
Employer Anti-Racism Statement Best Practices:**JUNE 30, 2020**

1. Say their names, say racism, say Black Lives Matter.
2. Recognize the effect that recent events have had on Black people specifically.
3. Recognize Black women, queer, and transgender people and the unique intersectional challenges they face.
4. Include a resource list for employees to educate themselves, and acknowledge it is not the job of Black people or people of color to educate other employees on racial matters.
5. Acknowledge the work the company must do to address racial equity internally in addition to outward-facing efforts.
6. Include current initiatives and specific future actions to be taken by the company to further racial equity.
7. Continue to issue statements and updates for transparency and to show employees the company is taking its words seriously.
8. Include an individual call to action for employees in addition to stating the employer's beliefs and actions against racism.
9. Include the company statement on the website homepage.

Employer Anti-Racism Policy Best Practices:

1. Match employee donations to anti-racism organizations.
2. Donate to local and national anti-racism organizations, and support minority-owned businesses.
3. Where applicable, offer industry/company-specific services (i.e. pro bono services from law firms, grants to minority-owned businesses from financial institutions).
4. Ensure transparency around progress on company anti-racism and diversity and inclusion efforts.
5. Identify and address internal issues affecting racial equity within the company. Regularly assess what is and isn't working, and seek feedback – especially from employees of color.
6. Implement sustained efforts towards racial equity in addition to one-time actions and donations.
7. Create opportunities for dialogue surrounding recent events and racial equity within the company.
8. Implement support measures and resources for employees struggling with handling recent events, especially Black employees and employees of color.

