

OVERCOMING RACISM + LIFECITY'S INCLUSIVITY GUIDE FOR THE WORKPLACE

GOAL

To begin authentic, informed conversations about how race and racism impact our work and our lives; individually + collectively.

WHY SHOULD I DO IT?

- Diverse organizations are more innovative and grow faster, earn more, and are better at problem-solving
- Cultivating an environment and climate where all of your partners, employees and clients feel SEEN, HEARD, and VALUED will help build a truly inclusive workplace that creates an environment that cultivates and affirms difference
- A diverse team brings a unique set of experiences and perspectives, which are essential for developing new ideas and innovation. Organizations should leverage inclusivity as a tool to collaborate with diverse staff to fully realize their talents.

HOW TO BUILD AN INCLUSIVE, ANTI-RACIST WORKPLACE

- Complete an Overcoming Racism training with LifeCity member Overcoming Racism (10% discount for LifeCity business members!)
- Review and reflect upon the below features of highly inclusive organizations and how they are supported at your organization
- Understand anti-racism definitions from a human rights framework

for WOMEN

- Women in leadership positions
- Organizational policies that support women
- More efficient policy of job security with pregnancy and paid parental leave
- In office or on campus childcare
- Deconstruct toxic masculinity in the workplace and remove male privilege

for LGBTQ

- Education and understanding of inclusive vocabulary and pronouns
- Gender neutral bathrooms
- Explicitly inclusive family policies
- Intentional and visible signage in support of LGBTQ community
- Privacy of information