

Each month during 2021, the IAT Equality and Diversity Group aims to promote 1 of the protected characteristics

This month,



Let's Talk about ... Racism, and how to end racism in the workplace

There have been recent deep rooted issues of racism within our societies – brought into sharp focus through the Black Lives Matters Movement. Actions to tackle racism such as footballers walking off pitches, anti racism marches, protests and the promotion of anti racism behaviour by leading figures such as José Mourinho, have been fully supported but how can we tackle racism in the workplace and within our everyday lives?

'It is not enough to say you are not racist, you have to be anti racist' (CIPD 2020)

Racism has detrimental impacts on many workers and manifests itself in many ways, such as:

- verbal abuse
- employees being denied training or promotion
- racist comments and jokes
- bullying and harassment
- physical violence
- being singled out and treated differently

The impact of racism on mental health, general wellbeing and performance at work has devastating consequences.

Racism has no place in our society. We must all play our part in ensuring that prejudice is stamped out and organisations should be promoting diverse and supportive cultures of respect and fairness for all.

But how can we do this within our organisation?

- Ensure that your organisation has a strong equality, diversity and dignity policy that explicitly includes zero tolerance of racism.
- Diversifying the talent pool and championing inclusive workplaces.
- Creating safe open spaces where people can talk openly, together, as professionals.
- Create spaces where individuals feel safe and can discuss their own issues should any arise, in confidence and with support.
- Have bold and honest conversations with your team.
- Implement support systems that enable everyone to meet their full potential.
- Take action regarding bullying and harassment.
- Communicate messages on a 2-way basis regarding anti racist policies and practises.
- Commit to sustained action and willingness to change.
- Be nice, kind and treat others as you would like to be treated.

As we move into 2021, let's hope we can all contribute to the fight to wipe out racism at all levels



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References: Chartered Institute for Personnel Development (2020), TUC – Is racism real report (2017)

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