

# Add Us In - National Diversity Forum

## The Context: Trends in Small Business Growth, Demographics, and Disability

Time: 9:45 am – 10:45 am    Room: Polaris Suite

### Panel Description

Over the past 10 years, minority-owned businesses – those owned by women and racial and ethnic minorities – have grown at approximately double the rate of all firms in the U.S. economy. As a result of unprecedented demographic shifts, the U.S. labor force is changing. Specifically, growth of the overall labor force is slowing; however, this is not consistent among all demographic groups. Growth that does occur is expected to be among minorities. In contrast, unless trends in labor force participation among people with disabilities change, the overall growth of the labor force slowing may further exacerbate the employment-related challenges faced by people with disabilities.

This plenary session will highlight the changing demographics within the United States and how the nation's economic health is increasingly reliant upon small and minority-owned businesses.



### Facilitator

- Shaun McGill, U.S. Department of Labor, Office of Disability Employment Policy

### Presenters

- Ivonne Cunarro, U.S. Department of Commerce Minority Business Development Agency
- Terry McMenemy, U.S. Department of Labor, Bureau of Labor Statistics, Division of Labor Force Statistics
- Eric Peterson, Society for Human Resource Management

### Learning Objectives

1. Increase awareness of trends in small and minority business growth and the impact of small business on the economy as a whole.
2. Increase awareness of trends in disability and diversity demographics and what these mean for employment, recruitment, hiring, retention, and promotion.

## Readings and Resources

- The Life Cycle of a Minority-Owned Business: Implications for the American Economy (2004) - <http://www.mbda.gov/pressroom/publications/us-economy-publication>
- Half in Ten: Why Taking Disability into Account is Essential to Reducing Income Poverty and Expanding Economic Inclusion (2009) - <http://www.cepr.net/index.php/publications/reports/half-in-ten/>
- Bureau of Labor Statistics Demographics - <http://www.bls.gov/cps/demographics.htm>



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