What if Black businesses reached parity with all businesses?
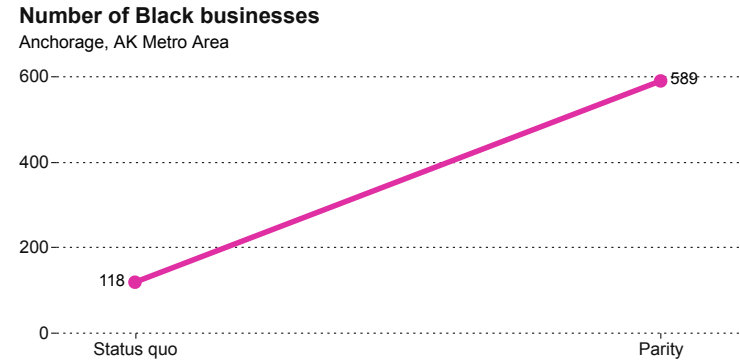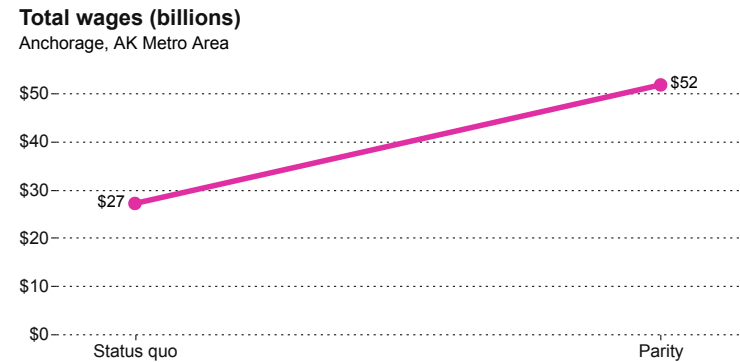
In the Anchorage, AK Metro Area

Number of Black businesses
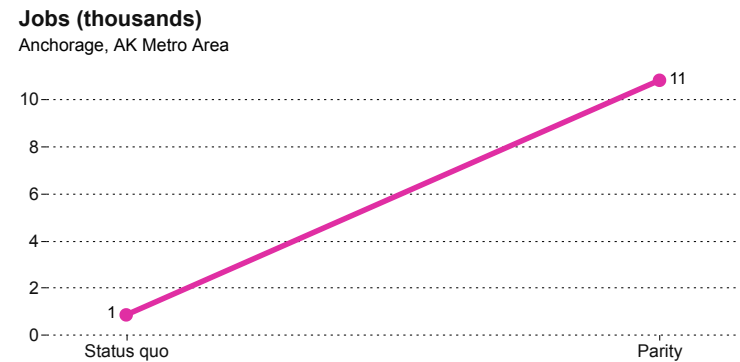Anchorage, AK Metro Area

There are 118 Black businesses, accounting for 1% of employer businesses. If Black businesses accounted for 6.5% of employer firms (equivalent to the Black population), **there would be 471 more Black businesses**.
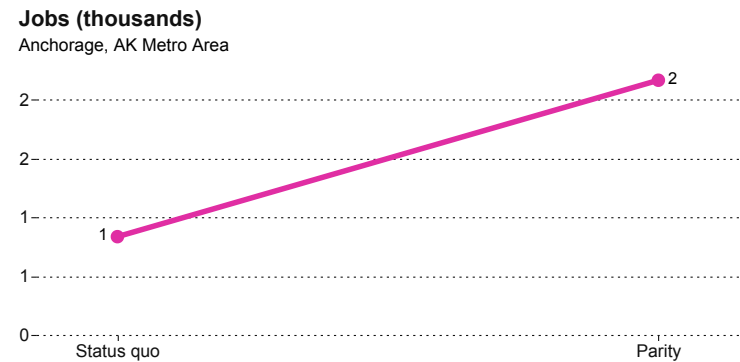
Jobs (thousands)
Anchorage, AK Metro Area

Black businesses create an average of 7 jobs per firm, compared to 18 for all businesses. If the average employees per Black business reached parity, it would **create approximately 1,331 new jobs.**

Total wages (billions)
Anchorage, AK Metro Area

Black businesses pay their employees an average of $32,440, compared to $61,849 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $24,585,932.**
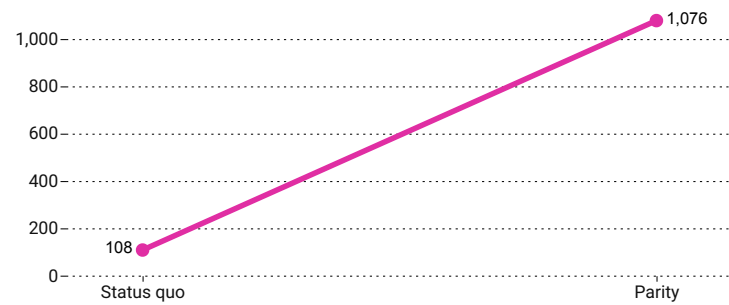

Jobs (thousands)
Anchorage, AK Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 9,978 jobs.**

What if Black businesses reached parity with all businesses?

In the Ann Arbor, MI Metro Area

Number of Black businesses
Ann Arbor, MI Metro Area

There are 108 Black businesses, accounting for 2% of employer businesses. If Black businesses accounted for 14.1% of employer firms (equivalent to the Black population), **there would be 968 more Black businesses**.
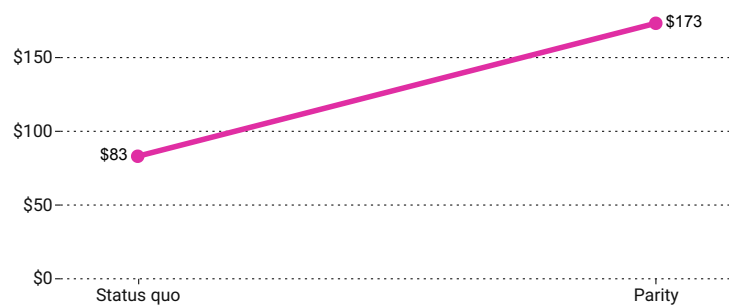

Jobs (thousands)
Ann Arbor, MI Metro Area

Black businesses create an average of 30 jobs per firm, compared to 22 for all businesses. If the average employees per Black business reached parity, it would **create approximately 0 new jobs.**
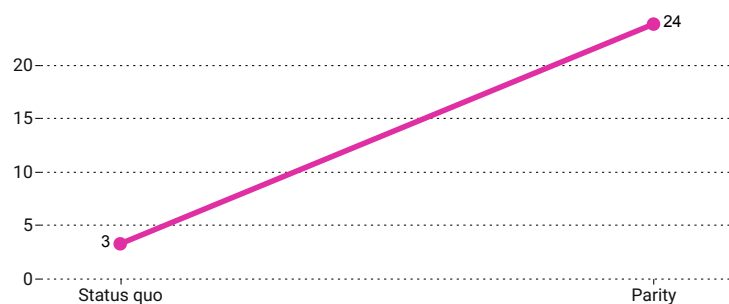

Total wages (billions)
Ann Arbor, MI Metro Area

Black businesses pay their employees an average of $25,473, compared to $53,240 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $90,243,248.**
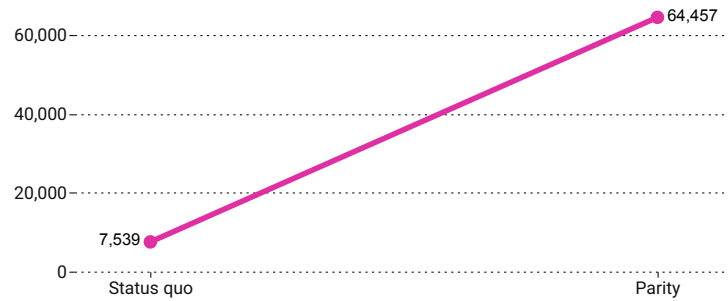

Jobs (thousands)
Ann Arbor, MI Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 20,563 jobs.**

What if Black businesses reached parity with all businesses?

In the Atlanta-Sandy Springs-Roswell, GA Metro Area
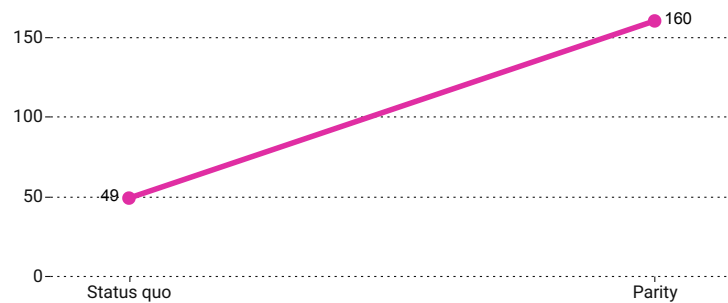
Number of Black businesses
Atlanta-Sandy Springs-Roswell, GA Metro Area

There are 7,539 Black businesses, accounting for 7% of employer businesses. If Black businesses accounted for 36.3% of employer firms (equivalent to the Black population), **there would be 56,918 more Black businesses**.
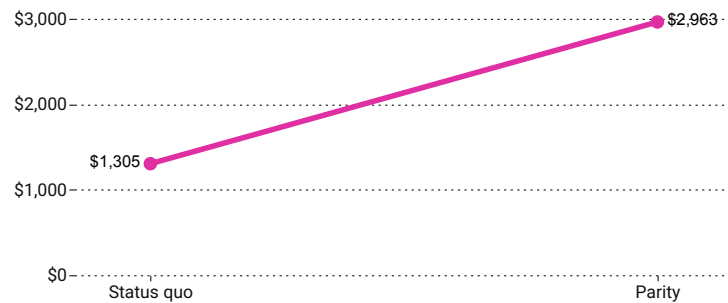
Jobs (thousands)
Atlanta-Sandy Springs-Roswell, GA Metro Area

Black businesses create an average of 6 jobs per firm, compared to 21 for all businesses. If the average employees per Black business reached parity, it would **create approximately 111,035 new jobs.**

Total wages (billions)
Atlanta-Sandy Springs-Roswell, GA Metro Area

Black businesses pay their employees an average of $26,754, compared to $60,747 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $1,658,157,056.**

Jobs (thousands)
Atlanta-Sandy Springs-Roswell, GA Metro Area
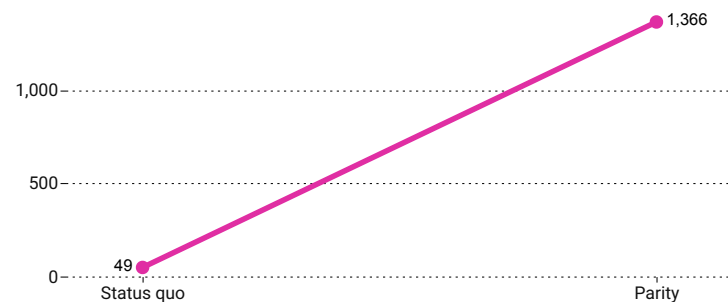
If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 1,317,593 jobs.**

What if Black businesses reached parity with all businesses?

In the Augusta-Richmond County, GA-SC Metro Area

Number of Black businesses
Augusta-Richmond County, GA-SC Metro Area

5,000 –
4,000 –
3,000 –
2,000 –
1,000 –
0 –

480

5,024

Status quo

Parity

There are 480 Black businesses, accounting for 6% of employer businesses. If Black businesses accounted for 38% of employer firms (equivalent to the Black population), there would be 4,544 more Black businesses.

Jobs (thousands)
Augusta-Richmond County, GA-SC Metro Area

10 –
8 –
6 –
4 –
2 –
0 –

2

10

Status quo

Parity

Black businesses create an average of 4 jobs per firm, compared to 20 for all businesses. If the average employees per Black business reached parity, it would create approximately 7,349 new jobs.
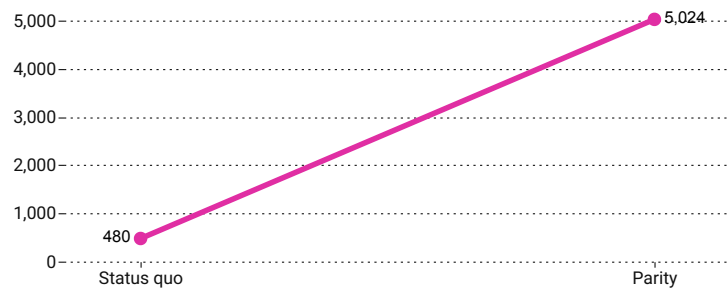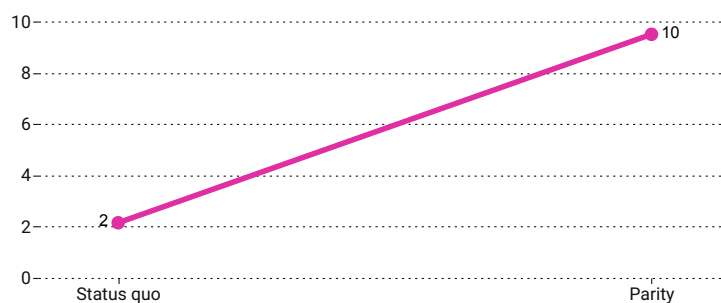
Total wages (billions)
Augusta-Richmond County, GA-SC Metro Area

$100 –
$80 –
$60 –
$40 –
$20 –
$0 –

$68

$102

Status quo

Parity

Black businesses pay their employees an average of $31,687, compared to $47,311 for all businesses. If Black businesses paid this much, then those employees would see an increase in total pay by approximately $33,621,328.

Jobs (thousands)
Augusta-Richmond County, GA-SC Metro Area
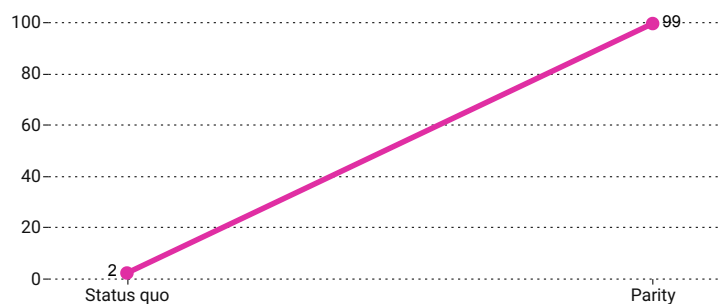
100 –
80 –
60 –
40 –
20 –
0 –

2

99

Status quo

Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would create 97,288 jobs.

What if Black businesses reached parity with all businesses?

In the Baltimore-Columbia-Towson, MD Metro Area

Number of Black businesses
Baltimore-Columbia-Towson, MD Metro Area

There are 2,755 Black businesses, accounting for 5% of employer businesses. If Black businesses accounted for 31.5% of employer firms (equivalent to the Black population), **there would be 20,910 more Black businesses**.

Jobs (thousands)
Baltimore-Columbia-Towson, MD Metro Area

Black businesses create an average of 13 jobs per firm, compared to 23 for all businesses. If the average employees per Black business reached parity, it would **create approximately 27,166 new jobs.**
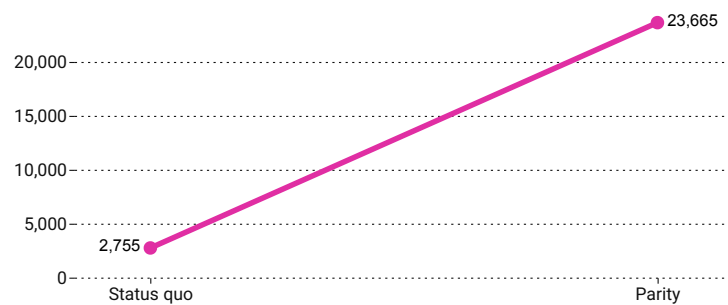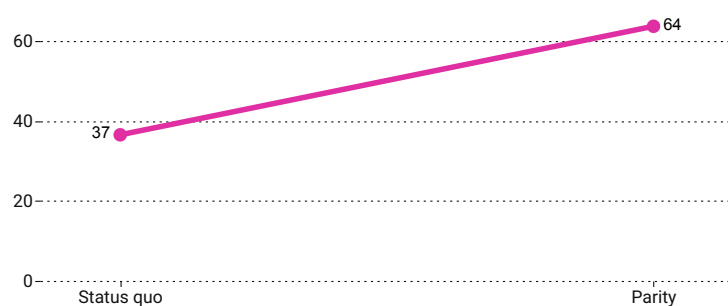
Total wages (billions)
Baltimore-Columbia-Towson, MD Metro Area

Black businesses pay their employees an average of $41,485, compared to $58,647 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $627,616,192.**

Jobs (thousands)
Baltimore-Columbia-Towson, MD Metro Area
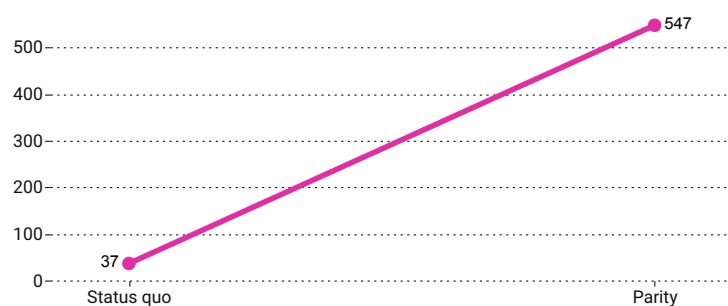
If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 510,913 jobs.**

What if Black businesses reached parity with all businesses?

In the Baton Rouge, LA Metro Area

Number of Black businesses
Baton Rouge, LA Metro Area

There are 616 Black businesses, accounting for 4% of employer businesses. If Black businesses accounted for 36.8% of employer firms (equivalent to the Black population), **there would be 7,510 more Black businesses**.
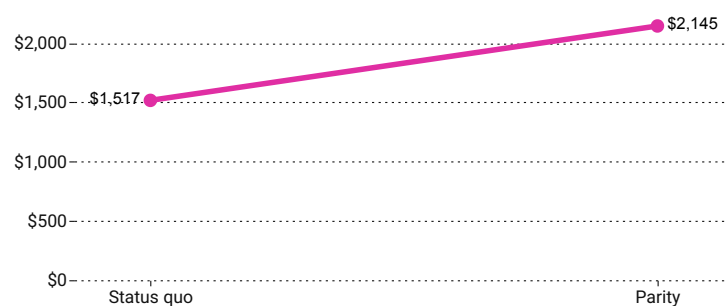
Jobs (thousands)
Baton Rouge, LA Metro Area

Black businesses create an average of 15 jobs per firm, compared to 23 for all businesses. If the average employees per Black business reached parity, it would **create approximately 4,983 new jobs.**
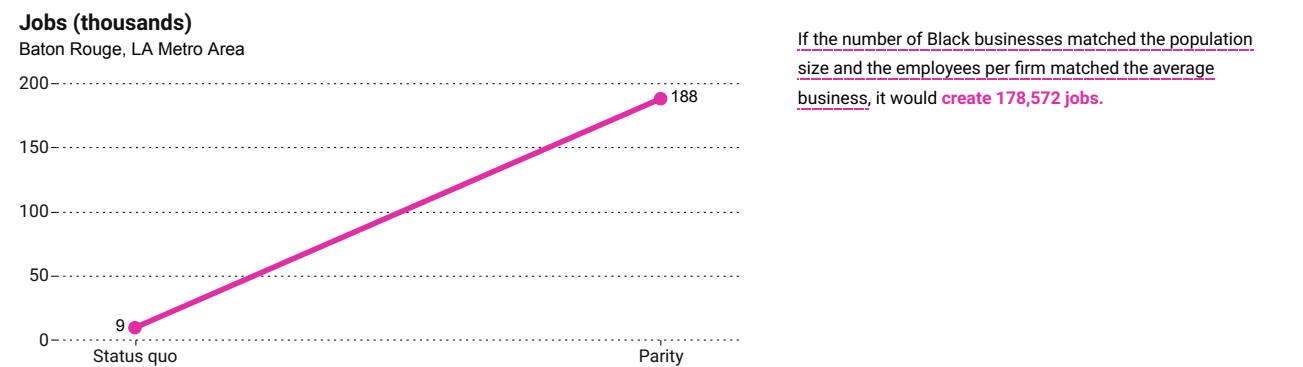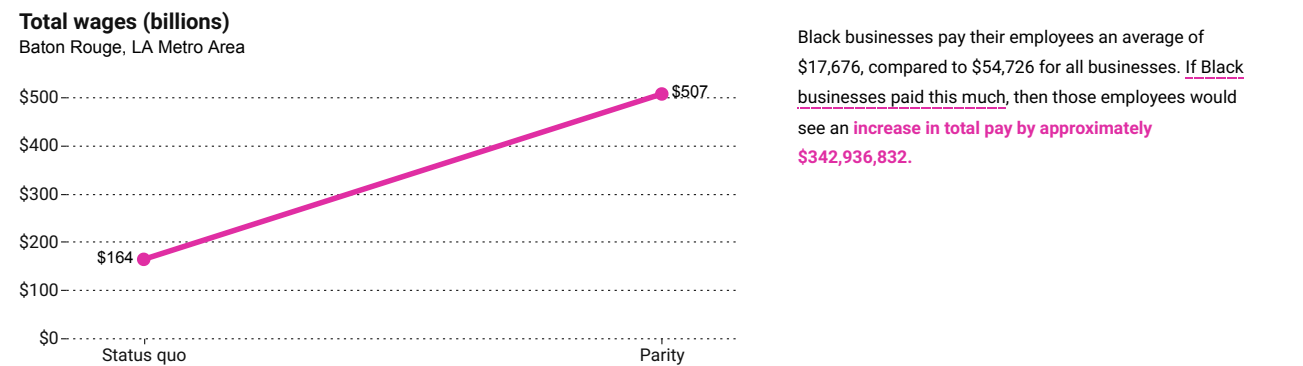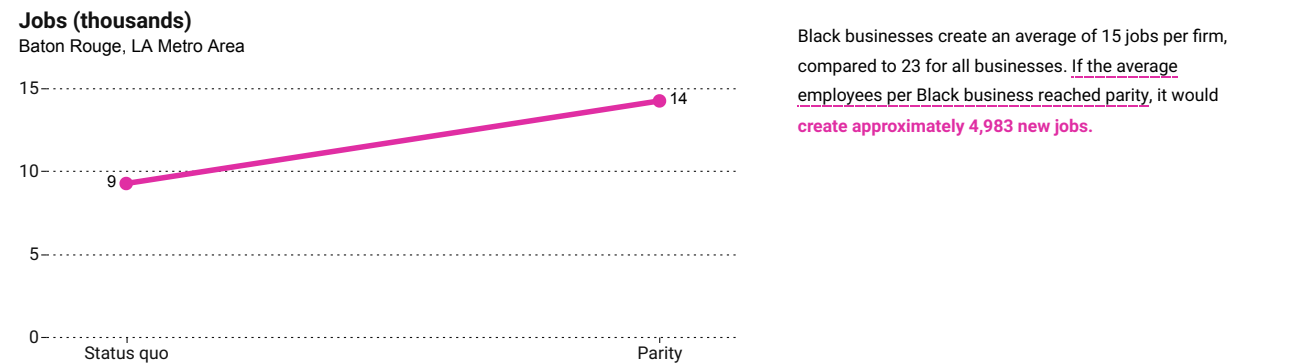
Total wages (billions)
Baton Rouge, LA Metro Area

Black businesses pay their employees an average of $17,676, compared to $54,726 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $342,936,832.**
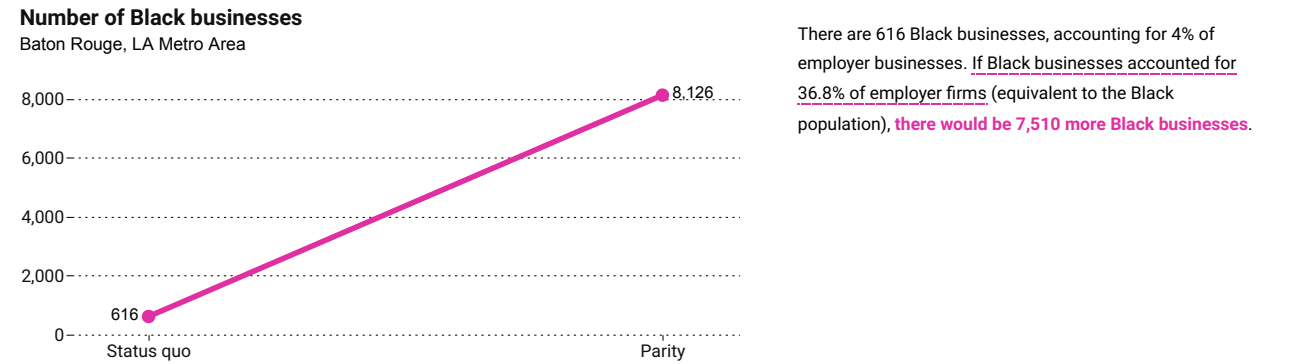
Jobs (thousands)
Baton Rouge, LA Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 178,572 jobs.**
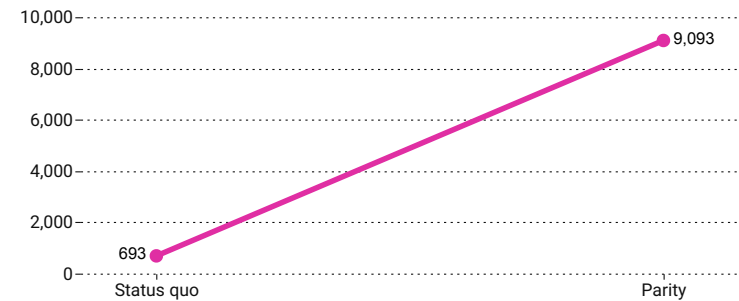
What if Black businesses reached parity with all businesses?

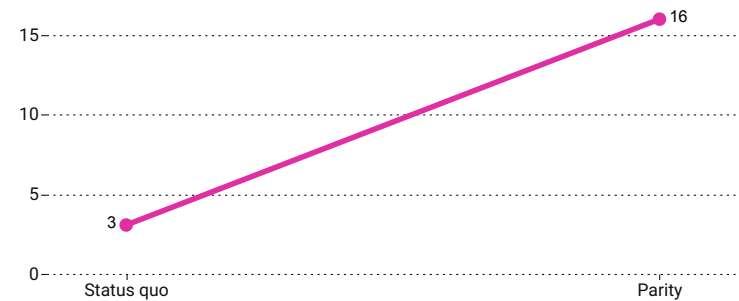## In the Birmingham-Hoover, AL Metro Area

Number of Black businesses
Birmingham-Hoover, AL Metro Area

10,000 -
8,000 - 9,093
6,000 -
4,000 -
2,000 -
0 - - 693 -
        Status quo   Parity

There are 693 Black businesses, accounting for 4% of employer businesses. If Black businesses accounted for 31.6% of employer firms (equivalent to the Black population), **there would be 8,400 more Black businesses**.
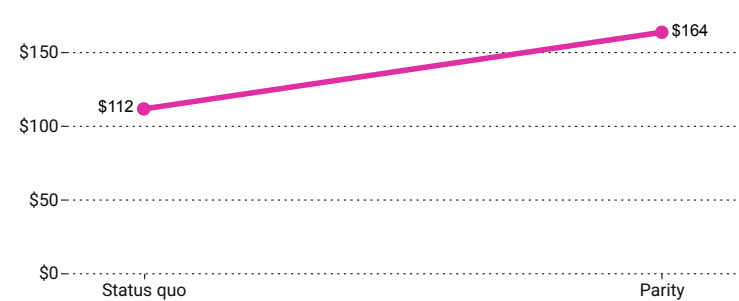
Jobs (thousands)
Birmingham-Hoover, AL Metro Area

15 - 16
10 -
5 -
0 - 3 -
        Status quo   Parity

Black businesses create an average of 4 jobs per firm, compared to 23 for all businesses. If the average employees per Black business reached parity, it would **create approximately 12,900 new jobs.**
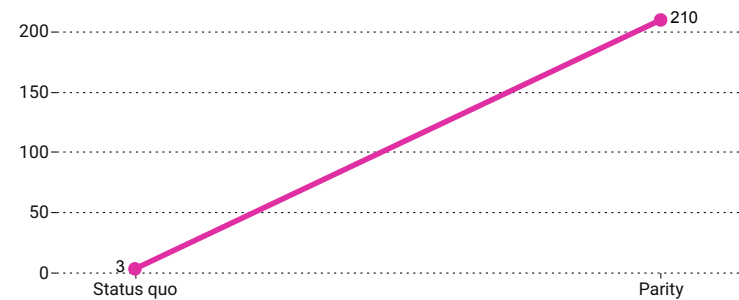
Total wages (billions)
Birmingham-Hoover, AL Metro Area

$150 - $164
$112
$100 -
$50 -
$0 -
        Status quo   Parity

Black businesses pay their employees an average of $36,372, compared to $53,338 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $52,017,160.**

Jobs (thousands)
Birmingham-Hoover, AL Metro Area

200 - 210
150 -
100 -
50 -
0 - 3 -
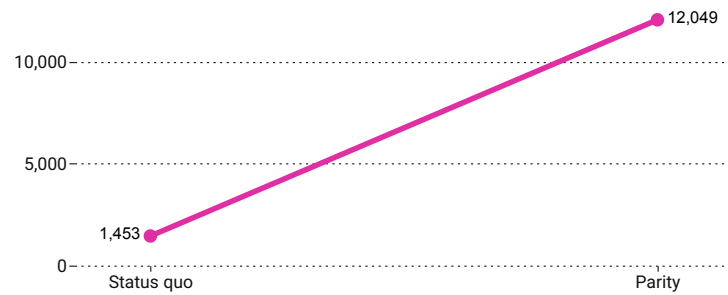   Status quo   Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 206,441 jobs.**

What if Black businesses reached parity with all businesses?

In the Boston-Cambridge-Newton, MA-NH Metro Area

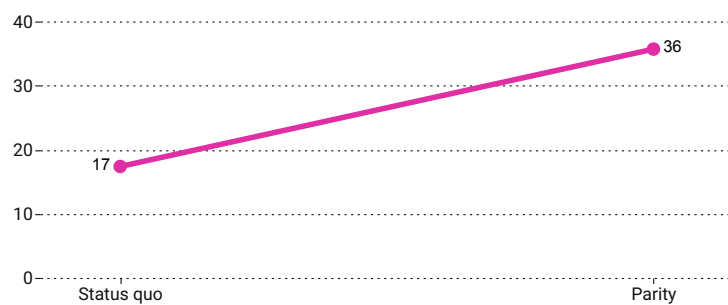### Number of Black businesses
Boston-Cambridge-Newton, MA-NH Metro Area

There are 1,453 Black businesses, accounting for 1% of employer businesses. If Black businesses accounted for 10.6% of employer firms (equivalent to the Black population), **there would be 10,596 more Black businesses**.

- 12,049 (Parity)
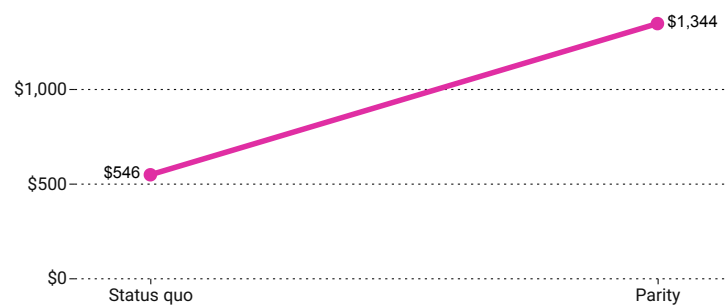- 1,453 (Status quo)

Jobs (thousands)
Boston-Cambridge-Newton, MA-NH Metro Area

Black businesses create an average of 12 jobs per firm, compared to 25 for all businesses. If the average employees per Black business reached parity, it would **create approximately 18,309 new jobs.**

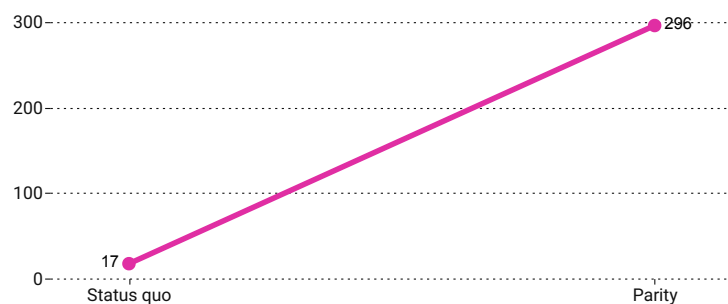- 36 (Parity)
- 17 (Status quo)

Total wages (billions)
Boston-Cambridge-Newton, MA-NH Metro Area

Black businesses pay their employees an average of $31,415, compared to $77,314 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $797,954,432.**

- $1,344 (Parity)
- $546 (Status quo)

Jobs (thousands)
Boston-Cambridge-Newton, MA-NH Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 278,616 jobs.**

- 296 (Parity)
- 17 (Status quo)

What if Black businesses reached parity with all businesses?

In the Cape Coral-Fort Myers, FL Metro Area
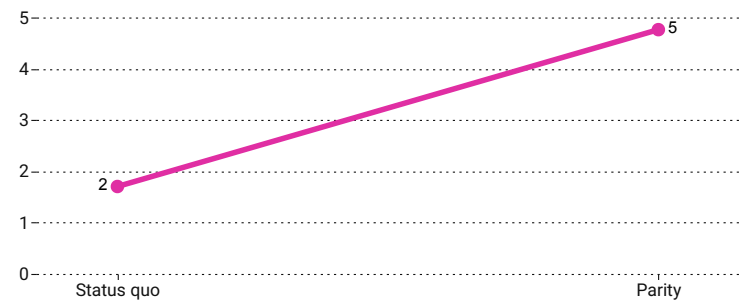
Number of Black businesses
Cape Coral-Fort Myers, FL Metro Area
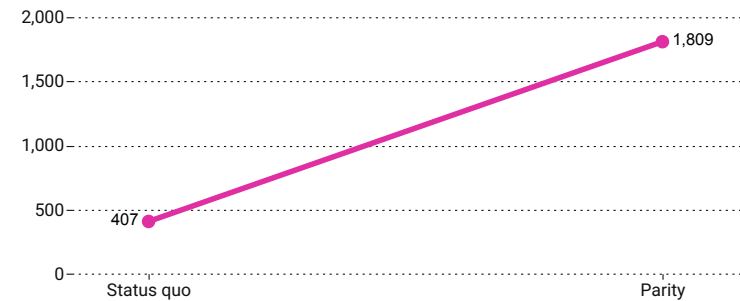
There are 407 Black businesses, accounting for 2% of employer businesses. If Black businesses accounted for 9.5% of employer firms (equivalent to the Black population), **there would be 1,402 more Black businesses**.
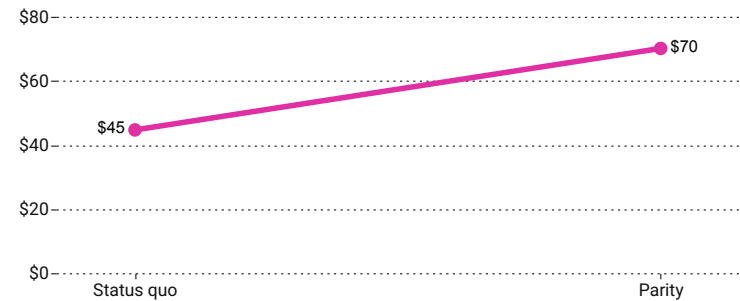
Jobs (thousands)
Cape Coral-Fort Myers, FL Metro Area

Black businesses create an average of 4 jobs per firm, compared to 12 for all businesses. If the average employees per Black business reached parity, it would **create approximately 3,059 new jobs.**
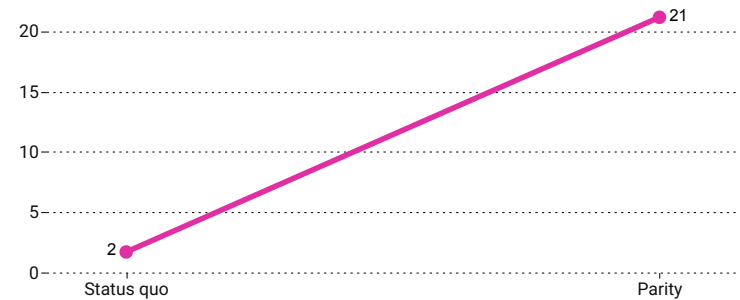
Total wages (billions)
Cape Coral-Fort Myers, FL Metro Area

Black businesses pay their employees an average of $26,225, compared to $41,136 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $25,423,616.**

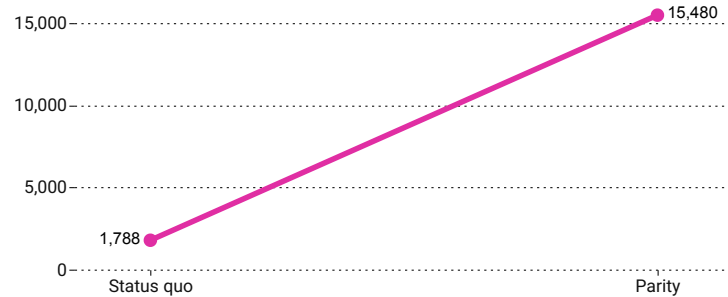**Jobs (thousands)**
Cape Coral-Fort Myers, FL Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 19,469 jobs.**

What if Black businesses reached parity with all businesses?

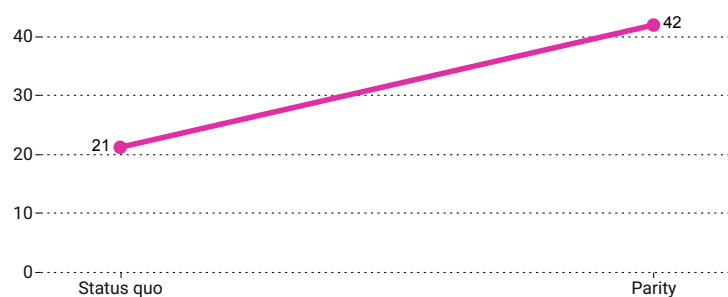## In the Charlotte-Concord-Gastonia, NC-SC Metro Area

Number of Black businesses
Charlotte-Concord-Gastonia, NC-SC Metro Area

15,000 ---------------------------------- 15,480

10,000 ----------------------------------

5,000 ----------------------------------

1,788

0 ----------------------------------
Status quo   Parity

There are 1,788 Black businesses, accounting for 4% of employer businesses. If Black businesses accounted for 24.6% of employer firms (equivalent to the Black population), **there would be 13,692 more Black businesses**.
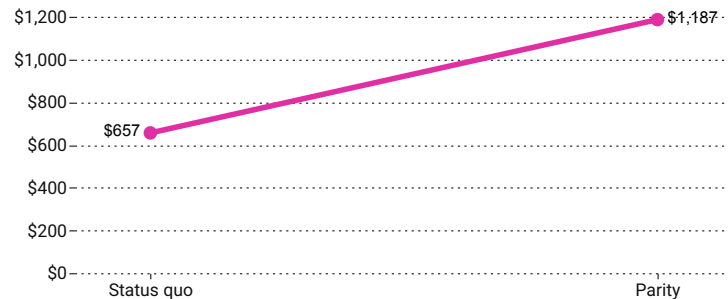
Jobs (thousands)
Charlotte-Concord-Gastonia, NC-SC Metro Area

40 ---------------------------------- 42

30 ----------------------------------

21

20 ----------------------------------

10 ----------------------------------

0 ----------------------------------
Status quo   Parity

Black businesses create an average of 12 jobs per firm, compared to 23 for all businesses. If the average employees per Black business reached parity, it would **create approximately 20,739 new jobs.**
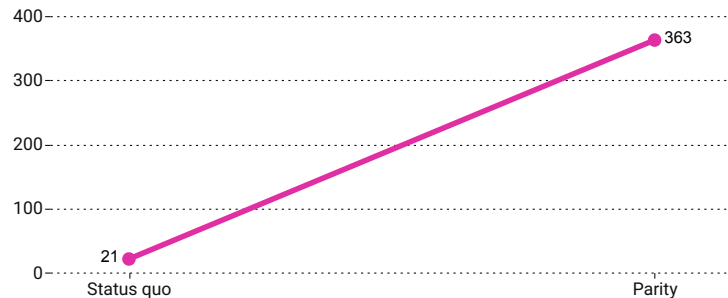
Total wages (billions)
Charlotte-Concord-Gastonia, NC-SC Metro Area

$1,200 ---------------------------------- $1,187

$1,000 ----------------------------------

$800 ----------------------------------

$657

$600 ----------------------------------

$400 ----------------------------------

$200 ----------------------------------

$0 ----------------------------------
Status quo   Parity

Black businesses pay their employees an average of $31,053, compared to $56,128 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $530,264,416.**

Jobs (thousands)
Charlotte-Concord-Gastonia, NC-SC Metro Area

400 ---------------------------------- 363

300 ----------------------------------

200 ----------------------------------

100 ----------------------------------

21

0 ----------------------------------
Status quo   Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 341,495 jobs.**

What if Black businesses reached parity with all businesses?

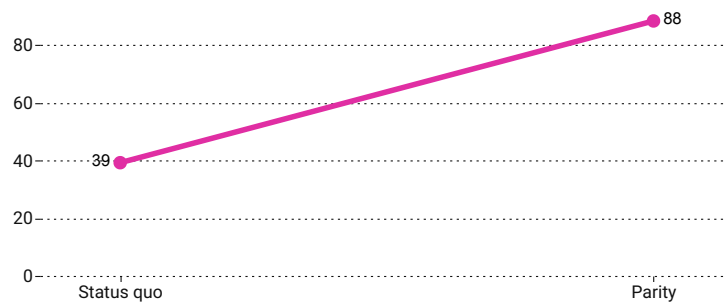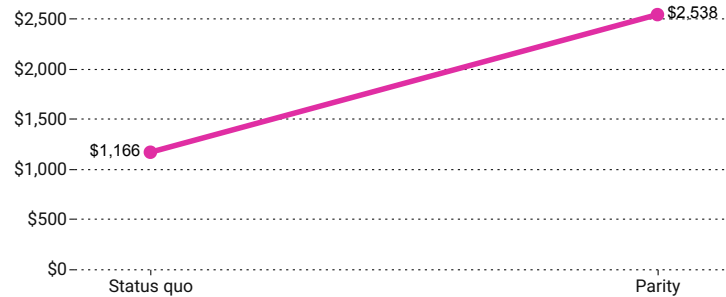## In the Chicago-Naperville-Elgin, IL-IN-WI Metro Area

Number of Black businesses
Chicago-Naperville-Elgin, IL-IN-WI Metro Area

40,000
30,000
20,000
10,000
0

4,142   41,690

Status quo   Parity
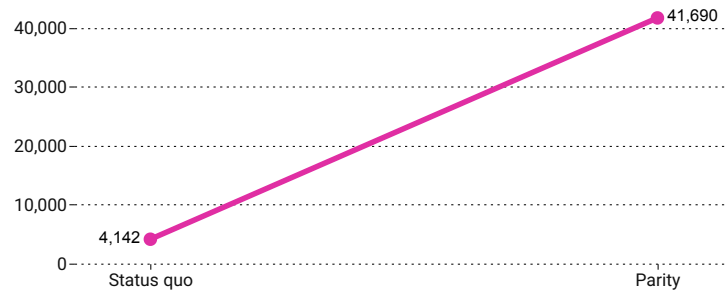
There are 4,142 Black businesses, accounting for 2% of employer businesses. If Black businesses accounted for 17.6% of employer firms (equivalent to the Black population), **there would be 37,548 more Black businesses**.

Jobs (thousands)
Chicago-Naperville-Elgin, IL-IN-WI Metro Area

80
60
40
20
0

39   88

Status quo   Parity

Black businesses create an average of 9 jobs per firm, compared to 21 for all businesses. If the average employees per Black business reached parity, it would **create approximately 49,121 new jobs.**

Total wages (billions)
Chicago-Naperville-Elgin, IL-IN-WI Metro Area

$2,500
$2,000
$1,500
$1,000
$500
$0

$1,166 $2,538

Status quo   Parity

Black businesses pay their employees an average of $29,723, compared to $64,684 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $1,371,879,424.**
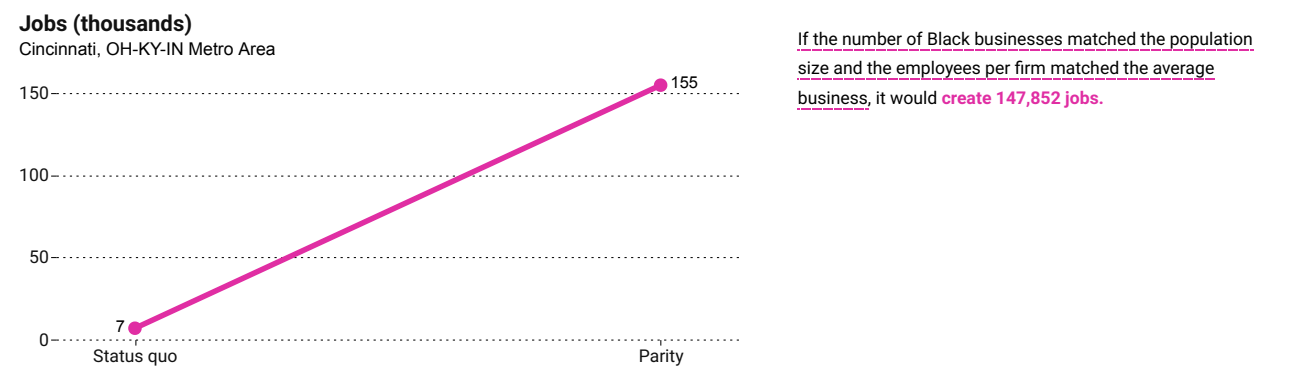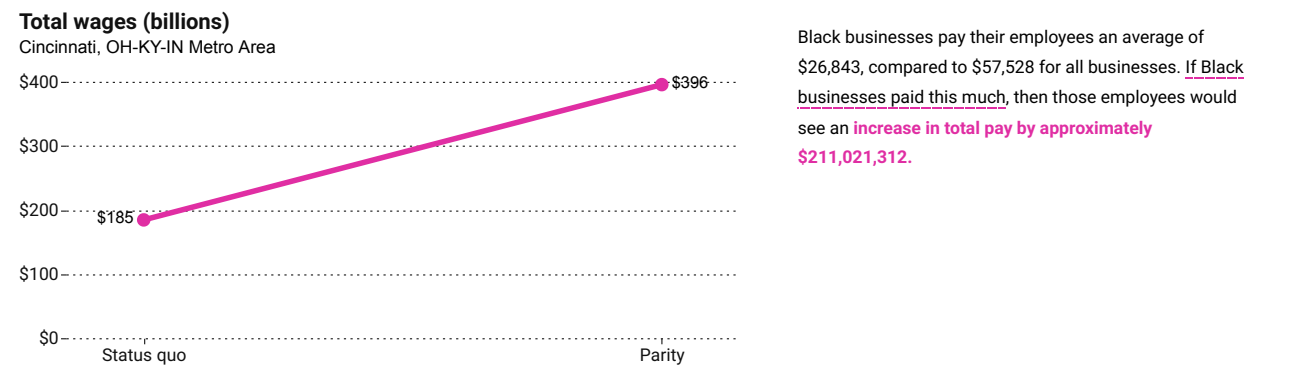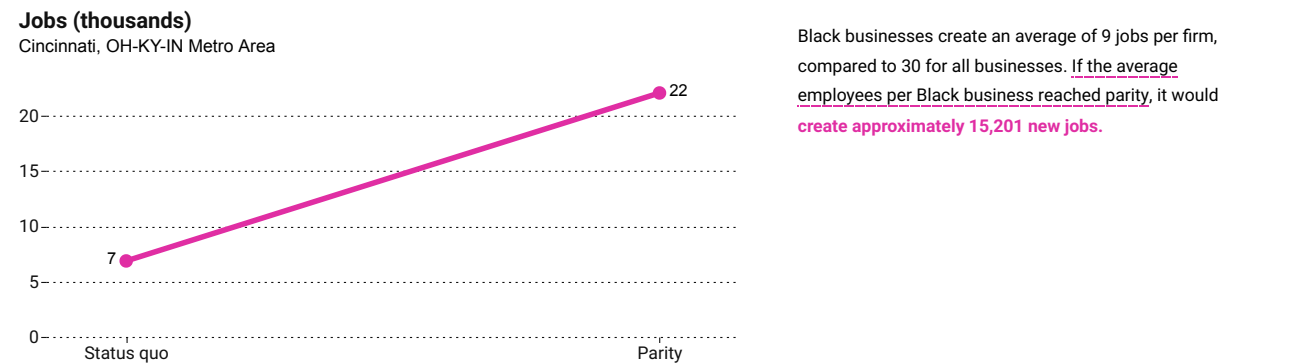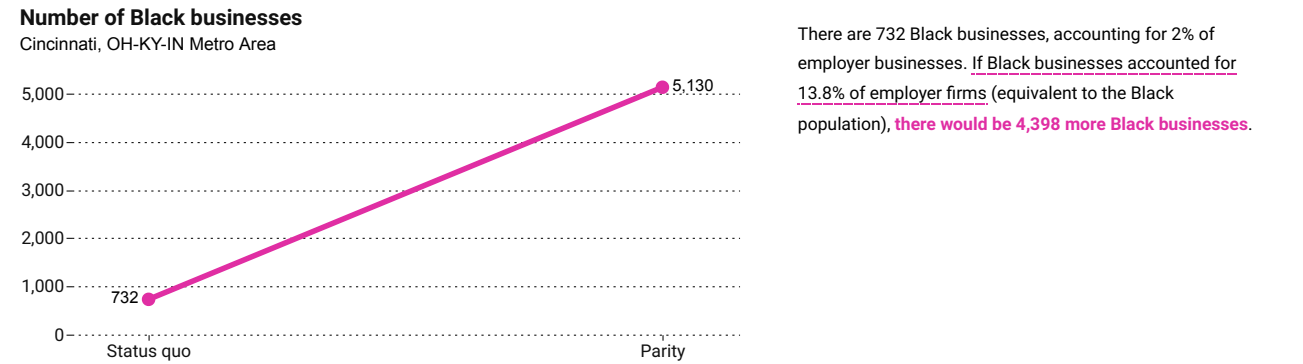
Jobs (thousands)
Chicago-Naperville-Elgin, IL-IN-WI Metro Area
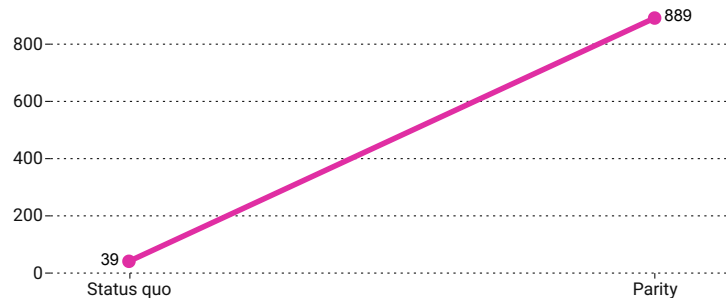
800
600
400
200
0

39   889

Status quo   Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 850,146 jobs.**

What if Black businesses reached parity with all businesses?

In the Cincinnati, OH-KY-IN Metro Area

Number of Black businesses
Cincinnati, OH-KY-IN Metro Area

There are 732 Black businesses, accounting for 2% of employer businesses. If Black businesses accounted for 13.8% of employer firms (equivalent to the Black population), **there would be 4,398 more Black businesses**.

Jobs (thousands)
Cincinnati, OH-KY-IN Metro Area

Black businesses create an average of 9 jobs per firm, compared to 30 for all businesses. If the average employees per Black business reached parity, it would **create approximately 15,201 new jobs.**

Total wages (billions)
Cincinnati, OH-KY-IN Metro Area

Black businesses pay their employees an average of $26,843, compared to $57,528 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $211,021,312.**

Jobs (thousands)
Cincinnati, OH-KY-IN Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 147,852 jobs.**

What if Black businesses reached parity with all businesses?

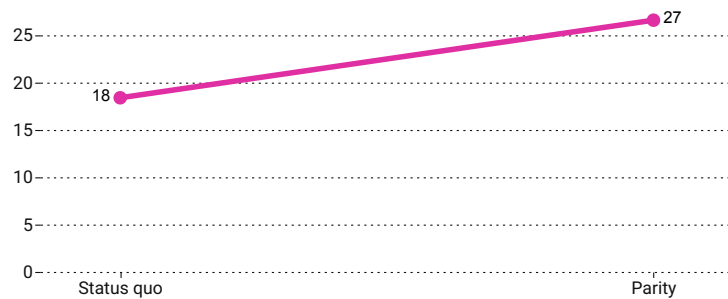In the Cleveland-Elyria, OH Metro Area

Number of Black businesses
Cleveland-Elyria, OH Metro Area

10,000 ·· 10,416
8,000
6,000
4,000
2,000
1,149
0
Status quo   Parity
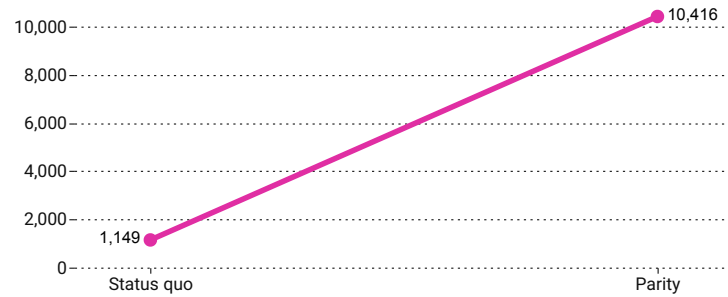
There are 1,149 Black businesses, accounting for 3% of employer businesses. If Black businesses accounted for 21.6% of employer firms (equivalent to the Black population), **there would be 9,267 more Black businesses**.

Jobs (thousands)
Cleveland-Elyria, OH Metro Area

25 · 27
20
18
15
10
5
0
Status quo   Parity

Black businesses create an average of 16 jobs per firm, compared to 23 for all businesses. If the average employees per Black business reached parity, it would **create approximately 8,190 new jobs.**

Total wages (billions)
Cleveland-Elyria, OH Metro Area

$1,000 · $1,002
$800
$600
$400
$365
$200
$0
Status quo   Parity
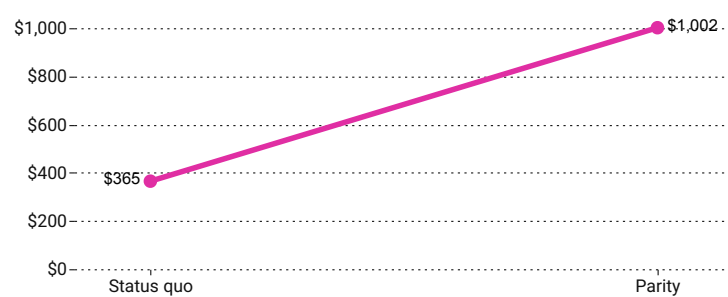
Black businesses pay their employees an average of $19,864, compared to $54,480 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $636,482,496.**

Jobs (thousands)
Cleveland-Elyria, OH Metro Area
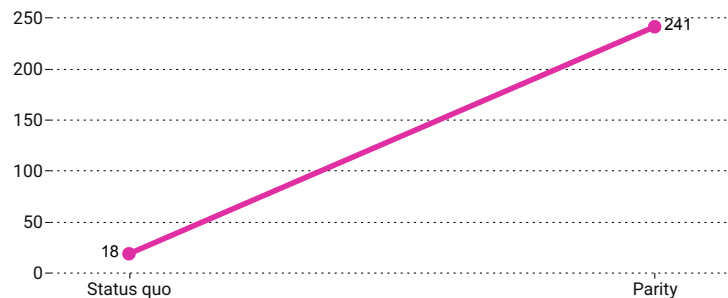
250 · 241
200
150
100
50
18
0
Status quo   Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 222,547 jobs.**

What if Black businesses reached parity with all businesses?

In the Columbia, SC Metro Area
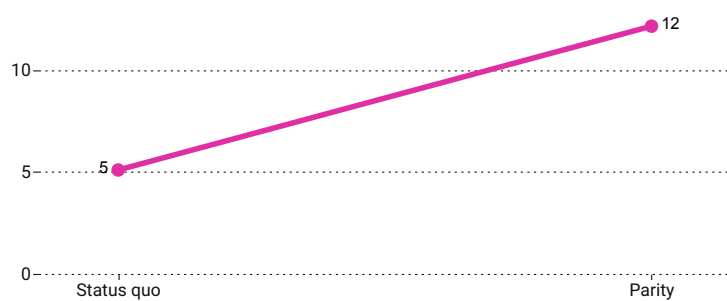
Number of Black businesses
Columbia, SC Metro Area
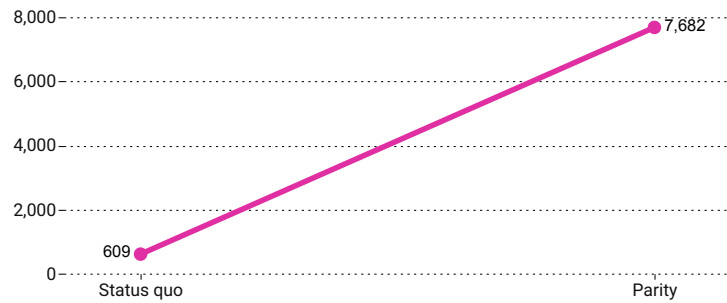
There are 609 Black businesses, accounting for 4% of employer businesses. If Black businesses accounted for 36.1% of employer firms (equivalent to the Black population), there would be 7,073 more Black businesses.
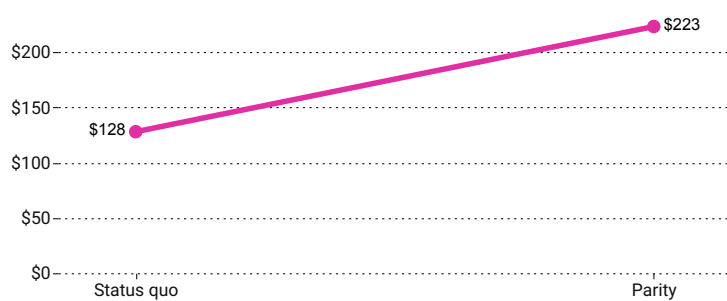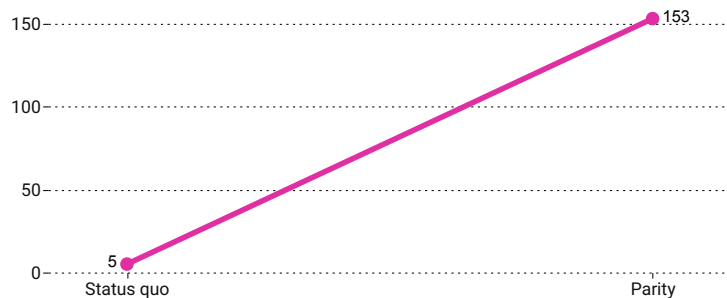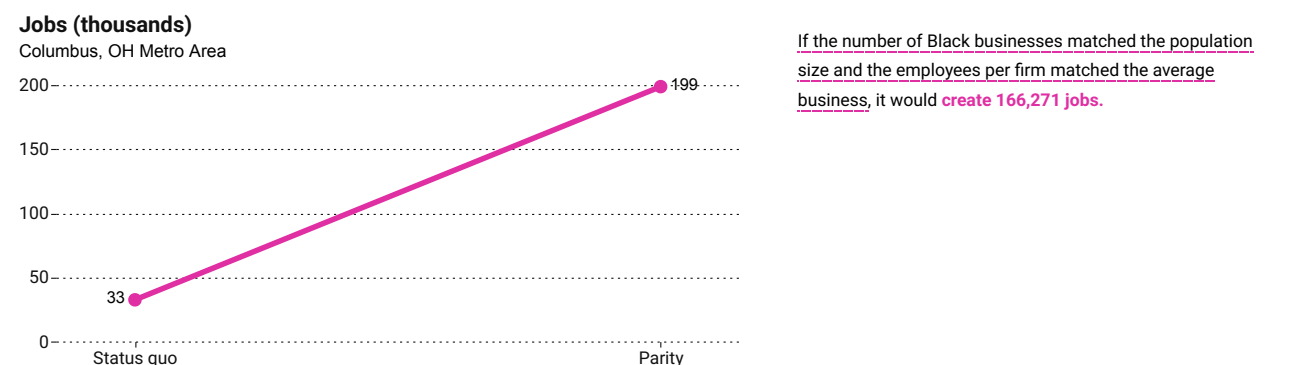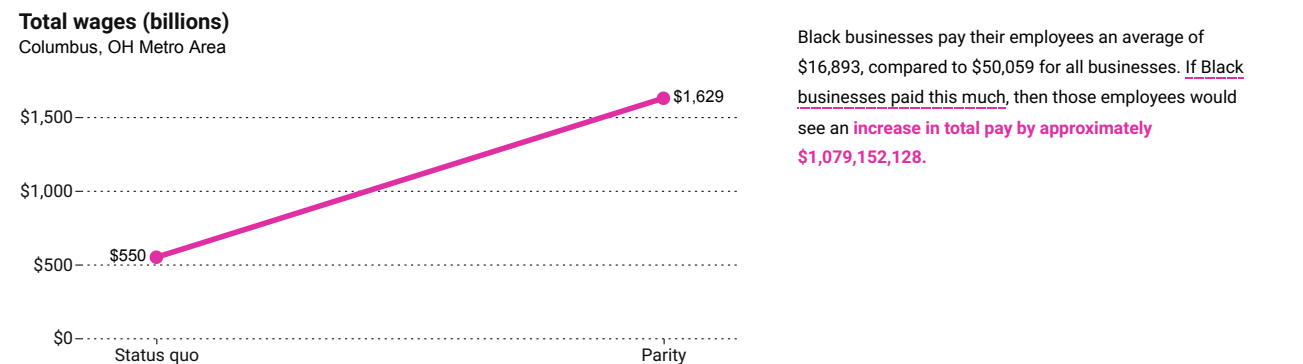
Jobs (thousands)
Columbia, SC Metro Area

Black businesses create an average of 8 jobs per firm, compared to 20 for all businesses. If the average employees per Black business reached parity, it would create approximately 7,051 new jobs.

Total wages (billions)
Columbia, SC Metro Area

Black businesses pay their employees an average of $25,137, compared to $43,825 for all businesses. If Black businesses paid this much, then those employees would see an increase in total pay by approximately $95,195,072.
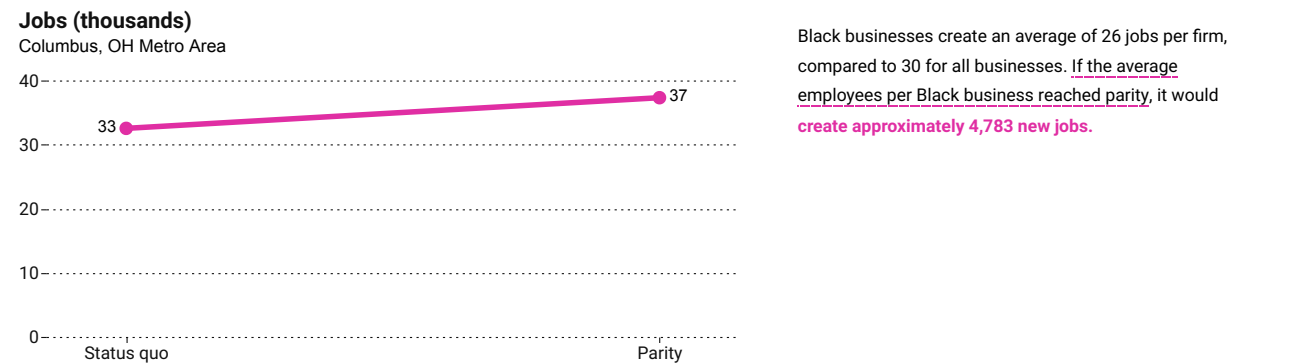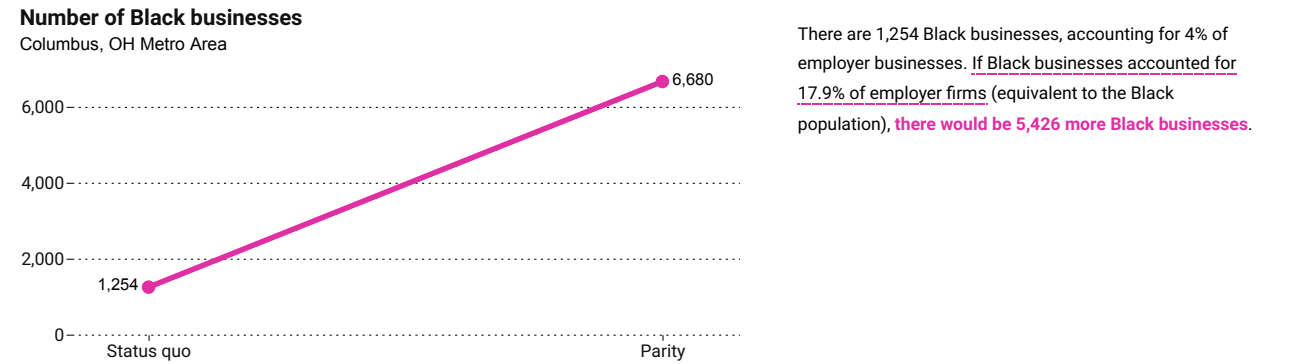
Jobs (thousands)
Columbia, SC Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would create 148,090 jobs.

What if Black businesses reached parity with all businesses?

In the Columbus, OH Metro Area

Number of Black businesses
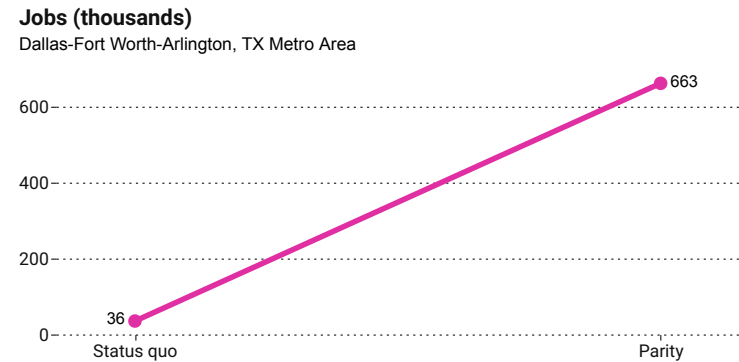Columbus, OH Metro Area

There are 1,254 Black businesses, accounting for 4% of employer businesses. If Black businesses accounted for 17.9% of employer firms (equivalent to the Black population), **there would be 5,426 more Black businesses**.

Jobs (thousands)
Columbus, OH Metro Area

Black businesses create an average of 26 jobs per firm, compared to 30 for all businesses. If the average employees per Black business reached parity, it would **create approximately 4,783 new jobs.**
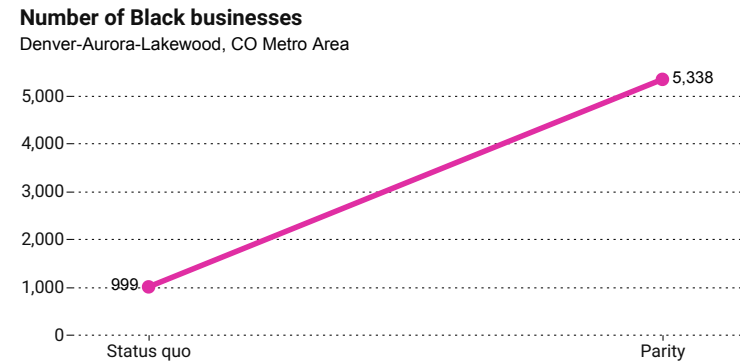
Total wages (billions)
Columbus, OH Metro Area

Black businesses pay their employees an average of $16,893, compared to $50,059 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $1,079,152,128.**

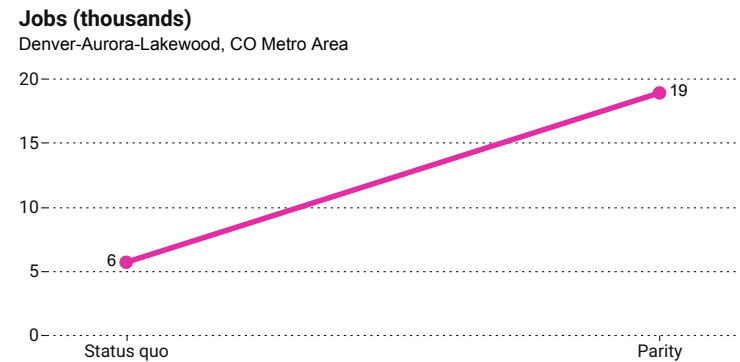### Jobs (thousands)
Columbus, OH Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 166,271 jobs.**

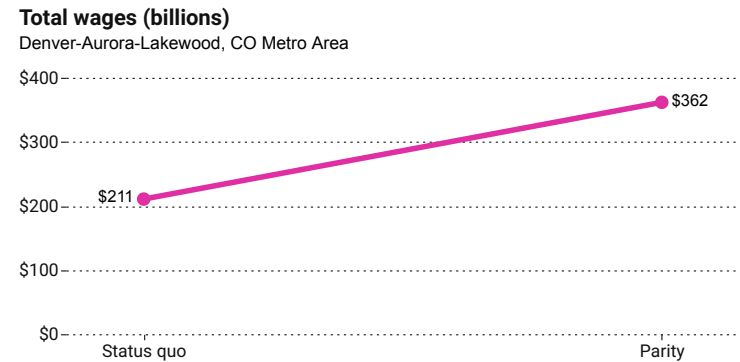# What if Black businesses reached parity with all businesses?

In the Dallas-Fort Worth-Arlington, TX Metro Area

Number of Black businesses
Dallas-Fort Worth-Arlington, TX Metro Area

- 26,655 (Parity)
- 3,191 (Status quo)
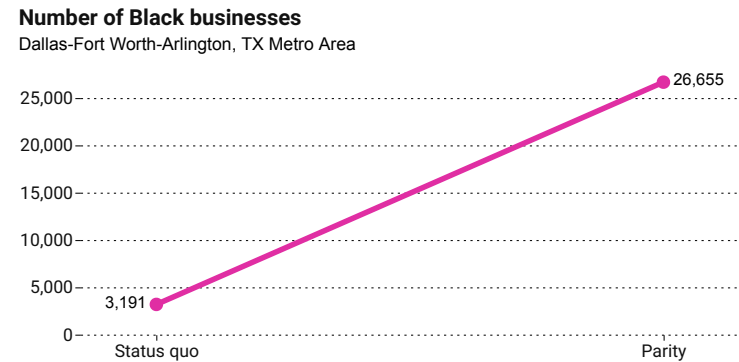
There are 3,191 Black businesses, accounting for 3% of employer businesses. If Black businesses accounted for 17.4% of employer firms (equivalent to the Black population), **there would be 23,464 more Black businesses**.
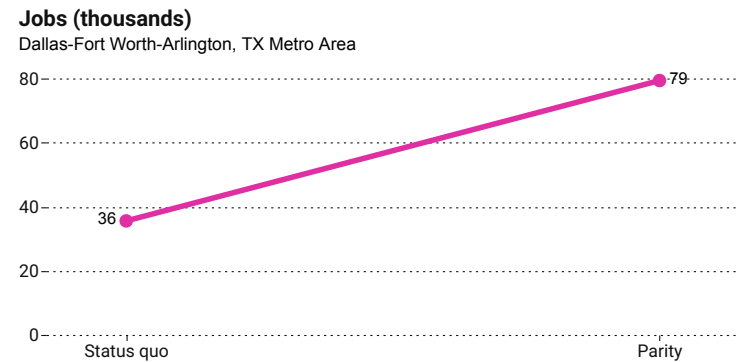
Jobs (thousands)
Dallas-Fort Worth-Arlington, TX Metro Area

- 79 (Parity)
- 36 (Status quo)

Black businesses create an average of 11 jobs per firm, compared to 25 for all businesses. If the average employees per Black business reached parity, it would **create approximately 43,801 new jobs.**

Total wages (billions)
Dallas-Fort Worth-Arlington, TX Metro Area

- $2,144 (Parity)
- $950 (Status quo)
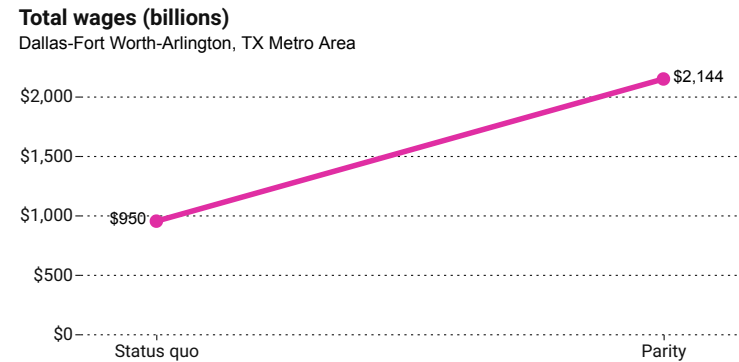
Black businesses pay their employees an average of $26,702, compared to $60,271 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $1,194,132,736.**

Jobs (thousands)
Dallas-Fort Worth-Arlington, TX Metro Area

- 663 (Parity)
- 36 (Status quo)

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 627,457 jobs.**

What if Black businesses reached parity with all businesses?

In the Denver-Aurora-Lakewood, CO Metro Area

Number of Black businesses
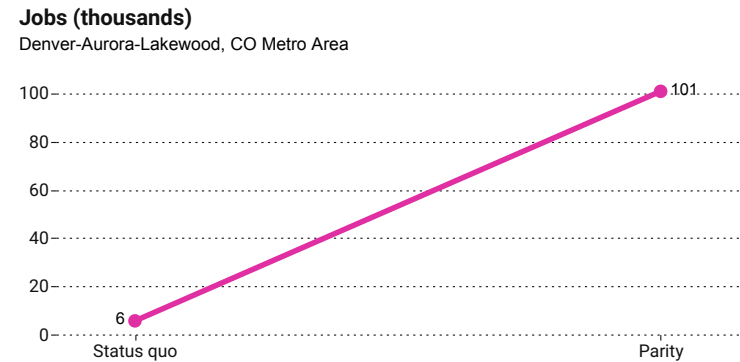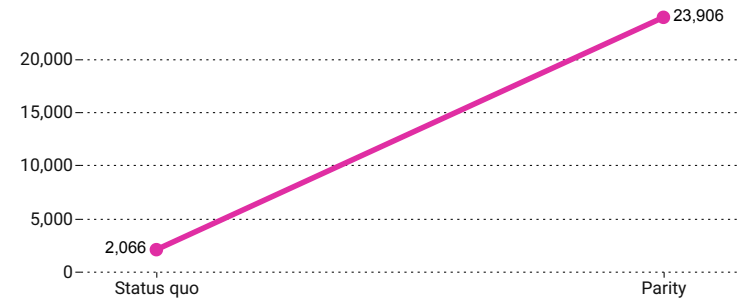Denver-Aurora-Lakewood, CO Metro Area

There are 999 Black businesses, accounting for 1% of employer businesses. If Black businesses accounted for 7.1% of employer firms (equivalent to the Black population), **there would be 4,339 more Black businesses**.

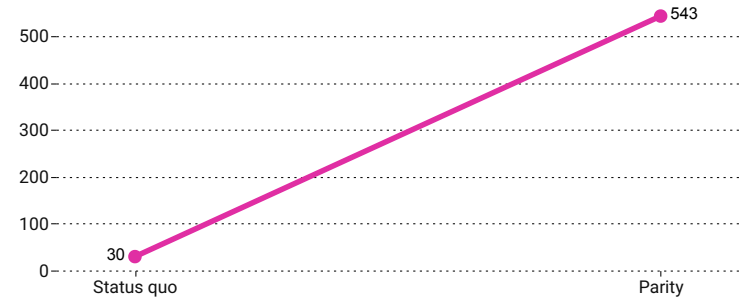**Jobs (thousands)**
Denver-Aurora-Lakewood, CO Metro Area

Black businesses create an average of 6 jobs per firm, compared to 19 for all businesses. If the average employees per Black business reached parity, it would **create approximately 13,210 new jobs.**

Total wages (billions)
Denver-Aurora-Lakewood, CO Metro Area

Black businesses pay their employees an average of $37,200, compared to $63,832 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $150,948,224.**

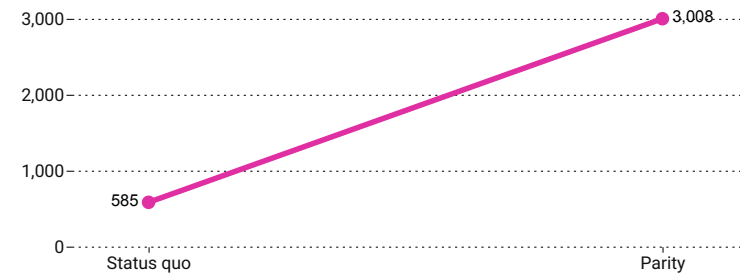**Jobs (thousands)**
Denver-Aurora-Lakewood, CO Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 95,207 jobs.**

What if Black businesses reached parity with all businesses?

In the Detroit-Warren-Dearborn, MI Metro Area

Number of Black businesses
Detroit-Warren-Dearborn, MI Metro Area

There are 2,066 Black businesses, accounting for 3% of employer businesses. If Black businesses accounted for 23.5% of employer firms (equivalent to the Black population), **there would be 21,840 more Black businesses**.
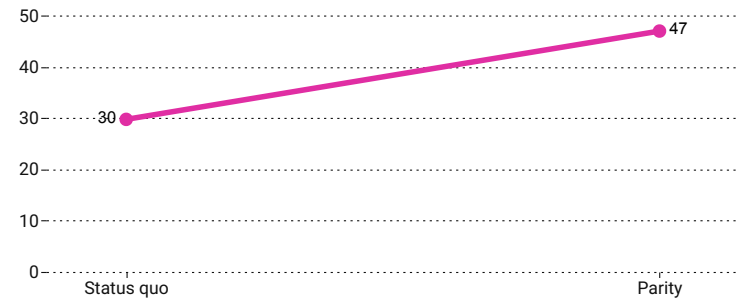
Jobs (thousands)
Detroit-Warren-Dearborn, MI Metro Area

Black businesses create an average of 14 jobs per firm, compared to 23 for all businesses. If the average employees per Black business reached parity, it would **create approximately 17,219 new jobs.**

Total wages (billions)
Detroit-Warren-Dearborn, MI Metro Area
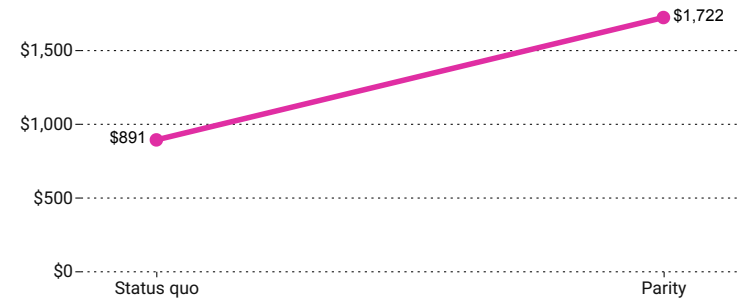
Black businesses pay their employees an average of $29,964, compared to $57,875 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $830,347,712.**

Jobs (thousands)
Detroit-Warren-Dearborn, MI Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 513,728 jobs.**

What if Black businesses reached parity with all businesses?

In the Fayetteville, NC Metro Area
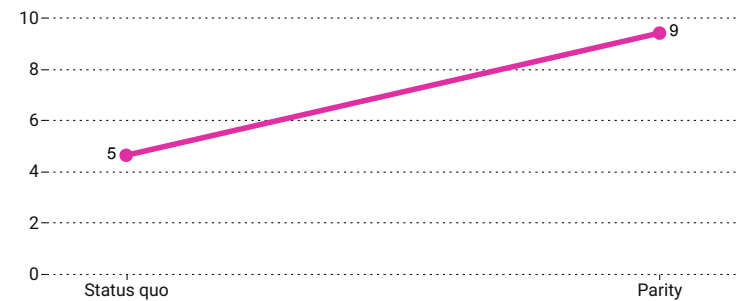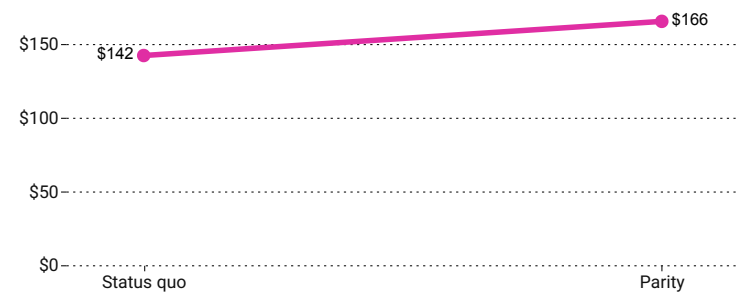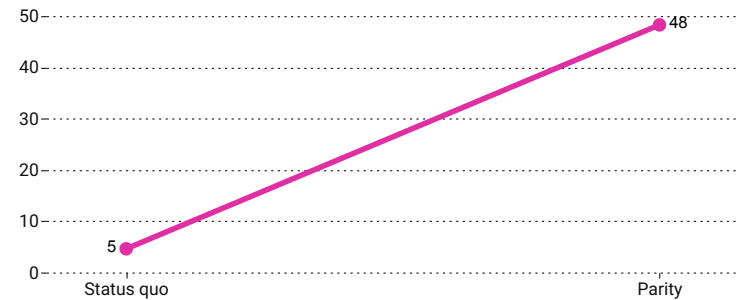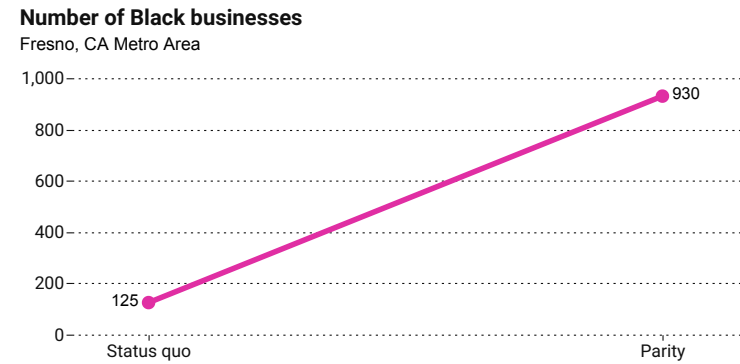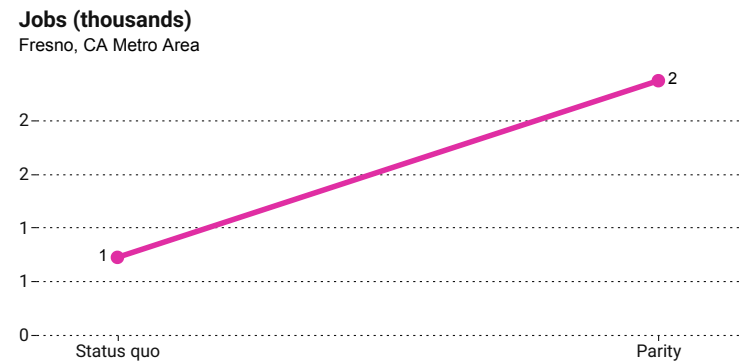
Number of Black businesses
Fayetteville, NC Metro Area

3,000 — 3,008
2,000
1,000
585
0
Status quo   Parity

There are 585 Black businesses, accounting for 11% of employer businesses. If Black businesses accounted for 36.6% of employer firms (equivalent to the Black population), **there would be 2,423 more Black businesses**.

Jobs (thousands)
Fayetteville, NC Metro Area

10
8
6 — 9
5
4
2
0
Status quo   Parity

Black businesses create an average of 8 jobs per firm, compared to 16 for all businesses. If the average employees per Black business reached parity, it would **create approximately 4,765 new jobs.**

Total wages (billions)
Fayetteville, NC Metro Area

$150 — $142
$100 — $166
$50
$0
Status quo   Parity

Black businesses pay their employees an average of $30,760, compared to $35,772 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $23,188,208.**

Jobs (thousands)
Fayetteville, NC Metro Area

50 — 48
40
30
20
10
5
0
Status quo   Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 43,662 jobs.**

What if Black businesses reached parity with all businesses?

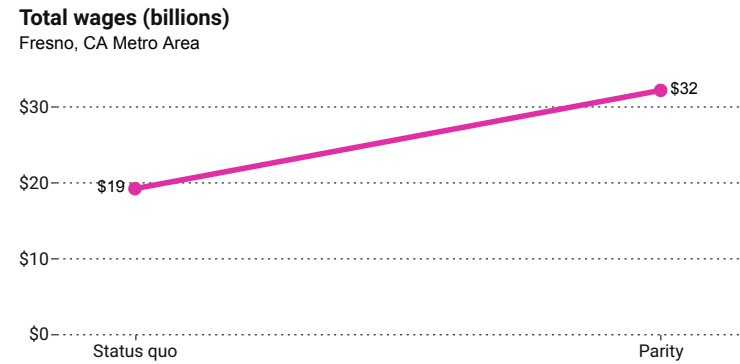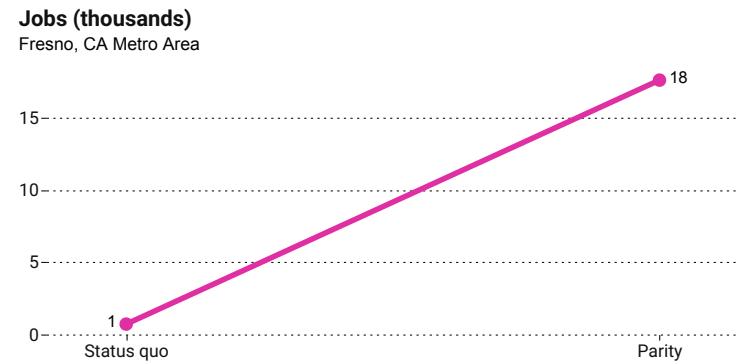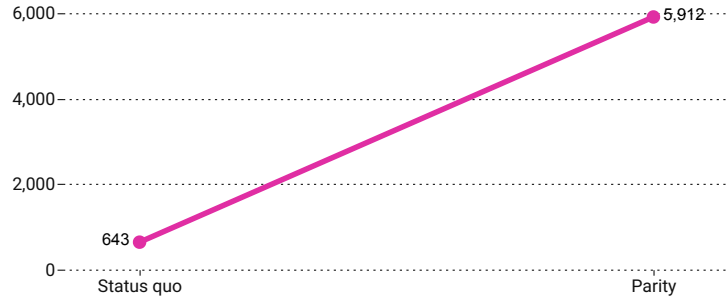**In the Fresno, CA Metro Area**

Number of Black businesses
Fresno, CA Metro Area

There are 125 Black businesses, accounting for 1% of employer businesses. If Black businesses accounted for 6% of employer firms (equivalent to the Black population), **there would be 805 more Black businesses**.

Jobs (thousands)
Fresno, CA Metro Area

Black businesses create an average of 6 jobs per firm, compared to 19 for all businesses. If the average employees per Black business reached parity, it would **create approximately 1,646 new jobs.**

Total wages (billions)
Fresno, CA Metro Area

Black businesses pay their employees an average of $26,568, compared to $44,511 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $12,972,174.**

Jobs (thousands)
Fresno, CA Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 16,909 jobs.**

What if Black businesses reached parity with all businesses?

In the Greensboro-High Point, NC Metro Area

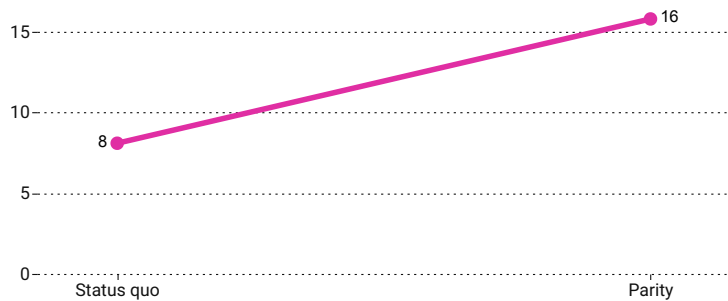**Number of Black businesses**
Greensboro-High Point, NC Metro Area

There are 643 Black businesses, accounting for 5% of employer businesses. If Black businesses accounted for 29.5% of employer firms (equivalent to the Black population), **there would be 5,269 more Black businesses.**
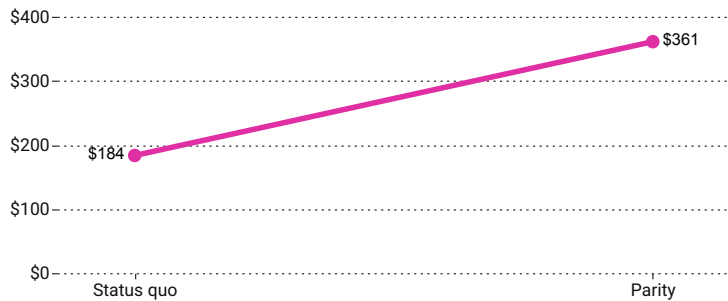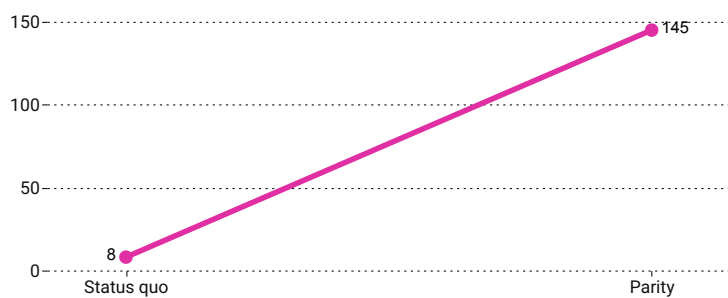
Jobs (thousands)
Greensboro-High Point, NC Metro Area

Black businesses create an average of 13 jobs per firm, compared to 25 for all businesses. If the average employees per Black business reached parity, it would **create approximately 7,689 new jobs.**

Total wages (billions)
Greensboro-High Point, NC Metro Area

Black businesses pay their employees an average of $22,716, compared to $44,673 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $177,550,160.**

Jobs (thousands)
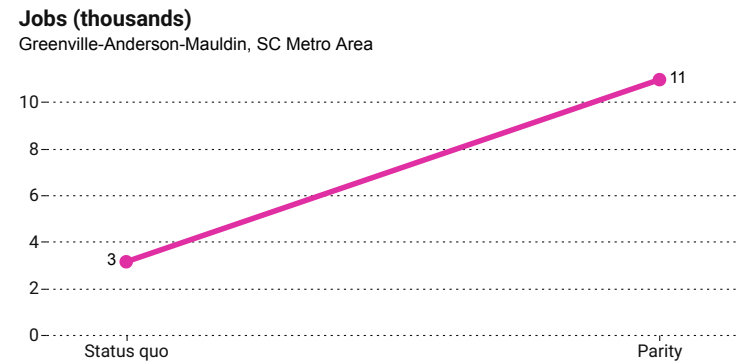Greensboro-High Point, NC Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 136,962 jobs.**

What if Black businesses reached parity with all businesses?

In the Greenville-Anderson-Mauldin, SC Metro Area
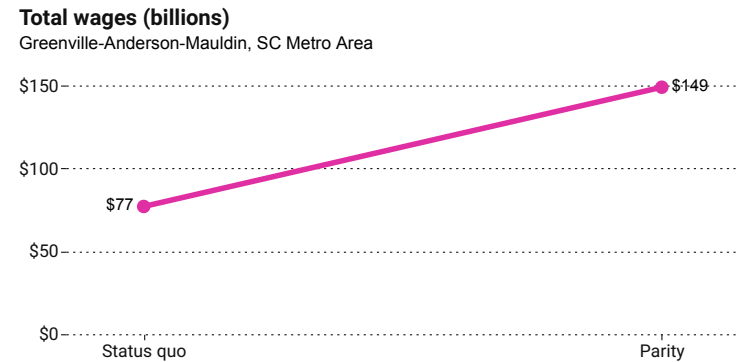

Number of Black businesses
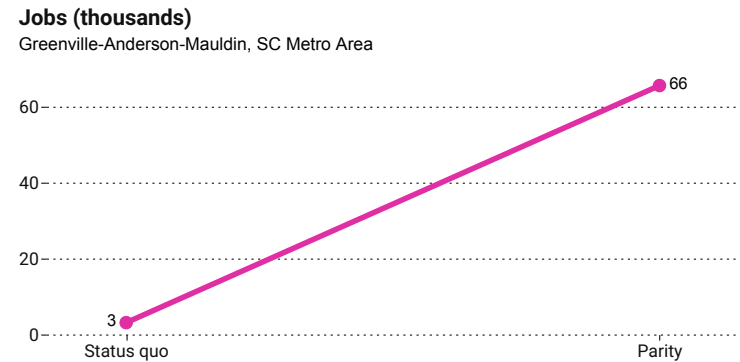Greenville-Anderson-Mauldin, SC Metro Area
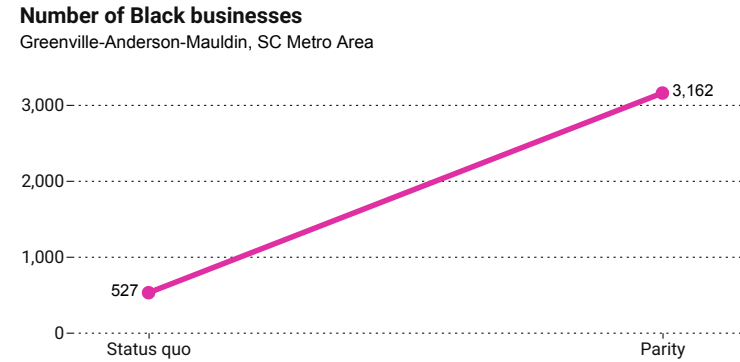
There are 527 Black businesses, accounting for 4% of employer businesses. If Black businesses accounted for 17.4% of employer firms (equivalent to the Black population), **there would be 2,635 more Black businesses**.

Jobs (thousands)
Greenville-Anderson-Mauldin, SC Metro Area

Black businesses create an average of 6 jobs per firm, compared to 21 for all businesses. If the average employees per Black business reached parity, it would **create approximately 7,813 new jobs.**

Total wages (billions)
Greenville-Anderson-Mauldin, SC Metro Area

Black businesses pay their employees an average of $24,554, compared to $47,473 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $71,943,072.**
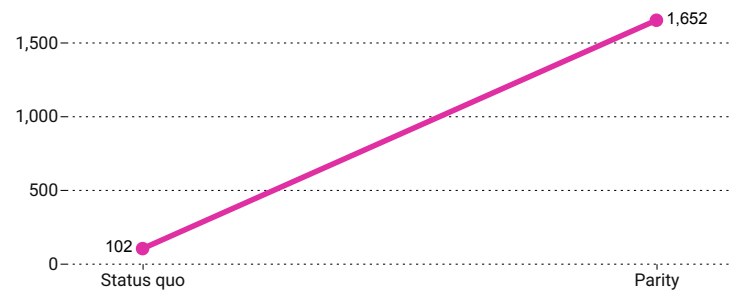

Jobs (thousands)
Greenville-Anderson-Mauldin, SC Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 62,573 jobs.**

What if Black businesses reached parity with all businesses?

In the Harrisburg-Carlisle, PA Metro Area
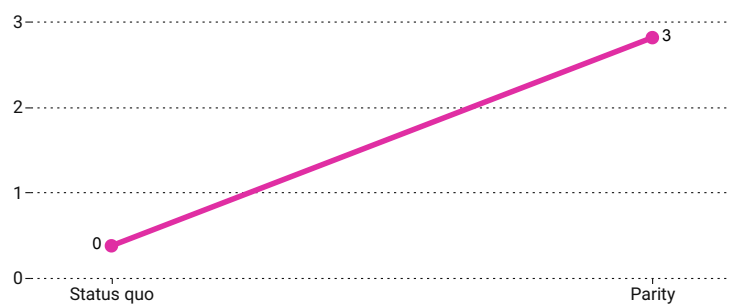
Number of Black businesses
Harrisburg-Carlisle, PA Metro Area

1,500 -
1,000 -
500 -
102
0 -
Status quo   Parity
1,652

There are 102 Black businesses, accounting for 1% of employer businesses. If Black businesses accounted for 13.2% of employer firms (equivalent to the Black population), **there would be 1,550 more Black businesses**.
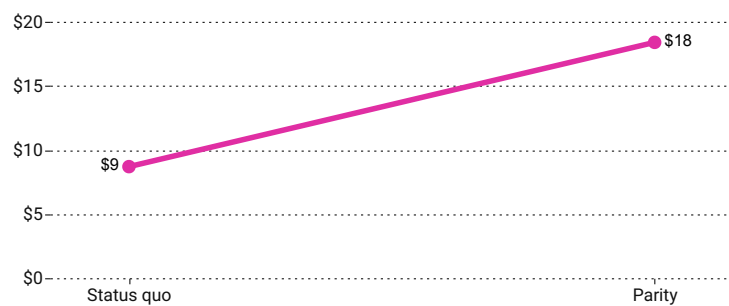
Jobs (thousands)
Harrisburg-Carlisle, PA Metro Area

3 -
2 -
1 -
0
0 -
Status quo   Parity
3

Black businesses create an average of 4 jobs per firm, compared to 28 for all businesses. If the average employees per Black business reached parity, it would **create approximately 2,435 new jobs.**
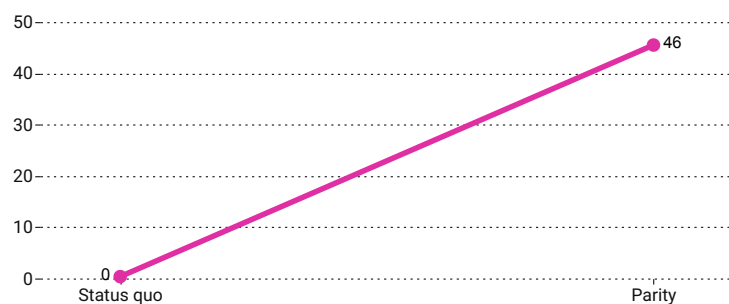
Total wages (billions)
Harrisburg-Carlisle, PA Metro Area

$20 -
$15 -
$10 -
$9
$5 -
$0 -
Status quo   Parity
$18

Black businesses pay their employees an average of $23,152, compared to $48,930 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $9,692,604.**

Jobs (thousands)
Harrisburg-Carlisle, PA Metro Area

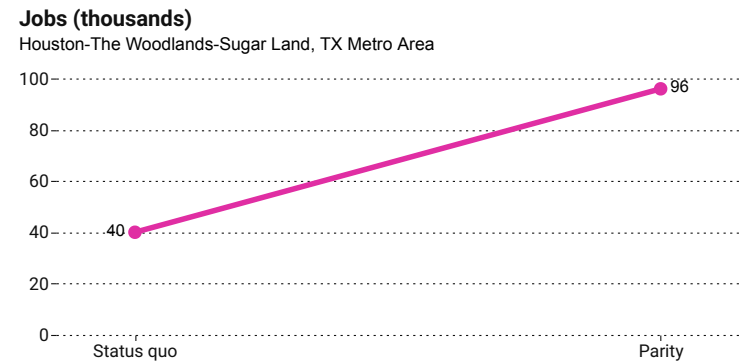50 -
40 -
30 -
20 -
10 -
0
0 -
Status quo   Parity
46

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 45,154 jobs.**

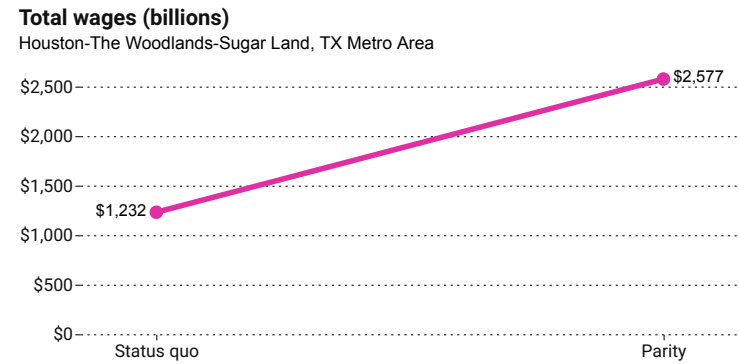# What if Black businesses reached parity with all businesses?

In the Houston-The Woodlands-Sugar Land, TX Metro Area

Number of Black businesses
Houston-The Woodlands-Sugar Land, TX Metro Area

25,000 —
20,000 —
15,000 —
10,000 —
5,000 —
0 —
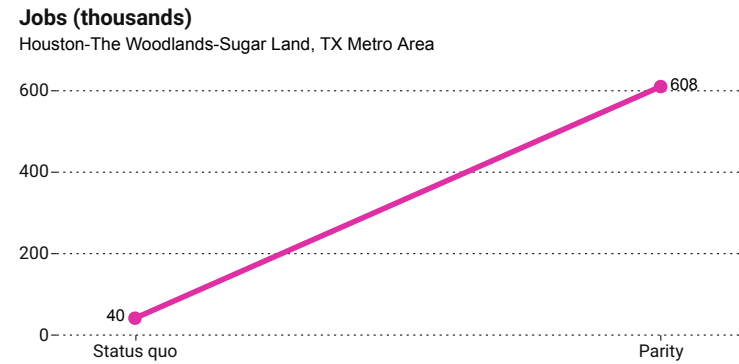
3,981 (Status quo)
25,206 (Parity)
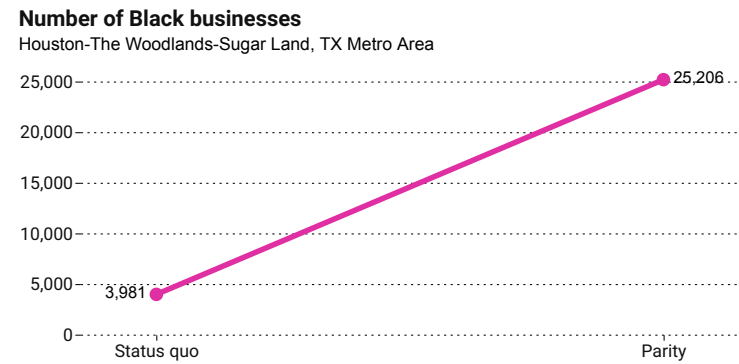
There are 3,981 Black businesses, accounting for 4% of employer businesses. If Black businesses accounted for 18.5% of employer firms (equivalent to the Black population), **there would be 21,225 more Black businesses**.

Jobs (thousands)
Houston-The Woodlands-Sugar Land, TX Metro Area

100 —
80 —
60 —
40 —
20 —
0 —

40 (Status quo)
96 (Parity)

Black businesses create an average of 10 jobs per firm, compared to 24 for all businesses. If the average employees per Black business reached parity, it would **create approximately 55,937 new jobs.**

Total wages (billions)
Houston-The Woodlands-Sugar Land, TX Metro Area

$2,500 —
$2,000 —
$1,500 —
$1,000 —
$500 —
$0 —

$1,232 (Status quo)
$2,577 (Parity)

Black businesses pay their employees an average of $30,758, compared to $64,342 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $1,344,857,472.**

Jobs (thousands)
Houston-The Woodlands-Sugar Land, TX Metro Area

600 —
400 —
200 —
0 —

40 (Status quo)
608 (Parity)

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 567,665 jobs.**

What if Black businesses reached parity with all businesses?

In the Huntsville, AL Metro Area
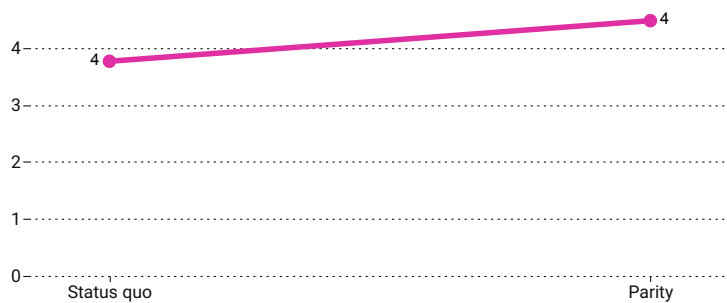
Number of Black businesses
Huntsville, AL Metro Area

2,000

1,500

1,000

500

0

189

Status quo

2,223

Parity
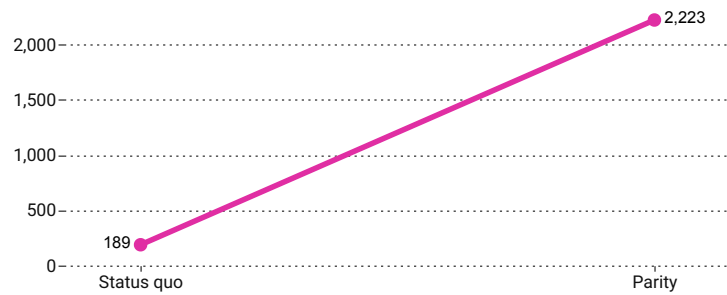
There are 189 Black businesses, accounting for 3% of employer businesses. If Black businesses accounted for 23.7% of employer firms (equivalent to the Black population), **there would be 2,034 more Black businesses**.
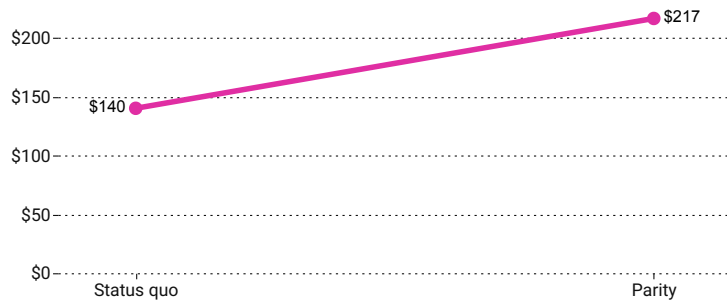
Jobs (thousands)
Huntsville, AL Metro Area

4

3

2

1

0

4

Status quo

4

Parity

Black businesses create an average of 20 jobs per firm, compared to 24 for all businesses. If the average employees per Black business reached parity, it would **create approximately 713 new jobs.**
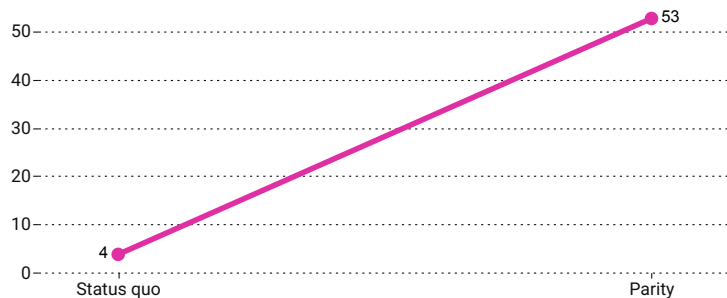
Total wages (billions)
Huntsville, AL Metro Area

$200

$150

$100

$50

$0

$140

Status quo

$217

Parity

Black businesses pay their employees an average of $37,248, compared to $57,535 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $76,423,120.**

Jobs (thousands)
Huntsville, AL Metro Area
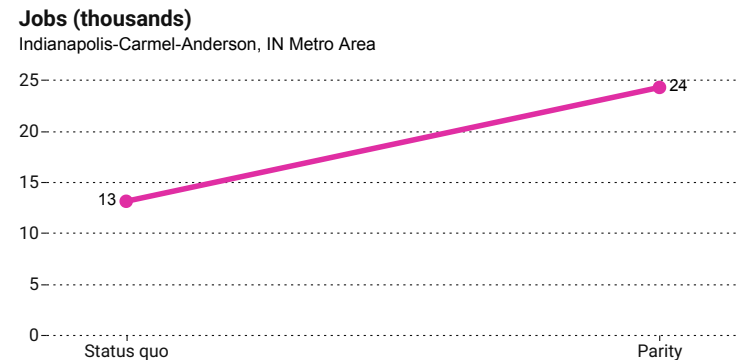
50

40

30

20

10

0

4

Status quo

53

Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 48,916 jobs.**

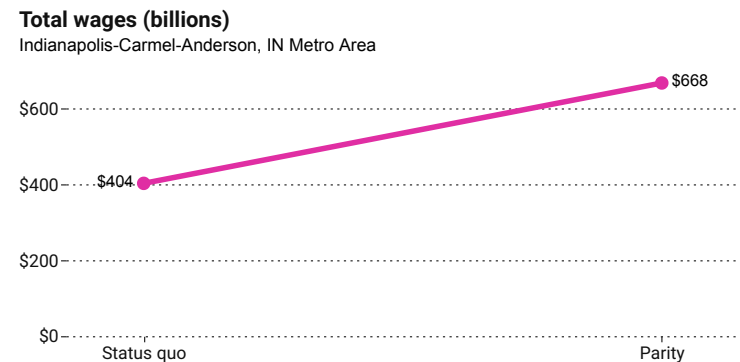# What if Black businesses reached parity with all businesses?

In the Indianapolis-Carmel-Anderson, IN Metro Area

Number of Black businesses
Indianapolis-Carmel-Anderson, IN Metro Area

6,000
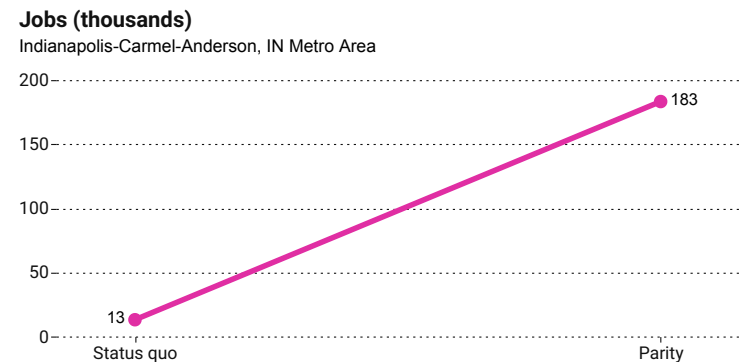4,000
2,000
0

915
6,911

Status quo   Parity
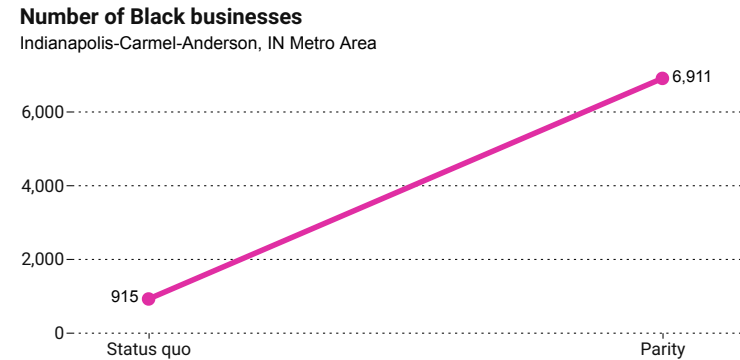
There are 915 Black businesses, accounting for 3% of employer businesses. If Black businesses accounted for 17.1% of employer firms (equivalent to the Black population), **there would be 5,996 more Black businesses**.

Jobs (thousands)
Indianapolis-Carmel-Anderson, IN Metro Area

25
20
15
10
5
0

13
24

Status quo   Parity

Black businesses create an average of 14 jobs per firm, compared to 27 for all businesses. If the average employees per Black business reached parity, it would **create approximately 11,162 new jobs.**

Total wages (billions)
Indianapolis-Carmel-Anderson, IN Metro Area

$600
$400
$200
$0

$404
$668

Status quo   Parity

Black businesses pay their employees an average of $30,795, compared to $51,013 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $264,915,232.**

Jobs (thousands)
Indianapolis-Carmel-Anderson, IN Metro Area

200
150
100
50
0

13
183

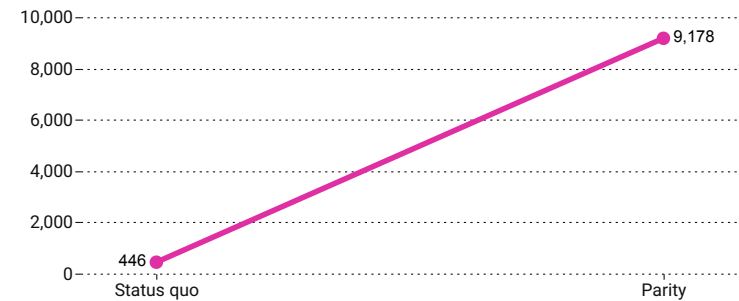Status quo   Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 170,177 jobs.**

What if Black businesses reached parity with all businesses?

In the Jackson, MS Metro Area
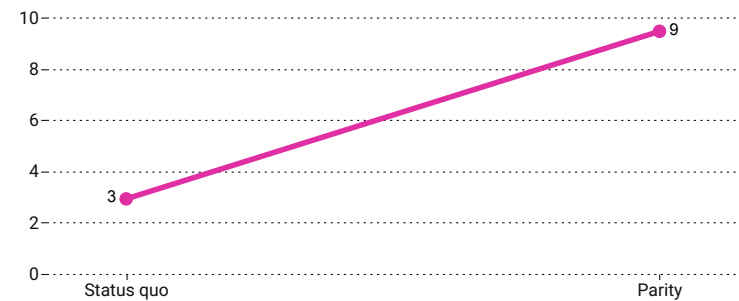
Number of Black businesses
Jackson, MS Metro Area

There are 446 Black businesses, accounting for 5% of employer businesses. If Black businesses accounted for 50.8% of employer firms (equivalent to the Black population), **there would be 8,732 more Black businesses**.
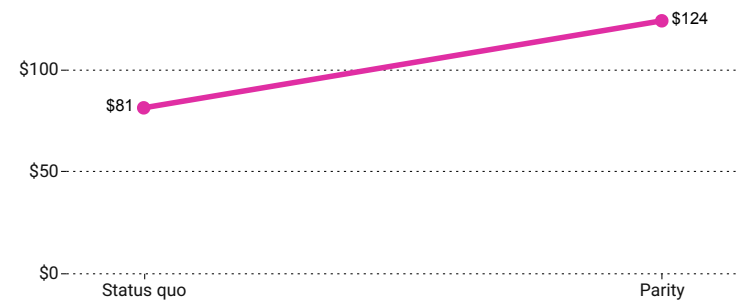
Jobs (thousands)
Jackson, MS Metro Area

Black businesses create an average of 7 jobs per firm, compared to 21 for all businesses. If the average employees per Black business reached parity, it would **create approximately 6,535 new jobs.**
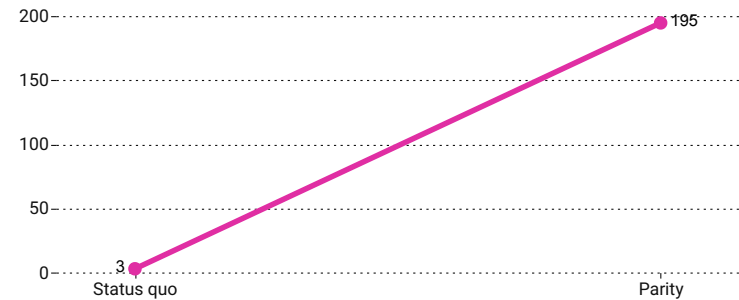
Total wages (billions)
Jackson, MS Metro Area

Black businesses pay their employees an average of $27,699, compared to $42,273 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $42,658,880.**
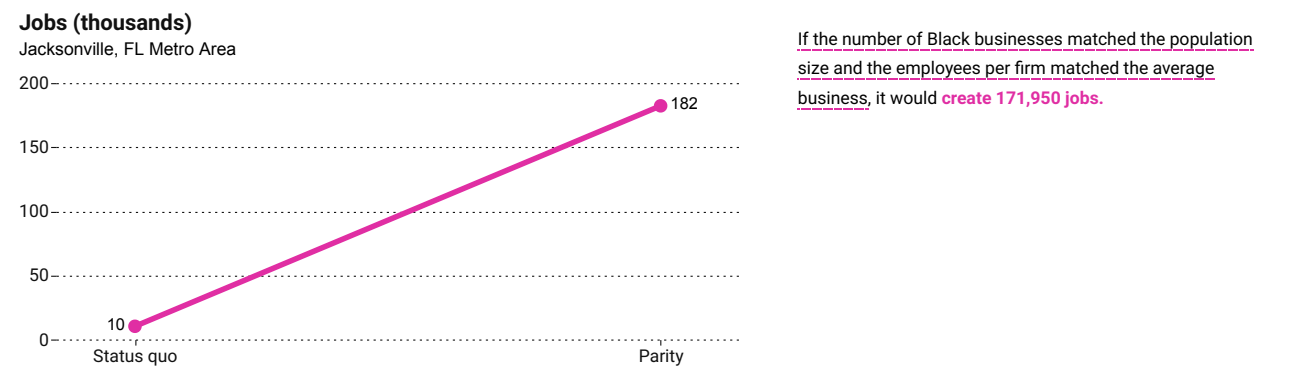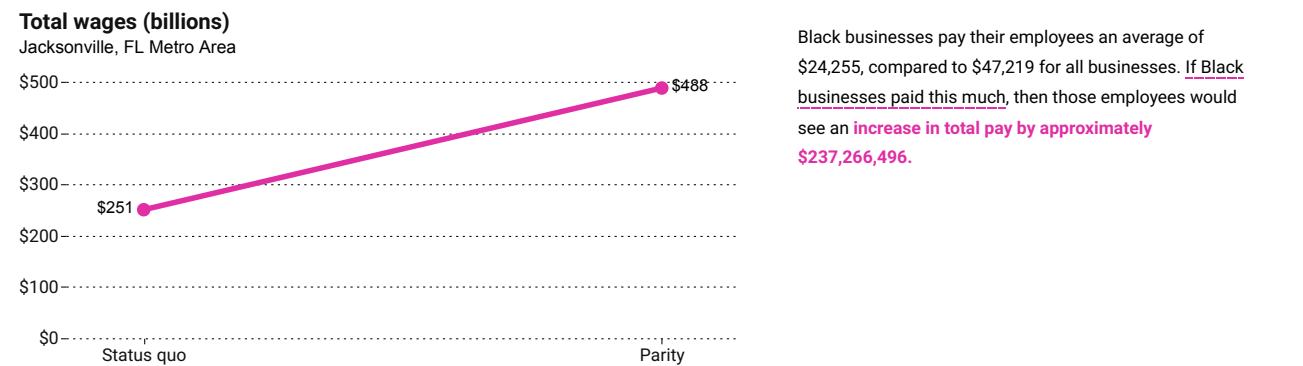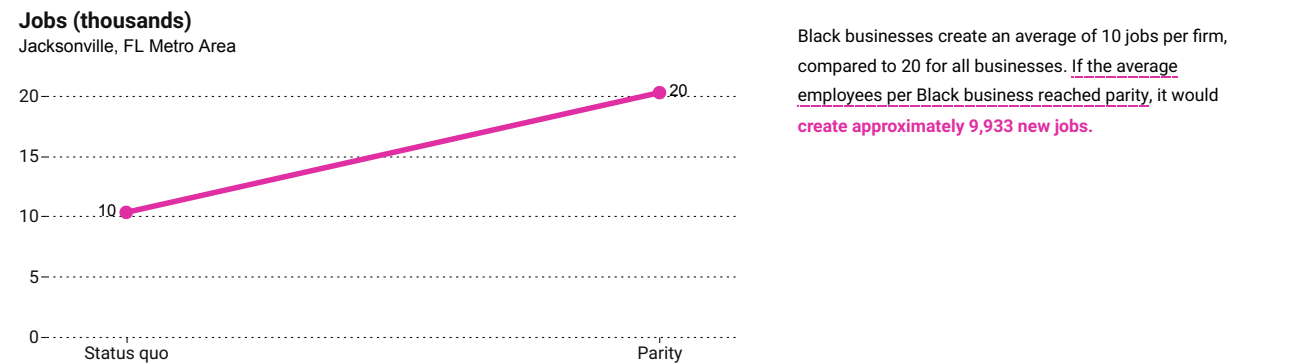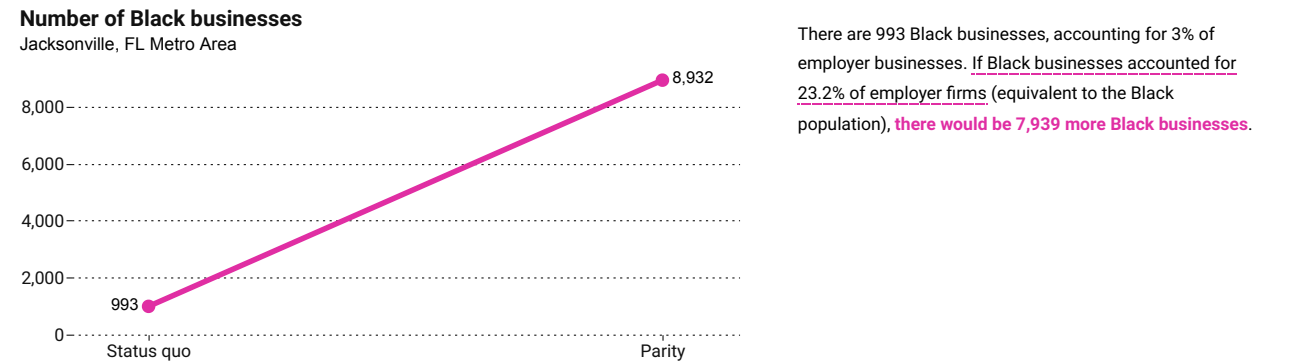
Jobs (thousands)
Jackson, MS Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 191,779 jobs.**

What if Black businesses reached parity with all businesses?

In the Jacksonville, FL Metro Area

Number of Black businesses
Jacksonville, FL Metro Area

993 → 8,932 (Status quo → Parity)

There are 993 Black businesses, accounting for 3% of employer businesses. If Black businesses accounted for 23.2% of employer firms (equivalent to the Black population), **there would be 7,939 more Black businesses**.

Jobs (thousands)
Jacksonville, FL Metro Area

10 → 20 (Status quo → Parity)

Black businesses create an average of 10 jobs per firm, compared to 20 for all businesses. If the average employees per Black business reached parity, it would **create approximately 9,933 new jobs.**

Total wages (billions)
Jacksonville, FL Metro Area

$251 → $488 (Status quo → Parity)

Black businesses pay their employees an average of $24,255, compared to $47,219 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $237,266,496.**

Jobs (thousands)
Jacksonville, FL Metro Area

10 → 182 (Status quo → Parity)

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 171,950 jobs.**

What if Black businesses reached parity with all businesses?

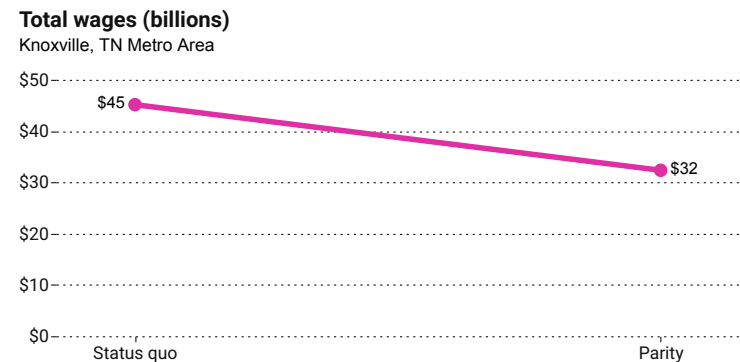## In the Knoxville, TN Metro Area

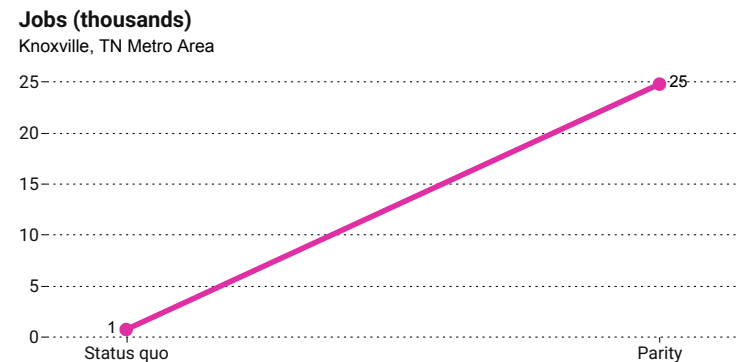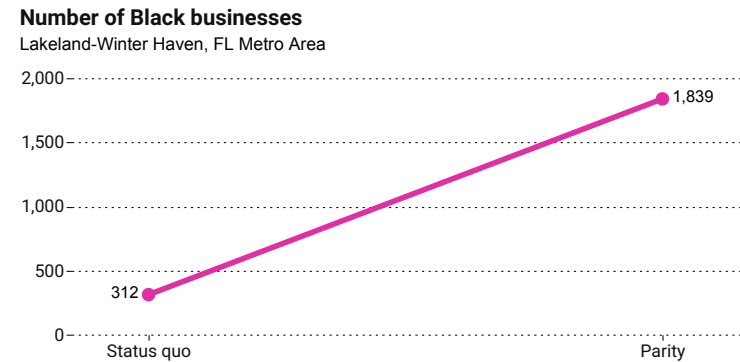### Number of Black businesses
Knoxville, TN Metro Area
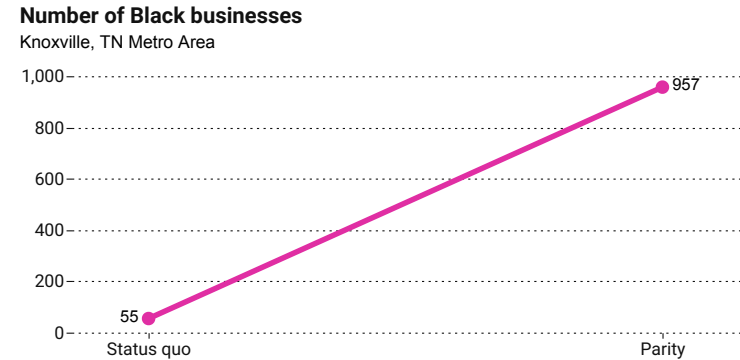
There are 55 Black businesses, accounting for 0% of employer businesses. If Black businesses accounted for 7.1% of employer firms (equivalent to the Black population), **there would be 902 more Black businesses**.
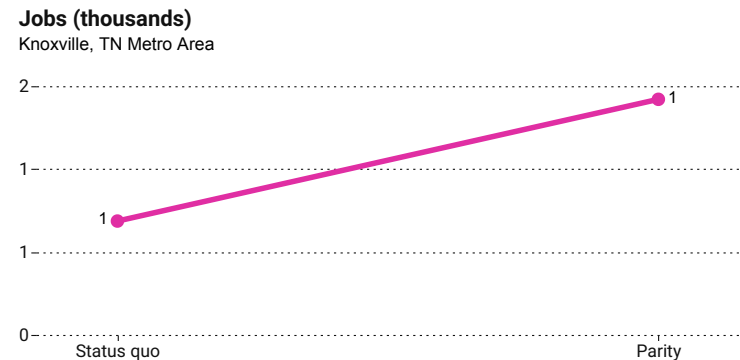
Jobs (thousands)
Knoxville, TN Metro Area

Black businesses create an average of 12 jobs per firm, compared to 26 for all businesses. If the average employees per Black business reached parity, it would **create approximately 734 new jobs.**

Total wages (billions)
Knoxville, TN Metro Area

Black businesses pay their employees an average of $65,734, compared to $47,101 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately –$12,800,758.**
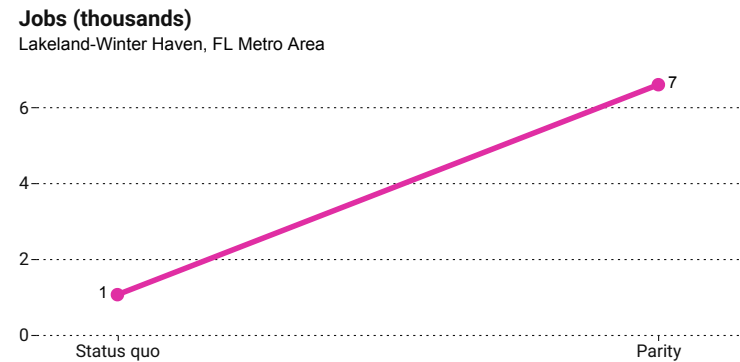
Jobs (thousands)
Knoxville, TN Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 24,058 jobs.**

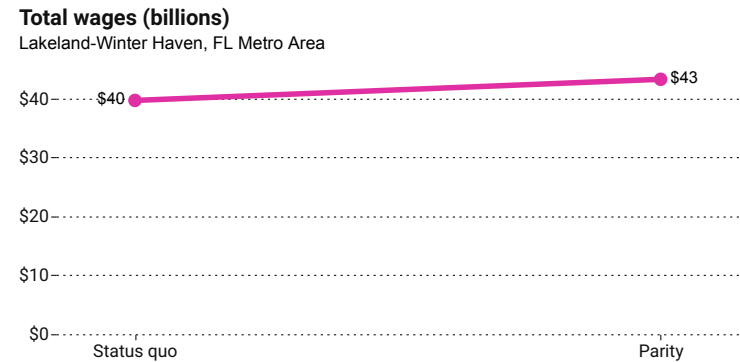# What if Black businesses reached parity with all businesses?

In the Lakeland-Winter Haven, FL Metro Area

Number of Black businesses
Lakeland-Winter Haven, FL Metro Area
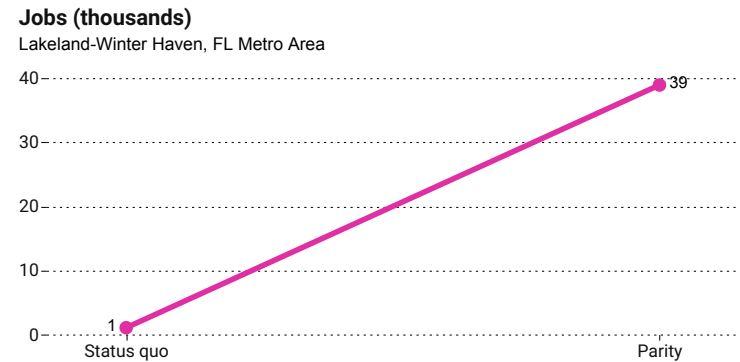

1,839

312

Status quo — Parity

There are 312 Black businesses, accounting for 3% of employer businesses. If Black businesses accounted for 16.6% of employer firms (equivalent to the Black population), there would be 1,527 more Black businesses.

Jobs (thousands)
Lakeland-Winter Haven, FL Metro Area

7

1

Status quo — Parity

Black businesses create an average of 3 jobs per firm, compared to 21 for all businesses. If the average employees per Black business reached parity, it would create approximately 5,542 new jobs.

Total wages (billions)
Lakeland-Winter Haven, FL Metro Area

$40

$43

Status quo — Parity

Black businesses pay their employees an average of $37,317, compared to $40,693 for all businesses. If Black businesses paid this much, then those employees would see an increase in total pay by approximately $3,588,420.
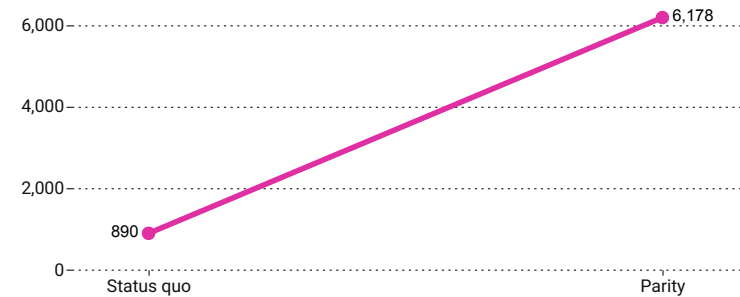
Jobs (thousands)
Lakeland-Winter Haven, FL Metro Area

39

1

Status quo — Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would create 37,861 jobs.

What if Black businesses reached parity with all businesses?

In the Las Vegas-Henderson-Paradise, NV Metro Area
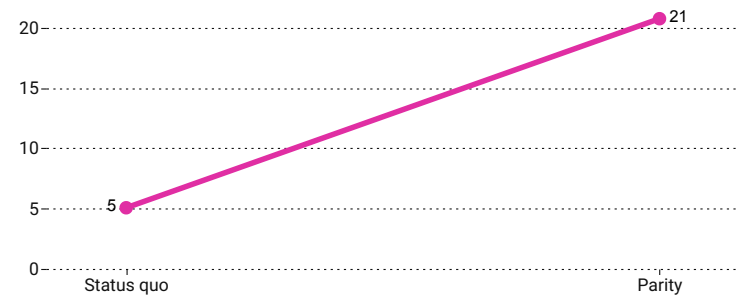
Number of Black businesses
Las Vegas-Henderson-Paradise, NV Metro Area

There are 890 Black businesses, accounting for 2% of employer businesses. If Black businesses accounted for 14.2% of employer firms (equivalent to the Black population), **there would be 5,288 more Black businesses**.
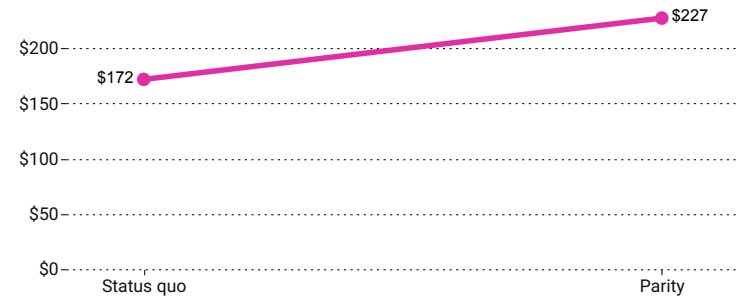
Jobs (thousands)
Las Vegas-Henderson-Paradise, NV Metro Area

Black businesses create an average of 6 jobs per firm, compared to 23 for all businesses. If the average employees per Black business reached parity, it would **create approximately 15,683 new jobs.**
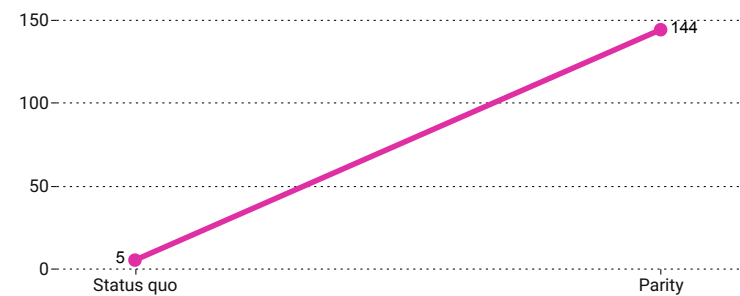
Total wages (billions)
Las Vegas-Henderson-Paradise, NV Metro Area

Black businesses pay their employees an average of $33,856, compared to $44,786 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $55,456,496.**
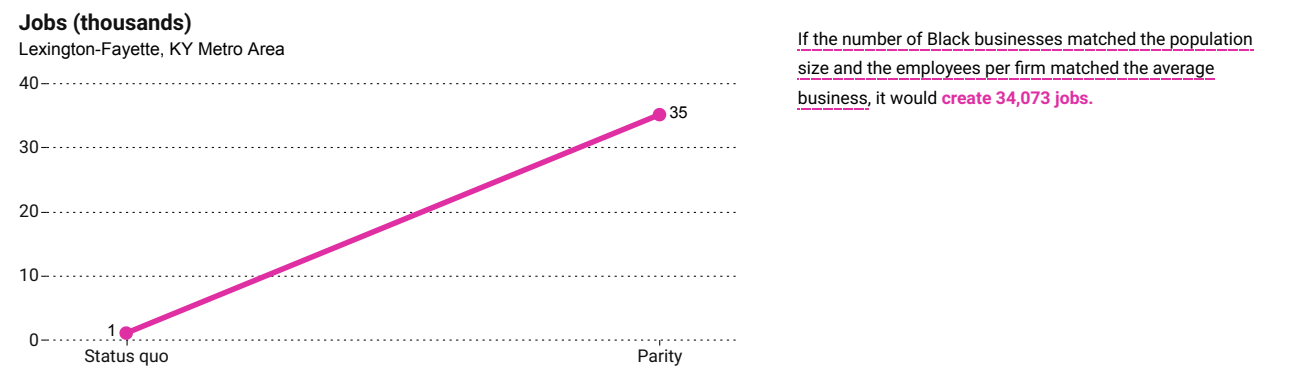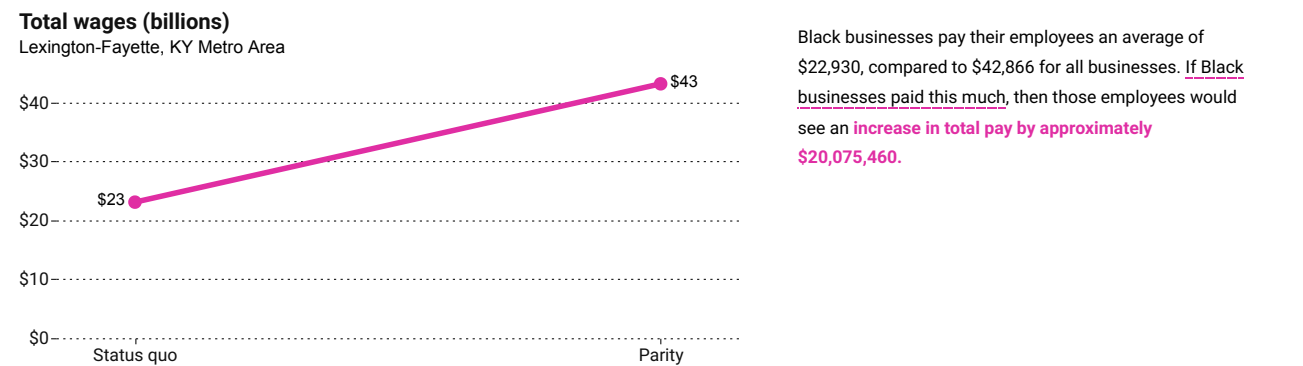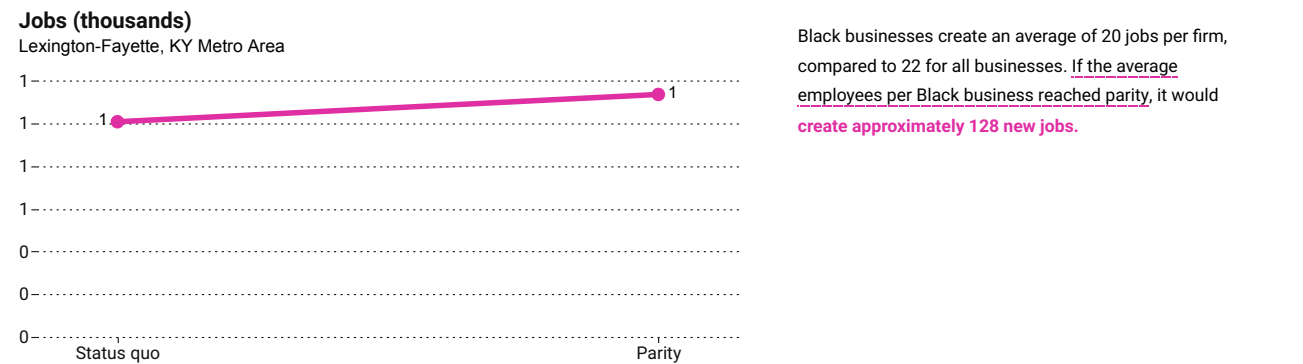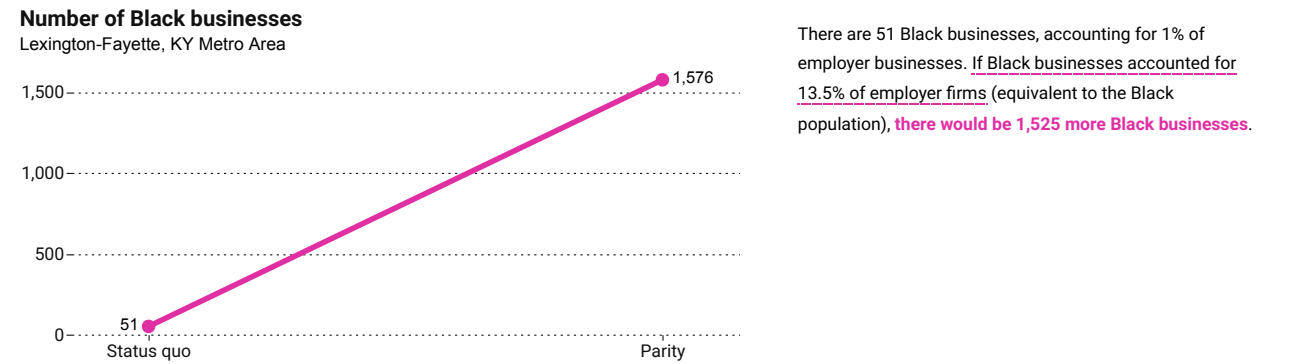
Jobs (thousands)
Las Vegas-Henderson-Paradise, NV Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 139,012 jobs.**

What if Black businesses reached parity with all businesses?

In the Lexington-Fayette, KY Metro Area

Number of Black businesses
Lexington-Fayette, KY Metro Area

- 1,576 (Parity)
- 51 (Status quo)

There are 51 Black businesses, accounting for 1% of employer businesses. If Black businesses accounted for 13.5% of employer firms (equivalent to the Black population), **there would be 1,525 more Black businesses**.

Jobs (thousands)
Lexington-Fayette, KY Metro Area

- 1 (Status quo)
- 1 (Parity)

Black businesses create an average of 20 jobs per firm, compared to 22 for all businesses. If the average employees per Black business reached parity, it would **create approximately 128 new jobs.**

Total wages (billions)
Lexington-Fayette, KY Metro Area

- $43 (Parity)
- $23 (Status quo)

Black businesses pay their employees an average of $22,930, compared to $42,866 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $20,075,460.**

Jobs (thousands)
Lexington-Fayette, KY Metro Area

- 35 (Parity)
- 1 (Status quo)

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 34,073 jobs.**

What if Black businesses reached parity with all businesses?

In the Little Rock-North Little Rock-Conway, AR Metro Area
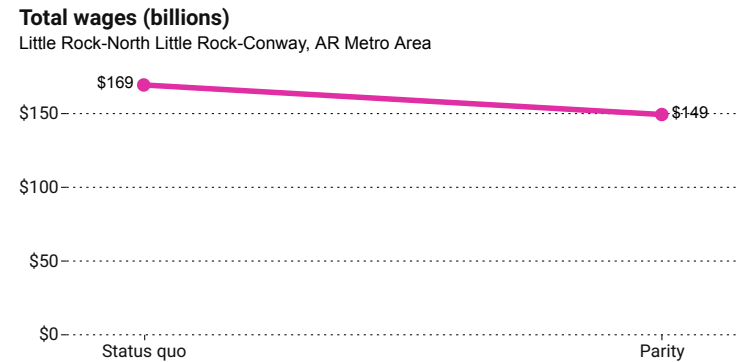
Number of Black businesses
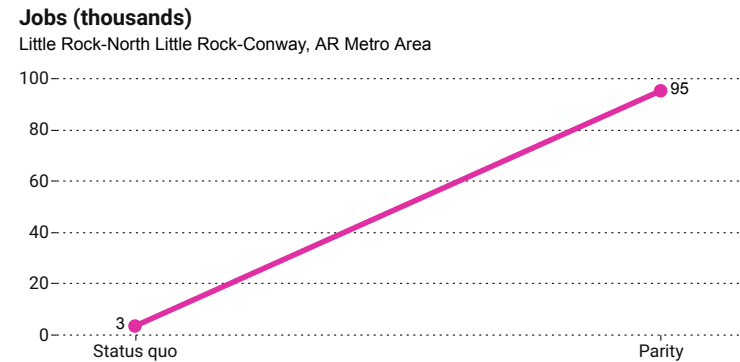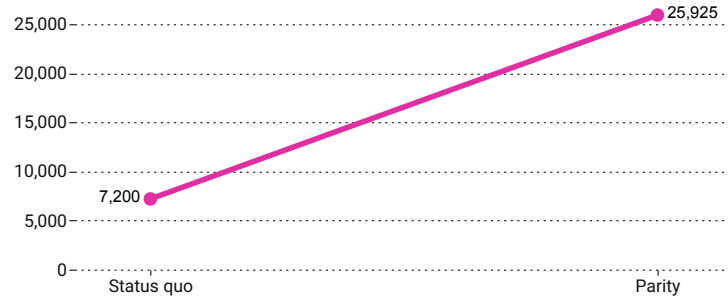Little Rock-North Little Rock-Conway, AR Metro Area
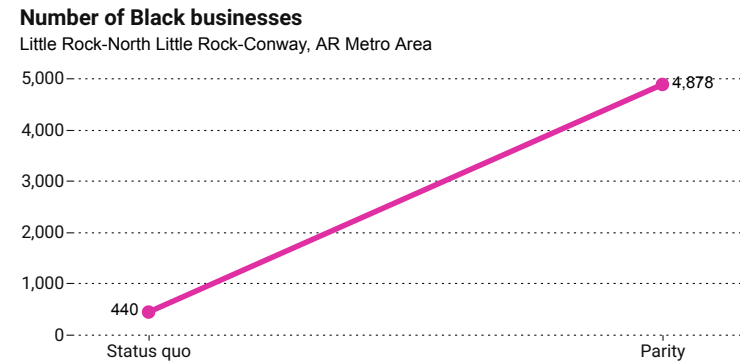
There are 440 Black businesses, accounting for 3% of employer businesses. If Black businesses accounted for 25.4% of employer firms (equivalent to the Black population), **there would be 4,438 more Black businesses**.
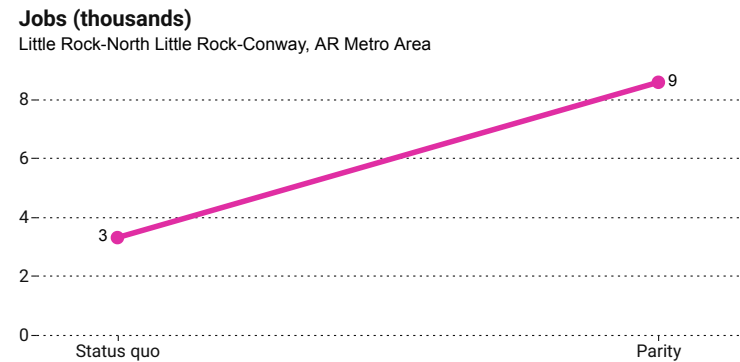
Jobs (thousands)
Little Rock-North Little Rock-Conway, AR Metro Area

Black businesses create an average of 8 jobs per firm, compared to 19 for all businesses. If the average employees per Black business reached parity, it would **create approximately 5,271 new jobs.**

Total wages (billions)
Little Rock-North Little Rock-Conway, AR Metro Area

Black businesses pay their employees an average of $51,220, compared to $45,144 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately −$20,071,560.**

Jobs (thousands)
Little Rock-North Little Rock-Conway, AR Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 91,756 jobs.**

What if Black businesses reached parity with all businesses?

In the Los Angeles-Long Beach-Anaheim, CA Metro Area

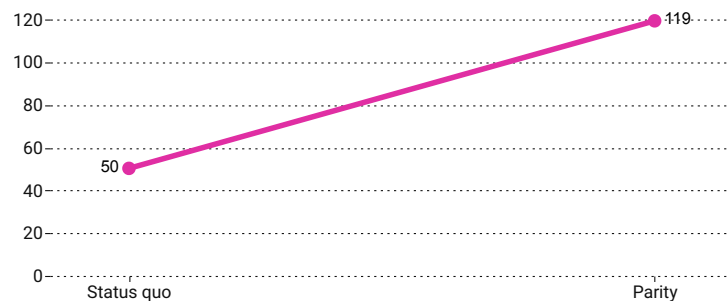**Number of Black businesses**
Los Angeles-Long Beach-Anaheim, CA Metro Area

There are 7,200 Black businesses, accounting for 2% of employer businesses. If Black businesses accounted for 7.6% of employer firms (equivalent to the Black population), **there would be 18,725 more Black businesses**.
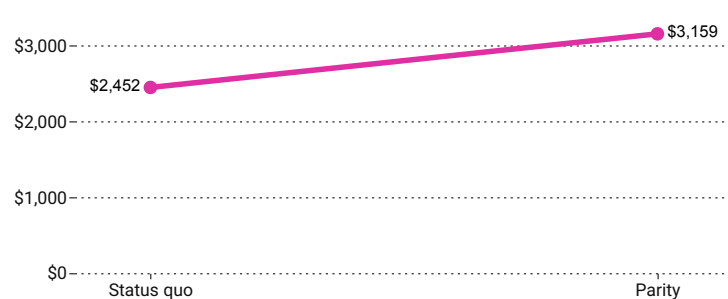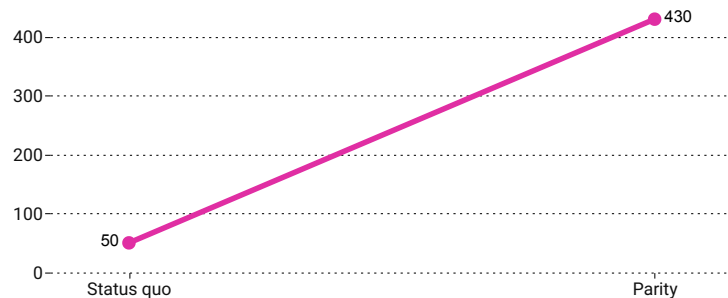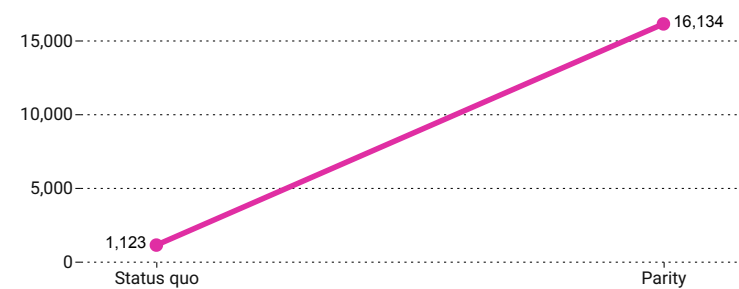
Jobs (thousands)
Los Angeles-Long Beach-Anaheim, CA Metro Area

Black businesses create an average of 7 jobs per firm, compared to 17 for all businesses. If the average employees per Black business reached parity, it would **create approximately 69,045 new jobs.**

Total wages (billions)
Los Angeles-Long Beach-Anaheim, CA Metro Area

Black businesses pay their employees an average of $48,700, compared to $62,755 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $707,569,280.**

Jobs (thousands)
Los Angeles-Long Beach-Anaheim, CA Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 379,531 jobs.**

What if Black businesses reached parity with all businesses?

In the Memphis, TN-MS-AR Metro Area
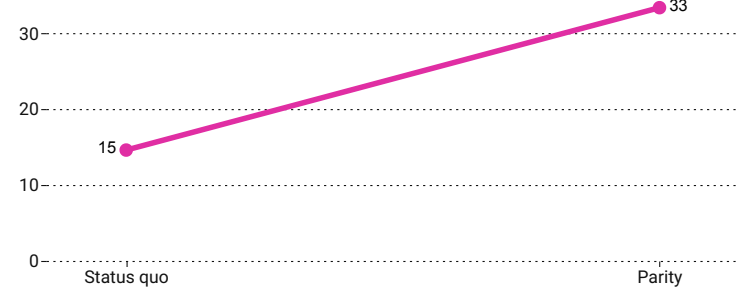
Number of Black businesses
Memphis, TN-MS-AR Metro Area

15,000

10,000

5,000

0

1,123 — Status quo

16,134 — Parity

There are 1,123 Black businesses, accounting for 7% of employer businesses. If Black businesses accounted for 48.5% of employer firms (equivalent to the Black population), **there would be 15,011 more Black businesses**.
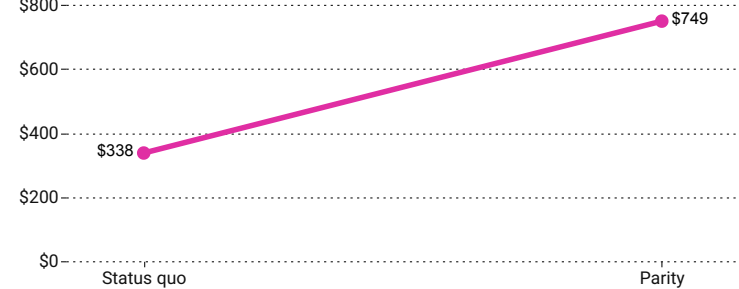
Jobs (thousands)
Memphis, TN-MS-AR Metro Area

30

20

10

0

15 — Status quo

33 — Parity

Black businesses create an average of 13 jobs per firm, compared to 30 for all businesses. If the average employees per Black business reached parity, it would **create approximately 18,791 new jobs.**
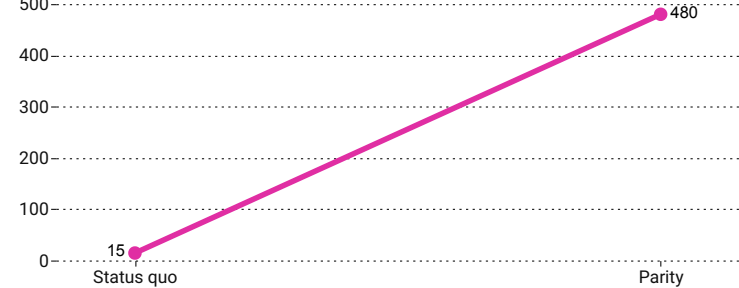
Total wages (billions)
Memphis, TN-MS-AR Metro Area

$800

$600

$400

$200

$0

$338 — Status quo

$749 — Parity

Black businesses pay their employees an average of $23,075, compared to $51,199 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $411,486,848.**

Jobs (thousands)
Memphis, TN-MS-AR Metro Area

500

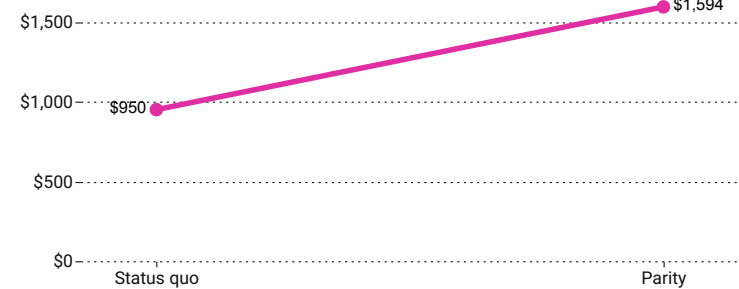400

300

200

100

0

15 — Status quo

480 — Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 465,535 jobs.**

What if Black businesses reached parity with all businesses?

In the Miami-Fort Lauderdale-West Palm Beach, FL Metro Area

Number of Black businesses
Miami-Fort Lauderdale-West Palm Beach, FL Metro Area

50,000
40,000
30,000
20,000
10,000
0

6,204
50,173

Status quo   Parity
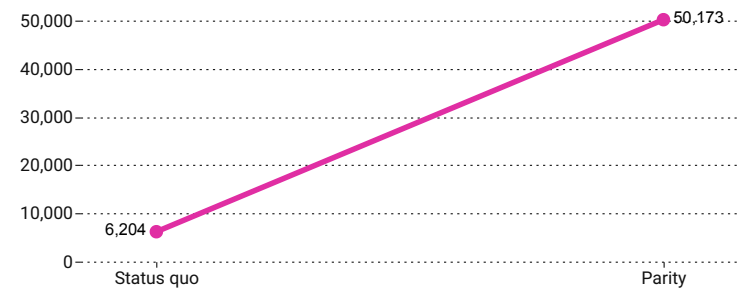
There are 6,204 Black businesses, accounting for 4% of employer businesses. If Black businesses accounted for 22.6% of employer firms (equivalent to the Black population), **there would be 43,969 more Black businesses**.

Jobs (thousands)
Miami-Fort Lauderdale-West Palm Beach, FL Metro Area

80
60
40
20
0

30
81

Status quo   Parity

Black businesses create an average of 5 jobs per firm, compared to 13 for all businesses. If the average employees per Black business reached parity, it would **create approximately 50,272 new jobs.**

Total wages (billions)
Miami-Fort Lauderdale-West Palm Beach, FL Metro Area

$1,500
$1,000
$500
$0

$950
$1,594

Status quo   Parity

Black businesses pay their employees an average of $31,332, compared to $52,573 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $643,991,168.**

Jobs (thousands)
Miami-Fort Lauderdale-West Palm Beach, FL Metro Area
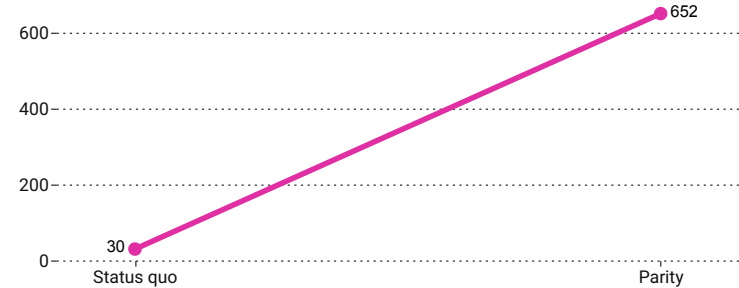
600
400
200
0

30
652
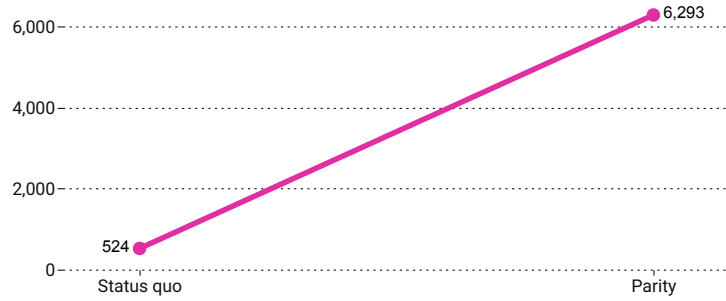
Status quo   Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 621,440 jobs.**

What if Black businesses reached parity with all businesses?

In the Milwaukee-Waukesha-West Allis, WI Metro Area
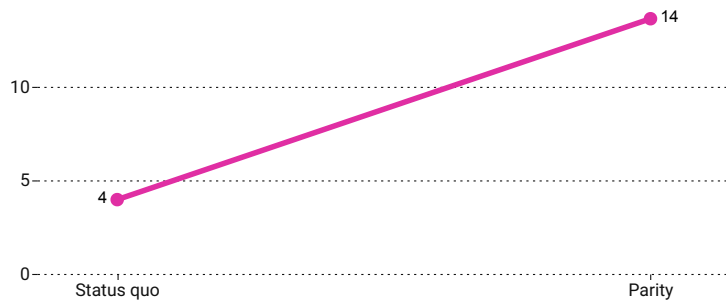
Number of Black businesses
Milwaukee-Waukesha-West Allis, WI Metro Area

There are 524 Black businesses, accounting for 2% of employer businesses. If Black businesses accounted for 18% of employer firms (equivalent to the Black population), **there would be 5,769 more Black businesses**.
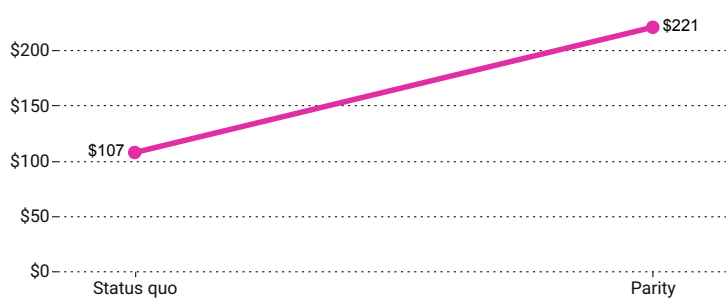
Jobs (thousands)
Milwaukee-Waukesha-West Allis, WI Metro Area

Black businesses create an average of 8 jobs per firm, compared to 26 for all businesses. If the average employees per Black business reached parity, it would **create approximately 9,669 new jobs.**
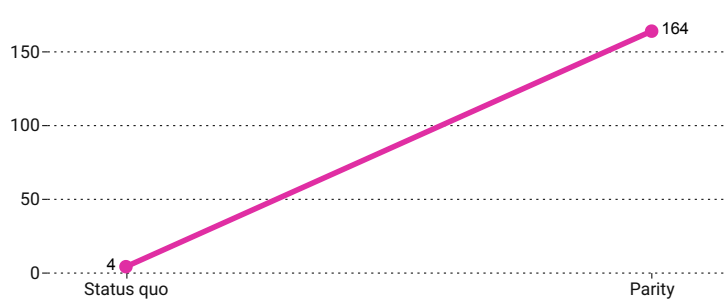
Total wages (billions)
Milwaukee-Waukesha-West Allis, WI Metro Area

Black businesses pay their employees an average of $27,046, compared to $55,583 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $113,347,024.**

Jobs (thousands)
Milwaukee-Waukesha-West Allis, WI Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 159,852 jobs.**

What if Black businesses reached parity with all businesses?

In the Minneapolis-St. Paul-Bloomington, MN-WI Metro Area

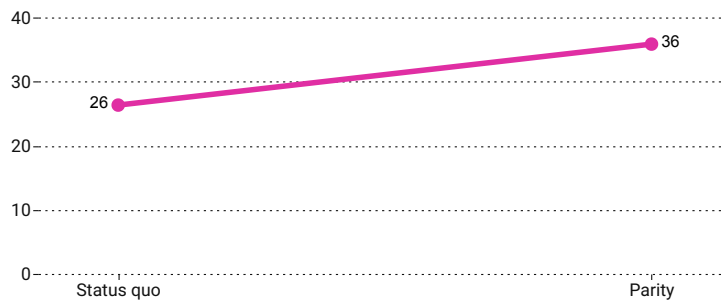### Number of Black businesses
Minneapolis-St. Paul-Bloomington, MN-WI Metro Area

There are 1,503 Black businesses, accounting for 2% of employer businesses. If Black businesses accounted for 10.5% of employer firms (equivalent to the Black population), **there would be 7,104 more Black businesses**.
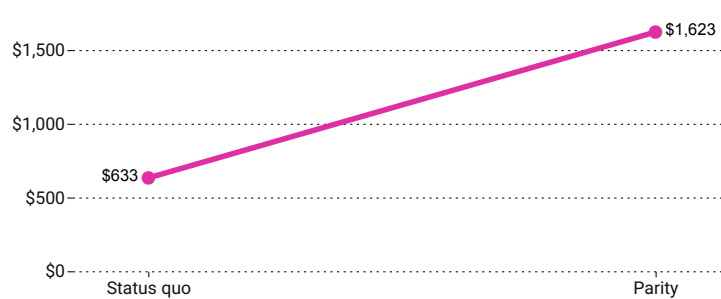
Jobs (thousands)
Minneapolis-St. Paul-Bloomington, MN-WI Metro Area

Black businesses create an average of 18 jobs per firm, compared to 24 for all businesses. If the average employees per Black business reached parity, it would **create approximately 9,512 new jobs.**
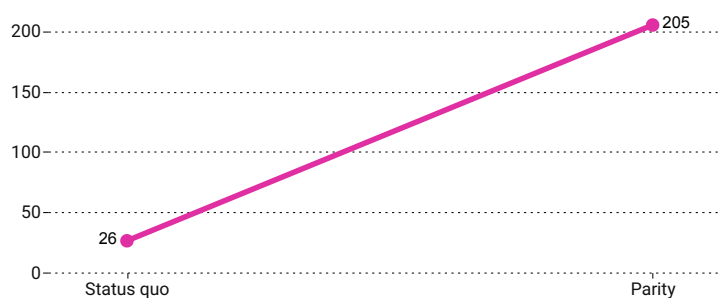
Total wages (billions)
Minneapolis-St. Paul-Bloomington, MN-WI Metro Area

Black businesses pay their employees an average of $24,045, compared to $61,629 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $989,927,936.**

Jobs (thousands)
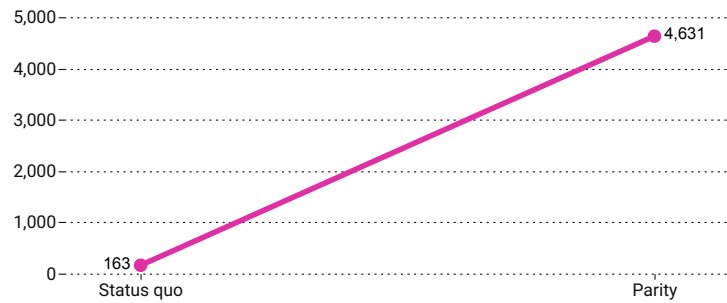Minneapolis-St. Paul-Bloomington, MN-WI Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 178,961 jobs.**

What if Black businesses reached parity with all businesses?

In the Montgomery, AL Metro Area
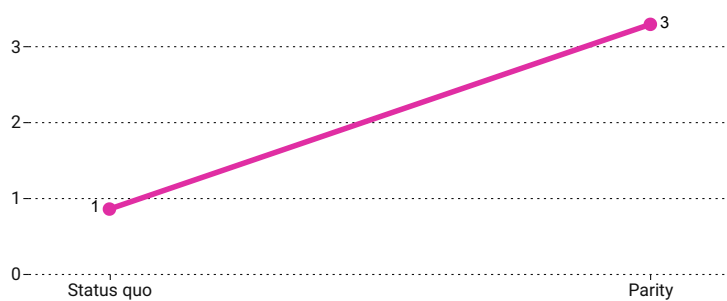
Number of Black businesses
Montgomery, AL Metro Area

There are 163 Black businesses, accounting for 3% of employer businesses. If Black businesses accounted for 46% of employer firms (equivalent to the Black population), **there would be 4,468 more Black businesses**.
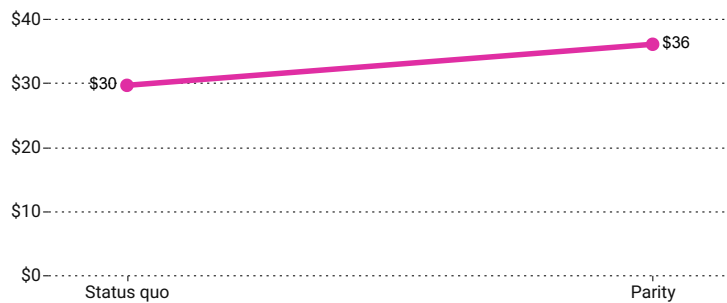
Jobs (thousands)
Montgomery, AL Metro Area

Black businesses create an average of 5 jobs per firm, compared to 20 for all businesses. If the average employees per Black business reached parity, it would **create approximately 2,438 new jobs.**
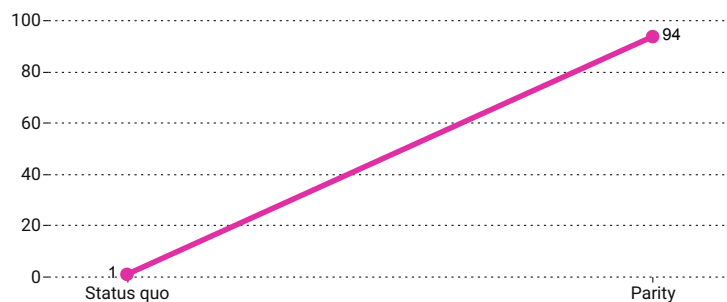
Total wages (billions)
Montgomery, AL Metro Area

Black businesses pay their employees an average of $34,607, compared to $42,091 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $6,405,840.**
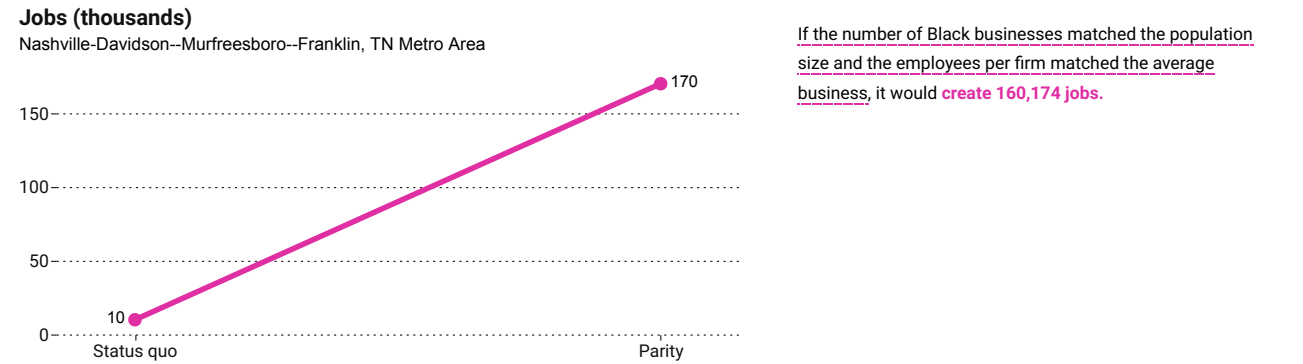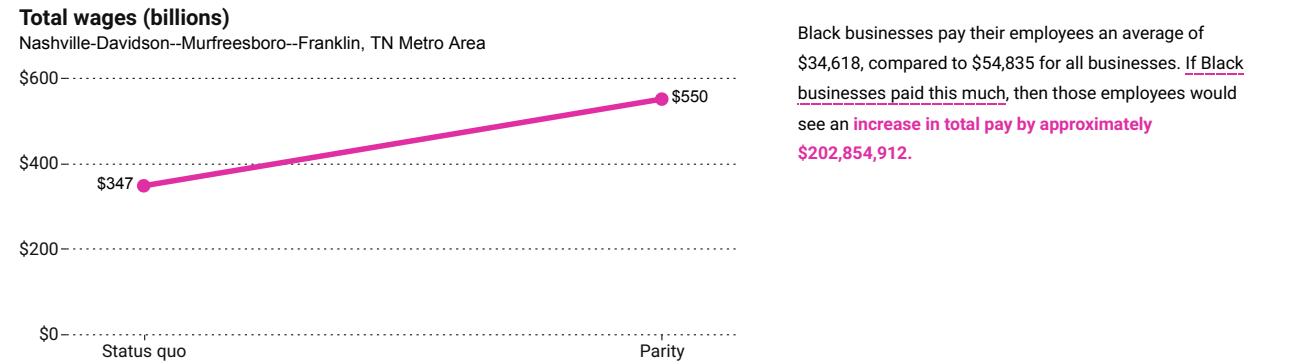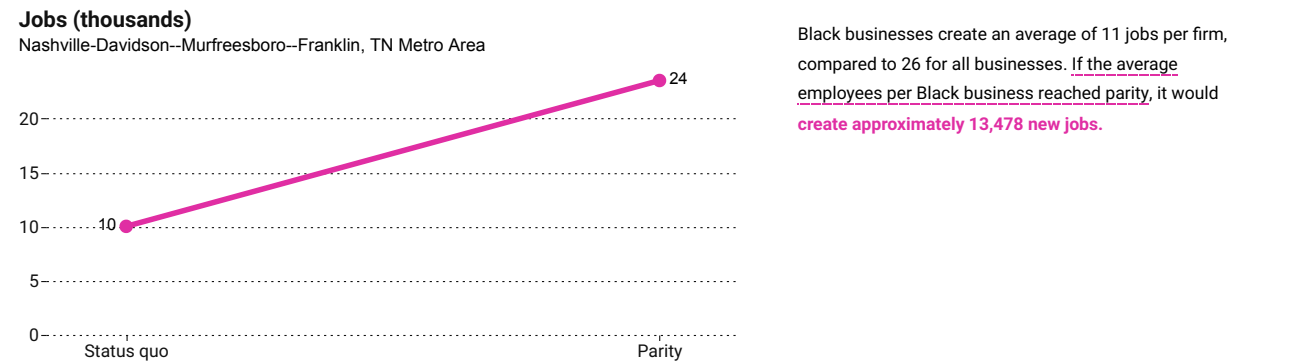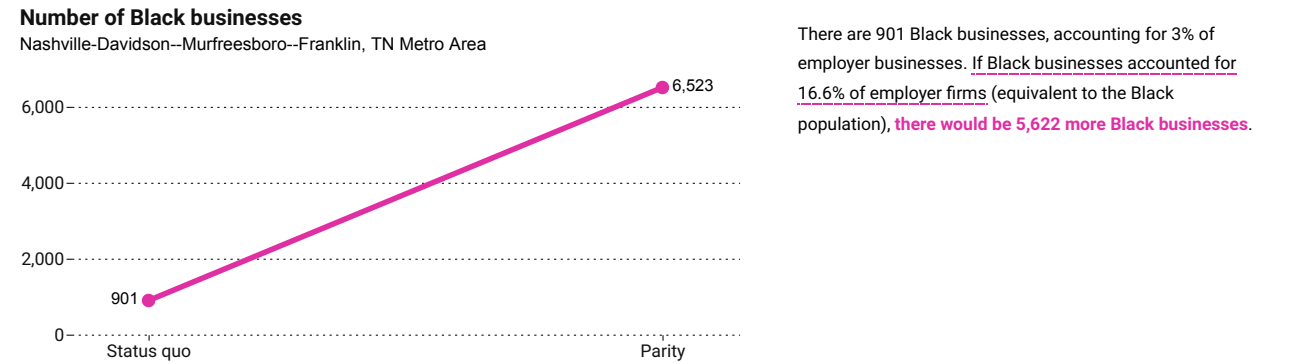
Jobs (thousands)
Montgomery, AL Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 92,716 jobs.**
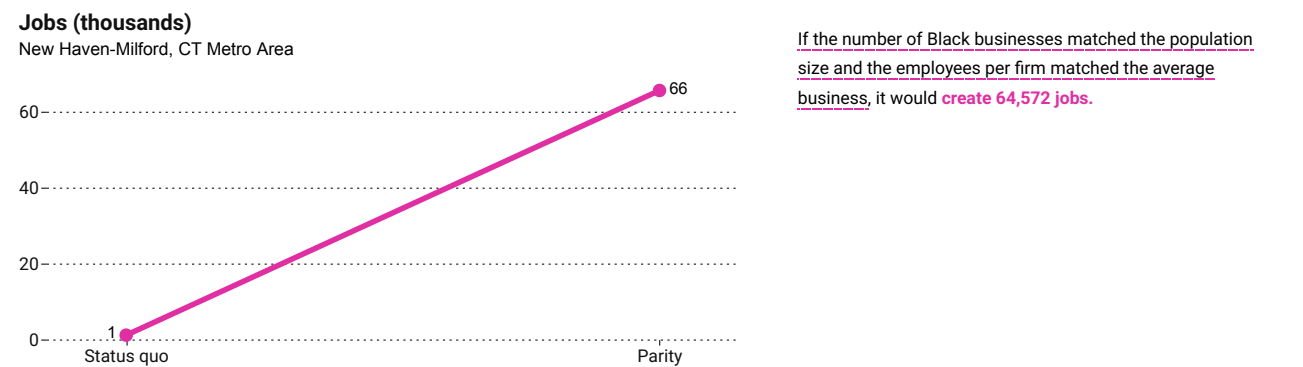
What if Black businesses reached parity with all businesses?

In the Nashville-Davidson--Murfreesboro--Franklin, TN Metro Area

Number of Black businesses
Nashville-Davidson--Murfreesboro--Franklin, TN Metro Area

6,523

6,000

4,000

2,000

0

901

Status quo   Parity

There are 901 Black businesses, accounting for 3% of employer businesses. If Black businesses accounted for 16.6% of employer firms (equivalent to the Black population), **there would be 5,622 more Black businesses**.

Jobs (thousands)
Nashville-Davidson--Murfreesboro--Franklin, TN Metro Area

24

20

15

10

5

0

10

Status quo   Parity

Black businesses create an average of 11 jobs per firm, compared to 26 for all businesses. If the average employees per Black business reached parity, it would **create approximately 13,478 new jobs.**

Total wages (billions)
Nashville-Davidson--Murfreesboro--Franklin, TN Metro Area

$600

$400

$200

$0

$550

$347

Status quo   Parity

Black businesses pay their employees an average of $34,618, compared to $54,835 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $202,854,912.**

Jobs (thousands)
Nashville-Davidson--Murfreesboro--Franklin, TN Metro Area

170

150

100

50

0

10

Status quo   Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 160,174 jobs.**
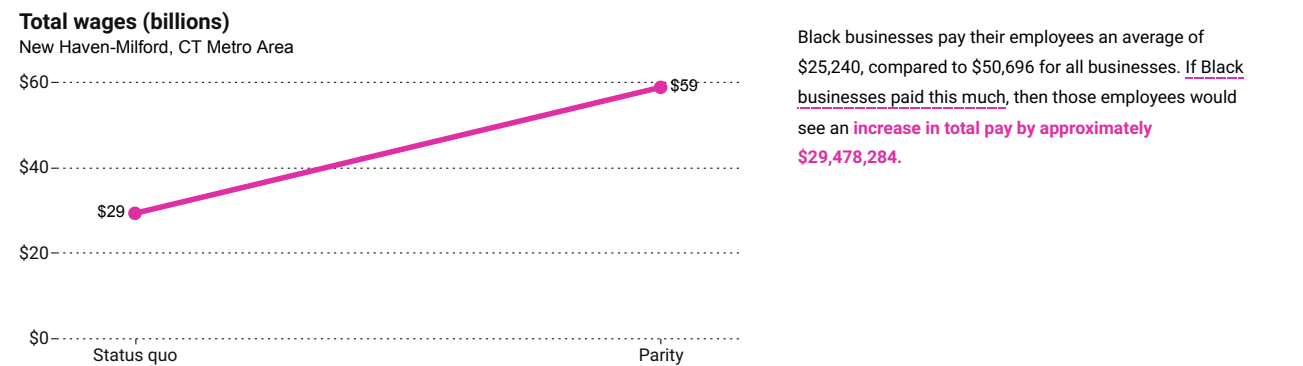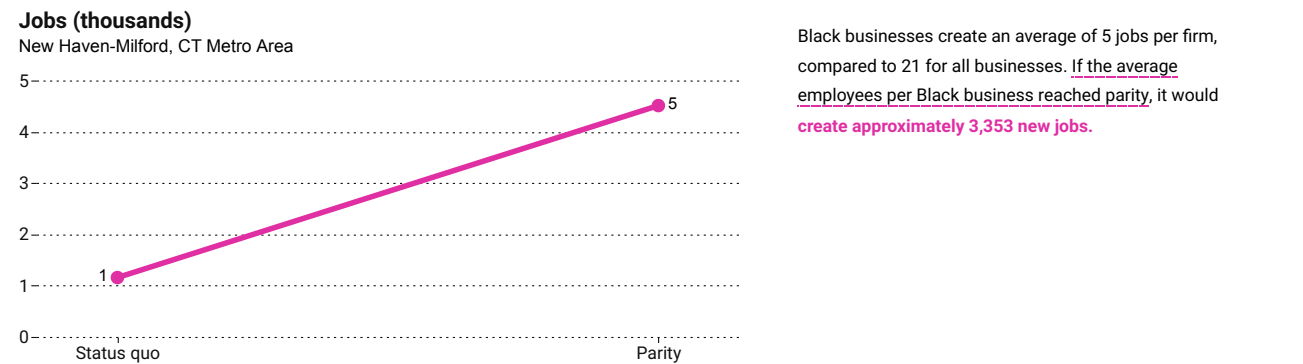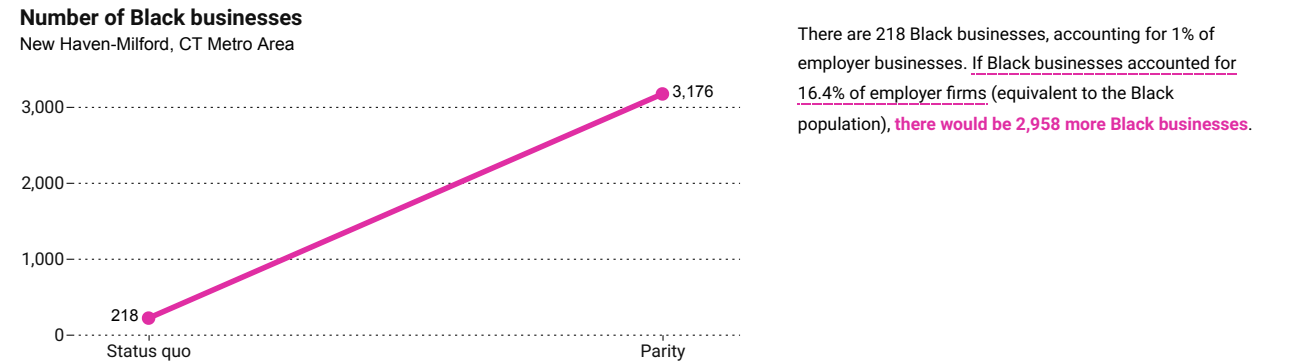
What if Black businesses reached parity with all businesses?

In the New Haven-Milford, CT Metro Area

Number of Black businesses
New Haven-Milford, CT Metro Area

3,000 —
2,000 —
1,000 —
0 —

218
3,176

Status quo   Parity

There are 218 Black businesses, accounting for 1% of employer businesses. If Black businesses accounted for 16.4% of employer firms (equivalent to the Black population), there would be 2,958 more Black businesses.

Jobs (thousands)
New Haven-Milford, CT Metro Area

5 —
4 —
3 —
2 —
1 —
0 —

1
5

Status quo   Parity

Black businesses create an average of 5 jobs per firm, compared to 21 for all businesses. If the average employees per Black business reached parity, it would create approximately 3,353 new jobs.

Total wages (billions)
New Haven-Milford, CT Metro Area

$60 —
$40 —
$20 —
$0 —

$29
$59

Status quo   Parity

Black businesses pay their employees an average of $25,240, compared to $50,696 for all businesses. If Black businesses paid this much, then those employees would see an increase in total pay by approximately $29,478,284.

Jobs (thousands)
New Haven-Milford, CT Metro Area

60 —
40 —
20 —
0 —

1
66

Status quo   Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would create 64,572 jobs.

What if Black businesses reached parity with all businesses?

In the New York-Newark-Jersey City, NY-NJ-PA Metro Area
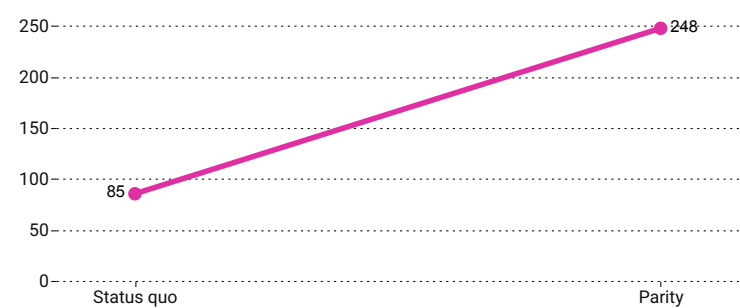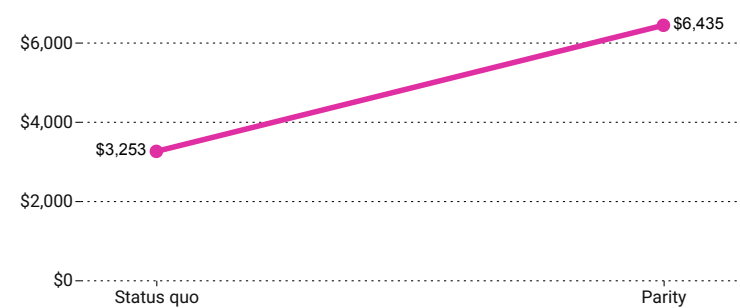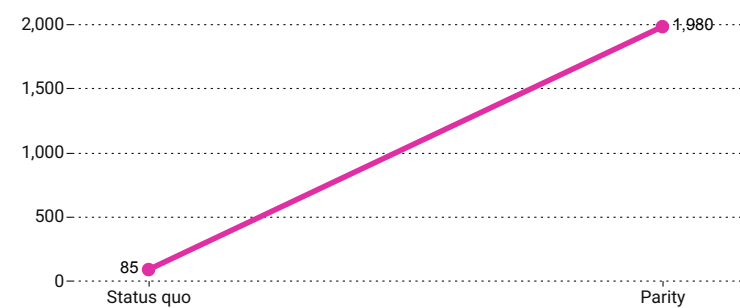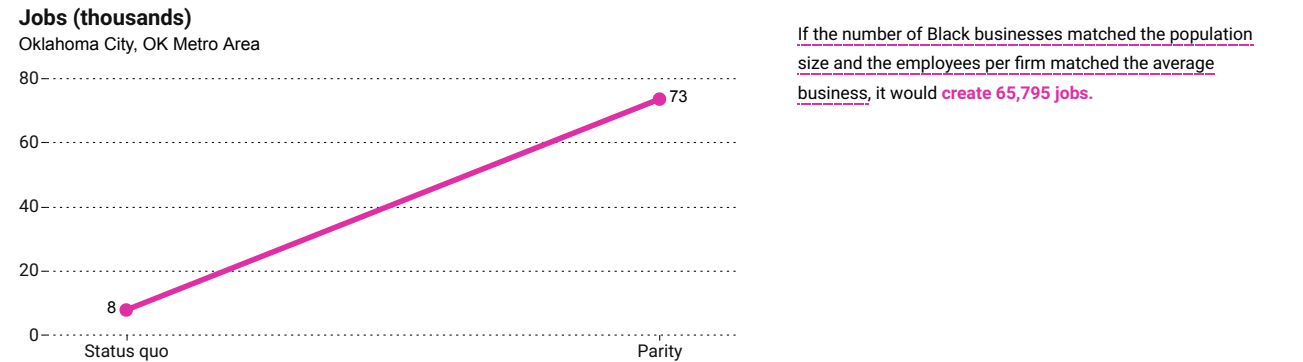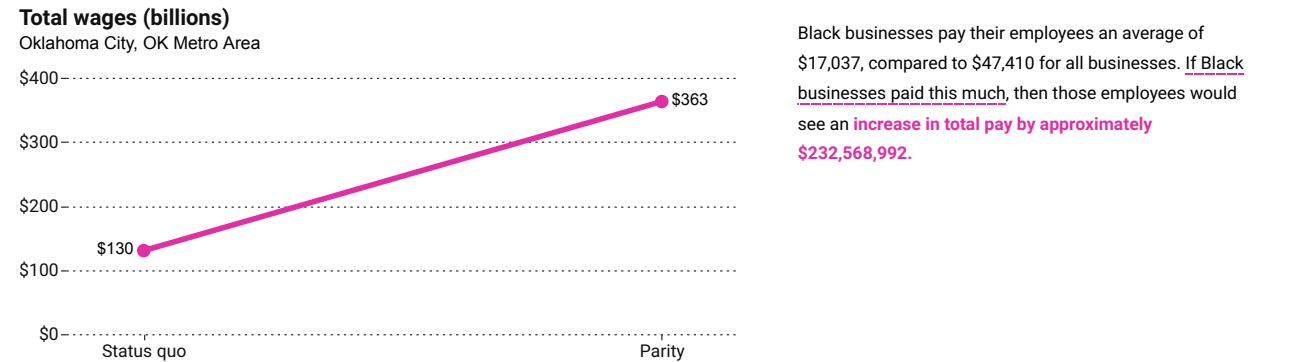

Number of Black businesses
New York-Newark-Jersey City, NY-NJ-PA Metro Area

There are 14,424 Black businesses, accounting for 3% of employer businesses. If Black businesses accounted for 19.1% of employer firms (equivalent to the Black population), **there would be 100,897 more Black businesses**.

Jobs (thousands)
New York-Newark-Jersey City, NY-NJ-PA Metro Area

Black businesses create an average of 6 jobs per firm, compared to 17 for all businesses. If the average employees per Black business reached parity, it would **create approximately 162,188 new jobs.**

Total wages (billions)
New York-Newark-Jersey City, NY-NJ-PA Metro Area

Black businesses pay their employees an average of $38,051, compared to $75,277 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $3,182,261,504.**
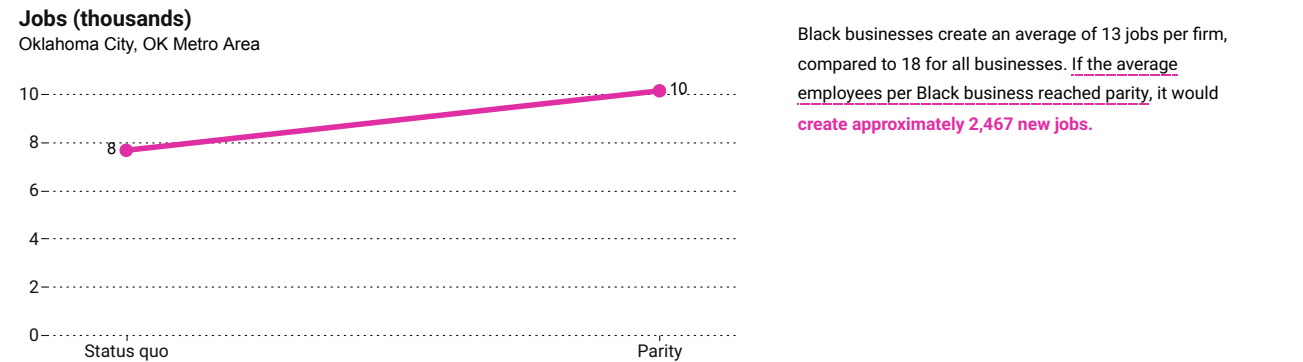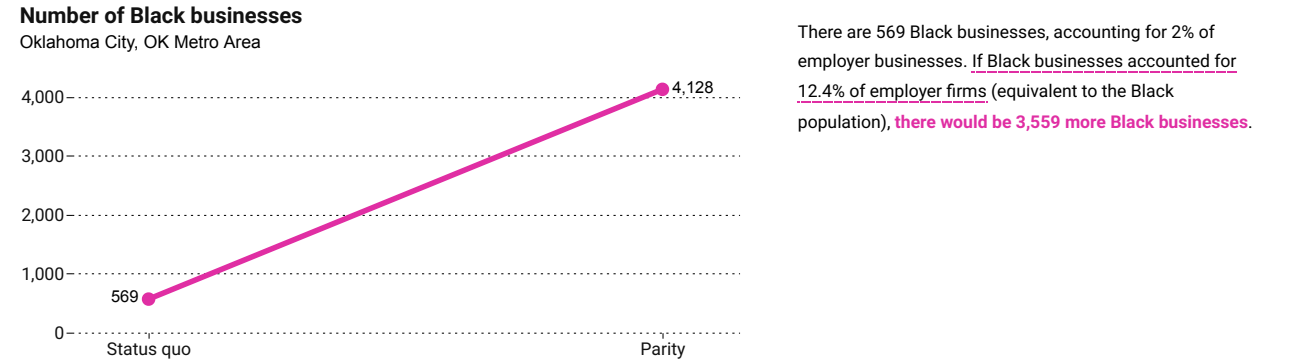

Jobs (thousands)
New York-Newark-Jersey City, NY-NJ-PA Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 1,894,688 jobs.**

What if Black businesses reached parity with all businesses?

In the Oklahoma City, OK Metro Area

Number of Black businesses
Oklahoma City, OK Metro Area

4,000
3,000
2,000
1,000
0

569
4,128

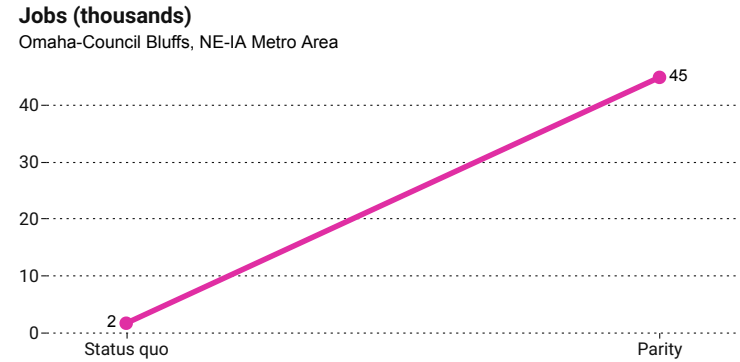Status quo — Parity

There are 569 Black businesses, accounting for 2% of employer businesses. If Black businesses accounted for 12.4% of employer firms (equivalent to the Black population), **there would be 3,559 more Black businesses.**

Jobs (thousands)
Oklahoma City, OK Metro Area

10
8
6
4
2
0

8
10

Status quo — Parity

Black businesses create an average of 13 jobs per firm, compared to 18 for all businesses. If the average employees per Black business reached parity, it would **create approximately 2,467 new jobs.**

Total wages (billions)
Oklahoma City, OK Metro Area

$400
$300
$200
$100
$0

$130
$363

Status quo — Parity

Black businesses pay their employees an average of $17,037, compared to $47,410 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $232,568,992.**

Jobs (thousands)
Oklahoma City, OK Metro Area

80
60
40
20
0

8
73

Status quo — Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 65,795 jobs.**

What if Black businesses reached parity with all businesses?

In the Omaha-Council Bluffs, NE-IA Metro Area

Number of Black businesses
Omaha-Council Bluffs, NE-IA Metro Area

- 167 (Status quo)
- 1,930 (Parity)
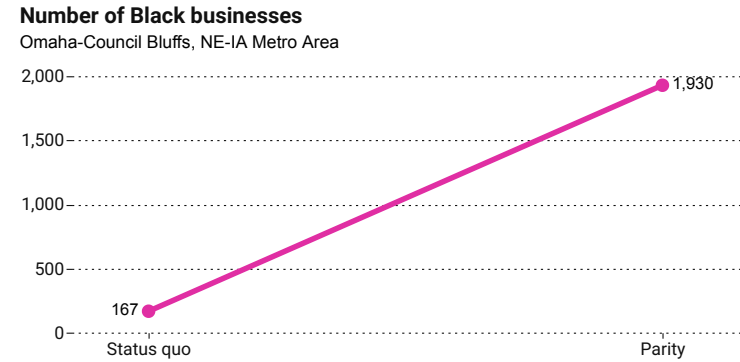
There are 167 Black businesses, accounting for 1% of employer businesses. If Black businesses accounted for 9.2% of employer firms (equivalent to the Black population), **there would be 1,763 more Black businesses**.
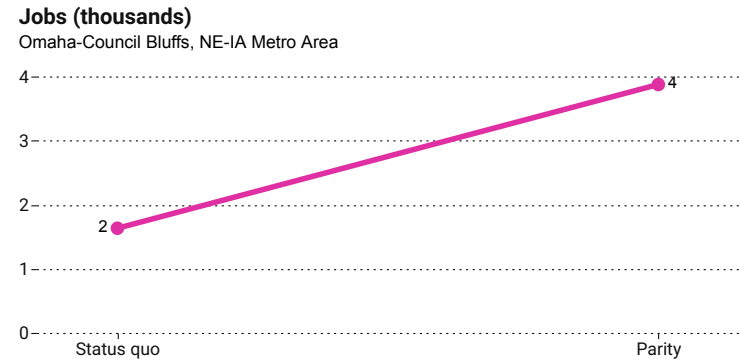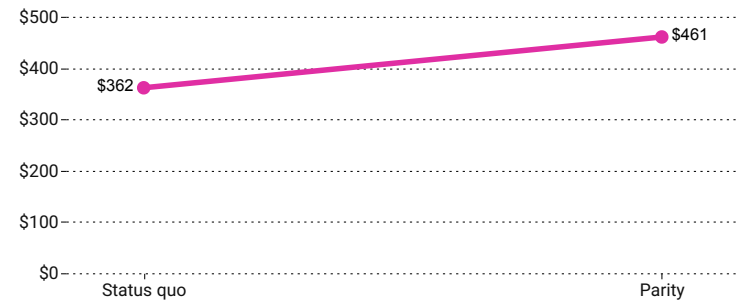
Jobs (thousands)
Omaha-Council Bluffs, NE-IA Metro Area

- 2 (Status quo)
- 4 (Parity)

Black businesses create an average of 10 jobs per firm, compared to 23 for all businesses. If the average employees per Black business reached parity, it would **create approximately 2,243 new jobs.**

Total wages (billions)
Omaha-Council Bluffs, NE-IA Metro Area

- $49 (Status quo)
- $79 (Parity)
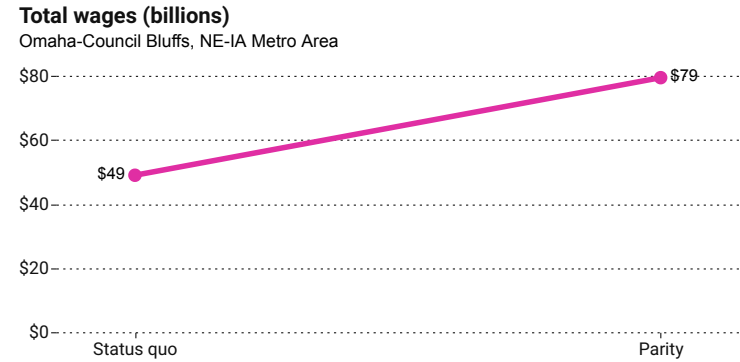
Black businesses pay their employees an average of $29,993, compared to $48,638 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $30,447,552.**

Jobs (thousands)
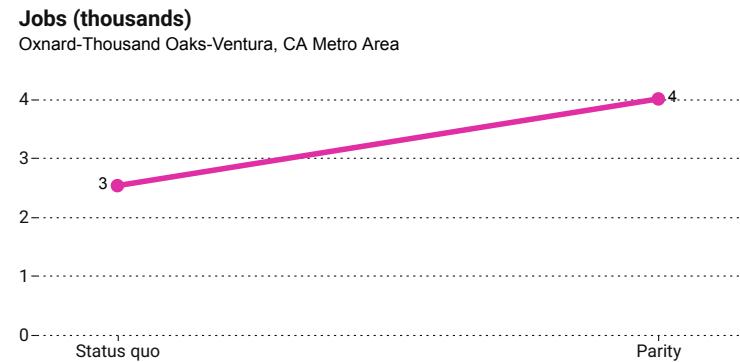Omaha-Council Bluffs, NE-IA Metro Area

- 2 (Status quo)
- 45 (Parity)

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 43,148 jobs.**

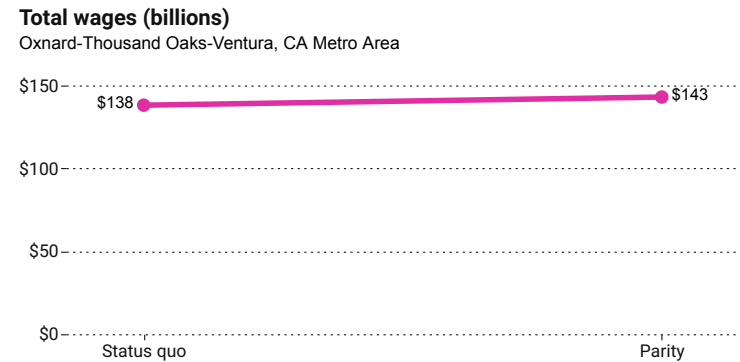# What if Black businesses reached parity with all businesses?

In the Orlando-Kissimmee-Sanford, FL Metro Area

Number of Black businesses
Orlando-Kissimmee-Sanford, FL Metro Area
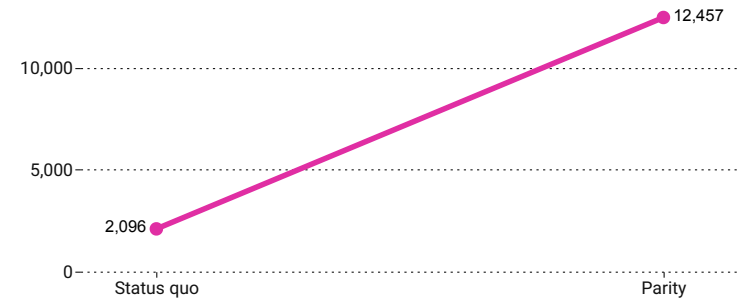
There are 2,096 Black businesses, accounting for 4% of employer businesses. If Black businesses accounted for 18.6% of employer firms (equivalent to the Black population), **there would be 10,361 more Black businesses**.

Jobs (thousands)
Orlando-Kissimmee-Sanford, FL Metro Area
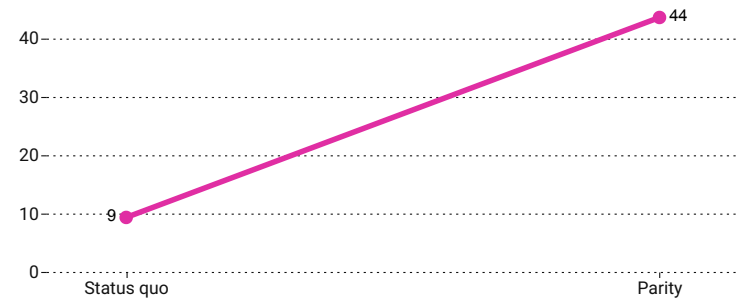
Black businesses create an average of 4 jobs per firm, compared to 21 for all businesses. If the average employees per Black business reached parity, it would **create approximately 34,211 new jobs.**

Total wages (billions)
Orlando-Kissimmee-Sanford, FL Metro Area

Black businesses pay their employees an average of $38,776, compared to $49,400 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $99,082,136.**

Jobs (thousands)
Orlando-Kissimmee-Sanford, FL Metro Area
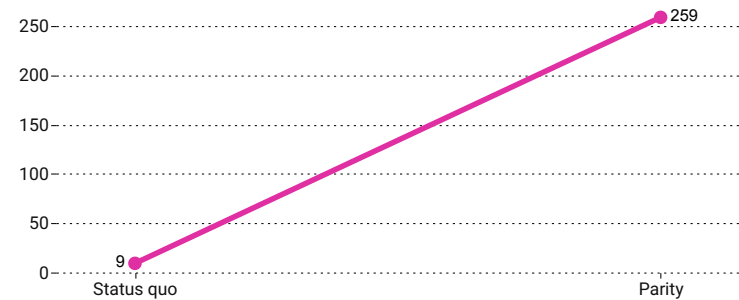
If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 249,428 jobs.**

What if Black businesses reached parity with all businesses?

In the Oxnard-Thousand Oaks-Ventura, CA Metro Area

Number of Black businesses
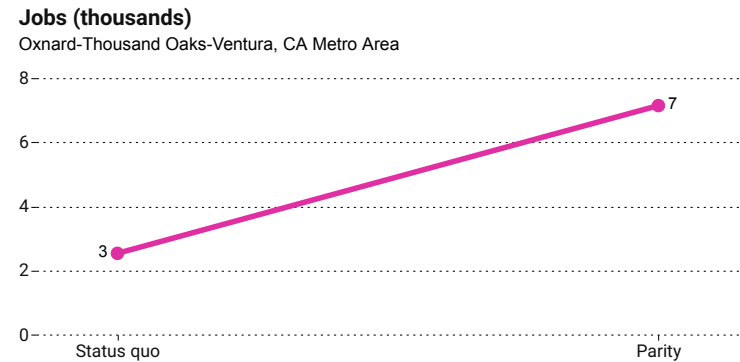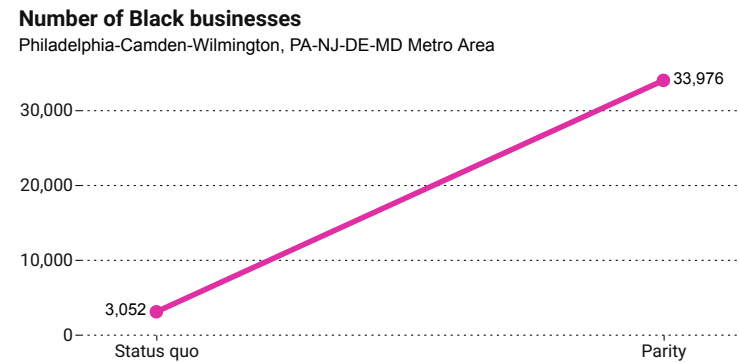Oxnard-Thousand Oaks-Ventura, CA Metro Area
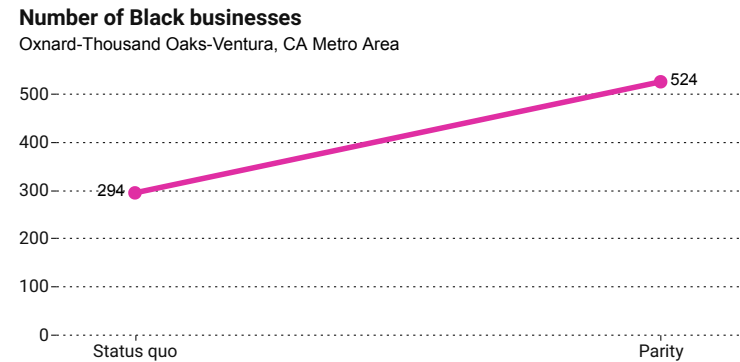
There are 294 Black businesses, accounting for 2% of employer businesses. If Black businesses accounted for 2.8% of employer firms (equivalent to the Black population), **there would be 230 more Black businesses**.

Jobs (thousands)
Oxnard-Thousand Oaks-Ventura, CA Metro Area

Black businesses create an average of 9 jobs per firm, compared to 14 for all businesses. If the average employees per Black business reached parity, it would **create approximately 1,472 new jobs.**

Total wages (billions)
Oxnard-Thousand Oaks-Ventura, CA Metro Area

Black businesses pay their employees an average of $54,553, compared to $56,492 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $4,911,760.**

Jobs (thousands)
Oxnard-Thousand Oaks-Ventura, CA Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 4,610 jobs.**

What if Black businesses reached parity with all businesses?

In the Philadelphia-Camden-Wilmington, PA-NJ-DE-MD Metro Area
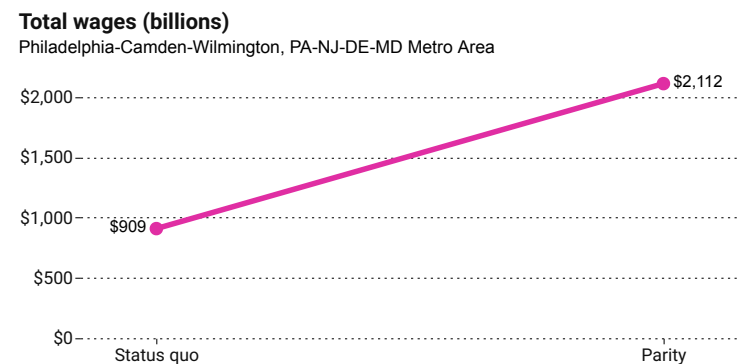
Number of Black businesses
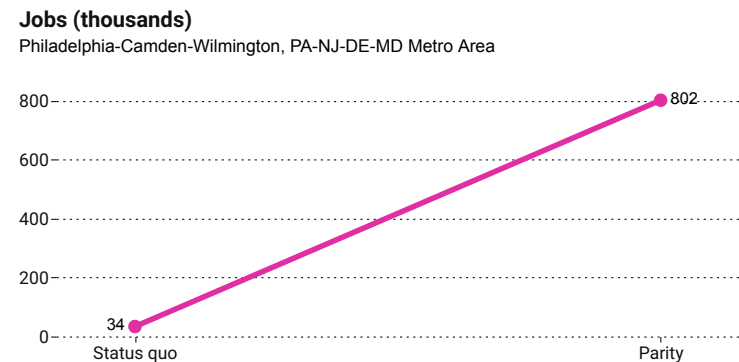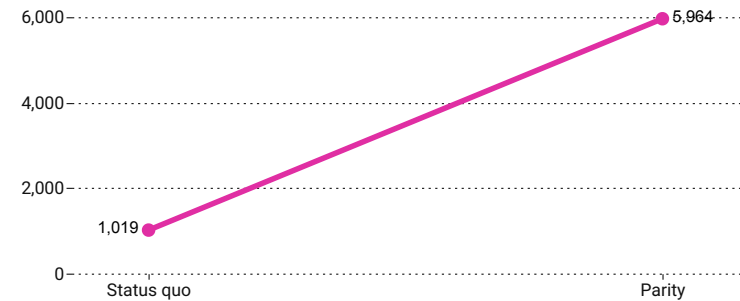Philadelphia-Camden-Wilmington, PA-NJ-DE-MD Metro Area

There are 3,052 Black businesses, accounting for 3% of employer businesses. If Black businesses accounted for 22.9% of employer firms (equivalent to the Black population), **there would be 30,924 more Black businesses**.
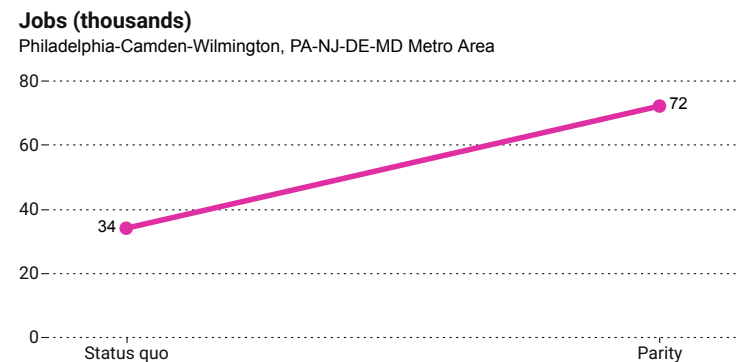
Jobs (thousands)
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD Metro Area

Black businesses create an average of 11 jobs per firm, compared to 24 for all businesses. If the average employees per Black business reached parity, it would **create approximately 38,116 new jobs.**

Total wages (billions)
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD Metro Area

Black businesses pay their employees an average of $26,816, compared to $62,279 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $1,202,607,616.**

Jobs (thousands)
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 767,928 jobs.**

What if Black businesses reached parity with all businesses?

In the Phoenix-Mesa-Scottsdale, AZ Metro Area
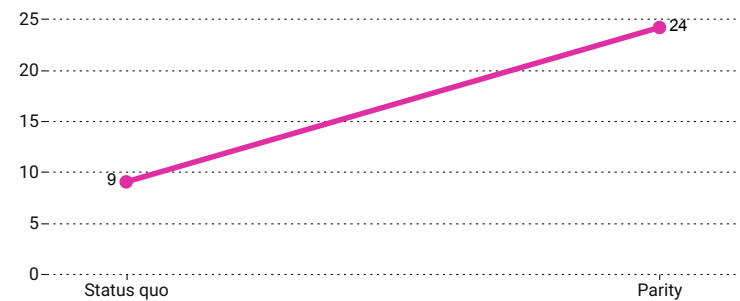
Number of Black businesses
Phoenix-Mesa-Scottsdale, AZ Metro Area

There are 1,019 Black businesses, accounting for 1% of employer businesses. If Black businesses accounted for 7.1% of employer firms (equivalent to the Black population), **there would be 4,945 more Black businesses**.
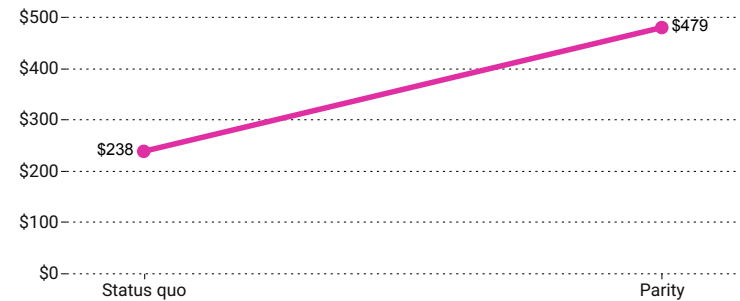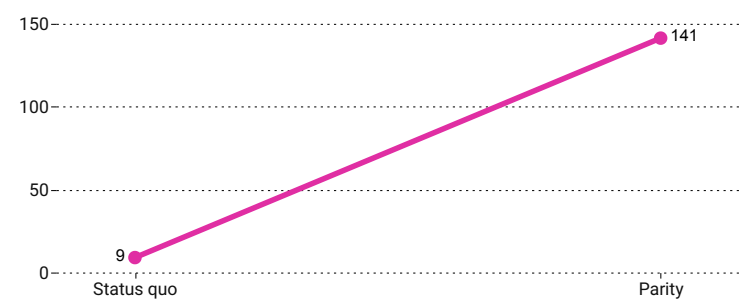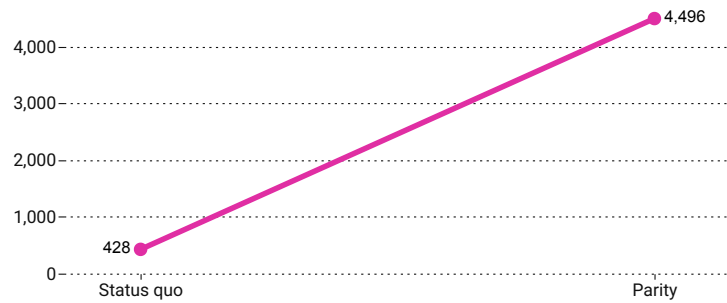
Jobs (thousands)
Phoenix-Mesa-Scottsdale, AZ Metro Area

Black businesses create an average of 9 jobs per firm, compared to 24 for all businesses. If the average employees per Black business reached parity, it would **create approximately 15,133 new jobs.**

Total wages (billions)
Phoenix-Mesa-Scottsdale, AZ Metro Area

Black businesses pay their employees an average of $26,332, compared to $53,069 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $241,357,760.**

Jobs (thousands)
Phoenix-Mesa-Scottsdale, AZ Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 132,383 jobs.**

What if Black businesses reached parity with all businesses?

In the Pittsburgh, PA Metro Area
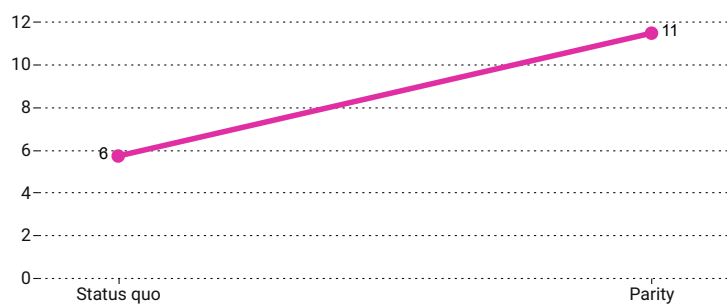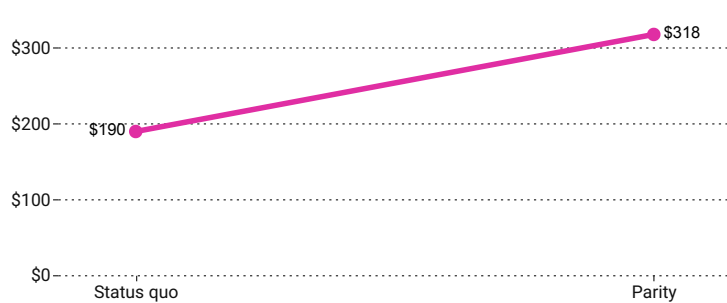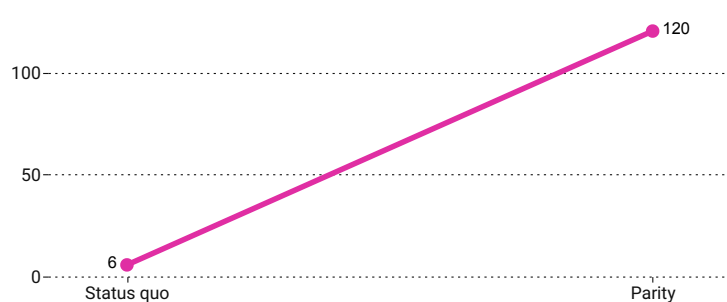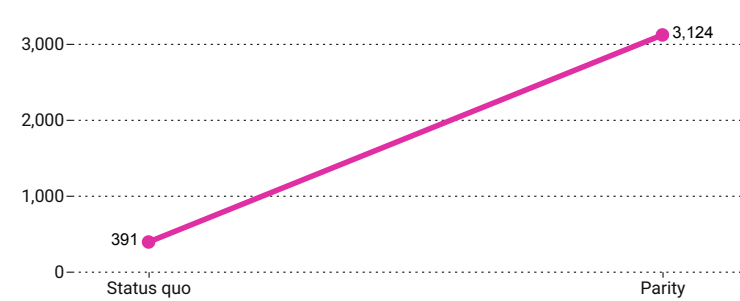
Number of Black businesses
Pittsburgh, PA Metro Area

There are 428 Black businesses, accounting for 1% of employer businesses. If Black businesses accounted for 9.8% of employer firms (equivalent to the Black population), **there would be 4,068 more Black businesses**.

Jobs (thousands)
Pittsburgh, PA Metro Area

Black businesses create an average of 13 jobs per firm, compared to 27 for all businesses. If the average employees per Black business reached parity, it would **create approximately 5,749 new jobs.**

Total wages (billions)
Pittsburgh, PA Metro Area

Black businesses pay their employees an average of $33,247, compared to $55,698 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $128,086,528.**

Jobs (thousands)
Pittsburgh, PA Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 114,612 jobs.**

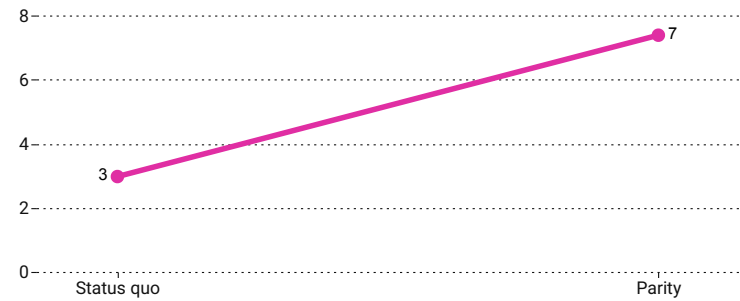# What if Black businesses reached parity with all businesses?

In the Providence-Warwick, RI-MA Metro Area

Number of Black businesses
Providence-Warwick, RI-MA Metro Area
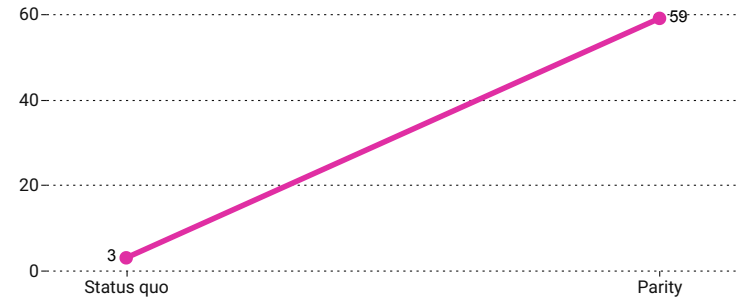

3,124

391

Status quo — Parity

There are 391 Black businesses, accounting for 1% of employer businesses. If Black businesses accounted for 8.6% of employer firms (equivalent to the Black population), **there would be 2,733 more Black businesses**.

Jobs (thousands)
Providence-Warwick, RI-MA Metro Area

7

3

Status quo — Parity

Black businesses create an average of 8 jobs per firm, compared to 19 for all businesses. If the average employees per Black business reached parity, it would **create approximately 4,410 new jobs.**

Total wages (billions)
Providence-Warwick, RI-MA Metro Area

$151

$71

Status quo — Parity
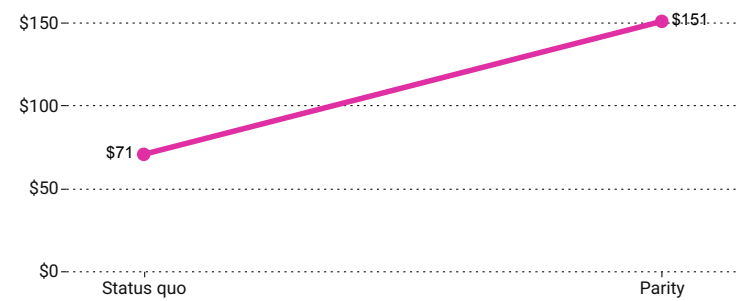
Black businesses pay their employees an average of $23,697, compared to $50,650 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $80,212,056.**
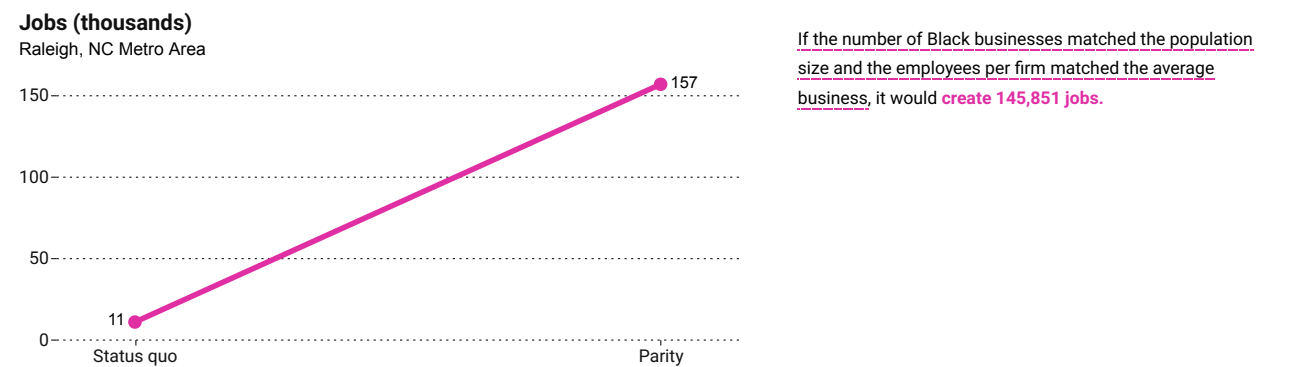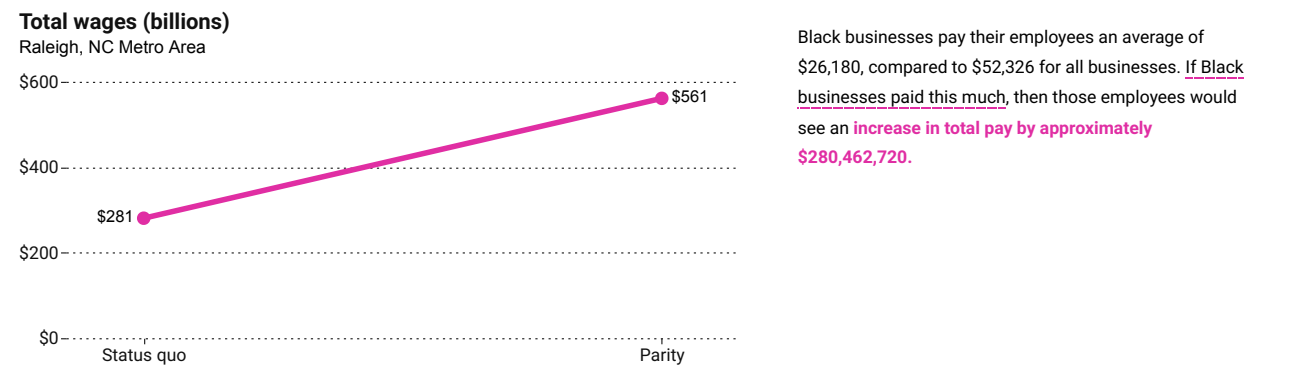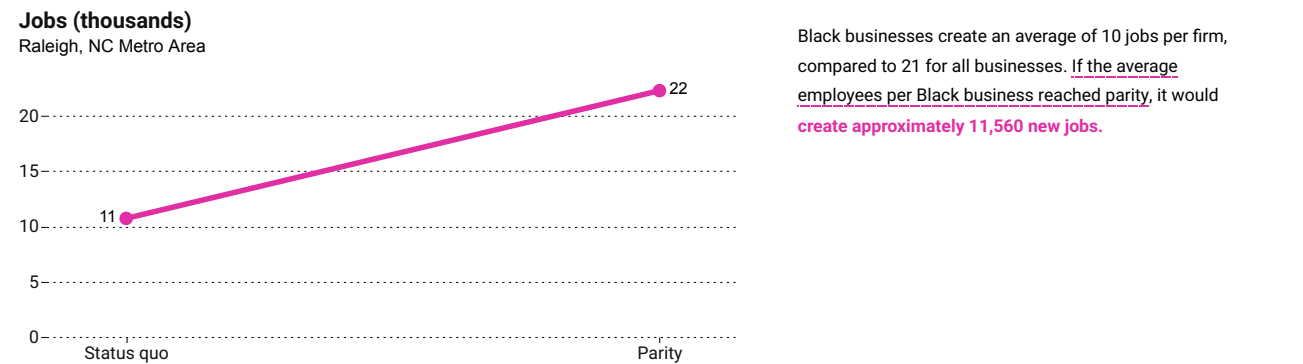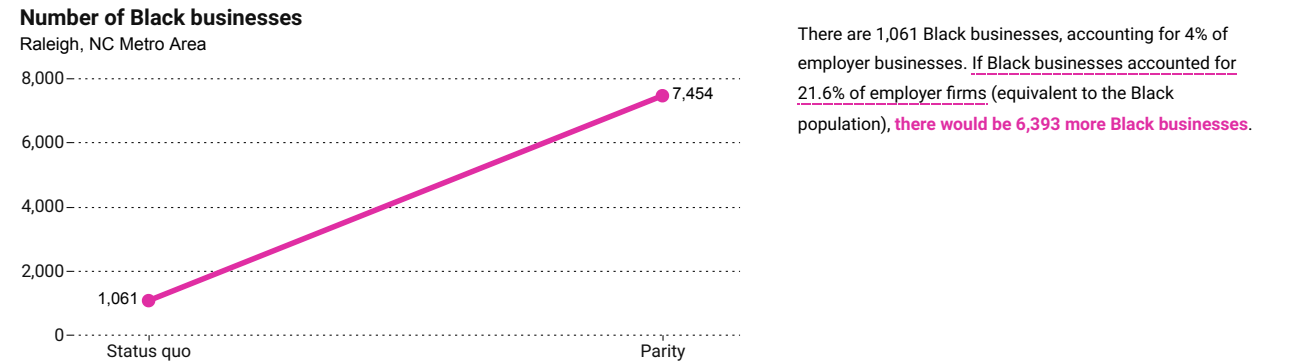
Jobs (thousands)
Providence-Warwick, RI-MA Metro Area

59

3

Status quo — Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 56,030 jobs.**

What if Black businesses reached parity with all businesses?

In the Raleigh, NC Metro Area

Number of Black businesses
Raleigh, NC Metro Area

1,061 — Status quo
7,454 — Parity

There are 1,061 Black businesses, accounting for 4% of employer businesses. If Black businesses accounted for 21.6% of employer firms (equivalent to the Black population), **there would be 6,393 more Black businesses**.

Jobs (thousands)
Raleigh, NC Metro Area

11 — Status quo
22 — Parity

Black businesses create an average of 10 jobs per firm, compared to 21 for all businesses. If the average employees per Black business reached parity, it would **create approximately 11,560 new jobs.**

Total wages (billions)
Raleigh, NC Metro Area

$281 — Status quo
$561 — Parity

Black businesses pay their employees an average of $26,180, compared to $52,326 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $280,462,720.**

Jobs (thousands)
Raleigh, NC Metro Area

11 — Status quo
157 — Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 145,851 jobs.**

What if Black businesses reached parity with all businesses?

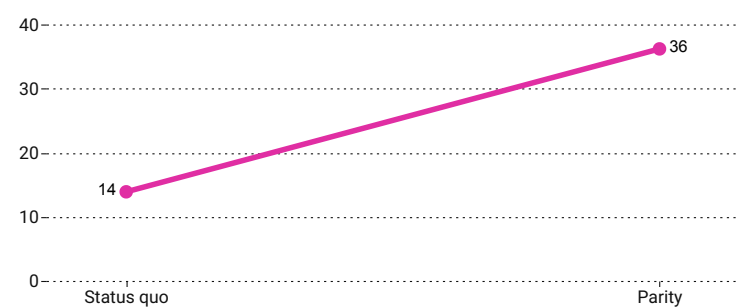## In the Richmond, VA Metro Area

Number of Black businesses
Richmond, VA Metro Area

There are 1,721 Black businesses, accounting for 7% of employer businesses. If Black businesses accounted for 31.6% of employer firms (equivalent to the Black population), **there would be 10,114 more Black businesses**.
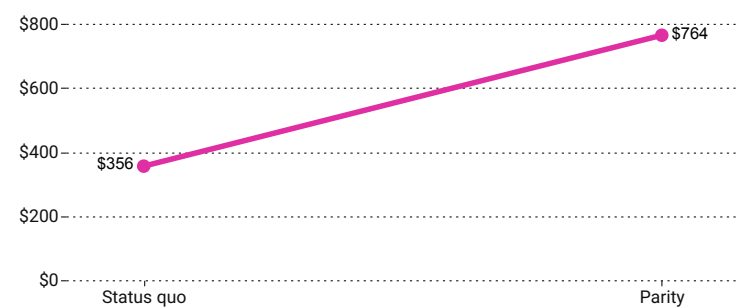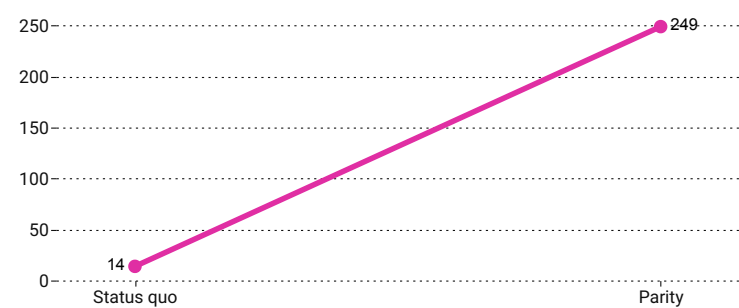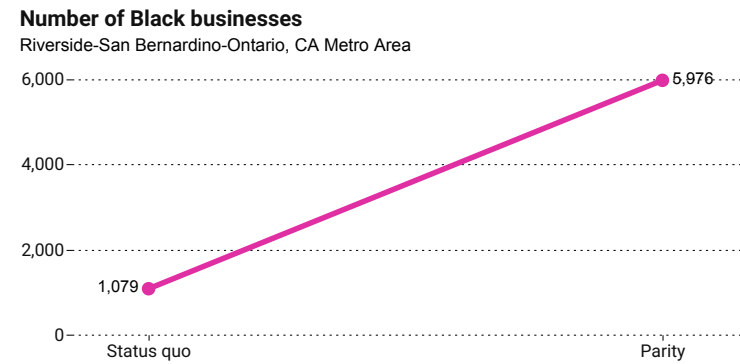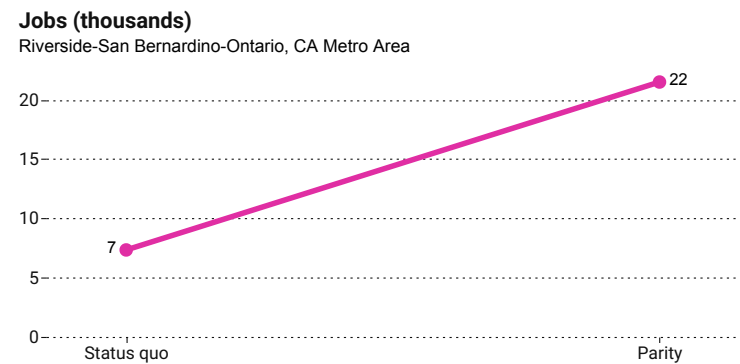
Jobs (thousands)
Richmond, VA Metro Area

Black businesses create an average of 8 jobs per firm, compared to 21 for all businesses. If the average employees per Black business reached parity, it would **create approximately 22,294 new jobs.**

Total wages (billions)
Richmond, VA Metro Area

Black businesses pay their employees an average of $25,601, compared to $54,979 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $408,438,848.**

Jobs (thousands)
Richmond, VA Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 235,014 jobs.**

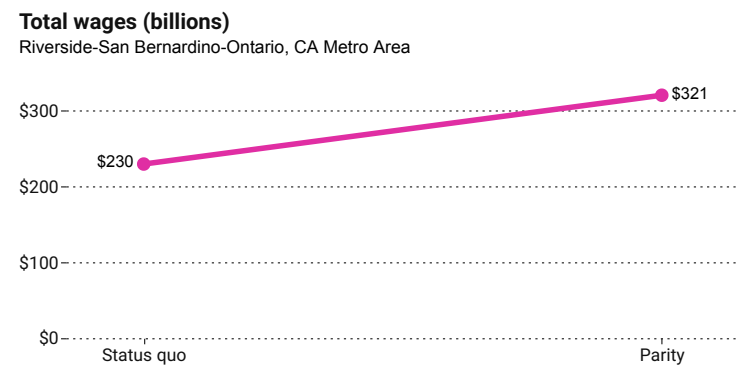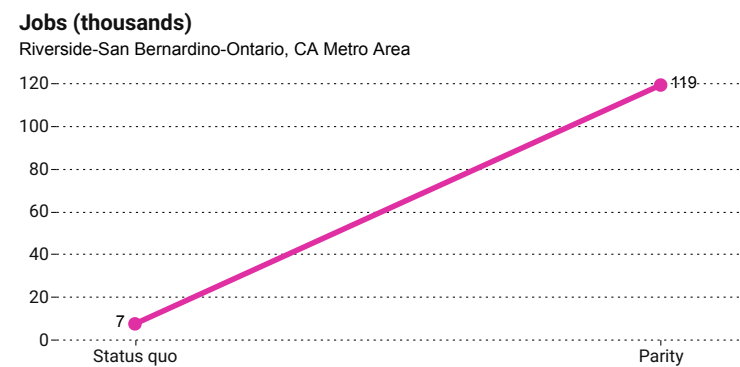# What if Black businesses reached parity with all businesses?

In the Riverside-San Bernardino-Ontario, CA Metro Area

Number of Black businesses
Riverside-San Bernardino-Ontario, CA Metro Area

6,000 5,976

4,000

2,000

1,079

0

Status quo   Parity

There are 1,079 Black businesses, accounting for 2% of employer businesses. If Black businesses accounted for 9% of employer firms (equivalent to the Black population), **there would be 4,897 more Black businesses**.

Jobs (thousands)
Riverside-San Bernardino-Ontario, CA Metro Area

20 22

15

10

7

5

0

Status quo   Parity

Black businesses create an average of 7 jobs per firm, compared to 20 for all businesses. If the average employees per Black business reached parity, it would **create approximately 14,164 new jobs.**

Total wages (billions)
Riverside-San Bernardino-Ontario, CA Metro Area

$300 .... $321

$230

$200

$100

$0

Status quo   Parity

Black businesses pay their employees an average of $31,325, compared to $43,703 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $90,824,120.**
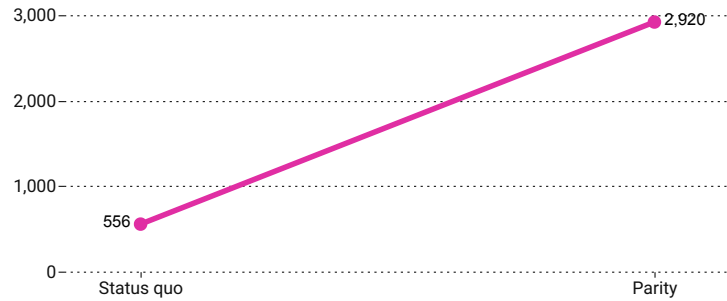
Jobs (thousands)
Riverside-San Bernardino-Ontario, CA Metro Area

120 119

100

80

60

40

20

7

0

Status quo   Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 111,756 jobs.**

What if Black businesses reached parity with all businesses?

In the Rochester, NY Metro Area
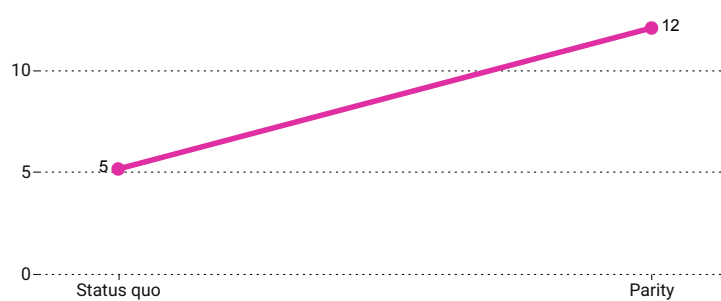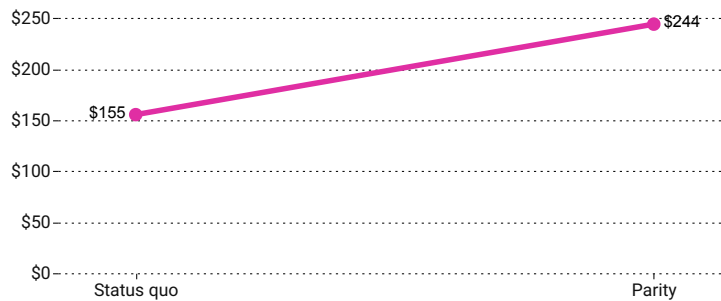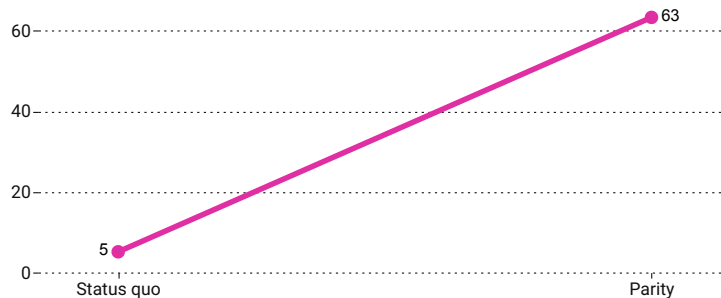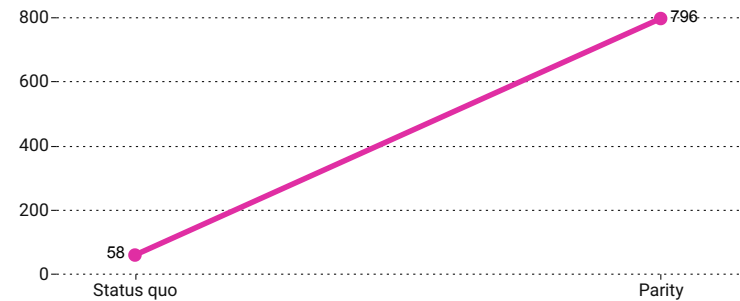

Number of Black businesses
Rochester, NY Metro Area

There are 556 Black businesses, accounting for 3% of employer businesses. If Black businesses accounted for 13.1% of employer firms (equivalent to the Black population), **there would be 2,364 more Black businesses**.

Jobs (thousands)
Rochester, NY Metro Area

Black businesses create an average of 9 jobs per firm, compared to 22 for all businesses. If the average employees per Black business reached parity, it would **create approximately 6,910 new jobs.**

Total wages (billions)
Rochester, NY Metro Area

Black businesses pay their employees an average of $30,224, compared to $47,471 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $88,719,056.**

Jobs (thousands)
Rochester, NY Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 58,172 jobs.**

What if Black businesses reached parity with all businesses?

In the Salt Lake City, UT Metro Area
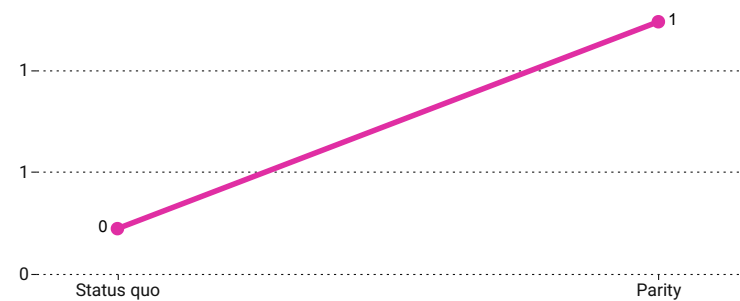

Number of Black businesses
Salt Lake City, UT Metro Area

There are 58 Black businesses, accounting for 0% of employer businesses. If Black businesses accounted for 2.8% of employer firms (equivalent to the Black population), **there would be 738 more Black businesses**.
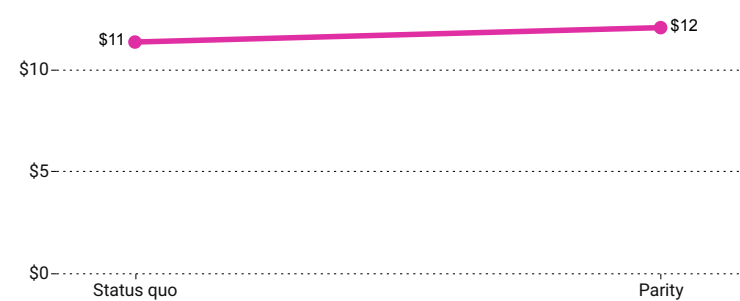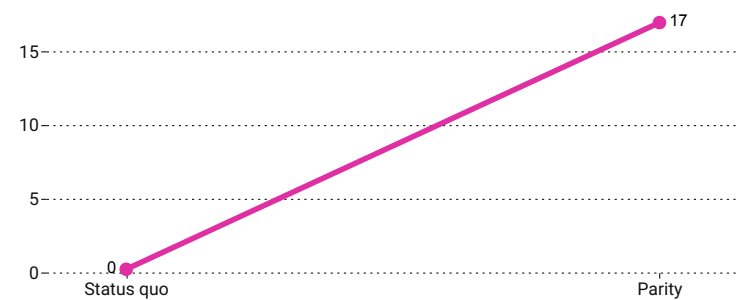

Jobs (thousands)
Salt Lake City, UT Metro Area

Black businesses create an average of 4 jobs per firm, compared to 21 for all businesses. If the average employees per Black business reached parity, it would **create approximately 1,014 new jobs.**

Total wages (billions)
Salt Lake City, UT Metro Area

Black businesses pay their employees an average of $51,045, compared to $54,227 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $706,474.**
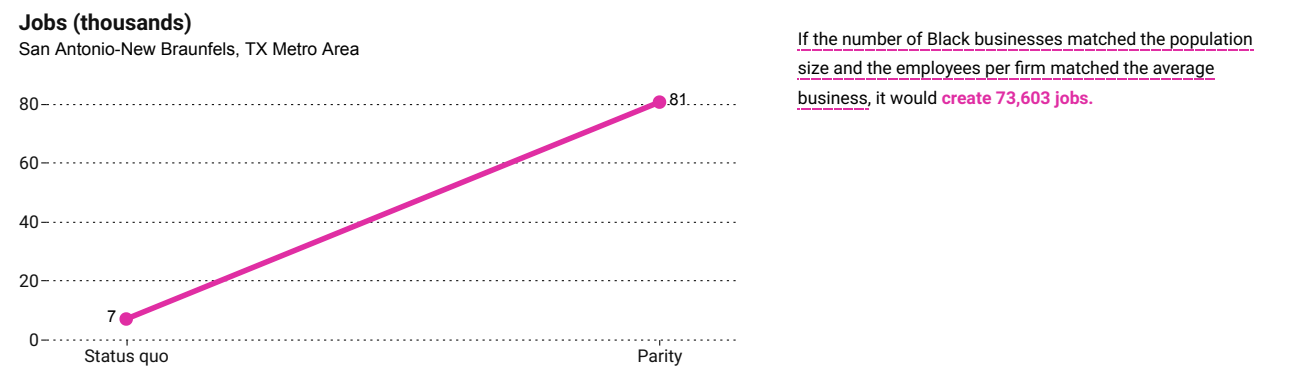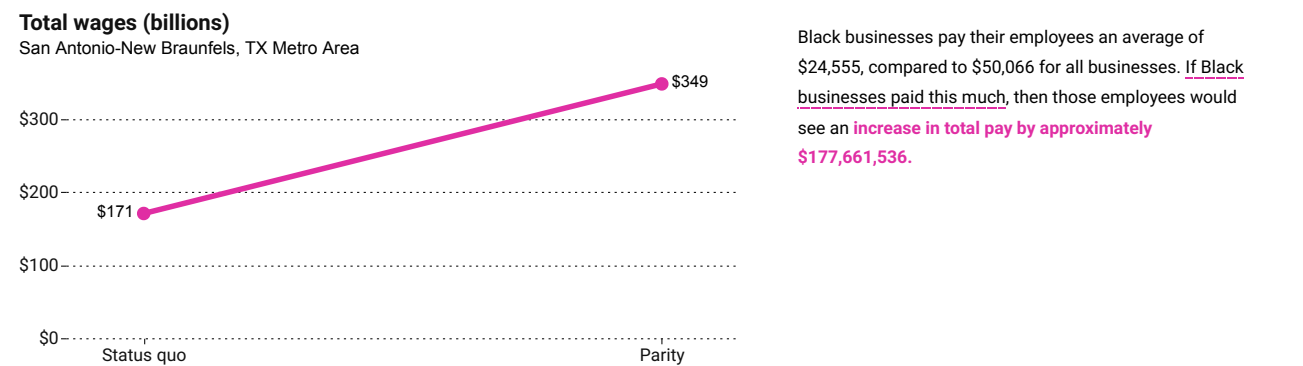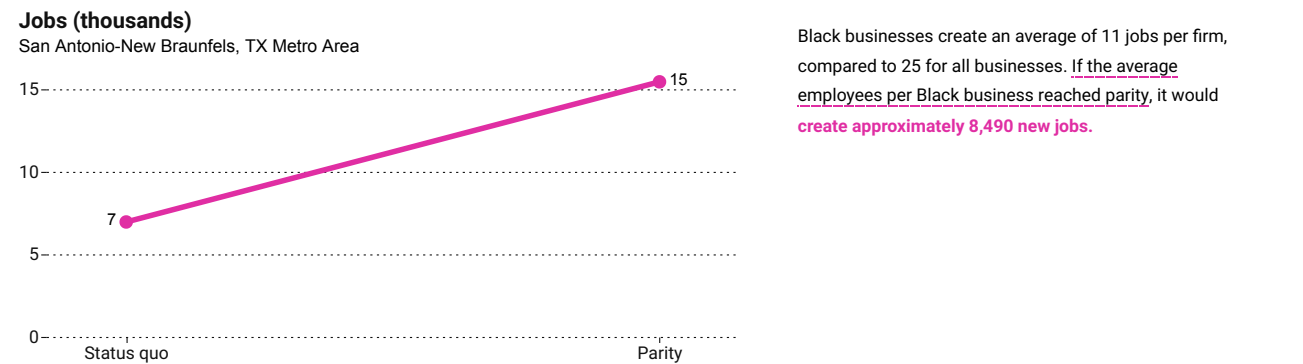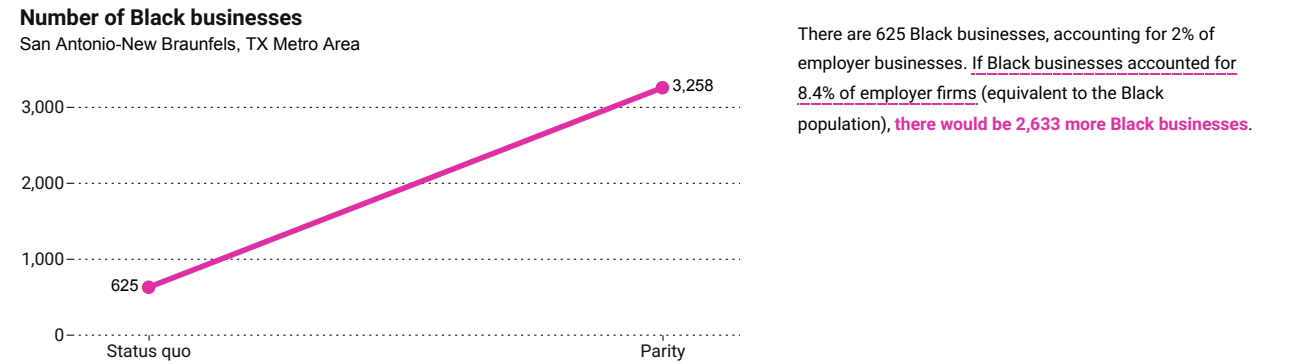

Jobs (thousands)
Salt Lake City, UT Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 16,741 jobs.**

What if Black businesses reached parity with all businesses?

## In the San Antonio-New Braunfels, TX Metro Area

Number of Black businesses
San Antonio-New Braunfels, TX Metro Area

3,000 —
2,000 —
1,000 —
625
0 —
Status quo   Parity   3,258

There are 625 Black businesses, accounting for 2% of employer businesses. If Black businesses accounted for 8.4% of employer firms (equivalent to the Black population), there would be 2,633 more Black businesses.

Jobs (thousands)
San Antonio-New Braunfels, TX Metro Area

15 —
10 —
7
5 —
0 —
Status quo   Parity   15

Black businesses create an average of 11 jobs per firm, compared to 25 for all businesses. If the average employees per Black business reached parity, it would create approximately 8,490 new jobs.

Total wages (billions)
San Antonio-New Braunfels, TX Metro Area

$300 —
$200 —
$171
$100 —
$0 —
Status quo   Parity $349

Black businesses pay their employees an average of $24,555, compared to $50,066 for all businesses. If Black businesses paid this much, then those employees would see an increase in total pay by approximately $177,661,536.

Jobs (thousands)
San Antonio-New Braunfels, TX Metro Area

80 —
60 —
40 —
20 —
7
0 —
Status quo   Parity   81

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would create 73,603 jobs.

What if Black businesses reached parity with all businesses?

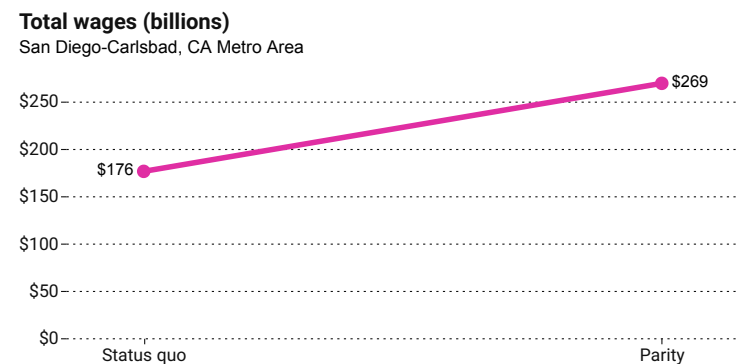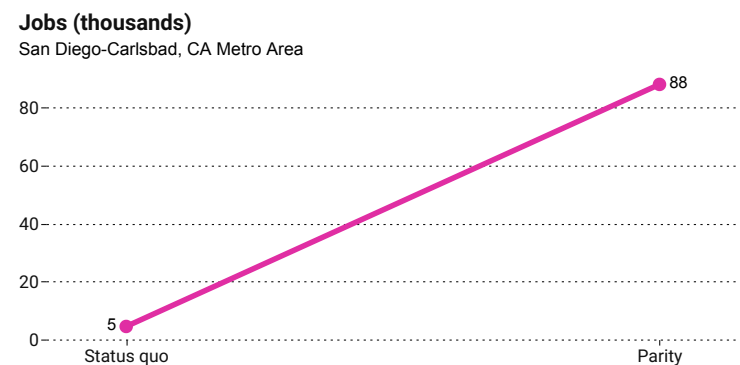## In the San Diego-Carlsbad, CA Metro Area

Number of Black businesses
San Diego-Carlsbad, CA Metro Area
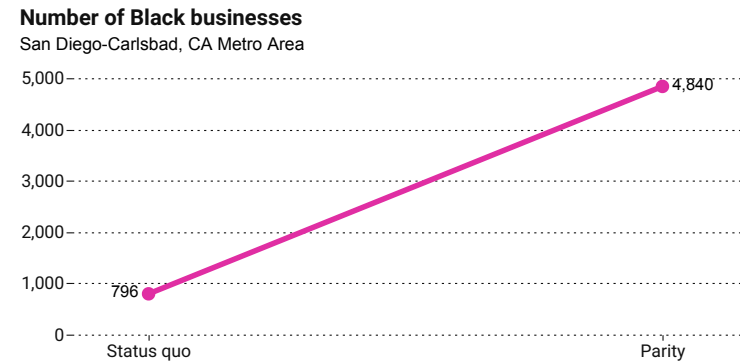
There are 796 Black businesses, accounting for 1% of employer businesses. If Black businesses accounted for 6.4% of employer firms (equivalent to the Black population), there would be 4,044 more Black businesses.
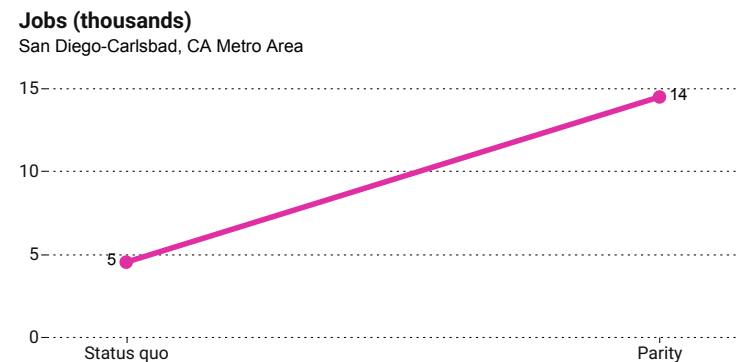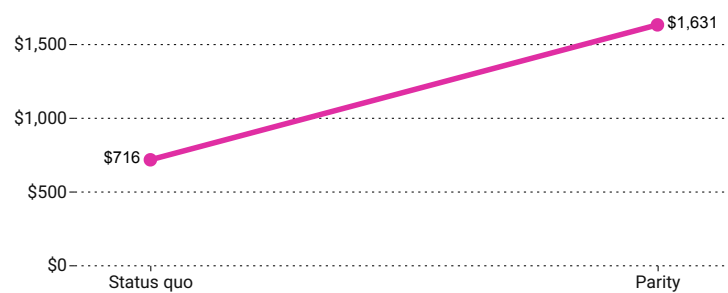
Jobs (thousands)
San Diego-Carlsbad, CA Metro Area

Black businesses create an average of 6 jobs per firm, compared to 18 for all businesses. If the average employees per Black business reached parity, it would create approximately 9,967 new jobs.

Total wages (billions)
San Diego-Carlsbad, CA Metro Area

Black businesses pay their employees an average of $39,055, compared to $59,654 for all businesses. If Black businesses paid this much, then those employees would see an increase in total pay by approximately $92,922,592.
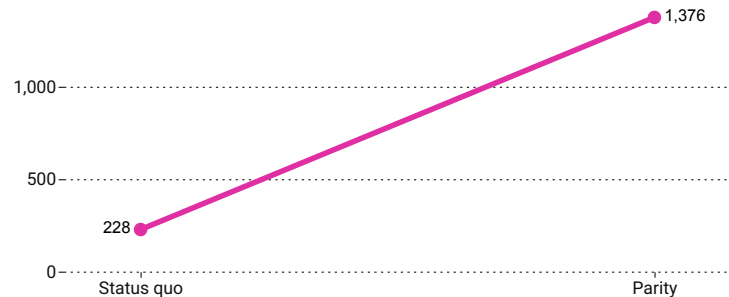
Jobs (thousands)
San Diego-Carlsbad, CA Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would create 83,525 jobs.

What if Black businesses reached parity with all businesses?

In the San Francisco-Oakland-Hayward, CA Metro Area

Number of Black businesses
San Francisco-Oakland-Hayward, CA Metro Area
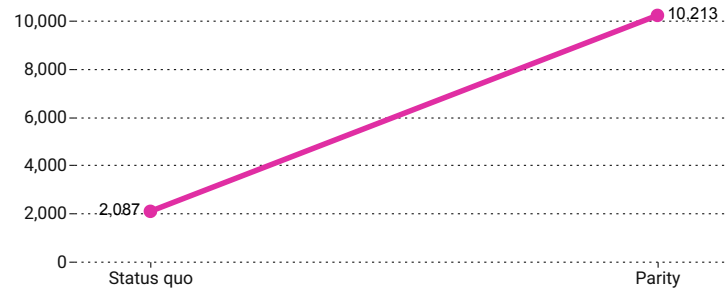
There are 2,087 Black businesses, accounting for 2% of employer businesses. If Black businesses accounted for 8.8% of employer firms (equivalent to the Black population), **there would be 8,126 more Black businesses**.
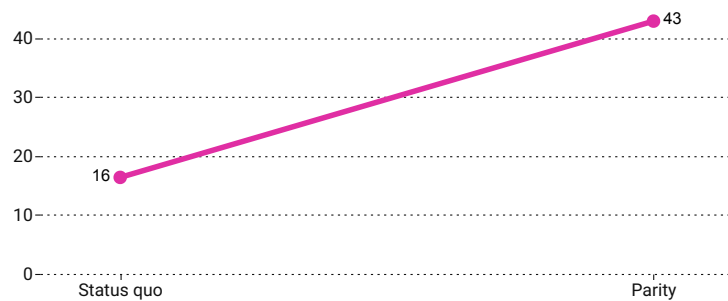
Jobs (thousands)
San Francisco-Oakland-Hayward, CA Metro Area

Black businesses create an average of 8 jobs per firm, compared to 21 for all businesses. If the average employees per Black business reached parity, it would **create approximately 26,515 new jobs.**

Total wages (billions)
San Francisco-Oakland-Hayward, CA Metro Area

Black businesses pay their employees an average of $43,684, compared to $99,588 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $915,772,160.**

Jobs (thousands)
San Francisco-Oakland-Hayward, CA Metro Area
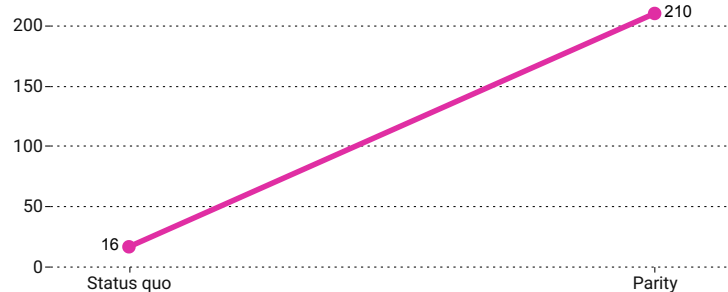
If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 193,541 jobs.**

What if Black businesses reached parity with all businesses?

In the San Jose-Sunnyvale-Santa Clara, CA Metro Area
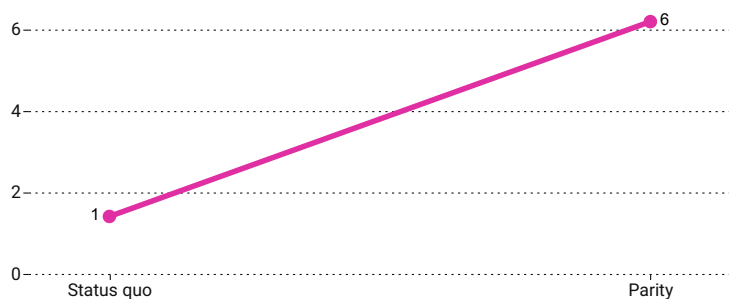
Number of Black businesses
San Jose-Sunnyvale-Santa Clara, CA Metro Area

There are 228 Black businesses, accounting for 1% of employer businesses. If Black businesses accounted for 3.3% of employer firms (equivalent to the Black population), there would be 1,148 more Black businesses.
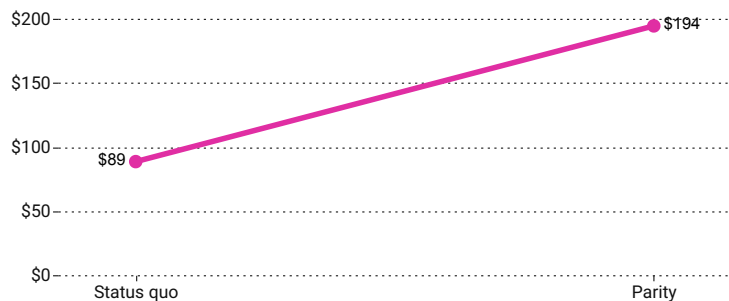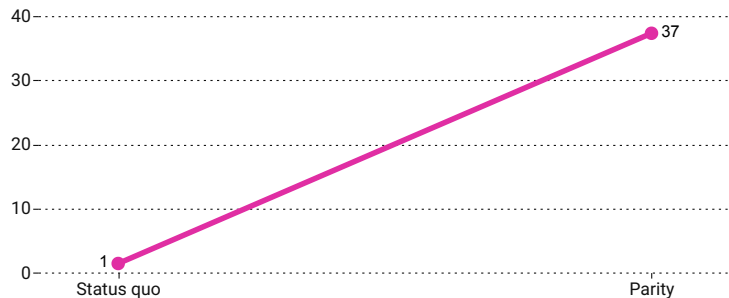
Jobs (thousands)
San Jose-Sunnyvale-Santa Clara, CA Metro Area

Black businesses create an average of 6 jobs per firm, compared to 27 for all businesses. If the average employees per Black business reached parity, it would create approximately 4,774 new jobs.

Total wages (billions)
San Jose-Sunnyvale-Santa Clara, CA Metro Area

Black businesses pay their employees an average of $62,896, compared to $138,025 for all businesses. If Black businesses paid this much, then those employees would see an increase in total pay by approximately $105,856,904.

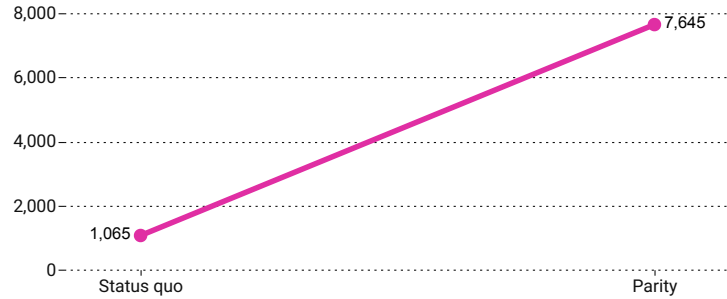## Jobs (thousands)
San Jose-Sunnyvale-Santa Clara, CA Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would create 35,914 jobs.

What if Black businesses reached parity with all businesses?

In the Seattle-Tacoma-Bellevue, WA Metro Area

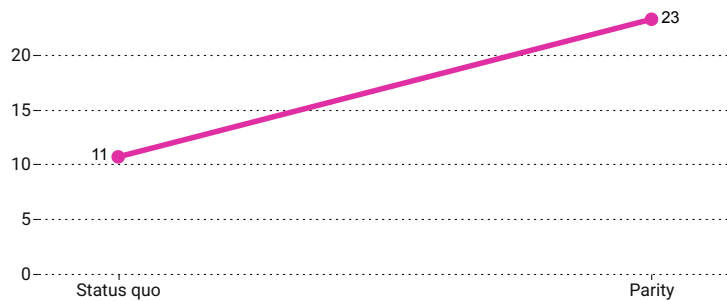### Number of Black businesses
Seattle-Tacoma-Bellevue, WA Metro Area

There are 1,065 Black businesses, accounting for 1% of employer businesses. If Black businesses accounted for 8.2% of employer firms (equivalent to the Black population), **there would be 6,580 more Black businesses**.
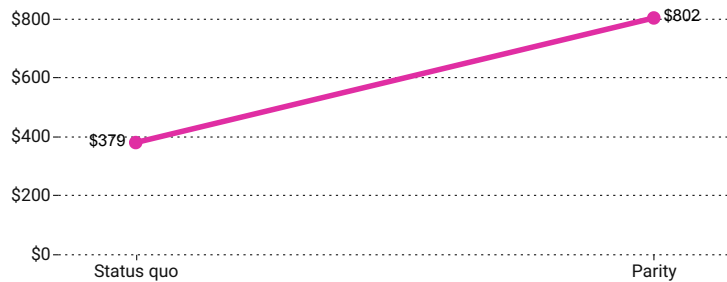
Jobs (thousands)
Seattle-Tacoma-Bellevue, WA Metro Area

Black businesses create an average of 10 jobs per firm, compared to 22 for all businesses. If the average employees per Black business reached parity, it would **create approximately 12,554 new jobs.**
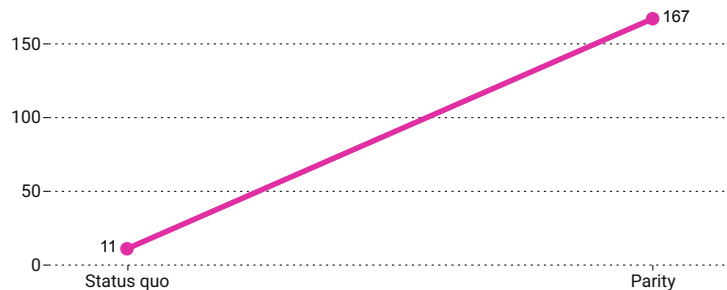
Total wages (billions)
Seattle-Tacoma-Bellevue, WA Metro Area

Black businesses pay their employees an average of $35,468, compared to $75,047 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $422,869,120.**

Jobs (thousands)
Seattle-Tacoma-Bellevue, WA Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 156,135 jobs.**

What if Black businesses reached parity with all businesses?

In the St. Louis, MO-IL Metro Area
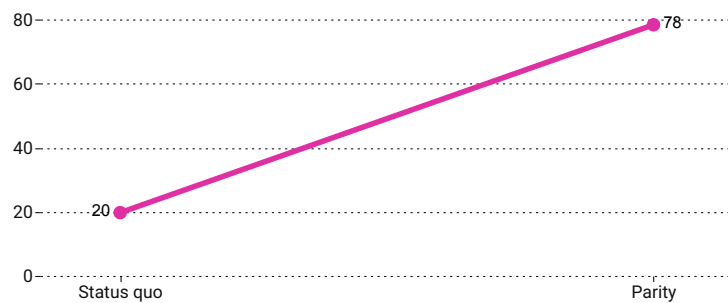
Number of Black businesses
St. Louis, MO-IL Metro Area

12,560

10,000

5,000

3,112

0

Status quo   Parity
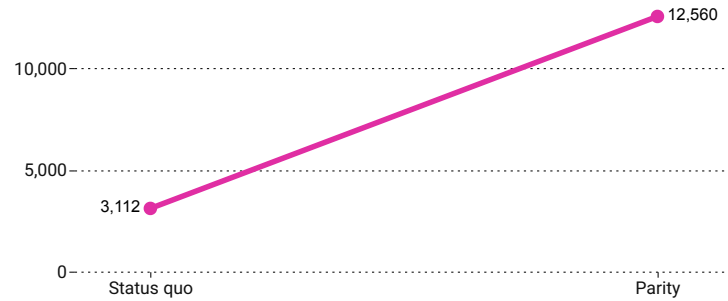
There are 3,112 Black businesses, accounting for 6% of employer businesses. If Black businesses accounted for 19.5% of employer firms (equivalent to the Black population), there would be 9,448 more Black businesses.
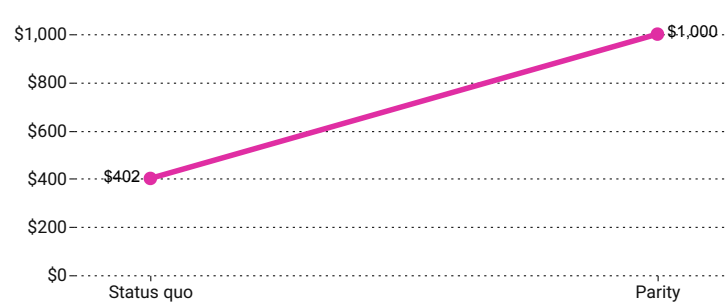
Jobs (thousands)
St. Louis, MO-IL Metro Area

80   78

60

40

20   20

0

Status quo   Parity

Black businesses create an average of 6 jobs per firm, compared to 25 for all businesses. If the average employees per Black business reached parity, it would create approximately 58,609 new jobs.
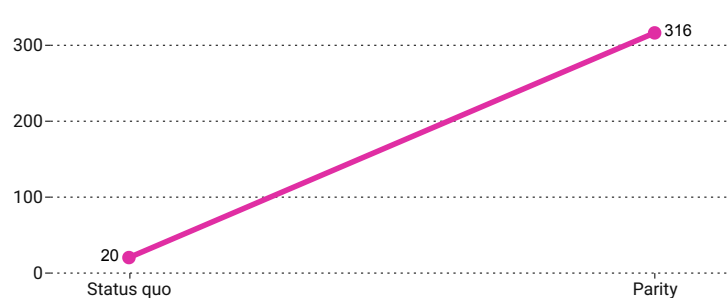
Total wages (billions)
St. Louis, MO-IL Metro Area

$1,000 $1,000

$800

$600

$400 $402

$200

$0

Status quo   Parity

Black businesses pay their employees an average of $20,333, compared to $50,639 for all businesses. If Black businesses paid this much, then those employees would see an increase in total pay by approximately $598,487,872.

Jobs (thousands)
St. Louis, MO-IL Metro Area

300   316
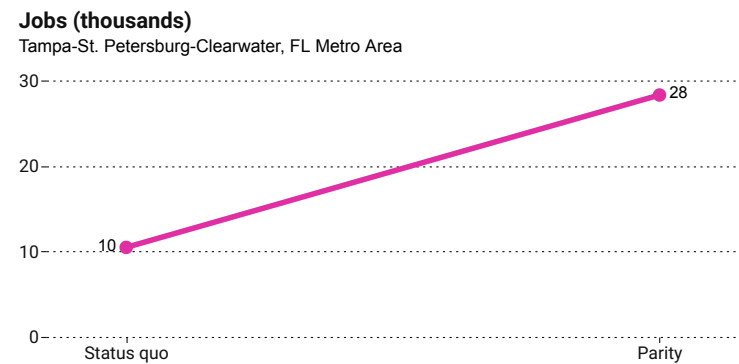
200

100

20

0

Status quo   Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would create 296,510 jobs.

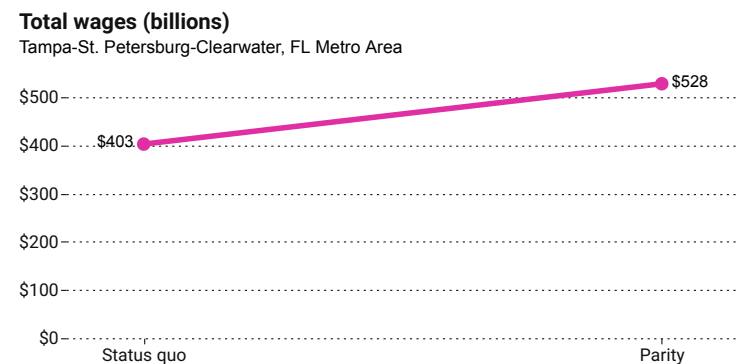# What if Black businesses reached parity with all businesses?

In the Tampa-St. Petersburg-Clearwater, FL Metro Area

Number of Black businesses
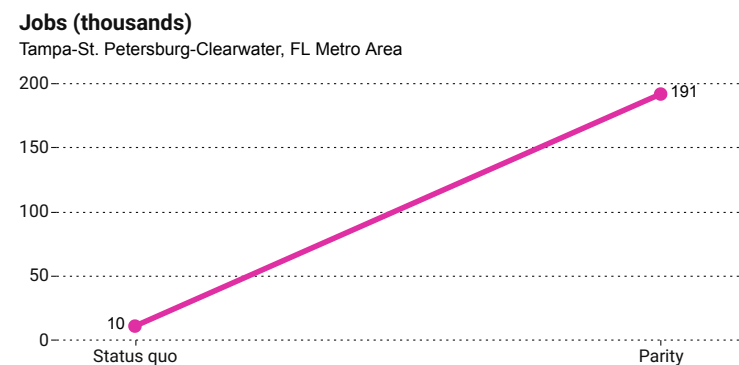Tampa-St. Petersburg-Clearwater, FL Metro Area
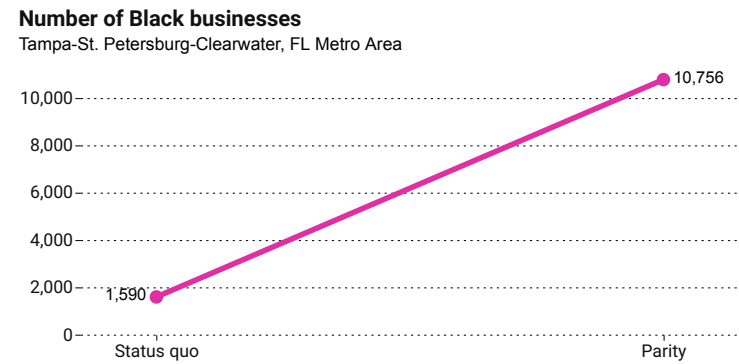
There are 1,590 Black businesses, accounting for 2% of employer businesses. If Black businesses accounted for 14.3% of employer firms (equivalent to the Black population), **there would be 9,166 more Black businesses**.

Jobs (thousands)
Tampa-St. Petersburg-Clearwater, FL Metro Area

Black businesses create an average of 7 jobs per firm, compared to 18 for all businesses. If the average employees per Black business reached parity, it would **create approximately 17,827 new jobs.**

Total wages (billions)
Tampa-St. Petersburg-Clearwater, FL Metro Area

Black businesses pay their employees an average of $38,426, compared to $50,371 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $125,153,576.**

Jobs (thousands)
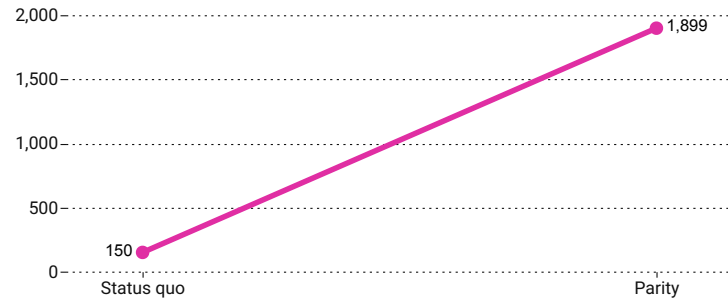Tampa-St. Petersburg-Clearwater, FL Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 180,991 jobs.**

What if Black businesses reached parity with all businesses?

In the Toledo, OH Metro Area
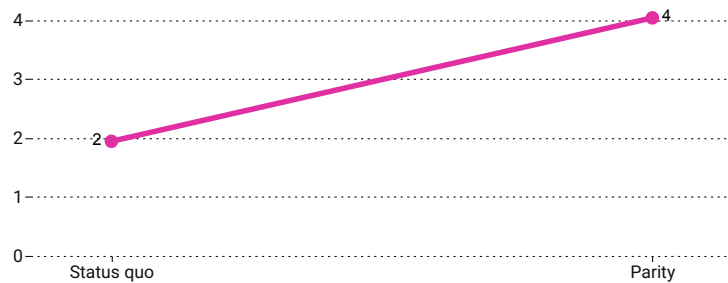
Number of Black businesses
Toledo, OH Metro Area

There are 150 Black businesses, accounting for 1% of employer businesses. If Black businesses accounted for 15.9% of employer firms (equivalent to the Black population), **there would be 1,749 more Black businesses**.

Jobs (thousands)
Toledo, OH Metro Area

Black businesses create an average of 13 jobs per firm, compared to 27 for all businesses. If the average employees per Black business reached parity, it would **create approximately 2,095 new jobs.**
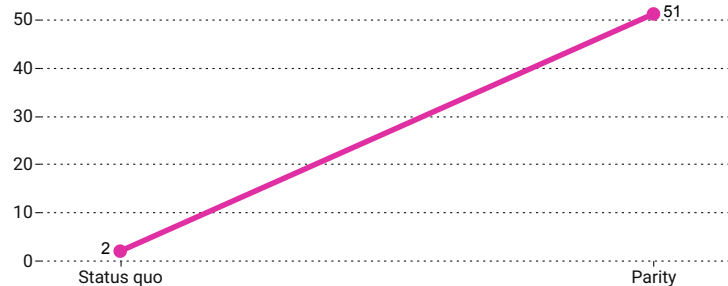
Total wages (billions)
Toledo, OH Metro Area

Black businesses pay their employees an average of $26,029, compared to $47,510 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $41,780,336.**
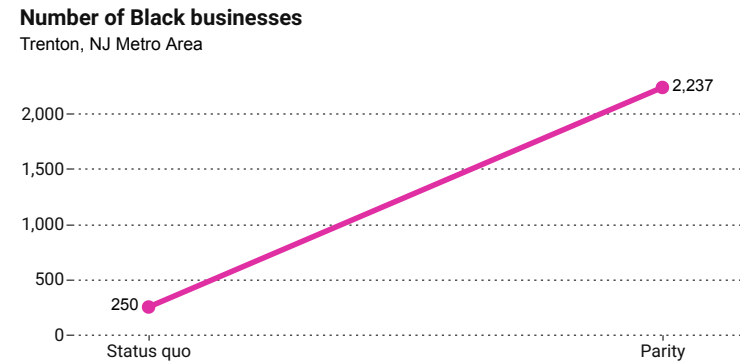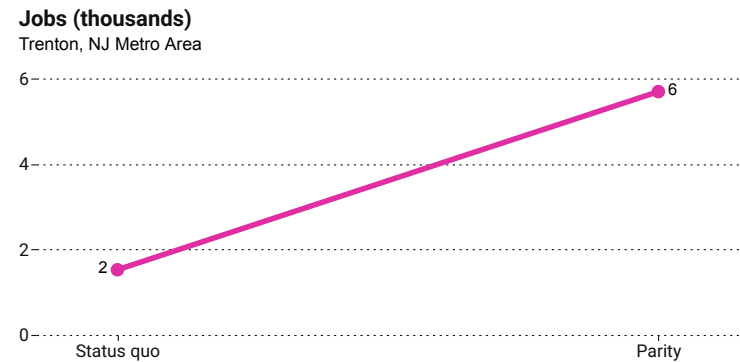
Jobs (thousands)
Toledo, OH Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 49,194 jobs.**

What if Black businesses reached parity with all businesses?

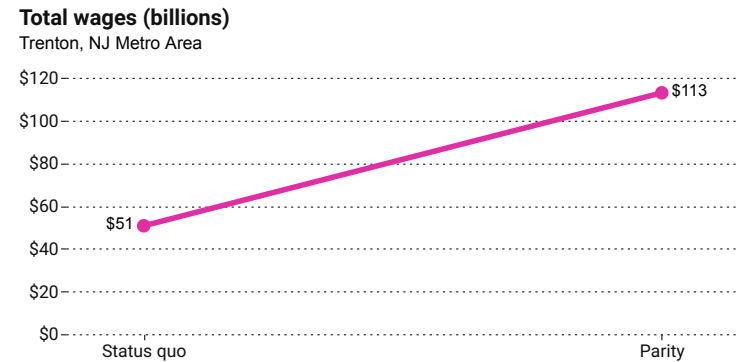## In the Trenton, NJ Metro Area

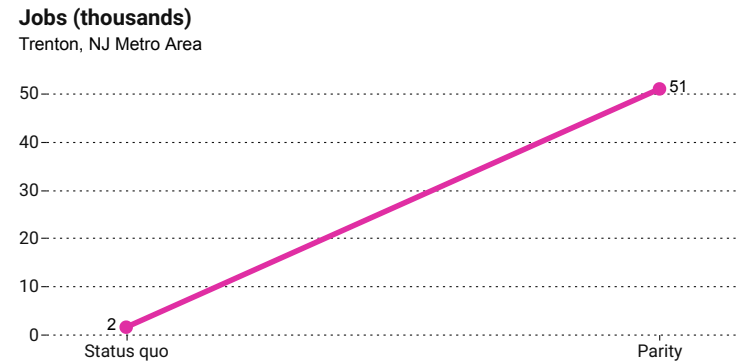### Number of Black businesses
Trenton, NJ Metro Area

There are 250 Black businesses, accounting for 3% of employer businesses. If Black businesses accounted for 21.5% of employer firms (equivalent to the Black population), there would be 1,987 more Black businesses.

Jobs (thousands)
Trenton, NJ Metro Area

Black businesses create an average of 6 jobs per firm, compared to 23 for all businesses. If the average employees per Black business reached parity, it would create approximately 4,168 new jobs.
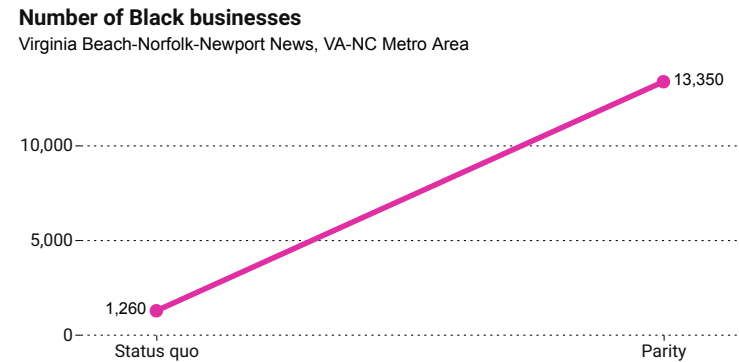
Total wages (billions)
Trenton, NJ Metro Area

Black businesses pay their employees an average of $33,280, compared to $74,083 for all businesses. If Black businesses paid this much, then those employees would see an increase in total pay by approximately $62,223,920.
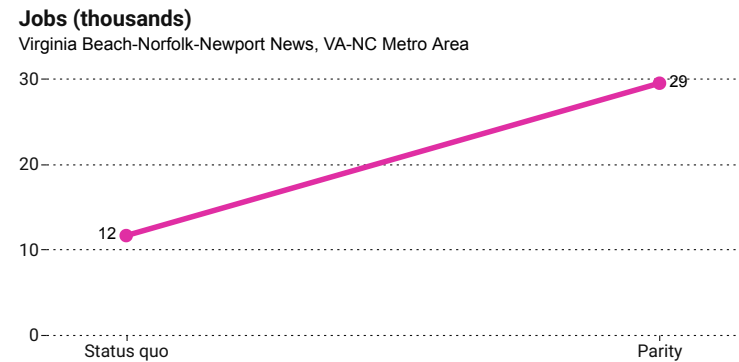
Jobs (thousands)
Trenton, NJ Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would create 49,413 jobs.

# What if Black businesses reached parity with all businesses?

In the Virginia Beach-Norfolk-Newport News, VA-NC Metro Area

Number of Black businesses
Virginia Beach-Norfolk-Newport News, VA-NC Metro Area

13,350

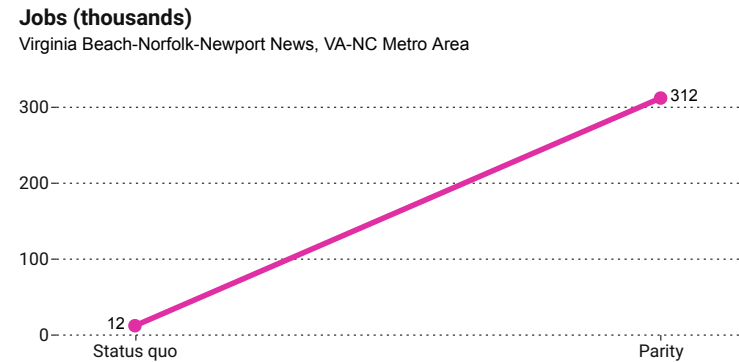10,000

5,000

1,260

0

Status quo   Parity

There are 1,260 Black businesses, accounting for 5% of employer businesses. If Black businesses accounted for 33.3% of employer firms (equivalent to the Black population), **there would be 12,090 more Black businesses**.

Jobs (thousands)
Virginia Beach-Norfolk-Newport News, VA-NC Metro Area

30   29

20

12
10

0

Status quo   Parity

Black businesses create an average of 9 jobs per firm, compared to 23 for all businesses. If the average employees per Black business reached parity, it would **create approximately 17,828 new jobs.**

Total wages (billions)
Virginia Beach-Norfolk-Newport News, VA-NC Metro Area

$500 $539

$400 $372

$300

$200

$100

$0

Status quo   Parity
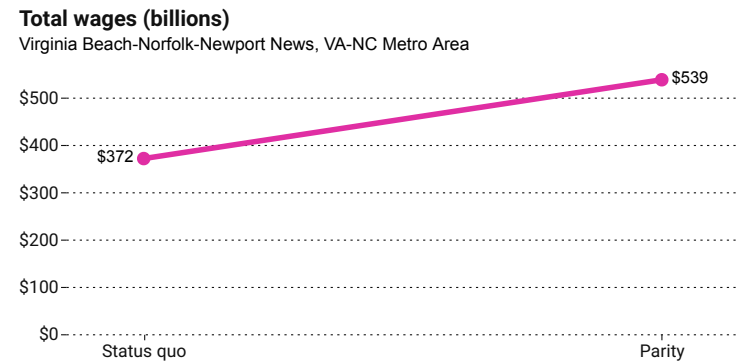
Black businesses pay their employees an average of $32,006, compared to $46,366 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $166,910,496.**

Jobs (thousands)
Virginia Beach-Norfolk-Newport News, VA-NC Metro Area

300   312

200

100

12
0

Status quo   Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 300,430 jobs.**

What if Black businesses reached parity with all businesses?

In the Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area

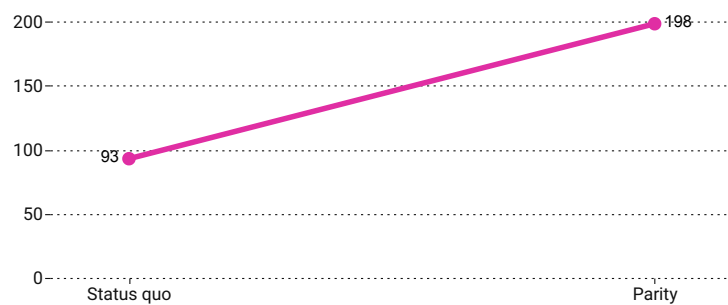### Number of Black businesses
Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area
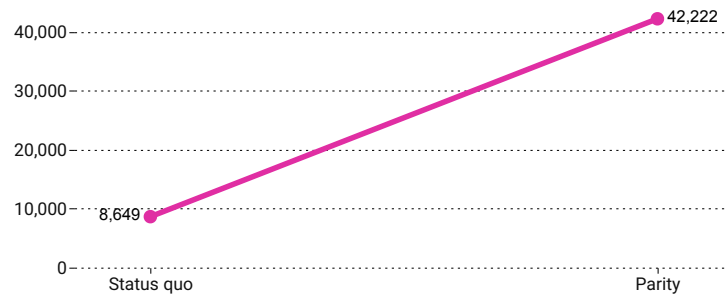
There are 8,649 Black businesses, accounting for 8% of employer businesses. If Black businesses accounted for 27.4% of employer firms (equivalent to the Black population), **there would be 33,573 more Black businesses**.
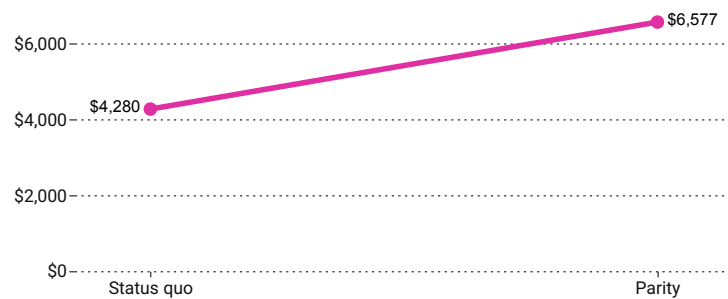
Jobs (thousands)
Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area

Black businesses create an average of 11 jobs per firm, compared to 23 for all businesses. If the average employees per Black business reached parity, it would **create approximately 105,273 new jobs.**

Total wages (billions)
Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area

Black businesses pay their employees an average of $46,023, compared to $70,718 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $2,296,607,232.**

Jobs (thousands)
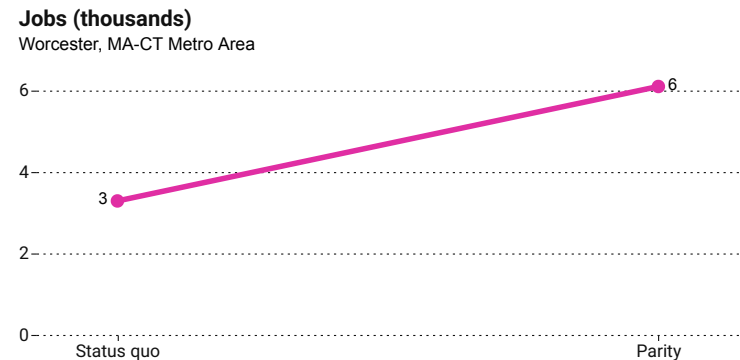Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area
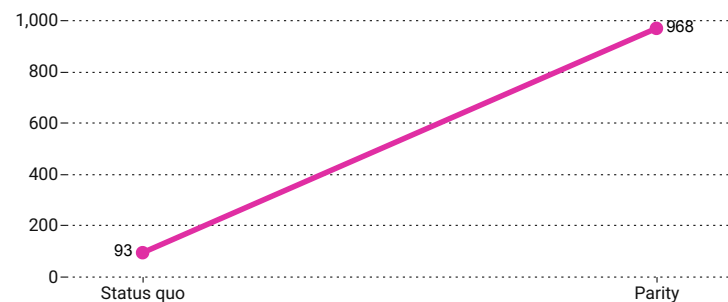
If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 874,893 jobs.**

What if Black businesses reached parity with all businesses?

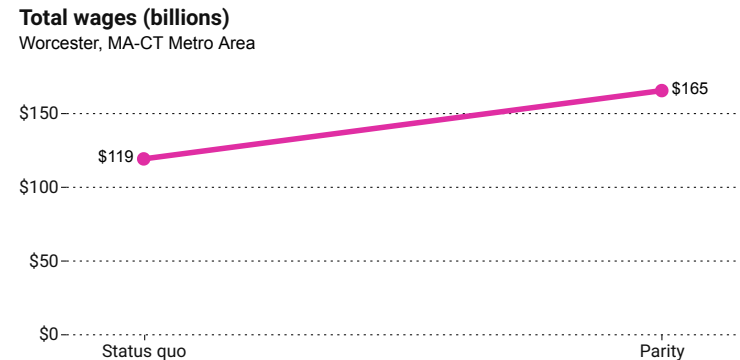## In the Worcester, MA-CT Metro Area

---

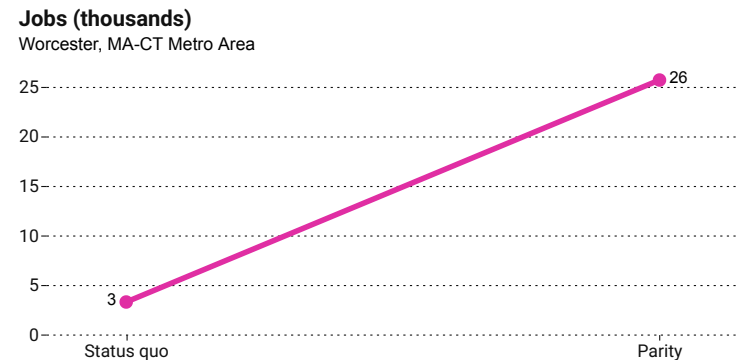### Number of Black businesses
Worcester, MA-CT Metro Area
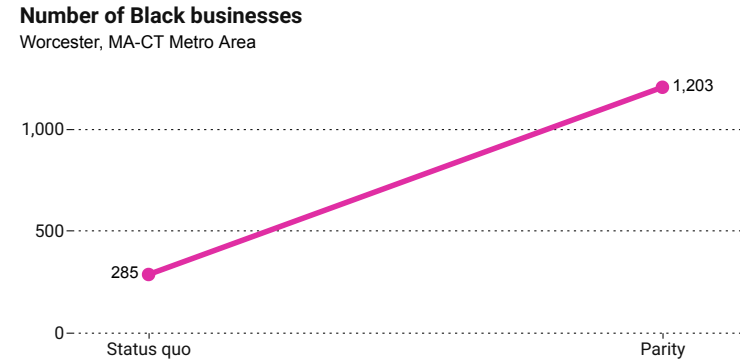
There are 285 Black businesses, accounting for 2% of employer businesses. If Black businesses accounted for 6.4% of employer firms (equivalent to the Black population), **there would be 918 more Black businesses**.

Jobs (thousands)
Worcester, MA-CT Metro Area

Black businesses create an average of 12 jobs per firm, compared to 21 for all businesses. If the average employees per Black business reached parity, it would **create approximately 2,805 new jobs.**

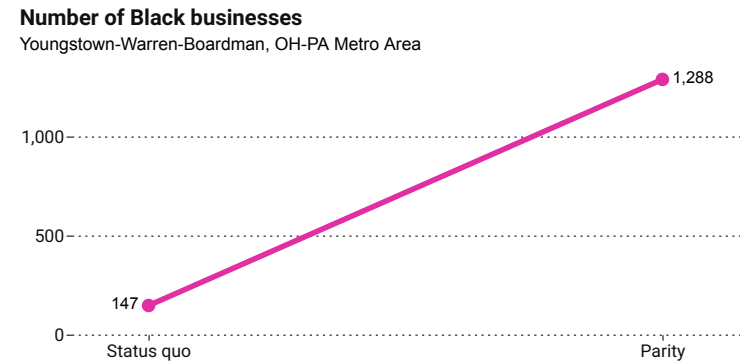
Total wages (billions)
Worcester, MA-CT Metro Area

Black businesses pay their employees an average of $36,237, compared to $50,351 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $46,349,384.**
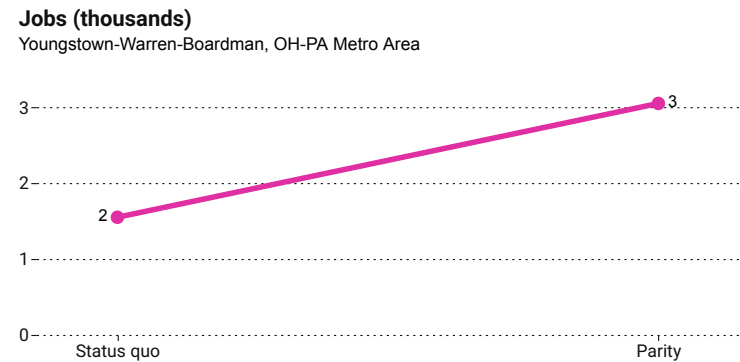

Jobs (thousands)
Worcester, MA-CT Metro Area

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 22,411 jobs.**

# What if Black businesses reached parity with all businesses?

In the Youngstown-Warren-Boardman, OH-PA Metro Area

Number of Black businesses
Youngstown-Warren-Boardman, OH-PA Metro Area
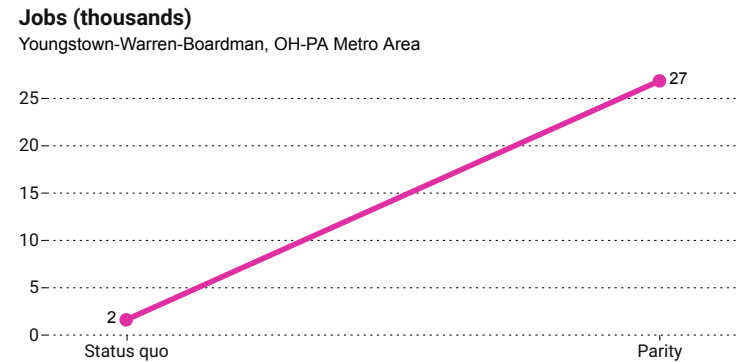
1,288

1,000

500

147

0

Status quo   Parity

There are 147 Black businesses, accounting for 2% of employer businesses. If Black businesses accounted for 12.7% of employer firms (equivalent to the Black population), **there would be 1,141 more Black businesses**.

Jobs (thousands)
Youngstown-Warren-Boardman, OH-PA Metro Area

3   3

2

1

2

0

Status quo   Parity

Black businesses create an average of 11 jobs per firm, compared to 21 for all businesses. If the average employees per Black business reached parity, it would **create approximately 1,502 new jobs.**

Total wages (billions)
Youngstown-Warren-Boardman, OH-PA Metro Area

$60 $64

$40

$20 $22

$0

Status quo   Parity
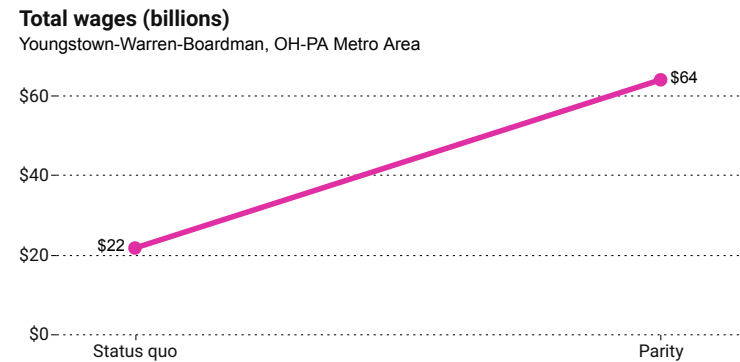
Black businesses pay their employees an average of $13,950, compared to $41,180 for all businesses. If Black businesses paid this much, then those employees would see an **increase in total pay by approximately $42,287,284.**

Jobs (thousands)
Youngstown-Warren-Boardman, OH-PA Metro Area

25   27

20

15

10

5

2

0

Status quo   Parity

If the number of Black businesses matched the population size and the employees per firm matched the average business, it would **create 25,224 jobs.**