

BEFORE YOU BRING ALL STAFF TOGETHER HERE ARE A FEW THINGS TO KEEP IN MIND...

WHO IS BEING CENTERED, WHO BENEFITS & WHO IS BURDENED IN THIS CONVERSATION?

DO NOT ADD MORE LABOR TO BLACK STAFF OR PEOPLE OF COLOR (POC) IN YOUR ORG.

-THE CONTEXT-

1. Do not center the comfort of white people.
2. People are in different stages of acknowledging white supremacy, racism, and anti-Blackness.
3. Black people, especially darker skinned Black people, are the ones who are most impacted, right now. The more marginalized, the further from systemic power, the greater the pain. All. Of. The. Time.
4. This may be a moment of realization for some, but for Black people, it's nothing new.

-THE ACTIONS-

1. Consider separating groups into affinity spaces (group by race).
 - At this time, we recommend a separate affinity space for Black staff and another space for non-Black people of color (POC) to allow space for folks to address their different experiences and needs. Each space should be guided by the needs of that specific group.
 - We also recommend framing the group for white staff as “white learning space” to make it very clear that the work of this group is different.
 - Make sure that each group has a strong facilitator who is well grounded in racial equity.
 - If your Black or POC staff do not want to gather in affinity space, or at all, offer the opportunity to opt out of the all-staff discussion.
2. Vow to keep Black staff and those who stand against racism safe from retaliation. Retaliation isn't just firing. It could be distancing, exclusion from decision making, isolation, etc. If your Black staff feels they are being retaliated against, BELIEVE THEM.
3. Take active steps to care for Black staff RIGHT NOW.
 - Let them choose to participate or not in the staff meeting.
 - Provide them with options to take time off.
 - Don't assume you know what they need; ask them and deliver.

PERFORMATIVE OR IMPACTFUL?

WHEN YOU LOOK BACK AT THIS MOMENT, WILL THIS CONVERSATION BE THE FIRST STEP OF YOUR ONGOING COMMITMENT TO CREATING A MORE EQUITABLE WORKPLACE OR A CHECK-THE-BOX CONVERSATION?

SOME THINGS TO CONSIDER

Perhaps you feel moved to say something but aren't sure what to say; Great! say that. It's better to admit that you, as leadership don't have the answers but you want to acknowledge the hurt that your Black employees have endured.

What actions are you taking towards making anti-racism a part of your company's values and culture? Will you be addressing racism, and specifically anti-Blackness, at every level of your organization? This includes: equitable salaries, hiring, accountability for biases and more.

How will your commitment be communicated?

How will you hold yourself accountable?