement) Forum, National Harbor, MD. ([nsite.nigp.org/forum2016/home](http://nsite.nigp.org/forum2016/home))
- August 22-23: TDOT DBE Small Business Annual Meeting, Franklin. ([tyler-engineers.com/Documents/DBE%20Annual%20Meeting%20Agenda-%20Web%20Version.pdf](http://tyler-engineers.com/Documents/DBE%20Annual%20Meeting%20Agenda-%20Web%20Version.pdf))
- August 23-25: MMBC Continuum Economic Development Forum, Memphis. ([edf.mmbc-memphis.org/EDF16\\_SaveDate\\_RegisterFlyer\\_05.pdf](http://edf.mmbc-memphis.org/EDF16_SaveDate_RegisterFlyer_05.pdf))

- August 24-26: 13<sup>th</sup> Annual National Convention of Service Disabled Veteran Owned and Small Businesses, San Antonio, TX. ([sdvobconference.com](http://sdvobconference.com))
  - August 25: 10<sup>th</sup> Annual MidSouth Economic and Business Development Summit, Union City. ([utm.edu/departments/reed/summit.php](http://utm.edu/departments/reed/summit.php))
  - August 26-28: TOM:Calgary+Cochrane, Calgary, Alberta, CA. ([tomcalgary.com](http://tomcalgary.com))
  - August 30-31: Appalachian Regional Commission's 2016 Aspire Appalachia: Collaborations in Rural Development Conference, Johnson City. ([cvent.com/events/aspire-appalachia-collaborations-in-rural-development/event-summary-ee9604f78fb0458598d7753d8e4605b9.aspx](http://cvent.com/events/aspire-appalachia-collaborations-in-rural-development/event-summary-ee9604f78fb0458598d7753d8e4605b9.aspx))
- **September:** Hispanic Heritage Month (September 15 – October 15)  
*(I know! How crazy is it that there aren't any events up yet for this month?)*
- **And coming up...**
- October 6-17: Tennessee Craft Week. ([tennesseecraft.org/tennessee-craft-week](http://tennesseecraft.org/tennessee-craft-week))
  - October 9-11: 2016 National Convention of the United States Hispanic Chamber of Commerce, Miami, FL. ([ushccconvention.com](http://ushccconvention.com))
  - October 27-28: Governor's Conference on Economic and Community Development, Nashville. ([govcon.tnecd.com](http://govcon.tnecd.com))
  - November 2-4: National Rural Economic Developers Association Annual Conference, Mount Pleasant, SC. ([nreda.org](http://nreda.org))
  - November 2-3: World Agri-Tech Investments Summit, London, UK. ([worldagritechinvestment.com](http://worldagritechinvestment.com))
  - November 14-15: Global Action Summit - Accelerate scalable, sustainable urban and rural solutions, Vanderbilt University, Nashville. ([globalactionplatform.org](http://globalactionplatform.org))
  - November 14-20: Global Entrepreneurship Week, worldwide. ([wearegen.co/gew](http://wearegen.co/gew))
  - December 1-2: 2016 Mayors Conference on Entrepreneurship, St. Petersburg, FL. ([kauffman.org/what-we-do/programs/entrepreneurship/the-mayors-conference-on-entrepreneurship](http://kauffman.org/what-we-do/programs/entrepreneurship/the-mayors-conference-on-entrepreneurship))
  - December 11-12: National Immigrant Integration Conference 2016, Nashville. ([niic2016.org](http://niic2016.org))

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❖ **It's Your Turn to Submit** ❖

**What do we want to know about? We are looking for these:**

**Case Studies:**

We have been spotlighting how organizations work with clients. How they connect resources, and what things that company or individual sought to accomplish and did. It serves to highlight your range of services and the company itself statewide.

**Best Practices:**

Your best practices can be anything from how you process a client to programs developed to fill gaps that are producing good results (i.e. business matchmaking, mentor-protégée programs, loan programs, etc.).

**Events:**

What impactful events are you planning, co-planning or promoting for DBEs? Include the

**How to submit:**

There is a lot of great work being done across the state for DBEs. If you have questions that you

basics of who, what, when, where and how, with a link for more information. Send events that take will place in the next 6 months.

would like to see how other groups are solving and/or addressing, send them along. Provide enough contextual information so your question can be answered in a relevant manner. Send to [ecd.bero@tn.gov](mailto:ecd.bero@tn.gov).

Feel free to suggest or forward on to others!

### ❖ Articles of Interest from the Last Quarter ❖

Do you need a different option to look through these articles?

These articles are also posted in “DBE Topics in the News” section of BERO’s website at [tn.gov/ecd/bero](http://tn.gov/ecd/bero).

♦ june ♦

**Times Free Press: Tennessee American Water president challenges Chattanooga business leaders to diversify**  
[timesfreepress.com/news/business/aroundregion/story/2016/jun/25/diversity-helps-broaden-business-market-and-i/372904/](http://timesfreepress.com/news/business/aroundregion/story/2016/jun/25/diversity-helps-broaden-business-market-and-i/372904/)

... More than 42 percent of Chattanooga's population is black, Hispanic, Asian or some other ethnic minority and more than half of the population is made of women, she said.

The event's goal is to encourage and illustrate the importance of a diverse marketplace, said Noel.

**BizWomen: The accelerator program giving Latina-owned businesses a boost**

[bizjournals.com/bizwomen/news/profiles-strategies/2016/06/san-juan-the-accelerator-program-giving-latina.html](http://bizjournals.com/bizwomen/news/profiles-strategies/2016/06/san-juan-the-accelerator-program-giving-latina.html)  
 When Lucienne Gigante and Marta Michelle Colon visited Washington, D.C., last March to pitch potential partners ... “Everybody was so excited. They had never heard of a Latina entrepreneur accelerator,” Colon said. “We were looking and searching, but there wasn’t one. No one thought of [those women] except for us.” They got some surprising reactions.

**Kauffman Foundation: 2016 Kauffman Index of Entrepreneurship Series**

[kauffman.org/microsites/kauffman-index/reports/growth-entrepreneurship](http://kauffman.org/microsites/kauffman-index/reports/growth-entrepreneurship)

The top ten metros with the highest Growth Entrepreneurship activity in the 2016 Index were:

1) Washington, D.C.; 2) Austin, TX; 3) San Jose, CA; 4) Columbus, OH; 5) Nashville, TN; 6) Boston, MA; 7) San Diego, CA; 8) San Francisco, CA; 9) San Antonio, TX; and 10) Dallas, TX.

**Entrepreneur: Want True Equality for All? Support Entrepreneurship.** (editorial)

[entrepreneur.com/article/247828](http://entrepreneur.com/article/247828)

Prepare to read the most offensive statement I've ever written:

"Everyone can succeed in this society if they work hard enough."

**New York Times: Veterans Use Battlefield Experiences to Build Businesses**

[nytimes.com/2016/06/23/business/smallbusiness/veterans-use-battlefield-experiences-to-build-businesses.html](http://nytimes.com/2016/06/23/business/smallbusiness/veterans-use-battlefield-experiences-to-build-businesses.html)

After years of operating within a regimented chain of command, many veterans are ready to become their own bosses. Many would-be business owners are finding that the skills and experiences honed in the military are directly translating into start-up ideas.

**Black Enterprise: New Loan Resource For Entrepreneurs of Color**

[blackenterprise.com/small-business/new-financial-resource-entrepreneurs-color](http://blackenterprise.com/small-business/new-financial-resource-entrepreneurs-color)

Nearly 8 million small businesses in the U.S. are owned by people of color, and nearly 11.3 million women-owned small businesses help power our communities. But many of these entrepreneurs, particularly those 40 years of age

and younger, struggle to obtain the credit needed to start their businesses and keep them running. Too often, they turn to a growing sector of online lenders whose “quick and easy” online loan products may disguise high interest rates, hidden fees, and other costly terms.

**Nooga.com: Report: Tennessee ranks well in business-friendliness**

[nooga.com/173430/report-tennessee-ranks-well-in-business-friendliness/](http://nooga.com/173430/report-tennessee-ranks-well-in-business-friendliness/)

Consumer service company Thumbtack has given Tennessee an A in business-friendliness for the third year in a row.

Full report at Thumbtack: [thumbtack.com/blog/wp-content/uploads/2016/06/SBFS-2016-Methodology.pdf](http://thumbtack.com/blog/wp-content/uploads/2016/06/SBFS-2016-Methodology.pdf)

**USA Today: Veteran-owned businesses win at Supreme Court**

[usatoday.com/story/news/politics/2016/06/16/supreme-court-veterans-business-contracts/85977020/](http://usatoday.com/story/news/politics/2016/06/16/supreme-court-veterans-business-contracts/85977020/)

The Supreme Court handed a victory Thursday to veteran-owned small businesses, ruling unanimously that the federal government must abide by a 2006 law establishing set-aside rules for contracts even when its annual goals are met.

**Ag IDG Newsletter: Ag Innovation Notes**

[aginnovationgroup.com/news](http://aginnovationgroup.com/news)

...The AgLaunch Accelerator, announced in May, recently closed applications. There is a strong set of potential startups for the selection process, including applicants from Ghana, Phillipines, Portugal, Ukraine and from across the United States. The program will start August 15 and conclude with a demo day in November.

**Entrepreneur: Billions of Smartphone Users and I Wasn't One of Them**

[entrepreneur.com/article/276965](http://entrepreneur.com/article/276965)

... Wheelchair-bound people were the original technology adapters. Long before the rest of the population was using apps to download music, plan vacations and chat with friends, we were relying on technological aides to complete the most basic tasks just to get through the day.

**NFIB: Nashville Ranked 15th Best Startup City**

[nfib.com/article/nashville-ranked-15th-best-startup-city-74399](http://nfib.com/article/nashville-ranked-15th-best-startup-city-74399)

... The study noted that the state of entrepreneurship is constantly evolving and with it the cities in which entrepreneurs elect to launch new businesses, so researchers asked entrepreneurs in the top 25 U.S. cities whether they would recommend their cities to fellow startups as a place to set up the shop. Sixty-four percent of Nashville startup leaders said they'd recommend the city to other entrepreneurs because of its strengths of civic capital funding, construction products and services, and investors.

**BizWomen: #STATEOFWOMEN: What you missed in 10 powerful quotes (video)**

[bizjournals.com/bizwomen/news/latest-news/2016/06/stateofwomen-what-you-missed-in-10-powerful.html](http://bizjournals.com/bizwomen/news/latest-news/2016/06/stateofwomen-what-you-missed-in-10-powerful.html)

... At the inaugural United State of Women summit in Washington, D.C., hundreds of female power players, celebrities and executives came together to shed light on the inequities they still face on pay, domestic violence and rape prevention, health, and political leadership.

**Memphis Business Journal: New diversity proposal puts a number on local spend requirements**

[bizjournals.com/memphis/news/2016/06/14/new-diversity-proposal-puts-a-number-on-local.html](http://bizjournals.com/memphis/news/2016/06/14/new-diversity-proposal-puts-a-number-on-local.html)

Companies receiving PILOTs will still be required to award 25 percent of actual construction costs to minority firms, but now the companies will have to ensure 15 percent of their PILOT savings is spent locally.

**The Commercial Appeal: City pushing radio suppliers to use minority- and women-owned contractors**

[commercialappeal.com/news/government/city/city-pushing-radio-suppliers-to-use-minority--and-women-owned-contractors-352bfc6b-fd47-25e1-e053-01-382733111.html](http://commercialappeal.com/news/government/city/city-pushing-radio-suppliers-to-use-minority--and-women-owned-contractors-352bfc6b-fd47-25e1-e053-01-382733111.html)

The city of Memphis and Shelby County could unbundle a roughly \$80 million contract to buy new radios, opening up about a third of the project to minority- and women-owned firms as Mayor Jim Strickland revamps city spending.

**Upstart: After 2015 drama, Nashville tech conference kicks things off with female founders**

[upstart.bizjournals.com/news/wire/2016/06/07/after-2015-drama-nashville-tech-conference-kicks.html](http://upstart.bizjournals.com/news/wire/2016/06/07/after-2015-drama-nashville-tech-conference-kicks.html)

Joanne Wilson is certain: Women have a harder time raising money for their business than men do. But while she's seen that truism play out time and time again, Wilson is certain of another fact as well: It's getting better.

**The Tennessean: Women entrepreneurs lead next wave of gender equality**

[tennessean.com/story/money/2016/06/06/women-entrepreneurs-lead-next-wave-gender-equality/85263966/](http://tennessean.com/story/money/2016/06/06/women-entrepreneurs-lead-next-wave-gender-equality/85263966/)

... "If there aren't as many female investors, and if you are pitching a business where you are targeting a market they don't understand, it's harder."

Hardee turned to New York investor Joanne Wilson, who recognized Hardee's business, Union Station, as a worthy investment opportunity. Wilson, a keynote speaker at Launch Tennessee's 36|86 regional startup conference in Nashville on Monday, shared her passion for investing in women-owned businesses, which make up 75 percent of her 90-company portfolio.

**Fast Company: Why Chicago Is Becoming The Country's Urban Farming Capital**

[fastcoexist.com/3059721/world-changing-ideas/why-chicago-is-becoming-the-countrys-urban-farming-capital](http://fastcoexist.com/3059721/world-changing-ideas/why-chicago-is-becoming-the-countrys-urban-farming-capital)

When you walk into Farmed Here's 90,000-square-foot warehouse in Bedford Park, a sleepy industrial outpost about 15 miles southwest of Chicago, you might not immediately register that you're standing in the second coming of the locavore movement. But then you get inside and smell basil—along with baby greens, broccoli, and kale—all of it bathed in the purple fluorescence of LED light and stacked seven racks high in a massive hydroponic system that pumps soybean- and kelp-infused water through a temperature- and humidity-controlled system, nearly 24 hours a day, 365 days a year.

**Tennessean: Tennessee Economic Council on Women closes**

[tennessean.com/story/news/politics/2016/06/07/tennessee-economic-council-women-closes/85557918/](http://tennessean.com/story/news/politics/2016/06/07/tennessee-economic-council-women-closes/85557918/)

A state agency dedicated to examining the financial impact of domestic violence, gender wage disparities and a host of other economic issues impacting Tennessee women will close its doors at the end of the month.

**Knoxville News Sentinel: Expoquip picked as top Tennessee exporter**

[knoxnews.com/business/expoquip-picked-as-top-tennessee-exporter-344e43bf-b1c8-141c-e053-0100007fc171--381699331.html](http://knoxnews.com/business/expoquip-picked-as-top-tennessee-exporter-344e43bf-b1c8-141c-e053-0100007fc171--381699331.html)

Knoxville-based ExpoQuip Inc., which supplies parts for heavy-equipment users worldwide, has won statewide recognition by the U.S. Small Business Administration as Tennessee Exporter of the Year...

"At present, I would say about 55 percent of our business is in international sales," Jorge Sanabria, president and owner, said Thursday.

**RUPRI: Banking Rural America**

[energizingentrepreneurs.org/about/newsroom.html](http://energizingentrepreneurs.org/about/newsroom.html)

Deb Markley discusses the importance of entrepreneurship in building rural capital opportunities in this story about banks in rural America.

♦ may ♦

**Entrepreneur: These 10 Brands Make It Easier for Veterans to Become Franchisees**

[entrepreneur.com/article/246211](http://entrepreneur.com/article/246211)

For 21.2 million U.S. veterans, transitioning into civilian life can present challenges. One struggle is simply finding employment in a labor market which, while improving, is still tight. Potential employers may take a shortsighted view when an applicant's military experience and skills don't map directly to a corporate job description, or when a resume includes a gap for military service.

**Entrepreneur: 5 Tips for Veterans Thinking About Starting a Business**

[entrepreneur.com/article/246557](http://entrepreneur.com/article/246557)

...In fact, a 2011 study from the Small Business Administration (SBA) Office of Advocacy reported that veterans are about 45 percent more likely to become entrepreneurs than people with no active-duty military experience. The most recent U.S. Census data from 2007 showed veterans owned about 2.4 million businesses that generated \$1.2 trillion in receipts and employed 5.8 million people, proving that veterans make their mark on America long after their military service has ended.

**Washington Post: A very bad sign for all but America's biggest cities**

[washingtonpost.com/news/wonk/wp/2016/05/22/a-very-bad-sign-for-all-but-americas-biggest-cities/](http://washingtonpost.com/news/wonk/wp/2016/05/22/a-very-bad-sign-for-all-but-americas-biggest-cities/)

Americans in small counties are much less likely to start new businesses, a trend that jeopardizes the economic future of vast swaths of the country.

**Black Enterprise: Minority Business Development Agency Awards \$31.5 Million in Grants**

[blackenterprise.com/small-business/minority-business-development-agency-awards-31-5-million-grants](http://blackenterprise.com/small-business/minority-business-development-agency-awards-31-5-million-grants)

New resources and funding is underway to help minority-owned firms create jobs, compete in the global economy, and grow their businesses. This comes from the U.S. Department of Commerce's Minority Business Development Agency, awarding \$31.5 million in federal funding to 21 grant recipients as part of its MBDA Business Center Program.

**Knowledge@Wharton: Why VCs Aren't Funding Women-led Startups**

[knowledge.wharton.upenn.edu/article/vcs-arent-funding-women-led-startups](http://knowledge.wharton.upenn.edu/article/vcs-arent-funding-women-led-startups)

... "I am afraid I don't have a very satisfying answer," she says. "Usually I am the only woman in the room, but I have no idea how much of a disadvantage that is because I don't know what it's like to be a male looking for funding."

**Times Free Press: Mad, Bad and Dangerous: Chattanooga school spawning female entrepreneurs**

[timesfreepress.com/news/business/aroundregion/story/2015/may/18/mad-bad-and-dangerous-chattanooga-school-spawning-female-entrepreneurs/304936/](http://timesfreepress.com/news/business/aroundregion/story/2015/may/18/mad-bad-and-dangerous-chattanooga-school-spawning-female-entrepreneurs/304936/)

... "Mad, Bad and Dangerous" not only drew more than 500 area students, parents, entrepreneurs and investors, it drew participation from perhaps the leading advocate for more female leadership in business and company boardrooms. Sheryl Sandberg, chief operating officer of Facebook, author of "Lean In" and founder of leanin.com, sent a personalized video message to the conference, urging girls and women to encourage one another to assume greater leadership in the U.S. economy.

**Women Deliver: 4th Global Conference**

[wd2016.org](http://wd2016.org)

The world's largest global conference on the health, rights, and wellbeing of girls and women in the last decade. Sessions of note: Be Girl Innovations and Social Entrepreneurs Disrupting Status Quo. Full video and recap online.

**Times Free Press: Crowdfunding - Investment Wisdom of Crowds**

[timesfreepress.com/news/business/diary/story/2016/may/18/crowdfunding-investment-wisdom-crowds/366138](http://timesfreepress.com/news/business/diary/story/2016/may/18/crowdfunding-investment-wisdom-crowds/366138)

... Did we mention that regulators regulate? It took the Securities and Exchange Commission four years and 500 pages of new rules to finally implement the 10-page law. Still, better late than never, and this week the final version goes into effect. Crowdfunding of equity investments officially reached the masses on Monday, ushering in an experiment that could serve to remind legislators and regulators of the power and dynamism of free market forces.

**Startup Southerner: #MyStartupStory: Tanika Harper, Founder of Harper's Naturals**

[startupsoutherner.com/2016/05/16/mystartupstory-tanika-harper-founder-harpers-naturals](http://startupsoutherner.com/2016/05/16/mystartupstory-tanika-harper-founder-harpers-naturals)

Tanika Harper is a single mom and small business owner out of Knoxville, Tennessee...

Harper has completed a Co Starters class through Urban League to prepare her for the challenges that face Harper's Naturals. According to Harper, this venture is completely different from anything she has done before.

**Huffington Post: 4 Small Business Lending Options for Women**

[huffingtonpost.com/shelly-kapoor-collins/the-global-economy-needs-female-funders\\_b\\_9913750.html](http://huffingtonpost.com/shelly-kapoor-collins/the-global-economy-needs-female-funders_b_9913750.html)

... The under-representation of female entrepreneurs isn't just a women's issue. Diversity in business matters to the overall health of the economy to drive innovative solutions. Research shows that a workforce in which women are full participants and contributors to the economy helps better identify points of pain among potential customers and provide holistic solutions for everyone, not just a select few. Companies with more women board directors outperform by 66 percent in terms of return on invested capital, by 53 percent in terms of return on equity, and by 42 percent in terms of return on sales.

**Black Enterprise: New Crowdfunding Rules Help Black Businesses Access Up To \$1 Million In Seed Money**

[blackenterprise.com/small-business/new-equity-crowdfunding-rules-can-help-black-businesses-access-1-million-seed-money](http://blackenterprise.com/small-business/new-equity-crowdfunding-rules-can-help-black-businesses-access-1-million-seed-money)

...Access to capital for black business owners will significantly change, since small firms and startups can now solicit anyone, regardless of their location or wealth status. So, a store owner could potentially offer ownership stakes to his or her most supportive customers or loyal clients.

**WBBJ 7 NEWS: Local small-business owners recognized at Jackson Chamber**

[wbbjtv.com/2016/05/12/local-small-business-owners-recognized-at-jackson-chamber](http://wbbjtv.com/2016/05/12/local-small-business-owners-recognized-at-jackson-chamber)

...Performance Running received the U.S. Small Business Administration's Tennessee Veteran Owned Small Business of the Year award. "It's been fun," Performance Running co-owner Danny Crossett said. "It's a change, and you find a lot of new things that you don't expect."

**Gallatin News: Tennessee Pour House named SBA woman owned business of the year**

[gallatinnews.com/tennessee-pour-house-named-sba-woman-owned-business-of-the-year-cms-16651](http://gallatinnews.com/tennessee-pour-house-named-sba-woman-owned-business-of-the-year-cms-16651)

Angel Carrier, owner of the Tennessee Pour House, has won the Small Business Administration Woman Owned Business of the Year for Tennessee. She was nominated by the Tennessee Small Business Development Center (TSBDC) at Volunteer State Community College.

**Entrepreneur: Leaning In: The 10 Fastest-Growing Women-Owned Businesses**

[entrepreneur.com/article/226564](http://entrepreneur.com/article/226564)

... To be considered, the privately held businesses had to have either a female founder with a majority stake or a female leader with some ownership, who runs the company on a day-to-day basis. The companies supplied their revenue figures for the years 2008, 2010 and 2012, and were ranked by revenue growth over that period.

**Tennessean: Music Biz conference to focus on diversity, metadata issues**

[tennessean.com/story/money/2016/05/10/music-biz-conference-focus-diversity-meta-data-issues/84197820](http://tennessean.com/story/money/2016/05/10/music-biz-conference-focus-diversity-meta-data-issues/84197820)

... "The reality is it's still an enormous problem, and it's not because of the lack of talent or interest," said Whitney, who is the head of country music programming for Pandora. "We need to continue to address it the best we can, and I commend Music Biz for making it a focus."

**Memphis Business Journal: Memphis musician loan program finds first investment**

[bizjournals.com/memphis/news/2016/05/09/memphis-musician-loan-program-finds-first.html](http://bizjournals.com/memphis/news/2016/05/09/memphis-musician-loan-program-finds-first.html)

The musicians loan program backed by the Memphis Slim Collaboratory and River City Capital Investment Corp. has made its first loan.

A Slim's Front Loan of \$5,000 was made to Beale Street entertainer and Memphis native Eric Hughes.

**Appalachian Funders Network: Aligning Strategies for Appalachian Transition 2016 Gathering (video)**

[appalachiafunders.org/2016\\_gathering](http://appalachiafunders.org/2016_gathering)

[Ninety] participants gathered in Roanoke, WV for the 7th annual Gathering, "Aligning Strategies for Appalachian Transition."

**Harvard Business Review: 4 Factors That Predict Startup Success, and One That Doesn't**

[hbr.org/2016/05/4-factors-that-predict-startup-success-and-one-that-doesnt](http://hbr.org/2016/05/4-factors-that-predict-startup-success-and-one-that-doesnt)

... First, it found that high-performing investments tend to have at least one female founder. This isn't surprising, given other research about the performance of diverse teams; it's a timely reminder of the importance of increasing female entrepreneurship and of the opportunity that VCs may be missing by continuing to disproportionately fund white men. The data also shows that younger founders and founders with prestigious educational backgrounds or prior experience in large technology companies tend to be more successful. There's evidence that startup success is somewhat geographically diverse, not limited to Silicon Valley. Good investments are increasingly coming from burgeoning technology centers in Texas and North Carolina.

**RUPRI: Growing Entrepreneurial Communities 2016**

[energizingentrepreneurs.org/library/training/2016-growing-entrepreneurial-communities-summit.html](http://energizingentrepreneurs.org/library/training/2016-growing-entrepreneurial-communities-summit.html)

The Growing Entrepreneurial Communities Summit brought together a variety of best practice programs from many disciplines and perspectives, urban and rural, in one place to talk about what it takes to build a vibrant entrepreneurial ecosystem.

**Black Enterprise: Entrepreneurs Summit, May 4-7**

[blackenterprise.com/events/entrepreneurs-summit](http://blackenterprise.com/events/entrepreneurs-summit)

Video coverage and recaps

- **Day 1: The Color of Capital – Black VCs and Financiers Who Want to Invest in You**

[blackenterprise.com/events/2016/05/05/top-highlights-black-financiers-want-invest](http://blackenterprise.com/events/2016/05/05/top-highlights-black-financiers-want-invest)

... If you're an entrepreneur looking to learn exactly what it takes to drive your business to the next level, or you're an investor looking for the next industry-changing startup, here is what you need to know:

- **Day 3: Mompreneurs Open UP**

[blackenterprise.com/events/2016/05/09/es-day-3-mompreneurs-open-up](http://blackenterprise.com/events/2016/05/09/es-day-3-mompreneurs-open-up)

Being an entrepreneur is hard; being a mom is hard. Being both is incredibly hard, but not impossible ... and so worth it. That's the message these CEO moms shared at "Mompreneurs—Mother Knows Business" at the 2016 Black Enterprise Entrepreneurs Summit.

**Huffington Post: 15 Women-led Startups to Watch in 2016**

[huffingtonpost.com/craig-newmark/15-women-led-startups-to\\_b\\_9821986.html](http://huffingtonpost.com/craig-newmark/15-women-led-startups-to_b_9821986.html)

... There are 1.5 million businesses owned by Black women. These businesses generate over \$44 billion a year in revenue (via The #ProjectDiane Report). Companies with a woman founder performed 63% better than First Round Capital's investments with all-male founding teams (via First Round Capital). And yet, only 7% of women-led startups receive investor money. And digitalundivided found that a mere 0.2% of venture deals from 2012-2014 went to Black women founders.

♦ april ♦

**gizmag: Google awards \$20 million to 29 innovative disability nonprofits**

[gizmag.com/google-impact-challenge-disabilities-grants/42771](http://gizmag.com/google-impact-challenge-disabilities-grants/42771)

Google has announced 29 winners of its Google Impact Challenge: Disabilities, which it launched in May last year to invest in non-profit organizations using technology to increase independence for disabled people around the world. The organizations will receive US\$20 million in Google.org grants.

**Tennessean: Entrepreneurship training teaches inmates skills to start over**

[tennessean.com/story/money/2016/04/30/entrepreneurship-training-teaches-inmates-skills-start-over/83544934](http://tennessean.com/story/money/2016/04/30/entrepreneurship-training-teaches-inmates-skills-start-over/83544934)

Ginger Osborne was up for parole on Nov. 9 and turned it down.

Her reason, she explained to her confused family, was that she had been accepted into a new entrepreneurship program for Tennessee prisoners. The training she would receive could help her avoid coming back, which she had done twice already. She didn't want to pass up the opportunity.

**Government Executive: Small Businesses Win More Than 25% of Federal Contracts**

[govexec.com/contracting/2016/04/small-businesses-win-more-25-federal-contracts/127918/](http://govexec.com/contracting/2016/04/small-businesses-win-more-25-federal-contracts/127918/)

In awarding \$91 billion in small business contracts in fiscal 2015, agencies exceeded their mandatory goal and steered 25.75 percent to eligible small businesses—topping the target for the third straight year, the Small Business Administration reported on Thursday.

**Daily News: Local Council Gets Funding for Minority Business Center**

[memphisdailynews.com/news/2016/apr/29/digest](http://memphisdailynews.com/news/2016/apr/29/digest)

... The \$285,400 in federal funding will be distributed annually during a five-year period.

The grant program is designed to help minority-owned firms across the nation create jobs, develop their businesses, and compete in the global economy.

**Times Free Press: Urban League hosts fourth annual Entrepreneur Power Luncheon**

[timesfreepress.com/news/local/story/2016/apr/27/urbleague-hosts-fourth-annual-entrepreneur-po/362409](http://timesfreepress.com/news/local/story/2016/apr/27/urbleague-hosts-fourth-annual-entrepreneur-po/362409)

A black woman who grew up with 15 siblings in a family so poor they had only onions for lunch explained Tuesday how she overcame poverty to become the CEO of Chism Hardy Investments and Henderson Transloading Services, the largest owner of container depots in the Memphis market.

**Fox 13: Minority Business Development Agency award \$1.4m federal grant**

[fox13memphis.com/news/minority-business-development-agency-award-14m-federal-grant/248943348](http://fox13memphis.com/news/minority-business-development-agency-award-14m-federal-grant/248943348)

The Minority Business Development Agency Office in Memphis has been awarded a \$1.4 million federal grant. The U.S. Department of Commerce issued the grant to keep the MBDA operating for the next five years.

**The Commercial Appeal: Report: Firms owned by white men get 61% of Memphis contract spending**

[commercialappeal.com/news/government/city/report-firms-owned-by-white-men-get-61-of-memphis-contract-spending-30c9fb12-e845-26d7-e053-0100007f-376134161.html](http://commercialappeal.com/news/government/city/report-firms-owned-by-white-men-get-61-of-memphis-contract-spending-30c9fb12-e845-26d7-e053-0100007f-376134161.html)

The city of Memphis spent 61.2 percent of its contract dollars in fiscal year 2015 with firms owned by white men, according to a new report by the city.

After looking over the numbers Monday, during the meeting of the Minority- and Women-owned Business Enterprise (MWBE) Task Force, council member Janis Fullilove said that in a city that is predominantly African American, the numbers are "dismal." But, she added, at least they're better than in Shelby County, where more than 88 percent of contracts go to white men, according to a recently released study.

**Teknovation: Noah Smith and his Eco Rust start-up in national YEA!**

[teknovation.biz/2016/04/25/noah-smith-eco-rust-start-up-national-yea-semi-finals-week](http://teknovation.biz/2016/04/25/noah-smith-eco-rust-start-up-national-yea-semi-finals-week)

Noah Smith is off to Rochester, NY next week for the semi-finals of the national Young Entrepreneurs Academy (YEA!). The event runs May 4-7.

The 16-year old sophomore at Campbell County High School was selected in February to represent the local area at the semi-final event, officially known as the Saunders Scholars Competition.

**High Ground News: Fast Pitch competition highlights student startup ideas**

[highgroundnews.com/innovationnews/FastPitch.aspx](http://highgroundnews.com/innovationnews/FastPitch.aspx)

... Any student could enter the Fast Pitch Competition this year and compete, but next year there will be a qualifying round in order to control the length of the live event. Next year contestants will have to submit a video of their pitch in a semifinal round and the finalists will be selected from those submissions.

**Huffington Post: The Critical Role Of Entrepreneurial Communities On Latina Professionals And Entrepreneurs**

[huffingtonpost.com/angelica-perezlitwin-phd/the-critical-role-of-entr\\_b\\_9722502.html](http://huffingtonpost.com/angelica-perezlitwin-phd/the-critical-role-of-entr_b_9722502.html)

... Latinas Are Launching New Businesses at 3 Times the National Rate, But Business Growth Disparity is Troublesome

The number of companies owned by Latinas rose to 1.48 million, an 87 percent increase between 2007 and 2012, compared to the national rate of 27% (U.S. Census Bureau). However, Latina-owned businesses tend to be small, and struggle to achieve growth and scalability.

### **Be A Localist: Two Tennesseans Selected for the 2016 Local Economy Fellows**

[bealocalist.org/2016-fellows](http://bealocalist.org/2016-fellows)

Hal Bowling, Executive Director, LAUNCH based in Chattanooga, TN and Elandria Williams, Co-Coordinator, Highlander Research and Education Center based in New Market, TN were chosen.

The BALLE Local Economy Fellows are leaders with fierce love for their communities – a love that they're each putting to work in ways that bring equity, opportunity, capital, and support to small local businesses and the diverse populations in every community they serve. They represent some of the most innovative local economic and community development solutions in the U.S. and Canada. The 2016 cohort directly serves more than 52,400 local businesses and impacts another 471,000 small businesses through roles in government and policy.

### **Huffington Post: The Economic Impact of Latino Workers: A By-the-Numbers Breakdown for Tax Day**

[huffingtonpost.com/national-council-of-la-raza-/the-economic-impact-of-la\\_b\\_7071880.html](http://huffingtonpost.com/national-council-of-la-raza-/the-economic-impact-of-la_b_7071880.html)

... Entrepreneurship and purchasing power:

- Despite slower growth during the recession, the number of Hispanic-owned business was projected to grow by nearly 40 percent between 2007 and 2013, to nearly 3.2 million businesses.
- In 2013 sales receipts for Hispanic-owned businesses in the United States totaled almost \$470 billion.
- Because the Latino population is comparatively younger than other racial and ethnic groups, and because the number of Hispanics in the United States is quickly growing, Hispanic purchasing power is expected to grow to nearly \$1.7 trillion by 2019.

### **Nashville Post: Black, Hispanic chambers create working relationship**

[nashvillepost.com/business/economic-development/article/20492487/black-hispanic-chambers-create-working-relationship](http://nashvillepost.com/business/economic-development/article/20492487/black-hispanic-chambers-create-working-relationship)

Officials with the Nashville Area Hispanic Chamber of Commerce and the Nashville Black Chamber of Commerce have announced an agreement targeted to benefit members of both entities [...] that will "enhance the availability and delivery of business support services and simultaneously promote economic development and excellence in the greater Nashville area and Middle Tennessee region."

### **Indian Country Today: Planting the Entrepreneurial Seed in Native Students**

[indiancountrytodaymedianetwork.com/2016/04/14/planting-entrepreneurial-seed-native-students-164010](http://indiancountrytodaymedianetwork.com/2016/04/14/planting-entrepreneurial-seed-native-students-164010)

... Becoming an entrepreneur can be a difficult decision for anyone, no matter their educational background, access to capital and experience. The stakes are higher when creating a successful business in Indian country where there are lack of role models, banks for loans and other resources to further develop, grow and sustain even the most solid ideas.

### **Huffington Post: Veteran Entrepreneurship: The Next Frontier in the Mission to End Homelessness?**

[huffingtonpost.com/raymond-arja-jones/veteran-entrepreneurship\\_b\\_9695068.html](http://huffingtonpost.com/raymond-arja-jones/veteran-entrepreneurship_b_9695068.html)

... And for service members transitioning to civilian life—particularly younger women and men—entrepreneurship can be a path to leverage their military experience and reduce homelessness. A 2012 study of more than 300,000 veterans by VA's Office of Inspector General found that, of the veterans who became homeless, roughly half experienced their first episode within three years of discharge; the vast majority were under age 35 at discharge. Veteran-founded startups may be a way for these young veterans to earn a living and rekindle the culture of performance, loyalty, team-first thinking and esprit de corps in life after the military.

**Entrepreneur: Women Entrepreneurs Underestimate Themselves: What We Can Do About It**

[entrepreneur.com/article/273646](http://entrepreneur.com/article/273646)

A recent report finds that more than 200 million women across the world are starting and running new businesses. According to the Global Entrepreneurship Monitor (GEM), although men are still 50 percent more likely to become entrepreneurs, women are steadily gaining ground: From 2012 to 2014, this gender gap narrowed by 6 percent, and in ten nations women are now just as likely as men to start new businesses.

**JJslis: People With Disabilities Make Great Entrepreneurs!**

[jjslist.com/blog/people-with-disabilities-are-often-the-best-entrepreneurs](http://jjslist.com/blog/people-with-disabilities-are-often-the-best-entrepreneurs)

Some say that entrepreneurs think about the world differently from other people. Well that's certainly true of those of us who have disabilities!

People who don't have disabilities often take life's simple activities for granted – getting dressed, walking down the street, understanding an email – until they no longer have access to it. When you have a disability, you rely on outside-the-box thinking in order to facilitate access to just about everything. And guess what? It makes people with disabilities natural entrepreneurial thinkers and leaders who can – and should – change the world.

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**❖ Contact Information ❖**

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**About BERO:**

BERO serves as a voice for and advocate of economic inclusion for Tennessee's disadvantaged businesses (DBE). The office is tasked to analyze, disseminate and promote best practices and access to capital for DBEs to service providers. It also reports on the status of DBEs across the state. For the purposes of BERO, DBE refers to businesses owned by women, minorities, veterans and persons with disabilities; as well as businesses operating in areas of low income and high unemployment in the state.

**TNECD:**

Find us on the web: [tnecd.com](http://tnecd.com). Follow us on Twitter: @tnecd. Like us on Facebook:

[facebook.com/tnecd](http://facebook.com/tnecd).

We are passionate about developing dynamic, diverse economies and thriving communities for generations of Tennesseans.