



Shop Talk Live, Inc. Code of Conduct

In order to construct a great community, you need a strong foundation upon which to assemble all the various homes. In order to build a person, you need a solid foundation; a foundation that at its core is the same for all people yet allows for a variety of expression and growth. Shop Talk Live, (STL) Inc. is the tool being used to lay the foundation to support the needs of Black people all over the world. STL, Inc is built on community involvement and open forums to promote conversations designed to empower people, assist in repairing broken relationships, and unify communities. In order to bring the STL, Inc. vision to fruition its officers are bound to and by the following values:

Honesty

In leadership and training we are honest. We know we have a duty to be fair and just towards our leaders, our peers, and our subordinates. Our honesty starts with us as individuals, and our growth as people becomes the beacon for the growth of others. We are honest in our speech, thoughts, and conduct at all times. The possession of integrity as an officer of STL, Inc. is non-negotiable.

Courage

We embody courage in all aspects of our lives. Our courage is the seed that holds these values true at all times. We use our courage to: display honesty and respect, hold true to the integrity we've developed, to be steadfast and loyal to our ideals, which are greater than ourselves, to help others without thoughts of self-gratification, and lastly, to look and act appropriate as each occasion will deem. We trust every officer to carry forth an amount of courage, measured by their deeds, not their words.

Integrity

STL, Inc. supports the moral and ethical principles on which our integrity is built. We uphold and abide by the lawful and just laws of the land, and we are practitioners of a natural order of life that allows us to exist in a harmonic and spiritual community. Our collective ideals do not, and will never be established in order to profit or appease personal gratification. Instead they will be established to improve, encourage, and secure our trust in the future of our harmonic and spiritual community. In this we have derived a moral stance by which we speak and with virtue, we act. Within every STL, Inc. officer, our integrity is uncompromising for all situations in which we find ourselves.

Loyalty

In executing our assigned duties we are first and foremost loyal to our mission, which keeps us as individuals firmly focused on the bigger picture. We understand that our bond and commitment to our mission are our most important responsibilities, as they benefit our families, our communities, and our people writ large. In this we are bound to each other intellectually and emotionally for the sake of a prosperous future for Black people.

Respect

STL, Inc. officers hold true to respect and discipline towards all of whom we come in contact with. We will display an attitude of measured and controlled confidence at all times. In our interactions with others, we will not treat them as we would like to be treated, but we will treat them as they demonstrate to us, through their actions and words, how they want to be treated.

Selfless Service

Our vision for STL, Inc. is to develop people to act as champions for our community through relentless selfless service. We do not want to handicap the people we serve, instead we want to grow and help establish strong thriving individuals. Understanding that time, not money, without any expectation of result or award for performing it, will change Black lives indefinitely.

Spirituality

STL, Inc. does not fall under, subscribe to, or follow any single religious denomination, yet within our vision and purpose; we welcome and encourage unity with and respect for all Black people who may or who may not practice culturally and historically accurate Afrikan centric systems of spiritual enlightenment. We do this in order to promote and develop a more harmonic and spiritual group of Black people bound by and linked to each other through the knowledge and wisdom passed down to us through the spirits of our ancestors.

Unification

Even though we primarily operate out of neighborhood barber and shops that have a predominantly male clientele, STL, Inc. is not specifically developed for or geared towards the issues of men. In accordance with traditional Afrikan culture and heritage we know it takes a village to raise a child, and we will not reject the needs and or issues of Black women and Black children. We endeavor to provide a unified environment that solicits a comfortable setting for open dialog from all Black people. This supports our efforts to empower people, repair relationships, and unify communities.

Equality

STL, Inc. will not tolerate harassment of any sort within our professional/ personal interactions between any officer, member, or participant. We are creating a healing environment that exemplifies healthy learning, teaching, productivity, interactive thinking, development of skills and identity, empowerment, cultural awareness and community improvement. In doing so the integrity of knowing our purpose is vital to our success.

Cooperative Economics

STL, Inc. supports and encourages the principle of Cooperative Economics to voluntarily collaborate for the mutual, social, economic and cultural benefit of our communities. We promote the idea of building

and maintaining the stores, shops and other businesses in our communities for the profit of our community writ large. We understand Black communities cannot build wealth by patronizing businesses that do not grow, maintain or support our community and our people. Thus we encourage the growth of new businesses as well as support our current businesses in order to both create and sustain wealth and economic stability in our communities. We believe that if in fact, the cornerstone of personal wealth accumulation is found in home ownership, then the cornerstone of our collective economic stability is found in community business ownership.

Responsibility

STL, Inc. officers or members who counter these codes of conduct are welcome to participate in conversations within STL, Inc. meetings as long as their issues are not disruptive to the safe space and sanctuary, we offer our patrons. STL, Inc. resolves to be accepting of issues that counter these codes of conduct under the condition that the individual takes full responsibility for the problem, and its consequences. We understand we are humans. However, STL, Inc. is raising the standard. So for the sake of unity, these issues must be overcome.