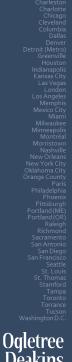
Beyond Diversity, Equity & Inclusion: 12 Things Companies Can Do to Be Better About Race

Katrina Grider (Houston)







- 1. Create sharing opportunities among team members to discuss race relations and racial injustice.
 - ▶ Need safe spaces to get out of your comfort zone.
 - ► Need trained and prepared moderators.
 - Empower team members to share stories, perspectives, concerns and fears.
 - Don't discourage honesty; embrace it.
 - ▶ Listen to Black team members and other people of color.
 - 1:1 breakouts with intentional listening.
 - ▶ Do something with the information.
 - ► This is not a one-time thing.



2. Communicate internally regarding who you are and what you stand for.

- Internal Solidarity and DE&I Values Statements pros and cons.
- Mitigate Risk will be held accountable for what is said, could be used as evidence if no follow through or, worse, bad things happen instead.
 - Must be authentic do not overstate
 - Must be specific what exactly are you committing to do?
- Be intentional about who the messenger is.
 - Board, CEO or others who are viewed as "authority" to act.
 - Understand employees will hold the company accountable!



3. Communicate externally regarding who you are and what you stand for.

- ► What you communicate is a key part of your Company brand.
- ▶ Be thoughtful about public solidarity statements.
- Must be authentic.
- Must be specific.
- ▶ Be intentional about who the messenger is.
- Who faces are on your website?



4. Embrace and promote allyship and mentoring.

- ► Be an authentic and not optical ally.
- ► Get comfortable with being uncomfortable.
- ▶ Broaden your experiences and influences.
- ▶ Listen to understand first, and then to be understood.
- Be a mentor (formally or informally).
- ▶ Make your colleague's concerns your own.



5. Provide internal opportunities and resources to learn about racism.

- Recommend books to read:
 - Ibram X. Kendi, "How to Be an Antiracist."
 - Dr. Robin DeAngelo, "White Fragility: Why It's So Hard for White People to Talk About Racism."
- Watch videos:
 - Jane Elliott's, "A Class Divided: Blue Eyes/Brown Eyes" anti-racism exercise on YouTube (PBS- Frontline).
- Understand White privilege:
 - Peggy McIntosh, "White Privilege: Unpacking the Invisible





Also available as part of the eCourse Hooked on CLE: November 2020

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