



BOSTON COLLEGE  
Center for Work & Family  
CARROLL SCHOOL OF MANAGEMENT

## Resources and Articles re: Racial Justice

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As our country works toward promoting racial justice after the recent killings of George Floyd, Ahmaud Arbery, Breonna Taylor and other black Americans, we have collected articles and resources that may be helpful to our members and their organizations.

### Workplace Responses

[The right and wrong ways for CEOs to address racism and policing](#) (Features Prof. Stephanie Creary)

This article emphasizes the importance of maintaining authenticity when making statements regarding the current events surrounding racism. In addition, the article looks at a transcript of a conversation between "Marketplace Morning Report" host David Brancaccio and Stephanie Creary, a professor of management at the Wharton School of the University of Pennsylvania.

[U.S. Businesses Must Take Meaningful Action Against Racism](#) HBR

Research shows that how organizations respond to large-scale, diversity-related events that receive significant media attention can either help employees feel psychologically safe or contribute to racial identity threat and mistrust of institutions of authority. The article outlines three steps to avoid when responding to such events: keeping silent, becoming overly offensive, and overgeneralizing. After noting these possible mistakes, the article offers meaningful actions that can be taken to help: acknowledgement, affirmation, and action.

[Companies Taking A Stand Against Racism and Inequality](#)

While making a statement is a step in the right direction, this article shares other actions that companies and organizations have taken in support of these statements. Some of these actions include establishing resource groups, hosting forums, posting information about the subject following their statements, and donating to organizations. With these examples, the article hopes to inspire others on what they can do to support the movements.

[How to Fight Racial Bias, According to a Stanford Psychologist](#)

In honor of the protests appearing around the nation, the Next Big Idea Club has made their e-course on racial bias free to the public. In this series of short videos, Stanford psychologist and MacArthur "Genius Grant" recipient Dr. Jennifer L. Eberhardt shares the science of how bias really works, and what we can do to overcome it.

### [Corporate Social Responsibility in the Age of George Floyd](#)

This article presents information and understanding of some of the hardships that African Americans face in this country. The article also illustrates the hypocrisy of some companies regarding racism and inequality. In turn to this, the article offers suggestions for the new age of corporate social responsibility and the benefits of doing the right thing.

### [5 ways to start being a better ally for your black coworkers](#)

This article outlines five ways in which white people and non-black people of color can stand in support of the black community now and moving forward. These include: recognizing your privilege, educating yourself, checking in and speaking up, understanding that silence is complicit, hiring, promoting, and supporting black professionals.

### [Black Lives Matter: Employers urged to take a stand against racism](#)

This article reiterates our responsibilities as humans: "We as individuals and organisations have a responsibility to ensure that no person is treated differently because of their skin, race, religion or gender. One of our key focuses in championing better work and working lives is ensuring diversity and inclusion remains top of all organisations' agendas." As a result, the article offers examples of what organizations are doing to support both their employees and the movements.

### [How to Talk Trauma & Protests at Work. The \(very non-definitive\) Guidelines.](#)

This article gives seven steps that can be followed in order to best support movements and create an atmosphere that aims to help the cause. The steps the article presents include some dos and some don'ts.

1. People of color are experiencing trauma response. So, Google trauma response.
2. It is your job to listen, not debate.
3. Do not "open the floor" to discussion.
4. Create a safe space and then actually stand by it.
5. Do not list off everything you've done to support POC and then expect a high-five.
6. Do not make it about your feelings.
7. You may not know the perfect thing to say, but you know all of the things NOT to say. So start there.

### [Discomfort, Anxiety, and Grief: Confronting Racism with Colleagues](#)

This podcast is a discussion about how organizations can work to respond to situations regarding racial injustice and open conversations in a supportive way. It also gives suggestions on where employers can tell their employees to start such as listening, asking educated questions, acknowledging, and taking affirmative supportive actions.

### [Your Black Colleagues May Look Like They're Okay — Chances Are They're Not](#)

This article highlights the fact: your Black colleagues may seem okay right now, but chances are they're not. With this, the article presents insights into the truths and realities of being black in America.

### [What Not To Say To Your Black Colleagues Right Now](#)

Showing support to our Black colleagues is imperative right now, and this article poses some suggestions on how to do that by not making yourself an additional burden to them. Some examples include being a good listener, checking in with genuineness, and supporting your words with actions.

### [Is the "Amy Cooper Mindset" Derailing Your Organization's Diversity and Inclusion Efforts?](#)

This article gives an explanation to what the "Amy Cooper Mindset" is and how this is something that millions of black workers, professionals and entrepreneurs interact with on a daily basis. In addition, the article articulates the workplace implications of the "Amy Cooper Mindset" and how this can be mitigated.

### ['We Are Living in a Racism Pandemic,' Says APA President](#)

This article notes that the mental toll and health consequences that come as a result of this "racism pandemic" are real and dire. By disclosing these ramifications, the article provides resource suggestions and support for the efforts of the movements.

### [Talking about racial inequality at work is difficult—here are tips to do it thoughtfully](#)

Having open and difficult conversations surrounding race can be a challenge in the workplace. This article explains why these conversations can be so hard and also gives tips on how to do this which include: how to engage as an ally, steps for starting a conversation, and the role of leaders in intentional dialogue.

### [What Companies Can Do to Combat Systemic Racism Against Black Colleagues in the Workplace](#)

This article provides the essential steps to support Black Americans including specific, concrete actions companies can take.

1. Support the Black Lives Matter Movement.
  - a. Affirm publicly that Black Lives Matter.
  - b. Stand up against police brutality.
  - c. Donate to organizations that are anti-racist or otherwise support Black people.
2. Provide a Safe and Supportive Workplace for Black Employees.
  - a. Acknowledge and work to combat racial stereotypes.
  - b. Provide support specifically to Black employees during times of crisis.
  - c. Ensure that managers know how to support Black colleagues.
  - d. Foster inclusive spaces for Black employees.
  - e. Implement clear mechanism for responding to and resolving discrimination against Black workers.
3. Assess your Current Workforce.
  - a. Conduct an assessment of your current workforce demographics.
  - b. Set recruitment targets to address any discrepancies for Black employees.
  - c. Conduct an analysis to confirm that you are paying Black employees equally.
4. Examine Practices Around Layoffs and Furloughs.
5. Recruit Black Workers.

## [7 Ways Your Organisation Can Start to Uproot Systemic Racism in the Workplace](#)

This article states seven ways that organizations can start to build a more diverse and inclusive environment. The steps include:

1. Remember you can do better.
2. Define your organisation's commitment to diversity and inclusion.
3. Promote diverse leadership.
4. Track progress, monitor turnover.
5. Recognize overlapping identities and experiences.
6. Adopt an abundance mentality.
7. Continue the dialogue, because racism does not magically disappear.

## [To Improve Workplace Diversity, Undo Workplace Racism](#)

This article discusses the racism that is prevalent in recruiting, hiring, promotions, and development processes. The article emphasizes that the way to fix it is being more direct with acknowledging racism as a problem in the workplace. In addition, the article offers advice to be successful in conquering bias and diversifying the workplace:

1. Investigate and acknowledge: admitting there is a problem and holding the entire workplace accountable.
2. Fix leadership.
3. Take a stand.
4. Improve psychological safety.
5. Stop blaming the equipment.

## [Is Your Company Fighting Racism, or Just Talking About It?](#)

The article emphasizes that in addition to police brutality, there is "corporate brutality," where people are being injured, abused, damaged, and/or destroyed in the workplace. The article notes that the common theme from the recent conversations has been the disconnect between a company's statement or commitment of resources externally and the daily employee experience. In response to this, the article stresses that companies must take actions toward combating racism. The article offers some suggestions:

1. Identify the harm without being defensive.
2. Get specific about internal and external actions.
3. Deal with the discomfort.
4. Be accountable.

## **General Information on Race and Racism**

### [A Detailed List of Anti-Racism Resources](#)

This link gives an extensive list of articles and books to read, videos and films to watch, people to follow, podcasts to listen to, and resources for teens regarding racism and inequality.

### [75 Things White People Can Do for Racial Justice](#)

A list that offers 75 possible actions that people with privilege can do in order to try to help and support racial justice.

### [A 5-Step Plan for Moms to Help Stop Violence Against People of Color](#)

The author of this article explains her own personal experience of dealing with racial inequality. As a result, the author lists five things moms can do to support anti-racism.

1. Get educated on the policies, practices, and training requirements of local police force.
2. Vote.
3. Listen, learn, and be an upstander.
4. Continue to educate children about inclusion, equality, and respect.
5. Hold yourself accountable.

### [America is on Fire](#)

This is a letter from the president of Emerson College where he shares his story of being black in America. The letter emphasizes the injustices that continue to prevail and how it is destroying this country.

### [Reflections from a Token Black Friend](#)

The author of this article reflects on his personal experience of being a black man, living in a primarily black neighborhood, while also being immersed in a white community growing up and the implicit biases he has encountered throughout his life.

### [TO WHITE PEOPLE, ON RACISM](#) (UK based)

This article emphasizes the fact that white people will never understand the challenges of being a person of color, and that the education and learning needed to break down some of those barriers is critical. The author focuses on being "anti-racist" rather than "not racist" and put together some ideas and suggestions on how to take action and a list of resources to learn more.

### [Talking About Race](#)

This link offers a variety of articles and resources about various topics regarding race and inequality and presents suggestions on how to have open conversations to engage in the subject.

### [This is what it feels like to be black in white spaces](#) (From 2018)

This article from 2018 gives some historical context of racial inequality and offers some insight into what it is like to be a Black American navigating the white space.