

Vendor Demographic Form

Must be completed before vendor selection or payment will be made



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: _____ **Date:** _____

If your business is not privately-owned, please skip to questions 3, 4 and 5.

1. How many owners does your organization have? _____

2a. If a single owner, check all the following demographic identities that apply:
See reverse for additional supporting information about the following ownership groups.

Race:

- American Indian/Alaska Native
- Asian/Asian American
- Black/African American
- Hispanic or Latino
- Native Hawaiian/Other Pacific Islander
- White
- Other race _____

Other:

- Woman
- LGBTQ
- Refugee or Immigrant
- Person with a disability
- Veteran
- Other under-represented group _____

2b. If your organization has multiple owners, provide the percentage of ownership among the following demographic identities:

- | | |
|---------------------------------|-------------------------------|
| ___% People of Color/Indigenous | ___% Refugees or Immigrants |
| ___% Women | ___% People with disabilities |
| ___% LGBTQ | ___% Veteran |

3. As a place-based foundation, we would like to track whether our spending is benefiting our local economies. Please indicate if the majority of your organization's employees are based in MN, ND or SD. ___ Yes ___ No

4. Other information (check all that apply):

- Small business (fewer than 25 employees)
- Social impact business (Public Benefit Corporation, B-corp, or L3C designation)
- Worker/Employee-owned cooperative or similar structure

5. What would you like us to know about diversity, equity and inclusion in your workplace and/or how your work aligns with the purpose of the Bush Foundation (see above Purpose Statement)?

Check if you prefer not to provide answers to the above five questions.

Return this completed form to the Bush Foundation.

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

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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. This region’s 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 50% of the population, in the Twin Cities 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 metro 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 our metro 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 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 our metro 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>