



## Racial Equity Statement DRAFT

### OVERVIEW

This statement articulates how BfWA uses a racial equity lens to support our members and the entrepreneurs they serve, our policy and lending focus and how we foster greater diversity, equity, and inclusion within BfWA as an organization. We intend for this document and its language to be a template or guide for members to use in their own statements and work around addressing racial inequities in entrepreneurship.

The Glover Disruptive LLC and Megan Johnson began with revising BfWA's Mission, Vision, and Values to better represent a racial equity lens in our work. Existing documents and feedback from the Alliance members was also used to develop the statement.

### WHAT WE KNOW

As a leader in connecting Black, Indigenous, People of Color (BIPOC) entrepreneurs in low income neighborhoods to the opportunities they are systematically excluded from, Build from Within Alliance (BFWA) has a responsibility to advocate for all people of color. Historically, we have worked through different neighborhoods to increase economic development using our four pillar model, and that has helped us serve communities well to date. As the political, economic, and social landscape has changed, the only way we can continue to meet the needs of those we serve is to rapidly change with the times.

### WHAT WE'VE ALREADY DONE

As an organization focusing on helping low income entrepreneurs create scalable businesses and business solutions that revitalize their communities, BFWA's model has repaired the damage of systemic racism on local economies and replace disinvestment with opportunity. Residents, especially long-term residents, are seen as the engine for the financial growth within their communities.

### OUR VISION FOR THE FUTURE

The current economic ecosystem is broken. We cannot achieve a place of fair and equitable entrepreneurial opportunity without acknowledging who has been at a disadvantage. We will continue to work with communities who have been victimized for decades, if not centuries, to right historical wrongs. Our members are invested in supporting entrepreneurs of color because we believe that together we will change the neighborhoods, by providing economic stability, and we will become the model community for ways to empower global change.

Overtime, through a series of strategies, we will make meaningful policy and procedural changes to double-down on our commitment to diversity, equity, access, and inclusion efforts. Our work will continue to force change at a micro, macro, and systems-level. We're committed to economic equity for all and providing resources for those who need it most.