



# REFLECT REUNITE RENEW

2023 ICIC Annual Conference Program



# THANK YOU

to our Conference Sponsors



## Business Growth Marketplace Passport—Enter to Win!

Grab your BGM passport at registration, and visit our Business Growth Marketplace right outside the Main Ballroom. Explore the offerings of our exhibitors and collect stamps along the way. Collect 10 stamps and you'll be entered into our exclusive raffle!

◀ **Drop your passport at any of the submission locations before you leave.**  
**See pg. 11 for more details.**



**Scan the QR code  
for a Spanish  
conference program.**

# SUMMARY AGENDA

2023 Annual Conference • Hyatt Regency Miami

Scan the QR code for the  
full list of speakers and bios



DEC 12

## Tuesday

- 7:00 – 8:00 am Registration & Breakfast
- 8:00 – 8:15 am Welcome Remarks by ICIC CEO  
**Steve Grossman**
- 8:15 – 9:00 am **KEYNOTE ADDRESS**  
**Christina DeLay**, Head of  
Small Business & CSR, Santander
- 9:00 – 9:15 am **Michael Porter Tribute**
- 9:15 – 9:45 am **KEYNOTE ADDRESS**  
**Alberto Perlman**, Co-Founder  
and CEO of Zumba Fitness
- 9:45 – 10:00 am Break
- 10:00 – 11:15 am **BREAKOUT SESSIONS**  
**Developing Talent for  
the Future of Work**  
**Lynda M. Applegate**, Professor,  
Harvard Business School, and  
Flavio Litterio, COO, Kovi  
(Jasmine Room)  
**Assessing Engagement,  
Wellness, and Performance  
Confidence on Teams: Applying  
EAS, WAT, and PAF Assessments**  
**Dobbin Bookman**, Principal,  
TBG Advisory & Director, Harvard  
Business School, ExEd (ret.)  
(Hibiscus Room)  
**Prepare Your Business  
to Engage with Buyers:  
Supplier Diversity Tools  
and Best Practices**  
(Orchid Room)
- 11:15 – 11:30 am Break

11:30 – 1:00 pm

## KINDER, GENTLER SHARK TANK PANEL SESSION

**Merchant Services and Electronic Payments: Tools for Small Business Success**  
and

**Cybersecurity: Safe and Reliable  
Best Practices to Keep Your Business—  
and Customers—Protected**  
(Orchid Room)

1:00 – 1:15 pm

Presentation of *Chevron Dorothy A.  
Terrell Community Impact Award*

1:15 – 3:00 pm

Lunch & Keynotes

1:45 – 2:30 pm

## ICIC ALUMNI KEYNOTE ADDRESSES

**TJ Douglas**, Founder and CEO,  
Drink Progressively Group

Alumni Speaker Contest Winners

2:30 – 3:00 pm

## KEYNOTE ADDRESS

**Ingrid Hoffmann**, Celebrity Chef,  
Author, and Entrepreneur

3:00 – 3:15 pm

Presentation of *FedEx Champion of  
Global Entrepreneurship Award*

3:15 – 3:30 pm

Break

3:30 – 5:00 pm

## BREAKOUT SESSIONS

**The Art of the Pivot: Adapting to  
the Brave New World of Supplier  
Diversity** (Jasmine Room)

**Adapting to Thrive: Economic Trends  
and Small Business Capital Access**  
(Hibiscus Room)

**Santander's Cultivate Small Business  
Graduation**  
(Orchid Room)

5:30 – 7:30 pm

## CLOSING RECEPTION AND IC100 AWARD CEREMONY

# DETAILED AGENDA

2023 Annual Conference • Hyatt Regency Miami

DEC 12

## Tuesday

7:00 – 8:00 am

Registration & Breakfast

8:00 – 8:15am

Welcome Remarks by ICIC CEO Steve Grossman

8:15 – 9:00 am

### KEYNOTE ADDRESS

**Christina DeLay**, Head of Small Business & CSR, Santander

Following Christina's keynote address, she will be joined for a fireside chat by two graduates of Santander's Cultivate Small Business program: Teresa Maynard, Owner of Sweet Teez Bakery, and Haydee Gomez, Founder-CEO of BOSCO Frozen Desserts.

9:00 – 9:15 am

### Michael Porter Tribute

9:15 – 9:45 am

### KEYNOTE ADDRESS

**Alberto Perlman**, Co-Founder and CEO of Zumba Fitness

9:45 – 10:00 am

Break

10:00 – 11:15 am

### BREAKOUT SESSIONS

**Developing Talent for the Future of Work** **Lynda M. Applegate**, Professor, Harvard Business School, and Flavio Litterio, COO, Kovi (*Jasmine Room*)

In exploring the challenges faced by global business leaders, talent acquisition emerges as a key limiting factor for strategy execution in high-growth businesses. This interactive session features discussions with Kovi's COO, delving into the company's mission in revolutionizing urban mobility and making car ownership accessible, focusing on themes like talent pipeline development for future work and the evolving impact of technology on work and organizational structures from the industrial era to today's partnership ecosystems.

**Assessing Engagement, Wellness, and Performance Confidence on Teams: Applying EAS, WAT, and PAF Assessments** **Dobbin Bookman**, Principal, TBG Advisory & Director, Harvard Business School, ExEd (ret.) (*Hibiscus Room*)

This session equips attendees with the skills to evaluate engagement, wellness, and performance capacity within their teams using three essential tools. Participants will learn to assess these dimensions as leaders, gather input from team members, and use rubrics to interpret data for enhancing team dynamics and performance.

Sponsored by



### Prepare Your Business to Engage with Buyers: Supplier Diversity Tools and Best Practices

Santander welcomes voices spanning entrepreneurship, procurement, and advocacy for a discussion detailing best practices, resources, and tools available to ensure your business is maximizing the opportunities afforded through a strong Supplier Diversity initiative. (*Orchid Room*)

**Meet and Greet with Alberto Perlman (10:00-11:00am)** (*Promenade Upper*)



### Visit the Business Growth Marketplace

1:15-5:00 pm

(Outside Regency Ballroom)

See pg. 11 for more details



## Tuesday continued

11:15 – 11:30 am Break

11:30 – 1:00 pm **KINDER, GENTLER SHARK TANK**

### PANEL SESSION

Sponsored by



**Merchant Services and Electronic Payments: Tools for Small Business Success**  
and

**Cybersecurity: Safe and Reliable Best Practices to Keep Your Business—  
and Customers—Protected** (*Orchid Room*)

Two separate panels address the critical nature that cybersecurity and electronic payments play in small business operations in today's economy. Conversations will span the realities all small business owners should consider—and how each of these elements are related.

1:00 – 1:15 pm Presentation of *Chevron Dorothy A. Terrell Community Impact Award*

1:15 – 3:00 pm Lunch & Keynotes

1:45 – 2:30 pm **ICIC ALUMNI KEYNOTE ADDRESSES**

**TJ Douglas**, Founder and CEO, Drink Progressively Group

Alumni Speaker Contest Winners

2:30 – 3:00 pm **KEYNOTE ADDRESS**

**Ingrid Hoffmann**, Celebrity Chef, Author & Entrepreneur

3:00 – 3:15 pm Presentation of *FedEx Champion of Global Entrepreneurship Award*

3:15 – 3:30 pm Break

**Meet and Greet & Book Signing with Ingrid Hoffmann (3:15–4:15pm)** (*Promenade Upper*)

3:30 – 5:00 pm **BREAKOUT SESSIONS**

**The Art of the Pivot: Adapting to the Brave New World of Supplier Diversity** (*Jasmine Room*)

The U.S. Supreme Court's recent decision on college admissions and corporate diversity policies has broad implications, including for small businesses, as substantial investments in infrastructure and diverse suppliers are being made to stimulate economic growth. To thrive in this evolving landscape, business owners must be flexible, resilient, and open-minded, and this panel discussion offers insights and strategies to prepare for the changes ahead.

**Adapting to Thrive: Economic Trends and Small Business Capital Access** (*Hibiscus Room*)

Explore the impact of economic trends on small businesses, with a focus on small businesses' access to capital. Join us for an insightful session that includes an overview of current economic conditions and a dynamic discussion featuring perspectives from both seasoned business owners and experts in small business technical assistance, advocacy, and banking.

Sponsored by



**Santander's Cultivate Small Business Graduation** (*Orchid Room*)

Come and toast the graduates of the Fall 2023 cohort of Cultivate Small Business as Santander celebrates the culmination of the program with remarks from the Babson instructors, Santander leaders, and the live announcement of \$300,000 in capital grant awards to the participating class.

5:30 – 7:30 pm

**CLOSING RECEPTION AND INNER CITY 100 AWARD CEREMONY**

## KEYNOTE SPEAKER

# Christina DeLay

Head of Small Business & Corporate Social Responsibility, Santander

Christina is a proud member of Santander's Small Business Banking & Corporate Social Responsibility team, and began her career as an attorney, practicing at the law firm of Windels Marx Lane & Mittendorf for 8.5 years, and then in-house at JPMorgan Chase for 3.5 years. Christina joined Santander in February 2020 as Deputy General Counsel just weeks before the global pandemic struck. Christina quickly got to know her colleagues and clients virtually through her work on the Paycheck Protection Program (PPP) serving as their legal partner and trusted advisor. Christina is incredibly proud of the PPP team and the amazing work they did to deliver \$1.8 billion in funds to nearly 20,000 businesses in need.

While she will always be a lawyer at heart, Christina is now a proud member of the Small Business Banking team. Christina earned her undergraduate degree in Business from Loyola University and her J.D. from St. John's University School of Law. Christina lives in New York City, where she was born and raised. She loves traveling with her husband and exploring new cities and restaurants all over the world.

**Following Christina's keynote address, she will be joined for a fireside chat by two graduates of Santander's Cultivate Small Business program:**

- **Darlene Jones**, Owner, Star Fusion
- **Haydee Gomez**, Founder-CEO, BOSCO Frozen Desserts

★  
**Keynote Address  
and Fireside chat  
with Christina DeLay**

8:15 - 9:00 am  
(Regency Ballroom)



## KEYNOTE SPEAKER

# Alberto Perlman

Co-Founder and CEO, Zumba Fitness LLC

Alberto Perlman, the visionary CEO and Co-Founder of Zumba Fitness, has transformed a local Miami gym class into the world's largest branded fitness program since its inception in 2001. Today, Zumba boasts a global presence, engaging 15 million weekly participants across 200,000 locations in 185 countries. Perlman's strategic leadership has turned Zumba into not just a fitness program but a comprehensive lifestyle brand.

Under his guidance, Zumba has expanded into various categories, creating a diversified business model. From the Zumba Instructor Network (ZINTM) to specialty workouts, e-learning programs, apparel, footwear, video games (with more than 14 million units sold), and live Fitness-Concert™ events, Perlman has orchestrated a holistic fitness experience for a vast global audience.

Beyond business success, Perlman has instilled a deep commitment to community service within Zumba. Zumba has initiated multi-million-dollar philanthropic endeavors through strategic partnerships with organizations like Susan G. Komen, Augie's Quest, and the Global Foodbanking Network. Perlman's creation of the Zumbathon® charity platform has successfully raised millions globally for charitable causes.

Zumba's acclaim extends to industry recognition, with Inc. Magazine naming it "Company of the Year" in 2012 and Perlman himself being recognized as one of the "Top 5 CEOs to watch" in 2013. His influence spans international conferences and major television networks, including CNN, Bloomberg, MSNBC, and CBS. Alberto Perlman's journey began with academic excellence, earning a bachelor's degree in business from Babson College with Summa Cum Laude honors. Originally from Bogota, Colombia, Perlman now resides with his family in North Miami, Florida, continuing to shape the global landscape of fitness and lifestyle.



**Keynote Address  
with  
Alberto Perlman**

9:15 - 9:45 am  
(Regency Ballroom)



**Meet and Greet  
with  
Alberto Perlman**

10:00 - 11:00 am  
(Promenade Upper)

## KEYNOTE SPEAKER

# Ingrid Hoffmann

Celebrity Chef, Author, and Entrepreneur

Ingrid Hoffmann is a professional eater, author, and host of *Top Chef Estrellas*, *Simply Delicioso*, and *Delicioso*. A 2018 Hispanic Heritage Award recipient for Culinary Arts, Ingrid is passionate about food policy, cooking and entertaining, and sharing her knowledge of food with her followers. Ingrid launched her own food brand, *Cocina by Ingrid Hoffmann*, which focuses on easy, delicious, and healthy meal solutions for the family. She partnered with the American Diabetes Association to publish her latest cookbook, *Latin Comfort Foods Made Healthy*. Ingrid's cookbooks are published in both English and Spanish.

Ingrid's fascination with food and cooking began when she was a little girl. Raised in Colombia and the Netherlands, Ingrid moved to Miami where she once owned a high fashion luxury boutique as well as the restaurant Rocca. Ingrid's first cooking show, *Delicioso with Ingrid Hoffmann*, initially launched in Latin America. In 2006, the show moved to the Spanish language network, Galavisión. Ingrid's English show, *Simply Delicioso*, premiered on the Food Network in 2007 and moved to the Cooking Channel in the summer of 2010.

Ingrid is an active supporter of the James Beard Foundation, The Humans Who Feed Us Initiative, Justice for Migrant Workers, and has launched personal initiatives to obtain aid for hurricane relief. She is also a board member of Miami's Amigos for Kids, CARE's Global Advisory Council, and CARE's Chef Table as a Chef Advocate for food policy.



**Keynote Address  
with  
Ingrid Hoffmann**

2:30 - 3:00 pm  
(Regency Ballroom)



**Meet and Greet &  
Book Signing with  
Ingrid Hoffmann**

3:15 - 4:15 pm  
(Promenade Upper)



## ALUMNI KEYNOTE SPEAKER

# TJ Douglas

Founder and CEO, Drink Progressively Group

**T**J Douglas is a hospitality industry veteran with more than 30 years of experience in restaurant management, distribution, and beverage retail. He co-founded The Urban Grape, a revolutionary wine store in Boston's South End neighborhood with his wife, Hadley, in 2010. The store's proprietary Progressive Scale system organizes wine by body, rather than varietal or region, making it approachable for all. The Urban Grape has won several awards and has been nationally profiled in various publications.

TJ and Hadley founded Progressive Wine Company in 2022, which aims to make the wine industry more accessible to BIPOC consumers. In 2023, TJ founded the Drink Progressively Group, a Boston-based management company that oversees his business ventures. TJ is a nationally recognized wine educator and frequently speaks at industry conferences. His specialized wine tasting, "My Life Through the Lens of a Wine Glass," is a unique way for corporations to learn about the importance of DEI work.

TJ is also an active member of his community, serving on various committees and boards, including the ICAN Boston Steering Committee, The Fessenden School, Summer Search Boston, and the Boston Black Golf Association. TJ is the co-author of Drink Progressively: A Bold New Way to Pair Wine and Food and a founder of The Urban Grape Wine Studies Award for Students of Color.

In 2021, TJ and Hadley were named EY Entrepreneurs of the Year, and The Urban Grape was named the United States Small Business of the Year. TJ was also a Wine Enthusiast Future 40 winner in 2023. TJ's dedication to creating community through beverage and making the wine industry more accessible has made him a leader in the industry.



**Alumni Keynote  
Address with  
TJ Douglas**

1:45 - 2:30 pm  
(Regency Ballroom)



## ALUMNI SPEAKER CONTEST WINNERS

**We are finally ready to unveil the winners of the Alumni Speaker Contest!**

More than 1,000 alumni participated in the process, submitting speech ideas, voting for their favorites, and supporting fellow alumni. Unveil the two talented speakers by scanning the QR code to visit our website!



**Unveil the two talented speakers by scanning the QR code to visit our website!**



## IC100 AWARDS CEREMONY

This year marks the 25th anniversary of the **Inner City 100 (IC100)** awards, which identifies and spotlights the 100 fastest growing businesses in under-resourced communities nationwide. Celebrate this milestone with us at the culminating **Closing Reception & IC100 Awards Ceremony**, where we will be doing **the live reveal of the 2023 award winners!** These businesses are catalysts of opportunity, optimism, and transformation in their communities and foster economic revitalization in their neighborhoods by creating good jobs and prioritizing community impact. They are a testament to the competitive business advantages of under-resourced communities.

25 YEARS



**Join us at the  
Closing Reception  
and Inner City 100  
Awards Ceremony**

5:30 – 7:30 pm  
(Regency Ballroom)

# BUSINESS GROWTH MARKETPLACE

Visit our **Business Growth Marketplace**, featuring dynamic tradeshow-style booths hosted by a diverse array of ICIC alumni businesses, ecosystem partners, and conference sponsors. Don't miss this opportunity to discover new businesses from across the country, make strategic connections, meet potential collaborators, and explore the many products and services that will be showcased. The Business Growth Marketplace will take place from **1:15–5:00 pm right outside the Regency Ballroom**.

**Don't forget to pick up your Business Growth Marketplace passport** at registration and collect 10 stamps to be entered into an exclusive drawing for a special prize (more information on Page 2).

## ENTER TO WIN COOL BGM SWAG!

**1.**

Visit our Business Growth Marketplace right outside the Regency Ballroom.

**2.**

Explore the diverse offerings of our business exhibitors and collect stamps along the way.

**3.**

Collect 10 stamps and you'll be entered into our exclusive drawing for cool BGM swag!

- ▶ **Don't forget to drop your passport at any submission point.**
- ▶ **Join us at the Closing Reception and IC100 Award Ceremony when we announce the winners!**



Visit [icic.org/anconBGM](https://icic.org/anconBGM) to browse the full list of Business Growth Marketplace exhibitors.



### Business Growth Marketplace

1:15–5:00 pm

(Outside  
Regency Ballroom)



**Don't forget to fill out your passport to be entered in the raffle!**

# KINDER, GENTLER SHARK TANK



Watch as three Inner City Capital Connections (ICCC) program participants pitch their way to glory in front of a diverse panel of capital providers, “Shark Tank” style. These expert practitioners will offer prompt feedback on how to make strategic moves to secure future capital.

---



**Alfonso D’Niscio Brooks is a Speaker, Activist, Social Entrepreneur, African Diaspora Cultural Advisor, Philanthropist, and the Founder of AfriKin.**

This nonprofit organization creates cultural connections through the power of artistry and conversations for civic and community engagement. He is passionate about social justice, economic reform, and elevating the discourse as it pertains to the global Black community.

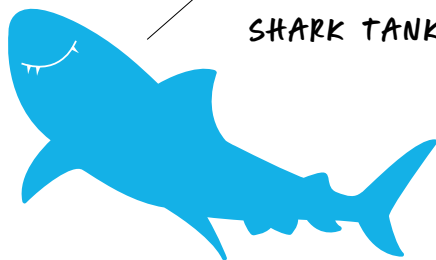
Through his work with AfriKin (a fusion of the words “African” and “kinship”), he highlights the roles that art and culture play in human development and enrichment. With the use of cultural programming at workshops and festivals, he presents to the international community a message that focuses on engagement and quality of care, dismantling systems of oppression, rebranding the Black world’s image to allow more strategic partnerships, and renewing the fundamental values of what makes us human.

Above all, Alfonso is dedicated to advancing the ingenuity and potential of the people of African origin on a global scale by using his voice to bring solutions, challenge the status quo, and promote agency and representation for marginalized communities. He is a firm believer that what we have in common is far greater than what divides us – and using the AfriKin platform, he is facilitating change that crosses boundaries of race, class, and sexual orientation.

In addition to his roles listed above, he also specializes in marketing and business development, event production and services, tour management, global entertainment and culture strategy, brand development, advocacy, creative marketing consulting, and sound engineering. You can even catch him DJing in and around Miami, New York, or London in his free time.

As a recognized contemporary African and social entrepreneur with experience in the arts and culture business, Alfonso brings a diverse wealth of knowledge and expertise to everything. He has bold pursuits and encourages each of us to find a new way of being and a new manner of seeing. “Remember, the art of a people is the genesis to their freedom. May we never mistake the map for the territory.”

## MEET THE SHARK TANK PITCHERS



**Lara Goldmark is Founder and CEO of Just Results**, a company that specializes in the use of data to support inclusive economic growth. Just Results is currently launching ZForm (“one form for everything”), a mobile app that gets rid of government bureaucracy. Lara is an economist with specialization in regulatory reform and digital solutions for government, has published books and articles about microfinance, small enterprise growth, and employment, and taught at the Johns Hopkins School of Advanced International Studies (SAIS) and the Columbia School of International and Public Affairs (SIPA). She is fluent in English, French, Spanish, and Portuguese, with basic proficiency in Arabic.



**Victoria Brunner is the Co-Founder & CEO of FattE-Bikes/EQLX.** Victoria brings more than two decades of experience in the sustainability and clean tech industry. She has always been at the forefront of the green economy movement, in 2008 she received her MBA with a concentration in sustainable entrepreneurship at the Bainbridge Graduate Institute: one of the first business schools in the country to offer such a degree. She has started multiple social enterprises as well as working for various non profits and green energy companies. She is the first BIPOC and woman founder and CEO of a micro mobility company, and recently received the Colorado Woman’s Good Business Award. FattE-Bikes is also one of the only companies to build their ebikes in the USA and has won awards and recognition for its work including being featured in the Wall Street Journal.

## DON'T FORGET TO VOTE

As audience members, you’ll be the ultimate “Shark” and vote which company you’d invest in, with cash prizes of \$2,000 for 1st place, \$1,500 for 2nd, and \$1,000 for 3rd!



Visit [icic.org/vote](https://icic.org/vote)  
when it's time to vote!

# CELEBRATING ICIC'S IMPACT

## 2023 ICIC Impact Report

Discover the keys to small business success in ICIC's 2023 Impact Report! Dive into a treasure trove of programs, impactful stats, and real stories from fellow entrepreneurs navigating their business journey. Gain insights from seasoned business owners, uncover programs tailor-made for your success, and absorb valuable lessons. Join a supportive community of committed funding partners, ecosystem collaborators, and business nominators dedicated to propelling small businesses to new heights. Don't miss out—grab your copy now and unlock the secrets to entrepreneurial success!



You can explore the report online at  
[icic.org/impactreport](https://icic.org/impactreport)



## What's Your Why?

Join us as ICIC celebrates 30 years of impact in 2024—driving economic prosperity through helping under-resourced small businesses thrive and grow! We want to hear from you—**What's Your Why?** How has ICIC helped your business? Visit [icic.org/whatsyourwhy](https://icic.org/whatsyourwhy) and send us videos, testimonials, articles, or audio clips about what inspires you and how ICIC programs fit into your entrepreneurial journey. Whether you're a part of our extensive alumni network, a current program participant, a funding partner, an ecosystem collaborator, a nominator, or a friend, your story matters. These compelling narratives will be featured throughout 2024, so seize the opportunity to be part of this inspiring chronicle!



We want to hear from you!  
Visit [icic.org/whatsyourwhy](https://icic.org/whatsyourwhy)



What's Your Why?



## Michael E. Porter Research Fund

**A Tribute to Our Founder**—In 2023, ICIC created the Michael E. Porter Research Fund to honor our founder and strengthen the foundation of financial support sustaining, informing, and transforming ICIC to create more competitive and inclusive communities. The fund, which has raised more than \$1,200,000 in unrestricted contributions for ICIC's cutting-edge research, will support the organization's ability to pursue trailblazing research projects, create new and effective programming, and continue expanding our efforts to drive inclusive economic prosperity and close the racial wealth gap.



To learn more and view ICIC's tribute video  
visit [icic.org/michaelportersfund](https://icic.org/michaelportersfund)



# INNER CITY ALUMNI NETWORK



ICIC's Inner City Alumni Network (ICAN) provides our vibrant community of 8,000+ ICIC program alumni across the U.S. and Canada with ongoing learning and professional development opportunities, visibility and recognition, and a network through which they can explore contracting and collaboration opportunities. Through ICAN, alumni actively engage in continuing education and building supportive networks.

Since 2022, ICAN has launched seven local chapters in **D.C., Boston, Los Angeles, Baltimore, Chicago, Atlanta,** and the **San Francisco Bay Area**. These chapters are overseen by our ICAN Advisory Board and dedicated Alumni Steering Committees, whose members play a key leadership role in building the alumni community.

## Become an ICAN Steering Committee Member

Joining our esteemed ICAN Steering Committees opens doors to a plethora of benefits, including:

- Heightened visibility within the network
- Public recognition at key ICIC events
- Priority consideration for speaking engagements
- Coveted invitations to exclusive networking events
- VIP access at ICIC's Annual Conference

ICIC is deeply grateful to all our ICAN Advisory Board and Steering Committee members for their leadership and dedication to driving and strengthening our impact nationwide.

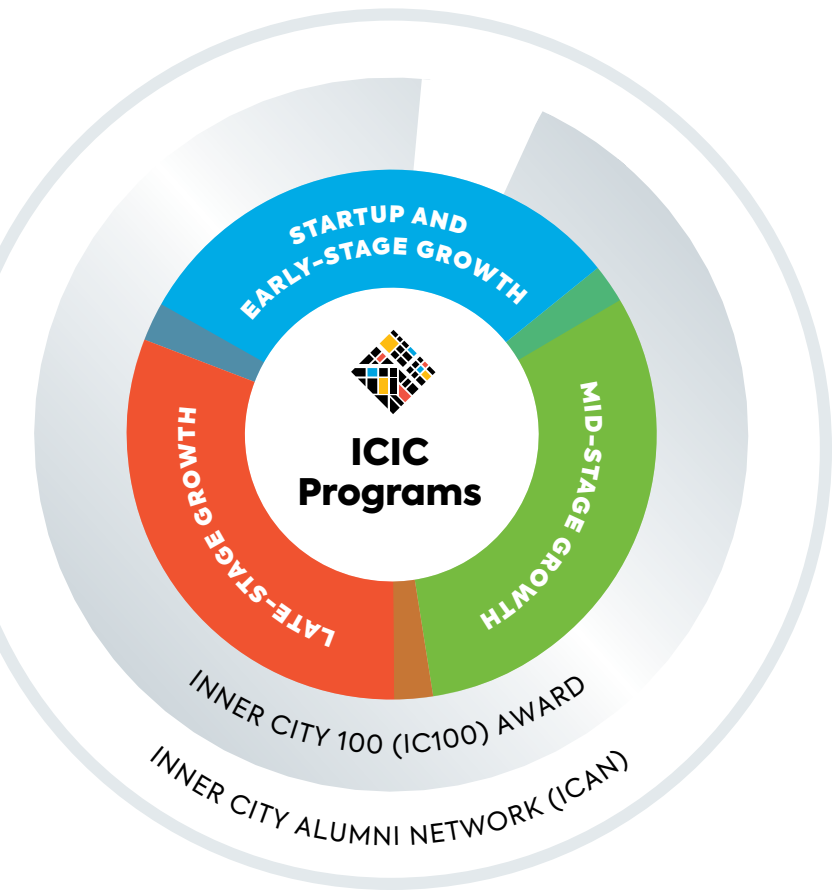


Visit [icic.org/aboutican](https://icic.org/aboutican) to see the full list of alumni leaders and sign up to join your local steering committee!

# ICIC'S URBAN BUSINESS INITIATIVES

## ICIC Programs Support Small Business Growth

We are widely recognized as a preeminent authority on the economies of underserved and under-resourced communities. We offer seven tuition-free development programs that serve small businesses throughout their lifecycle—from startup to succession!



## STARTUP AND EARLY-STAGE GROWTH

### Executive Education

#### **Goldman Sachs One Million Black Women: Black in Business**

Provides Black woman-owned sole proprietors tools to help grow revenue, hire, and develop an action plan.

### Acquisition Accelerator

#### **BIPOC Entrepreneurship Through Acquisition (BETA)**

Educates and prepares BIPOC (Black, Indigenous, and People of Color) aspiring entrepreneurs to acquire, run, and scale an existing small business.

### Executive Education

#### **Santander Bank's Cultivate Small Business (CSB)**

Helps woman-, BIPOC-, and immigrant-owned early-stage food entrepreneurs in low-income neighborhoods build and sustain their businesses.

## MID-STAGE GROWTH

### Executive Education

#### **Goldman Sachs 10,000 Small Businesses (10KSB)**

Delivers growth-oriented small businesses an education, support services, and pathways to capital.

### Executive Education

#### **Inner City Capital Connections (ICCC)**

Supports small- and medium-sized businesses to build capacity for long-term sustainable growth.

## LATER-STAGE GROWTH

### Executive Education

#### **Building for Growth (BFG)**

Strengthens primarily BIPOC- and woman-owned construction companies by focusing on increasing bonding capacity and securing contracts.

### Succession Planning

#### **Succession Ready**

For small business owners considering retirement, succession, or selling their business.

## ADDITIONAL OPPORTUNITIES

### National Recognition

#### **Inner City 100 (IC100) Award**

25-year-old award that identifies and celebrates the 100 fastest-growing businesses in under-resourced communities nationwide.

### Alumni Network

#### **Inner City Alumni Network (ICAN)**

Provides the 8,000+ graduates of ICIC programs with ongoing professional development, visibility and recognition, and robust networking and collaboration opportunities.

## BRANDON CRUMPTON

Key Signature Entertainment  
Charlotte, North Carolina  
keysignatureonline.com  
10KSB National Cohort 16 (2021)

“The positive impact participating in the 10KSB program had on my business was introducing me to a tribe of Entrepreneurs that know exactly what it is like to be me. No matter what industry you’re in, many of our obstacles are the same. Having a network of like minded, motivated individuals is the best gift the 10KSB program has given me.”



## PROGRAM BENEFITS

- Tuition-free
- Actionable from day 1
- Driven by community building
- Runways to capital
- National recognition



To learn more about our programs, visit [icic.org/programs](https://icic.org/programs)

# THANK YOU!

## From ICIC

We can't do it without you, our partners, collaborators, alumni, small business owners, educators, friends, speakers, and moderators! We appreciate everything you do for us, with us, and for our communities. Special thanks goes to Santander as our presenting sponsor for our Annual Conference.

Special thanks also to some key small business players, many of whom are ICIC program alumni, who made the conference shine:

- Liaisons\*\*, our event planner, without whom this entire event would not have been possible.
- Artists for Humanity, for specially crafting our beautiful IC100 awards.
- Boston Communications for their extensive and grammatically-correct writing expertise.
- Healing Hands\*\*, for their pre-conference activities, helping us feel less stressed, more calm, and better focused.
- One Visual Mind, our creative partner, for bringing our conference to life through their exceptional graphic design work and shaping the overall identity with creativity and finesse!
- Scott Poulin for giving us an outstanding web presence.
- Riveo Creative\*, our video production partner, for bringing our stories to life!
- Verdy Verna, our photographer, for visually capturing our event beautifully.

\* Inner City Capital Connections and Goldman Sachs 10,000 Small Businesses alumni

\*\*Goldman Sachs 10,000 Small Businesses alumni



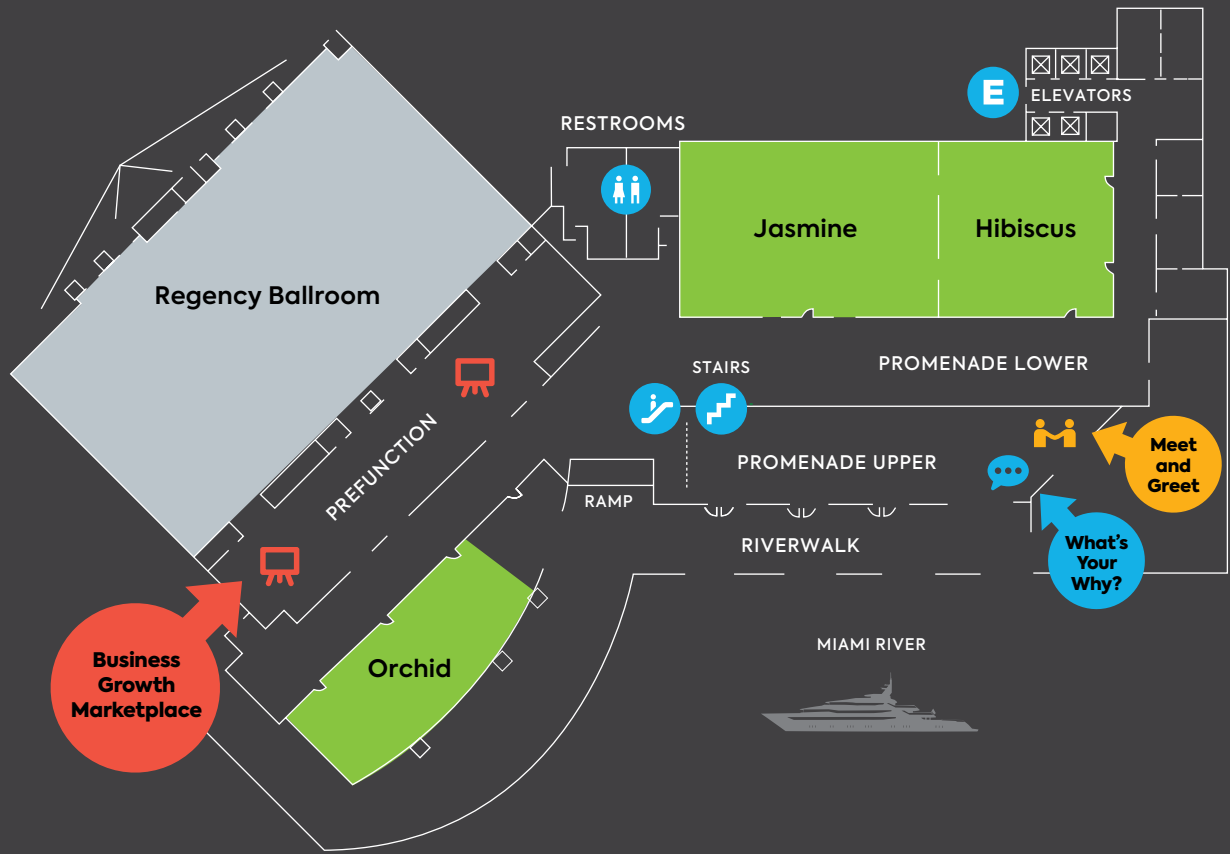
ICIC is deeply grateful to our National Sustaining Partners for their support of our mission:




ICIC drives inclusive economic prosperity in under-resourced communities through innovative research and programs to create jobs, income, and wealth for local residents. For more information about ICIC, please visit [www.icic.org](http://www.icic.org).


# MAP – TERRACE LEVEL

Hyatt Regency Miami



 Business Growth Marketplace

 Meet and Greet

 What's Your Why?

 Breakout Sessions

 Catering

 Restrooms

 Escalator

 Elevator

 Stairs

