



# VERMONT PROFESSIONALS OF COLOR NETWORK





**Weiwei Wang**  
**Co-Executive Director,**  
**Community and Policy**



## Agenda

1. Overview of VT PoC
2. What we have been doing lately
3. Budget request for FY25

# History of VT PoC!

**2019**

Founding members start creating networking events for BIPOC professionals. At the first event, 100 BIPOC professionals joined us at the Vermont Comedy club for laughter, joy, food, and community.

**2021**

VT PoC becomes an official 501c3. We run the BIPOC COVID-19 vaccine clinic in Burlington along with partners across the city.

More funding opportunities arise as the community continues to talk about us.

We hire our first staff member, Charlotte Santiago Graf, followed by Weiwei Wang.

**2020**

COVID-19 pandemic halts all VT PoC activities and gives us time to consider the future.

Funding opportunities arise and founders begin 501c3 process.

**2022**

VT PoC gains momentum, hiring our second full-time employee, Krystal Sanchez, who supports data collection of over 250 BIPOC small business owners across the state.

**2023**

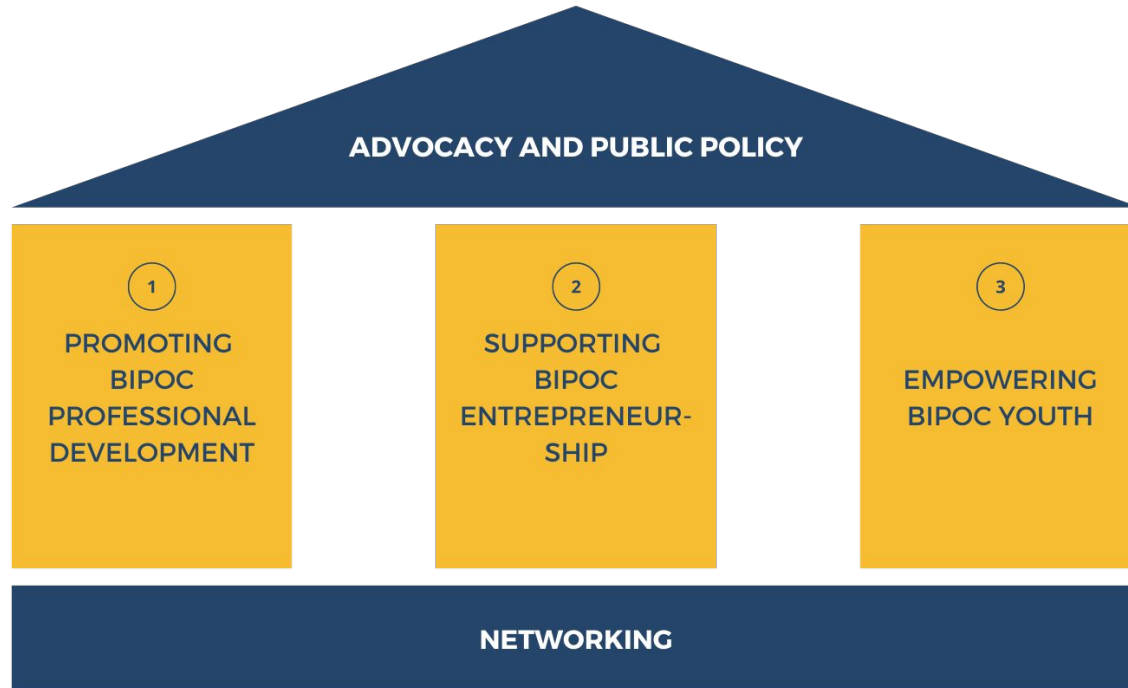
VT PoC continues to grow, adding Mimi Duong and Airon Shaw to the team.

VT PoC supports the July 2023 flooding recovery process, and continues to offer outreach, resource navigation, technical assistance, and community support to BIPOC Vermonters across the state.

In October 2023, Weiwei and Tino become co-Executive Directors.

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# What we do



**Prosperity starts with opportunities to climb the economic ladder**



## Mission

Vermont Professionals of Color Network (VT PoC) exists to **advance prosperity for Black, Indigenous and People of Color** across Vermont.

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## How we do it

1. Outreach
2. Resource Navigation
  - a. Guiding to existing resources
3. Workforce Development
  - a. Networking events by sector/community
    - i. Executive, medical, career guidance, education sessions
4. Business Development
  - a. Technical Assistance - grants, loans, business plans
  - b. Events - Lenders Lunch with CVOEO and US SBA, Legal webinars
  - c. To do: business basics course
5. Data collection
  - a. Small Business Survey/Listening Sessions (2022)
  - b. BIPOC Community Survey (2024)

\*Evaluation is integrated into all of the above.

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# VT PoC Work - 2023 ACCD Contract

Since May 2023:

49 businesses/nonprofits supported

- 9 counties
- Identities across race - Indigenous, Black, African, Caribbean, Latino, East and South Asian, Middle Eastern
- Retail, food service, agriculture, creative sector, nonprofit, health/wellness/beauty

5 professionals formally supported - gaining traction!

- Career support in public health, social work, and education.

26 events across 4 counties

Networking, affinity spaces, conferences (tabling/speaking)



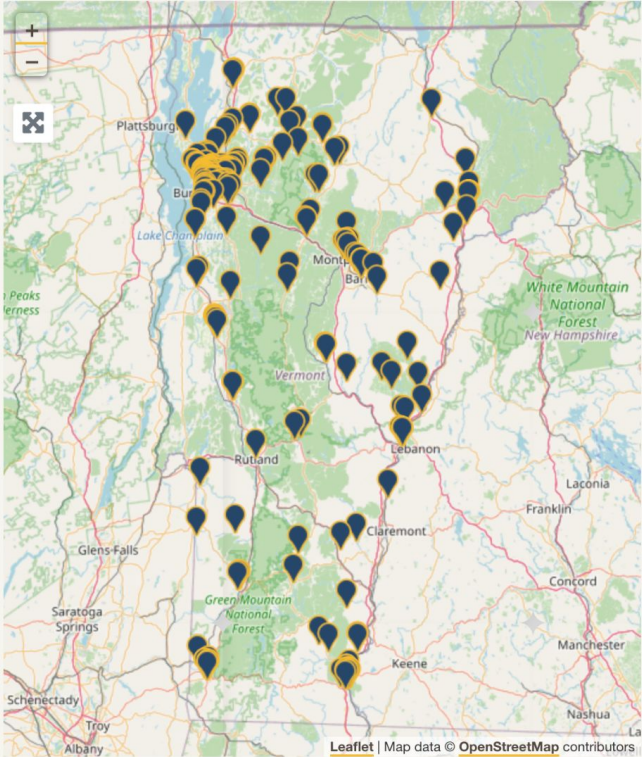
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## VT PoC Work - 2024

- **BIPOC community survey.** How are people doing? What are they doing? What keeps them here? What would drive them to leave?
- **GROW VT program.** How can we provide a safety net and support network for new BIPOC Vermonters?
- **Expanding presence in Northeast and Southern VT.** Networking events, casual pop-ups for professional and business assistance, and more.
- **The Things In Between Educational Series.** Learning about things that often get overlooked or “you don’t know unless you know”.
- **Community Engagement and Support.** Empowering the community by giving more opportunities for voices to be heard and skills to be leveled up.
- **Collaborative Efforts.** Working together with partner organizations like ReLeaf Collective, Upper Valley BIPOC Network, Community Resilience Organizations (CROs), and more.

# BIPOC Business Directory

- [Agriculture](#)
- [Artists & Performers](#)
- [Barbers, Salons, & Stylists](#)
- [Educators & Consultants](#)
- [Groceries](#)
- [Healthcare](#)
- [Hospitality](#)
- [Manufacturing](#)
- [Marketing, Tech, & Design](#)
- [Nonprofit Organizations](#)
- [Retail](#)
- [Services](#)



## Mount Island

Small press and literary magazine focusing on LGBT...

Services

## Honor Leather

We create hand stitched heirloom carrygoods using...

Marketing, Tech, & Design

## Anisa Jewelry | Breez...

Black women-owned jewelry business. We take pride in...

Retail

## Homebody Massage +...

Meet Sasha, the owner of Homebody Massage + Yoga...

Healthcare and Services

## Firefolk Arts, LLC

Filipino-American woman-owned, Firefolk Arts is an art...

Artists & Performers

## Rajan Chawla Photog...

A freelance photography business that specializes in...

Artists & Performers and Services

## Green Mountain Adva...

Green Mountain Advancement has been...

Educators & Consultants

## Healing Arts VT

Jessica Arencibia, massage therapy services.

Services

## 21 Kiln LLC (VT), Shikh...

We are a young business...

## Vermont Consumer C...

Vermont Consumer Credit...

# VT PoC Job Board

## Grassroots Policy Organizer

### NOFA-VT

February 21, 2024

Location: Chittenden County, Remote

The Grassroots Policy Organizer (GPO) will collaborate with staff and member leaders to develop our legislative priorities, campaigns and strategies, and support our work in the legislature to achieve policy wins in support of our mission. The GPO will focus on organizing, training, and planning with member leaders in the field in the summer

[Read more...](#)

## Executive Job Search

### Vermont Chamber of Commerce

February 21, 2024

Location: Washington County

The Vermont Chamber of Commerce is seeking a visionary and strategic executive as President to lead the organization into the future. Reporting to the Board of Directors, the President will embrace the organization's mission to advance Vermont's economy. Trusted by the businesses that make living, working, and thriving in Vermont possible,

[Read more...](#)

## IT Support Specialist

### VEIC

February 16, 2024

Location: Chittenden County

**VEIC is seeking a creative, engaged, and experienced IT Professional to drive efficiency and collaboration within the Helpdesk team, supporting the entire national organization.**

The Helpdesk team responds to and resolves issues reported by VEIC's staff related to supported technology. The team performs work

[Read more...](#)

## All VT PoC Job Boards

[Jobs Board](#)

[Internships Board](#)

[Submit a Job](#)

# Civic Engagement Positions

Does your organization have an open board position that you would like to publicize with VT PoC members?

[Submit a Board Position](#)

## Cathedral Square – Board Position

### **Cathedral Square**

February 21, 2024

We are housing developers, caregivers, maintenance specialists, health care professionals, social workers and public-policy advocates dedicated to promoting healthy homes, caring communities and positive aging. At Cathedral Square, older adults and people with disabilities and other challenges can live their lives to the fullest -- in communities where age and wisdom are valued and respected, where diversity in all its forms is welcome and celebrated. We have a 13-member board that helps guide and support us!

[View Full Board Position Listing](#)

## KidSafe – Board of Directors

### **KidSafe Collaborative**

February 21, 2024

KidSafe Collaborative is a partnership of agencies, organizations and individuals working together to prevent and address child abuse and neglect in our community. We are the only independent Chittenden County, Vermont agency focused solely on keeping our community working together to prevent and address child abuse and neglect. KidSafe's mission is: to engage community groups, individuals and agencies to work together to improve our community's prevention of and response to child abuse and

[View Full Board Position Listing](#)

Introducing...

# **NEWCOMER NEXUS**



## **BIPOC Concierge Connection Program**

Finding the right hire can be a daunting task. Between the costs of hiring and the difficulties new employees can face when relocating to a new community for their perfect job, the process can be overwhelming. With the help of VT PoC's Newcomer Nexus, our BIPOC newcomer connection and concierge program, you can focus on finding the best candidate for your company and leave selling the community to us!

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# Current Budget Needs

**VT PoC is asking for \$250,000 from the FY25 budget**

VT PoC annual budget is \$680,000

- Events
- Programs
- Outreach\*
- Partnership development
- Technical Assistance (includes travel)

\*We do not have a physical space, so no facilities costs

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# What the funding will support

**The \$250,000 request would cover:**

Critical areas:

- Technical Assistance
- Professional and business development support
- Outreach in Northeast and Southern Vermont

What the funding will not cover (additional funding needed)

- Continued development of civic engagement programs
- Ambassador program
- Community education programs (with partnerships)



## Questions?

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**Co-Executive Director**  
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# Flood Recovery Needs

- **On average, businesses who have reached out need \$12,500 to recover.**
  - Min: \$400
  - Max: \$150,000
- Businesses need **capital**. Not ready for support resources.
- **BEGAP was helpful but not enough.**
- **Economic injury** is as severe as physical damage.
  - Equipment still not replaced
  - Overdue bills due to lack of demand/inability to provide services
  - Seasonal businesses with damaged goods couldn't recoup even though businesses are generally successful
- Working to better understand any impact from winter floods/high winds.