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# Entrepreneurs Beyond Systems: From Vision to Action

Charting a path to equitable  
entrepreneurship  
for people impacted  
by the criminal legal system

SPRING - SUMMER 2025

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# Introduction: Mindset, Values, Vision

**Entrepreneurs Beyond Systems: From Vision to Action** charts the path of a Detroit-based coalition dreaming about equitable entrepreneurship for individuals impacted by mass incarceration and the criminal legal system. In 2025, this coalition convened men and women, Detroiters representing from the eastside, westside, and Southwest, and people deeply committed to the potential of social entrepreneurship to ground in collective values and reimagine what's possible for us all. In our group, many of us have family members who are currently incarcerated and nearly 40% have navigated incarceration before—ranging from sentences less than 2 years to 15 years or more<sup>1</sup>. Each person is grounded in the value of creating innovative, sustainable solutions to the deepest problems facing our communities today, prioritizing social impact alongside financial viability<sup>2</sup> in our business models, breaking the cycles that lead to trauma, injustice, and harm and addressing them at their roots.

<sup>1</sup> For coalition demographics, please see the [Appendix](#).

<sup>2</sup> For a fuller definition of social entrepreneurship, visit: [socialwork.wayne.edu/socialentrepreneurship#:~:text=Social%20entrepreneurs%20include%20enterprising%20and,and%20practices%20of%20social%20entrepreneurship](https://socialwork.wayne.edu/socialentrepreneurship#:~:text=Social%20entrepreneurs%20include%20enterprising%20and,and%20practices%20of%20social%20entrepreneurship)

**Woven throughout the collaboration** is the importance of a growth mindset, one that believes in centering lived experience and expertise to generate solutions that look ahead to a resourceful future for our communities. Alongside this, we are anchored in key principles around how we approach the work: we have deeply considered the pathways we want to see aspiring entrepreneurs move toward. In visioning, we grounded in core principles, including cooperative economics, healing and well-being, and creating jobs that have positive social impact on the communities they are located in. We know that our people have consistently built skills—but the systems surrounding mass incarceration are often designed to lock folks up and out, instead of creating opportunities to transfer skills to meaningful opportunities to resource ourselves, our families, and our communities.

This report serves as a resource and guide for all interested in transformative change. It includes compelling information around unique challenges and barriers, provides robust ideas for interventions that would be possible with more resources, and lands on two tangible pilot program ideas to begin testing in Wayne County, Michigan in 2025.

In particular:

### **What would it look like to focus on the entrepreneur and not on their business?**

We define entrepreneur as a person who *organizes and operates a business/businesses, taking on greater than normal financial risks in order to do so*. From our experts, two ideas resonated: a fellowship for entrepreneurs beyond systems and a peer-led trauma-informed mentorship program. Each would allow long-term sustainability for the individual, providing relationships, knowledge, and skill-building that transfers through different kinds of businesses and lasts over time.

## **How can you use this report?**

**Explore the report as a journey through our retreat.** This report is an artifact that distills several hours of rich conversation from a two day retreat into an easily accessible format for different audiences to use to further change.

Consider: **Where do you see yourself in this report?**

**Are you a directly impacted entrepreneur?** Use this report as a prompt to consider your own journey. You may want to compare and contrast what is available in your own community and also reach out to Detroit-based coalition members or start a network in your location.

**Are you approaching this as a service provider or from philanthropy?** We provide sections around barriers and challenges and then describe ideas for what could be possible with resources. Take ideas—big and small—and see where you could begin to act. We intentionally sought to share the wealth of expertise here and “open source” the ideas for others to run with.

# The Coalition and the Project: Who We Are and How We Build Together



**What could equitable entrepreneurship look like for people impacted by mass incarceration and the criminal legal system<sup>3</sup>? In Spring 2025, ProsperUs Detroit, a community-based organization focused on advancing economic equity through entrepreneurship, set out to convene leaders to design a pilot program that could test the answer.**

ProsperUs joined with Strategic Community Partners (SCP), NationOutside, SER Metro-Detroit, and Eastside Community Network (ECN) to focus on this question of “entrepreneurship beyond systems.” Together, we convened community leaders with expertise and lived experience to imagine new opportunities for entrepreneurship in Detroit and beyond starting in 2025.

In June 2025, we gathered 22 leaders for a two-day retreat at the Mama Akua Community House. In the retreat space, we dreamt and designed tangible pilot programs that build paths for entrepreneurship for individuals who have been impacted by the criminal legal system, especially through incarceration or justice system involvement. This report gathers our learnings and shares the spirit of what we propose as a path forward for our communities. We intend for it to be a resource for our retreat participants, coalition members, all directly impacted individuals, mission-aligned funders locally and nationally, and all others interested in using this work as a guide and resource for positive change.

<sup>3</sup> For more on the language we choose to use throughout the report, see [impact language glossary](#) | [mi-cemi](#)

“

**We are truly all we got/have... We must come together as a whole...”**

**This report is available due to the collective expertise, vision, and power of the following individuals:**

- |                             |                      |                          |                      |
|-----------------------------|----------------------|--------------------------|----------------------|
| Michelle Anderson           | Konrad Cowell        | Ocie Irons               | Richard “Rick” Speck |
| Tamir Bell                  | Scott Dane           | Namira Islam Anani, Esq. | Amiere Stevens       |
| Sean Damone “Siddiq” Benson | Joanna Dueweke-Perez | Yvonne Potts             | Tyree Allen Stinson  |
| Mohamed “Moe” Boukhatmi     | Angela Easley        | Malia Salaam             | Kenye Stone          |
| Dawud Ibn Clark             | William Johnson      | Marcus Sales             | Janae L. Wilson      |
|                             | Dr. Chanel Hampton   | Dr. Yusef Bunchy Shakur  |                      |

**EBS RETREAT PARTICIPANT, ON WHAT DREW THEM TO ATTEND**



**Our work to this point and going forward would not be possible without discussing the intentionality of our approach.** Under the leadership of Janae L. Wilson at ProsperUs and with the support of Namira Islam Anani at SCP, we have centered liberatory practices in building our coalition, holding retreat space, and developing our report. This includes using consent-based decision-making<sup>4</sup>, trauma-informed facilitation<sup>5</sup>, and centering the voices of those most impacted<sup>6</sup>.

From coalition-building to retreat design, our pilot development process included significant attention on the importance of building relationships, gathering input at every stage, building transferable skills throughout the process, and investing in well-being, equity, and healing. We will include three key examples here that demonstrate this approach.

First, it was important to build a strong foundation and coalition home to invite leaders into. ProsperUs identified key partners and created a diverse coalition with local organizations involved in direct service support, advocacy, policy-making, and community empowerment. SCP facilitated partner meetings for co-creation of retreat design, soliciting nominations from each organization for retreat participant invitations. Feedback from partners like NationOutside, SER Metro, and ECN directly impacted retreat logistics, content, and structure.

Second, before the retreat, we solicited input from the retreat participants. This included their reason for attending, preferences for well-being activities to include, and accommodation needs. We provided consistent, transparent communication to set all participants up for success.

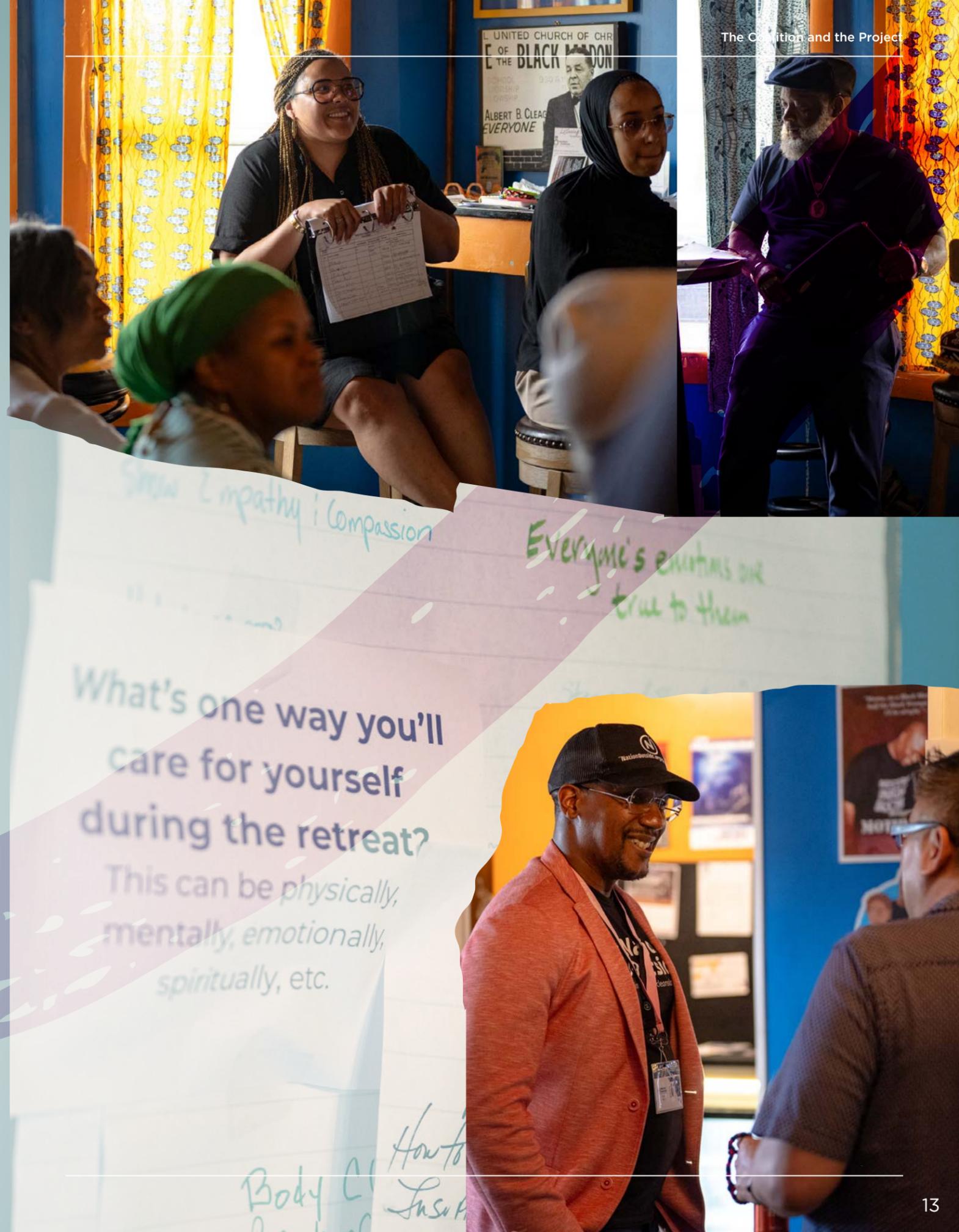
Lastly, ProsperUs provided compensation for directly impacted coalition partners and retreat partners for their time and expertise. We also ensured that the retreat space itself was grounded in community, inspiring, and nourishing for the soul, embedding well-being and healing individually and through group activities. This allowed for both body and mind to be present while visioning.

This report dives into what our retreat participants are dreaming of when the sky is the limit. We are grateful to the Michigan Justice Fund for allowing us to model just how much is possible for our communities with tangible material support.

<sup>4</sup> [talkspirit.com/blog/how-consent-based-decision-making-works](https://talkspirit.com/blog/how-consent-based-decision-making-works)

<sup>5</sup> [nonprofitlearninglab.org/post-1/understanding-trauma-informed-facilitation-community-conversations-as-nonprofit-leaders](https://nonprofitlearninglab.org/post-1/understanding-trauma-informed-facilitation-community-conversations-as-nonprofit-leaders)

<sup>6</sup> [csgjusticecenter.org/wp-content/uploads/2024/05/CSGJC-Stepping-Up-Centering-Lived-Expertise\\_V6\\_508.pdf](https://csgjusticecenter.org/wp-content/uploads/2024/05/CSGJC-Stepping-Up-Centering-Lived-Expertise_V6_508.pdf)





# Barriers and Challenges: What We're Trying to Address

**In order to generate solutions, we must name what we seek to address.** In the state of Michigan, over 2 million families are impacted by the criminal legal system.<sup>7</sup> Nationally, individuals who have been incarcerated face unemployment rates five times higher than the national average due to discrimination by employers, and they are half as likely to be able to join a company.<sup>8</sup>

As a result, individuals who have been **formerly incarcerated in the United States are 45% more likely to start businesses than individuals who are not.**<sup>9</sup> Those who become entrepreneurs often earn higher incomes and are less likely to experience recidivism than those who join a company.<sup>10</sup> However, while entrepreneurship is “increasingly seen as a creative solution” to these issues, **there are specific barriers and challenges to this path due to the same underlying systemic issues that lead to mass incarceration to begin with.**<sup>11</sup> In fact, when employers discriminate less against formerly incarcerated individuals, seeking entrepreneurship is significantly less popular than seeking a job, especially among Black individuals, because of the unique challenges that come with it while being impacted by the criminal legal system.<sup>12</sup>

<sup>7</sup> [www.nationoutside.org](http://www.nationoutside.org)

<sup>8</sup> [nmatestoentrepreneurs.org/about-us](http://nmatestoentrepreneurs.org/about-us)

<sup>9</sup> [www.sciencedirect.com/science/article/abs/pii/S2352673424000179](http://www.sciencedirect.com/science/article/abs/pii/S2352673424000179)

<sup>10</sup> [insight.kellogg.northwestern.edu/article/after-prison-opportunities-are-hard-to-come-by-enter-entrepreneurship](http://insight.kellogg.northwestern.edu/article/after-prison-opportunities-are-hard-to-come-by-enter-entrepreneurship)

<sup>11</sup> [www.sciencedirect.com/science/article/abs/pii/S2352673424000179](http://www.sciencedirect.com/science/article/abs/pii/S2352673424000179)

<sup>12</sup> [insight.kellogg.northwestern.edu/article/after-prison-opportunities-are-hard-to-come-by-enter-entrepreneurship](http://insight.kellogg.northwestern.edu/article/after-prison-opportunities-are-hard-to-come-by-enter-entrepreneurship)



Poor or non-existent credit scores is one example of something that uniquely impacts those who were formerly incarcerated. An online advice column features one such writer who was impacted by the criminal legal system. They begin:

**Dear Penny, I spent the last 30 years in prison. After I got out, I tried to get credit and nobody could even find me. I finally got Transunion to give me a score in writing of zero. I have lots of money in my bank account but no one will give me credit except for T-Mobile, which let me finance some phones. I was unable to even get a \$200 secured credit card.**<sup>13</sup>



<sup>13</sup> [www.thepennyhoarder.com/credit/credit-scores/credit-score-after-prison](http://www.thepennyhoarder.com/credit/credit-scores/credit-score-after-prison)

A retreat participant, T-Mac (Tamir Bell), gave another example that highlighted the ripple effects of mass incarceration on family, finances, and entrepreneurship. He was able to attach his name to a family member's credit cards as an authorized user in order to build a credit history. However, incarceration meant not having a formal work history, which meant not being able to produce W2s when requested.

As T-Mac explained, **“this meant that whenever someone would run a credit check, I would then keep getting denied,”** which resulted in additional hits to his, and sometimes his family member's, credit.

**At our June retreat, we asked leaders to surface the barriers and challenges they personally encountered when aspiring to entrepreneurship. Several themes emerged:**



**NOT HAVING MATERIAL, BASIC NEEDS MET<sup>14</sup>**  
that will prevent poverty



**FINANCING BURDENS**

**Lack of access** to patient capital<sup>15</sup> and non-existent credit, work history/W2s

**Lack of knowledge** around taxes, bookkeeping, retirement strategies



**SYSTEMIC BARRIERS AND SOCIAL STIGMA**

Racism and denial of information, resources

*Ex: the role of background checks and barriers to licensing for specific industries*



**RELATIONAL VULNERABILITY**

**Lack of familial support, mentorship, and people to build with**

**Deficits in relationship-building skills and interruption of relationships** due to incarceration can cause long-term social isolation

**Lack of trauma-informed mentors** who speak the language and understand the context



**MENTAL DEPLETION, WELLNESS/SELF-CARE, AND MENTALITY/MINDSET CHALLENGES**

**Not knowing your experience is valuable** and is the blueprint for an entrepreneur mindset

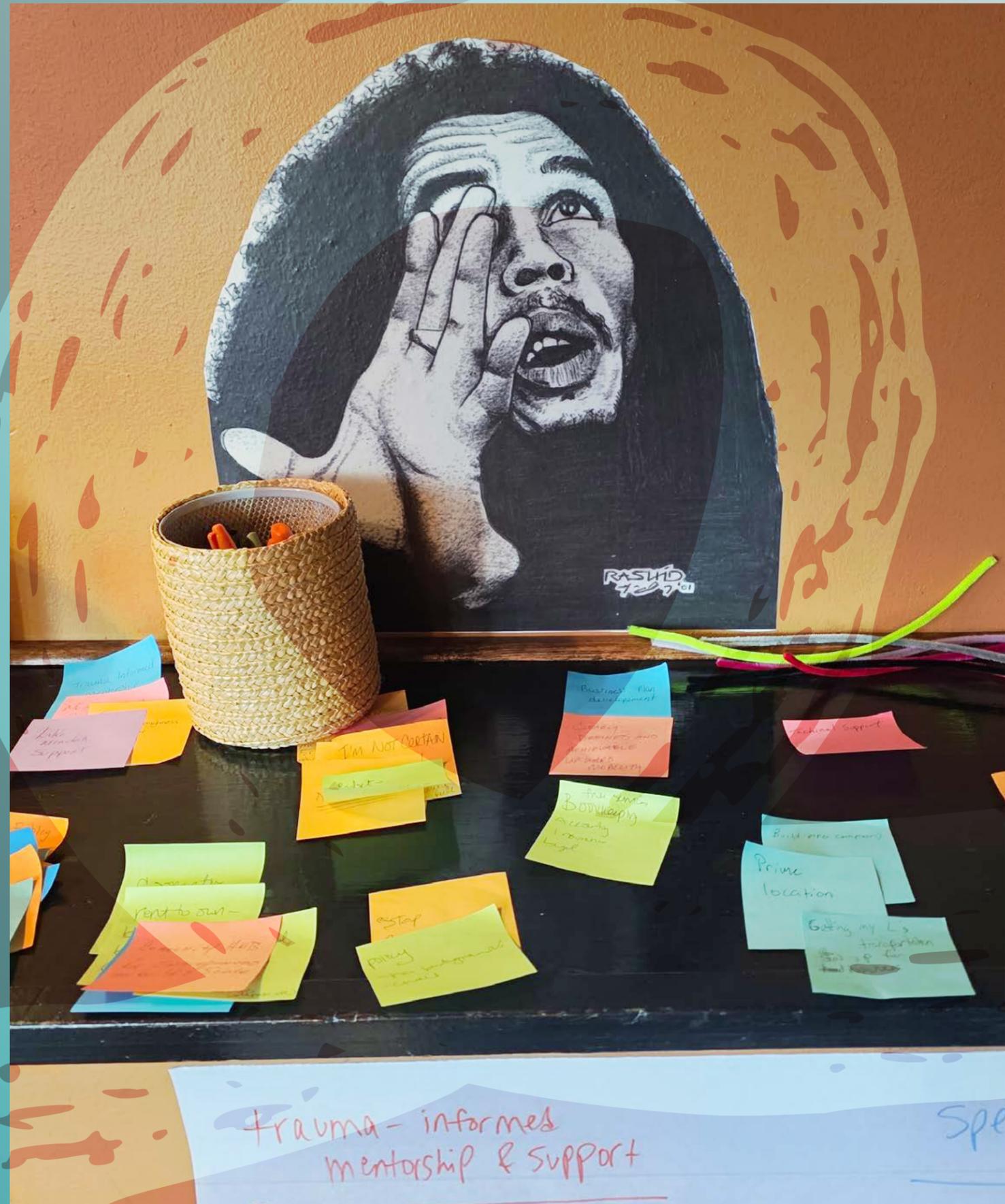
**Not being able to maintain mental “toughness” and resilience**

**Lack of space and resources** for healing and long-term well-being



<sup>14</sup> For a perspective on this as a community responsibility, review [The Blackfoot Wisdom that Inspired Maslow's Hierarchy - resilience](#)

<sup>15</sup> [www.bdc.ca/en/articles-tools/entrepreneur-toolkit/templates-business-guides/glossary/patient-capital#:~:text=Patient%20capital%20refers%20to%20long,medium%2Dsize%20private%20business%20raises](http://www.bdc.ca/en/articles-tools/entrepreneur-toolkit/templates-business-guides/glossary/patient-capital#:~:text=Patient%20capital%20refers%20to%20long,medium%2Dsize%20private%20business%20raises)



# The Sky is the Limit: With Resources, What Is Possible?

The scope of this pilot is just the beginning. With resources, truly transformative change is possible. Our leaders had several suggestions for interventions that community organizations, funders, government entities, and others interested in disrupting the status quo could invest in.

Given the barriers and challenges, we posed the question:

# If we had no limits, what could be possible for entrepreneurs beyond systems?

## Our leaders named the following as tangible areas for meaningful impact:



### RESOURCES FOR MATERIAL NEEDS

So that aspiring entrepreneurs can focus while launching or expanding a business:

Healthy food, safe housing, independent transportation, healthcare and mental health support, and childcare, especially for mothers

### ALTERNATE BUSINESS MODELS AND THE MEANS TO SET THEM UP

Rent-to-own, co-ops and cooperative models, and/or worker-owned businesses

### SUPPORT THAT LEADS TO SUSTAINABILITY IN BUSINESS OWNERSHIP AND GROWTH

Strategies for staffing and retention of good employees

Free “BAIL” services<sup>16</sup> (in a business context): Bookkeeping, Accounting, Insurance, and Legal

Access to business coaches, product manufacturing, mail and delivery, marketing and communications

A shared tool library, especially for technology to run a business, and access to training on using these resources

### ROBUST AND MEANINGFUL FINANCIAL SUPPORT MECHANISMS

Guaranteed basic income

Access to credit, credit repair, and the opportunity to build credit while incarcerated

Generous access to capital, including grants, loans, and startup funds, and investment strategies for “regular people”

Business education, financial literacy, tax advice, and property acquisition support

### SPECIALTY SERVICES AND SUPPORT

Trauma-informed mentorship

Access to healing and wellness

Community and family, which may include resources to navigate biases or support around rebuilding these relationships

And lastly, a related, overarching dream: rest.

<sup>16</sup> This acronym is via Scott Dane from NationOutside

**I've been motivated over the years by those who have found their voice and purpose after being released. And with that same spirit I found mine. Maybe, just maybe I can be that for others."**

- EBS RETREAT PARTICIPANT

One energizing central vision our group aligned around is that of an “entrepreneur empowerment hub” tailored to the specific needs of those who have been impacted by the criminal legal system. This idea brings together tenets of all of the areas above, centralizing them in one location. The hub would be staffed by trauma-informed peers who have access to information and resources. They would be trained to assist the individual in charting a customized path forward based on their specific needs.

**The retreat generated two specific models** that had slightly different entry points for this:

an entrepreneurship-forward hub  
+  
a re-entry campus that provides entrepreneurship services.

## Imagine an empowerment hub that closes the knowledge gap, builds community, and makes dollars and sense.

This is a place where you have a circle of influence that you can trust, one where you are no longer running the business like a hustle or dealing with self-doubt coupled with familial doubt. The Entrepreneur Hub is your one stop shop for entrepreneurs beyond systems. Our hub provides training and education, business services and coaching, and personal financial coaching. Navigators who staff the hub use person-first language and a non-traditional approach which is trauma-informed.

They have an assessment process for individuals who come to the hub, which places them on one of three tracks: the idea phase, operation needs trend-up, or operation is ready to scale. Once you're placed on the right track through the hub's matchup system (that includes identification of peers), you could see outcomes like a developed business plan, capital for startup/continuation, or the compilation of all relevant documents like W2s or 990s. Through this hub, you can get the resources you need for every stage of your business. Meet with potential investors and partners. Work with our accountants, business advisors, lawyers, and marketing professionals. We will support you with specialized support for e-businesses and brick/mortar and ensure you have the marketing and branding resources you need to succeed.

## Introducing: the re-entry campus, now providing specialized entrepreneurship resources.

This hub is a centralized space for organizations to provide resources for returning citizens and those who are formerly incarcerated, with dedicated staff members on site specifically focused on business ownership. Need support with resources for housing, healthcare, transportation, and childcare? You can find it here. What do you need to learn? We provide mentors and a peer guide to navigate on the job training, get your documents ready, and be one year out. At the hub, you can focus on best practices for computer/ phone usage as business tools; dive into financial literacy around credit, taxes, and bank accounts; get answers to all your questions about industry specialization; seek certifications, licensing, and insurance; generate business plans based on your work experience; and access capital through loans, grants, and crowdfunding. The hub provides the opportunity to explore ideas and set goals based on a skill assessment. Lastly, one key feature of the hub is its training program, which provides living wages through its stipend - being on campus should be the only job you need as you embark on a new future as an entrepreneur beyond systems.

The hub vision raises a defining question: what could be possible if existing career services centers, entrepreneurship programs, and other centralized support groups for new businesses were more culturally responsive? Naming the issues specific to aspiring entrepreneurs impacted by the criminal legal system surfaced how the typical resources lack context and aren't responsive to these needs.



# Pilot Ideas for Detroit: Where We Could Go This Year

**“As a formerly incarcerated entrepreneur, I look forward to creating pathways for success that did not exist upon my release...”**

- EBS RETREAT PARTICIPANT

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What would it look like to focus on the entrepreneur and not on their business? This was the question that ultimately narrowed down the bold visioning at the retreat into a model that could be piloted in Wayne County for testing in 2025 and beyond.

Two ideas resonated: an **impact-focused fellowship program** for entrepreneurs beyond systems and a **peer-led trauma-informed mentorship program**. Each would allow long-term sustainability for the individual, providing relationships, knowledge, and skill-building that would last between different kinds of businesses and over time.

## The Entrepreneurs Beyond Systems Fellowship

Imagine a program designed to prioritize connection among people, break down individualism to move to collectivism, and skill up entrepreneur skills around executive presence, sales, financial management and more.

A fellowship could give tracks for participants to focus on based on their skills and program goals, pairing them with coaching, providing peer to peer mentorship, and an ecosystem of resources that could outlast the immediate duration of the program. Fellows could receive a guaranteed basic income to relieve economic pressure while in the program, allowing them to dedicate time and energy, while also having a guided journey with wellness/healing that allows them to build their individual resiliency practices. This would allow them to strengthen their own leadership, while also creating connections within their cohort, which would strengthen local ecosystems of entrepreneurs who could explore cooperative economics and other methods to disrupt common challenges entrepreneurs face. As the fellowship grows, each cohort can contribute to fellowship-wide collective goals of achieving positive societal impact, by pooling alumni resources and coordinating efforts.

### \* This Year:

The immediate focus would be to align on fellowship curriculum, structure, design, and logistics. Some questions to answer would include fellowship length, number of fellows per cohort, role and balance of facilitators and any instructors, and curriculum arc with session content.

## Peer Mentorship

Know your why. Your motivation, mindset, and desire to solve a community problem all come through when embarking on a new venture.

But, for every single person in the retreat, peer mentorship was non-existent around starting a new business. So, what if you knew you weren't going to be in it alone? Imagine a mentorship matching process where each of the mentors available were trauma-informed peers who you could rely on to see you through your unique entrepreneurship journey. Each mentor is connected to their own system of partners and tapped into the network of resources in the community, whether that's a re-entry hub, transitional facility for material needs, place to receive collective funds or somewhere that can focus more on the legal and accounting parts of the business. Rather than one hub to provide every service, your mentor can be your partner in navigating existing resources, ensuring that they're focusing on your growth and support, whichever direction that may be. Since they've navigated similar dynamics themselves, they have expertise and wisdom unique to the context and can give back to make the road smoother for those coming up behind them.

### \* This Year:

An immediate focus area for this pilot would be to bring in experts to explore logistics and structure for mentorship and matching. NationOutside, for example, has a certification program for trauma-informed peer-led re-entry support that can ensure that each mentor has the right skillset to work with directly impacted individuals. Reviewing existing models for certification programs, mentorship networks, and matching processes can give ideas for what's possible logistically for our intended community. Some initial questions to consider: *How would someone sign up to become a mentee? How long does a mentor work with a mentee? How often do they meet? Is there any support or structure for pairs to meet with other peers throughout the process?*



# Resources: What is Already Out There

**We continue to approach this work from an assets-based perspective.**<sup>17</sup> The EBS retreat surfaced the importance of gathering to vision and reflect as a coalition, allowing us to recognize the important resources within our communities and brainstorm on how we can better utilize what is available.

Our coalition partners offer the following:

**ProsperUs:** ProsperUs partners with entrepreneurs and trusted community connectors to support business launch, growth, or ongoing sustainability.

**Strategic Community Partners:** SCP is a Detroit-headquartered national firm that works with organizations by advising, designing, and managing projects and initiatives that advance equity with and for communities.

**NationOutside:** NationOutside is a movement providing trauma-informed peer-led re-entry services.

**SER Metro-Detroit:** Through education, job training, and job placement programs, SER provides Detroit residents with the skills, resources and opportunities they need to achieve self-sufficiency.

**Eastside Community Network:** ECN develops people, plans, and places for sustainable neighborhood growth.

**Mama Akua Community House:** MACH is a multipurpose space rooted in serving community members by being a resource to the residents of the neighborhood and the larger Detroit community.

**Michigan Justice Fund:** MJF is an investment in the development of a roadmap to chart out a collaborative philanthropic strategy to create a thriving enabling environment in Michigan necessary to advance justice reform initiatives.

In addition, participants lifted additional local and national initiatives and organizations that they had benefitted from or felt provided important models for those interested in this work to consider. Several organizations partially address visions lifted under our “Sky is the Limit” section.

These included:

**Dream of Detroit** (Detroit), for Project Homecoming transitional home within a neighborhood revitalization effort.

**Detroit Means Business Digital Access Hub** (Detroit), to bring small business into the age of technology.

SERCO’s **Detroit At Work Career Centers** (Detroit) at Northwest Activities Center and Southwest Detroit Career Center, providing career services and case management in a hub.

**IMAN Central** (Chicago and Atlanta), for the Green ReEntry program.

**Down North Pizza** (Philadelphia), which hires individuals impacted by the criminal legal system and provides training along with housing on site.

**I Have a Bean** (Chicago), which hires “post-prison people” with every order.

**Rebound Institute** (California), addressing the interconnected need for housing, employment, legal support, life-skills training and education by providing a one-stop setting to foster a seamless transition to pursue a safe living space, education and employment opportunities upon release from incarceration.

**Coaching for Healing, Justice, and Liberation** (Los Angeles), for coaching and non-violence in prisons.

<sup>17</sup> www.memphis.edu/ess/module4/page3.php

# Acknowledgements

With deep appreciation to our coalition partners and their staff, who made this work possible:

[ProsperUs](#)

[Strategic Community Partners](#)

[NationOutside](#)

[SER Metro-Detroit](#)

[Eastside Community Network](#)

Our gratitude to our retreat host and well-being practitioners, who kept us grounded, inspired, and expansive with breathwork, bodywork, and art.

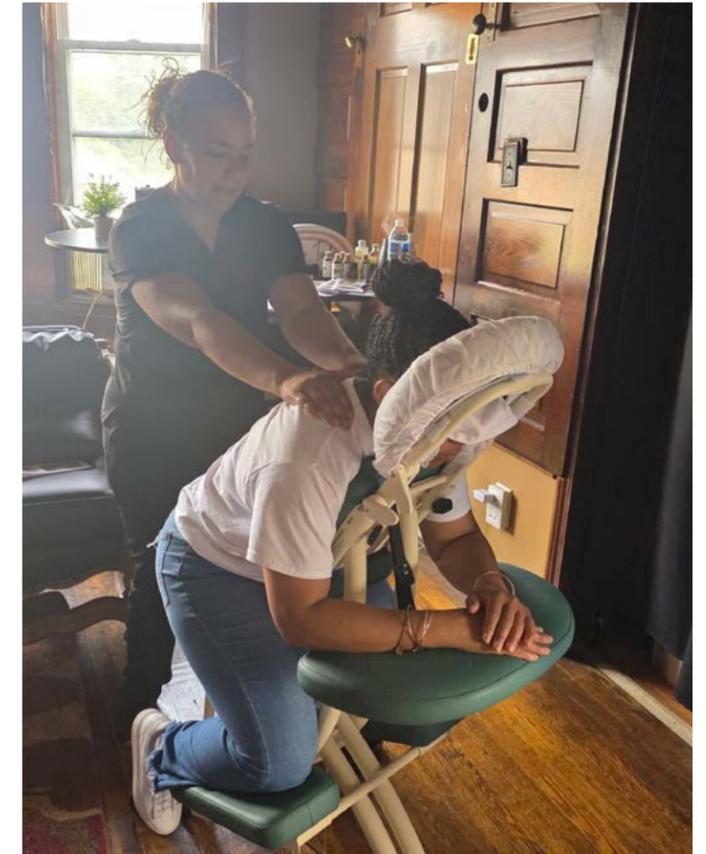
[Mama Akua Community House](#)

[Rhiannon Chester-Bey, Undercurrent Healing Arts](#)

[Geo Edwards, Grain & Pestle LLC](#)

[James Innis III, Innis Mobile Massage](#)

[Michelle Owens, CLMT; TriModos Intuitive Touch](#)



# Appendix A: Demographics

While data gathering was not a main objective of our retreat, we did notice some trends.



# Appendix B:

## Full List: Sky is the Limit

Each of the concepts listed in the visioning session could lead to tangible programs and directions for organizations, funders, policymakers, and advocates to follow. Here is the full list of all ideas from the retreat.

Our leaders named the following as tangible areas for meaningful impact:

**Resources that cover the following material needs. This allows stability for aspiring entrepreneurs to be able to focus while launching or expanding a business:**

- Food, including community food sources or food trucks
- Housing - homes, housing network, non-studio apartments
- Transportation and/or support with getting a driver's license
- Healthcare
- Mental health support, including starting/facilitating an entrepreneur and mental health program for those who are incarcerated before they are released
- Childcare, especially for women entrepreneurs who are parents

**Robust and meaningful financial support mechanisms, including:**

- Universal basic income or guaranteed basic income
- Access to credit, like lines of credit, credit cards, or tying a trust account to a secure credit card
- Credit repair, or the opportunity to build credit while incarcerated
- Loans, forgivable loans, and unlimited/generous access to capital
- Business development, grants, startup funds
- Property acquisition support to get a prime location for a business
- Business education centers that provided financial literacy programs, financial coaching, and/or free accounting services for the business
- An investment group for "regular people"

**Alternate business models and the means to set them up, including:**

- Rent-to-own, co-ops and cooperative models, and/or worker-owned businesses
- Policy support - examples and implementation, especially around tips and tricks that entrepreneurs from other demographics (especially historically advantaged populations) have access to, including tax advice and long-term investment strategies
- Free services: BAIL, bookkeeping, accounting, insurance, and legal assistance around contracts and business structures

**Support that leads to sustainability in business ownership and growth**

- Staffing - placement, training, and growth; baked-in employees
- Business coaches who can support with understanding finances, budgeting, and setting up business plans
- A shared tool library that includes technology like computers, point-of-sale systems, event supplies, printers, marketing
- Access to a manufacturing company/source
- Mail and delivery support/funds

**Specialty services and support, including:**

- Short-term training on using resources that are available, especially technology
- Technical support resources
- Trauma-informed mentorship and support
- Healing and wellness, including a 24 hour support system
- Community, including trusted sources, a network that is peer-led and trauma-informed, and family support, which may include resources to navigate biases or support around rebuilding these relationships

**And lastly, a related, overarching dream: rest.**

# Appendix C: Photo Gallery



