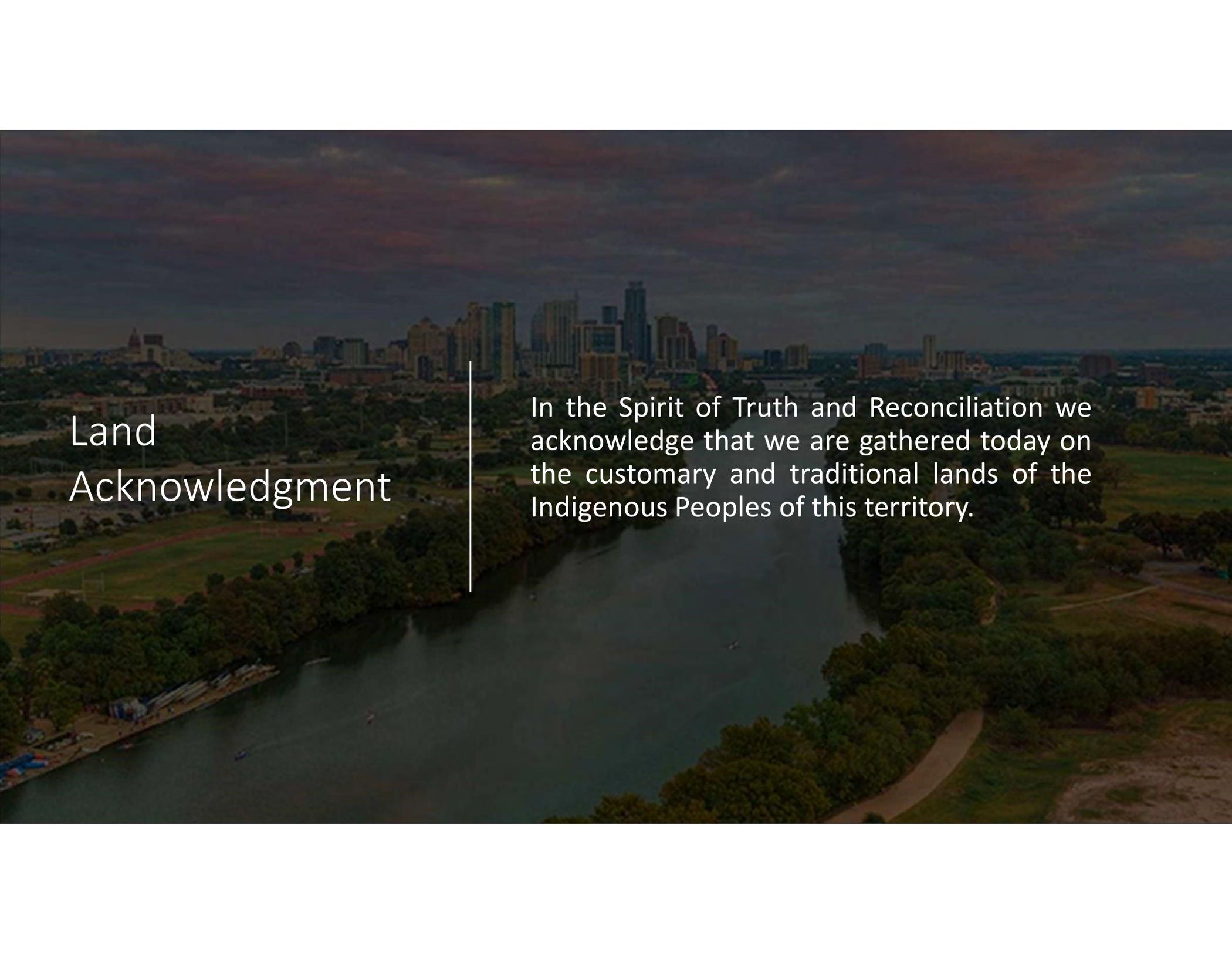




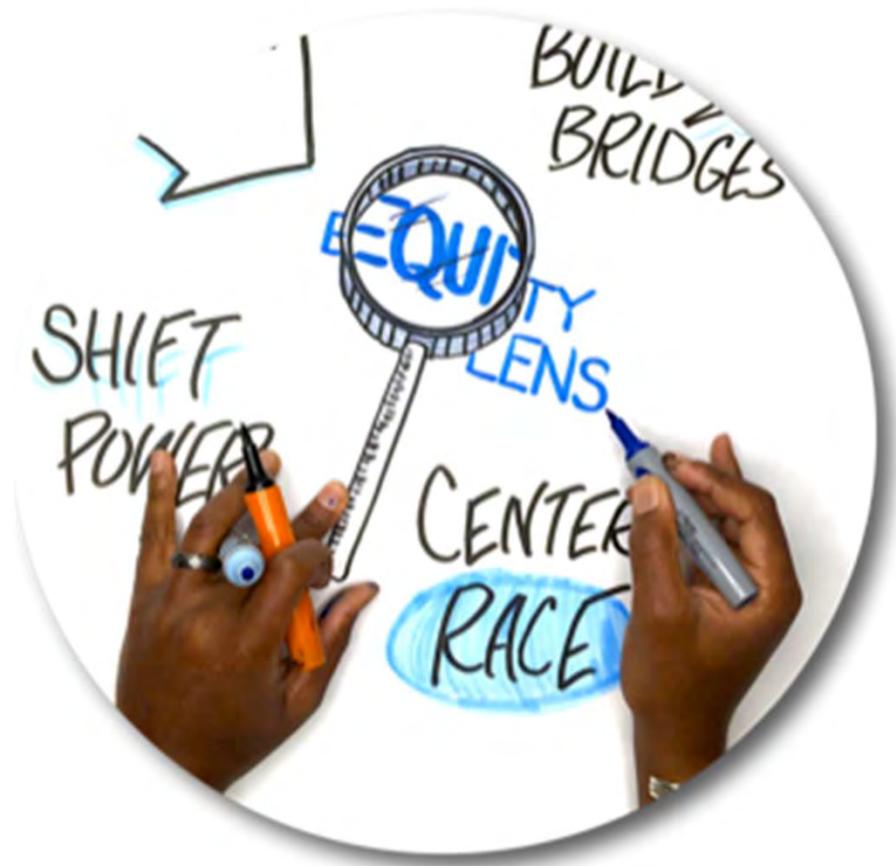
Racial Equity, Diversity, & Inclusion In the Workplace

Keree Brannen
Business Process Consultant
Austin Public Health
City of Austin

An aerial photograph of a city skyline across a wide river. The foreground is dominated by lush green trees and a path. The river flows through the center, with a few small boats visible. In the background, a dense urban skyline with various skyscrapers is visible under a dark, overcast sky. The text is overlaid on the left side of the image.

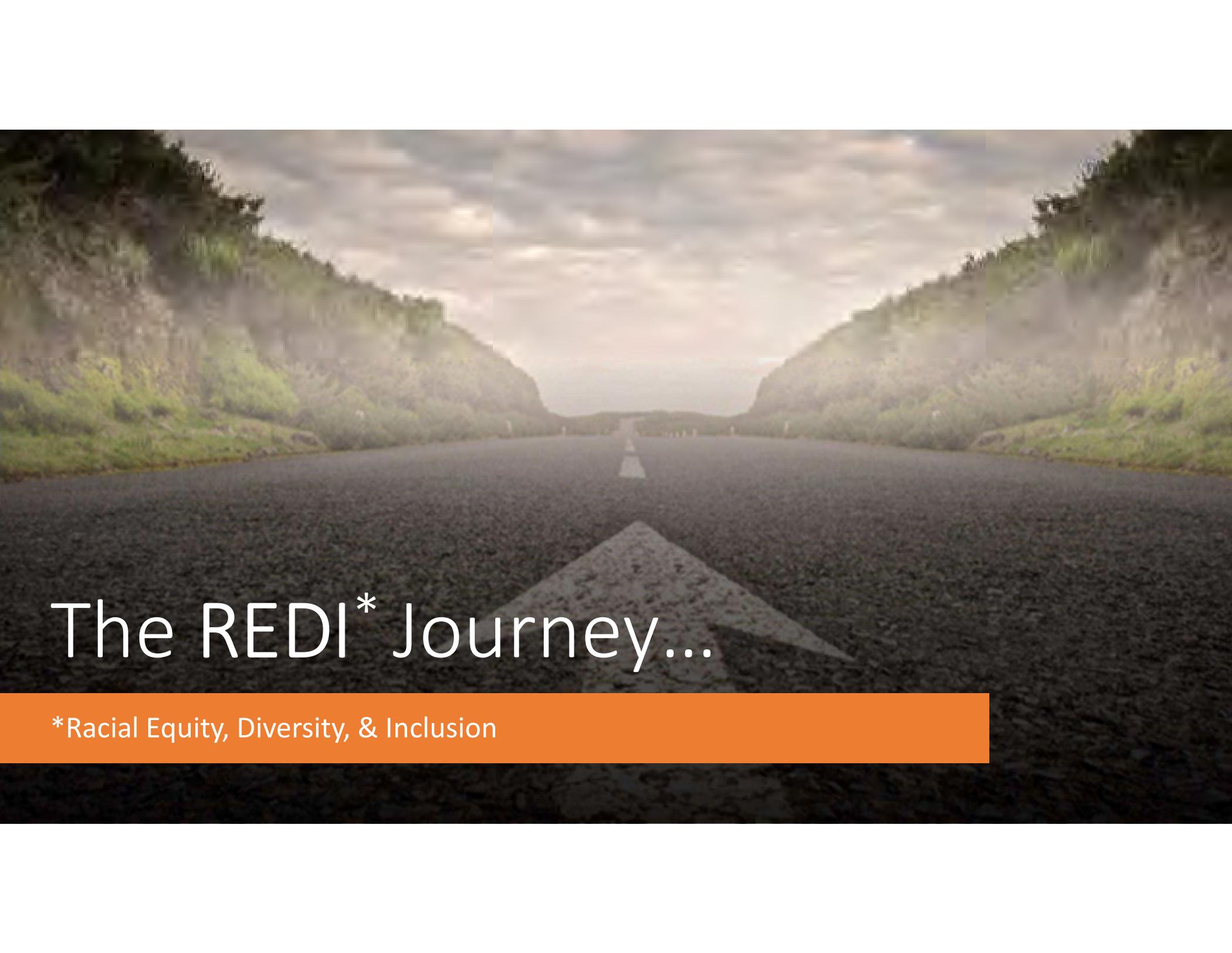
Land Acknowledgment

In the Spirit of Truth and Reconciliation we acknowledge that we are gathered today on the customary and traditional lands of the Indigenous Peoples of this territory.



Racial Equity, Diversity, & Inclusion in the Workplace

- Using a racial equity lens: why, how, when
 - Self assessment tools
 - Strategies for convening successful conversations about race and racism
 - Resources for further study and planning
-



The REDI* Journey...

*Racial Equity, Diversity, & Inclusion

Next step -
Do something

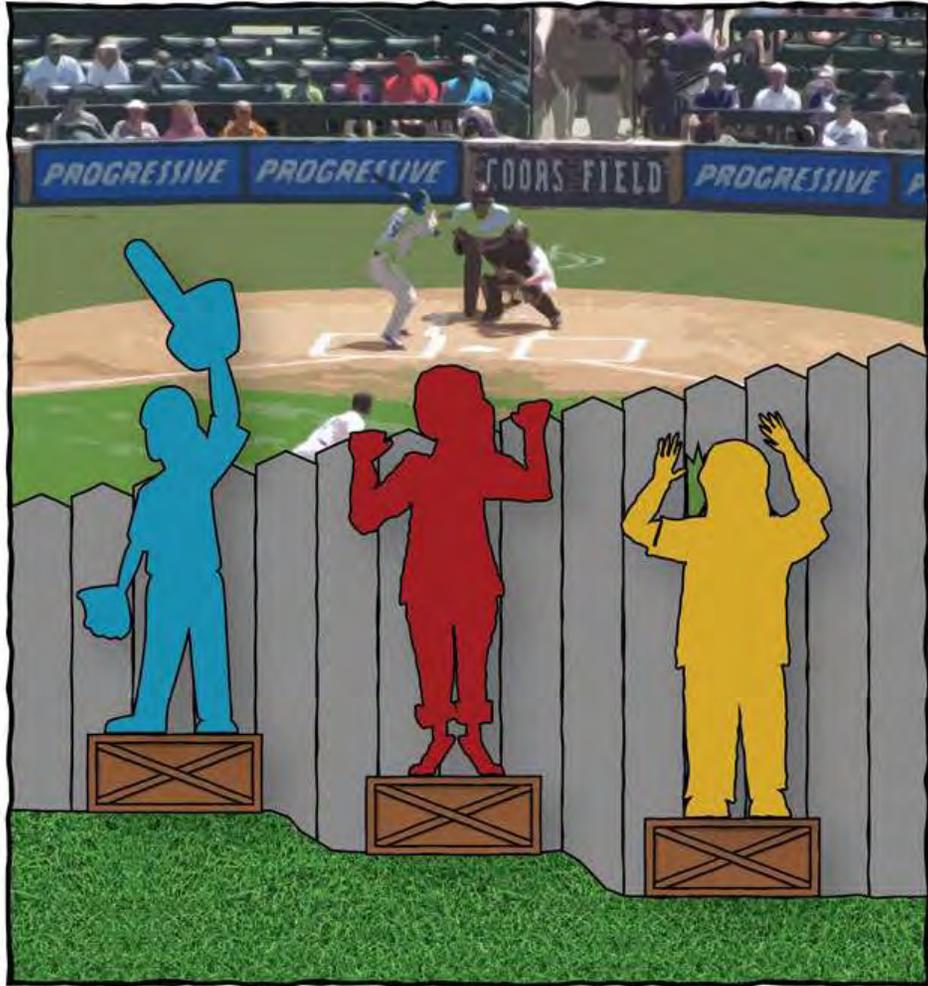
GLOSSARY

A-Z

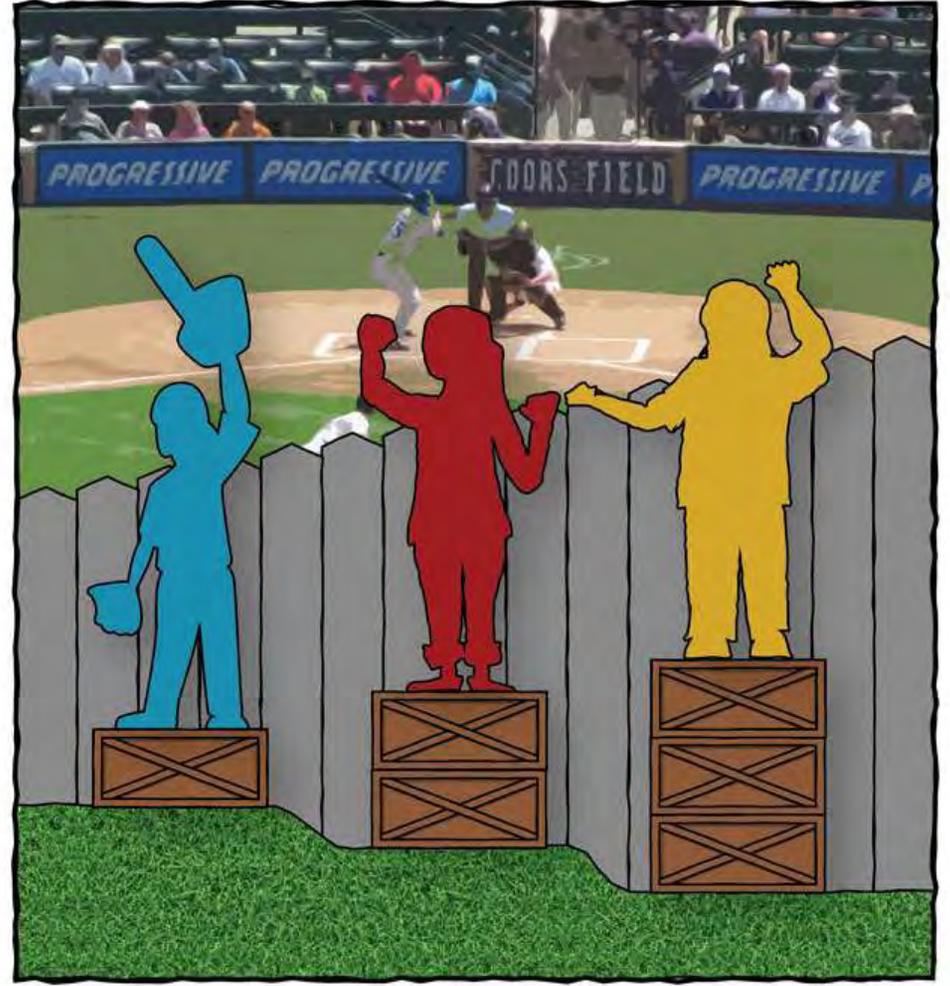


Establish a Shared Language

If we aren't clear on the words and ideas, how will we be clear on the solutions?



EQUALITY

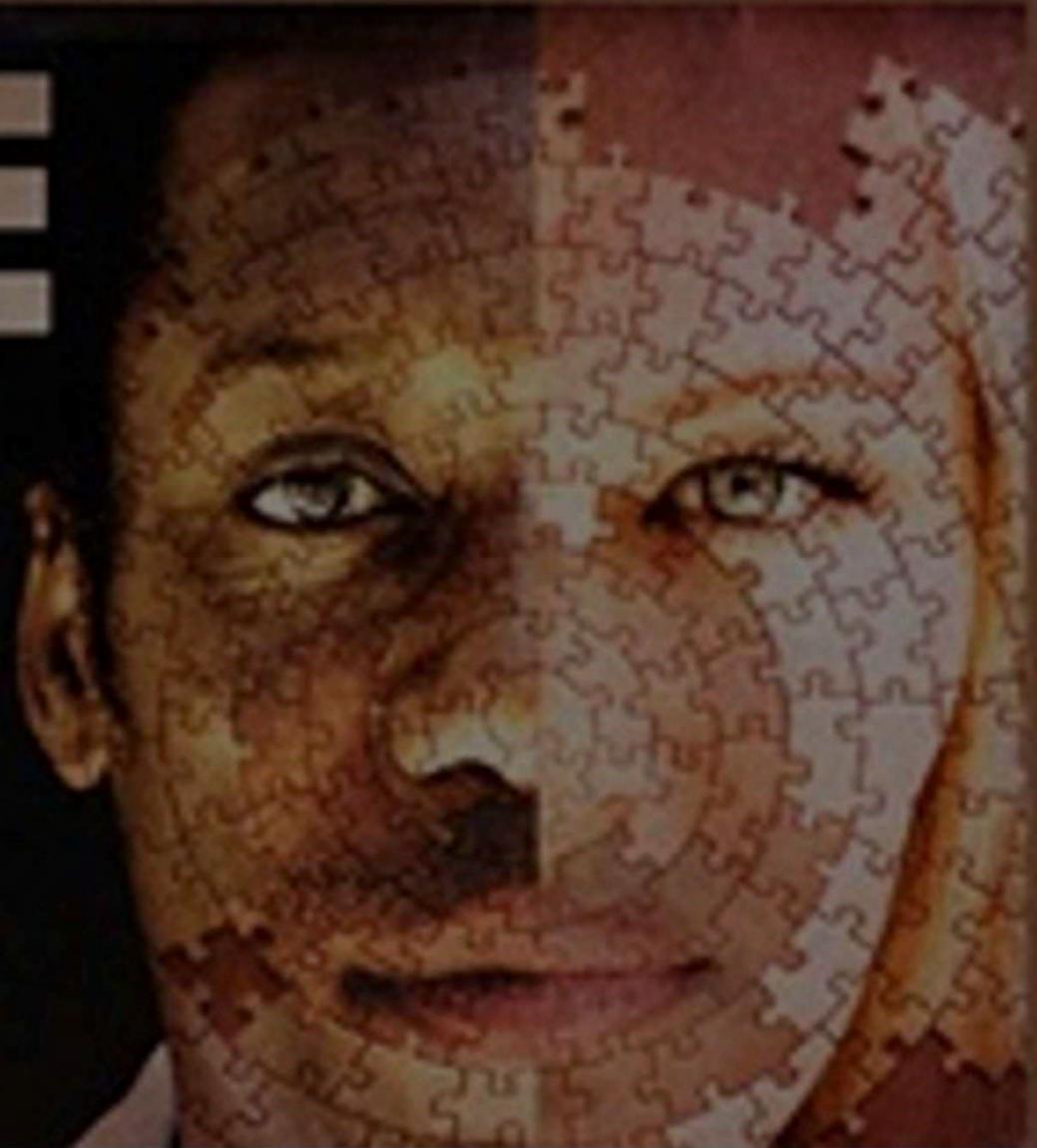


EQUITY

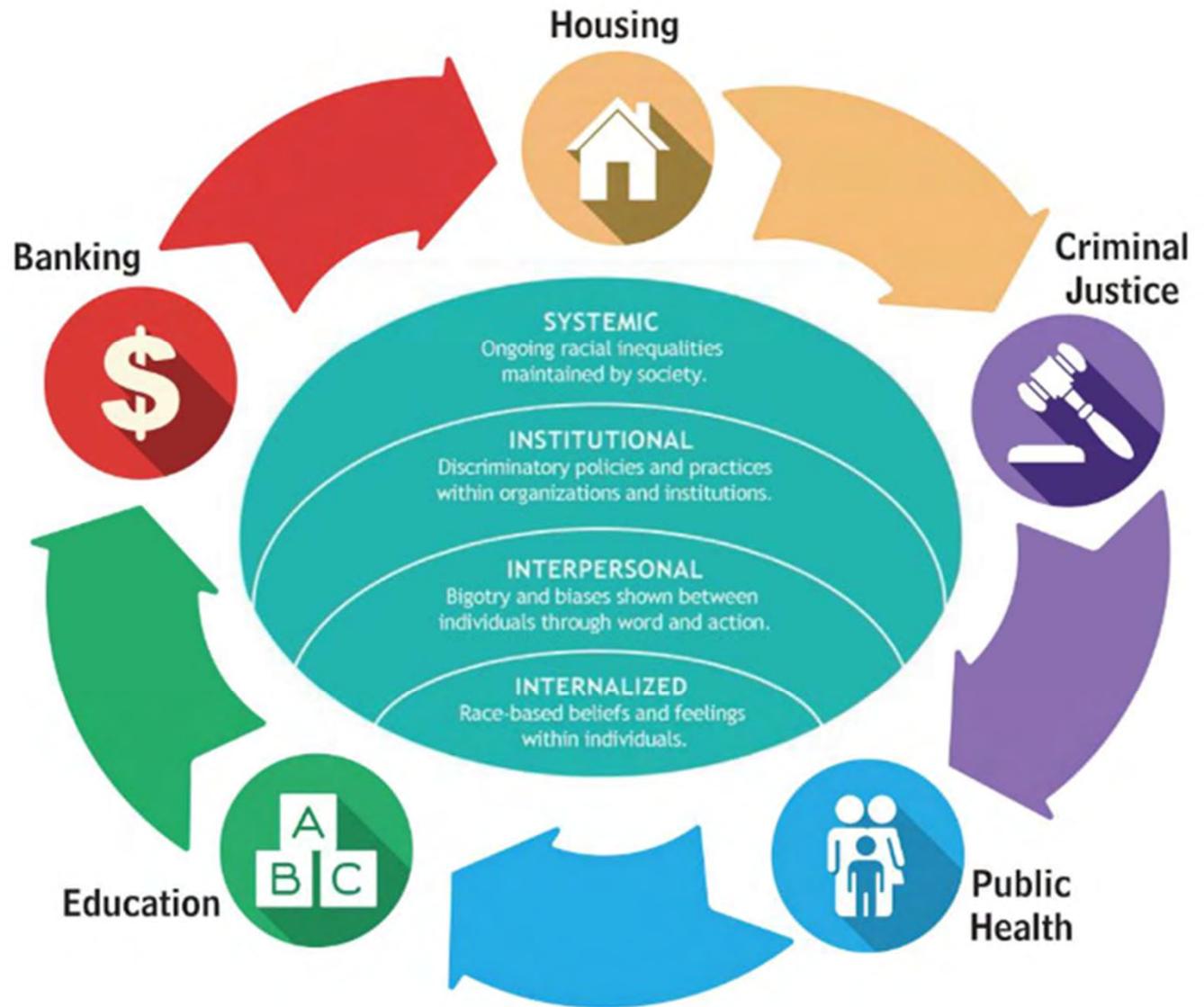
RACE

“Race is the child of racism,
not the father.”

- Ta-Nehisi Coates



What racism looks like



**STRUCTURAL
INSTITUTIONAL
SYSTEMIC** **RACISM**



Applying a Racial Equity Lens means:

- Analyzing data and information about race and ethnicity;
- Understanding disparities and learning why they exist;
- Looking at problems and their root causes from a structural standpoint;
- Naming race explicitly when talking about problems;
- Developing solutions that reflect intentional strategies to eliminate policies, practices, attitudes and cultural messages that reinforce differential outcomes by race.

Why use a racial equity lens to frame issues?

It reveals a reality that often goes unnamed. Ignoring racism helps perpetuates it.

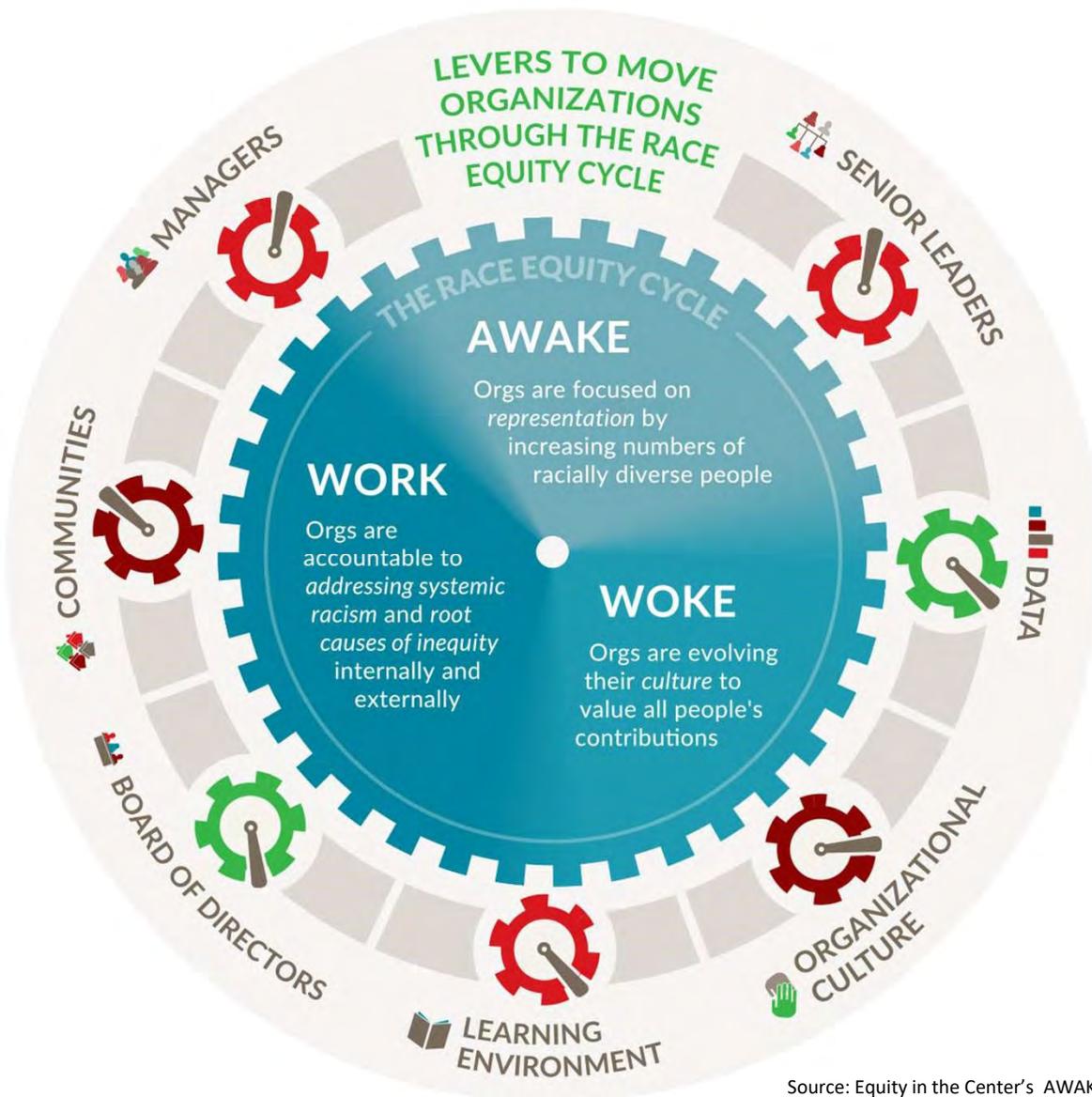
It offers evidence of racism by documenting unequal impacts and disparate outcomes.

It challenges prevailing cultural norms and myths.

It emphasizes the need for institutional and policy change.

It points to equitable solutions that address *systems* rather than *symptoms*.

The Race Equity Cycle



Senior leaders set the tone and drive progress of the work across the organization.

Source: Equity in the Center's AWAKE to WOKE to WORK: Building a Race Equity Culture

	PERSONAL BELIEFS & BEHAVIORS	POLICIES & PROCESSES	DATA
AWAKE	Believe diverse representation is important, but may feel uncomfortable discussing issues tied to race	Place responsibility for creating and enforcing DEI policies within HR department	Have started to gather data about race disparities in the populations they serve
WOKE	Prioritize an environment where different lived experiences and backgrounds are valued and seen as assets to teams and to the organization	Take responsibility for a long-term change management strategy to create a race equity culture, which includes having a critical mass of people of color	Disaggregate internal staffing data to identify where race disparities exist, such as compensation and promotion, then analyze that data to find root causes of race disparities
WORK	Model a responsibility to speak about race, dominant culture, and systemic racism both inside and outside the organization	Show a willingness to review personal and organizational oppression; identify organizational power differentials and change them by exploring alternative leadership models, such as shared leadership	Can illustrate, through longitudinal outcomes data how their efforts are impacting race disparities in the communities they serve

Source: Equity in the Center's AWAKE to WOKE to WORK: Building a Race Equity Culture

How Companies Can Integrate Racial Equity

-  It starts at the top
-  Resource allocation
-  A four-pronged diversity strategy



**Diversity of
people,
perspectives**



Inclusion:
power, voice,
organizational
culture

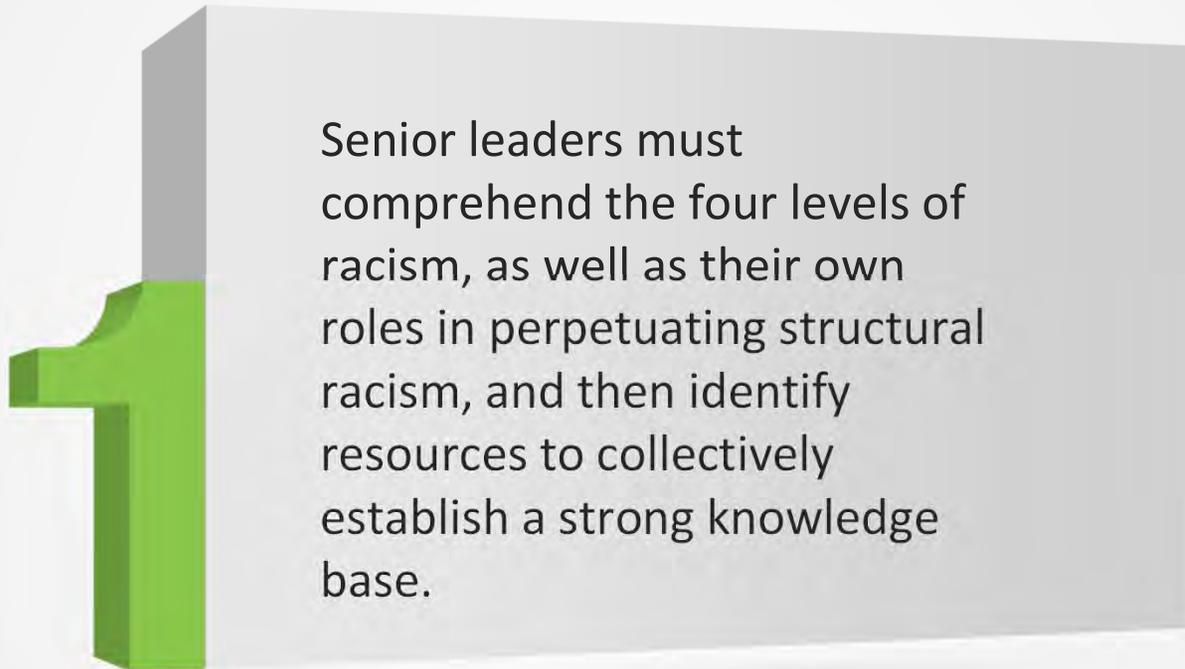


Equity:
results from
policy, practice,
position

Equity is grounded in policies and practices that are informed by an inclusive group of diverse people



It starts at the top



Senior leaders must comprehend the four levels of racism, as well as their own roles in perpetuating structural racism, and then identify resources to collectively establish a strong knowledge base.

Resource allocation

2

When a company supports an initiative, it follows up by investing money and people resources into such action.

The four-pronged diversity strategy

A large, 3D orange number '3' is positioned to the left of a grey rectangular box. The number has a slight shadow and is rendered in a bold, sans-serif font.

1. Diversity hiring, promotion and compensation
2. Building an inclusive culture
3. Investing in diversity and equity in the value chain
4. Use your corporate voices to promote racial equity

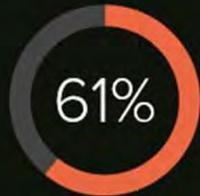
The background of the slide features a collage of crumpled paper in various shades of brown, tan, and grey, creating a textured, layered effect. A dark silhouette of a person's head is visible on the left side, partially overlapping the paper. The overall aesthetic is organic and textured.

While race is a social construction and “color-blindness” a myth, racial inequity is a real, lived experience.

Incivility (e.g., rude comments or slights) exists in my workplace.



ALL
HR PROFESSIONALS



BLACK
HR PROFESSIONALS



WHITE
HR PROFESSIONALS

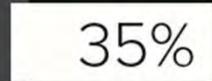
My organization is not doing enough to provide opportunities for Black employees.



ALL
HR PROFESSIONALS



BLACK
HR PROFESSIONALS



WHITE
HR PROFESSIONALS

37%
OF BLACK + WHITE WORKERS

feel uncomfortable engaging in candid conversations about race at work. 38% of all U.S. workers agree.



33%
OF ALL U.S. WORKERS



45%
OF BLACK WORKERS



30%
OF WHITE WORKERS

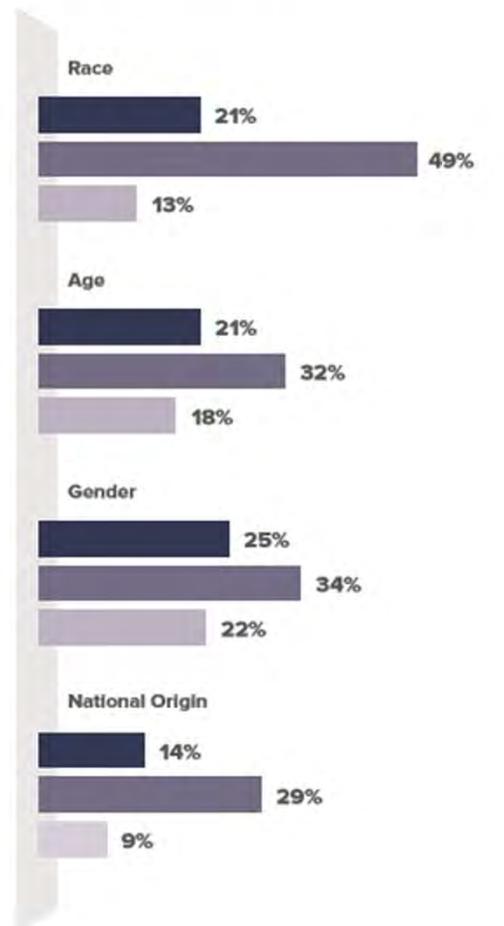
SAY THEIR WORKPLACE DISCOURAGES DISCUSSION OF RACIAL JUSTICE ISSUES.

As is the case among the rest of the workforce, the perceptions of HR professionals are subject to racial difference.



Percentage Reporting Various Forms of Discrimination

- All HR Professionals
- Black HR Professionals
- White HR Professionals





Survey Your Employees



Reframing Through a Racial Equity Lens



Step 1	Name It
Step 2	Frame It
Step 3	Explain It



Reframing Through a Racial Equity Lens

Explicitly and publicly use language and analysis that describes an issue as a matter of racial justice.

Step 1	Name it
Step 2	Frame it
Step 3	Explain it

The hatred of Black hair goes beyond ignorance, it's racism!

Tangled in Knots: Zendaya and The Politics of 'Casual Racism'



HOLLYWOOD, CA - FEBRUARY 22: Actress Zendaya attends the 87th Annual Academy Awards at Hollywood & Highland Center on February 22, 2015 in Hollywood, California. Kevork Djansessian / Getty Images

Zendaya calls out Giuliana Rancic for saying singer looks like she 'smells like weed' on Oscars red carpet

By PHILIP CAULFIELD
NEW YORK DAILY NEWS | FEB 24, 2015 AT 8:55 AM



Monday on 'Fashion Police': Giuliana Rancic, right, said that on the Oscars red carpet, Zendaya, left, looked like she 'smells like patchouli oil or weed.' (Steve Granitz/WireImage)

“She Smells Like Patchouli Oil And Weed:” Giuliana Rancic Makes Disgusting Comment About Zendaya Coleman’s Faux Locs

Our hair is the physical marker that distinguishes us from all other racial groups



While most of the world's population is people of color, there are few populations beyond those of African descent (and some Polynesians, Micronesians, and Melanesians) who have Afro hair.

The hatred of Black hair goes beyond ignorance, it's systemic racism!

CULTURE

Black News Anchor Fired After Wearing 'Unprofessional' Natural Hair

The award-winning journalist is taking action against the alleged racial discrimination she experienced at WJTV.

By **Christina Santi** on January 16, 2019



Photo Credit: Brittany Noble Instagram

A black woman lost a job offer because she wouldn't cut her dreadlocks. Now she wants to go to the Supreme Court.

Chastity Jones's lawyers argue that racial stereotypes can be evidence of job discrimination.

By Alexia Fernández Campbell | @AlexiaCampbell | alexia@vox.com | Apr 18, 2018, 11:20am EDT

f t SHARE



Shutterstock



Hair Discrimination Hurts Black Students at School

Schools upholding their view of "normal" could cause bullying and confusion about cultural norms, experts say.

 NEWS

When hair breaks rules: Some black children are getting in trouble for natural hairstyles

In the past, "African-Americans often conformed through haircuts, wigs and relaxers," one lawyer said. "Now, more of us are choosing not to conform."

After black student suspended over dreadlocks, some Texas lawmakers want to ban hair discrimination

The Texas Legislative Black Caucus hopes to pass the CROWN Act in the next legislative session. The bill would prohibit hair discrimination affecting people of color in schools and workplaces.

BY NAOMI ANDU FEB. 6, 2020 5 PM



COPY LINK

REPUBLISH

 THE TEXAS TRIBUNE



The administration at Barbers Hill High School in Mont Belvieu told senior DeAndre Arnold to cut his dreadlocks.  YouTube screenshot



Black beauty products kept in locked cases at Walmart draw claims of discrimination

"I felt as if the second I stepped into that aisle, that it had already been determined I'm a potential thief," Jasmine Saunders said of a California Walmart.



Black beauty and hair products in locked cases inside a Walmart in Ontario, California. *Jasmine Saunders*

Aug. 19, 2019, 7:16 PM CDT / Updated Aug. 20, 2019, 9:20 AM CDT

By Janelle Griffith

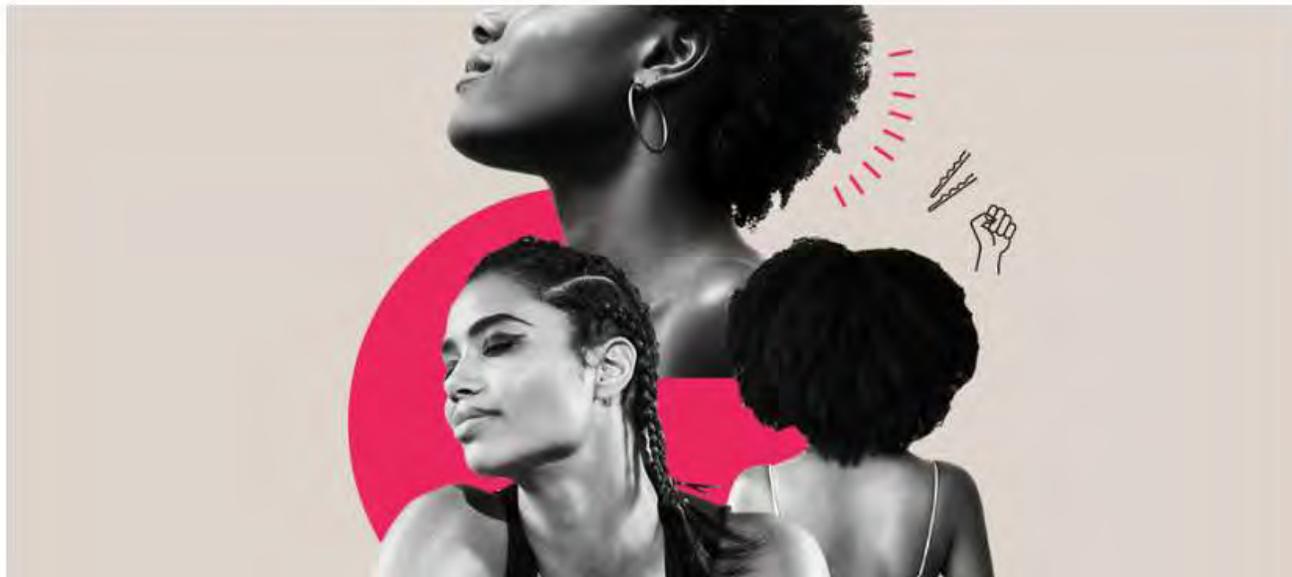
NEWS

The Crown Act: What You Need to Know About the Fight Against Hair Discrimination

The bill is now one step closer to becoming a law.



by AMA KWARTENG  SEP 28, 2020



COSMOPOLITAN

In Closing

- 1 It starts at the top
- 2 Resource allocation
- 3 Use a four-pronged diversity strategy

Thank you for listening!

Any Questions?



Racial Equity Resources

Tools

- [**The Power of a Shared Language for Advancing Racial Equity**](#)
Race Matters Institute of JustPartners, Inc.
- [**Advancing the Mission: Tools for Equity, Diversity, and Inclusion**](#)
Annie E. Casey Foundation
- [**Becoming a Catalyst for Social Justice: A Tool For Aligning Internal Operations to Produce Progress**](#)
Betty Emarita, Effective Communities, LLC
- [**Frameworks & Approaches, Understanding Racial Inequities in Policies, Programs & Grantmaking-Racial Equity Campaign**](#)
Fundors for LGBTQ Issues
- [**Racial Equity Impact Assessment**](#)
Race Forward
- [**Racial Equity Toolkit: Applying a Racial Equity Lens to your Organization**](#)
Housing Development Toolkit
- [**Equity Audit**](#)
Beloved Community

Resources

- [**Using a Racial Equity Lens**](#)
YouTube Video by Cynthia Muller
- [**How to promote racial equity in the workplace**](#)
Harvard Business Review Article
- [**Income Inequality Is Linked To Health Inequities, And The Gap ...**](#)
NPR Public Health Article
- [**The cost of work stress - and how to reduce it**](#)
TED@WellsFargo Talk by Rob Cooke
- [**Race Forward's What is Systemic Racism? \[VIDEOS\]**](#)
- [**How childhood trauma affects health across a lifetime**](#)
TED Talk by Dr. Nadine Burke Harris

Self Assessment

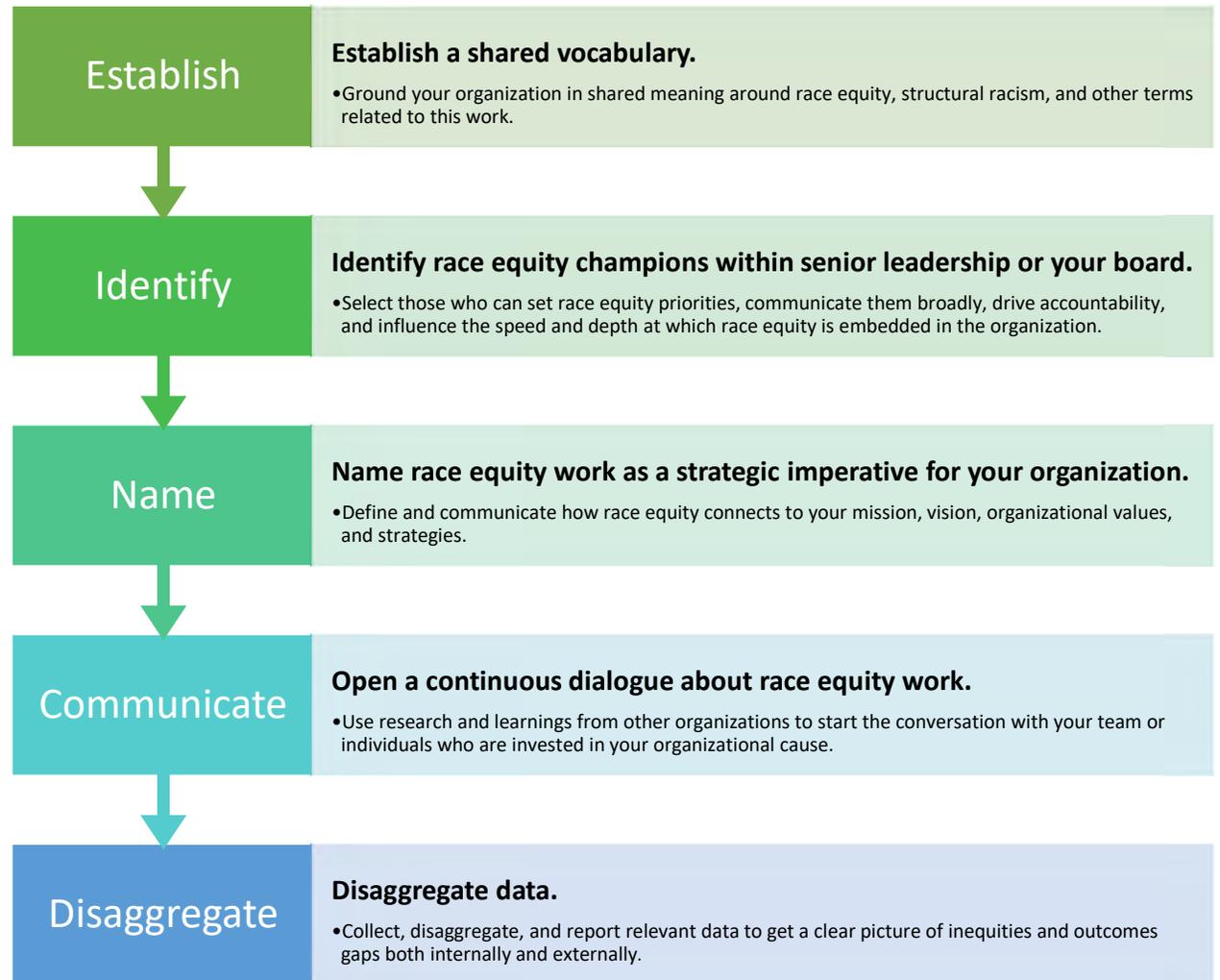
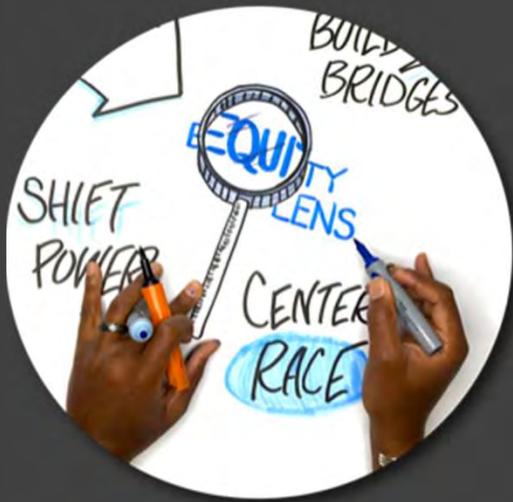
Consider the following statements and select the one that best describes how you feel:

- I am very comfortable talking about race/racism
- I am usually comfortable talking about race/racism
- I would rather not talk about race/racism
- I am usually uncomfortable talking about race/racism

Then use a sentence-stem to engage in personal reflection:

- The hard part of talking about race/racism is...
- The beneficial part of talking about race/racism is...

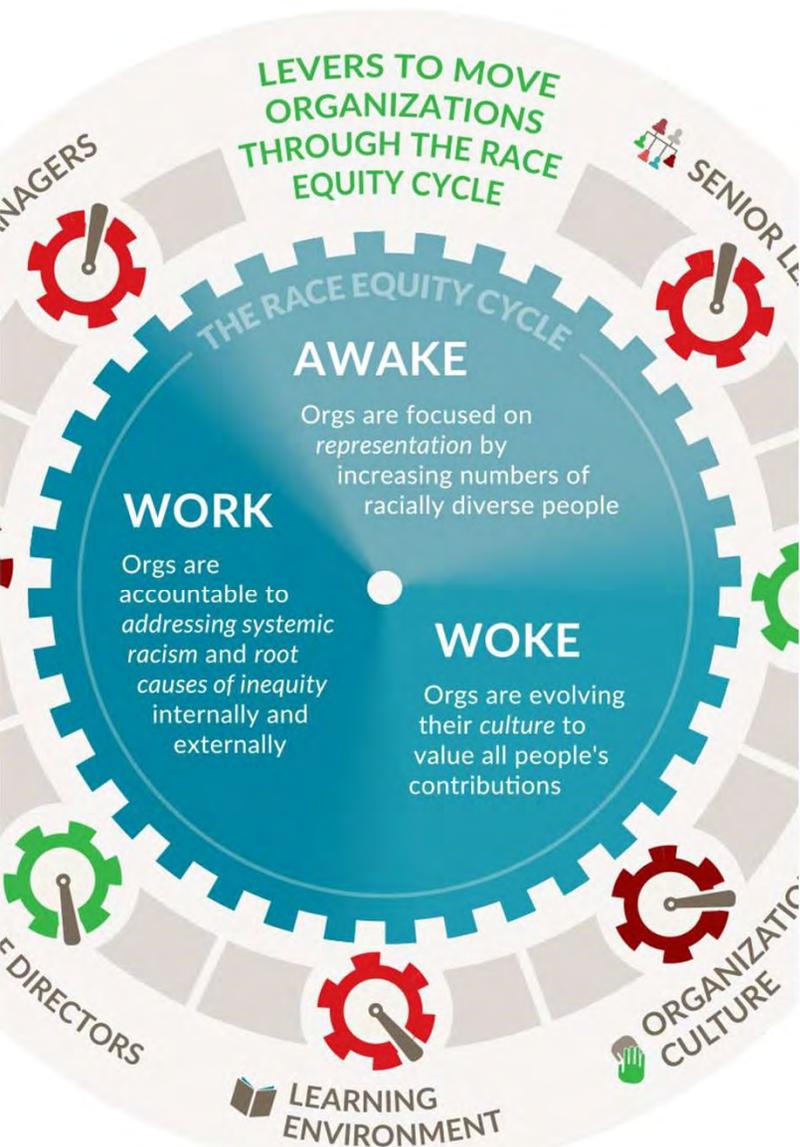
How To Get Started



Ongoing Learning, Conversations, and Collaboration



- Learn the history and context of structural racism in the United States, and how it has affected Black, Indigenous, and people of color (BIPOC).
 - Note: Racial Equity Tools has an extensive library of resources.
- Listen to the lived experiences (within your organization and externally) of BIPOC without placing the emotional burden of justifying the validity of those experiences on them.
- Reflect on the role that leaders and their organizations play in perpetuating structural racism and dominant culture, which is an organizational culture influenced by the leadership, management, and development of white men and women.
- Examine the effects of implicit bias on hiring and promotion, professional development, team power dynamics, and other critical program, management, funding, and operations decisions.
- Consider the messages, both implicit and explicit, that leaders and leadership styles shaped by dominant culture send to staff, communities, and stakeholders.
- Define roles and goals around race equity.
- Fund race equity initiatives so that resources, including consultants, training programs, and one-on-one coaching, are available to grow staff capacity.

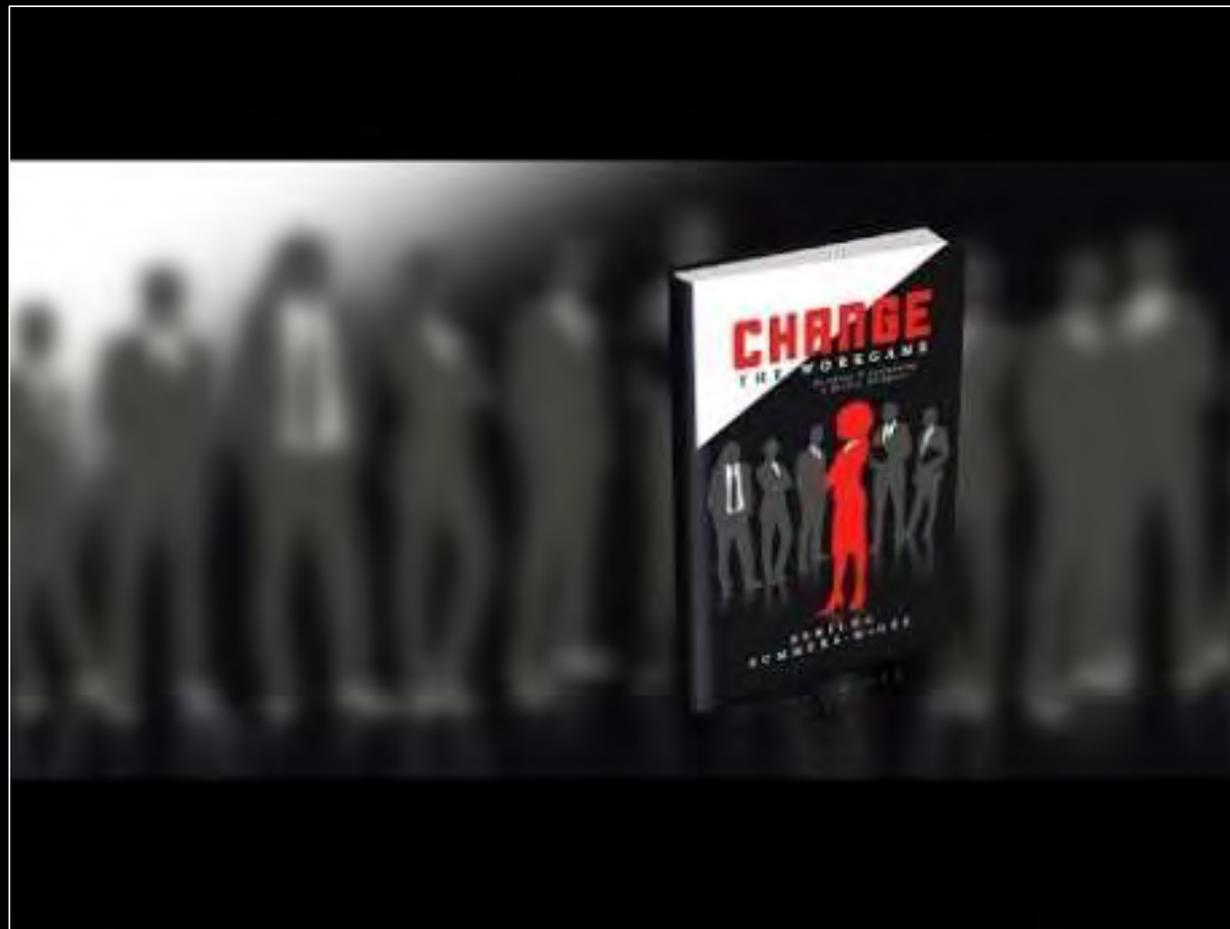


Envisioning a Race Equity Culture

Organizations that demonstrate this commitment exhibit characteristics, including the following:

- Leadership ranks hold a critical mass of people of color
- Staff, stakeholders, and leaders are skilled at talking about race, racism, and their implications
- Programs are culturally responsive and explicit about race, racism, and race equity
- Communities are treated as stakeholders, leaders, and assets to the work
- Evaluation efforts incorporate the disaggregation of data
- Expenditures reflect organizational values and a commitment to race equity
- Continuous improvement in race equity work is prioritized

What if Human Resources and Diversity and Inclusion were fully integrated?



SHRM CEO Johnny C. Taylor, Jr. Introduces Together Forward @Work Initiative



It's In Our Hands — Together Forward @Work - Programmed and Sponsored by SHRM - CNBC @Work Summit



SIRM[®]

TOGETHER FORWARD
@Work

 **START A**
CONVERSATION
Let's confront workplace racial inequality

Together Forward

Together Forward @Work is a call to action for the business community to drive racism and social injustice out of America's workplaces one honest conversation at a time.

To create better workplaces, first we must improve the cultures that fuel them.

Let's talk about confronting workplace racism.

1. Invite a colleague to have coffee, either in person or virtually.
2. Use these cards to start a conversation.
3. Listen and ask thoughtful questions.
4. Use insights gained to start making true workplace change.

Almost **1/3** of American workers do not feel safe voicing their opinions about racial bias in the workplace.

- How important is it to you to be able to voice your opinion about racial bias in the workplace?
- Should employers empower their workers to have conversations about racism in the workplace?



More than **1/4** of American workers say their workplace is not doing enough to provide opportunities for Black employees within the organization.

- Are Black employees receiving the same amount of opportunities as white employees within your organization?
- How is your employer investing in growth opportunities for minorities?
- Does your employer offer employee resource groups



Over 70% of HR professionals believe it's appropriate to discuss race at work.

- Does your employer offer training on diversity, equity and inclusion topics?
- Do you feel comfortable talking to your human resources department about race relations?
 - Why or why not?



52% of Black American workers believe they have been treated unfairly in the workplace due to their race, compared to 4% of white workers who believe they have been treated unfairly at work because of their race.

- Have you ever felt you were treated unfairly in the workplace due to your race?
- How does your organization prioritize equity, making sure all people are treated fairly and with respect in the workplace?



Almost **half** of HR professionals say incivility (e.g., rude comments or slights) based on race exists in their workplace..

- Have you ever been the target of incivility at work?
 - How did that make you feel?
 - What action did you take?
- Have you ever witnessed an employee act with incivility in the workplace?
 - Did you respond and/ or hold the employee accountable?
 - Did you notify HR?



More than **1/3** of
HR professionals
say their
organization is
not doing enough
to promote racial
justice in the
world.

- Do you feel your organization has a responsibility to promote racial justice in the world?
- How would you rate your organization's ability to make sure everyone feels equally valued at work?



60% of HR professionals believe organizations have a responsibility to take a stance on important social/societal issues and to communicate that position.

- Do you believe it's an organization's responsibility to take a stance on important social/societal issues and to communicate its position?
- What has your employer done to communicate its stance on important social/ societal issues?



1/3 of Black
American workers
do not feel
respected and
valued
at work.

- Have you ever felt that your ideas and opinions were not respected and/or valued at work due to your race?
- How would you rate your organization's ability to make sure everyone feels equally valued at work?
 - What could be done to improve this?



25% of American workers say they gained respect for their co-workers based on their colleagues' response to protests against racial injustice.

- Are you and/or your co-workers comfortable talking about racial injustice? •
- Do you feel that having co-workers who respond to racial injustice enhances workplace culture?
- At your workplace, do employees believe the response expected of them is the proper one?



More than **1/3** of Black American workers say discrimination based on race or ethnicity exists in their workplace.

- Do you believe discrimination based on race or ethnicity exists in your workplace?
 - Why or why not?
 - How does that make you feel?



78% of Black HR professionals believe organizations have a responsibility to take a stance on important social/societal issues and to communicate that position.

- Has your organization taken a stance on important social/ societal issues?
 - If so, what stance has it taken?



67% of organizations have not solicited their workers' thoughts about racial injustice and the related protests.

- Do you think organizations should ask employees about their thoughts on racial injustice?
- How has your organization determined the feelings and concerns of workers regarding racial injustice and the related protests?



52% of organizations have provided or plan to provide new training on implicit/unconscious bias, equity, inclusion or other diversity-related topics.

- What types of new training has your organization provided on implicit/ unconscious bias, equity, inclusion or other diversityrelated topics?
- Have you sought out guidance or education on how to address your own implicit/unconscious bias?



A majority of organizations have not considered holding any type of town hall or organizational meeting on the topic of racial injustice, yet **81%** of organizations have released a statement to employees and **51%** have released a statement to customers.

- Should organizations do more than issue a statement regarding racial injustice?
- How would you like to see your organization respond to racial injustice?



1/3 of organizations have hosted or will host a town hall or other type of organizational meeting with employees to communicate the organization's stance on and planned actions regarding racial injustice.

- Has your organization hosted a town hall or other type of organizational meeting with employees to communicate the organization's stance on and planned actions regarding racial injustice?
- Do you feel it's important to understand your organization's stance regarding racial injustice?
 - Why or why not?



68% of Black HR professionals would decrease or have decreased the amount of goods or services purchased from a company that remained silent on the topic of racial injustice.

- Would you decrease or have you already decreased the amount of goods or services purchased from a company that has remained silent on the topic of racial injustice?

