



TOGETHER FORWARD
@Work

 **START A
CONVERSATION**

Let's confront workplace racial inequality

shrm.org/tfaw2020



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Together Forward @Work is a call to action for the business community to drive racism and social injustice out of America's workplaces one honest conversation at a time.

To create better workplaces, first we must improve the cultures that fuel them.

Let's talk about confronting workplace racism.

- 1.** Invite a colleague to have coffee, either in person or virtually.
- 2.** Use these cards to start a conversation.
- 3.** Listen and ask thoughtful questions.
- 4.** Use insights gained to start making true workplace change.



Almost 1/3 of American workers do not feel safe voicing their opinions about racial bias in the workplace.

- How important is it to you to be able to voice your opinion about racial bias in the workplace?
- Should employers empower their workers to have conversations about racism in the workplace?



More than 1/4 of American workers say their workplace is not doing enough to provide opportunities for Black employees within the organization.

- Are Black employees receiving the same amount of opportunities as white employees within your organization?
- How is your employer investing in growth opportunities for minorities?
- Does your employer offer employee resource groups?





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Over 70% of HR professionals believe it's appropriate to discuss race at work.

- Does your employer offer training on diversity, equity and inclusion topics?
- Do you feel comfortable talking to your human resources department about race relations?
 - Why or why not?



52% of Black American workers believe they have been treated unfairly in the workplace due to their race, compared to **4%** of white workers who believe they have been treated unfairly at work because of their race.

- Have you ever felt you were treated unfairly in the workplace due to your race?
- How does your organization prioritize equity, making sure all people are treated fairly and with respect in the workplace?



Almost **half of HR professionals say incivility (e.g., rude comments or slights) based on race exists in their workplace.**

- Have you ever been the target of incivility at work?
 - How did that make you feel?
 - What action did you take?
- Have you ever witnessed an employee act with incivility in the workplace?
 - Did you respond and/or hold the employee accountable?
 - Did you notify HR?





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More than 1/3 of HR professionals say their organization is not doing enough to promote racial justice in the world.

- Do you feel your organization has a responsibility to promote racial justice in the world?
- How would you rate your organization's ability to make sure everyone feels equally valued at work?



60% of HR professionals believe organizations have a responsibility to take a stance on important social/societal issues and to communicate that position.

- Do you believe it's an organization's responsibility to take a stance on important social/societal issues and to communicate its position?
- What has your employer done to communicate its stance on important social/societal issues?



1/3 of Black American workers do not feel respected and valued at work.

- Have you ever felt that your ideas and opinions were not respected and/or valued at work due to your race?
- How would you rate your organization's ability to make sure everyone feels equally valued at work?
 - What could be done to improve this?





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25% of American workers say they gained respect for their co-workers based on their colleagues' response to protests against racial injustice.

- Are you and/or your co-workers comfortable talking about racial injustice?
- Do you feel that having co-workers who respond to racial injustice enhances workplace culture?
- At your workplace, do employees believe the response expected of them is the proper one?





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More than 1/3 of Black American workers say discrimination based on race or ethnicity exists in their workplace.

- Do you believe discrimination based on race or ethnicity exists in your workplace?
 - Why or why not?
 - How does that make you feel?





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78% of Black HR professionals believe organizations have a responsibility to take a stance on important social/societal issues and to communicate that position.

- Has your organization taken a stance on important social/societal issues?
 - If so, what stance has it taken?



67% of organizations have not solicited their workers' thoughts about racial injustice and the related protests.

- Do you think organizations should ask employees about their thoughts on racial injustice?
- How has your organization determined the feelings and concerns of workers regarding racial injustice and the related protests?



52% of organizations have provided or plan to provide new training on implicit/unconscious bias, equity, inclusion or other diversity-related topics.

- What types of new training has your organization provided on implicit/unconscious bias, equity, inclusion or other diversity-related topics?
- Have you sought out guidance or education on how to address your own implicit/unconscious bias?



A majority of organizations have not considered holding any type of town hall or organizational meeting on the topic of racial injustice, yet 81% of organizations have released a statement to employees and 51% have released a statement to customers.

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- Should organizations do more than issue a statement regarding racial injustice?
 - How would you like to see your organization respond to racial injustice?



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Let's confront workplace racism.

ADDITIONAL CONVERSATION STARTERS:

- **1/3 of organizations have hosted or will host a town hall or other type of organizational meeting with employees to communicate the organization's stance on and planned actions regarding racial injustice.**
 - Has your organization hosted a town hall or other type of organizational meeting with employees to communicate the organization's stance on and planned actions regarding racial injustice?
 - Do you feel it's important to understand your organization's stance regarding racial injustice? Why or why not?
- **68% of Black HR professionals would decrease or have decreased the amount of goods or services purchased from a company that remained silent on the topic of racial injustice.**
 - Would you decrease or have you already decreased the amount of goods or services purchased from a company that has remained silent on the topic of racial injustice?

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