



# BIA



# 2025 **ANNUAL REPORT**

**FIVE YEARS OF LEARNING**  
**THE PATH TO FIELD OF SCALE**





SUSTAINABLE

DEVELOPMENT





TRUST

BUILT

LOVE

TROPICS

2025

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JOINING THE FIVE YEARS OF SURVIVAL



#### CONVENE AND GROW

Jevon Taylor is a BIA member and Founder of Green Spaces, alongside another BIA member at Sustainability Summit 2025

## CEO LETTER

This year, BIA celebrates five years of impact. Founded in 2020, we set out to do what many thought was impossible: bring together a fragmented ecosystem in the midst of great change and uncertainty.

Over these five years, we've tested bold ideas, secured real wins, and taken our share of losses. Each experiment has sharpened our insight. Each pivot has brought us closer to understanding what entrepreneurs truly need to thrive. And all the while, the world around us has shifted economically, politically, and socially, in ways that make our work both more urgent and more difficult.

This annual report is a pause and a turning point. It's a chance to honor what we've accomplished while naming the lessons that will carry us forward. It's also our most transparent report yet. We want our partners, funders, and members to understand not only what we've built, but also the intent behind our evolving strategy. Our refined theory of change represents BIA's best thinking on what's needed now to move the needle for entrepreneurs and the ecosystems that support them.

Thank you for being part of this story. Thank you for locking arms with us through unprecedented times and believing in what's possible. As we enter this next chapter, we move with humility, conviction, and trust alongside every agent of change working to build a more inclusive future.

Kelly Burton, PhD





# WE ARE BIA

Black Innovation Alliance is the premier growth engine for small businesses, shaping tomorrow's economy.

Founded in 2020, BIA emerged at a pivotal moment in American history, when the fragility of both our economy and our social fabric demanded bold new solutions. We set out to build what did not exist: a coordinated national network to strengthen the organizations supporting small businesses, which had been too often disconnected from the resources, markets, and capital they needed to thrive.

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In just five years, BIA has grown into a transformative catalyst at the center of America's innovation economy, a sector that drives more than half of U.S. GDP yet too often overlooks high-potential businesses rooted in underestimated communities. Our work is dedicated to strengthening this economy by connecting those businesses and the entrepreneur support organizations (ESOs) they rely on to catalytic capital, actionable data, and collaborative networks.

Through initiatives like TRUST™, our impact engine, and the Field of Scale™, our strategic blueprint, we work on two fronts at once: accelerating the growth of individual businesses and strengthening the systems and environments that sustain them. By doing so, we not only help businesses scale but also help cities and regions become engines of inclusive economic growth.

Since our founding, BIA has partnered with 200+ ESOs across 30+ states, reached thousands of businesses, mobilized millions in catalytic capital, and convened some of the most dynamic leaders in the field. Along the way, we have built trust, cultivated collaboration, and proven that **innovation doesn't thrive in isolation but in strong, connected, and well-resourced ecosystems.**

In this annual report, we pause to reflect on what we've accomplished, share the lessons we've learned, and look ahead to where we are going. With the support of our members, partners, and funders, we remain resolved to unlock the full potential of America's innovation economy — **one founder, one business, and one community at a time.**





2020-2025 AT A GLANCE

# IMPACT SNAPSHOT

Build  
Differently  
Sustainability Summit 2025

## SCALE OF REACH

200+

ENTREPRENEUR SUPPORT  
ORGANIZATIONS (ESOS) SUPPORTED  
ACROSS 30+ STATES

OVER  
68K

SMALL BUSINESSES  
SUPPORTED THROUGH ESO  
DIRECTED PROGRAMMING  
AND REGRANTS

COLLECTIVE REACH OF  
500K+

ENTREPRENEURS THROUGH MEMBER  
ORGANIZATIONS

## STRENGTHENING BUSINESSES & ECOSYSTEMS

91%

OF MEMBERS REPORT  
STRONGER NETWORKS

75%

OF MEMBERS REPORT  
STRONGER OPERATIONS

## COLLABORATION & STORYTELLING

DOZENS

OF CROSS-COHORT  
CONNECTIONS BUILT,  
STRENGTHENING  
COLLABORATION  
AND AMPLIFYING  
COLLECTIVE IMPACT

DOZENS

OF STORIES  
CAPTURED SHOWING  
HOW BUSINESSES  
BENEFITED FROM  
ESO SUPPORT, WITH  
GROWING DEMAND TO  
EXPAND IMPACT

NATIONAL MEDIA  
FEATURES & ADVOCACY  
CAMPAIGNS

THAT POSITIONED  
BLACK INNOVATION AT  
THE CENTER OF POLICY  
AND PUBLIC DIALOGUE



## CAPITAL MOBILIZED

**\$550m**

IN CAPITAL ACCESSED BY  
ENTREPRENEURS SUPPORTED BY  
BIA'S NETWORK

**\$20m+**

RAISED IN SERVICE OF  
ENTREPRENEURIAL ECOSYSTEMS

**\$2.15m**

IN UNRESTRICTED GRANTS DEPLOYED  
TO 34 ESOS THROUGH TRUST AND  
OTHER PROGRAMS

### PARTNERING FOR POWER AND PURPOSE

Tammy Charles meeting with key  
stakeholders at Friends of BIA in  
New York City 2025

BIA is building the future of entrepreneurship, and we believe deeply in their vision... They're doing essential work for innovation ecosystems—bolstering a field of leaders who know the future isn't set, it's designed by the people who show up to build it.

— MICHELE JAWANDO, PRESIDENT,  
OMIDYAR NETWORK



# 2025 HIGHLIGHTS

## A YEAR OF REFLECTION AND INFLECTION



2025 has been unlike any year before. For an organization long defined by piloting ambitious and often historic activations, this year was not about new launches but about holding the line.

We hunkered down, executed on our commitments, and carved out the time to reflect, to count the cost, and to determine the best pathway forward to ensure BIA's survival in a turbulent time.

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### FRIENDS OF BIA SALON BLACK HISTORY MONTH SALON

In February, Friends of BIA hosted a marquee salon in New York that featured **Colin Kaepernick** and **Tiffany Cross** in a candid conversation on justice, equity, and movement-building. The event drew a powerful cross-section of philanthropists, cultural leaders, and allies, strengthening the circle of support around BIA's fundraising efforts.





#### CHANGING THE GAME

Colin Kaepernick and  
Tiffany Cross sharing  
stories and strategies in  
New York City

## SUSTAINABILITY SUMMIT @ MICHIGAN CENTRAL

BIA's fourth annual Sustainability Summit was hosted in partnership with Michigan Central in Detroit, convening ecosystem leaders from across the country. The gathering featured fireside chats with actress and activist Erika Alexander and Lisa Price, founder of Carol's Daughter, alongside intensive peer learning sessions and capacity-building workshops.

## TRUST COHORTS

This year marked the full implementation of the TRUST program, with 33 organizations actively advancing their strategies and receiving regrants totaling \$2 million. Beyond the funding, participants gained access to training, mentorship, and community accountability, helping them refine organizational sustainability models and scale their impact. The successful rollout underscored BIA's commitment to investing deeply in its member network delivering much needed financial support in a time of funding scarcity.

## LAUNCH OF TRUST CITIES IN DETROIT

In tandem with the Summit, BIA launched TRUST Detroit, the first in a planned series of place-based hubs designed to root BIA's ecosystem work in local contexts. TRUST Detroit began by aligning community leaders, funders, and policymakers to strengthen the city's entrepreneurial infrastructure, while simultaneously showcasing how a national alliance can drive meaningful local change. The launch represents a blueprint for future TRUST Cities across the country, positioning Detroit as the proving ground for BIA's next chapter of scale.

# OUR BIG LESSONS LEARNED

Over the past five years, BIA has piloted, experimented, and pushed boundaries across various frontiers of the entrepreneurial landscape. Along the way, we've accumulated lessons that are shaping how we move forward.



## 1

### THE BURDEN OF PIONEERING

In many ways, BIA has been a pioneer. We did what others said could not be done by building coherence and trust in a fragmented, nascent ecosystem. While partners often saw the value of this network, there was not enough appreciation for the need to phase expectations, and at times, we struggled to level-set them. Convening our members was only the first step; earning trust, creating rhythms, and delivering tangible benefits required years of consistent effort. It was hard work that demanded not only technical expertise but also deep emotional investment and relational capital. The payoff is that today we hold a network ready to activate at scale.

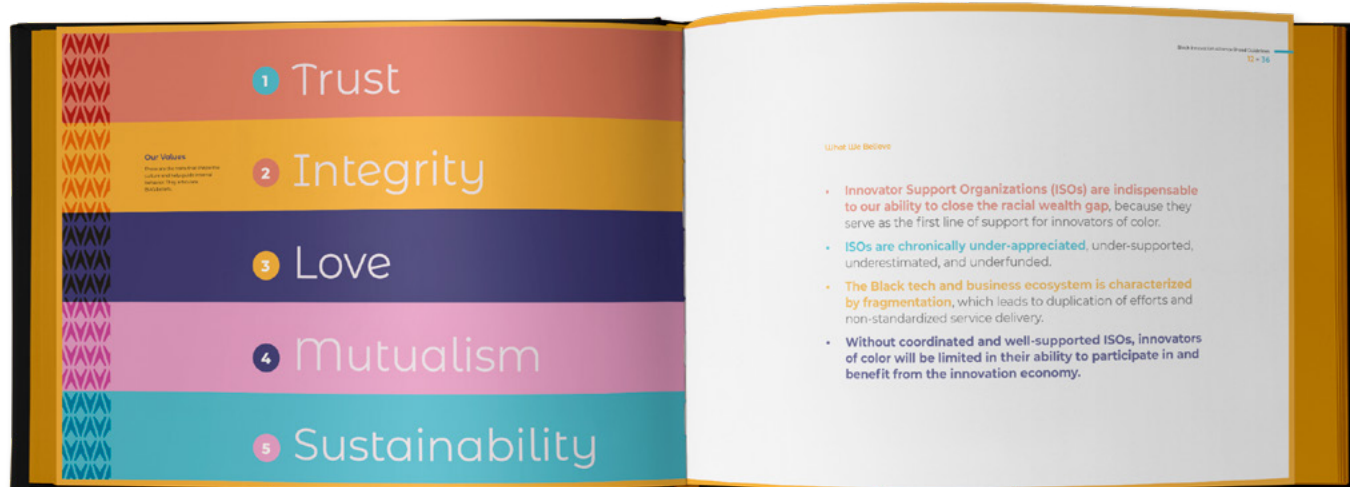




# 2

## THE TENSION OF DUAL IDENTITY

We learned that building and sustaining a network is fundamentally different from running an economic justice organization. At times, those two missions pulled us in opposite directions. It was often easier to secure resources for visible programs such as research, advocacy, and convenings than for the slow, often invisible work of keeping the network strong. That created friction with members who expected direct benefits, while also stretching us thin in advocacy, media, and policy spaces where few others were showing up. The need was vast, but the investment was often insufficient, limiting our ability to more aggressively drive impact in either lane.



# 3

## LIVING OUR VALUES UNDER PRESSURE

Our values of love, trust, mutualism, integrity, and sustainability are worth striving toward, but they also created immense expectations. Because of our rapid growth, we sometimes struggled to keep all stakeholders aligned as we shifted, experimented, and learned. Moving so quickly meant that we occasionally dropped the ball, especially in managing reputational risk across members, partners, staff, and board. We also grew faster than our operational capacity. Recruiting and retaining specialized talent in a high-pressure environment proved challenging, and at times the journey was less than seamless. Still, we remain committed to those values as our North Star, even when we stumble.



## FROM “DOING THE MOST” TO DISCIPLINE

BIA has always been ambitious. When we saw a need or an opportunity, we jumped by often piloting programs with little more than confidence and some seed funding. That instinct served us well in proving our competence, but it sometimes came without the due diligence required to ensure long-term viability. The nonprofit sector’s emphasis on short-term grants only reinforced that dynamic. As a result, some pilots could not be carried forward, even when they created valuable insights. The lesson is discipline: focusing on fewer things, setting criteria for what we take on, and designing for sustainability from the start.



## FROM PROVING COMPETENCE TO STRATEGIC FOCUS

In our early years, we needed to prove we were competent and that we could execute with excellence, delivering big results as a Black-led upstart national intermediary. That meant a “spaghetti on the wall” phase, trying many things to see what would stick. That phase earned us credibility and legitimacy. But it has taken us as far as it can. Now the task is to apply what we’ve learned, to focus with clarity on the interventions that truly move the needle for inclusive innovation. In a moment when political and economic barriers are re-emerging, we can no longer afford to scatter our energy. We must be laser-focused on the strategies most capable of shifting outcomes at scale.





## THE POWER OF THE NETWORK, AND THE PATH FORWARD

If there is one thing we are most proud of, it is our network. We have gathered and sustained a remarkable community of leaders who show up for entrepreneurs every day, often at personal sacrifice. Through regular rhythms including summits, convenings, online platforms, and ongoing programming, we've built a formula for coherence and trust. Members tell us all the time how a single introduction or a moment at Sustainability Summit unlocked doors, created relationships, and sparked ripple effects that will last well beyond BIA itself. That is legacy. But it is also responsibility. The national need for entrepreneurial support far exceeds current provider capacity, and many of our providers are early-stage themselves. Therefore, the goal is not just to grow the network, but to make it stronger while working directly with local communities to build more inclusive ecosystems.



## FROM LEARNING TO LEVERAGE: REDEFINING OUR ROLE

As we look across our journey, the most important lesson has been about identity. In our early years, we built coherence and trust in a fragmented ecosystem, proving that national coordination could accelerate small business outcomes. But what we've come to understand is that our greatest contribution is not simply convening or connecting; it is orchestrating. BIA's power lies in our ability to align the players, data, and resources that make inclusive innovation possible. We are evolving from network builder to **systems architect**, from proving that collaboration matters to designing the mechanisms that make it work. In practice, that means serving as a **systems orchestrator** who strengthens the connective tissue between ESOs, funders, and policymakers; a **market navigator** who translates signals into opportunity for small businesses; and a **capital connector** who helps ensure that investment flows where innovation and equity intersect. This shift marks the next chapter of our growth: **moving from activity to architecture, from convening to coordination, and from building the field to shaping how the field functions.**



2

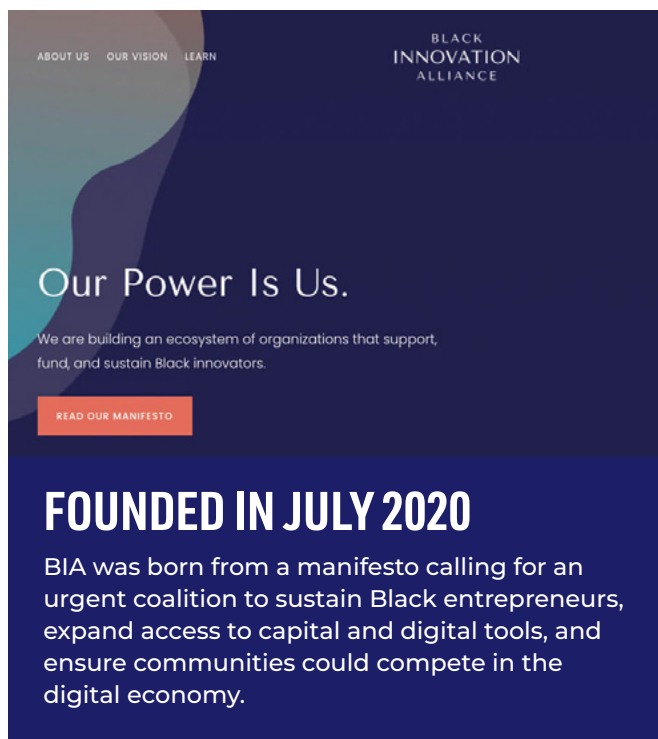


FIVE YEARS OF PILOTING FOR IMPACT

# 2020-2025 TIMELINE

## FIVE YEARS OF PILOTING FOR IMPACT

2020



ABOUT US OUR VISION LEARN

BLACK INNOVATION ALLIANCE

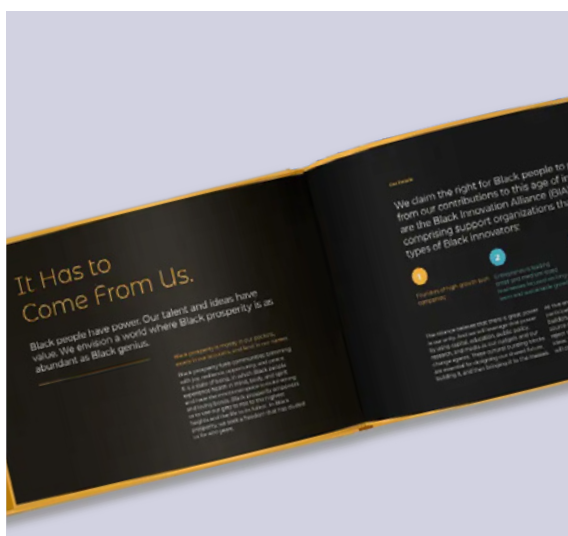
## Our Power Is Us.

We are building an ecosystem of organizations that support, fund, and sustain Black innovators.

[READ OUR MANIFESTO](#)

### FOUNDED IN JULY 2020

BIA was born from a manifesto calling for an urgent coalition to sustain Black entrepreneurs, expand access to capital and digital tools, and ensure communities could compete in the digital economy.



## MANIFESTO LAUNCH

The coalition's founding document laid out guiding values — love, mutualism, respect, trust, and sustainability — and rallied support from an initial group of ISO leaders.





## FIRST STAFF HIRED

BIA brought on its first part-time staff to help formalize operations and coordinate member engagement.

## FIRST FUNDING SECURED

Even in its inception year, BIA began attracting philanthropic and corporate support that set the stage for its growth in 2021.



## RESOURCE PROGRAM ANNOUNCED

Though activated in 2021, Resource — an “accelerator for accelerators” designed with Village Capital — was conceptualized and announced in 2020, establishing a future pipeline for ESO capacity-building.

2021



## RESOURCE

An “accelerator for accelerators” that equipped 23 entrepreneur support organizations with \$890K in unrestricted grants, training, mentorship, and peer learning, directly strengthening the capacity of organizations that serve founders of color.

## COVID-19 RELIEF GRANTS

At the height of the pandemic, BIA delivered \$50K in emergency support to ten member organizations, helping to ensure frontline organizations could continue serving entrepreneurs when resources were most strained.



# BLACK INNOVATION CENSUS

The first national mapping of Black-led entrepreneur support organizations, producing a critical baseline for identifying capital deserts, gaps in service, and opportunities for targeted ecosystem investment.



## FIVE YEARS OF PILOTING FOR IMPACT

2022

**SUSTAINABILITY SUMMIT '22**

BIA's annual flagship convening, the Summit gathers ecosystem leaders from across the country to learn, strategize, and build community, serving as the central space where BIA members strengthen their capacity and chart sustainable futures.

**SHARED SERVICES PILOT**

A model to provide members with high-value operational support, beginning with access to dedicated legal services valued at up to \$5K annually per organization.

**ECOSYSTEM BUILDERS IN RESIDENCE**

A program designed to harness the expertise of BIA members by embedding them into the Alliance's operations, enabling ecosystem leaders to shape strategy, close organizational gaps, and strengthen the network from within.







## BACK IN THE BLACK ROADSHOW

A 4-city tour investing over \$50K in pitch prizes and spotlighting tech-enabled Black businesses, drawing national media coverage and strengthening local ecosystems.

## GLOBAL DELEGATIONS & CONVENINGS (BEGINNING)

Activated the first Black entrepreneurship floor at Web Summit and brought delegations of 15 to 65 leaders to main stages and masterclasses, giving Black innovators global visibility at the world's largest tech conference.



## CONGRESSIONAL CAUCUS ON BLACK INNOVATION (LAUNCH)

Co-founded by BIA with Representatives Plaskett, Strickland, and Torres, creating the first federal caucus dedicated to embedding equity in the nation's innovation strategy.

## INAUGURAL BLADECON

Surveyed 893 digital entrepreneurs and found they are more likely to reach profitability and survive long-term than the national small business average, with 23% reporting VC backing.



2023



## SUSTAINABILITY SUMMIT '23

Expanded to Miami, convening ~80 BIA leaders for peer learning, accountability, and sustainability planning.

## SHARED SERVICES PILOT

Extended legal support access for members, continuing to provide operational relief.

## ECOSYSTEM BUILDERS IN RESIDENCE

Continued embedding member expertise inside BIA operations to strengthen strategy and execution.

## BIA IMPACT GRANTS

Formalized a funding stream for members, disbursing unrestricted grants to organizations driving impact in their communities.



## UBS ROUNDTABLES

A four-city series connecting BIA members with UBS executives for coaching and mentorship on organizational development.

## REGIONAL MEMBER FORUMS

Held pop-up forums in cities like Kansas City, Cincinnati, and Denver to deepen member engagement and surface organizational needs.

# THE CLAP BACK



BLACK INNOVATION ALLIANCE

BIA'S 90 DAY CAMPAIGN AGAINST RACIAL AGGRESSION

## THE CLAPBACK CAMPAIGN

A bold 90-day digital campaign countering national rollbacks on racial justice by asserting five unapologetic principles, reaching wide audiences and ensuring equity remained central in public discourse.

## BLACK INNOVATION POLICY AGENDA

Outlined nine systemic policy priorities, from supplier diversity to privacy protections, launched at the Clinton Global Initiative and Congressional Black Caucus ALC as a guide for removing structural barriers to innovation.



## WHITE HOUSE PARTNERSHIP

Partnered with the White House Initiative on Black Americans through a range of in-person and virtual convenings to elevate the federal dialogue on inclusive innovation ecosystems.

## CBC WEEK ACTIVATIONS

During the Congressional Black Caucus ALC, BIA hosted panels with Caucus leaders, mixers, and programming at Creator's House, making Black innovation impossible to ignore on Capitol Hill.



## CAPITOL HILL DAYS

Mobilized delegations of BIA members to meet with lawmakers, advancing federal recognition and investment in entrepreneur support organizations.





## COLLISION CONFERENCE

Brought a delegation to Toronto where members shared global stages and announced the Congressional Caucus alongside Rep. Stacey Plaskett.

## GLOBAL DELEGATIONS & CONVENINGS (EXPANSION)

Convened Black ecosystem builders at Web Summit Rio, Oxford's Skoll Forum, the 15 Seconds Conference in Austria, and the Global Entrepreneurship Congress in Melbourne, positioning BIA as a voice in global conversations on entrepreneurship.

## THE NEXT WEB

BIA leaders traveled to Amsterdam for The Next Web, speaking on scale, innovation, and inclusive ecosystem design.

## BAHAMAS PARTNERSHIP

Formed a historic collaboration with the Bahamas Ministry of Tourism, Investments & Aviation to create a national innovator support ecosystem centered on tech and climate tourism, while linking U.S. entrepreneurs to international markets.



2024



## SUSTAINABILITY SUMMIT '24

Grew to 100 leaders; participants reported 93.6% gains in funding knowledge and a jump in AI adoption confidence from 66% to 83%.

## REGIONAL MEMBER FORUMS

Hosted in Atlanta, Philadelphia, and Chicago to engage members directly, surfacing organizational needs that now inform BIA's evolving strategy.



## FRIENDS OF BIA

Launched as part of BIA's \$300M capital campaign, Friends of BIA is a community of donors and allies who provide sustained financial support and join exclusive convenings, offering partners a tangible way to invest in BIA's mission while building deeper connection to the movement.



## FROM CHAINS TO LINKS PODCAST

Hosted by Kelly Burton and Ifeoma Ike, the podcast produced two seasons of conversations with leaders like Bakari Sellers, Richard Buery Jr., Luke Cooper, and Tiffany Norwood, archiving the voices shaping culture and entrepreneurship.

## TIME MAGAZINE PARTNERSHIP

Partnered with TIME, L'Oréal Groupe, and Pronghorn to spotlight Black innovation on a global stage, culminating in "The Closers" cover feature and a high-profile NYC convening to amplify BIA's message.



## BELIEVE IN YOU GRANTS

Funded in part by our membership, BIA delivered surprise grants to five Black-owned restaurants in Miami, celebrating entrepreneurship at the grassroots level.





## WEALTHQUEST

An immersive, gamified platform that helps digital entrepreneurs build wealth literacy and accountability in a supportive environment.



## DECLARATION '26

Introduced at the Congressional Black Caucus ALC as a counterplan to Project 2025, this ambitious advocacy roadmap calls for investment in underserved innovation deserts, the establishment of new capital pathways, and the recognition of innovation as a fundamental right.

## BLACKSPRING

Built an AI-powered capital allocation platform to modernize the flow of funding, connect entrepreneurs to aligned investors, and increase funder preparedness across ecosystems.

## NYSE BELL RINGING

Made history by ringing the Opening Bell with UBS during Black History Month, symbolizing Black innovators' central role in the economy.

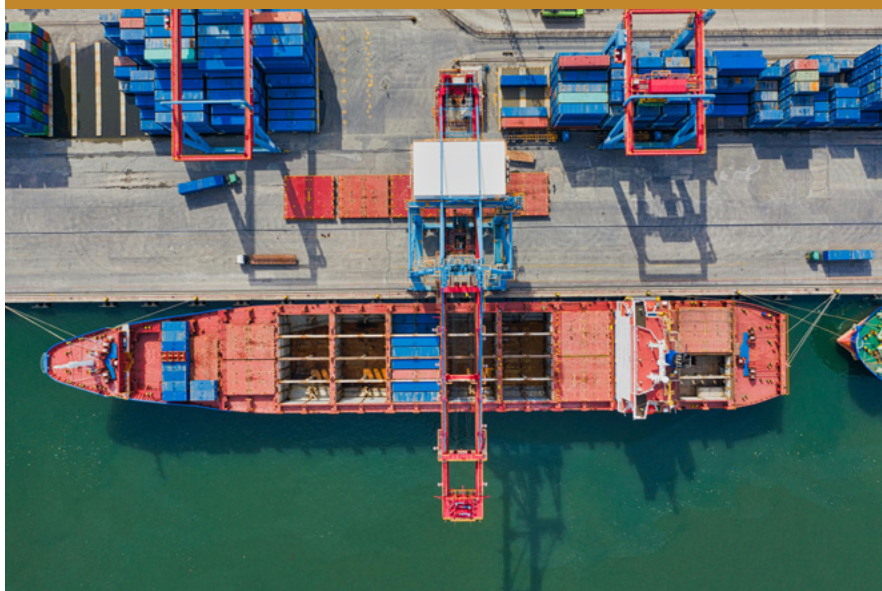


## INTERNATIONAL TRADE ADMINISTRATION PARTNERSHIP

Entered a formal collaboration with ITA to accelerate global market access for Black entrepreneurs.

## BGLOBAL

Launched BIA's trade initiative to connect Black entrepreneurs with global markets, opening new channels for scaling ventures internationally.



## FIVE YEARS OF PILOTING FOR IMPACT

2025



## FRIENDS OF BIA BLACK HISTORY MONTH SALON

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This year marked the full implementation of the TRUST program, with 33 organizations across actively advancing their strategies and receiving regrants totaling \$2 million. The successful rollout underscored BIA's commitment to investing deeply in its member network delivering much needed financial support in a time of funding scarcity.



## LAUNCH OF TRUST CITIES IN DETROIT

In tandem with the Summit, BIA launched TRUST Detroit, the first in a planned series of place-based hubs designed to root BIA's ecosystem work in local contexts. The launch represents a blueprint for future TRUST Cities across the country, positioning Detroit as the proving ground for BIA's next chapter of scale.

The story of the last five years is one of relentless piloting, testing bold ideas, launching new initiatives, and learning in real time what it takes to strengthen a fragile ecosystem. Those efforts generated proof points and momentum, but they also revealed what's missing: a system that can tie it all together. The next chapter is about moving from a collection of experiments to a unifying framework capable of driving impact at scale. That framework is the **Field of Scale**.



FIVE YEARS OF PILOTING FOR IMPACT

# FIELD OF SCALE

YOUR NEXT LEVEL STARTS HERE

## SOURCE CODE

LEVEL 2

### THE OPERATOR

The Operator stage is about building stability through structure. **When you master this level, growth stops being random and starts becoming repeatable.**

LEARN MORE



**BUILDING FORWARD**

Chantel Cohen, of CWC Coaching, using our TRUST workbook during our Mature Cohort TRUST convening in Atlanta

## WHAT IS THE FIELD OF SCALE?

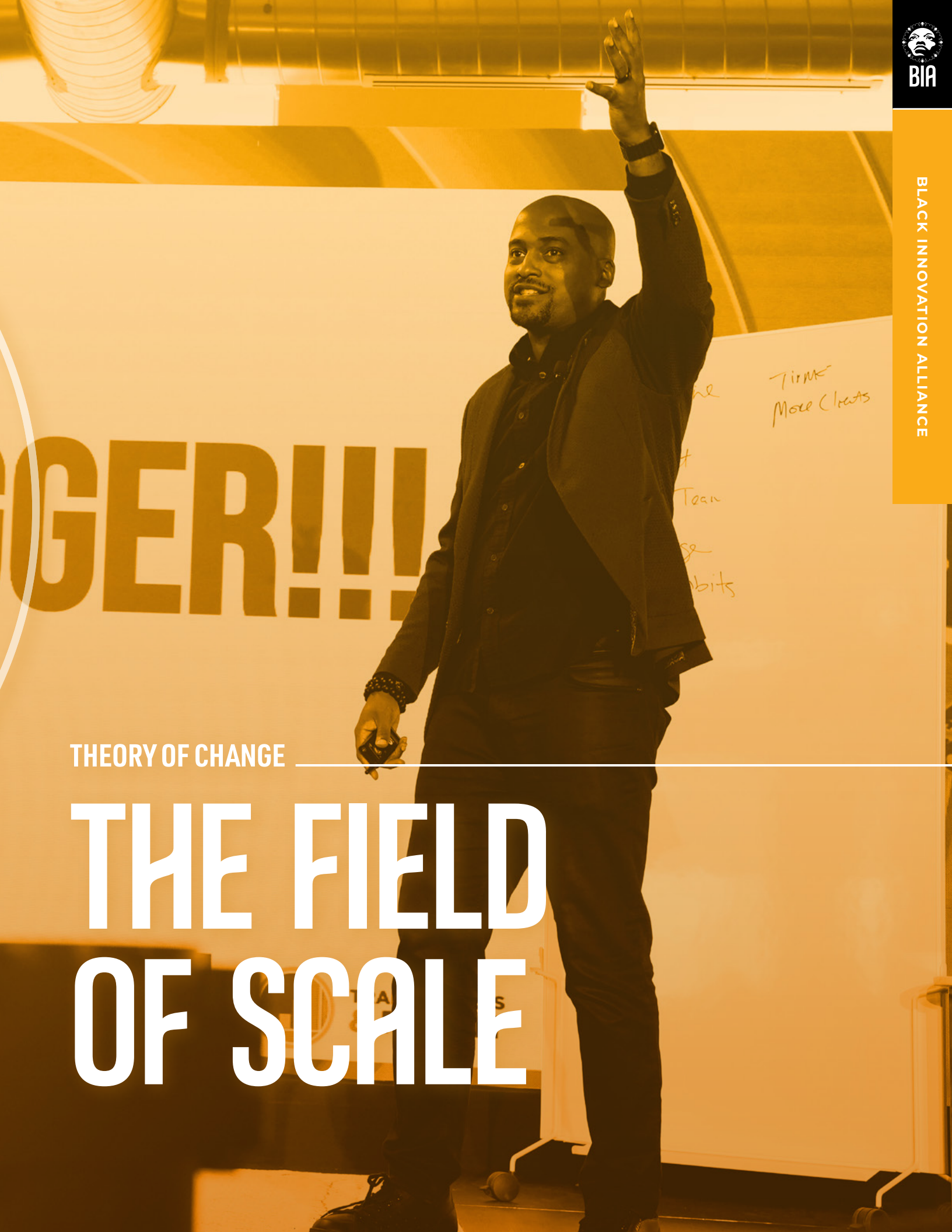
The Field of Scale™ is BIA's updated theory of change and our blueprint for the future.

It is designed to do what has never been done at scale in the United States: provide a standardized, replicable way to track and accelerate entrepreneurial progress. The model names the structural, cultural, and catalytic conditions entrepreneurs need to thrive, while also creating a common language for funders, policymakers, and ecosystem leaders.



**THINK BIG**

3



GER!!!

THEORY OF CHANGE

# THE FIELD OF SCALE

## UPDATING OUR THEORY OF CHANGE

# FIELD OF SCALE

## FROM BUILD, IMAGINE, AMPLIFY TO THE FIELD OF SCALE

The Field of Scale grows directly out of our first theory of change, Build, Imagine, Amplify. That framework began with a clear-eyed recognition: a true infrastructure for Black innovation simply did not exist. First, we set out to build the runway by establishing the ground floor of capacity and connection on which everything else could stand. Next, we dared to imagine what was possible, piloting dozens of bold experiments and programs that tested ideas, surfaced insights, and stretched the boundaries of what could be done. Finally, we worked to amplify, using convenings, policy, global stages, and storytelling to make Black innovation visible, undeniable, and central to the national conversation. We have now lived into each stage of that vision. We built. We imagined. We amplified. And having delivered on what we set out to do, we stand at the threshold of our next great act. With the foundation laid and the lessons in hand, we are ready to offer our most ambitious contribution yet: the Field of Scale.

## CORE ASSUMPTIONS AND DIMENSIONS OF THE FIELD OF SCALE

At the heart of the Field of Scale is a simple but powerful assumption: it is not enough to support individual entrepreneurs in isolation. Every entrepreneur exists within a set of conditions, including policies, markets, networks, and cultural norms, that shape their chances of success. To truly unlock entrepreneurial potential, we must strengthen both the individual journey and the ecosystem in which that journey unfolds.

This is why the Field of Scale takes a two-dimensional approach. On one dimension, we track business maturity and growth by moving business owners from idea to legacy. On the other, we assess ecosystem strength and robustness. By building clear, standardized methodologies across these dimensions, we can define progress in ways that are replicable, measurable, and capable of driving systemic change.

If the Field of Scale is our blueprint, then **TRUST is our first build** where we shape the environments entrepreneurs need in order to thrive.

## WHY A FIELD?

We call it a field because it is both the landscape and the playing ground for the work ahead. The field is the environment in which entrepreneurs are planted: the terrain of policies, capital, networks, and cultural norms that determine whether a business can grow. Mapping that terrain systematically has always been BIA's strength, and the Field of Scale extends this approach by offering a way to assess, strengthen, and rewire ecosystems with clarity and precision.



WHAT IS...



BIA



BLACK INNOVATION ALLIANCE

# TRUST?



# WHAT IS TRUST?

TRUST is BIA's flagship national initiative and the first major build of the Field of Scale.

It is designed to strengthen entrepreneurial ecosystems by stabilizing the organizations that serve founders, embedding resources directly into communities, and creating a replicable model for sustainable economic growth. Grounded in data and community practice, TRUST acts as both a capital pipeline and a capacity-building engine which surfaces what already works while testing bold ideas in real time to generate lasting outcomes.



## TRUST ESO

TRUST ESO is the national, cohort-based expression of the initiative, focused on strengthening Entrepreneur Support Organizations (ESOs) as the backbone of resilient ecosystems. Through competitively constructed cohorts, BIA members receive unrestricted funding, tailored curriculum, and access to a powerful peer network of leaders and experts. Beyond these benefits, TRUST ESO codifies best practices, mobilizes collective fundraising power, and builds shared standards so that accelerators, incubators, and hubs can operate at maximum effectiveness across regions. Graduates transition into the Field of Scale as anchor partners, helping pilot signature offerings.



## TRUST CITIES

TRUST Cities translates the national model into hyperlocal action. In each city, BIA partners with ESOs, funders, civic leaders, and entrepreneurs to co-design solutions tailored to local dynamics. The inaugural pilot in Detroit demonstrates how this approach works: coalition-building across sectors, culturally relevant training, and on-the-ground activation that strengthens the ecosystem from within. By embedding Field of Scale tools such as the Ecosystem Intelligence Index and Entrepreneur OS into local programming, TRUST Cities creates blueprints that can be adapted elsewhere — ensuring entrepreneurs nationwide can access the networks, capital, and infrastructure they need to thrive.

## TRUST: PROGRESS TO DATE

Since its launch, TRUST has grown into a \$7.5 million investment backed by a national funder collaborative. To date, the initiative has supported 34 entrepreneur support organizations (ESOs) at varying stages of maturity across 30+ cities nationwide, deploying \$2 million in unrestricted grant capital to strengthen their operations and impact.

The results are already significant:

68,000

SMALL BUSINESSES  
REACHED THROUGH  
PROGRAMS, COACHING,  
AND DIRECT SERVICES

200

JOBS CREATED OR  
PRESERVED

\$550m

IN CAPITAL ACCESSED BY  
ENTREPRENEURS SUPPORTED THROUGH  
TRUST ORGANIZATIONS

HUNDREDS

OF TECHNICAL ASSISTANCE  
PROGRAM HOURS DELIVERED,  
DIRECTLY ADVANCING  
MEASURABLE OUTCOMES FOR  
SMALL BUSINESSES

SEVERAL

COLLABORATIONS AND  
PARTNERSHIPS WERE FORGED  
ACROSS THE COHORTS, CREATING  
SYNERGIES THAT EXTEND IMPACT  
BEYOND INDIVIDUAL ORGANIZATIONS

DOZENS

OF STORIES CAPTURED, ILLUSTRATING  
HOW ENTREPRENEURS ARE BENEFITING  
FROM STRENGTHENED ESOS

This early progress demonstrates that TRUST is more than a regranting program; it is a capacity-building engine and ecosystem catalyst, proving that when we invest in the builders, we multiply the impact for the businesses they serve.





4



YEAR-BY-YEAR

# 2021-2025 FINANCIALS



# FINANCIALS

This section shows the evolution of BIA's financial position.

The most recent year was marked by deep retrenchment across philanthropy and the social impact space, particularly affecting organizations focused on racial justice. These headwinds have significantly affected our operation, but they have not defined it. With the steadfast support of our most committed partners, the strength of an incredibly resourceful network, and the dedication of a high-capacity team, BIA is prepared and resolved to carry this mission into its next chapter.

# \$21,119,590

**TOTAL MONEY RAISED SINCE OUR FOUNDING IN 2020**

## \$1,651,877

**TOTAL MONEY RAISED IN 2025**

## \$5,508,785

**2025 REVENUE (INCLUDING 2025  
DEFERRED REV FROM MULTI-  
YEAR GRANTS)**

### OUR PARTNERS IN PROGRESS

UBS team members in conversation with a guest at a BIA salon





# \$6,553,308

2025 EXPENSES (CLOSE ESTIMATE BY END OF YEAR)

## \$246,378

2025 EOY CASH ON HAND  
(TAKING INTO ACCOUNT  
EXPENSES THROUGH EOY)

## \$3,350,000

FUTURE REVENUE FROM MULTI-  
YEAR COMMITMENTS







The background of the entire page is a photograph of two Black individuals, a woman on the left and a man on the right, both smiling. The image is overlaid with a semi-transparent red filter. A white horizontal line is positioned above the main title text.

# MEMBER TESTIMONIALS



# ROOTED IN BELONGING, RISING TOGETHER

STORIES OF CONNECTION, COURAGE, AND COLLECTIVE IMPACT  
FROM THE BIA COMMUNITY

Across the nation and around the world, members of the Black Innovation Alliance are transforming what it means to lead, to build, and to belong.

Their voices tell the story best: one of resilience, collaboration, and shared purpose. Whether through moments of connection, breakthroughs in their communities, or the courage to keep going when resources were scarce, these members remind us that BIA is more than a network; it's a movement. Together, we are building an ecosystem where innovators and those who support them can thrive, not in isolation, but in community.

## ON BELONGING

In doing this work, there is this feeling that you are a lone wolf. You go out and people don't get what you're saying. After you do that for a couple years, you start to feel alone. But BIA has definitely changed that perception for me.

— ANONYMOUS MEMBER

BIA saved me during COVID. I don't know where I'd be without this community.

— CHIKA UMEDI, TIPHUB (CHICAGO, IL)

BIA feels like home.

— MAKISHA BOOTH, SISTAHBIZ (DENVER, CO)

## ON ECOSYSTEM BUILDING

I see BIA really changing the game as far as being the centerpiece of Black Entrepreneur Support Organizations (ESO's) getting the funding and resources to provide Black entrepreneurs with better opportunities to scale and have a better chance at success.

— **LUIS MARTINEZ, FOUNDER OF WE THA PLUG (SAN DIEGO, CA)**

Having the Black Innovation Alliance has really helped me understand what it means to truly build an ecosystem. In a lot of ways, Philly hasn't had a strong enough presence of Black ecosystem builders. BIA has given me that understanding and presence to build differently in Philadelphia.

— **TANYA MORRIS, FOUNDER, MOM YOUR BUSINESS (PHILADELPHIA, PA)**

## ON IMPACT

One of the main funding sources I've had with BIA helped me launch Geekz Ventures. BIA launched an initiative for entrepreneur support organizations. When we joined, Geekz Ventures was just an idea. So that funding has been phenomenal. That helped us build our website. That helped towards funding for our program manager. That has helped in securing some of our micro grants. BIA has been the genesis of me launching Geekz Ventures.

— **KUNBI TINUOYE, URBANGEEKZ AND GEEKZ VENTURES (ATLANTA, GA)**

A lot of the times when athletes get into business, we're using our own funds. It's a blessing to do all of this hard work and for someone else to notice.

— **KAYVON WEBSTER, FORMER NFL PLAYER, GRANT RECIPIENT AND ENTREPRENEUR (MIAMI, FL)**

## ON WHAT IT MEANS TO BE PART OF BIA

Being part of BIA means being part of something that I'm proud to be part of. I've been part of a lot of things and doing this work for a long time, but there's nothing like being aligned with an organization that truly sees me and is actually doing the work. It means being recognized, being supported, and being part of something real.

— **A.C. KAGALE AJIMAANGILO, FOUNDER, DIFFVELOPMENT (KAMPALA, UGANDA)**

## ON PERSONAL GROWTH

I appreciate all the ecosystem leaders open to collaboration and supporting each other. It reinforced who I am and how I show up in the world. It showed me that there is space for me and others with big goals, courage, and audacity, just like me. It filled me up and left me with tremendous confidence that we can do this together.

— DANICKA BROWN-FRAZIER, GREENISH BRANDS (SAN DIEGO, CA)

## ON COMMUNITY

When I get around BIA, I feel like it's family. It's been very lonely doing this work, and finding a community that feels safe and supportive has meant everything to me. Just being in fellowship with people who understand what it's like to build, struggle, and still push forward has given me hope and reminded me that I'm not doing this alone.

— AIREANE MONTGOMERY, FOUNDER & EXECUTIVE DIRECTOR, GEORGIA EDUCATORS FOR EQUITY AND JUSTICE (ATLANTA, GA)

I've been with BIA about a year and a half. Sustainability Summit blew me away. I've led wellness circles with UBS in Chicago and Atlanta, joined the Roadshow feedback, and I'm planning an Atlanta-based gathering for BIA. I'm a believer in what BIA is doing and want to support members and the broader community.

— CHANTEL COHEN, FOUNDER & CEO, CWC COACHING & THERAPY (ATLANTA, GA)



## THE POWER OF US

Every story reflects the heartbeat of the Black Innovation Alliance; a collective rooted in trust, collaboration, and the belief that when we invest in each other, we all rise.


From Macon to Kampala, Philadelphia to Tulsa, BIA members are rewriting the narrative of possibility for Black entrepreneurs and ecosystem builders. Their testimonies show that belonging creates courage, community creates capacity, and connection creates change.

**Together, we are not just building ecosystems — we are building the future.**



# TRUST BUILDERS IMPACT VOICES

STORIES FROM THE LEADERS BUILDING THE FUTURE



**The TRUST program** is more than funding and a cohort; it's fuel for innovation, collaboration, and transformation. Through shared learning, community, and capacity-building, participants are reimagining what's possible for themselves and the entrepreneurs they serve.



**NEWSUN**  
IMPACT STUDIO

# SHERRELL DORSEY

FOUNDER, NEW SUN IMPACT STUDIO  
(MIAMI, FL)

FOUNDED  
2025

FIELD OF WORK  
Media and Communications



Being a part  
of the Black  
Innovation  
Alliance is  
really about  
community  
and support.

BIA came at a time when we were all isolated; it became that community center, creating space and opportunity for so many of us who had been overlooked and were working hard to hold on to our companies and our businesses.



Being part of the TRUST program reminds me that we don't have to do this work alone. We're getting guidance, support, and accountability that help us build something sustainable and impactful.

TRUST gives us a protected environment to incubate ideas, receive feedback, and strengthen our foundation. Getting that third-party perspective helps us work out the kinks, identify gaps, and build a model that can not only sustain but scale.

— ON THE POWER OF TRUST

I remember seeing BIA as a lifeline; a space where so many of us who are building could find connection and encouragement. Even amid challenges, we had support and access to partners who would help us get to the next level.

— ON BIA AS A LIFELINE







# DR. LATANYA WHITE

**CEO, CONCEPT CREATIVE GROUP & DYNASTIC WEALTH FAMILY ADVISORY SOLUTIONS (DC & TALLAHASSEE, FL)**

**FOUNDED**  
2022

**FIELD OF WORK**  
Education/Consulting/Professional Services

The TRUST cohort is so significant. It speaks deeply to the commitment not just to us as ISO leaders, but to the people whose lives we're impacting.

— ON THE SIGNIFICANCE OF TRUST



Being part of TRUST makes it so much easier to connect directly with founders. It allows me to expand my impact beyond institutions and reach the entrepreneurs and families who can most benefit from this work.

— ON EXPANDING IMPACT



The work I'm able to do through the TRUST cohort has an impact that will last for generations. It literally outlives me, and that means the families and founders we serve will continue to benefit for decades to come.

The TRUST initiative collapses time for me. My learning curve is shorter because I can invest in the systems and tools I need.

— ON WHAT TRUST UNLOCKS

— ON GENERATIONAL IMPACT



The deeper the connection, the deeper the impact.

— ON CONNECTION AND COMMUNITY





# SHAÏNA SILVA

FOUNDER & CEO, SHE BUILDS GLOBAL  
(WASHINGTON, DC)

FOUNDED  
2018

FIELD OF WORK  
Ecosystem Support Organization

It's a blessing and an honor to be in a safe space with people who look like me and those I serve. We're always pouring into our clients. This is a chance to be poured back into. You can't give from an empty cup.

## — ON WHAT BIA/TRUST MEANS

After the 2010 Haiti earthquake, I launched a social enterprise to turn neighborhoods into innovation hubs. Fundraising was tough, and I realized many women faced the same barriers. I pivoted to a nonprofit helping women entrepreneurs access capital and resources, and the platform quickly became a meeting point to connect, fund, and invest in one another. Today we're in 20 cities across four continents, serving women of African descent globally.

## — ON HER ENTREPRENEURIAL JOURNEY



I almost deleted the email. I was so used to rejections. When I saw 'Congratulations,' I cried. Funding had been hard to secure this year, and this arrived exactly when we needed it. It made our year.

## — ON HEARING SHE WAS SELECTED FOR TRUST



Those three words—‘We are pleased’—pivoted my entire year. TRUST arrived in the middle of my burnout and gave me the structure, mentorship, and belief I needed to rebuild. It reminded me that support and sustainability can coexist—and that I’m not alone in this work.

— ON WHAT TRUST UNLOCKS

Follow and share our story to create a network effect. Invest in women entrepreneurs buy their products and services, mentor or advise them. Sometimes all a woman needs is a champion in her ear to keep going. Invest in Black women.

— CALL TO ACTION



TRUST forces us to step back, assess sustainability, and keep our wellness in check. It feels like a mini-MBA; mentors checking in, structured learning, and substantial funding. That funding is a lifeline and will completely change how we kick-start a key program this year.

— ON A STANDOUT FOUNDER GROUP



TRUST



# ALEX WATERS

EXECUTIVE DIRECTOR, THE PROGRAM LABS  
(SAN DIEGO, CA)

FOUNDED  
2024

FIELD OF WORK  
Nonprofit Consulting



Being part of the Black Innovation Alliance means being surrounded by people who are truly trying to make change.

#### — ON WHAT BIA REPRESENTS

I first became familiar with BIA when they hosted a *Back in the Black* event in San Diego. They were providing resources, sharing information, and even giving capital to entrepreneurs who showed up. That experience opened the door for everything that's come since.

#### — ON HIS CONNECTION TO BIA

When I saw the email that we'd been selected for the TRUST program, I was genuinely excited. Not everyone takes a chance on someone new. To have BIA believe in us to say, *we're going to give you resources, energy, and belief, and that goes a long way.*

— ON BEING CHOSEN FOR TRUST



For me, the real value of TRUST is in the relationships being built. These are connections that will matter now and decades from now.

— ON WHAT TRUST UNLOCKS

Five years from now, I hope The Program Labs is operating in multiple cities, helping people think differently about entrepreneurship. It's not just about starting a business, and it's about workforce development, wealth creation, and building a foundation for stronger communities.

— ON THE VISION AHEAD





# THE PROMISE OF TRUST

Across every story, one truth emerges:  
**TRUST changes what's possible.**

From helping leaders strengthen operations and data systems to giving them the confidence and community to dream bigger, the program is catalyzing a movement, one rooted in shared purpose, sustainability, and collective advancement for small businesses everywhere.

## EMBRACING THE FUTURE

Wendi Dillard warmly  
greeting a key TRUST  
collaborator



## LOOKING FORWARD

As we mark five years of building, learning, and amplifying, BIA stands at a pivotal inflection point.

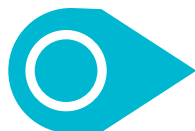
The *Field of Scale* charts our next horizon by delivering an ambitious blueprint to reshape entrepreneurial ecosystems so that founders not only survive, but thrive. Yet this work cannot happen in isolation. We extend an open invitation to visionaries, investors, institutions, policymakers, and ecosystem builders who share our conviction that the future economy must be inclusive, generative, and worthy of the generations to come.

Our lessons have clarified who we are and how we show up in the market. BIA is not simply a convener. We are a **systems orchestrator**, **market navigator**, and **capital bridger** positioned to make inclusive innovation work. We know what it takes for small businesses to win, and we know what every partner needs from us to make that possible:



### SMALL BUSINESSES

We're opening pathways to resources, capital, and markets that help you grow and compete in the innovation economy.



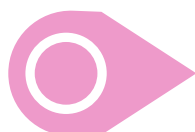
### ENTREPRENEUR SUPPORT ORGANIZATIONS

We're strengthening capacity, amplifying impact, and scaling what works so that ESOs can reach more founders.



### CITIES AND COMMUNITIES

We're wiring local ecosystems for inclusive growth and helping align public, private, and philanthropic investment.



### CORPORATIONS

We're bridging companies to credible community partners, aligning small business data and innovation that drives real value.



### PHILANTHROPIC FOUNDATIONS

We're a trusted partner, translating dollars into measurable outcomes and lasting systems change.

We also pause to honor those who make our progress possible—to our members, who embody resilience and genius every day; to our partners, who walk alongside us with creativity and courage; and to our steadfast funders, who have chosen to remain by our side even when this work was considered risky. Your faith sustains this movement.





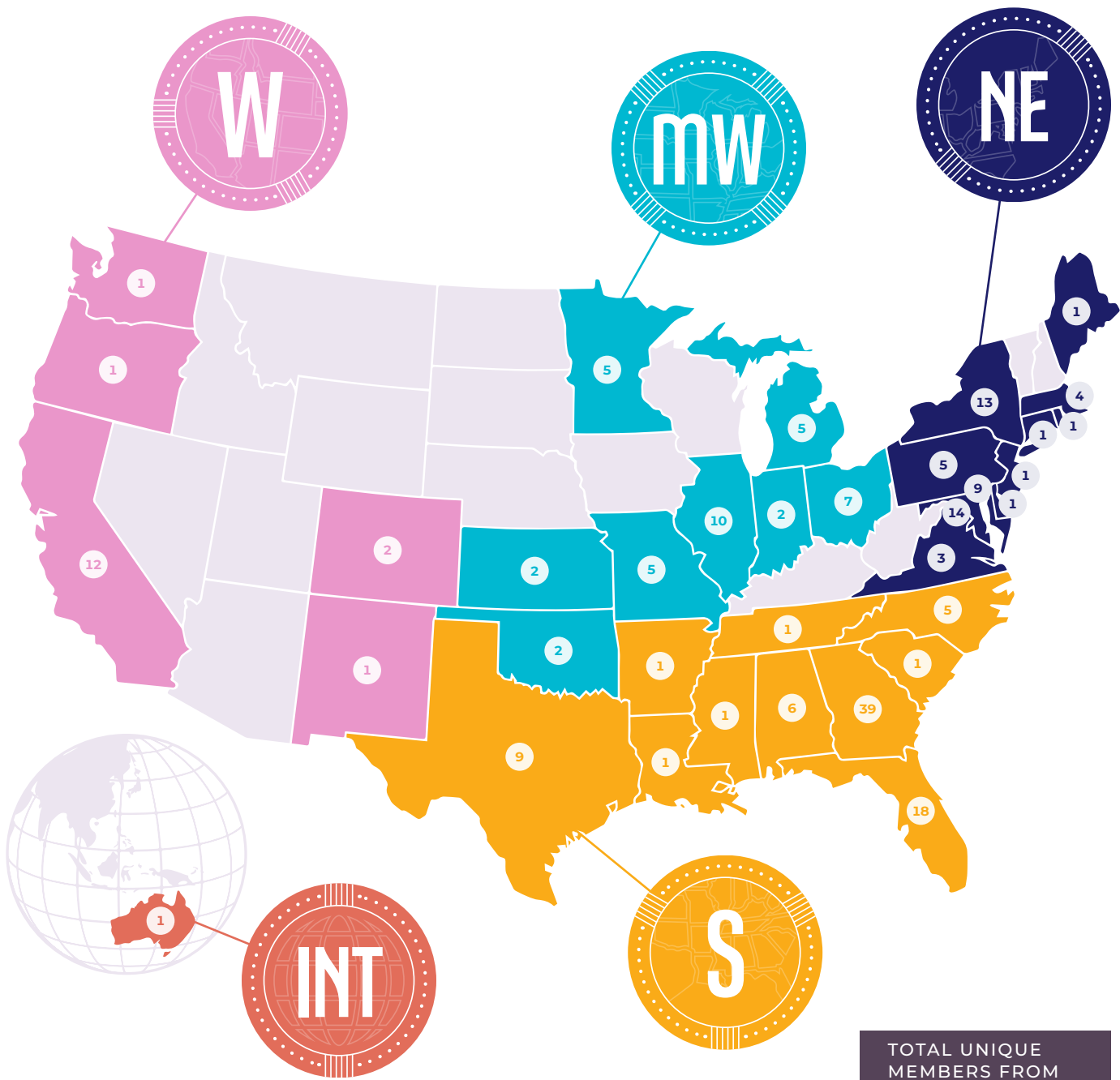
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# MEMBER ORGANIZATIONS

# OUR MEMBERS



TOTAL UNIQUE MEMBERS FROM 2020 TO 2025

MEMBER ESO GROWTH

2020	2021	2022	2023	2024	2025
34	64	89	116	155	192





### SMILING IN STYLE

The BIA membership joyfully together in Miami

## OUR MEMBERS

BIA's network of 192 Entrepreneur Support Organizations spans coast to coast, collectively supporting more than 300,000 high-potential businesses shaping the future of America's innovation economy. Our members anchor dynamic metropolitan hubs—Atlanta (35 ESOs), Washington, D.C. (14 ESOs), New York City (13 ESOs), Baltimore (8 ESOs), and Philadelphia (4 ESOs)—while also building infrastructure in emerging markets across 30+ states. From the Russell Innovation Center for Entrepreneurs in Atlanta to Black Girl Ventures in D.C. to The Knowledge House in the Bronx, our members are unlocking pathways to capital, markets, and opportunity in communities too often overlooked.

Our ESO network builds innovation infrastructure across diverse sectors: technology and digital innovation, catalytic capital and investment, women-led business acceleration, media and creative industries, talent pipeline development, and business growth services. These organizations are led by a dynamic cohort of entrepreneurs, former Fortune 500 executives, HBCU alumni, academic researchers, policy experts, and self-taught technologists—leaders who see potential where others see gaps.

BIA invests directly in its members because their success compounds across the entire infrastructure. We have distributed \$2.1 million in grants to member organizations, spent \$2 million with member vendors, and invested \$770,000 to support 192 member representatives at conferences and events. We have reinvested \$9 million into Black-owned businesses and delivered \$100,000 in grants directly to entrepreneurs. One in four members have received direct financial support from BIA, and 71% have received indirect support. The results speak for themselves: 91% of members report stronger networks, and 75% report stronger operations because of their connection to BIA.

**This is just the beginning.** As we enter the next chapter, our members are not just participants in the innovation economy—they are the architects of it. Together, we are building infrastructure that will compound for generations, accelerating tomorrow's economy, today. Further, faster, together.



# MEMBER ESOS



## SOUTH

ENTREPRENEURIAL SUPPORT ORGANIZATION	CITY	STATE
Elevators	Birmingham	AL
IGNITE (Alabama)	Birmingham	AL
The Modern Green Book	Birmingham	AL
Urban Impact Birmingham	Birmingham	AL
T.O. GUY, LLC Urban Launchpad Entrepreneurship and Esports Center	Huntsville	AL
RUNWAY Roots	Mobile	AL
The Foundation for Social Impact, High Street Equity Partners	Little Rock	AR
RL Tech Engineering and Tech Solutions	Altamonte Springs	FL
Affinity Consulting Group NEFL, LLC	Jacksonville	FL
Build the Good	Jacksonville	FL
3.0 Nexus Group	Miami	FL
Black Men Talk Tech	Miami	FL
Center for Black Innovation	Miami	FL
Concept Creative Group	Miami	FL
Innogir, LLC	Miramar	FL
Black Innovation Leaders of Florida	Orlando	FL
Black Orlando Tech	Orlando	FL
DEEP Designs LLC	Orlando	FL
Motivate Enterprise, LLC.	Orlando	FL
The Center for Micro-Entrepreneurial Training	Orlando	FL
Kukua Institute	Pensacola	FL
Success Center / Motivate Enterprise, LLC	Rockledge	FL
BEC Council	Tampa	FL
Cultural Heritage Economic Alliance, Inc.	Tampa	FL
The Mainframe	Tampa	FL
Musesalon Collaborative	Alpharetta	GA
Atlanta Wealth Building Initiative	Atlanta	GA
Beautiful Ventures	Atlanta	GA
Black Health and Wealth	Atlanta	GA
Buy From A Black Woman	Atlanta	GA
Chromatic Black	Atlanta	GA
Collab Capital	Atlanta	GA
Consciously Funded	Atlanta	GA
CWC Coaching and Therapy	Atlanta	GA
EnrichHer	Atlanta	GA
Finance Savvy CEO Foundation Inc	Atlanta	GA
Flagship Founders	Atlanta	GA
Founders Of Color	Atlanta	GA
Future in Color	Atlanta	GA
Georgia Educators for Equity and Justice Incorporated	Atlanta	GA
KITT LABS	Atlanta	GA
Liquid Studios	Atlanta	GA
Melanin Tech	Atlanta	GA
Mist Rising, dba Succeed Cowork	Atlanta	GA
Partnership for Southern Equity	Atlanta	GA
Plexus Information Services	Atlanta	GA
Preneurology	Atlanta	GA
Russell Innovation Center for Entrepreneurs	Atlanta	GA

## SOUTH (CONT.)

ENTREPRENEURIAL SUPPORT ORGANIZATION	CITY	STATE
Seed Sprout, LLC	Atlanta	GA
STEM Women Lead	Atlanta	GA
Surthrive	Atlanta	GA
Taylor Insights	Atlanta	GA
Technologists of Color	Atlanta	GA
The Black Entrepreneurs Club	Atlanta	GA
The MXD Collaborative, Inc. (bka Liquid Studios)	Atlanta	GA
The Plug	Atlanta	GA
Tribal Good	Atlanta	GA
Turning Point	Atlanta	GA
Tyler New Media	Atlanta	GA
UrbanGeekz	Atlanta	GA
Zane Venture Fund	Atlanta	GA
Deeper Levels	Decatur	GA
Macon Black Tech	Macon	GA
Succeed Cowork	Warner Robins	GA
Go.Be.	New Orleans	LA
Higher Purpose	Jackson	MS
Partners in Equity	Charlotte	NC
Forward Cities	Durham	NC
Knox St.	Durham	NC
BlackGirlMagic Market	Raleigh	NC
HUSTLE WS	Winston-Salem	NC
Orangeburg Regional Innovation Center	Orangeburg	SC
NBIC	Nashville	TN
BLNDED Media	Austin	TX
Code2College	Austin	TX
Wayne and Reed	Austin	TX
Founders First Community Development Corporation	Dallas	TX
Impact Ventures	Dallas	TX
Mogul Millennial	Dallas	TX
B3 Elevation	Houston	TX
Black Ambition Prize	Houston	TX
Black Gold Resourcing, LLC	Luling	TX
Black Ambition Prize	Houston	TX
Black Gold Resourcing, LLC	Luling	TX



## INTERNATIONAL

ENTREPRENEURIAL SUPPORT ORGANIZATION	CITY	CTRY
Propel Innovations	Geelong, Victoria	Australia



## NORTHEAST

ENTREPRENEURIAL SUPPORT ORGANIZATION	CITY	STATE
Girls for Technology	Hartford	CT
1863 Ventures	Washington	DC
Black Girl Ventures	Washington	DC
BLKWEB3	Washington	DC
devcolor	Washington	DC
GET Cities	Washington	DC
IN3 DC	Washington	DC
Journey Together	Washington	DC
LBR Impact	Washington	DC
Malaika Ventures	Washington	DC
National Blacks in Travel & Tourism Collaborative	Washington	DC
Peadbo	Washington	DC
Take Creative Control	Washington	DC
Wacif	Washington	DC
Walkers Legacy	Washington	DC
Bison Venture Partners	Wilmington	DE
Clear Scientific, Inc.	Boston	MA
Embrace Boston	Boston	MA
Majira Project	Boston	MA
Msaada Partners	Boston	MA
BrickRose Exchange	Baltimore	MD
CLLCTIVLY	Baltimore	MD
DM Firm, LLC	Baltimore	MD
HBCUFI	Baltimore	MD
Mission Launch	Baltimore	MD
Real Digitized	Baltimore	MD
She Builds	Baltimore	MD
Wearable Tech Ventures	Baltimore	MD
National Society for African American Innovators	Upper Marlboro	MD
Black Owned Maine	Portland	ME
Diffvelopment	Montclair	NJ
Tech for Global Impact Foundation	Bronx	NY
The Knowledge House	Bronx	NY
Black Public Media	Brooklyn	NY
LNK Agency	Brooklyn	NY
Harlem Business Alliance	Harlem	NY
Black to Business	New York	NY
Black Web Fest	New York	NY
CultureBanx	New York	NY
FundBLACKFounders	New York	NY
Game Change Link Agency	New York	NY
Grind Black Founders	New York	NY
Represented Foundation	New York	NY
The Current Project	New York	NY
Bonn Venture Partners	Philadelphia	PA
First Founders	Philadelphia	PA
Mom Your Business	Philadelphia	PA
TEACHERS &	Philadelphia	PA
The Innovations Factory	Red Lion	PA
New Majority Capital	Providence	RI
Kwelitv	Alexandria	VA
AI Alternatives Lab	Arlington	VA
NSU Innovation Center	Norfolk	VA





**THE THE FIELD OF  
SCALE VANGUARD**  
The Emerging TRUST  
cohort standing in power



Being a part of BIA for me means community. Many of us know what it means to build community culturally, but we don't always have safe spaces to do so. BIA is that convening—a safe space where organizations that are building community with no blueprint can unpack, learn, and feel supported.

— CHRISTELLE PARHAM,  
CO-FOUNDER, MBT COLLECTIVE (MACON, GA)





## MIDWEST

ENTREPRENEURIAL SUPPORT ORGANIZATION	CITY	STATE
Bronzeville Community Development Partnership	Chicago	IL
BWISE	Chicago	IL
Chi Tech Collective	Chicago	IL
Genius Guild	Chicago	IL
Greater Engelwood Chamber of Commerce	Chicago	IL
Innovation Metropolis	Chicago	IL
JitneyEV, LLC	Chicago	IL
The Entrepreneur Success Program (ESP)	Chicago	IL
Tiphub	Chicago	IL
Urban Innovation Center	Chicago	IL
Be Nimble Foundation	Indianapolis	IN
PitchFeast	Indianapolis	IN
Black Business Alliance	Detroit	MI
Clutch Consulting Company	Detroit	MI
Detroit Human Capital	Detroit	MI
GiftBiz	Detroit	MI
Venture Catalysts	Detroit	MI
ConnectUP! Institute	Minneapolis	MN
Lead by Truth	Minneapolis	MN
Twin Cities Innovation Alliance	Minneapolis	MN
Black Female Founders	St. Paul	MN
Fearless Commerce	St. Paul	MN
Black Entrepreneurs of the Flint Hills	Kansas City	MO
Black Excellence KC	Kansas City	MO
Heartland Black Chamber	Kansas City	MO
RW2 Career and Technical Education	Kansas City	MO
Technology Venture Studio, UMKC Innovation Center	Kansas City	MO
The AI Hub: An Art Incubator	Kansas City	MO
WAYWO	Kansas City	MO
WEPOWER	St. Louis	MO
Lightship	Cincinnati	OH
Purpose Innovations	Cincinnati	OH
The Heights Movement	Cincinnati	OH
Good Work Network	Cleveland	OH
The Excellence Factory	Columbus	OH
Trep House	Dayton	OH
CreBive Craig Coaching	Grove City	OH
Black Tech Street	Tulsa	OK
Build With Tulsa	Tulsa	OK

### REMEMBERING MOMENTS

Founding BIA members and friends sharing stories and laughs



## DRESSED UP TO MOVE UP

BIA Members, founders, families, and new friends in solidarity and joy Detroit, MI.



## WEST

ENTREPRENEURIAL SUPPORT ORGANIZATION	CITY	STATE
Alkemi	Carlsbad	CA
Blackbirds.io	Los Angeles	CA
Spicy Green Book	Los Angeles	CA
Tech By Choice	Los Angeles	CA
Health Tech for Medicaid (HT4M)	Oakland	CA
DominoFX Group	Sacramento	CA
Assist 2 Develop	San Diego	CA
HerGrind Ventures	San Diego	CA
Program Labs	San Diego	CA
We Tha Plug	San Diego	CA
Black & Brown Founders	San Francisco	CA
HBCU Founders Initiative	San Francisco	CA
Green Spaces	Denver	CO
Sistahbiz Global Network	Denver	CO
Crux	Albuquerque	NM
Pitch Black	Portland	OR
CAREE's Place (for Black Women of Faith)	Tacoma	WA



ALWAYS REMEMBER

# OUR POWER IS US

This is not the first time our nation has stood at a crossroads where equity and justice were under threat. And as before, we will endure. We will move forward with courage, stand firm, and know we were on the right side of history.

To everyone who allows us to stay in the fight, we thank you. Together, we are building the economy of the future: one designed to uplift, to regenerate, and to **ensure that no one is left behind.**

SINCERELY,



# BIA



# JOIN THE FIELD OF SCALE™

FIVE YEARS AGO, WE BUILT WHAT DIDN'T EXIST.  
NOW HELP US SCALE WHAT WORKS.

## FUNDERS

**Double down.** Create a funder collaborative to augment the support of our work. Commit to multi-year funding. Open doors only you can open. Your investment strengthens the infrastructure that compounds impact over time.

## ESOs

**Adopt Source Code.** Join a shared framework that strengthens your operations, creates common language across the network, and positions you as a force multiplier. When you win, the infrastructure wins.

## CORPORATIONS

**Partner with purpose.** Leverage Source Code to deliver meaningful benefits directly to the businesses shaping the future. Your investment flows through infrastructure designed for measurable outcomes.

## BUSINESS OWNERS

**Get started.** Complete your Source Code diagnostic. Access the capital, networks, and resources built for your breakthrough.

## THE MOMENT IS NOW

We accelerate tomorrow's economy today, one business, one community, one city at a time.

**Further, faster, together. Let's build.**