

# Bringing the BLM Movement

# into the Workplace



## Speak



- Make the decision to be an anti-racist organization.
  - Don't stop at a company-wide statement.
- Acknowledge that privilege and discriminatory practices exist in the workplace.

## Listen

- Provide space, time, and opportunities to talk with employees at all levels.
- Encourage BIPOC employees to share their experiences without repercussions.
- Solicit ideas on how the company can change.



## Educate

- Read and learn about systemic racism and bias.
  - Assess your company's diversity climate.
  - Evaluate where you stand on your D&I vision.
- Reassess practices for hiring and promotions.

## Act

- Support employee mental health.
- Support and provide authentic D&I education.
- Extinguish the myth that hiring candidates of color is choosing quotas over quality.
- Donate to organizations doing anti-racist work.

