



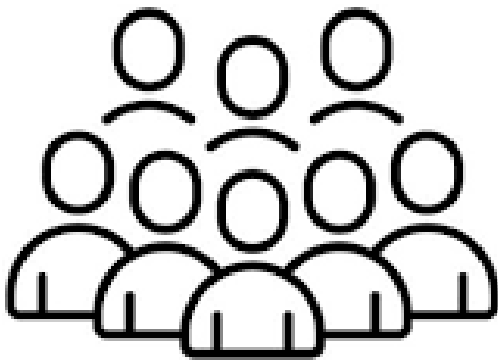
# B Lab U.S & Canada’s Learning Journey

We are at a pivotal moment in history where the call for social justice and equality has never been louder. We are committed to answering this call by equipping our Network Leaders with the knowledge and skills necessary to foster an inclusive environment within and beyond our organizational boundaries. B Lab US & Canada has partnered with Be More with Anu and Groundwater Institute for our Learning Journey due to their profound expertise in racial equity education. By integrating Be More with Anu’s empathy-driven approach with Groundwater Institute’s systemic analysis, our Learning Journey offers a comprehensive understanding of race and racism, both historically and in contemporary society. This partnership equips network leaders to become year-round champions of racial equity, fostering profound personal and societal transformation.



## 4 Sessions

Groundwater Immersive  
Be More With Anu  
Difficult Conversations  
How to Host Inclusive Events

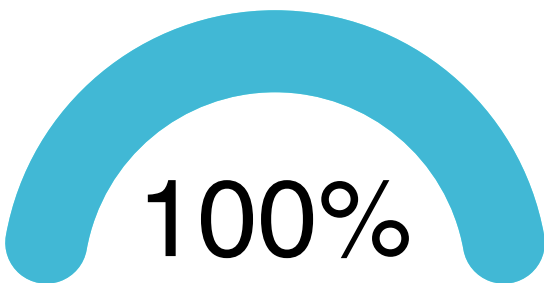


38 Attendees

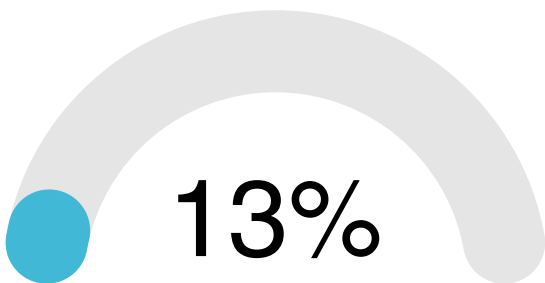


30 Networks Represented  
21 Regional & 9 Non-Regional

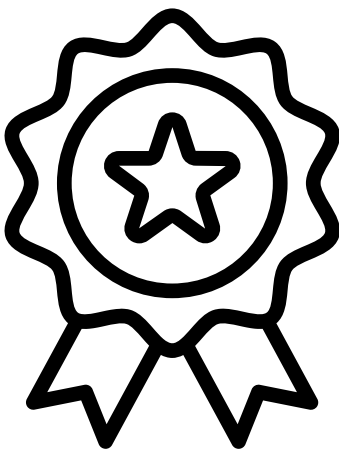
## AS A COHORT



Scores for Racial Arrangement / Caste increased by 100%



Scores for Systemic Racism & Bias and Equity both increased by approx. 13%



Learners who attended at least one optional session tended to score higher on both the Baseline and Endpoint

Scores for Equity, Invisible Advantages / Privilege, and Wellbeing & Wellness saw no significant change on average between Baseline and Endpoint

## PERCENTAGE OF LEARNERS THAT INCREASED THEIR SCORES

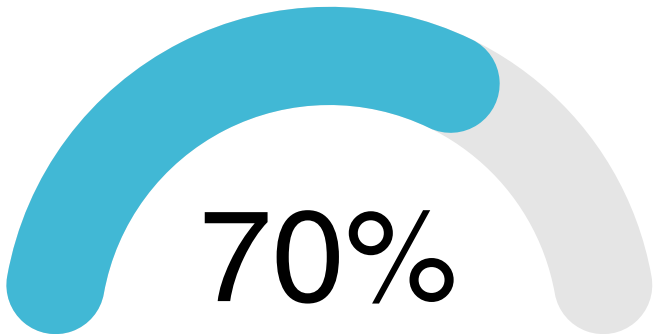
Equity 70%

Systemic Racism & Bias 63%

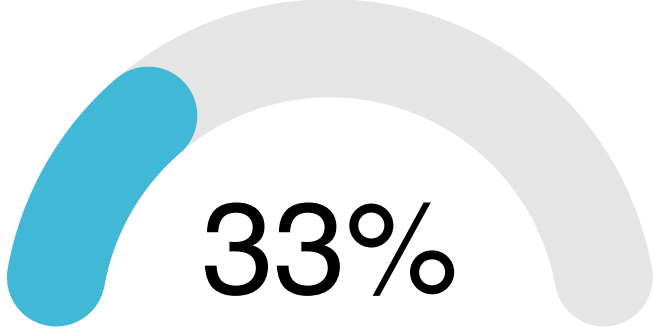
Invisible Advantages / Privilege 53%

Wellbeing & Wellness 70%

Racial Arrangement / Caste 97%



70% of learners increased or maintained their scores in 3 or more concept areas



33% of learners increased their scores across all concept areas

## FEEDBACK RECIEVED



93% of learners report being satisfied or very satisfied with the Learning Journey overall



86% of learners report feeling confident in their ability to be an anti-racist representative for the B Corp USCA movement



90% of learners report participating in the Learning Journey increased their trust in B Lab