

Day 4 of 7

7 Day Allies Advocacy Challenge

eliminating racism
empowering women
ywca
Hartford Region

WORKPLACE



- Ensure your workplace prioritizes diversity in its hiring practices.
- Understand microaggressions in order to address them.
- Create a safe place for people to share and be their authentic self.
- Senior leaders step up, especially if you are white. Your privilege must be used to make a difference.
- Push back against structural inequities and stand side by side with your colleagues of color.
- Have the uncomfortable conversations about race.

HERE IS HOW YOU CAN TAKE ACTION

Workplace: Step In

Action 1: Take a moment to notice your work environment. Who do you see? Does everyone look the same? Do the people you sit next to every day have the same experiences as you in this world? We can easily overlook the diversity of our workplace when we become solely focused on ourselves and our responsibilities. So, it is important to first do some self-reflecting and then become educated on Diversity, Equity & Inclusion. [UnpackingTheKnapsack](#).

Action 2: If you hold a leadership role in your workplace, take the time to assess the needs and concerns of your staff. Do they feel seen, heard, are their needs being met? Do they feel like they are being equally represented in the workplace? If not, it is important to reassess your companies' policies around diversity. What is missing? It is important to push your senior leaders to step up and break down structural inequities. <https://www.forbes.com/sites/danabrownlee/2020/06/01/dear-white-people-here-are-10-actions-you-can-take-to-promote-racial-justice-in-the-workplace/?sh=611e9f34a92e>

Action 3: Part of stepping in, in the workplace is having conversations about race. If there are specific concerns surrounding race in your workplace, it is crucial to address them and provide the proper resources to facilitate change and to create a safe, equitable workplace for all employees.

<https://www.npr.org/2020/06/08/872371063/microaggressions-are-a-big-deal-how-to-talk-them-out-and-when-to-walk-away?t=1591788318476>

Click the link to read about DEI in the workplace:

<https://www.cio.com/article/3262704/diversity-and-inclusion-8-best-practices-for-changing-your-culture.html>

Allies Guide to Advocacy

For more information on how to be an ally view the Allies Guide to Advocacy Webinar:

<https://www.ywcahartford.org/advocacy/ally-guide-for-advocacy.html>