

SBDC at Lorain County Community College:

Enlightened Solutions Report

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Revitalize communities by focusing on assets and strengths, not deficits and needs... Communities can only be built by focusing on the strengths and capacities of the citizens who call that community home...

An Assets Map points to one way of thinking about the basic kinds of building blocks that exist in every community.

At the center of the map, and of the community building process, lie the “gifts” of individual residents – their knowledge, skills, resources, values, and commitments.

John P. Kretzmann, Co-Director ABCD Institute
Neighborhood and Community Development, Schools and Education, Health



METHODOLOGY

Overview and Analysis

The Small Business Development Center at Lorain County Community College is a quietly influential community asset with a substantial opportunity to grow its reach by utilizing community ambassadors and small businesses alike to market its products, services, and educational resources to potential small businesses in the region.

SBDC at LCCC has a keen opportunity to take advantage of the highly favorable views of the Lorain County Community College. Skillfully aligning the SBDC with the goodwill the college enjoys, will foundationally integrate the SBDC as a first-rate feature in Lorain County, and showcase its resources as a small business development trailblazer in the region.

Research Sources

Our analysis was derived through the following key methods:

- Organizational Interviews: Enlightened Solutions conducted private interviews with various institutional representatives from the philanthropic, community advocacy, civic/governmental, academic, and corporate communities
- Business Owner Interviews: Enlightened Solutions canvassed Lorain County throughout Summer 2022, speaking directly with business owners. Interviews focused on barriers, methods for success, funding, and support systems.
- Transcripts: Enlightened Solutions created an official record where possible for all interviews. Thematic data from the interviews were then separated and analyzed for patterns and themes.
- Publicly Available Data: Enlightened Solutions utilized public census information, small business reporting data, and other large-scale publicly available data to understand and round out our research, including for demographic groups.



METHODOLOGY

Throughout this report, Enlightened Solutions seeks to assist SBDC at Lorain County Community College to broaden its reach, through a:



COMMUNITY AUDIT

Audit current community assets within Lorain County, discovering current themes and emerging trends.



CONNECTION NETWORK

Deepening connections to existing small and minority-owned business networks - both formal and informal.



STRATEGIC VISION

21st Century strategic economic visioning post-COVID-19 in light of increased public conversations around racial and gender equity.



PROGRAM INTROSPECTION

Introspecting with program staff through a Team Level Ecosystems Analysis.

This four-part analysis can broaden impact and create increased efficiency and success for the program and business owners alike. SBDC at LCCC has the opportunity to support the business communities in Lorain County while serving as a fundamental connector providing traditional business development services.



Stakeholder Research: General Questions

Stakeholder engagement is an essential ingredient to asset mapping. Enlightened Solutions created several general research questions to elicit responses from community stakeholders, but much of the conversation was community-member directed.

This question-and-answer session was completed during our one-on-one interviews.

Some questions include, but were not limited to:

- What is the mission of your organization in relation to Lorain County residents and/or business owners?
- How do you provide services for community members? Do you provide specific services for minority businesses or residents in Lorain County?
- Describe the transportation issue in Lorain County and Elyria.
- What is your understanding of the “urban/rural” divide in the 34 different communities that make up Lorain County and Elyria?
- With regards to the socio-political and public health upheaval of 2020, how has the general Lorain County community responded? Can you give us specific examples?
- What have been the institutional barriers for minority business owners and residents in Lorain County?
- In your opinion, what are the minority business trends within Lorain County?
- What do you find are the biggest challenges minority businesses face post-2020?
- Who are the trusted individuals you think we should be speaking with in Lorain County? What are the names of the organizations you feel we should reach out to?
- What institutional knowledge (including, documents, research and news stories) we should ground our research in?

Stakeholder engagement is an **essential ingredient** to asset mapping.



Community Member + Small Business Owner: Interview Protocol Questions

Enlightened Solutions created standard research questions to elicit responses from small business owners and stakeholders according to theme.

Demographics and Self-Identification

- What makes you feel most happy or satisfied?
- What industry are you a part of?

Entrepreneurship

- Would you consider yourself an entrepreneur?
- What is an entrepreneur to you? Or how would you describe an entrepreneur?
- How do you build your network?
- How do you advertise your business?
- Did you write a business plan when you started?

Challenges

- Is your business registered with any legal entities like the state?
- When you started your business, what were your biggest fears?
- What helped you overcome those fears?
- How did you finance your business?
- Did you chat with lenders at all?
 - How did your conversations with lenders make you feel?
- How did you balance your other responsibilities like parenthood, family, community, your own health, etc?
- How was your credit score when you started out?

Wins

- What has gone right for you in starting your business?
- What advice would you give to a new entrepreneur?
- How would you rate your stress
 - Today
 - When you started your business
 - When you were still working a traditional job

Ecosystem

- When you've talked with small business support staff, what are a few descriptive words for how those interactions made you feel? (E.g. confident, overwhelmed, informed, confused)
- What organizations did you consult about your work?
- What people did you consult about your work?
- Who else should we be speaking to?



SIMPLY PUT -

The expertise of
the community is
weighted and
prioritized.



Asset Based Community Development

COMMUNITY ASSET MAP METHODOLOGY

Asset Based Community Development is an urban planning and community development practice that discovers community assets, creating an inventory that can be drawn upon for strengthening and increasing community bonds.

This includes a map of a community's values based on its strengths while cognizant of opportunities for growth (weaknesses and threats).

Asset mapping ensures that all stakeholders and program staff are able to view the areas where there are deep and established connections as well as where fraying can or has occurred.

The individuals and organizations most closely aligned with everyday community needs are not only highlighted but they are treated as **subject-matter experts** with key resources and catalysts for progress.

Community Asset Map Methodology

The individuals and organizations most closely aligned with everyday community needs are not only highlighted but they are treated as **subject-matter experts** with key resources and catalysts for progress.

The features of an asset map uncover current talent, skills, and resources found in the broader Lorain County community.

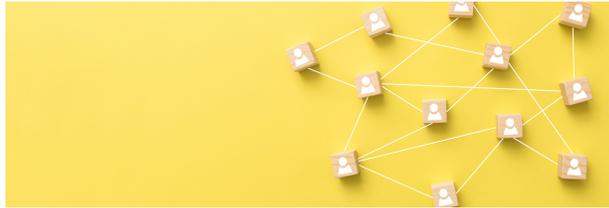
Internally Focused

Relies on the community's external assets

Relationship Focused

Seeks to build stronger links between institutions, individuals, historical memory, and front-facing organizations





Social Investigation Asset Map

Enlightened Solutions used a “Social Investigation” methodology for the SBDC at LCCC Asset Map. This process is designed to answer specific research questions and gather feedback from community members who are primary stakeholders within the region (individuals who live, work and/or participate in the local economy). Information gleaned from these interviews is then analyzed and investigated on a holistic basis, connecting basic themes.

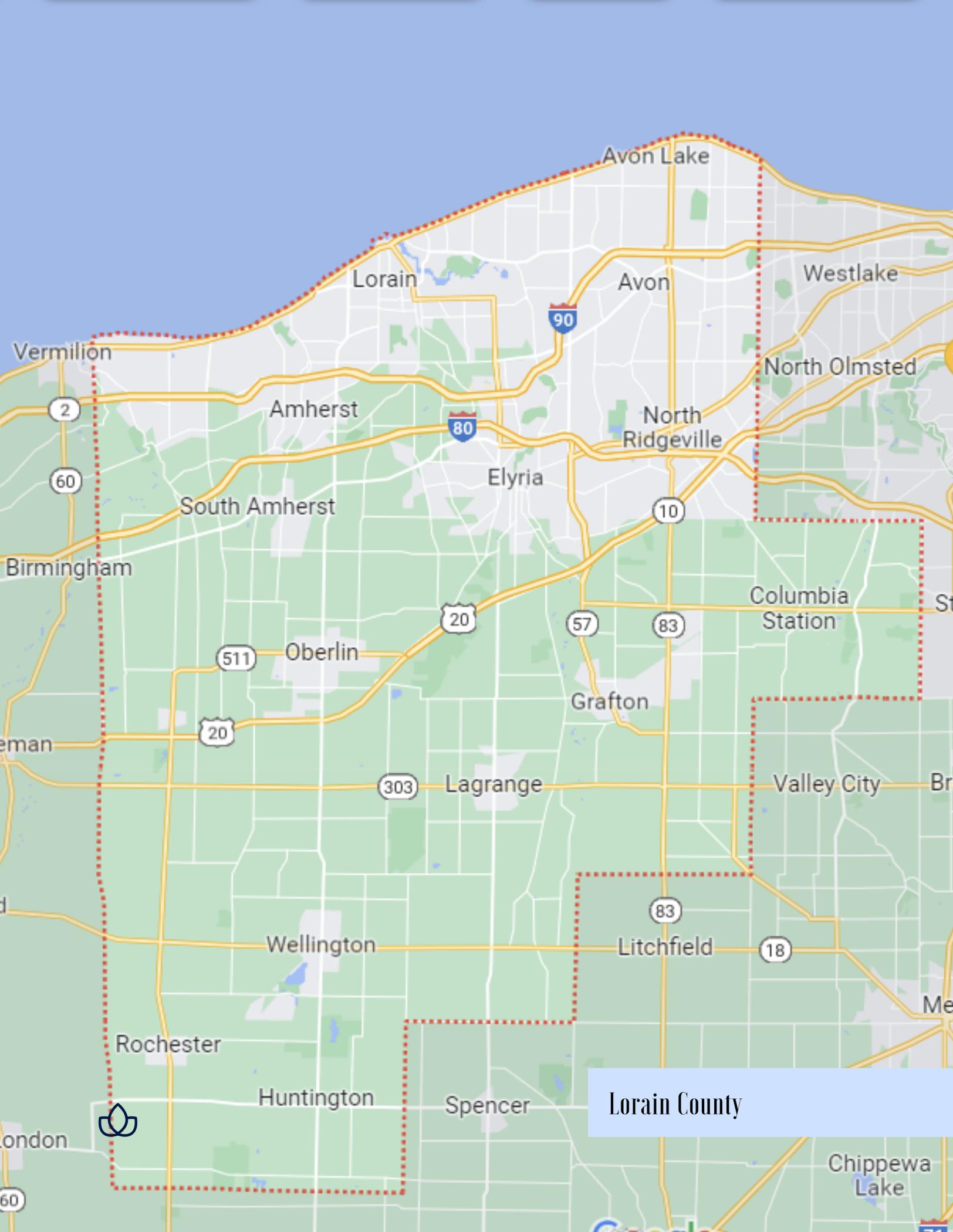
Due to an abundance of precautions due to COVID-19, we modified our typical approach (“Community-Engaged Mapping”) to virtual individual 45-minute to 1-hour interviews with individual stakeholders using a snowball sampling - encouraging community stakeholders to submit names of institutions and individuals who should also be a part of this process.

Enlightened Solutions has since completed 23 individual interviews with community members, business owners, and institutional representatives.

We compiled an additional list of business owners and completed outreach (both canvassing and flyering) to another 50+ businesses to invite engagement on this project.

Enlightened Solutions encouraged community stakeholders to submit names of institutions and individuals who were seen as “trusted voices” or influential individuals or organizations.





Lorain County

“

There is a need for wrap-around services because a scarcity mindset [in Lorain County] is potentially entrenched.

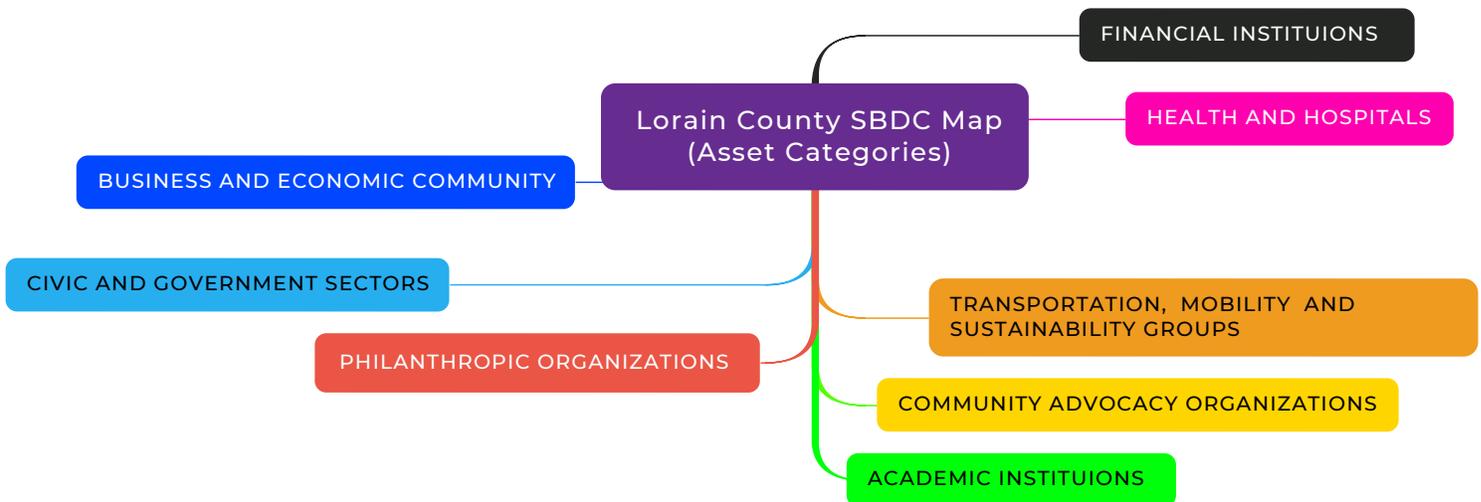
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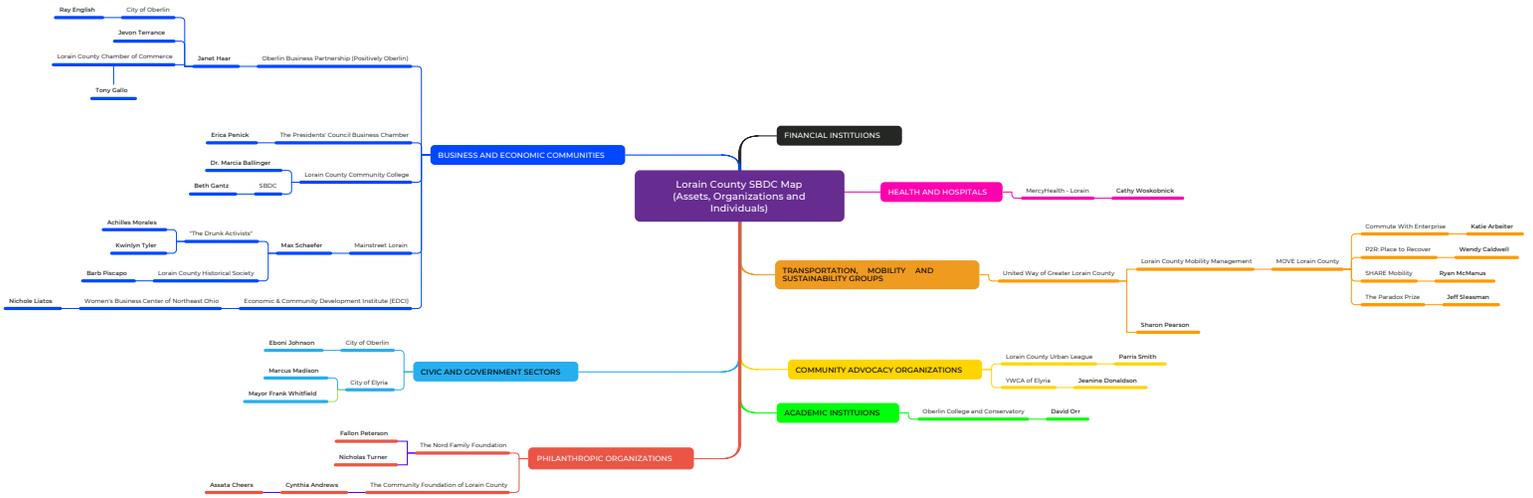


LORAIN COUNTY SBDC ASSET MAPS

Enlightened Solutions identified eight (8) SBDC at Lorain County Community College Map Asset Categories from research, interviews, stakeholder snowball sampling and identified the following as the most relevant to the SBDC at LCCC:

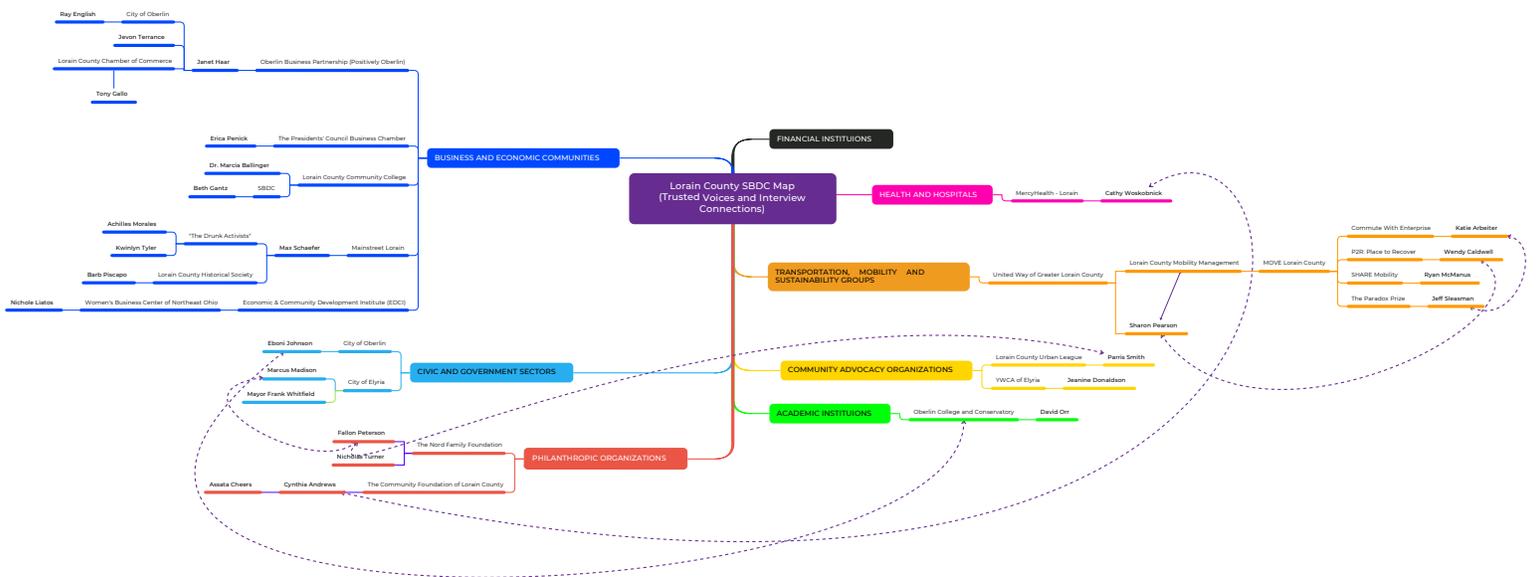
- Financial Institutions
- Health and Hospitals
- Transportation, Mobility and Sustainability Groups
- Community Advocacy Organizations
- Academic Institutions
- Philanthropic Organizations
- Civic and Government Sectors
- Business and Economic Community





In order to best illustrate the interdependence and mutuality of each map, we layered and combined the map to highlight connections and illustrate communications and service gaps.

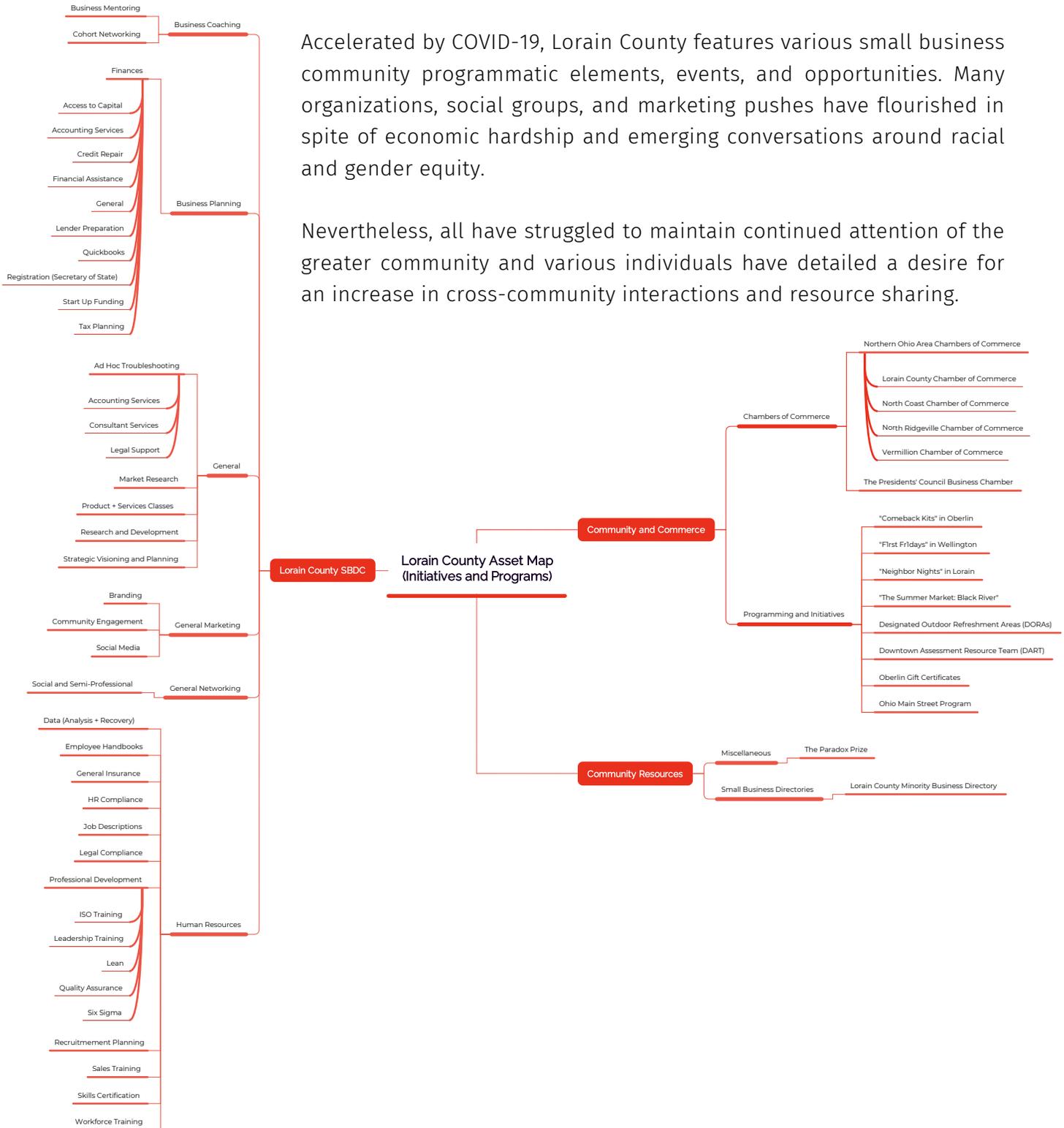
SBDC at LCCC Map | Assets, Organizations and Individuals
SBDC at LCCC Map | Trusted Voices and Interview Connections



Lorain County Initiatives and Programs

Accelerated by COVID-19, Lorain County features various small business community programmatic elements, events, and opportunities. Many organizations, social groups, and marketing pushes have flourished in spite of economic hardship and emerging conversations around racial and gender equity.

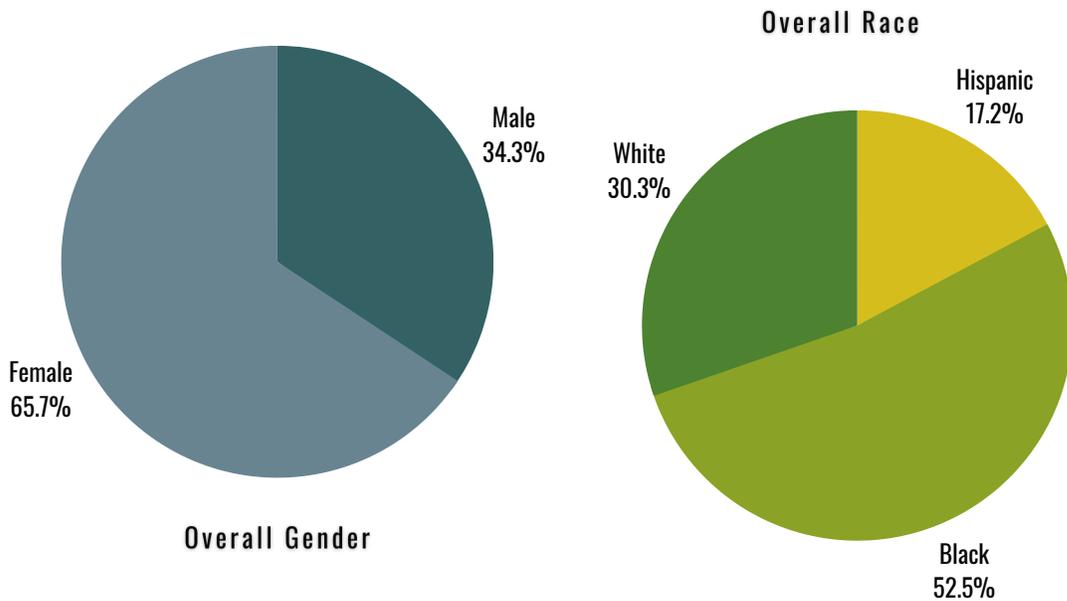
Nevertheless, all have struggled to maintain continued attention of the greater community and various individuals have detailed a desire for an increase in cross-community interactions and resource sharing.



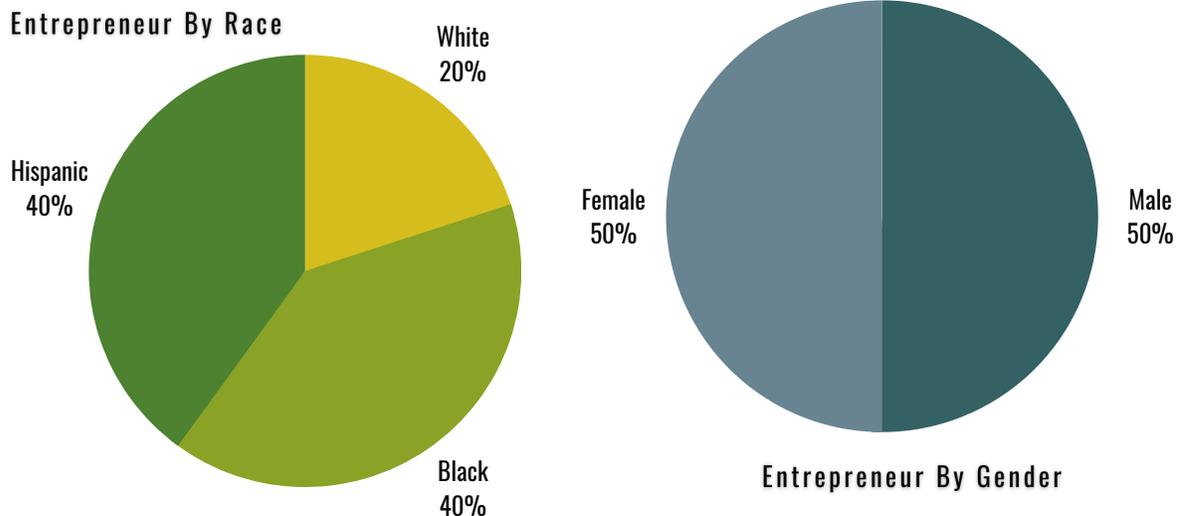


DEMOGRAPHICS

Overall, Enlightened Solutions interviews included an intersectional mix of both gender and race representation. Interviewees were 34% male, 65% female, and 30% white, 17% Hispanic/Latine, and 52% Black and African-American.



When canvassing and interviewing business owners, demographics shifted to include more People of Color. Business owner interviewees were 50% male, 50% female, and 40% Hispanic/Latine, 40% Black, 20% white.





Comparative Analysis: Lorain County and Nationwide Trends

The table ahead explores the total population size of various intersections, with a comparative analysis of nationwide business ownership averages for a detailed population.

Overall, a shrewd analysis of these statistics illustrates a substantial opportunity to increase small business ownership by Black, African-American and Hispanic/Latine racial and ethnic minority groups in Lorain County, specifically highlighting the following layered intersections from our research:

- Women-Centered and/or “Pink Collar Businesses”¹
- Black and African-American “Third Places”²
- Hispanic/Latine Community Anchors (ie. Grocery and Food Service)
- LGBT-Centered Services and Third Places
- Veteran Care, General Support and Physical and Mental Services



1. **Pink Collar Work:** Industries historically considered “women’s work” like teaching, nursing, mid to low-level social work and administrative work. 21st Century pink collar jobs include: beauty and salon services, online and social media retail and select gig-economy work.

2. **Third Space:** A “third place” is a community anchor where residents and tourists alike can foster creative reciprocity and communication. They are the anchors of a thriving community; “your third place is where you relax in public, where you encounter familiar faces and make new acquaintances.” Pete Myers (2012). *Going Home: Essays, Articles, and Stories in Honour of the Andersons*. Lulu.com. p. 37. ISBN 978-1-291-12167-4.; White, Rebekah (July–August 2018). “A third place”. *New Zealand Geographic* (152): 6.



Comparative Analysis: Lorain County and Nationwide Trends

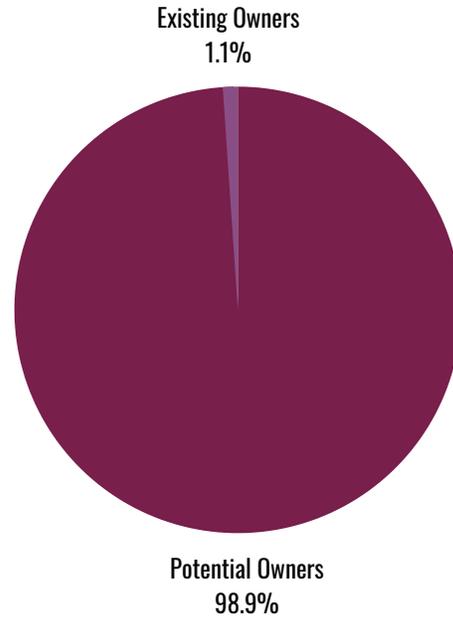
	Lorain County Population (Percent)	Lorain County Population (Number)	National Business Owner Percent	Potential Business Owners	Existing Business Owners	Existing Owner Percent in Lorain County	Potential Business Owner Population
Women	50.4%	159,060	48.6%	77,303	840	15.0%	76,463
Hispanic / Latine	10.8%	34,084	14.4%	4,908	257	5.0%	4,651
Black and African-American	9.0%	28,404	6.0%	1,704	257	5.0%	1,447
Asian	1.5%	4,734	6.2%	294	257	5.0%	37
LGBT	4.3%	13,571	10.0%	1,357		5.0%	1,100
Veteran	6.0%	18,972	9.0%	1,707	191	3%	1,516
Total Lorain County Population	100.0%	315,595		87,273	1,802		



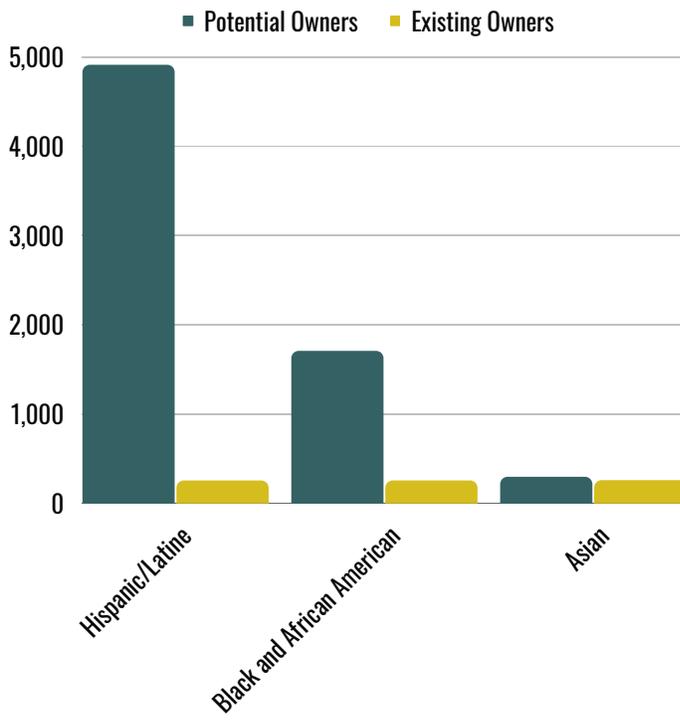
Gender Demographics

Lorain County has an opportunity to increase entrepreneurship.

Nationwide, women own 48% of businesses, in Lorain county, women only account for about 15% of owners. This is an area that is ripe for major growth.



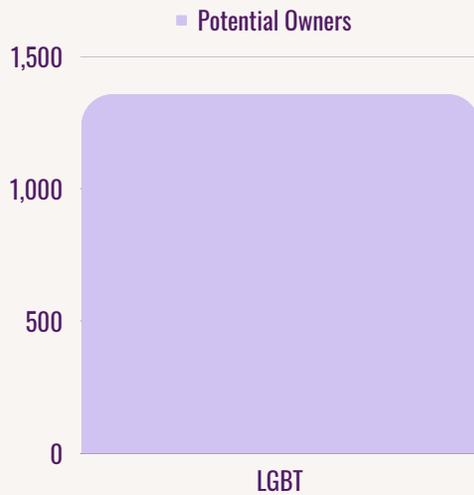
Women Owned Small Businesses



Racial Demographics

Lorain County has an opportunity to increase entrepreneurship across all racial demographic lines - specifically highlighting Hispanic/Latine and Black and African American groups.





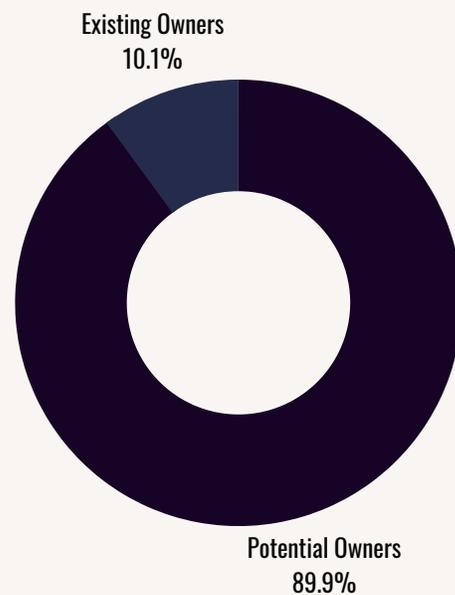
LGBT Demographics

Nationally, LGBT persons account for 9% of business owners.

In Lorain, that number is unknown as it has not been collected locally. An important first step may be to begin collecting this data point to encourage greater investment and involvement.

Veteran Demographics

Nationwide, veterans account for about 6% of business ownership. In Lorain County, that number is lower, with veterans accounting for 3% of business owners in Lorain County or just about 1,110 businesses.



INTERVIEW THEMES ANALYSIS

After completing interviews, Enlightened Solutions scrutinized commonalities between conversations; our hand and artificial intelligence-assisted thematic processes provide insights that help us to uncover solutions that prioritize issue-based community needs.

Structured and detailed issue analysis gives clarity where there may be redundancies, inefficiencies, or gaps in service. Repeated thematic elements can be unearthed, mapped, and addressed with appropriate urgency.

General topics explored include jobs and work, people and community, wants and needs.

“ ...What I appreciate most about working on my own is the ability to work with so many companies ...”

JOBS AND WORK

Participants discussed previous jobs and career paths leading to how and why they decided to start a business. Some left corporate positions to focus on community work and advocacy, while others struggled to find steady employment and started their work out of necessity.

“ ... this kind of realm of work, pretending that we all have 9 to 5 jobs ...”





PEOPLE AND COMMUNITY

Participants discussed the duality of relying on their community to get their business started and how giving back to that community was integral to their sense of purpose.

For many business owners, being embraced by their community played a pivotal role in their development - even when it meant a more hyper-focused, small client base and/or “less profitable” or slower business development.

“... in the beginning, I think people looked at it and weren't sure ...”

“... staying in touch with the people that I've always known ...”

WANTS AND NEEDS

Interviewees discussed business and economic wants and needs in terms of internal motivations and external barriers.

Many entrepreneurs discussed searching for resources and general answers to their business questions or feeling a lack of established direction.

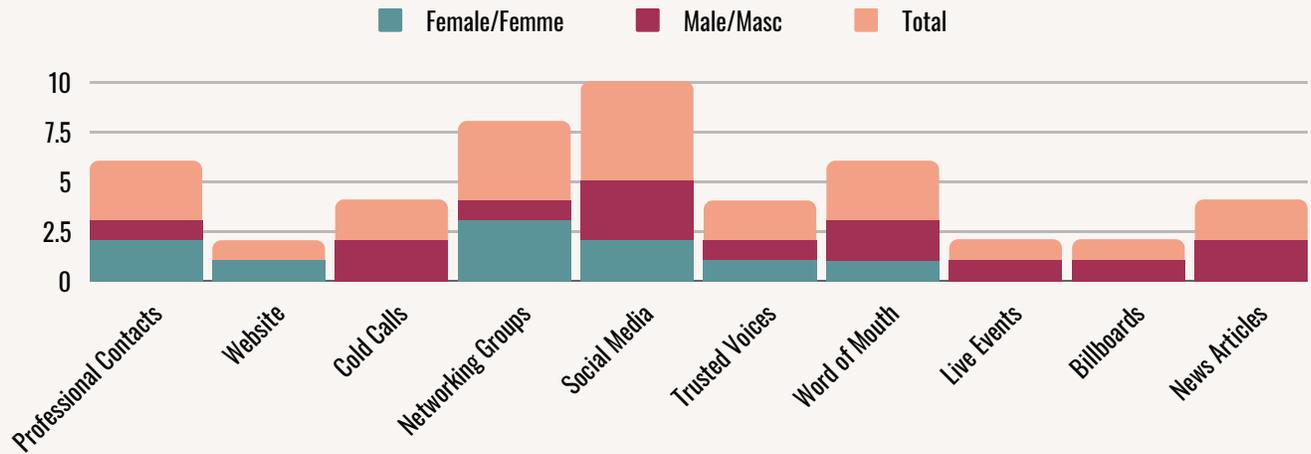
“... wasn't really very much funding needed upfront ...”

“... I have something that I need help with. I just need to get some insight ...”



Gender

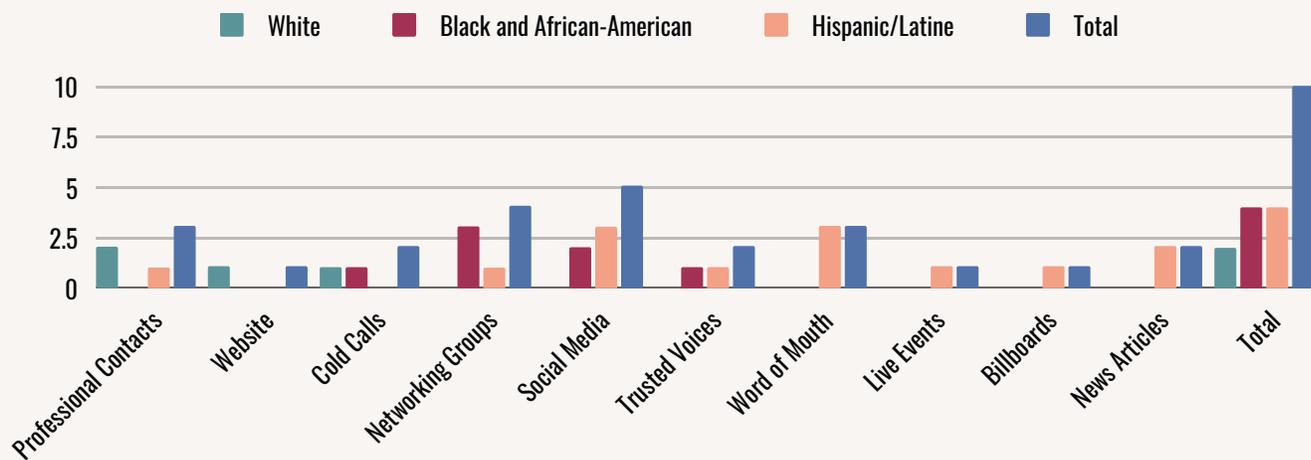
There is variation in preferred outreach methods within genders. For example, women relied more heavily on professional contacts, networking groups and formalized pathways, while men utilized media more broadly including traditional billboards, social media posts, community articles and weekly circulars.



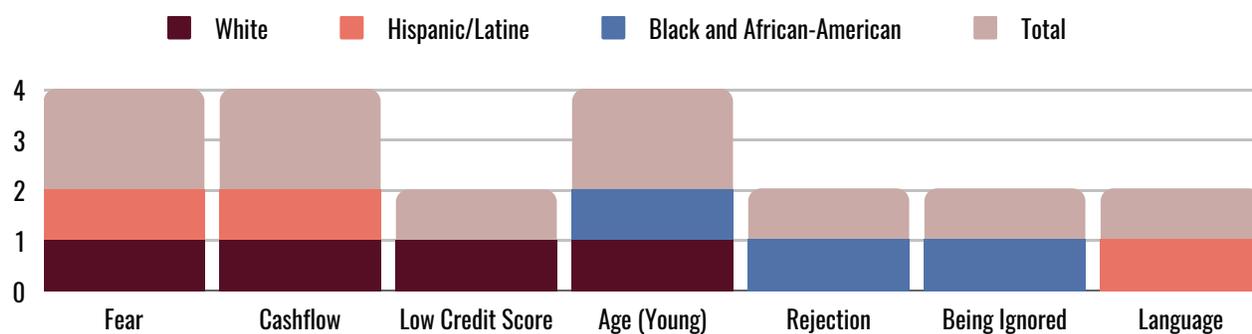
Race

When analyzing racial differences in building a client base, we see the Hispanic/Latine community uses a much wider variety of outreach methods compared to other racial groups, using all but cold calls and standard websites.

White entrepreneurs rely more heavily on existing formal professional contacts; they use cold calling in equal measure as Black and African-American entrepreneurs, who supplement with a mixture of informal networks and social media campaigns.



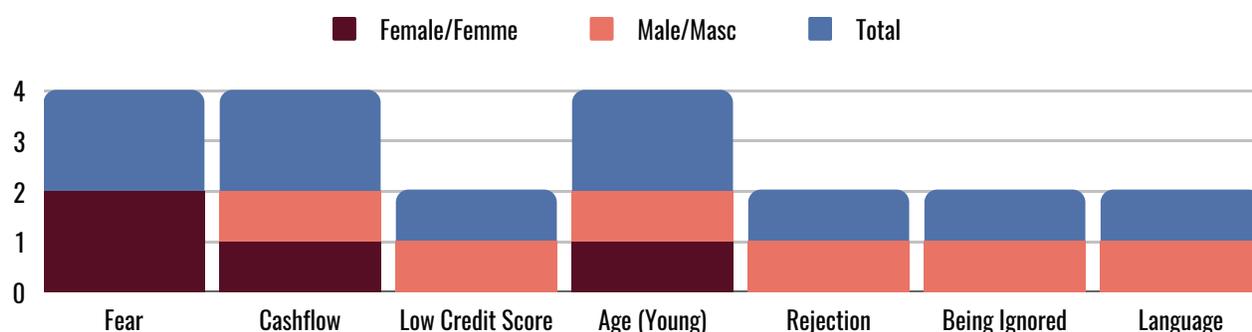
Barriers to Starting



Black, African-American and Hispanic/Latine

Many potential and current business owners detailed variegated barriers to foundation building, business acceleration and general acceptance.

Black and African-American business owners in comparison to other racial groups, disproportionately experienced race-based outright social and general rejection from business mentorship programs - in both professional and informal networks. Hispanic/Latine business owners experienced microaggressions caused by real (and out-group “perceived”) language barriers and socio-economic accent stigmas.³



Gender

In terms of gender, men received more rejection and language difference perceptions than women. Women, in turn, received more age discrimination and experienced greater feelings of apprehensiveness about beginning a business.



3. "We Stigmatize Accents, But Language Belongs To Everyone". PBS Newshour, 2018, <https://www.pbs.org/newshour/show/we-stigmatize-accents-but-language-belongs-to-everyone#:~:text=An%20accent%20can%20be%20a,from%20one%20means%20embracing%20another>

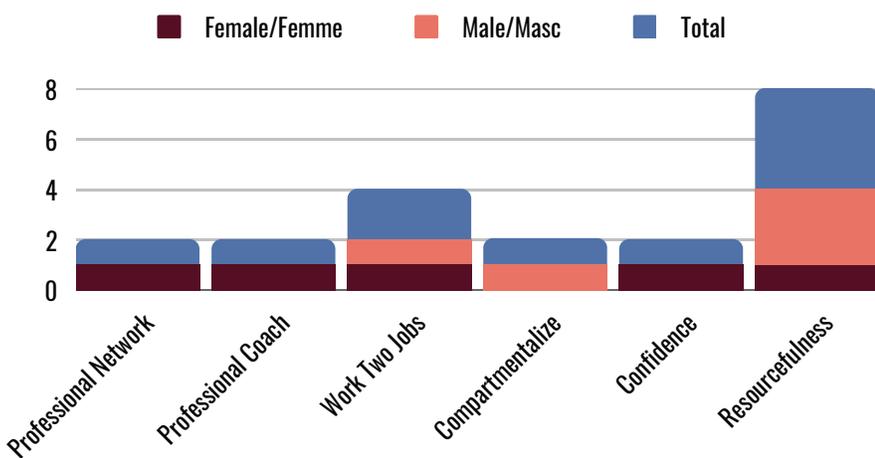
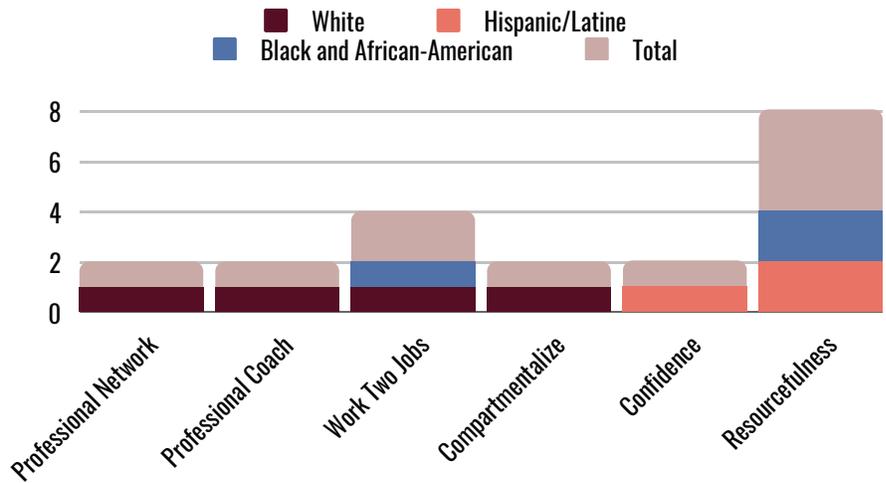
Success Factors

During our interviews and especially while canvassing, we aimed to highlight and discover individual strengths and success factors small business owners gained throughout their pathway to entrepreneurship.

Race

Nonwhite participants discussed a higher reliance on being resourceful despite the odds, working additional hours, (sometimes two jobs), and maintaining confidence in their business plan.

White entrepreneurs tended to focus on highlighting their membership to professional groups.



Gender

Women and femmes tended to rely on the strength and depth of a large social and/or professional network as markers for success well as the need for greater risk taking and confidence.

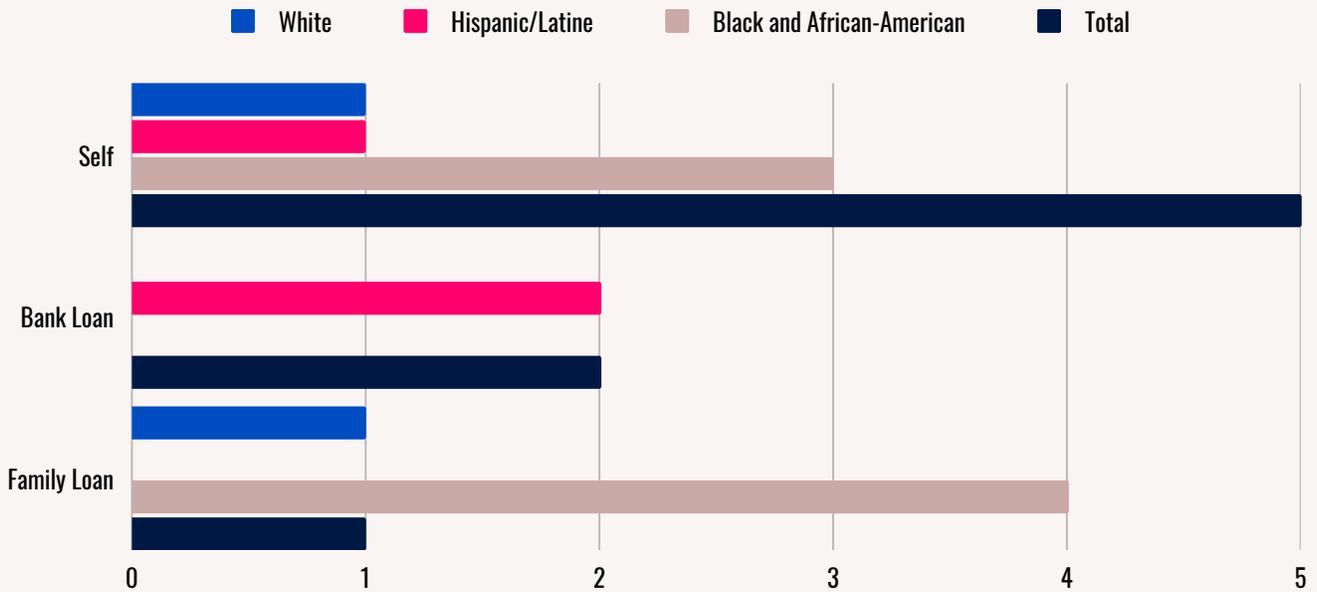
Men spoke more frequently about resourcefulness and creativity.



Startup Funding

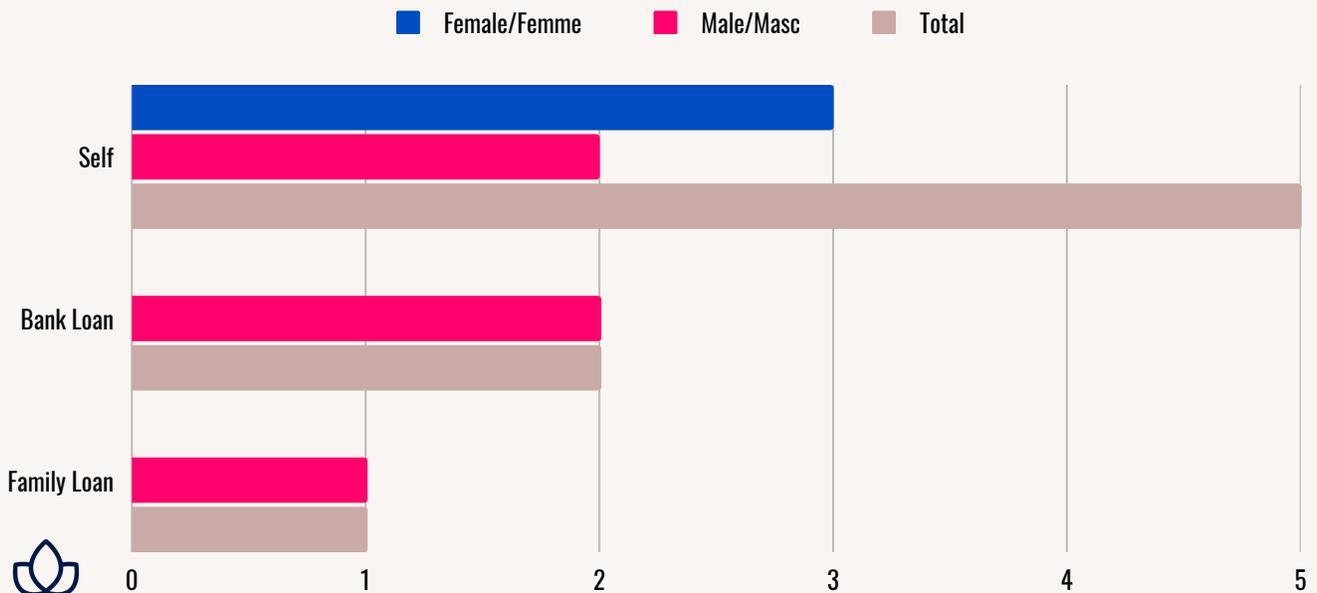
Race

Overall, white entrepreneurs appeared to have more access to family support or to use their own savings, while nonwhite entrepreneurs relied more heavily on financial institutions and self-reliance.



Gender

Women tended to finance their businesses solely through savings, while men tended to use a wider range of funding options to get started.



RESEARCH-BASED ORGANIZATIONAL SUGGESTIONS

Peer Support Model

According to Enlightened Solutions' themes analysis, there is a significant opportunity available to leverage existing informal support networks to increase the SBDC's touch points in within greater Lorain County. Stakeholders, community members and business owners alike discussed relying heavily on their personal and professional networks to build capacity. Layering a strategic framework on top of this existing community network could be a rich opportunity for the SBDC to deepen connections, enhance brand recognition and curate community-focused resources.



RELEVANT FINDINGS

In our collected data, we discovered that there is a high degree of fear associated with starting a business, specifically for women, even as women were more likely to have robust social and professional networks.

Nevertheless, women are also a small business owner demographic with significant opportunities for growth. They make up only 15% of business owners in Lorain County, compared with 48% nationally.

Furthermore, Black, African-American and Hispanic/Latine groups reported higher experiences of wholesale rejection, thus relying on advice from other business owners within their intersections to help them navigate everything from microaggressions to professional networking, and financial advice. Racial minority-owned business owners in Lorain County tended to rely on more creative marketing to organically build and expand their audiences or find funding, circumventing more formalized pathways like pitch competitions or general networking events.





INTERVENTION DESCRIPTION

According to recent research, peer groups enable businesses to advance growth by two to three times their normal levels.

In this research, 90% of business owners asked found peer-to-peer support instrumental during the pandemic.⁴ Peer support models of intervention are an established social science measure that not only studies but believes and leverages lived experience.

These models generally provide guidance, technical expertise, and backend support to groups who have marginalizing experiences. Highly trained volunteers work through the structure of the organization to provide best practice support to individuals navigating the issue while being specifically curated to the intersections of the individual.

PEER SUPPORT IN APPLICATION

In Lorain County, the structure for the program would be shepherded through the expertise of the SBDC at Lorain County Community College. Staff would set the framework for this program, including, but not limited to: meeting times, subject matter, syllabi, meeting spaces, marketing, documentation, and resources.



SBDC at LCCC Staff would work to recruit trusted voices in the community who personally identify as successful in business (personal identification is key due to cultural and in-group/out-group differences between intersections; simply put, success looks different for all people). The SBDC staff would provide training, and solicit feedback on how to best (re)structure or iterate the program on an ongoing basis.

SBDC at LCCC will maintain standard organizational oversight while shifting outreach from the organization to the community ambassadors or trusted voices. From here, participants will be paired with advisers using a rubric that weights the preferences of participants to the best of the program's ability.

For example, during intake participants would be asked to rate their preference to work with someone in their core intersections (race, gender, age, ability, etc.) as well as their preference for someone in their field of work. SBDC at LCCC staff would then provide the best match (not necessarily exact).



Transportation

Transportation is a major barrier for people using social services across the United States. This problem is particularly compounded for folks living outside of urban centers.

Transportation was predicted to be the main, if not a major barrier for entrepreneurship and general job security in our initial conversations. The reality of limited transportation in Lorain County cannot be taken lightly. Access to affordable, independent transportation is a key factor in the success of an entrepreneur in this county.

“I started looking at the help wanted ads.

Anywhere that was looking, I’d go, park far away to hide my old car, wear my best suit, and offer to temporarily fill the position for a lower price than any temp firm.”



RELEVANT FINDINGS

Several entrepreneurs provided in-depth vignettes on why transportation is such a key factor for success.

INTERVENTION DESCRIPTION

There are many advocates in Lorain County who are thinking about transportation and doing excellent work with creative solutions.

Although we posit transportation must remain at the forefront of local economic discussions we acknowledge it is not a task that can be directly undertaken with existing the SBDC at Lorain County Community College's positioning and resources.

With this reality in hand, we know that partnership and community advocacy may be important pathways, especially those elucidated within the Community Asset Map. Potential interventions and partnerships could include sliding-scale car repair, nonprofit garages, or other creative interventions to help foster a system in which entrepreneurs can prosper to and from work.





TEAM-LEVEL ECOSYSTEMS ANALYSIS

Enlightened Solutions takes a strengths-based approach to teamwork and organizational planning.

We believe that by pooling collective talent and aligning it with necessary roles and responsibilities, we can build highly effective and strategic organizations.

Assessing Collective Experience

We look at the collective knowledge and experiences of staff members.

Acknowledge Lived Experience

We assess the team for diversity and acknowledge the importance of centering lived experiences while balancing demands. We surface potential blind spots and make plans for building literacy and resiliency.

Compiling Core Roles

We compile core roles based on community feedback. Roles are meant to overlay with existing responsibilities to inform your work rather than replace.

Aligning

We collaboratively align available resources with core roles to drive change from each individual's sphere of influence.



Assess Collective Experience

When assessing teams through the lens of DEI systems change, we review collective formal experience and skills-based interests and strengths.

Credentials	<p>Formal degrees, certifications, training, and other professionalized training.</p> <ul style="list-style-type: none">• What formalized credentials are present on this team?• What type of expertise does this team have?• Do credentials align with current and future job responsibilities?
Experience	<p>Industry experience, titles, years of experience in specific roles.</p> <ul style="list-style-type: none">• How many years of experience does this team have in _____?• Are there any team members with experience in _____?• Does experience align with current and future job responsibilities?
Literacy	<p>Resiliency, resistance, self-education, reflectiveness, etc.</p> <ul style="list-style-type: none">• Do existing team members seem open to feedback?• Do existing team members actively participate in feedback processes and implement ideas, suggestions, and strategies that are not self-directed or created?
Interest	<p>Propensity, skills, personality type, interest in subject matter expertise, and current relevance.</p> <ul style="list-style-type: none">• Are there specific team members who prefer to be in the community building new relationships?• Are there specific team members who are interested in stepping into or learning more about specific roles or tasks?



Assess Collective Experience: Practice

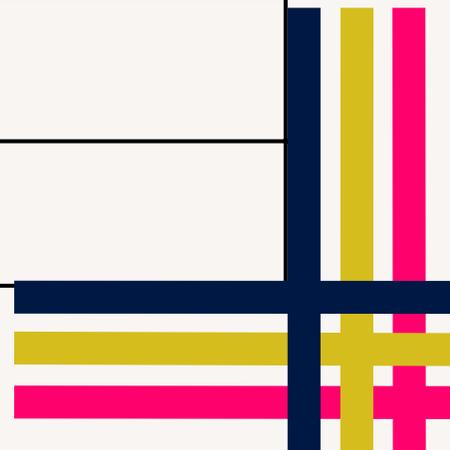
	Lisa	Beth	Jason
Credentials			
Experience			
Literacy			
Interest			



Acknowledge Lived Experience: Practice

Here, we assess our collective lived experiences and seek to identify potential blind spots within that experience. Where there are opportunities for growth, we build training and implementation plans to build resilience, fluidity, and literacy.

Group	Team Diversity	Notes
Gender	High	Can vary from gender expression
Race	Average	Not all racial groups are represented
Age	Low	Team members are mostly of similar age group
Disability and Neurodivergence		
Sexual Orientation and Gender		
Expression		
Religion		
Veteran Status		
Socio-Economic Class		
Immigration Status		



Compile Core Roles

Core roles and responsibilities are meant to drive sustained change by appointing roles within the DEI process to each team member.

These roles are not meant to replace job titles or reassign work but are meant to help team members structure project demands collaboratively. Additionally, roles can be flexible, adjusted, or reapportioned. They are meant to help staff introspect and form dynamic perspectives that overlay and support each other while working in tandem.

Based on discussions with stakeholders and reflection with team members, we have compiled three core roles:

ORGANIZER

This role is focused on providing the frameworks, direction, and allocation of resources needed to complete all necessary tasks and reach long-term goals.

This individual focuses on providing the administrative basis for community work so that the team can remain flexible and community-oriented.

TECHNICAL FACILITATOR

This role should be focused on developing and cataloging technical resources that align with community needs. This individual should be able to provide feedback on practical questions like marketing, mentoring models, securing funding, and administrative capacity with entrepreneurs. This role should utilize community feedback to develop resources and offerings that reflect community questions.

COMMUNITY LIAISON

This role should be highly adept at understanding community needs and aligning them with the catalog of technical resources available. This individual should spend time directly with community members, and bring back reports and suggestions. Feedback from this person should be heavily weighted when considering future planning and organizational offerings.



Core roles and responsibilities are meant to drive sustained change by appointing roles within the DEI process to each team member.

Compile Core Roles: Practice

	Organizer	Technical Facilitator	Community Liason
Credentials	Highly Credentialed	Highly Credentialed	Medium Credentialed
Experience	High Experience	Medium-High Experience	Medium Experience
Literacy	Medium-High Literacy	Medium-High Literacy	High Literacy
Interest	Coordination, Flexibility, Organization	Skill Sharing, Resources, Responsive	Outreach, Feedback, Supportive, Coordination



Now that we have assessed, let's reflect on our findings and lay some groundwork. Using the worksheets above, answer the following:

COLLECTIVE EXPERIENCE

- In what subjects does the team have the highest degree of formal training?
- In what industries, titles, or roles does the team have the most years of experience?
- In which areas do team members spend the most intentional time building literacy?
- Which areas are team members most interested in?

LIVED EXPERIENCE

- Where does our team have the most life experience?
- Where are their potential gaps in our lived experience?
- Is there adequate representation across all marginalized groups?
- In which areas should existing team members spend time building literacy and perspective?

CORE ROLES

- Which roles most closely align with existing job titles/responsibilities?
- Which roles most closely align with individual and lived experience?
- Are there team members who feel drawn to a particular role?



REFERENCES + ADDITIONAL READING

[Occupational Employment and Wages in Cleveland-Elyria - May 2021 : Midwest Information Office](#)

[US Census Bureau | Lorain County](#)

[Lorain County Transit](#)

[Lorain County Transit | Google](#)

["We Stigmatize Accents, But Language Belongs To Everyone"](#)

[Why Peer to Peer Business Support is Growing and How to Get Involved](#)

[Movement Advancement Project](#)





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