

Committee Members: MPT James Mitchell (Chair), Dante Anderson, J.D. Mazuera Arias, LaWana Mayfield, Victoria Watlington.

Meeting Summary: May 4, 2026

What follows is a high-level summary. Verbatim comments, specific questions and answers may be found by viewing the [City's YouTube page](#). All meeting materials are available on the [Charlotte Legistar Site](#).

1. Mobility Impact Report + Gap Analysis

Presenters: Deputy City Manager Monica Allen

Director Shahid Rana

Special Assistant to City Manager Danielle Frazier

Special Assistant to City Manager Edward McKinney

Director Cheryl Wright

The Mobility+ Small Business and Workforce Impact Report bring together several studies and internal analyses including the 2025 Workforce Development Strategic Plan and Small Business Ecosystem Assessment to identify opportunities and challenges facing Charlotte's local business and workforce communities as the City plans for significant mobility infrastructure investment. The report's purpose is to guide a coordinated strategy across public, private, and nonprofit partners so that investment expands economic mobility and local participation, not just infrastructure.

Key findings reveal that current local business capacity supports only 50% of peak road construction demand, and that the estimated need for rail transit construction is up to 2 to 4 times local capacity. A review of existing City vendors identified 20+ potentially underrepresented business areas. On the workforce side, peak demand will increase by 20–90%, more than 25% of the infrastructure workforce is projected to reach retirement age within the next 10 years, and nationally, 90% of infrastructure firms report hiring challenges related to credentials, technical skills, and access to training pipelines.

In response, the City has launched the Small Business Readiness Initiative branded as "Skilled to Build" with three core goals: equipping small businesses with the skills and certifications needed to pursue City contracts, fostering equitable economic development by connecting businesses to workforce pipelines and contracting networks, and strengthening Charlotte's local economy so that public investments reflect the city's diverse business community. The City is currently hiring a program manager to support the initiative and finalizing vendor selection for curriculum design. Targeted business training has already begun through Strategic Investment Area (SIA) sessions, and the Arrowood Station Solar Street Lighting Pilot Project trained in July 2025 and completed with a ribbon cutting in March 2026 serves as a model for moving small businesses from training to delivery.

The path ahead includes scaling up the SIA approach, strengthening external partnerships with public, private, and education stakeholders, launching Skilled to Build for broader awareness, expanding Talent Development training, increasing business engagement and outreach through CBI, and streamlining procurement processes for broader contracting opportunities.

ACTION: Informational

2. **Upcoming Council Action – Eastland Yards**

Presenter: Assistant Director Todd DeLong

Staff outlined three items planned for City Council action during the May 26 City Council meeting. All items were previously discussed with the Committee and/or City Council during recurring updates on the progress of the Eastland Yards redevelopment.

The first item is a Ground Lease with Charlotte Soccer Academy covering approximately 17.72 acres of the eastern portion of the Eastland property. The lease terms include a 50-year ground lease with an option for a 25-year renewal at an annual lease rate of \$1.

The second item is a Ground Lease with Sports Global, LLC a partnership between Edge Sports Global and Bolton, Ivory, Cantey, LLC covering approximately 8.14 acres of the eastern portion of the Eastland property. The lease terms also include a 50-year ground lease with an option for a 25-year renewal at an annual lease rate of \$1.

The third item is a First Amendment to the Master Development Agreement with the City's development partner. The proposed amendment includes three adjustments: the purchase price provision is extended so that remaining non-single family parcels under contract prior to August 31, 2027 (previously August 31, 2025) shall be conveyed at the initial purchase price; the transaction process is updated to allow the developer to close on more than two acres at any closing with any excess land area credited against the aggregated land area requirement; and the transaction schedule is extended from 60 months to 84 months from the initial acquisition, moving the final acquisition deadline from December 20, 2028 to December 20, 2030.

ACTION: Informational

3. **CBIAC Update**

Presenters: Deputy City Manager Monica Allen

Guests: Zahn Patin, President of the Charlotte Business Inclusion Advisory Committee (CBIAC)

The Charlotte Business Inclusion Advisory Committee (CBIAC) presented its 2025 Annual Report to the Economic Development & Workforce Committee. The CBIAC's mission is to review small business utilization in City contracts, advise City Council on diversity and inclusion in procurement, provide a forum for Charlotte Business Inclusion (CBI) stakeholders, and advise on business community conditions affecting City relations. The committee is chaired by Zahn Patin and includes representatives from organizations such as the Charlotte Black Chamber, NAWBO, the Carolinas Asian American Chamber, the Latin American Chamber, and Aspire Community Capital, among others.

In 2025, the committee established three subcommittees — Impact & Accountability, Outreach & Engagement, and Workforce Development — which became fully operational in Q2 with defined objectives, a document library, and scheduled working meetings. Q3 brought a leadership transition as Zahn Patin assumed the role of Chair, and Q4 focused on onboarding with the appointment of Candice Gaddy as Vice Chair, adoption of a new member onboarding process, and development of the 2026 Engagement Plan.

The committee's 2025 key recommendations centered on four areas. On Budget & Outreach, CBIAC is recommending an annual CBI budget of approximately \$1.3 million, allocated across Digital Outreach Strategy (35%), Technical Assistance Program Management (40%), CBI Outreach & Engagement (23%), and a joint CBI/CBIAC retreat, along with reinstatement of technical assistance programs. On Program & Cstandards and the committee recommends streamlining the HUB to SBE certification transfer process, reforming SBE

certification standards, and aligning with the full SBA size standard. On Operations & Access, CBIAC recommends maintaining the current CBI office location and preserving in-person accessibility and convenient parking. On Committee Structure, the committee is requesting a formal, documented process for filling vacant seats, the ability to publicly advertise open seats, at-large seat flexibility, and a defined activation timeline to ensure no seat remains vacant.

The committee closed with two specific asks of City Council: approval of the \$1.3 million CBI budget to sustain and expand high-impact programming, and adoption of a formal vacancy-filling process to maximize at-large seat representation.

ACTION: Informational

4. Small Business Month/Upcoming Events

***Presenters: Director Shahid Rana
Senior Operations Manager Christi Floyd***

The presentation highlighted May as Charlotte Small Business Month, featuring a full calendar of events in partnership with Charlotte Economic Development and Corridors of Opportunity. Key events taking place throughout the month include the Small Business Month Kickoff on May 4, Crowns of Enterprise Awards on May 7, Seed the South Capital Summit on May 18-19, Mayor's International Community Awards (MICA) on May 20, and the gBETA Charlotte Health Showcase on May 28. More information is available at sbmcharlotte.com.

The presentation also highlighted key economic development events taking place in May as part of Charlotte Has A Lot. Events included:

- Boys & Girls Clubs of America National Conference; *April 27 – May 1*
- Truist Championship; *May 6-10*
- CLEO 2026 Annual Conference; *May 17-21*
- ACC Baseball Championship; *May 19-24*
- SimRacing Expo USA; *May 22-26*
- Charlotte Crown vs. Jacksonville Waves (Opening Night); *May 21*
- U.S. Men's Soccer vs. Senegal; *May 31*

ACTION: Informational

Next Meeting:

The next Economic Development & Workforce Committee meeting is scheduled to take place at 11:00 a.m. on June 1, 2026, in Room CH-14.