



CAAL

Coalition of Asian
American Leaders

Economic Development and BIPOC Businesses: The Impact on BIPOC Women

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Our Mission

Today, we are a social justice network of leaders with a mission to **harness our collective power to improve the lives of community** by connecting, learning, and acting together.



Our Vision

We envision a **just and joyful future** where all Minnesotans, regardless of background, have the **power to shape decisions** that affect us and live with dignity in thriving and caring communities.



Demographics of Asian Minnesotans



- 5.2% or 6.3% of total state population (est. 300,000 - 360,000)
- Top 3 largest Asian communities:
 - Hmong American
 - Asian Indian American
 - Chinese American
- Top 3 Metropolitan Cities:
Saint Paul, Minneapolis, Brooklyn Park
- Top 3 Greater Minnesota Cities:
Winona, St. Cloud, Duluth

BIPOC Women: Income and Wealth

- Minnesota remains a national leader in women's workforce participation, at 66% behind only Washington DC.
- However, women - specifically BIPOC women persistent in wage and wealth inequalities.
- While women on average make 81 cents in wealth for every dollar white males earn, Latina women make 57 cents for every dollar and Black women make 62 cents for every dollar.
- Nationally, Asian women make 92 cents for every dollar white males earn. However, when the data is disaggregated, some Asian women earn less than other BIPOC women.

Asian Women: Income and Wealth



Nationally, Asian women make 92 cents for every dollar white males earn*. However, when the data is disaggregated, some Asian women earn less than other BIPOC women. (Center for American Progress)

Ethnicity	Wage Gap
Asian Indian	\$1.21
Chinese	\$1.03
Hmong, Cambodian, Lao	\$0.60
Burmese	\$0.52

Comparing Wage and Annual Earnings



Ethnicity	Wage Gap
Asian Indian	\$1.21
Chinese	\$1.03
Hmong, Cambodian, Lao	\$0.60
Burmese	\$0.52

Ethnicity	Annual Earnings
Asian Indian	\$70,000
Chinese	\$60,000
Hmong, Cambodian, Lao	\$35,000
Burmese	\$30,000

Male and Female-Owned Firms, Employees, and Annual Gross Revenue by Owner Characteristics

	Percent of all firms	Percent with >5 full-time employees*	Percent with >\$10,000 in annual gross revenue
Male-Owned Firms	66%	8%	53%
Female-Owned Firms	34%	6%	44%
White women	28%	6%	47%
Women of color	6%	7%	31%
Immigrant women	3%	8%	35%
Women with disabilities	1%	6%	32%

CWGPP analysis of Minnesota Business Snapshot Data (Office of the Secretary of State), June 2023. Specific categories of women are subgroups of female-owned firms. Immigrant women and women of color categories overlap. Women with disabilities overlap with other categories of women. *Only for those who answered the survey question.

BIPOC Women: Central to Fostering Economic Growth

BIPOC Women are central to fostering economic growth within BIPOC communities overall - but intentional investment is needed to overcome current barriers.

Challenges:

- Language barriers
- Lack of relationships with banking institutions
- Lack of familiarity with local, state, and federal programs to support entrepreneurs
- Cultural bias

Asian American women:

Impact of economic recession and anti-Asian hate

Government data reveal that AAPI women experienced the **highest rates of long-term unemployment of any racial/ethnic groups in the U.S. in 2020.** ([Source: NAPAWF](#))

Racist incidents targeting AAPIs increased by 150 percent between 2019 and 2020; nearly 78 percent of AAPI women have been affected by anti-AAPI racism in the last two years.

BIPOC Women:
\$1 million in loss income
over lifetime due to pay gap

Stronger Together Grants



- CAAL supports micro-businesses owned and operated by Asian American women
- Operate in different sectors: Agriculture, Food Services, Beauty, Health, etc.

AAPI women are one of the fastest-growing demographics of entrepreneurs.

Thank You for Your Service!



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