Building a Race Equity Culture

UNITED WAY OF LONG ISLAND
EQUITY CHALLENGE

> *"No one is born hating another person because of the color of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite." — Nelson Mandela*

Every day in the workplace, individuals face challenges being their authentic selves. As leaders and colleagues, we each have a role to play in creating inclusive workspaces. Diverse perspectives enrich our workplaces, and studies are showing that involving diverse voices improves performance, problem solving and decision making. Yet, people of color and women are underrepresented in C-Suite, upper management and Board roles compared to their representation in the overall working population. Additionally, people of color are more likely to encounter issues like implicit bias, microaggressions, and racism in the workplace, which can result in racial trauma and impact people's emotional well-being as well as ability to be productive at work.

The culture of an organization provides insight into the racial dynamics and racial equity/parity within the organization. In addition to being aware of the potential issues that may arise, it is important to think through trauma-informed avenues for addressing and remediating challenges related to race as they arise, as well as cultivating a transparent, safe environment for all employees to feel seen and heard. .

ACTIVITY ONE

READ: **A Trauma-Informed Approach to Workforce**

ACTIVITY TWO

WATCH: **How to pursue racial equity within your workplace**

ACTIVITY THREE

READ: **Racial Equity Principles**

Additional Reference

READ: **A Racial Equity Tools Glossary**

Share your reflections and any resources that help further the discussion on today's topic on social media using the hashtag #UWLIEquityChallenge

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