



Black Business & Professional Network Inc, 1 Germain Street, Suite 300, Saint John, NB | 506-800-4309 | president@bbpn.ca | www.bbpn.ca

BBPN Anti-Racism, Inclusion, and Equity Policies and Practices

BBPN Inc. is dedicated to fostering a culture that actively supports anti-racism, inclusion, and equity. We are committed to ensuring that everyone within our organization and our community members and partners is treated with dignity, respect, and fairness. Our policies and practices are designed to eliminate participation barriers and address systemic inequities.

Anti-Racism Policy

BBPN takes a strong stance against racism in all its forms, whether systemic, institutional, or individual. Our commitment to anti-racism is reflected in the following practices:

- **Zero Tolerance for Racism:** We do not tolerate any form of racism, discrimination, or hate speech. All incidents reported within BBPN will be thoroughly investigated and addressed appropriately, with consequences for those found responsible.
- **Education and Awareness:** Staff, members, and volunteers receive ongoing training and resources on anti-racism. These include workshops, webinars, and educational materials on the history, impact, and methods of combating racism.
- **Supporting Anti-Racism Efforts:** BBPN collaborates with community organizations and partners to support initiatives that advocate for anti-racism, including public policy reform, awareness campaigns, and community-based programs.

Inclusion Policy

BBPN is committed to fostering an inclusive environment where everyone is valued and respected regardless of their background. We achieve this through:

- **Inclusive Language and Practices:** We ensure all communications, events, and programs use inclusive language and are accessible to individuals of diverse backgrounds, including race, gender, age, disability, religion, and sexual orientation.

- **Accessibility:** We strive to ensure that physical spaces, digital platforms, and programs are accessible to everyone, including individuals with disabilities. We also accommodate requests for accessibility support whenever possible.
- **Engaging Underrepresented Groups:** BBPN actively engages with and supports underrepresented groups, focusing on Black entrepreneurs, youth, and professionals. Programs are designed to address their specific challenges and to amplify their voices.

Equity Policy

We recognize the existence of historical and systemic inequities and are committed to promoting equity within our organization and community by:

- **Equitable Employment Practices:** All employment decisions, including hiring, promotions, and compensation, are made equitably and aim to increase diversity. We are committed to equal pay for equal work and are working to close wage gaps.
- **Equity-Focused Program Design:** BBPN's programs and services are created with an equity lens, ensuring they address the diverse needs of our community. We continuously seek input from stakeholders to improve accessibility and inclusivity.
- **Advocating for Systemic Change:** We participate in policy advocacy at local, provincial, and national levels, proposing changes that promote equity, especially in areas affecting Black entrepreneurs, youth, and professionals.

Anti-Discrimination Practices

BBPN strictly prohibits discrimination based on race, ethnicity, gender, age, disability, religion, sexual orientation, or other protected characteristics. We ensure a discrimination-free environment through the following:

- **Complaint and Reporting Mechanism:** A confidential process is in place for reporting discrimination or harassment. All reports are taken seriously and investigated thoroughly to ensure a fair resolution.
- **Restorative Justice Practices:** When appropriate, BBPN uses restorative justice approaches to address instances of discrimination. This may involve mediation, dialogue, and other means focused on healing and accountability.

- **Regular Policy Review:** Our anti-discrimination policies are reviewed and updated regularly to reflect current legal standards and best practices in diversity, equity, and inclusion (DEI).

Commitment to Continuous Improvement

BBPN understands that promoting anti-racism, inclusion, and equity is ongoing. We are dedicated to continuous improvement by:

- **Regular Training and Development:** We continuously train staff and volunteers on topics such as unconscious bias, cultural competence, and anti-oppression to keep them informed of the latest best practices.
- **Community Feedback and Involvement:** We actively seek feedback from our members, partners, and the public to enhance our policies and practices. Input is used to shape our strategies and better serve our community.
- **Transparency and Accountability:** BBPN is committed to transparency about our DEI progress, including sharing demographic data, program outcomes, and policy updates. This fosters trust and accountability within our organization and the broader community.

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Partnerships and Collaboration

Through joint efforts, BBPN collaborates with other organizations to promote anti-racism, inclusion, and equity. Our partnerships aim to:

- **Strengthen Community Efforts:** By collaborating with like-minded organizations, we can pool resources and knowledge to address anti-racism more effectively.
- **Promote Economic Equity:** We support initiatives to close economic disparities and ensure equal opportunities for Black entrepreneurs, professionals, and youth.
- **Raise Awareness and Mobilize Action:** We participate in campaigns, events, and initiatives that aim to increase public awareness of issues related to racism, equity, and inclusion.

Resource Sharing and Community Support

BBPN is committed to providing resources to support anti-racism, inclusion, and equity efforts, even if we do not yet have an extensive dedicated resource center. Our approach includes:

- **Connecting with Community Resources:** We continuously seek resources available through community organizations and partner networks, providing referrals and connections to these valuable services.
- **Consultation and Collaboration:** We consult with and collaborate on creating equitable solutions through partnerships. Our collaborations ensure that resources and support reach those in need, offering fair access to information and assistance.
- **Commitment to Building Future Resources:** We are actively working towards developing a comprehensive web-based resource center, which will include educational materials, listings of support services, and information on anti-racism and equity initiatives. Until then, we provide links to partner resources and ongoing guidance.

These policies reflect our ongoing dedication to promoting a culture of anti-racism, inclusion, and equity. Our commitment is more than just a set of guidelines; it is a fundamental part of who we are. We are dedicated to creating lasting, meaningful change and invite all members, partners, and stakeholders to join us in this journey.

Get Involved and in touch with us

For more information or to get involved, please visit our website, www.bbpn.ca or contact us directly at communications@bbpn.ca.

Together, we can create a more just and equitable society.

Signed

BBPN Inc, NB