

WRITTEN SUBMISSION

Presentation by Nadine Spencer to the UN Permanent Forum on People of African Descent

April 19th, 2024

Esteemed Members,

I am Nadine Spencer, founder of Boss Woman Entrepreneurship Training for Black Women, a global initiative empowering Black women in business. CEO BrandEQ Agency: A global marketing and communications agency that specializes in equity in marketing communications.

As we navigate the concluding year of the First International Decade for People of African Descent, and we embark on the possibility of a second Decade, we unequivocally must create space for Black Women in Business.

The commitment to addressing systemic racism; for Black Women in business, seeking reparatory justice for Black Women in business , and promoting sustainable development for Black Women in business has never been more crucial.

We draw inspiration from trailblazers like Madame CJ Walker, Nanny of the Maroons, Beverly Mascoll, and my mother, Eva Hunter—a Jamaican entrepreneur. These women exemplify the resilience and innovation that characterize today's Black female entrepreneurs.

Entrepreneurship offers Black women a viable path to inclusive economic growth and a means to overcome systemic obstacles. Black women are most often the leaders of households throughout the western African diaspora and the need for financial independence is crucial for sustaining our communities

Black Women in Business

Many Black women have embraced entrepreneurship as a pathway to empowerment. By establishing their own businesses, they define their hours, set their missions, and shape the environments in which they thrive.

This entrepreneurial spirit is not just about economic independence—it's a profound reclaiming of agency in a marketplace that often overlooks the unique challenges and contributions of Black women.

Despite these strides, Black women entrepreneurs face significant barriers. Access to capital, networks, and equitable business opportunities remain persistent challenges.

Additionally, systemic biases and a lack of representation in decision-making spaces further complicate their entrepreneurial journeys.

By tailoring our approaches, we ensure that the support systems we create are not just inclusive, but also empowering, enabling Black women not only to succeed but to transform the sectors they enter

We propose three key actions to enhance Black women's empowerment and inclusion in business as we look at a second decade:

1. Establish Targeted Support Systems: Implement funding and support policies tailored for Black women entrepreneurs, including access to startup capital, training, and networking opportunities addressing the intersecting challenges of race and gender.

2. Strengthen Anti-Discrimination Laws: Urge Member States and institutions to implement and enforce robust anti-discrimination laws that protect Black women and all people of African descent from racial biases and discrimination as we operate our businesses.

Effective legal frameworks must also incorporate penalties for violations to discourage systemic racism.

- The report from the Women's Entrepreneurship Knowledge Hub on the State of Women's Entrepreneurship emphasizes the necessity to combat anti-Black racism through multifaceted approaches, including legislative measures, voluntary codes, and the pervasive application of a gender and diversity lens throughout every facet of the entrepreneurship ecosystem.
- It underscores that while laws are essential, they alone are merely words on paper - meaningful change requires comprehensive action and a commitment to address systemic inequalities at every level.

3. Foster Entrepreneurial Ecosystems in Underrepresented Regions: It is essential to promote geographic diversity by supporting entrepreneurial ecosystems in regions densely populated by people of African descent. This support should provide localized resources, enabling Black women to launch and grow businesses within their communities.

4. Launch Global Initiatives for Black Women's Entrepreneurship: There is a crucial need to initiate worldwide programs focusing on the economic empowerment of Black women. These initiatives would facilitate international partnerships and create platforms for entrepreneurs to connect, share knowledge, and expand their businesses globally.

5. Promote Equitable Procurement Opportunities: Establish frameworks that ensure Black women entrepreneurs have equitable access to procurement opportunities, both locally and internationally. This initiative should focus on integrating these businesses into the supply chains of multinational corporations and public sector procurements, promoting diverse economic growth.

6. Media and Awareness

There must be a strategy for the promotion, and awareness of this work. If a tree falls and no one is there to hear it does it make a sound? We have to give sound or a voice to this so we reach the people. Nothing about us what us

7. Data

The importance of using data cannot be overstated in this context. Through robust data collection and analysis, we can identify the gaps and challenges uniquely faced by Black women in entrepreneurship.

Data serves as the foundation for developing targeted programs and policies that not only address these disparities but also leverage the unique strengths and insights of Black women.

In conclusion, admiring the resilience of Black women entrepreneurs is not enough; we must dismantle and disrupt the system that perpetuates the barriers they face.

We deserve more than a seat at the table—we must have equal access to all opportunities that enable our businesses to start, grow and scale...for the next generation.

As we look forward to a second Decade, I call on this assembly to transform our discussions into measurable action. The time truly is NOW

We are available for further discussions and to assist in the work stated above.

Respectfully,

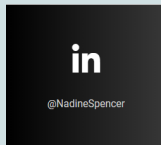
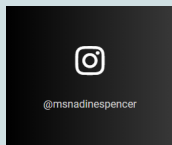


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TWO MINUTES

Esteemed Members of the permanent Forum,

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Entrepreneurship offers Black women a viable path to inclusive economic growth and a means to overcome systemic obstacles. Black women are most often the leaders of households throughout the western African diaspora and the need for financial independence is crucial for sustaining our communities

I propose three key actions to enhance Black women's empowerment and inclusion in business as we look at a second decade:

1. Establish Targeted Support Systems: Implement funding and support policies tailored for Black women entrepreneurs, including access to startup capital, training, and networking opportunities addressing the intersecting challenges of race and gender.
2. Strengthen Anti-Discrimination Laws: I urge Member States and institutions to implement and enforce robust anti-discrimination laws that protect Black women and all people of African descent from racial biases and discrimination as we operate our businesses.

Effective legal frameworks must also incorporate penalties for violations to discourage systemic racism.

3. Embrace Comprehensive Approaches: The Women's Entrepreneurship Knowledge Hub's report on the State of Women's Entrepreneurship emphasizes addressing anti-Black racism through multifaceted approaches, including legislative measures, voluntary codes, and the pervasive application of a gender and diversity lens throughout the entrepreneurship ecosystem.

In conclusion, admiring the resilience of Black women entrepreneurs is not enough; we must dismantle and disrupt the system that perpetuates the barriers they face.

We deserve more than a seat at the table—we must have equal access to all opportunities that enable our businesses to start, grow and scale...for the next generation.

As we look forward to a second Decade, I call on this assembly to transform our discussions into measurable action. The time truly is NOW

Thank you.



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