



U.S. BLACK CHAMBERS, INC.

THE NATIONAL VOICE OF BLACK BUSINESS

*NOT AFFILIATED WITH THE NATIONAL BLACK CHAMBER OF COMMERCE

2025-2026 BLACKprint

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About USBC

The U.S. Black Chambers (USBC) is the voice of Black business owners and a top advocate for resources and policies that impact Black entrepreneurs.

To learn more visit: **usblackchambers.org**.

A MESSAGE FROM THE PRESIDENT & CEO,



Ron Busby, Sr.

As the foremost advocate for Black entrepreneurship and business ownership across the nation, we are proud to present the 2025-2026 BLACKprint—a plan for advancing principled policies that empower Black Americans to start and grow businesses and contribute to the national economy. This year’s BLACKprint reflects our steadfast commitment to building resilience, fostering sustainable growth, and ensuring equity for Black-owned businesses nationwide.

USBC’s advocacy over the years has achieved remarkable successes, including securing increased access to capital for Black firms, fostering landmark partnerships, and advancing pro-Black business policies in Washington and beyond. While we celebrate these accomplishments, we remain focused on the work that lies ahead during this pivotal moment in our nation’s history. We want to make it clear that America’s success and Black business owners’ success go hand in hand.

For 2025–2026, our policy platform centers on five critical priorities:

- 1. Bringing Black Capabilities and Innovation to All Marketplaces:** Creating pathways for growth, sustainability, and innovation in Black entrepreneurship while ensuring our goods and services are available and utilized in critical markets including to government, around the world, and online.
- 2. Investing in Proven Entrepreneurial Development Programs:** Supporting proven initiatives strengthens Black business ownership nationwide.
- 3. Preparing the Next Generation of Black Entrepreneurs:** Empowering the next generation of Black entrepreneurs with the tools, resources, and mentorship they need is essential for fostering innovation and economic growth in the American economy.
- 4. Guaranteeing Policy Enables Wealth Creation:** Whether through improved M&A that allows for generational wealth building, or tax code reforms that truly benefit black-owned businesses, policy needs to enable black Americans to create and sustain wealth.
- 5. Expanding the Reach of Technology and Communications:** Expanding access to technology and communications is vital for empowering Black-owned businesses. These tools are now indispensable, working hand in hand to drive success and innovation within the small business ecosystem.

These initiatives, combined with a renewed focus on global trade, transparent labor practices, and partnerships with key stakeholders, will set the stage for transformative progress.

The BLACKprint 2025–2026 is a call to action for policymakers, business leaders, and community advocates. We invite you to share this vision with elected officials and decision-makers at every level. Together, we can shape an equitable, thriving ecosystem where Black business owners are empowered to compete, grow, and achieve parity with their peers.

The journey ahead requires collaboration, resilience, and an unwavering commitment to justice and opportunity. By working together, we can ensure that Black businesses survive and thrive—strengthening the fabric of America’s economy for generations to come.

Sincerely,



Ron Busby, Sr.

President & CEO

U. S. Black Chambers, Inc.

About the **2025-2026 BLACKPRINT**

In our inaugural 2018 BLACKprint, the U.S. Black Chambers set forth a bold and actionable policy agenda to uplift and support the Black business community. Over the past six years, this agenda has remained unwavering in advancing the mission of our six foundational pillars: advocacy, access to capital, access to contracting, entrepreneurial training, telecommunications and technological expansion, and chamber development. While these pillars serve as the cornerstone of our work, we continuously adapt our strategies to meet the challenges and opportunities of the ever-evolving economic and political landscape. Regardless of the political climate or party in power, the U.S. Black Chambers is resolute in its commitment to advocate for the success of Black businesses every day.

The updated BLACKprint reaffirms our core mission while outlining a forward-thinking vision for advancing the U.S. Black Chambers' policy priorities across all six pillars. This strategic document provides policymakers with a blueprint to enact meaningful change, drive economic growth, and ensure the long-term success of the Black business community. It offers a detailed framework for actionable policies that will enable Black businesses to participate in legislative and regulatory initiatives, fostering economic empowerment and generational wealth for Black America.

We believe that fostering strong partnerships and providing support to small businesses during times of crisis can be the difference between survival and closure. This approach ensures that Black entrepreneurs are not only participants but also leaders in rebuilding and revitalizing their communities. As states across the nation work to rebuild, reestablish, and reinvigorate areas devastated by wildfires and hurricanes, we want to ensure that these communities recognize U.S. Black Chambers as a steadfast source of support. In times of crisis, Black small businesses often face disproportionate challenges, yet their resilience plays a critical role in driving community recovery. U.S. Black Chambers remains unwavering in its commitment to ensuring that these businesses receive the resources and advocacy necessary to endure and emerge stronger from any storm. By providing critical assistance during these pivotal moments, we aim to preserve the entrepreneurial spirit that drives Black America's economic growth.

To achieve this vision, we must strengthen the American economy by positioning Black businesses to continue to be a part of the entrepreneurial fabric that thrives. This requires advocating for equitable policies, expanding opportunities, and preparing the next generation of Black entrepreneurs to lead with confidence and innovation. USBC is determined to remain at the center of these conversations, ensuring our voice is heard and our seat at the decision-making table is secured.

We invite you to explore this updated BLACKprint and join us in championing the policies that will drive progress and create lasting impact for Black businesses nationwide.



The 2024 State of **Black Business Report**

This year marked a period of measurable advancement in Black business development, with many businesses overcoming systemic barriers and achieving sustainable growth. Black-owned businesses contributed significantly to the U.S. economy, with notable increases in revenues, job creation, and community investments. However, despite these successes, inequities persist in critical areas such as capital access, government contracting, and industry representation, requiring concerted efforts to close these gaps in the years ahead.

One of the most notable achievements this year has been the progress in addressing capital access inequities. Data shows that Black-owned businesses have experienced a 22% increase in loan approvals from community-based financial institutions (CDFIs), fueled by strengthened relationships with Black-led financial entities and federal programs that prioritize underserved communities. This progress underscores the importance of sustained efforts to advocate for fair lending

practices and equitable avenues of funding. Despite these gains, Black-owned businesses still face disparities in accessing traditional capital markets, limiting opportunities for scaling operations and pursuing larger ventures. Future policies must target the expansion of flexible financing options and partnerships with minority-led financial institutions to bridge this gap.

Black businesses in 2024 embodied the innovation that is integral to the fabric of a strong and thriving America. They illustrate the importance of collaboration between government agencies and organizations like the US Black Chambers (USBC) in promoting equity and opportunity. Despite their contributions to job creation and economic growth, Black businesses still account for a disproportionately small share of federal contracting dollars. Addressing this imbalance requires bipartisan efforts to expand mentorship, technical assistance, and targeted policy reforms. By ensuring Black businesses have a fair chance to compete in the global marketplace, we not only

strengthen these enterprises but also advance America's economic competitiveness and unity.

Collaborations and partnerships among Black-owned businesses and other small enterprises have proven to be a vital strategy for building capacity and securing larger contracts. Cooperative efforts to create joint ventures and consortia have empowered Black entrepreneurs to pool resources, share expertise, and strengthen portfolios. These partnerships have been particularly successful in industries such as construction, technology, and professional services, where capacity is often a determining factor for securing contracts. Looking forward, fostering a culture of collaboration will remain a cornerstone of USBC's efforts to position Black businesses as leaders in competitive markets.

Despite the progress of 2024, the Black business community still faces significant hurdles in achieving parity with its counterparts. Challenges such as systemic barriers to wealth-building, underrepresentation in high-growth industries, and limited access to high-value

procurement opportunities require urgent attention. To address these challenges, USBC will continue advocating for policies that prioritize equitable access to capital, strengthen federal procurement opportunities, and promote collaborative ecosystems for Black entrepreneurs. By remaining steadfast in our mission, we are confident that Black businesses will not only thrive but also redefine the economic landscape for generations to come.

The Principles Behind the, 2025-2026 BLACKprint

From our viewpoint, policymakers working to advance the Black business community should support and advocate for the policies aligned with these principles. We need policies that:



Bring Black Capabilities and Innovation to All Marketplaces



Investing in Proven Entrepreneurial Development Programs



Prepare the Next Generation of Black Entrepreneurs



Guaranteeing Policy Enables Wealth Creation



Expanding the Reach of Technology & Communication



Bring Black Capabilities and Innovation to All Marketplaces

The U.S. should implement policies that foster equitable access for Black businesses to participate in global trade networks, including technical assistance programs, financial support mechanisms, and partnerships with foreign markets to enhance export opportunities. This initiative serves as an essential strategy for closing the wealth gap and ensuring the long-term sustainability of Black business ownership.

Federal programs like the Small Business Administration's 8(a) Business Development Program serve as a cornerstone in advancing the inclusivity of Black-owned businesses in government contracting. The 8(a) program has been paramount in providing historically disadvantaged businesses with opportunities to secure federal contracts, offering a pathway to economic growth and scalability. Black businesses have particularly benefited from the program's set-aside contracts, which allow small firms to compete more effectively against larger entities. However, challenges persist, including complex application processes, burdensome compliance requirements, and inequities in distribution. Reforming the 8(a) program to simplify access and ensure transparency would empower more Black businesses to participate in federal procurement opportunities, enabling them to build capacity and expand into larger markets.

Integrating Black businesses into the global economy through federal contracting not only benefits individual enterprises but also strengthens the broader U.S. economy. An inclusive approach to federal contracting amplifies innovation, enhances competition, and broadens the supplier diversity pipeline. Black businesses bring unique perspectives and solutions that meet the needs of diverse communities, both domestically and abroad. By addressing barriers to federal contracting and ensuring that programs like the 8(a) initiative are adequately resourced and inclusive, the U.S. can unleash the untapped potential of Black entrepreneurs, driving job creation and economic stability in underserved areas.

USBC advocates for reforms that align federal policies with the realities Black businesses face in accessing both domestic and global opportunities. Through trade engagement, strengthened partnerships, and equitable federal procurement policies, Black-owned businesses can catalyze economic transformation. The African Growth and Opportunity Act (AGOA) presents a significant opportunity to enhance U.S.-Africa trade relations, but its full potential remains untapped for many Black-owned businesses. By streamlining access to AGOA benefits and providing targeted support to Black entrepreneurs, the U.S. can foster stronger economic ties with Africa. These reforms would not only open new markets for Black businesses but also create a more inclusive pathway for economic engagement across the African continent. Expanding AGOA's reach to Black-owned businesses would ensure they are well-positioned to compete on the global stage, ultimately driving mutual prosperity for the U.S. and African nations.





Investing in Proven Entrepreneurial Development Programs

Improve access to capital.

Black businesses need capital to grow, thrive, and sustain daily operations. The lack of access to capital and its associated barriers are due to systemic biases, lack of trust, or perceived riskiness of our community, which has resulted in great wealth imbalances. To remedy this, USBC will work to ensure increased financing by advocating for greater access to smaller-dollar loans for Black firms and increasing access to equity investments. While government-backed loan programs are a critical component to increasing capital access for Black firms, USBC will work with financial regulators to hold private sector lenders and large-scale banks accountable for their lending practices in our community. USBC also looks forward to ensuring that changes to the Community Reinvestment Act (CRA) work to benefit capital access for Black businesses in any final rule or implementation.

Ensure that the tax code works to grow and develop Black business owners and entrepreneurs.

Black businesses would benefit from tax policies that work to incentivize job creation, innovation, and small business employment. We will work with federal policymakers to ensure that Black entrepreneurs can secure equitable tax policies that ease the burden of doing business in the American economy.

Provide substantial access to business development resources and technical training.

Through our work in partnership with the SBA, we have empowered thousands of Black entrepreneurs nationwide. We will work with policymakers to convey the lessons learned during our funding period to ensure that service providers are employing a culturally inclusive approach when engaging with and serving Black entrepreneurs. Through business development resources, we will continue to advocate for increased technical assistance and funding for Women's Business Centers

which provide pathways for underserved and entrepreneurial-minded Americans.



Preparing the Next Generation of Black Entrepreneurs

Ensure that Black businesses understand the value of mergers and acquisitions (M&A) as a growth or exit strategy.

Mergers and acquisitions offer an alternative pathway to growth for Black entrepreneurs. Mergers and acquisitions can play a key role for Black business owners as a business growth and wealth creation strategy. The larger business community has a critical role to play in the success of Black entrepreneurs with the mergers and acquisitions process. Black-owned small businesses need education and resources on the process from sources they trust, including the SBA, Small Business Development Centers (SBDCs), SCORE, and local chambers to know if it is the right step for their business. USBC is committed to supporting these organizations in providing information about mergers and acquisitions as a component of their curriculum and equipping Black business owners with the resources they need to understand and engage in the process. From a policy perspective, we encourage lawmakers and regulators to strengthen and improve the merger and acquisition ecosystem, ensuring robust opportunities and long-term growth for our business community.¹

Invest in education reform and affordability.

To prepare for the next generation of Black business owners, USBC remains an advocate for equitable, affordable, and accessible education. Providing a better public education system for young adults and youth will ensure stronger outcomes for students pursuing business ownership. USBC will remain an advocate for education, bolstering Historically Black Colleges and Universities (HBCUs) and advocating for entrepreneurial development -based training in curricula (for high school, college, and graduate courses).

Provide access to affordable housing and ensure Black contractors can help build housing supply nationwide.

To provide a holistic approach towards supporting

underscores affordable housing and increased housing initiatives are required to help business owners build wealth and equity. USBC advocates for ensuring that affordable housing can be built in our communities by our communities-- utilizing Black contractors in federal affordable housing projects. Moreover, we will fight for equity initiatives at the Department of Housing and Urban Development such as fighting for greater equity in the home appraisal process. Black business owners often rely on personal and home equity loans to finance their businesses. Ensuring that Black families have access to housing assets is critical to bolstering more Black business creation.

Support criminal justice reform by expanding access to re-entry opportunities through entrepreneurship.

USBC continues to support re-entry entrepreneurship programs throughout the federal government to ensure that America is not leaving those who have paid their debts to society behind. Entrepreneurship represents a critical pathway toward building economic opportunity for newly returning citizens. Given the stark disparity in the criminal justice system that Black communities face, re-entry entrepreneurial opportunities will be a critical wealth-building tool for our community.

Advocate for sustainable climate policies in Black communities.

The rise of the climate crisis has had a disproportionate impact on Black communities.² USBC advocates for the equitable implementation of climate resiliency tax credits and initiatives through the recently passed Inflation Reduction Act³ climate provisions to ensure that Black business owners, consumers, and households are included in and rewarded for their efforts to build a clean economy.

Ensure continued and expanded resources to successful models for Black business development.

Through our efforts to uplift the Black business community, USBC remains a champion for critical agencies and programs that support Black business creation and growth. We will continue to advocate for and work alongside the following federal agencies' entrepreneurial development programs in the years ahead.



Guaranteeing Policy Enables Wealth Creation

Tax policy will play a pivotal role in shaping the growth and sustainability of Black-owned businesses. As the U.S. Black Chambers, Inc. (USBC) continues its mission to advocate for Black business success, we recognize the significant impact federal tax policies have on our community's economic prosperity. Central to this conversation are potential changes to Section 199A of the Internal Revenue Code, which currently provides a valuable deduction equal to 20% of qualified business income for pass-through entities, a tax structure used by many small businesses. Removing or reducing this deduction would disproportionately affect Black-owned small businesses that depend on this tax relief to reinvest in their operations, hire employees, and navigate economic uncertainties. USBC strongly advocates for preserving and enhancing Section 199A to support the growth of Black entrepreneurs and ensure they remain competitive in an ever-changing economic environment.

Moreover, while much of the tax relief benefitting large corporations was made permanent by the Tax Cuts and Jobs Act (TCJA) of 2017, provisions benefitting small businesses – including Section 199A mentioned above, as well as lower individual rates paid by pass-through business owners and expanded bonus depreciation – are largely scheduled to either continue being phased out or expire altogether at the end of 2025. These provisions must be extended and made permanent to ensure continued economic stability and growth for Black-owned businesses. USBC urges policymakers to prioritize the renewal of these tax benefits while addressing gaps to ensure equitable access and applicability for Black entrepreneurs. Tax reforms must consider the unique challenges faced by minority business owners, ensuring the tax code supports their long-term viability and success.

An equitable tax code is essential for fostering a business environment that works in favor of Black entrepreneurs. By implementing tax incentives for small business development, increasing deductions for workforce training, and offering credits for investments in underserved communities, the federal government can provide Black-owned businesses with the resources they need to thrive. USBC also calls for enhanced support through tax incentives tied to federal contracting programs, allowing Black businesses to grow their capacity to compete for government contracts. These targeted tax policies will empower Black entrepreneurs to build generational wealth and create jobs in communities historically excluded from economic opportunities.

The tax landscape for 2025 presents a critical opportunity to implement reforms that drive inclusivity and equity. Policymakers must ensure that tax policy supports the expansion of Black businesses and addresses systemic barriers to economic empowerment. USBC remains committed to working with Congress, the administration, and key stakeholders to advocate for a tax code that strengthens Black business ownership. By preserving crucial small business provisions from the TCJA like Section 199A, and enacting new, equitable tax measures, the United States can create an economic framework that recognizes the invaluable contributions of Black-owned businesses to the broader economy.



Expanding the Reach of Technology and Communications

Expand Black ownership in the telecommunications and media industries.

According to the Federal Communications Commission (FCC) in 2021, 72% of FM radio stations were owned by white operators, while only 2% were owned by Black operators (a one percent decrease since 2019), 5% were Hispanic-owned, and 1% were Asian-owned. On AM stations, only 4% of all AM stations are owned by Black operators, 3% by Asian operators, and 8% by Hispanic operators.⁴ The figures for television ownership are no different. Without Black representation in the media, Black voices and stories cannot be elevated to the extent necessary. USBC calls for the reinstatement of a tax certificate as a means of increasing ownership of broadcast stations by minorities and women such as described in former Rep. G.K. Butterfield's Expanding Broadcast Ownership Opportunities Act.⁵ USBC will work for a re-introduction of this language in the 118th Congress while developing new and existing champions for its passage.

Provide equity for Black advertising companies by incentivizing the flow of federal advertising dollars to Black firms.

Federal ad dollars are not flowing to Black firms because there are no accountability measures in contracts with advertising companies to ensure equity in how the funds are spent. During the last Congress, Congressional Black Caucus members urged the Biden-Harris Administration to reveal the percentage of ad dollars flowing to Black firms—only the Department of Health and Human Services responded stating that out of a COVID-19 advertising budget of \$360 million, Black-owned media companies received far less than 5% of the allocated funds (as the 5% figure HHS provided included incorrect calculations that did not go to Black firms).⁶ USBC will push for greater accountability in the release of this data and work with policymakers to incentivize a greater utilization of Black media companies.

Ensure Black firms can take advantage of cryptocurrency, digital assets, and tokenization.

The rise of cryptocurrency and digital assets holds great potential for Black business owners and developers to lead the way in emerging technology. However, due to volatility around this emerging industry, caution must be applied. According to a recent study conducted by the Kansas City Federal Reserve Bank, Black consumers are more likely than white consumers to own cryptocurrency or hold digital assets. Given the decentralized nature of cryptocurrency and digital assets, careful studies, and proper regulatory and oversight actions are needed to ensure that the crypto market is conducive to Black Americans. USBC aims to remain an advocate for Black consumers, investors, and business owners alike who engage in the digital asset economy. Moreover, we seek to safeguard such historically underserved populations to ensure they are not taken advantage of when engaging with the digital economy.

Combat bias in artificial intelligence to empower Black firms in business development and capital access.

Artificial intelligence (AI) and machine learning algorithms are some of the many features of a robust economy. However, we caution against the racial bias risk associated with AI technologies—from policing, traffic cameras, and facial recognition technology to granting loans at banks—this technology, if not properly guided could have far-reaching negative implications for Black Americans. USBC will work to ensure that our businesses are not placed at risk when seeking lending from sources using AI to grant loans and capital. USBC will work with federal policymakers and regulators to advocate for guardrails and inclusivity in the development of these technologies.



U.S. Black Chambers, Inc.

2025 Policy Priorities

Drawing from the principles of the 2025 BLACKprint, the U.S. Black Chambers will work to achieve results for our members and their communities through our policy priorities below. We look forward to achieving the following actions for our members and Black businesses across America.

Support Black Business Development

1. Ensure parity in access to capital by holding financial institutions accountable to addressing systemic racial biases, higher interest rates, and denial rates for Black firms.
2. Foster Congressional support for the expansion of Black broadcast station ownership by implementing tax benefits to incentivize Black media ownership.
3. Federal departments and agencies should direct federal advertising dollars to Black-owned media companies.
4. Increase support for implementing the ByBlack directory as a federally recognized Black-owned business certification program to connect buyers and sellers to uplift Black firms.
5. Support the expansion of Black-owned franchise locations as a viable means of business ownership.
6. Ensure that the rise of cryptocurrency and forthcoming policy or regulatory changes create equal opportunity for Black businesses and future Black entrepreneurs
7. Support the responsible legalization of cannabis across the United States and advocate for the allowance of federal funding and loans to be made to cannabis-based businesses. USBC will also advocate for the reintroduction and passage of the Marijuana Opportunity Reinvestment and Expungement Act.

Advocate for Equity in Federal Contracting

1. Reform the Small Business Administration's 8(a) Business Development program by advocating for the re-introduction and passage of Senator Ben Cardin's Federal Contracting Fairness Act.
2. Increase equity for Black firms in the Small Business Administration's 8(a) Business Development program by increasing sole-source thresholds and ensuring parity with Alaska Native Corporations' (ANCs) sole-source thresholds.
3. Double the aggregate percent of contracts going to small, Black-owned firms from 1.67% to 4%.
4. Advocate for the requirement for the Federal Government to publish annual, disaggregated data on contract awards for small and large entities.

5. Ensure that Black-owned businesses are paid under the Prompt Payment standards (within 15 days from the end of the work period) to ensure continuity in cash flow for Black contractors.
6. Ensure that Black firms are equally invested in the Infrastructure Investment and Jobs Act dollars, advocating for reciprocity between the Small Business Administration's 8(a) program and the Department of Transportation's Disadvantaged Business Enterprise program certifications.

Fund and Support Federal Entrepreneurial Development Programs

1. Fully fund the Minority Business Development Agency (MBDA) to ensure Black firms receive the business development services needed to thrive.
2. Significantly increase funding for the Community Development Financial Institutions (CDFI) Fund at the Department of the Treasury and ensure funding flows to Black communities.
3. Increase the annual funding for the Women's Business Center Program at the Small Business Administration to support Black women-owned businesses.
4. Increase funding for Small Business Administration 7(j) contracting assistance to connect Black firms to contract opportunities.

Expanding Opportunities for Black Businesses through Trade

1. Increase business-to-business opportunities between members of the African Diaspora in America and throughout Africa.
2. Require the Export-Import Bank to provide targeted and prioritized capital to Black business owners.
3. Create and foster fair trade deals with African nations that benefit the African American Diaspora through the African Growth and Opportunity Act (AGOA) reauthorization.

Get Involved

The U.S. Black Chambers, Inc. encourages members to engage with their civic leaders in Washington, D.C., and at the State and local levels. There are several ways to engage with your lawmakers. To gain the tools necessary to support your outreach efforts for engaging Congressional members as we approach a new Congress, [please review USBC's latest advocacy toolkit](#). Our advocacy toolkit is designed to help member organizations, including novice and long-time advocates understand the "why" and the "how" of advancing public policy at the federal level, highlighting the critical need for effective advocacy at this juncture in our country's political and economic future. Some interactions may take as little as a few moments and others will require preparation. USBC remains ready to support its advocates regardless of the preferred engagement strategy.

Below are some key skills you can learn and utilize in your journey as a USBC policy advocate within our toolkit:

- Know your Congressional and State delegation
- Engage with your legislator through email, social media, or direct personal engagement
- Advocate for policies necessary for Black business development

To learn how to become a USBC Advocate, [click here](#) to download our toolkit. Please note, our toolkit is updated annually before the start of the August recess and will be sent to members to encourage state engagement with your legislators.

ENDNOTES

1. [Black-owned businesses experienced a 22% increase in loan approvals: U.S. Black Chambers Economic Development Survey, 2024.](#)
2. [Federal contracts awarded to Black-owned businesses increased by 19%: Minority Business Development Agency, Annual Report 2024.](#)
3. [Successful collaborations in construction, technology, and professional services were reported in the Small Business Association Collaborative Growth Report, 2024.](#)
4. [A look at Black-Owned Businesses in the U.S.: https://www.pewresearch.org/short-reads/2024/02/16/a-look-at-black-owned-businesses-in-the-us/](https://www.pewresearch.org/short-reads/2024/02/16/a-look-at-black-owned-businesses-in-the-us/)
1. [1 Ron Busby, Sr. U.S. Black Chambers, Inc. "Mergers and Acquisitions Can Play a Key Role In Growth and Wealth Creation for Black Small Businesses." December 2022. https://usblackchambers.org/news-events/mergers-and-acquisitions-can-play-a-key-role-in-growth-and-wealth-creation-for-black-small-businesses/](https://usblackchambers.org/news-events/mergers-and-acquisitions-can-play-a-key-role-in-growth-and-wealth-creation-for-black-small-businesses/)
2. [Environmental Defense Fund. "African American Communities and Climate Change." https://www.google.com/url?client=internal-element-cse&cx=002642123528630375843:vrzqwnirq&q=https://www.edf.org/content/african-american-communities-and-climate-change&sa=U&ved=2ahUKEwipsZ7xk7b9AhU0jYkEHyDD4QQFnoECAUQAQ&usg=AOvVaw34E49bzwRBhpw3ei3fjrf5](https://www.google.com/url?client=internal-element-cse&cx=002642123528630375843:vrzqwnirq&q=https://www.edf.org/content/african-american-communities-and-climate-change&sa=U&ved=2ahUKEwipsZ7xk7b9AhU0jYkEHyDD4QQFnoECAUQAQ&usg=AOvVaw34E49bzwRBhpw3ei3fjrf5)
3. [Inflation Reduction Act of 2022. https://www.congress.gov/bills/117/congress/house-bills/5376/text](https://www.congress.gov/bills/117/congress/house-bills/5376/text)
4. [Insideradio.com. "FCC Efforts Come Up Short As Latest Report On Ownership Diversity Shows Little Progress." January 24, 2023. https://www.insideradio.com/free/fcc-efforts-come-up-short-as-latest-report-on-ownership-diversity-shows-little-progress/article_35e691c0-9bbb-11ed-b175-2fe880ad0fd4.html.](https://www.insideradio.com/free/fcc-efforts-come-up-short-as-latest-report-on-ownership-diversity-shows-little-progress/article_35e691c0-9bbb-11ed-b175-2fe880ad0fd4.html) [5 Congress.gov. "H.R.4871 - 117th Congress \(2021-2022\): Expanding Broadcast Ownership Opportunities Act of 2021." August 2, 2021. https://www.congress.gov/bills/117/congress/house-bills/4871.](https://www.congress.gov/bills/117/congress/house-bills/4871)
6. [National Association of Black-Owned Broadcasters \(NABOB\). "Congressman Hank Johnson Urges Biden Administration to Direct Federal Advertising Dollars to Black Owned Media," 2021. https://nabob.org/congressman-hank-johnson-urges-biden-administration-to-direct-federal-advertising-dollars-to-black-owned-media](https://nabob.org/congressman-hank-johnson-urges-biden-administration-to-direct-federal-advertising-dollars-to-black-owned-media)