

Creating a climate of safety for Black workers in America

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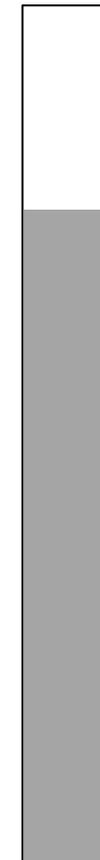
Why do we need a climate of
safety for Black workers?

Racism in Organizations



58%

of Asian, Black, and Latinx employees reported feeling on-guard at work because they anticipate racial and/or gender bias

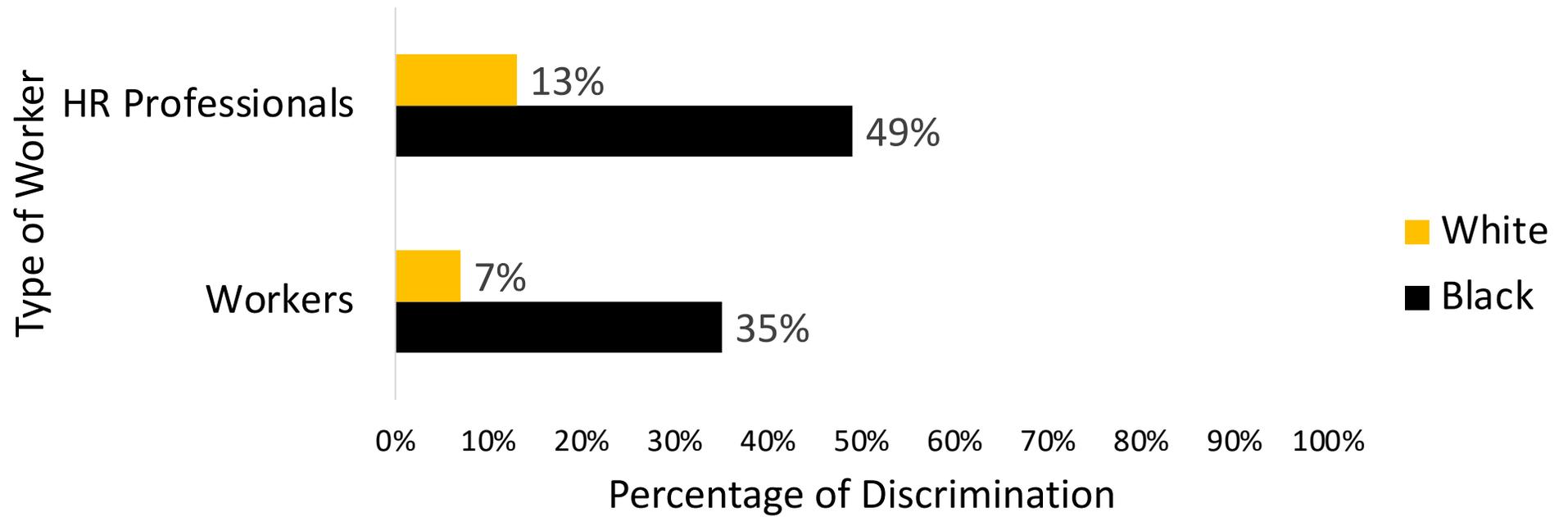


84%

of Black people surveyed said racial discrimination hurts Black people's chances of getting ahead in the U.S

Racism in Organizations

Discrimination based on race and ethnicity



Racism in Organizations

- What is it related to:
 - Workplace discrimination
 - Opposition to diversity-supportive policies
- Consequences:
 - Job-related
 - Well-being

Black in America: What's the Current Landscape?



2020: Black
in America



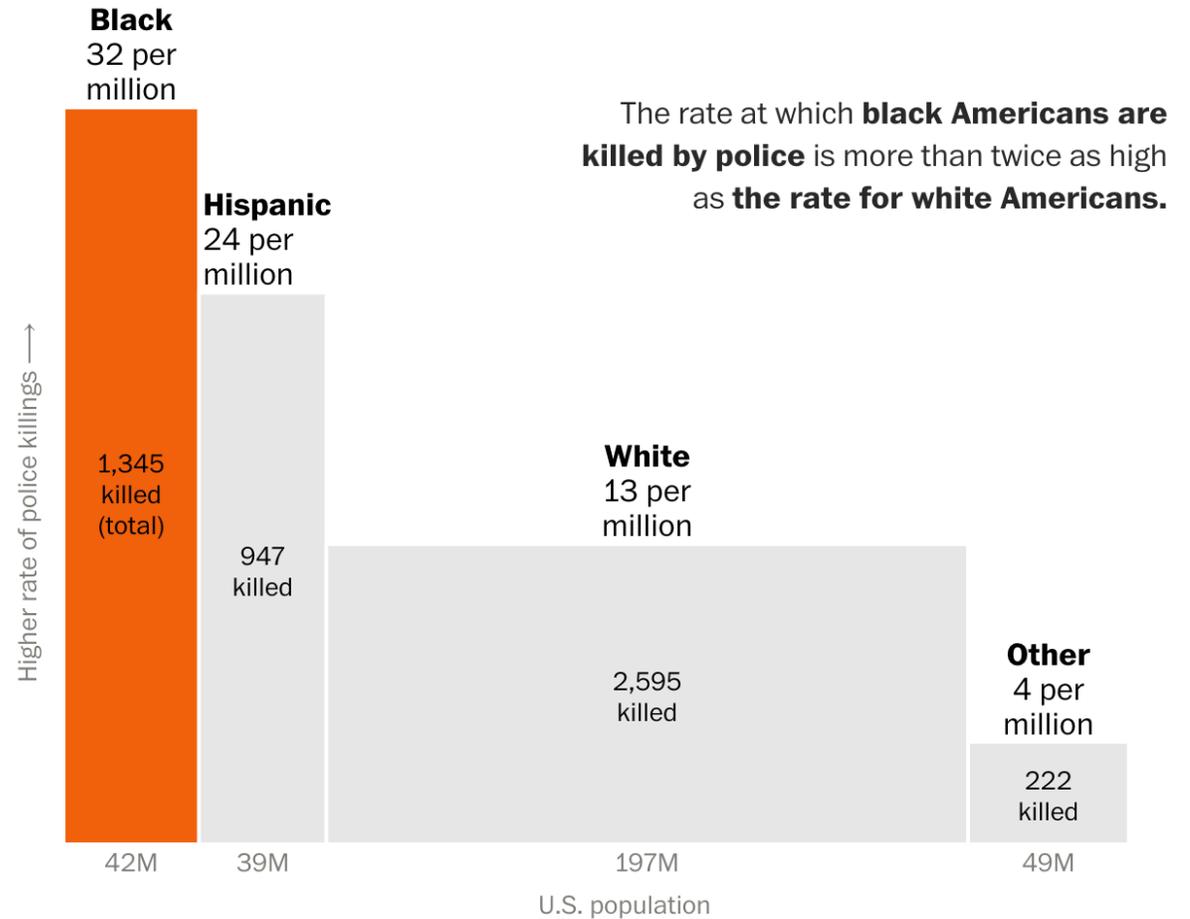
13%
of US population



24%
of fatal police shootings

2020: Black in America

Source: The Washington Post





How are these events affecting people at work?

Spillover Effects

I'm so tired. Especially exhausted because I have to go to work a direct deposit that n **#AltonSterling..**

7:31 AM - 6 Jul 2016 from Los Angeles,



Just saw news of i sake white people shooting black folk: Sick and tired at work.

Someone at work yesterday asked me what I thought of the George Floyd case, my response was I haven't stopped being angry enough to figure it out.

5:37 AM · May 29, 2020 · Twitter for Android

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At work reading these articles has me sick to

Follow



This is sickening and I just can't even keep my anger in check at work. **#TamirRice**

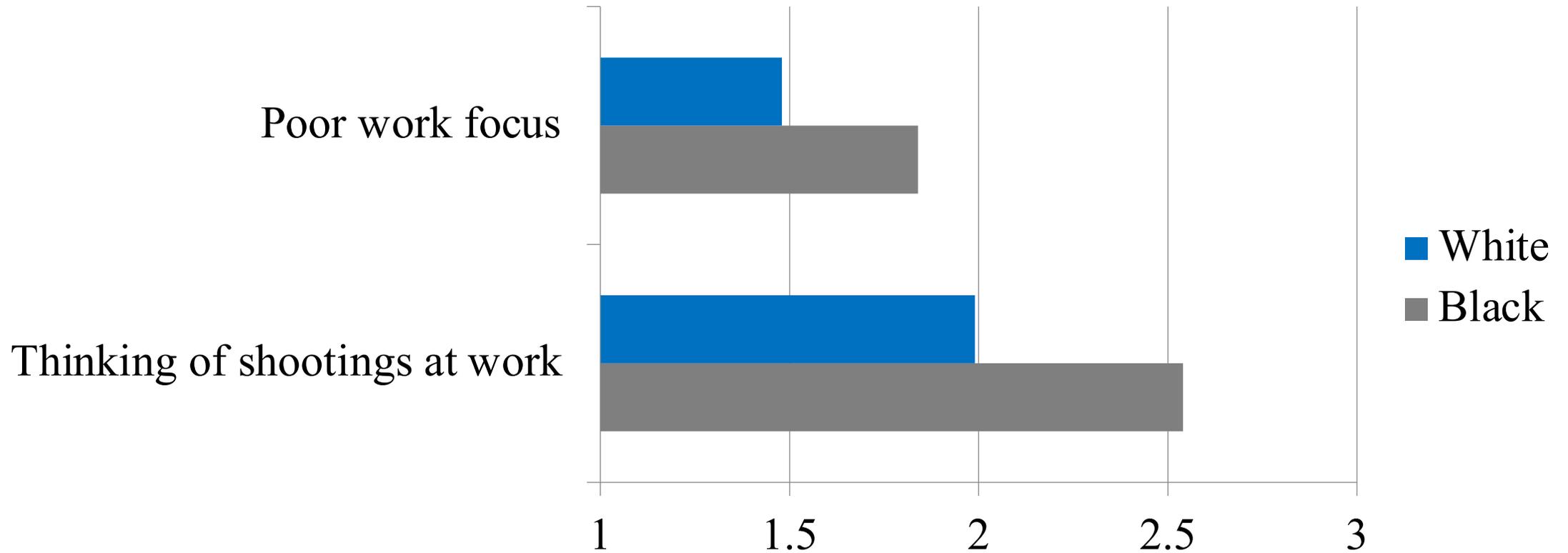
12:25 PM - 28 Dec 2015



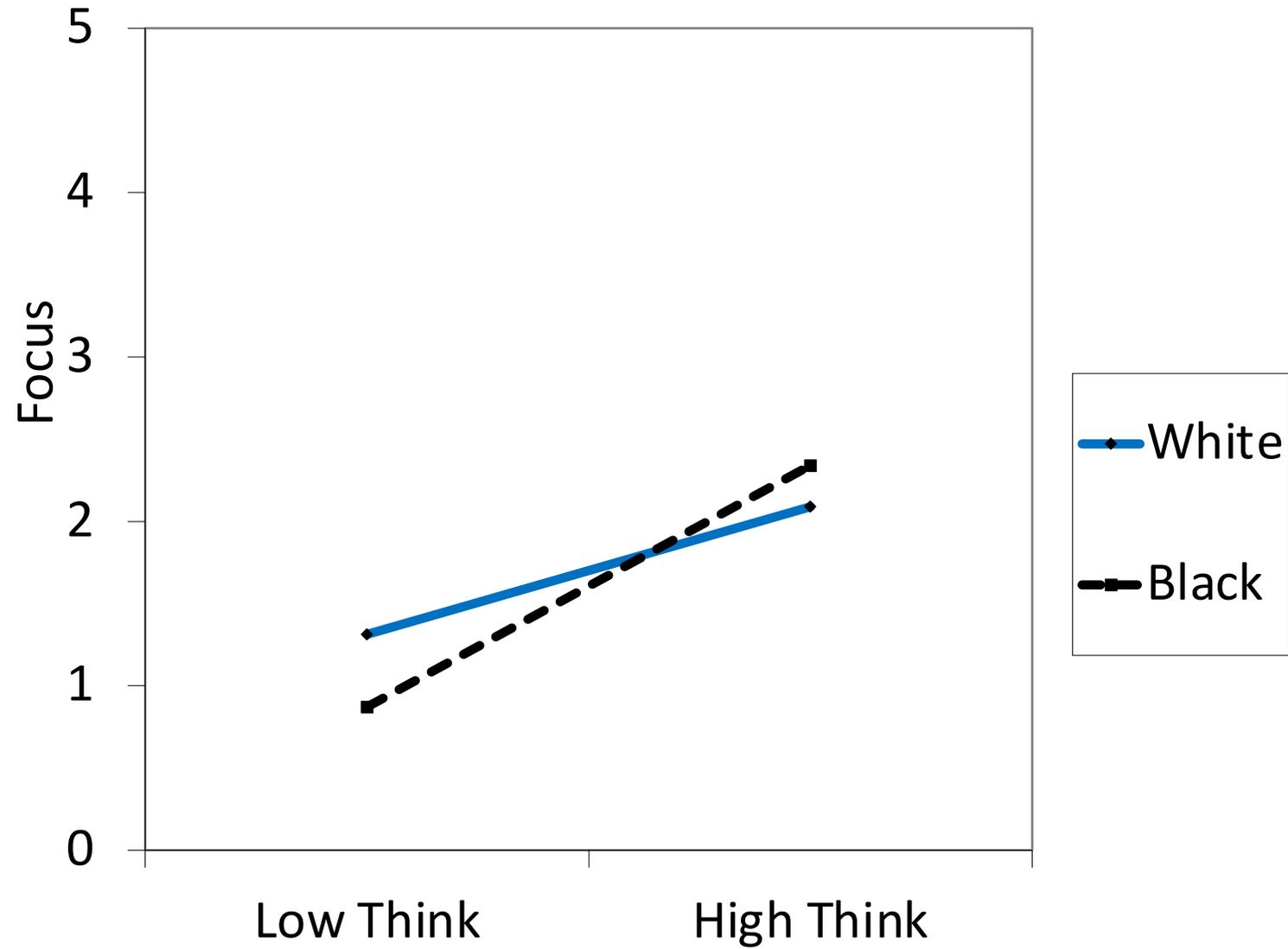
couldn't bring myself to go into work. I just ar crying and thinking about her

Follow

What are the consequences?



What are the consequences?



And
Then...
COVID



Health Disparities

**Rate ratios compared to
White, Non-Hispanic**

Black

Hispanic or Latinx

Cases

2.6x higher

2.8x higher

Hospitalizations

4.7x higher

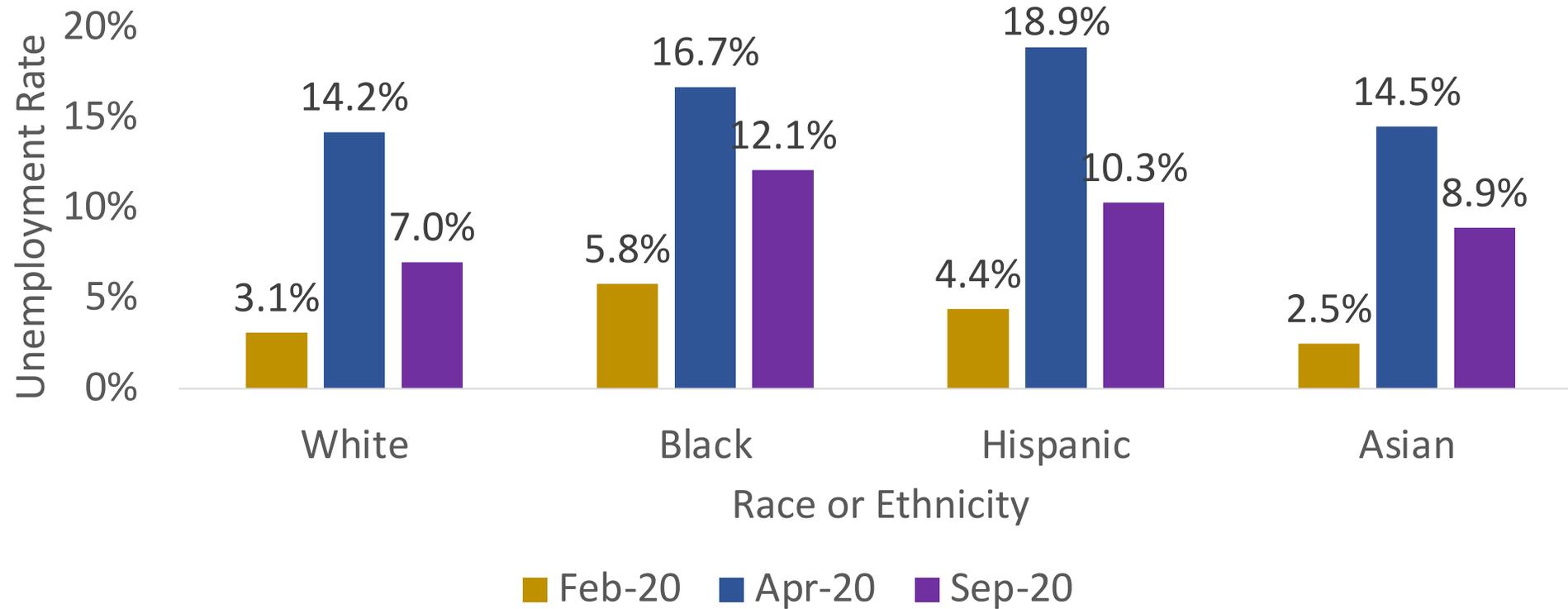
4.6x higher

Deaths

2.1x higher

1.1x higher

Change in Unemployment Rate From February to September 2020 by Race and Ethnicity



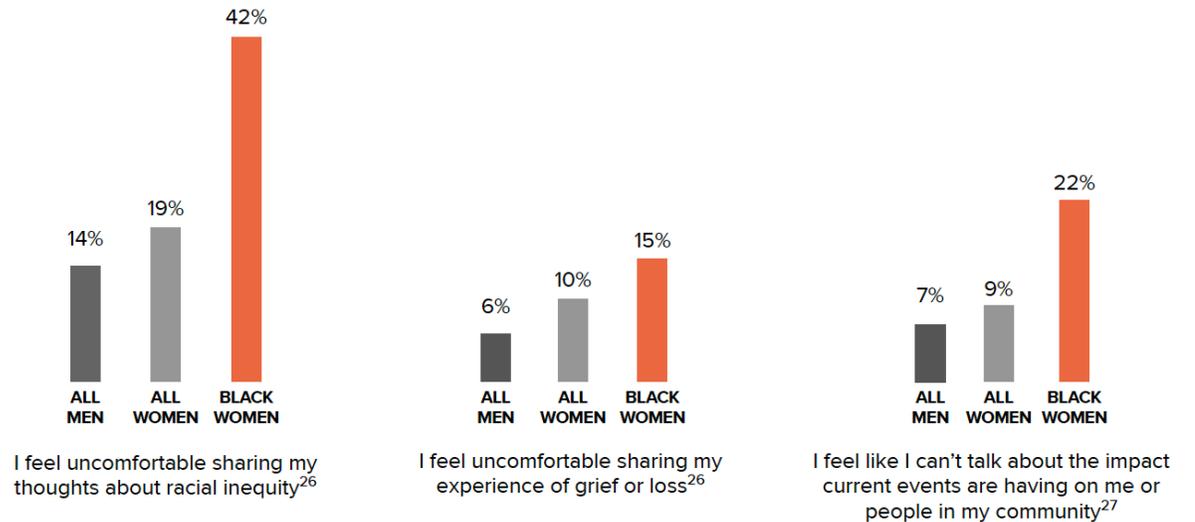
Unemployment Disparities

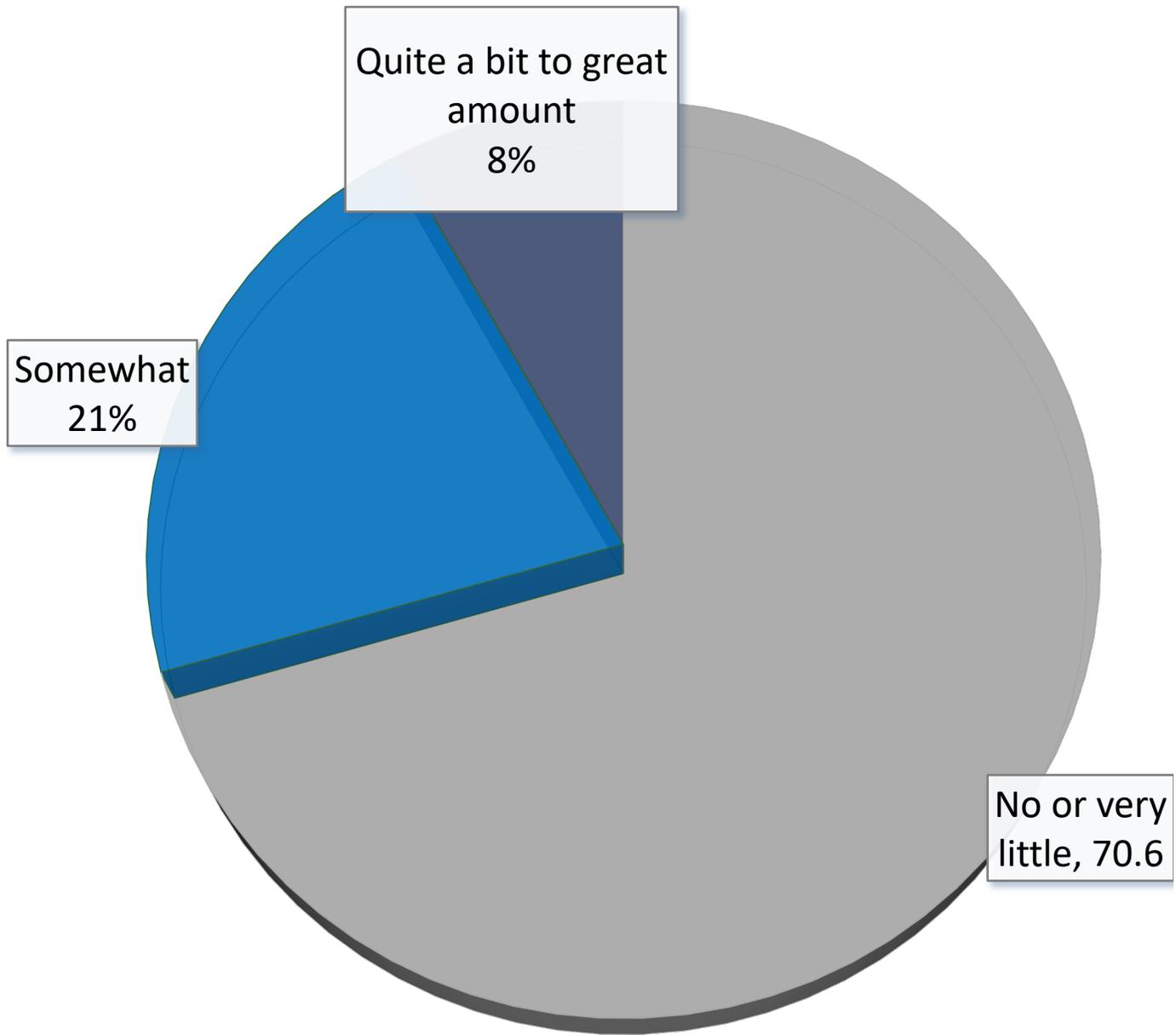
Suffering in Silence

40% of Black employees don't feel emotionally safe...

BLACK WOMEN OFTEN DON'T FEEL COMFORTABLE BRINGING THEIR WHOLE SELVES TO WORK

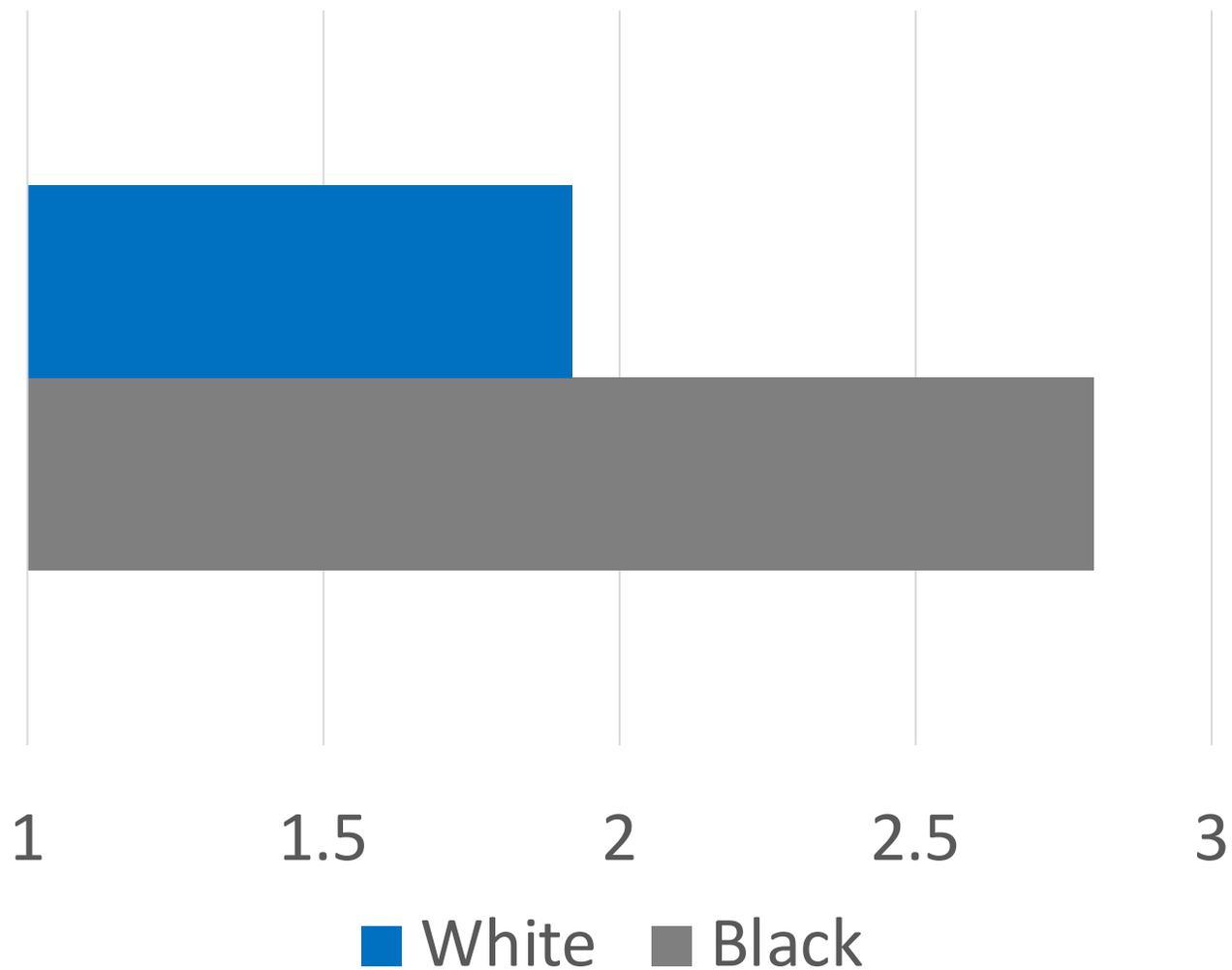
% of employees who agree with the following statements...

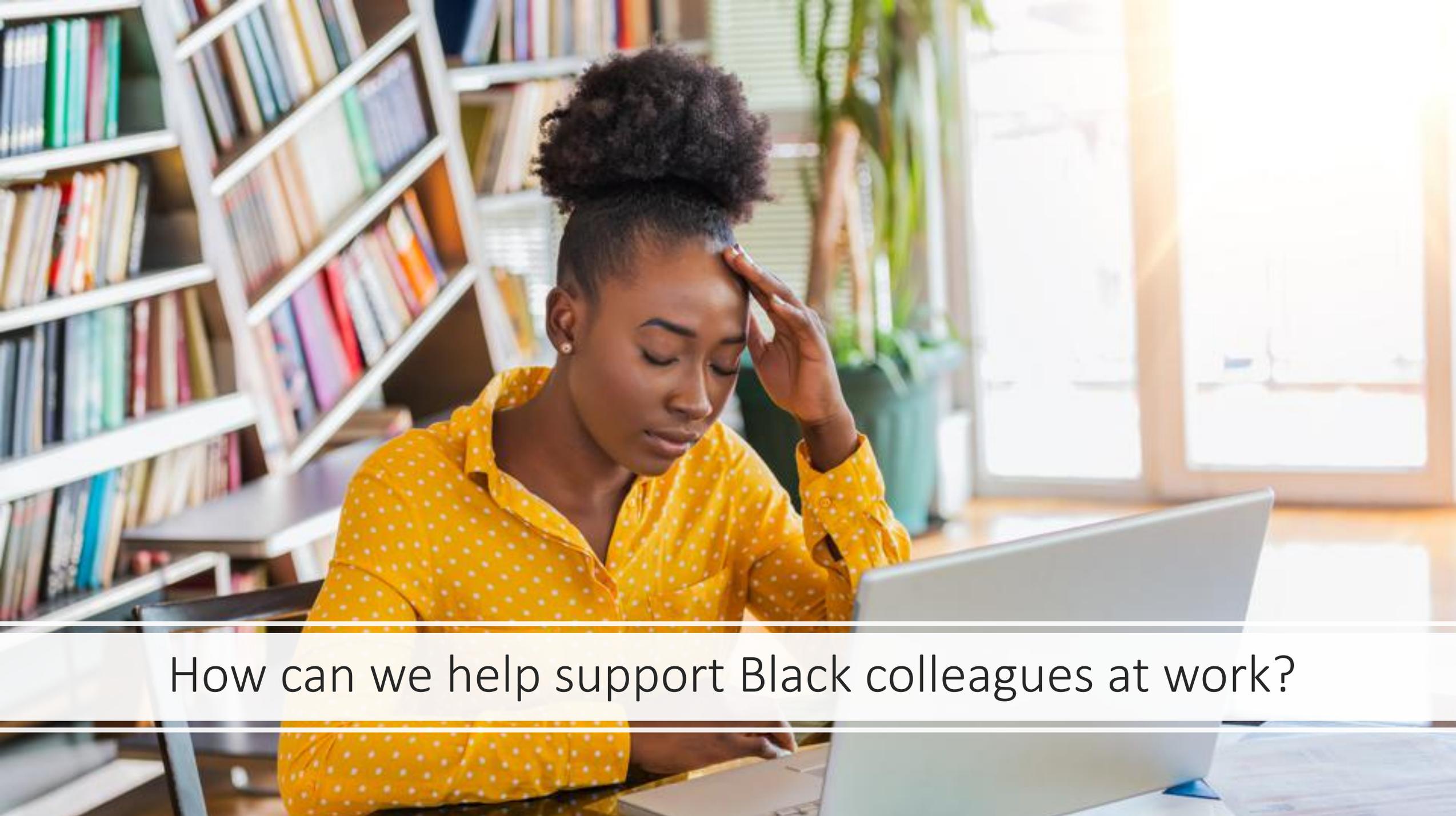




Do you discuss
police shooting
events with your
coworkers?

Feel
positively
about
engaging
with
coworkers
about these
events





How can we help support Black colleagues at work?

How can
we help
support
Black
colleagues
at work?

Create space intentionally

Anchor conversations in sincerity

Recognize the totality of the moment

Empathy is key



How can we help
support Black
colleagues at work?

CARE!

THANKS!

Do you have any questions?

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For more info on the Center for
Workplace Diversity and Inclusion visit:

<https://www.memphis.edu/cwdi/>

