



2018 PACESETTERS IMPACT REPORT



FROM THE PRESIDENT & CEO

Boston is booming at an unprecedented pace. Businesses are succeeding and growing throughout our region, and we've earned a reputation for having the most talented workforce and being the best place to find a job in the world. Despite the ever-growing list of accolades, it's no secret that not all our residents, professionals, and businesses are feeling the benefits of our city's economic success. As an organization that prides itself on our purpose to make Boston the best place for all businesses and people to thrive, the Greater Boston Chamber of Commerce and our members know we have much work to do.

Which is why in early 2018, we launched the Pacesetters initiative, a partnership of our large and mid-sized Greater Boston Chamber members who have committed to using their collective purchasing power to create opportunities at scale for local businesses of color. These inaugural 10 organizations - 11 including the Chamber itself - have not only helped us create real momentum in the Chamber's economic opportunity and mobility work, they've also been our partners in creating awareness about Pacesetters, refining the program as we learned throughout the year, and helping us make a powerful impact in year one of Pacesetters.

With this report, we are pleased to present our initial progress towards this collective effort. In the pages that follow, you'll learn more about the challenges impacting minority business enterprises (MBEs), more about our participants on both the Pacesetters and supplier side, see our first-year results, and what we've learned from year one.

In just one year we've onboarded 68 MBEs as Pacesetters Priority Suppliers and recruited an additional nine Pacesetters companies to join the cohort in 2019. These Priority Suppliers represent industries ranging from restaurant and food services, to marketing and public relations, to construction, technology, and more. We hosted regular quarterly meetings with our Pacesetters designed to share best practices and held networking events designed to facilitate quality connections between Pacesetters and our suppliers. Our work earned us two prestigious recognitions, a Get Connected GK100 Award for Game Changing Ideas in Diversity, and the National Association for the Advancement of Colored People (NAACP) Boston Branch Corporate Leadership Award.

Creating more, and equal, opportunities for businesses of color to succeed in greater Boston isn't just the right thing to do, it is an imperative for economic health and growth. At the Greater Boston Chamber, we are fortunate to work with members who are not satisfied with the status quo, who push us as an organization to raise the bar and serve as a model for the entire business community. Our Pacesetters initiative is designed to do just that, and we look forward to working with you to keep growing not only the program, but our goals as well, year after year.

James E. Rooney
President and CEO
Greater Boston Chamber of Commerce

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KEY TERMS

MBEs:
Ethnic Minority Business Enterprises

Priority Suppliers:
MBEs that have been accepted to the Pacesetters initiative

BSOs:
Business Support Organizations

GBCC:
Greater Boston Chamber of Commerce

Pacesetters:
Large and mid-sized Chamber corporations and anchor institutions

Local:
Businesses that fall within the Route 128 belt around Boston

WHO WE ARE

ABOUT THE GREATER BOSTON CHAMBER OF COMMERCE

The Greater Boston Chamber of Commerce (GBCC) is an independent nonprofit business association with nearly 1,300 members organizations representing nearly every size, sector, industry and profession in the Greater Boston business community. We are the convener, voice, and advocate of its diverse and collaborative membership. We believe our purpose is to make Greater Boston the best place for businesses and people to thrive.

ABOUT PACESETTERS

Pacesetters is a program of the GBCC. Launched in 2018, the initiative is a partnership of large and mid-sized Chamber member organizations who use their collective purchasing power to create opportunities at scale for local, ethnic minority-owned businesses. Pacesetters is aligned with the work of the Chamber's Committee on Economic Opportunity which is charged with developing the united response of the business community to economic inequality.

Pacesetters companies are Chamber members committed to increasing their supplier diversity spend in number of contracts and dollars. Pacesetters understand the business case of economic inclusion and have set aspirational goals as a group to enhance their individual supplier diversity programs. Each company is expected to measure and report on spending with local minority-owned businesses, identify new and expanded contract opportunities within their company, exchange best practices with other Pacesetters, and participate in the Chamber's educational, networking and matchmaking events and programs.

PACESETTERS GOALS

- **Contracts:** We aim to increase the number of contracts and dollars spent among Pacesetters and local minority-owned businesses through a purposeful matchmaking process and setting bold diverse procurement spending goals.
- **Peer Learning:** We foster partnerships between companies by working together to share best practices, enhance supplier diversity efforts, and build momentum around the Pacesetters initiative.
- **Data-Driven Sourcing:** We encourage commitment from Pacesetters to collect, measure, and report on their annual spending with local minority-owned businesses. We use this data to track progress and inform areas for diversifying spending.
- **Awareness:** We work to raise awareness about the economic benefits of extending opportunities to minority-owned businesses and serve as a model for the Greater Boston business community.

Who are Pacesetters?

Large and mid-sized companies and anchor institutions that have committed to become Pacesetters fulfill the following requirements:

- **Member of the Greater Boston Chamber of Commerce**
- **C-suite and procurement level commitment to inclusion, supplier diversity, and regional economic development**
- **Ongoing participation from a dedicated senior-level point person with purchasing authority**
- **Ability and willingness to collect and provide local, state, and national spending data on an ongoing basis**
- **Attend quarterly meetings and matchmaking events**

PACESETTERS COMPANIES 2018



WHY WE DO THIS WORK

BOSTON'S MINORITY-OWNED BUSINESS ECOSYSTEM

Greater Boston is leading the world in global industries ranging from academia to life sciences, technology to finance, and everything in between. The city's reputation for world-class talent has attracted new businesses and inspired existing businesses to expand. And as Boston continues to realize incredible economic success, it is also experiencing a significant demographic shift, becoming more racially and ethnically diverse. According to the US Census Bureau's 2017 estimates, people of color and multiracial residents now make up nearly 50 percent of Boston's population.¹

While Boston's population is younger and more diverse than at any time in its history, the city continues to be challenged by significant wealth gaps that are even more pronounced along racial lines. In the Federal Reserve Bank of Boston's 2015 report, *The Color of Wealth in Boston*, it is noted that the net worth disparity between Boston's White and Non-White residents is considerable. According to their data, African-American households in Boston have a median net worth of \$8, while Caucasian households have a median net worth of close to \$250,000. As the wealth gap reaches a critical mass, and if new opportunities are not made available, the ability for people of color to invest in capital assets, education, and business ownership will subsequently be reduced.²

Boston's economic success has also not been widely felt among minority-owned businesses (MBEs), making even more vital the work of small business support organizations to expand access to opportunities for ethnic minority enterprises. The success of small businesses will be a key driver in closing income and wealth gaps among people of color in Boston. These businesses play a key role in creating pathways to wealth creation, as MBEs

are more likely to do business in disadvantaged areas and are more likely to hire people of color.³

According to the National Minority Supplier Development Council's (NMSDC) 2015 *Economic Impact Report*, the number of MBEs in the U.S. is increasing at 17 percent per year, and their annual sales grew by 34 percent annually. The need for programs that support the launch, stability, and growth of MBEs is increasing because they are growing at a more rapid rate than businesses owned by non-minorities.⁴

The same study states that increased sales among MBEs results in economic growth for the broader community. MBEs generate \$400 billion dollars in revenue that results in more than 2 million jobs indirectly or directly created or preserved nationally.⁵ MBEs need increased access to capital, capacity building, and procurement opportunities to improve their competitiveness and scale their businesses. Like all small businesses, they can encounter barriers when expanding to new markets, including having the capacity to identify key market opportunities. For large U.S. metropolitan cities like Boston, tackling these inequities has become a business imperative.

¹ United States Census Bureau. *American Community Survey*. 2017. Accessed 01/14/19.

² Ana Patricia Muñoz et al. *The Color of Wealth in Boston A Joint Publication of Duke University, The New School, and the Federal Reserve Bank of Boston*. The Federal Reserve Bank of Boston. 2015. Page 1 and 20.

³ National Minority Supplier Development Council (NMSDC). *Economic Impact Report Shows Pivotal Role of Minority-Owned Businesses in US Economy*. 2015. Page 10.

⁴ NMSDC. *Economic Impact Report Shows Pivotal Role of Minority-Owned Businesses in US Economy*. 2015. Page 3 and 10.

⁵ NMSDC. *Economic Impact Report Shows Pivotal Role of Minority-Owned Businesses in US Economy*. 2015. Page 2.



"I believe that the issue of economic disparity is real in Boston, and that anchor institutions have the ability to make a positive impact by supporting MBEs."

Catherine Walsh

Assistant Vice President, Facilities Division, Northeastern University

OUR ROLE



“Fidelity is committed to building relationships and increasing awareness on the importance of supporting minority businesses and the Pacesetters initiative has been an important step in the growth of our Supplier Diversity program.”

David Diamond

Vice President of Procurement
Fidelity Investments

THE ROLE OF THE GREATER BOSTON CHAMBER OF COMMERCE

Pacesetters provides a platform for Chamber member companies to nurture and strengthen supplier diversity initiatives and improve the business environment in the communities they operate in. In the last two years, the Chamber board, and particularly our Committee on Economic Opportunity, held many conversations about the role of the business community in addressing systemic economic inequality and issues related to race, equity, opportunity and economic growth. From these conversations, Pacesetters was born. Over the course of a year, we took the following steps:

- Met with business support organizations (BSOs) that provide capacity-building and capital for small businesses
- Interviewed supplier diversity programs from around the country on best practices
- Researched local and national income and wealth inequality data
- Spearheaded a local study of drivers of economic mobility in our region

As a result, the Chamber saw an opportunity to have the greatest impact in building the demand side - organizing the large and mid-sized corporations (or buyers) to identify and facilitate new and expanded contract opportunities for MBEs. Pacesetters is one solution among many that businesses can use to address income and wealth gaps affecting people and communities of color. Focusing on collective impact, the program serves to enhance the isolated efforts that may already exist within companies. For some corporations, such as anchor institution Partners HealthCare, Pacesetters is a critical part of their overall strategy for addressing economic and social disparities.

PACESETTERS IS A KEY ELEMENT OF PARTNERS HEALTHCARE'S ANCHOR STRATEGY

According to the Initiative for Competitive Inner City (ICIC), an anchor institution behaves as “an urban economic anchor.” Anchor institutions can include universities, hospitals, municipal governments, community foundations, corporations, sports teams, and arts and cultural organizations. As the ICIC notes, “anchor organizations play significant roles in their local economies due to purchasing power, real estate, employment, and a long-term interest in seeing their local communities thrive.”⁶

⁶ Initiative for Competitive Inner City (ICIC). Anchor Initiatives. 2018

Anchor institutions that employ a large percentage of the region's population, such as Boston's Partners HealthCare, play a pivotal role in Boston's efforts to increase diversity and be a more inclusive, welcoming city. Since Partners HealthCare's inception in 1994, serving the community has been a cornerstone of their organizational mission. Through its founding members, Brigham and Women's Hospital and Massachusetts General Hospital, Partners is committed to improving community health and working in partnership with Boston residents and organizations to make measurable, sustainable improvements in the health status of underserved populations.

A critical part of Partners community health efforts is addressing the social and economic factors that play a significant role in

impacting the prevalence of diseases and chronic conditions. By partnering with the Chamber on initiatives such as Pacesetters, Partners is working with the greater Boston business community to address significant health and wealth gaps that exist in our community.

“As Massachusetts' largest private employer and health care provider, we recognize that we must hold ourselves to an exceptionally high standard in supporting economic opportunities and health care outcomes in the communities where our patients live and work. The Pacesetters initiative is an important component of the work we do each day at Partners and is improving the quality of life for many.” - Dr. David Torchiana, Partners HealthCare, President and CEO

The Pacesetters initiative is designed to inspire and assist corporations and anchor institutions to move beyond their internal supplier diversity efforts and leverage their collective effort to increase contract opportunities for MBEs. The initiative also helps to drive competition between the Pacesetters companies' existing and potential vendors, creates new opportunities for business expansion that responds to shifting demographic realities, and displays that these companies are committed to doing business in diverse markets.



PACESETTERS IMPACT



13

New deals amounting to at least **\$3 million** in new revenue



13

Pacesetters Priority Suppliers already doing business with Pacesetters



70+

Connections made at 3 networking and industry-specific matchmaking events

MAKING CONNECTIONS AND FACILITATING DEALS

Pacesetters are devoted champions of economic inclusion as a method to improve the health and growth of Boston's economy. Most Pacesetters were already engaged in improving their spending with local diverse businesses before joining the Greater Boston Chamber's Pacesetters program. They understood that having access to a diverse supplier base is good for business.

SURVEY METHODOLOGY

To gather data for this report, 55 Pacesetters Priority Suppliers (who joined prior to October 2018) and 11 Pacesetters (who joined in 2018) were surveyed online from October 26th to November 13th, 2018. The survey questions were mostly qualitative and asked about any changes in procurement practices, Pacesetters Priority Suppliers revenues, the best methods to connect Pacesetters with Priority Suppliers, and what value each group derived from the Pacesetters initiative. Pacesetters were also asked to report deals and connections made in 2018. The survey completion rate among Pacesetters Suppliers was 46 percent (25 responses) and 100 percent among Pacesetters (11 responses).

FIRST PACESETTERS DEAL



DONE RIGHT BUILDING SERVICES AND TUFTS HEALTH PLAN

The first contract signed between a Pacesetters company and a Pacesetters Priority Supplier was signed in March 2018 between Tufts Health Plan and Done Right Building Services, a participating company in Eastern Bank's Business Equity Initiative (BEI).

TUFTS HEALTH PLAN

Tufts Health Plan is committed to working with diverse suppliers to support economic growth in the region, as well as to better reflect the diversity of the communities they serve. Tom Crowell, President and CEO noted, "We believe strongly that our business should not only reflect our diverse communities, but also play an integral role in ensuring local small businesses thrive. This is just one reason why supplier diversity is a key element of our diversity and inclusion strategy."

The signing of this contract not only represents the first example of the opportunities being created for local, minority-owned businesses, but also reinforces the company's strong commitment to diversity and inclusion throughout their business operations and communities. Tufts Health Plan's commitment to diverse suppliers exceeded \$25 million in contracts from 2015-2017. Through contracting with Done Right, Tufts has found enhanced overall value, based on fair cost and high quality of services.

DONE RIGHT BUILDING SERVICES

"The service contract with Tufts Health Plan represents a union of diversity and value. Our company's commitment to enhance service quality with our integrated approach to cleaning creates a win-win value proposition for both organizations." – Anthony Samuels, President and Founder, Done Right Building Services

Done Right has a legacy of helping other women- and minority-owned businesses, as well as the Greater Boston community. Company President, Anthony Samuels currently serves on the Governor's Black Advisory Commission, and Done Right has worked extensively with the Boys and Girls Club of Roxbury and ABCD. Tufts Health Plan's decision to work with diverse suppliers like Done Right not only helps to grow this company but benefits the entire community as well.

YEAR ONE HIGHLIGHTS

The Chamber partners with Pacesetter companies to identify and source diverse suppliers for upcoming procurement opportunities and provides a platform to discuss important topics around supplier diversity best practices.

After launching in January 2018, the Chamber:

- Met with procurement teams from Pacesetters companies to identify upcoming local sourcing opportunities
- Convened company representatives quarterly to identify key procurement and diversity metrics, shape the program structure, and share best practices
- Hosted a Chamber Executive forum focused on the importance of CEO commitment to supplier diversity
- Collected baseline data, facilitated by Boston University, to track local, state, and national addressable spend
- Made connections between Pacesetters and local, minority-owned businesses that led to new or expanded deals and contracts

The roles that Pacesetters representatives at each company hold vary based on its internal structure and include Chief Financial Officers, Chief Procurement Officers, Corporate Social Responsibility leads, Supplier Diversity Managers, Government Relations Directors, and Diversity and Inclusion Officers. The challenges that Pacesetters teams experience often mirrors what occurs in the Greater Boston business ecosystem, where even the few companies that have a designated supplier diversity officer still encounter difficulties identifying and connecting with MBEs to service their procurement needs at scale. Based on our needs assessment prior to launching the program, the Chamber knew that identifying and vetting MBEs would be crucial to forming meaningful business connections between minority-owned businesses and Pacesetters companies.



“P&G Gillette is now more focused on tracking local purchasing because of joining Pacesetters. Before we only focused nationally and globally.”

Nitesh Sing
Purchases Group Manager,
Procter & Gamble Gillette

PACESETTERS AND BOSTON UNIVERSITY DATA COLLECTION COLLABORATION

The Software & Application Innovation Lab (SAIL) at Boston University’s Hariri Institute for Computing has been working with the Greater Boston Chamber of Commerce’s Pacesetters initiative on deploying a novel, privacy-preserving data analysis approach to collect addressable spend data at the local, state, and national level and serve

as a baseline for goal setting. Due to the sensitive nature of the spending data being contributed by participating cohort members, it is necessary to guarantee both the confidentiality of that data and the anonymity of contributing members. SAIL was able to accomplish this by developing a web-based data aggregation platform

that relies on a set of cryptographic techniques called secure multi-party computation (MPC). Using MPC, the GBCC can compute the average of all cohort members’ data contributions while neither they nor BU SAIL can view the data of any individual member.



BEI Executive Director Clynn Lloyd and BEI Participating Enterprises

EASTERN BANK'S BUSINESS EQUITY INITIATIVE

The Business Equity Initiative (BEI) was developed by Eastern Bank's Charitable Foundation to curb the increasing income and business inequalities seen throughout Massachusetts in Black and Latino households and businesses. BEI focuses on creating opportunities for MBEs to grow, build strong partnerships with buyers, and transform their local community. BEI provides business training, access to capital, and operational support to participating enterprises. BEI partnered with the Greater Boston Chamber of Commerce to access market opportunities for its MBEs. Eastern Bank was part of the first group of corporations to join the Pacesetters initiative and the majority of Pacesetter Priority Suppliers also participated in the BEI Initiative.

IDENTIFYING AND VETTING HIGH POTENTIAL MINORITY-BUSINESS ENTERPRISES (MBES)

To begin building a pipeline of MBEs that have the operational and financial capacity to service the buying needs of large and mid-sized corporations and anchor institutions, we relied on key partnerships with BSOs to recruit our initial MBEs. MBEs that met the criteria, applied, and completed our business intake process joined as Pacesetters Priority Suppliers.

Pacesetters Priority Supplier Criteria:

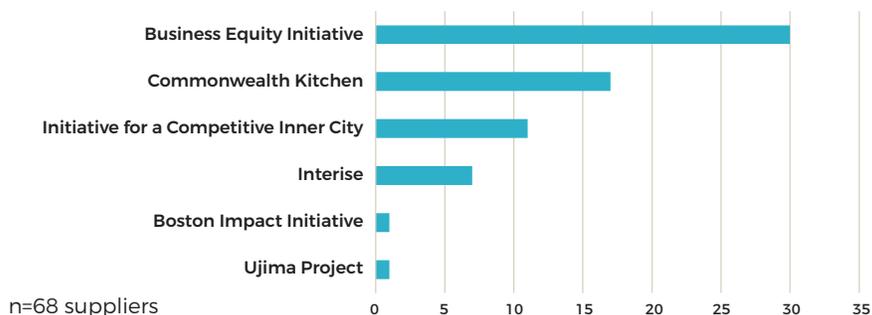
1. Certified or certification-eligible ethnic MBEs
2. B2B: Provide goods or services to other businesses
3. Located within Massachusetts
4. In business for at least two years
5. Annual revenue of at least \$250,000

Pacesetters Priority Suppliers were invited to industry-specific matchmaking sessions, GBCC networking events, and roundtables. These events were designed to facilitate learning, sharing, and raising awareness around challenges and opportunities of operating a minority-owned business in Boston. The Chamber also strategically connected Priority Suppliers with Pacesetters as buying needs were identified.

MBEs that did not fit the Priority Supplier parameters were referred to partner organizations that assisted them with scaling, accessing capital, and improving their operations efficiency. Suppliers are encouraged to reapply once they meet the requirements. Key partners include organizations such as Commonwealth Kitchen (CWK), Eastern Bank's Business Equity Initiative (BEI), Boston Impact Initiative (BII), Interise, and Initiative for a Competitive Inner City (ICIC).

Since 2018, the Greater Boston Chamber has onboarded 68 MBE companies as Pacesetters Priority Suppliers.

PACESETTER PRIORITY SUPPLIER BY BSO PROGRAMS

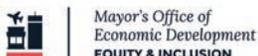


BUILDING A DIVERSE MBE ECOSYSTEM BY PARTNERING WITH BSOs

Capacity building



Government Services



Business Networking



Capital Services



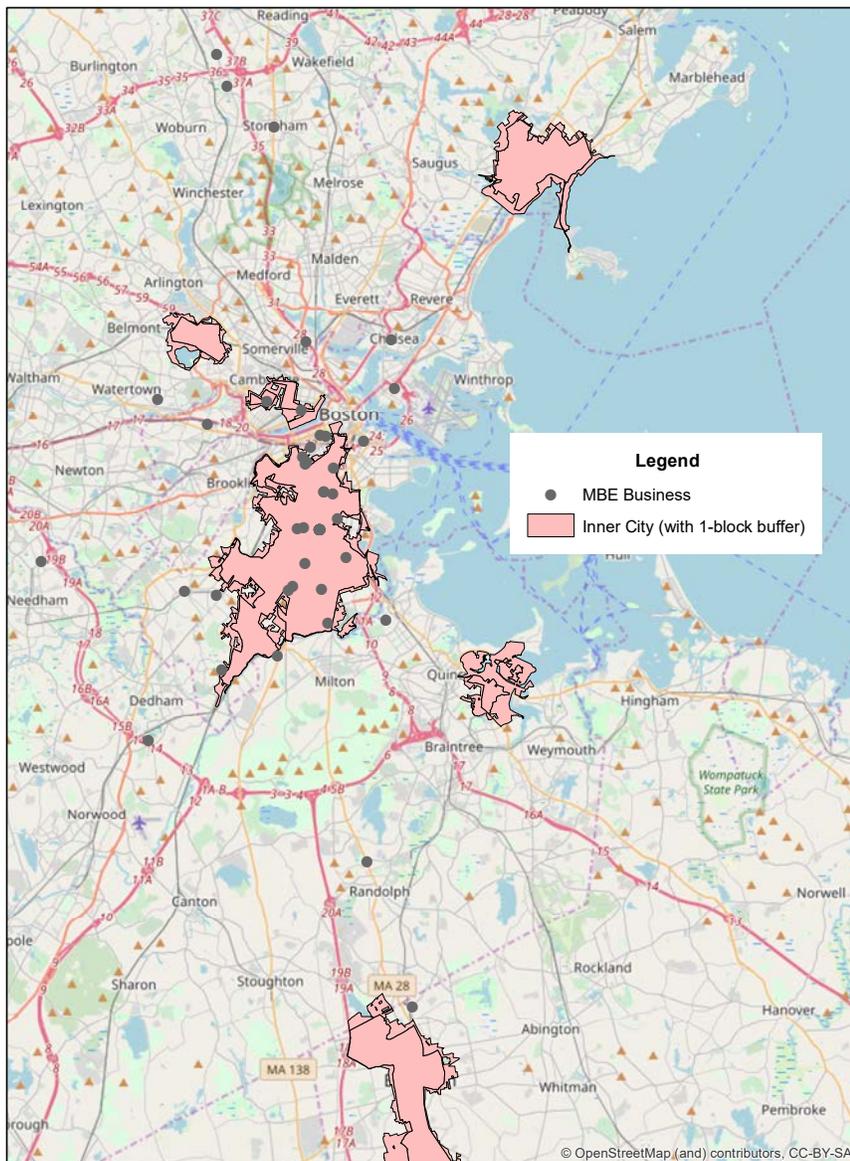
PACESETTERS PRIORITY SUPPLIERS

PACESETTERS PRIORITY SUPPLIERS REGIONAL REPRESENTATION

For the purposes of Pacesetters, the Chamber has defined “local” as businesses that fall within the Route 128 belt around Boston. In addition, Pacesetters prioritizes MBEs located across the state of Massachusetts. These businesses are better equipped to serve local large and mid-sized corporations and anchor institutions.

Fifty-three percent of Priority Suppliers are located in areas referred to as the inner city*. According to our survey results, growth among MBEs can account for more jobs for local residents, who often reside in disadvantaged communities.

Geographic Location of Priority Suppliers



53%

Priority Supplier companies are located in the inner city

45%

Priority Supplier companies are Minority Women Owned

100%

Priority Supplier companies are Ethnic Minority Owned

*As defined by ICIC, the inner city includes urban areas where the poverty rates are 20 percent or higher, the poverty and unemployment rate is 1.5x greater than the metropolitan statistical area (MSA), or the median household income is 50 percent less than MSA. In the inner city unemployment rates are 5 percent higher than the national average and account for 21 percent of the US population living in poverty.⁷

⁷ ICIC. Key Battlegrounds for the War on Poverty. 2018



“As a fairly new minority business, getting brand recognition is important to growth; being part of an initiative such as Pacesetters puts me in the company of other likeminded entrepreneurs and helps create a community for business engagement.”

April Teixeira
Corny Bread LLC
Founder and CEO

\$3+ MILLION

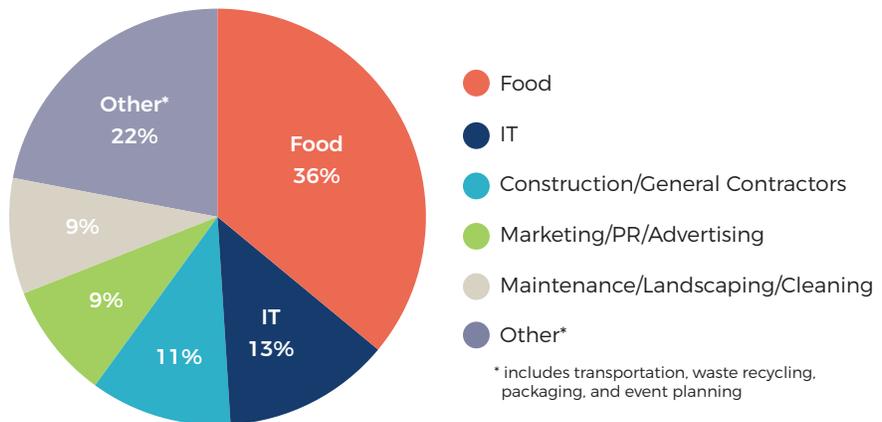
Average revenue for Pacesetters Priority Suppliers

INDUSTRY REPRESENTATION

The Pacesetters Priority Suppliers represent a range of industries from marketing to information technology to food services. They also represent areas where we have seen the most opportunity for local procurement to-date. The average revenue for the 18 companies that submitted their 2018 revenues is \$3,091,894.

PRIORITY SUPPLIER INDUSTRY BREAKDOWN

n=55 suppliers



DIVERSE EMPLOYMENT

Our Pacesetters Priority Suppliers demonstrate considerable diversity in their employee portfolios, with 62 percent of their total employees identifying as minorities. This suggests that the growth of these small businesses correlates to increased jobs for minorities. Seventy-six percent of jobs created by Pacesetters Priority Suppliers are full-time positions.

PACESETTERS SUPPLIER EMPLOYEE DEMOGRAPHICS

n=25 suppliers	Number of Employees	Percent of Total
Total Employment	501	-
Total Minority Employment	309	62%
Total Women Employment	189	38%
Total Minority Women Employment*	127	25%
	Number of Employees	Percent of Total
FT Total	383	-
FT Minority	219	57%
FT Women	137	36%
FT Minority Women*	86	22%

*The table shows three employment segments: minority, minority women, and women for full-time and total employment. For this reason, minority women are included as both minority and women. The totals do not include duplicates.

SHARING BEST PRACTICES



“The Red Sox have really enjoyed being part of the initial cohort of Pacesetters companies. The Boston Chamber of Commerce has done a great job bringing together a community of like-minded companies that share common goals and it has been incredibly valuable to share ideas and best practices with this group.”

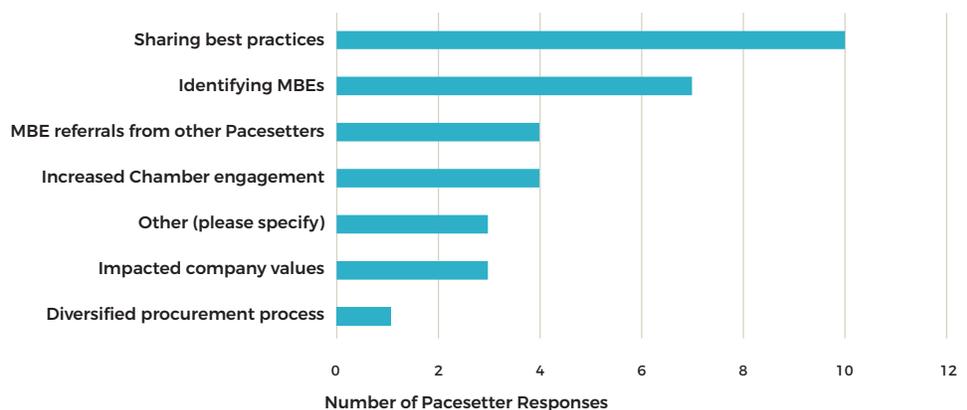
Tim Zue
Boston Red Sox
Chief Financial Officer

SHARING BEST PRACTICES AROUND DIVERSITY PROCUREMENT

The Chamber, acting as convener, provides a forum for Pacesetters leadership and senior-level executives to discuss topics around supplier diversity through quarterly meetings and executive forums. The first set of Pacesetters stated that the most valuable aspects of the initiative include sharing best practices among Pacesetters, attaining a platform to identify vetted MBEs, and supplier referrals from other Pacesetters.

MOST VALUABLE ASPECT OF PACESETTERS

n=11 Pacesetters



Pacesetters have stated that industry-specific matchmaking events and referrals from other Pacesetters companies are the best methods for connecting with Pacesetters Priority Suppliers. Pacesetters also gained one-on-one strategic contract leads and connections through on-site company consultations conducted by the Chamber’s Economic Growth team. Pacesetters have set a shared goal of increasing their local and state spending with Pacesetters Priority Suppliers. They shared that joining the initiative has encouraged them to not only do more deals with Pacesetters Priority Suppliers but has also strengthened their relationship with MBEs with whom they already had existing contracts.

PACESETTERS INSIGHTS

After a successful year of documenting the buying needs of Pacesetters companies, building an initial pipeline of Priority Suppliers, connecting buyers and suppliers around contract opportunities, collecting data to inform our goal-setting, and discussing the successes and challenges of current procurement practices, we have gained several important insights:

1. Increasing supplier diversity spend is a long-term effort, beginning with changes in purchasing behavior by the procurement department and key buyers. That change can only occur when buyers have the full support of the CEO and other senior leadership.
2. Integrating local and diverse suppliers into the corporate supply chain requires mentorship from corporations and anchor institutions, as well as a commitment to update their traditional procurement practices.
3. As MBEs increase revenue through contracts with Pacesetters, they will become more likely to win other large contracts due to increased brand awareness and more capital to invest in their company's growth.
4. It takes a collective effort for this initiative to have a sustainable impact. We partner with minority-owned businesses, corporations and anchor institutions, local and state government, non-profits, and business incubators to meet our goals. Each of these entities is integral to building an ecosystem that supports a healthy and diverse local economy.
5. For the Pacesetters program to be sustainable and scalable, it must be "good business," not good will.

Having a local and diverse supply chain is beneficial for corporations, because it strengthens their supply chain and creates economic and social benefits for local minority businesses and communities. Relationships with large companies and anchor institutions allow small businesses to build capacity, while large buyers benefit from working with suppliers that are locally connected.

The Greater Boston Chamber of Commerce is excited about the initial impact that Pacesetters has had on the business ecosystem in 2018. In 2019, we are looking forward to increasing the number of contracts and dollar amount spent with local MBEs. Additionally, we plan to onboard more MBEs as Priority Suppliers, expand the industries represented by these suppliers, welcome nine new corporations and anchor institutions as Pacesetters, and share the success stories and challenges of our companies in the years ahead.



“The affiliation with the Boston Chamber of Commerce lends enormous credibility in the work that you do in attracting participating companies, putting on programs and committing other resources to Pacesetters members.”

Michael Price

Regional Developer and Franchise Owner, SpeedPro Imaging

Joined 2018

COMPANY	INDUSTRY
Boston Red Sox	Sports
Comcast	Telecommunications
Eastern Bank	Banking
Fidelity Investments	Financial Services
Gilbane Building Company	Real Estate/Development/Construction
Greater Boston Chamber of Commerce	Business Membership
John Hancock	Financial Services
Northeastern University	Higher Education
P&G Gillette	Consumer Products
Partners Healthcare	Healthcare
Tufts Health Plan	Health Insurance

Joined 2019

COMPANY	INDUSTRY
Blue Cross Blue Shield	Health Insurance
Citizen's Bank	Banking
Massachusetts Housing Investment Corporation	Housing Finance
National Grid	Energy Services
Nutter McClennen & Fish LLP	Legal Services
State Street Corporation	Financial Services
University of Massachusetts	Higher Education
Verizon	Telecommunications
Vertex Pharmaceuticals	Pharmaceutical

COMPANY	WEBSITE	SERVICES
DREAM Collaborative*	dreamcollaborative.com	Architecture and Urban Design
Wise Mouth Tea*	wise-mouth.com	Beverage Products
CrimsonBikes	crimsonbikes.com	Bicycle Sale and Maintenance
Inspiration Zone*	inspirationzonellc.com	Business and Diversity Consulting
Resource Management, Inc.	rmboston.com	Business Consulting
Tres Islas Group-Merengue Restaurant	merenguerestaurant.com	Catering
Tartt's Day Care	tartts.com	Childcare
Air-Mart Heating and Cooling, Inc.	airmart.org	Commercial Heating and Cooling
Commercial Air Control	commercialaircontrol.com	Commercial Heating and Cooling
Green Energy Mechanical, Inc.	greenenergymech.com	Commercial Heating and Cooling
United Walls Systems	unitedwsystems.com	Construction
Maven Construction	mavenbld.com/home-3	Construction
Design Construction & Consulting Services, Inc.*	dccsconstruction.com	Construction and Design
Pristine Engineers, Inc.	pristineengineers.com	Construction and Design
Mainstream Global, Inc.	mainstream-global.com/en	Data Management and Cleansing
RTD Logistics (SKYCOM Courier)	rtdlogistics.com	Delivery and Courier
Beacon Dental Group	beacondentalgroup.com	Dental Care
WashTone Media	washtone.com	Digital Marketing
X Agency*	xagency.com	Digital Marketing
Speedpro Imaging	speedprobostonmetrowest.com	Digital Printing
Outkast Electrical Contractors, Inc.	outkastelectrical.com	Electrical Contractor
AJ Williams Events*	ajwilliamsevents.com	Event Planning
Chaps Building Management	chapsservices.com	Facilities Management and Security
Olio Culinary Collective*	olioculinarycollective.com	Food and Catering Cooperative
Corny Bread Company *	cornybread.com	Food Products
Delectable Desires	delectabledesires.net	Food Products
Hillside Harvest*		Food Products
Leah's Gourmet Sauce*		Food Products
Buenas*	buenas.co	Food Products and Catering
FreshZen*	freshzenfoods.com	Food Products and Catering
Jamaican Mi Hungry*	jamaicamihungry.com	Food Products and Catering
Lyndigo Spice*	lyndigospice.com	Food Products and Catering
Mr. Tamole*	mrtamole.com	Food Products and Catering

* Chamber member

PACESETTERS PRIORITY SUPPLIERS DIRECTORY

Sweet Teez Bakery*	sweetteezbakery.com	Food Products and Catering
The Spaht Food Truck*		Food Products and Catering
thisHAITI*	thishaiti.com	Food Products and Catering
Whipped Urban Cupcake Co*	urbancupcakeco.com	Food Products and Catering
Yang's Delicious Dumplings*	yangs-dumplings.com	Food Products and Catering
Bibim Box*	roaminghunger.com/bibim-box	Food Products and Catering
Fresh Food Generation*	freshfoodgeneration.com	Food Products and Catering
Bluebird Graphic Solutions	bluebirdgs.com	Graphic Design and Prints
Rhoost	rhoost.com	Grooming and Safety Product
Quality Interactions	qualityinteractions.com	Healthcare Cultural Competency Training
Lancaster Packaging, Inc.	lancasterpackaging.com	Industrial Packaging and Distribution
KT&T Distributors	kttdistributors.com	Industrial Product Distribution
Advoqt Technology Group*	advopt.com	IT and Cybersecurity
Aciron Consulting	aciron.com	IT Consulting
Cosenta	cosenta.com	IT Consulting
Windwalker Group*	Windwalker.com	IT, Cyber and Physical Security
Done Right Building Services, Inc.*	donerightservices.com	Janitorial, Landscaping and Snow Removal
Archipelago Strategies Group	DiscoverASG.com	Marketing, PR and Advertising
Colette Phillips Communications*	cpcglobal.com	Marketing, PR and Advertising
Proverb	proverbagency.com	Marketing, PR and Advertising
One Way Development, Inc	onewaydevelopment.com	Mechanical and Electrical Construction
El Mundo Newspaper	elmundoboston.com	Media
The Bay State Banner Publications	baystatebanner.com	Media and Printing
Comfort Care Resource Group	ccresourcegroup.com	Medical Transportation
Five Star Plating	fivestarplating.com	Metal Plating and Finish
Catalyst Ventures Dev.*	cvdboston.com	Real Estate and Business Consulting
United Housing Management*	unitedhousing.com	Real Estate Development and Management
CERO Cooperative	cero.coop	Recycling and Composting
Beantown Builders, Inc.	beantownbuilders.com	Residential and Commercial Remodeling
JINN	jinn.tech	Software Development
Soltrix Technology Solutions, Inc.	soltrixsolutions.com	Software Development
Stop and Compare Supermarkets	stopandcompare.net	Supermarket and Catering
The Tech Connection	thetechconnectioninc.com	Talent Recruitment Platform
DPV Transportation	dpvtransportation.com	Transportation
New England Audio Rental	newenglandaudiorental.com	Video and Audio Equipment

* Chamber member



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