



## Put Meat on the Tired Bones of 'Celebrate Diversity'



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*Diversity  
Communication  
s*

Black History Month brings so many virtual and live opportunities to expand our understanding and experience. I recommend two, right.

These types of participatory culture events can fill public knowledge gaps that have grown social studies requirements have declined in public schools. Plus, they're inter-generational and more engaging than traditional classroom learning.

Learning starts with awareness and education. Action comes next. My February focus is on an aspect of African American society that's no cause for celebration- income inequality.

## Show Me the Money

Recognition is nice and cash is even better. A SCORE report from last month reiterates the value of closing our racial wealth gap; although 20% of small businesses are minority-owned, their success directly impacts more people and communities.

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## FEB EVENTS

### NW African American Art Museum

NWAAM's Director LaNesha DeBardelaben talks about the *Black Futures* program in an [NPR interview](#).

### Whats it's Like to be Black in America

The *New York Times* offers a free series of [short documentaries](#) to expand cultural insights.

### NW Innovation Resource Center

WA small businesses and dislocated workers can get free resources through NWIRC's [Project Reinvent](#).

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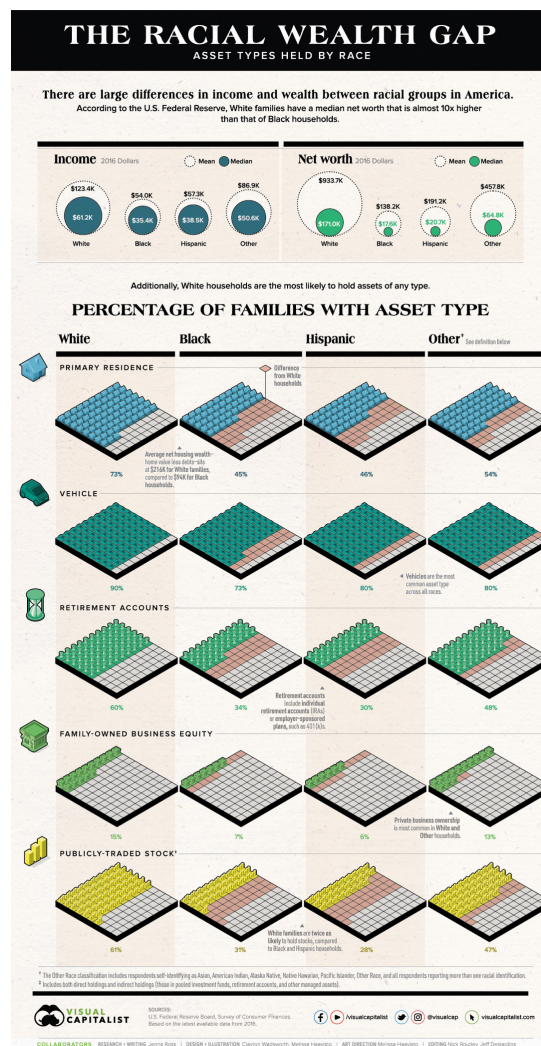
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Writer Nahla Davies states, "Fewer minority dollars to invest in the economy leads to a lower ability to increase wages, create jobs, and improve the value of homes." Again- since all small businesses directly support local communities more than national or global corporations, they can fuel the recovery faster.

She recommends two concrete steps to get started:

- Policy reforms policies such as mortgage interest tax deductions, which will benefit people of all income levels
- Education, incentives, and tools to help all US families increase savings- not just the richest ones

This chart from June 2020, shows the big picture on wealth disparity over all racial groups and key economic categories.



Infographic by Visual Capitalist- [click to enlarge](#).

## D&I for Innovators & Start-Up CEOs



The Northwest Innovation Resource Center interviewed me for suggestions on how small business owners and start-up CEOs can plan their organizational culture around diversity and inclusion. Learn more in the March issue of Zena News.

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