



A framework for combating systemic workplace racism

# WORKPLACE ANTI-RACISM ACTION AGENDA

## LEARN

Educate yourself and others on how to address racism, bias, and discrimination

## ACT

Take action against recent acts of racial violence targeting the African-American community and communities of color

## CHANGE

Create high-performing, inclusive, equitable, and diverse workplaces through sustained efforts that support African-American employees and employees of color

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### Inclusive Leadership & Culture

- Create a culture of safety, belonging, and opportunity for African-Americans and other employees of color as a focus within your broader inclusion work

- Lay the groundwork for ongoing employee feedback that will inform and shape an inclusive culture
- Discover the elements of leadership and culture that foster inclusion
- Educate employees on bias, racism, allyship, and other fundamental concepts

- Condemn racism internally
- Leverage corporate platform to:
  - Condemn racism and violence in the broader society
  - Leverage influence to dismantle systemic racism
- Establish or more deeply engage Employee Resource Groups, Mentoring Programs, and other tools

- Equip leadership and employees to create and sustain inclusive cultures
- Achieve high levels of employee engagement and satisfaction with inclusion, equity, and diversity programming
- Align company culture and values to optimize the brand experience of employees, partners, and the community

E

### Equitable Policies & Systems

- Ensure equitable compensation, benefits, performance assessment, and other HR policies

- Build understanding of the policies that are valued by employees of color

- Audit current policies & systems
- Implement equitable benefits, compensation, and HR policies

- Utilize industry data and employee feedback to ensure equitable systems
- Ensure that benefits attract and retain employees of color

D

### Diverse Talent Pipeline and Workplaces

- Reimagine the Future of Work
- Build & Tap a Diverse Talent Pipeline
- Equip & Support African-Americans and other employees of color in your current workforce

- Gather current and future employee insights on the ideal workplace of the future
- Assess skills and development needs of current employees
- Learn strategies to:
  - Create a diverse pipeline
  - Ensure retention & advancement

- Broaden outreach to create a diverse talent pipeline
- Utilize inclusive recruiting, hiring, and onboarding processes
- Implement upskilling and reskilling to ensure diversity across levels and functions

- Leverage industry-wide and company-specific data to track and measure:
  - Diversity across levels and functions
  - Employee-of-color satisfaction levels
  - Progress versus diversity goals
- Eliminate barriers to advancement and retention, including the lack of fair performance management systems and a shortage of mentorship & sponsorship opportunities



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