

CoP Policy Statement on Diversity and Inclusion

Policy Number : 1

Approval date : August 28, 2020

Purpose

This statement outlines the position of The CoP as it relates to Diversity and Inclusion.

Statement

The Community of Practice for Caribbean Immigrant Entrepreneurs (The CoP), by its nature and operations is built on and embraces diversity and inclusion. We strive to build an organization that diverse in skills, ability, culture, ethnicity, interests, and background. We seek volunteers, partners and member entrepreneurs who bring diverse academic, cultural, personal, professional and industry experiences, scale of operations, financial capabilities, approaches, methods and ambitions and who strive to enhance The CoP Hub (a.k.a High Impact Entrepreneurs' Ring), other work and meeting spaces as well as the BIDEM Conference and Trade Show and The CoP in general.

Innovation is at the heart of business success, it is key to growing big business with that ethnic flavour as well as for maintaining businesses that seek to remain small but relevant, contributing and financially viable, that requires diversity among our membership, business and service delivery partners.

We therefore embrace and welcome members of all ethnicities, abilities we are currently equipped to support or can develop capacity to effectively support, the weak but ambitious, the big and wealthy, entrepreneurs with Caribbean and Canadian roots as well as their peers in all Caribbean diasporic markets and ethnic groups (both visible minority and majority groups) who support the vision of The CoP and want to do business with its members.

We have built and continue to build an organization that is based on equity, on equal opportunity to contribute and benefit from the success and programme opportunities of The CoP and the BIDEM Conference and Trade Show. We commit to recruiting volunteers, staff (in the future), members, affiliate members and partners whose skills and abilities contribute the most to the success of Community of Practice, its events and members; and those who reflects the values of its founders, members and the societies for which it seeks to create positive impacts in the area of inclusive entrepreneurship and more than that businesses that embrace purpose and profit for driving the attainment of the global goals in host and home countries both and elsewhere in the world.

The CoP is built on inclusiveness— from membership make up to ensuring access to its solutions. We recognize challenges faced by immigrant entrepreneurs, diasporans and other groups including indigenous groups, language challenged, and mainstream visible majorities who face some of the challenges faced by the core targeted membership and beneficiaries of The CoP, as such we have extended the membership to include and or partner with those groups.

We are built on inquiry, dissent, results, diversity, inclusion, trust, collaboration, sharing, paying it forward to name of few of the values that we hold close. We also believe in using the talent at the table within the capacity and capability of each member until they attain their desired full contributing status. We also accept the level to which they can commit as member if it does not meet the full contributing member but we will not facilitate persistent lurkers who are not on a path of development or willing to share or participate.

We will maintain a CoP and marketplace that is respectful, just, fair, equitable and free of harassment in all forms. We will remain culturally competent, respect and embrace the cultural diversity and ethnic mix of the Caribbean.

While one of our core purpose is to address the entrepreneurial skills gap of Caribbean immigrant entrepreneurs (direct and other diasporans) and the specific barriers of those of colour we are also here to and will address the barriers faced by all Caribbeans irrespective of their race and the same applies to other groups. Our solutions will be culturally appropriate, and

we will be culturally competent for serving both host and home country markets and more so within the values of The CoP. We seriously embrace “Out of Many; One People”, a significant part of our DNA.