

BERRETT-KOEHLER PUBLISHERS, INC. 2022 Notable Impact Highlights

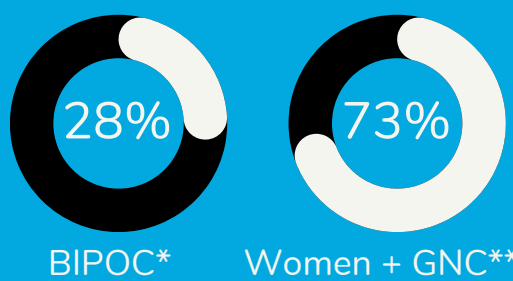


CANDIDE
GROUP

Overview

Berrett-Koehler is a triple-bottom-line non-fiction book publisher and training company focused on business, personal development, and current affairs topics serving changemakers around the world. Our mission is to connect people and ideas to create a world that works for all.

Workforce



Ownership Structure

The company is owned by over 300 shareholders, most of whom are individuals, but includes several mission-based institutions. Many shareholders are also other BK stakeholders such as authors, staff, board members, partners, and customers. An ESOP owns about 8% of the company and the non-profit BK Foundation owns about 6% of the firm. The founder owns 36%. A Perpetual Purpose Trust was established in 2020, which will begin receiving funds from the founder and other shareholders in 2023.

Development of Diverse Talent

We encourage people from underrepresented groups to apply for all positions in our job posts. We seek out marketing, production, and operations partners who are owned by members of underrepresented groups.

Procurement

We use the highest forms environmentally safe paper, and we encourage partnerships (such as audio narrators, book designers, copy editors, publicists, book reviewers, etc) from historically marginalized groups.

Primary Stakeholders

Our customers are 1) individuals who are seeking to make a difference in their careers and looking for personal development books to help them on their journey, 2) company leaders, supervisors or HR professionals looking for groundbreaking ideas in the subjects of organizational development, leadership, teamwork, conflict management, and DEI, 3) community, state, national, and global activists trying to bring about more just laws and representation for all. We see partners in our supply chain such as fellow B Corp or Benefit Corporations who do the same.

Challenging "Business As Usual"

Providing radical or revolutionary ideas via books and training products and skills to bring about change in the world that leads to more equity and justice. We seek to impact policymakers around the world to create a world that works for all. We seek university professors to teach our books in their classrooms to aspiring student changemakers and future leaders in private and public markets.



*BIPOC = Black, Indigenous, People of Color. **GNC = Gender Nonconforming

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