How to Build an Anti-Racist Organization

Moving Forward: Understanding the Employee Experience

OV Virtual Conference | September 10-11, 2020

OrgVitality

The Presenters

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Silence is not an option

Race, Racism and Racial Justice

Anti Racist Organizations

The well meaning white people

What it means to be an anti racist company

Today's Session

What is an antiracist organization

What are the barriers to antiracism

What is the role of employee feedback

Moving forward with tough feedback

1

The Antiracist Organization

To recognize the permanence of racism in organizations and communities, and recognize that racism is a system of disproportionate opportunities and penalties based on skin color
– Laura Morgan Roberts.

Policies and procedures
Behavioral norms
Routines

→ *Greater opportunity /access to some groups compared to others*

- Recognize that systemic racism exists
- Be open to the likelihood that systemic racism occurs somewhere in the organization, consciously or not
- Commit to representation in workforce and supply chain
- Commit to equitable pay
- Continually engage in the difficult conversations
- Donate to antiracist organizations
- Be open and transparent about mistakes and learnings
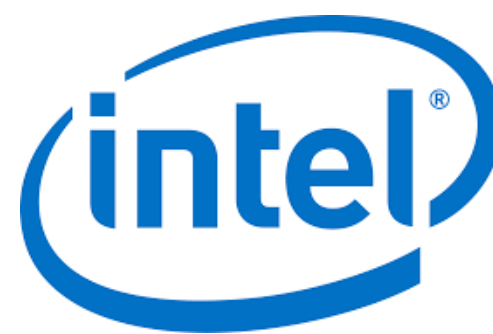
2 Barriers to an Antiracist Organization

- Difficulties admitting there may be systemic racism in your organization

- Defining racism

- Getting employees to speak out about issues they've encountered

3 Employee Feedback

Collecting employee feedback is a key to component in establishing pain points in your organization. Key survey components to consider when discussing racial inequities include:

- Belongingness
- Safety
- Equal Opportunities
- Leadership

OV Anti-Racist Organization Survey Example

- Safety items resulting in the highest scores
    - Ex. Manager support when inappropriate jokes made
    - Ex. Know how to report incidents of discrimination
- Items related to equal opportunities are on the lower end
    - Ex. Development opportunities available and accessible to all
    - Ex. Org. committed to hiring minorities
- Items related to leadership are also on the low end when you look at minority responses
    - Ex. Org. leaders actively addressing the racial crisis
    - Ex. Org leaders authentic in their commitments to us as a workforce.
- Open end comment available as well for employees to provide suggestions

4 Moving Forward with Tough Feedback

So, you got results back, and….its not as positive as you'd hoped.

- *What are the organization wide messages?*

- *Where are the hot spots, or vulnerable groups?*

- *How can you support leaders in owning the message?*

- *Who can you partner with to drive the message throughout the organization?*

Learning more:

- Focus groups to learn more about lived experience
- Targeted analyses to find hot spots, and relationships with other organizational issues

Improving systems:

- Review hiring processes – recruiting sources, requirements, target metrics
- Review developmental processes, impact of informal networks

Supporting the culture:

- Employee resource groups or affinity groups
- Provide opportunities to volunteer or support community groups
- Provide opportunities for leaders to visibly move messages forward

Keep the conversation going!!

What can you do **today**

1. Acknowledge you may have a problem
2. Get buy-in from senior leadership
3. Collect employee feedback
4. Begin reviewing how you can make necessary changes
5. Reflect personally on how you can contribute to the cause

How Will You Navigate the Future?

To submit a question or your top take-aways, type into chat box.
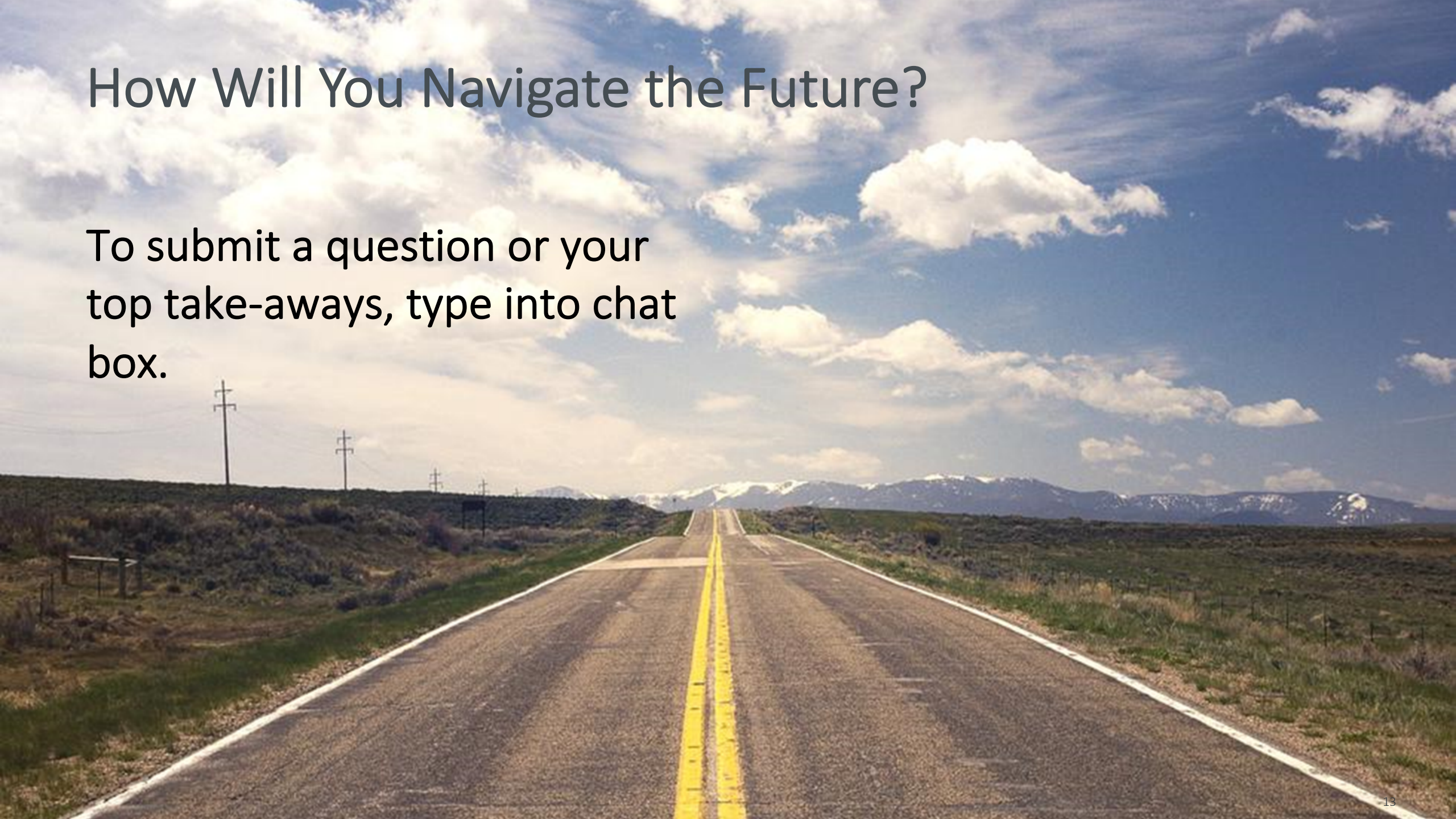
Conference Line-Up

Thursday, September 10th (all times EDT)

- 11:00-11:30   Managing People In 2021 and Beyond
- 11:45-12:45   Creating Impactful Diversity and Inclusion Programs
- 1:00-1:30   Implementing a Mental Health Program in your Organization
- 2:00-2:30   Leveraging Employee Confidence During Economic Downturns
- 2:45-3:15   It's Time for a New Playbook: Leadership Lessons for COVID-19 Recovery
- 3:30-4:00   Delivering Feedback that Inspires and Motivates your Remote Team
- 4:30-5:00   What the Heck Are Your Employees Thinking These Days –
                        And Why You Need to Care

Friday, September 11th (all times EDT)

- 11:00-11:30   Re-Onboarding a Pandemic Workforce
- 12:00-12:45   What? An Agile Performance Management Upgrade?
                        An Employee-Led Hack at PepsiCo
- 1:00-1:30   How to Build the Anti-Racist Organization
- 2:00-2:30   **Listening During Times Of Crisis**
- 3:00-4:00   **Crafting The Executive Message In Today's Survey Results**

Free survey suite available at OrgVitality.com

A full line of free pulse surveys designed by OrgVitality consultants to help employees and organizations through the universal challenges of 2020 including:

- Employee Well-Being

- Readiness to Return

- Re-onboarding

- Workplace safety

- Work Processes

- Virtual Teams

- Anti-Racist Survey

- And more

Visit orgvitality.com to sign up for access to our free suite.

Connecting Employees and Organizations

At OrgVitality, we are experts in designing projects that are linked to **strategy**, generate useful **insight**, and drive positive **action**. Now, more than ever, organizations need to listen to and learn from their employees.

We can help.

Surveys

- Strategic Employee Surveys
- Pulse/Continuous Listening
- Lifecycle
- 180 and 360 assessments
- Internal Customer Experience

AI-Driven Action Tools

- Action Prioritization
- Nudges
- Comment Analysis