

Antiracism in the Workplace: 2024

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How we work contributes to racial inequality



Hiring

- Relying on established social networks sidelines Black applicants and employees.

- Expand search to other, new outlets, e.g., HBCUs

- Incentivize referral programs.



Organizational Culture

- A race-neutral workplace climate hides ingrained patterns of disparity.

- Replace race-neutral policies and practices.

- Establish and support race-based affinity groups.



Advancement

- Managers have an outside role in promotion, yet more distance from Black workers.

- Enhance structural supports for all workers

- Serve as a mentor and sponsor to Black employees

The importance of data and goal setting

- Collect internal and benchmarking data
- Use this data to explain internal patterns to company leaders
 - *Note: Ensure that the explanation reflect Black workers' realities*
- Commit to reaching diversity and inclusion targets by a set date
 - *Note: Ensure that diversity and inclusion goals reflect the voices of Black workers*
- Make targets, goals, and data about diversity and inclusion publicly available

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Source: Wingfield, A. H., & Freeman, L. R. (2023). Gray areas: How The way we work perpetuates racism & what we can do to fix it. Harper Audio.