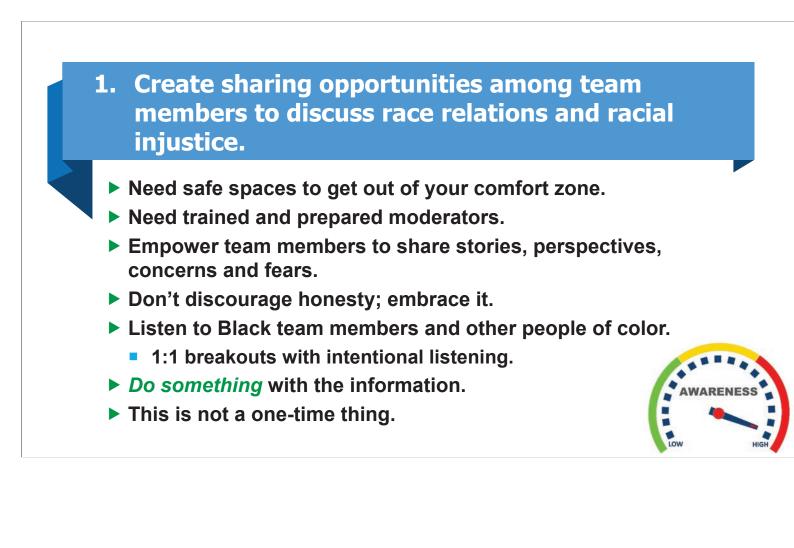
Beyond Diversity, Equity & Inclusion: 12 Things Companies Can Do to Be Better About Race

Katrina Grider (Houston)



Déakins



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



Find the full text of this and thousands of other resources from leading experts in dozens of legal practice areas in the <u>UT Law CLE eLibrary (utcle.org/elibrary)</u>

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

First appeared as part of the conference materials for the 2022 Essential Employment Law: A Practical Course in the Basics session "Discrimination and Harassment"