



U.S. CHAMBER OF COMMERCE

**EQUALITY OF
OPPORTUNITY
INITIATIVE**

Equality of Opportunity Initiative

The Chamber launched the **Equality of Opportunity Initiative** to develop and advance data-driven business and policy solutions to bridge opportunity gaps and ensure that Black Americans and people of color have greater opportunities to succeed.

"As our nation undertakes a necessary conversation about systemic racism, we will listen thoughtfully and lead solutions to help ensure Black Americans and people of color have greater opportunities to succeed in the American enterprise system."

Suzanne Clark
President & CEO, U.S. Chamber of Commerce

Research and Data

The Chamber published America's Opportunity Gaps: By the Numbers, a compilation of research and data to support the **Equality of Opportunity Agenda**.

Black unemployment rates have been consistently **twice as high** as white unemployment rates for the past four decades.

2X

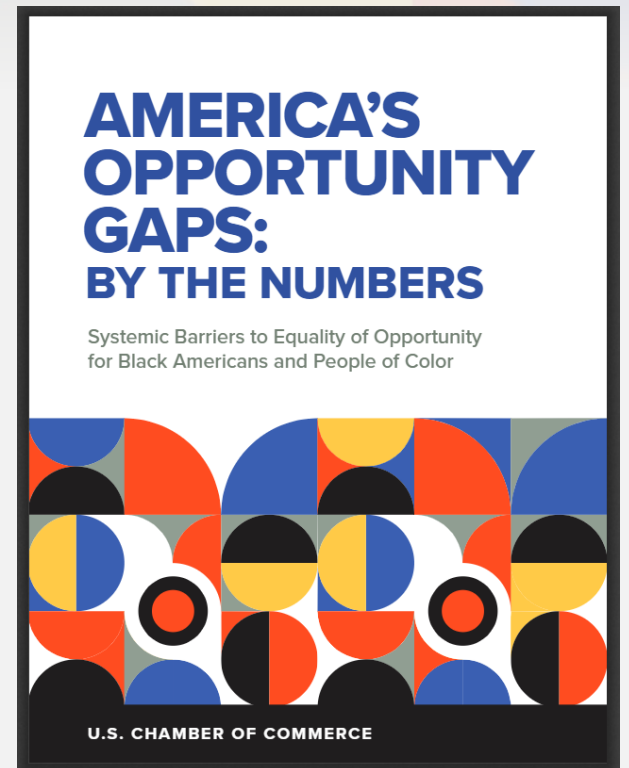
Black students are **twice as likely** to attend high-poverty schools as white students.

10X

The net worth of a typical white family is almost **10 times the net worth** of the average Black family.

2-3x

Black patients are **2 to 3 times** as likely to die from preventable heart disease and stroke than white patients.



Business Leading the Way Closing America's Opportunity Gaps

All Americans should have equal opportunity to earn their success, rise on their merit, and live their own American Dream. **But that is not the case today.**

Far too often, the opportunity to obtain an education, secure a job, start a business, or provide for your family is determined by the color of your skin. These systemic inequalities hurt individuals, communities, our economy, and our society.

We must take action now

Through the **Equality of Opportunity Initiative**, the U.S. Chamber of Commerce is developing and advancing data-driven business and policy solutions to bridge opportunity gaps and ensure that Black Americans and people of color have greater opportunities to succeed.

The Agenda

Driven by data and informed by conversations with business, government, academic, and civic leaders, we developed the **Equality of Opportunity Agenda** to advance private sector solutions and best practices, scale impactful programs, and drive policy action at the federal, state, and local level to help close race-based gaps in six areas: education, employment, entrepreneurship, criminal justice, health and wealth.



| Federal Policy | State/Local Policy | Private Sector |
|----------------|--------------------|----------------|
| • | • | • |

Programs and Initiatives

Partnerships with Historically Black Colleges and Universities

- Next-Gen Business Partnership
- HBCU Presidents Dialogue
- Student Town Halls

Corporate Diversity and Racial Equity

- Board Diversity Accelerator Initiative (Partner: National Association of Corporate Directors)
- Racial Equity Business Roundtables (Partner: W.K. Kellogg Foundation)
- Workforce Diversity Data and Tools Development

Black-owned Businesses and Entrepreneurship

- Black Business Issue Forums
- Supplier Diversity Partnership
- Next-Gen 10,000
- Black Business Fund



Equality of Opportunity in Action

“Equality of Opportunity in Action,” an event series that brings together thought leaders to discuss sustainable solutions and best practices on issues such as diversity in clinical trials, supply chains, corporate boards, and the like.

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EQUALITY OF OPPORTUNITY IN ACTION

STRENGTHENING SUPPLIER DIVERSITY

ACCELERATING BOARD DIVERSITY

BRIDGING THE RACIAL GAP FOR COVID-19

TREATMENTS AND VACCINES

DIVERSITY IN BUSINESS AND LAW

FOSTERING DIVERSITY IN GOVERNMENT AFFAIRS

A Discussion with
REP. GREGORY MEEKS:

**Supporting Minority-Owned
Businesses Through Increased
Access to Capital.**

A Discussion with
SENATOR SCOTT:

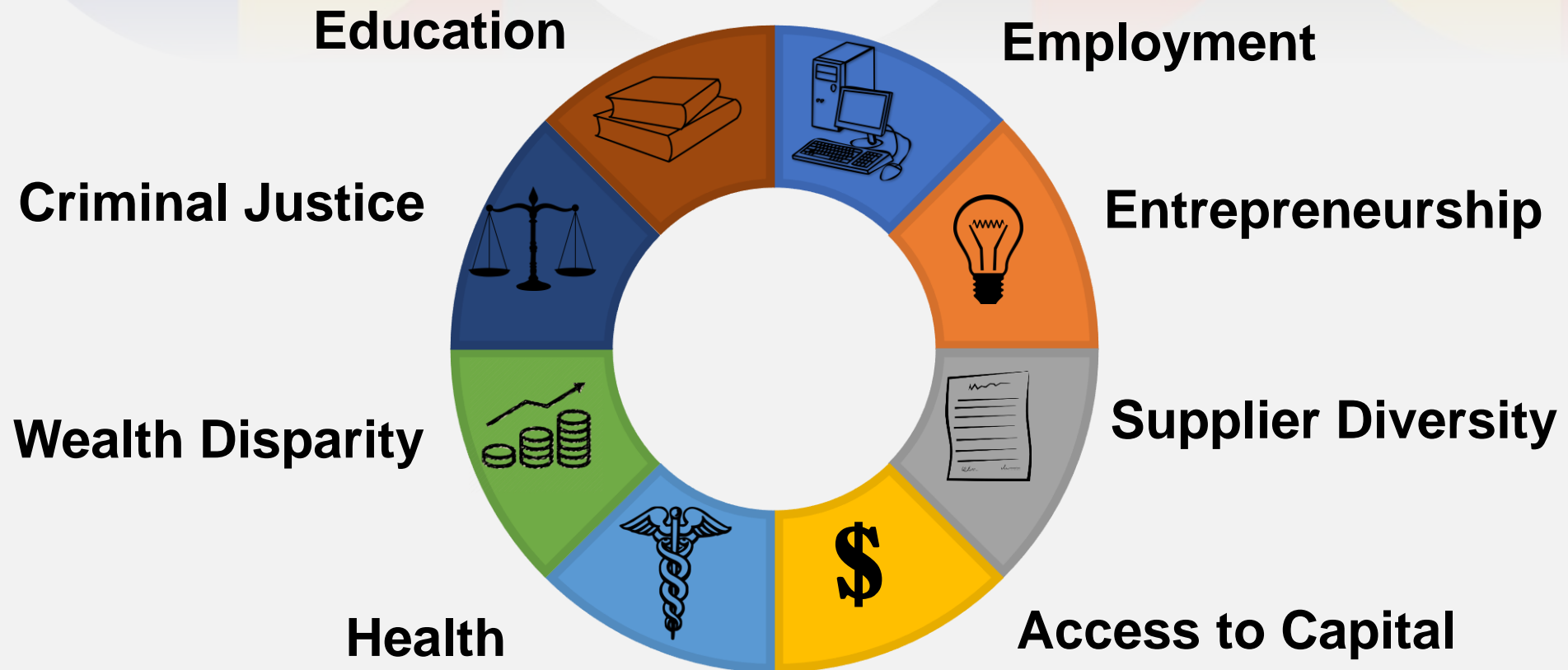
**Increasing Access to Capital
and Credit for Minority-Owned
Businesses.**

A Discussion with
RACHEAL FOSU & KIMATHI MARANGU:

**The Impact of Capital on
Minority-Owned Businesses.**

Task Forces

EOI task forces around our six main pillars and other topics. These work groups, comprised of member company executives, Chamber leaders and policy experts, are sharing and developing policies and programs to advance equality of opportunity.



Legislation

As part of this effort, the Chamber has **identified and is supporting bills** in Congress that help to close race-based opportunity gaps. We have **endorsed over a dozen bills** and continue to work with members of Congress on additional legislation.

116TH CONGRESS
1ST SESSION

S. 800

To establish a postsecondary student data system.

115TH CONGRESS
1ST SESSION

H. R. 1432

To amend the Higher Education Act of 1965 to repeal the suspension of eligibility for grants, loans, and work assistance for drug-related offenses.

116TH CONGRESS
1ST SESSION

S. 1074

To reinstate Federal Pell Grant eligibility for individuals incarcerated in Federal and State penal institutions, and for other purposes.

116TH CONGRESS
1ST SESSION

H. R. 1766

To establish a postsecondary student data system.

116TH CONGRESS
2D SESSION

S. 4208

To require the Minority Business Development Agency of the Department of Commerce to promote and administer programs in the public and private sectors to assist the development of minority business enterprises, to ensure that such Agency has the necessary supporting resources, particularly during economic downturns, and for other purposes.

116TH CONGRESS
1ST SESSION

H. R. 2168

To reinstate Federal Pell Grant eligibility for individuals incarcerated in Federal and State penal institutions, and for other purposes.

116TH CONGRESS
1ST SESSION

H. R. 5084

116TH CONGRESS
2D SESSION

H. R. 6869

To establish the Minority Business Development Agency of the Department of Commerce and to support the economic resilience of minority business enterprises during and after the COVID-19 outbreak.

116TH CONGRESS
1ST SESSION

H. R. 2348

To require automatic sealing of certain criminal records, and for other purposes.

116TH CONGRESS
1ST SESSION

S. 1066

To provide an increased allocation of funding under certain programs for assistance in persistent poverty counties, and for other purposes.

116TH CONGRESS
1ST SESSION

S. 1077

To establish a pilot program awarding competitive grants to organizations administering entrepreneurial development programming to formerly incarcerated individuals, and for other purposes.

116TH CONGRESS
2D SESSION

S. 4186

To provide grants to States that do not suspend, revoke, or refuse to renew a driver's license of a person or refuse to renew a registration of a motor vehicle for failure to pay a civil or criminal fine or fee, and for other purposes.

116TH CONGRESS
1ST SESSION

H. R. 2055

116TH CONGRESS
2D SESSION

S. 4873

To authorize the Minority Business Development Agency of the Department of Commerce to establish business centers at historically Black colleges and universities, and for other purposes.

IN THE SENATE OF THE UNITED STATES

JULY 2, 2020

Mr. COONS (for himself and Mr. WICKER) introduced the following bill, which was read twice and referred to the Committee on Environment and Public Works

IN THE HOUSE OF REPRESENTATIVES

APRIL 3, 2019

Mr. COLEMAN (for himself, Mr. BASS, Mrs. DEBBY, Mr. BISHOP of Georgia, Mr. BLUNT, Mr. BOGGS, Mr. BROWN of Maryland, Mr. BUDENKORFER, Mr. CHAMBERS of New York, Mr. CLAY, Mr. COLEMAN, Mr. COLE of California, Mr. DANNEY, Mr. DAVIS of Illinois, Mrs. DODD, Mr. DUNCAN, Mr. DOWLER of Pennsylvania, Mr. ESHLEMAN, Mr. EVANS, Mr. FLORES, Mr. GARDNER, Mr. GUTENBERG, Mr. HANCOCK, Mr. JACKSON LEAHY, Mr. JARVIS, Mr. JOHNSON of Texas, Mr. JOHNSON of Georgia, Mr. KERRY of Illinois, Mr. LAMARCA, Mr. LEE of California, Mr. LEE, Mrs. MURPHY, Mr. NELSON, Mr. NICHOLS, Mr. NICHOLS, Mr. O'Rourke, Mr. PERAZICH, Mr. PETERS, Mr. QUINN, Mr. RYAN, Mr. SCHUMER, Mr. SHARMA, Mr. SHERIDAN, Mr. SIBERS, Mr. SPECTER, Mr. STEVENS, Mr. TERRY, Mr. TROTT, Mr. TUBER, Mr. TUCKER, Mr. VAHRENWALD, Mr. WAGNER, Mr. WALTERS, Mr. WELLS, Mr. WILSON of Florida) introduced the following bill, which was referred to the Committee on Transportation and Infrastructure, and in addition to the Committee on the Judiciary, Energy and Commerce, Education and Labor, Health, Science, and Technology, Agriculture, Foreign Affairs, Financial Services, and Natural Resources, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.

IN THE SENATE OF THE UNITED STATES

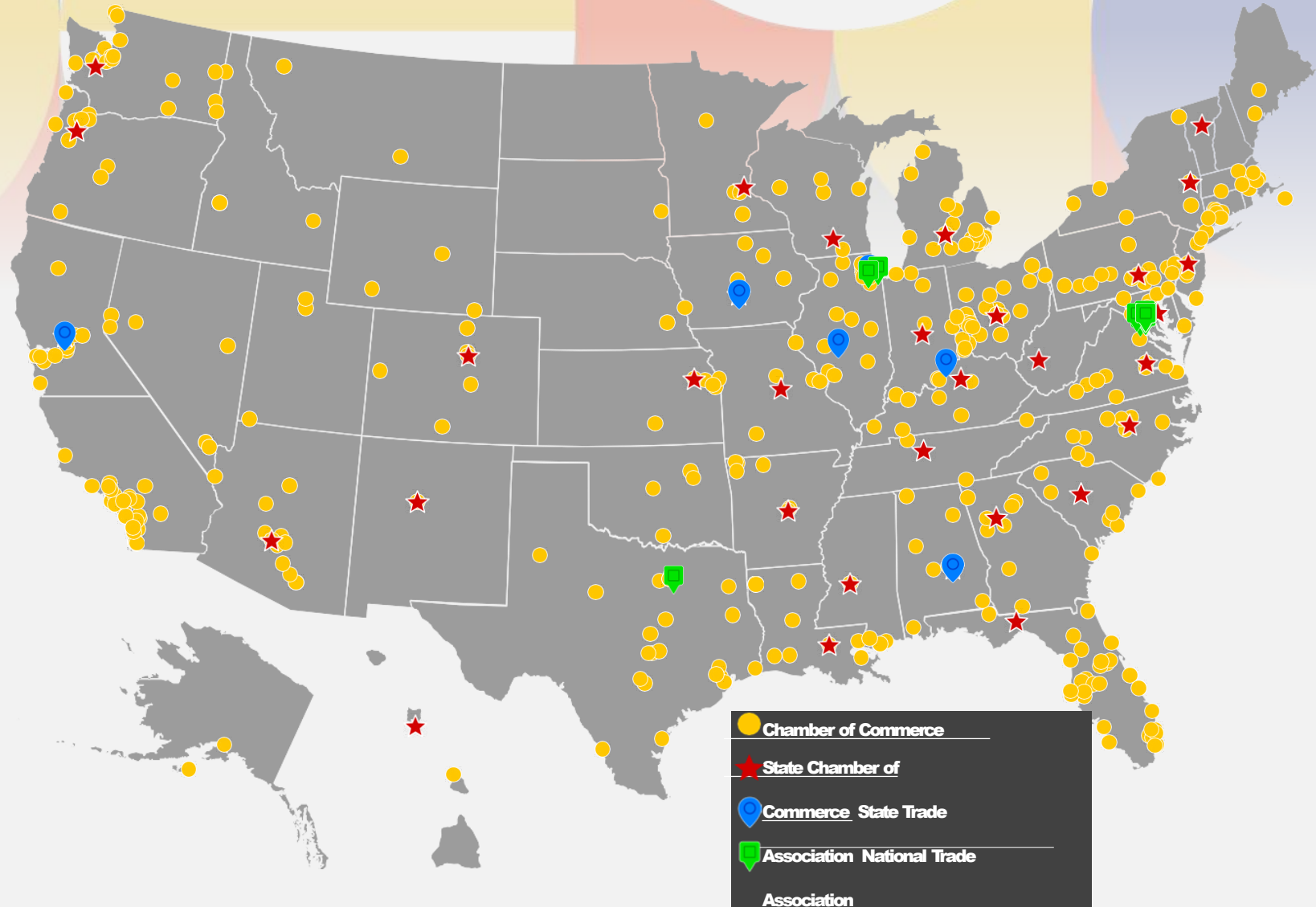
OCTOBER 26 (legislative day, OCTOBER 19), 2020

Mr. WICKER (for himself, Mr. KANG, Mr. SCOTT of South Carolina, Mr. TELLES, and Mr. COONS) introduced the following bill, which was read twice and referred to the Committee on Commerce, Science, and Transportation

The U.S. Chamber's National Coalition of Business Leaders

Dedicated to
Closing Opportunity
Gaps

Since it launched, more than **500 state and local chambers** of commerce and associations have stepped up to formally join the Equality of Opportunity Initiative.



More to Come

As we continue discussions on ways to bridge the opportunity gaps, the Chamber will work with its partners, members and coalitions to determine or enact:

- Federal and State policy recommendations
- Private sector solutions, programs, and best practices
- Future summits and events convening public and private sector leaders
- Additional efforts

Get Involved

Together, we can—and we must—turn national dialogue into nationwide action. We are committed to reclaiming and reaffirming the American promise of equal opportunity for all.

Please reach out Latricia Boone at Lboone@uschamber.com with any questions.

Visit USChamber.com/Equality-Initiative for more information.