



COMPANIES NEED TO TAKE VISIBLE ACTION TO ADDRESS RACIAL INJUSTICE

Current demonstrations in response to social injustices and systemic racism have called companies to action. Companies must publicly share their voice to advance racial justice in the workplace and to create a more equitable society.

Here are some actions and steps that your company can take to address these issues:

Recognize the challenges we are facing in light of the murder of George Floyd, Breonna Taylor, and Ahmaud Arbery among others

- Listen to your employees' emotions related to these egregious events
- Condemn these actions and talk to your employees about the action they may be taking through protests or awareness.

Start the conversation

- Have respectful discussions on about race through ERGs and company-wide town halls
- Ask open-ended questions to Black employees about what changes have occurred in their personal or professional lives. Do not force anyone to share but listen with the intent to empathize if they do

Give employees a voice

- Listen to the experiences of Black people in the workplace with the intent to understand and address the issues brought up
- Have monthly open forums and quarterly calls between the Black ERG and executive leadership to share feedback

Spread awareness on current issues

- Provide resources to educate employees on the history of racism and educate managers on how to have productive conversations about race
- The responsibility of education is on company leadership, not on the Black employees who already experience racial battle fatigue



Recognize and tackle unconscious bias

- Implement bias training for all employees to prevent race-based work terminations or workplace mistreatment

Commit to anti-racism policy, personnel, and training

- Adopt a no-tolerance-for-racism policy that is backed up by racial equity training. Racism is built into our society, economy, and everyday life, but it should never be normalized nor tolerated

Commit to providing equitable benefits

- Provide equitable benefits to their employees of color. The Black community has been disproportionately exposed to COVID-19 because of the lack of paid sick leave

Commit to change

The old 'normal' perpetuated a culture of discrimination, violence, and injustice. After listening to your Black employees, make sure you commit to creating a new 'normal.' Below are some actions your company can commit to:

- Create an anti-racism taskforce that aims to improve Diversity, Equity, and Inclusion (DEI) in the workplace
- Allocate more recruitment efforts to historically Black colleges and universities to source more diverse talent as interns and new hires
- Schedule collaborative sessions with your ERGs during decision-making, as well as regular progress updates
- Perform internal diversity audits or have an external DEI consultant that determines the areas for improvement within the company
- After an internal audit, create a plan of action to improve promotion, retention, and mentorship for Black employees
- Set diversity goals for top leadership and employee representation, with methods of accountability
- Use tools (such as the [Kanarys](#)) to allow your employees to anonymously share their experiences without fear of retaliation and identify metrics that track improvement



We recognize that having a conversation around race and what is taking place can be difficult. Here are a few steps and advice on how to have these conversations in the workplace:

Have good intent

- Ensure that your employees understand that the conversation will be tough but that you are assuming positive intent and extending grace

Clarify your approach

- Conversations on racism may escalate, and you need to make sure that you have a clear approach to address a tense situation

Validate emotions

- The goal of these conversations is to make sure that your employees feel heard. Ensure that you validate their emotions and discuss future action items that address their concerns

Be direct and specific

- Clearly communicate your support and stance against racism, as well as address issues your employees bring up

Have authentic dialogue

- Do not limit expression of your employees. Make sure your employee knows that they can honestly speak without fear or censorship

Actively seek out feedback

- Provide feedback channels (anonymous forms, meetings, or collaboration sessions) to consistently engage Black employees

Allow and be prepared for questions

- Allow your employees to ask tough questions that demand action. Respond with honesty and a positive outlook. Even if your company is not performing well in certain areas of DEI, commit to tangible actions and establish accountability mechanisms to match your promises

FIND MORE RESOURCES BELOW:

<https://resources.kanarys.com/>