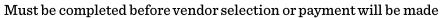
Vendor Demographic Form





Bush Foundation Purpose Statement: We work to inspire and support creative problem solving — within and across sectors — to make our region better for everyone.

The Bush Foundation recognizes that our funding decisions have an impact on individuals and communities. This is true in both our grantmaking and vendor decisions. Data tells us that some segments of business owners encounter additional barriers that challenge their start-up and sustainability, such as access to capital and networking opportunities. We want to be thoughtful about how our own spending can help address these barriers and make the region better for everyone. We will use information collected on this form as one of many considerations in our vendor decisions.

Note: Identifying information will not be shared publicly.	
Name of Business:	
If your business is not privately-owned, please ski	p to questions 3 and 4.
How many owners does your business have?	
2a. If a single owner, check all the following demo See reverse for additional supporting information about	out the following ownership groups.
Race:	Other:
☐ American Indian/Alaska Native	□ Woman
☐ Asian/Asian American	□ LGBTQ
☐ Black/African American	Refugee or Immigrant
☐ Hispanic or Latino	☐ Person with a disability
Native Hawaiian/Other Pacific Islander	□ Veteran
☐ White	☐ Other under-represented group
☐ Other race	
demographic identities:% People of Color/Indigenous% Women% LGBTQ	de the percentage of ownership among the following % Refugees or Immigrants % People with disabilities % Veteran
	track whether our spending is benefiting our local economies. 's employees are based in MN, ND, SD or on tribal lands sharing
4. What would you like us to know about diversity, aligns with the purpose of the Bush Foundation	equity and inclusion in your workplace and/or how your work (see above Purpose Statement)?
☐ Check if you prefer not to provide answers to th	e above four questions.
Return to your contact at the Bush Foundation of	or via the information below:

Mail: Bush Foundation, 101 5th Street East, Ste 2400, St. Paul, MN 55101 Email: info@bushfoundation.org Fax: 651-297-6485

Vendor Demographic Form



The Bush Foundation is about place — a region of three states and 23 Native nations. This region's future will be defined by how well every person in it does — at home, in school, at work and in the community. Our future, therefore, depends on institutions and systems that work well for all people.

Following is some of the available data about business ownership for some groups in our region; we welcome your inputs and comments:

Women	While women make up approximately 50% of the population, in the Minneapolis-St. Paul metro area they own 21% of the businesses and 13% of the businesses with sales of \$1 million or more.
People of Color and Indigenous (POCI) People	People of color and Indigenous people make up 22% of the Minneapolis-St. Paul metro area population but own 7% of the businesses with employees. National research shows that minority-owned businesses have a smaller share of revenue and employment than their share of businesses. For example, Hispanic-owned firms represent 12% of all business but 4% of all sales and employment.
Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) People	There is no reliable public information available on business ownership rates for the LGBTQ community. We do know that in ND and SD there are no explicit prohibitions for discrimination based on sexual orientation in state law. 2018 national survey data from the HRC Foundation (associated with an advocacy organization) indicates that about half of LGBTQ workers are closeted at work – a rate largely unchanged over the past decade.
Immigrants / Refugees	Immigrants and refugees represent 11% of the Minneapolis-St. Paul metro area population and own 7% of businesses. Nationally, workers born outside the US make 83% of what US-born workers make.
People with disabilities	Unemployment rate for people with disabilities living in the Minneapolis-St. Paul metro area is 7.3% vs. 3.4% for people without a disability and for those who are employed, median average earnings are \$21,965 compared to \$40,658 for workers without a disability.
Veterans	Veterans make up 6% of the Minneapolis-St. Paul metro area adult population and own 8% of businesses. Veterans may face a number of obstacles to employment as a result of their service in combat requiring an understanding and supportive employer, including PTSD and physical disabilities.

Learn more about the Bush Foundation Equity Statement: http://bfdn.org/equity