

## 2022

The Berkshire Black Economic Council recommends the following antiracist, economic justice, and *Diversity Equity Inclusion and Anti-Racist* guidance to increase Black supplier diversity and inform best & worst practices for working with Black entrepreneurs, businesses, organizations, and DEIA practitioners in 2022.

### **Best Practices**

- Ideas and input from Black DEIA professionals are reflected from inception and sustained throughout the project/program design and implementation
- Project/program are aligned with the mission of the participating organizations and the Black population served
- Project/program will result in benefits for the Black constituents or Black stakeholders
- The Black entrepreneur(s) or Black DEI practitioner(s) will be offered a leadership role in administering the project/program budget, unless they wish to participate in an advisory role
- Engaging and working with and through Black companies, entrepreneurs, and residents who were raised or are raising their families in the Berkshires
- Bi Annual Training (Bias, Cultural Competency, Anti-Racism, DEIA)
- Compensate DEIA Professionals whenever they are engaged. (eg. ....or working within the Berkshire Black community
- Negotiation for equity and inclusion before entering contracts or agreements with Black enterprises
- Black led organizations ought to manage funding when working with or alongside Black organizations; especially in the name of DEIA funding.
- Non-BIPOC applicants applying to DEIA funding; be it antiracism, economic justice, or otherwise, should apply as a secondary applicant, instead of the leading applicant.
- Encouraging your organization to practice by the 2022 Best Practices
- Informing staff, colleagues, friends, and community of the mentioned BBEC's 2022 best practices

## **Unethical Practices:**

- Back channeling, the likeability of a Black entrepreneur, business, practitioner, or consultant for funding, grant application(s), or any business related opportunity without the consent of the individual or the organization
- Applying for funding or developing a grant, as the lead applicant, centered around DEIA when less than half of your organization's mission and strategic initiatives are focused on DEIA; and the staff, governing board and personnel do not reflect the racial and ethnic diversity inherent in the Black community and BIPOC communities.
- Tokenizing Black individual(s) or entrepreneur(s) in order to reduce criticism and achieve a project/program by giving the appearance of serving the Black community by performatively hiring a Black individual and discrediting the value of their lived experiences
- Engaging Black individuals to lead or play a major role in furthering an organization's DEIA efforts when they are not qualified DEIA professionals.
- Hosting a project/program related to Black Diversity, Equity, and Inclusion without the presence of the Black population present and/or without Black practitioner(s) assisting the project's or program's design and/or implementation.

**In short, “nothin about us, without us” and “the deeper the understanding of Berkshire Black lived experiences the better”**

## **Guiding Principles**

### **On Antiracism:**

Antiracism is the active practice of identifying and opposing racism, in other words, defying “business as usual.”

### **On Economic Justice:**

People often ask us, what can be done about racism? One simple way is to support Black owned entrepreneurs, businesses, and nonprofits. Keep them in mind, and deliberately purchase and partner with us for their growth and prosperity. This is economic justice!

### **On *Diversity Equity and Inclusion*:**

Segregation was not just about segregating schools, water fountains, and public transportation. Segregation was the formal separation from the U.S. economy. Segregation is the classification discriminatory policies and practices imposed biases onto the Black economy.

DEI is the integration of “self determined” best practices from the Berkshire Black workforce, led and communicated, by the Berkshire Black DEI practitioners, who have demonstrated their commitment to community, and “place.” Let’s do DEI the right way, for a new community impact that will attract more Black families to the Berkshires!

One more thing. We don’t want a seat at the “executive” roundtable, **we want seats** at **all** of The Berkshire’s executive roundtables.

**Diversity Equity Inclusion and Antiracism**

The BBEC has compiled this list of local Black DEI practitioners who are prepared to support and enhance the strategic planning of community organizations who have demonstrate their commitment to place, learning and re-learning, and Diversity Equity and Inclusion, by registering their certifications and connection to community with us:

### **Practitioners List**

Shirley Edgerton

Akilah Edgerton

Gwendolyn Hampton-Vasant

Dr. Alana Harte

Dr. Eden-Reneé Hayes

Antony Haynes

Dr. Leticia S. E. Haynes

Dr. Frances Jones Sneed

A.J. Enchill

Dr. Emily Williams

Dr. Gina Coleman

Rachel Hailey

Michael Obasohan

Andre Lynch