



Antiracism in the Workplace: 2024

June 20, 2024

The systemic racism and xenophobia we have been grappling with in our national dialogue is not new. The fight to end systemic racism needs to be led from top executives and informed by all employees, especially men and women of color who have been historically and systemically marginalized. Building an antiracist workplace is not just the right thing to do, it is a modern imperative. Join Health Links, along with national and local experts, to learn more about how to build an antiracist workplace today and for the future.

Disclaimer

The views and opinions expressed in this program are those of the speakers and do not necessarily reflect the opinions, views, or positions of Health Links®, the Center for Health Work & Environment, or the Colorado School of Public Health.

This webinar may have short mentions of mental health challenges, suicide, racism, and homophobia. Please engage with our webinar to the level of comfort that best suits you. A recording and summary of key takeaways will be shared after the session.

Land Acknowledgement

As we gather [*in this virtual space*], we honor and acknowledge that the University of Colorado's four campuses are on the traditional territories and ancestral homelands of the Cheyenne, Arapaho, Ute, Apache, Comanche, Kiowa, Lakota, Pueblo and Shoshone Nations. Further, we acknowledge the 48 contemporary tribal nations historically tied to the lands that comprise what is now called Colorado.

Acknowledging that we live in the homelands of Indigenous peoples recognizes the original stewards of these lands and their legacies. With this land acknowledgment, we celebrate the many contributions of Native peoples to the fields of medicine, mathematics, government and military service, arts, literature, engineering and more.

We also recognize the sophisticated and intricate knowledge systems Indigenous peoples have developed in relationship to their lands.

We recognize and affirm the ties these nations have to their traditional homelands and the many Indigenous people who thrive in this place, alive and strong. We also acknowledge the painful history of ill treatment and forced removal that has had a profoundly negative impact on Native nations.

We respect the many diverse Indigenous peoples still connected to this land. We honor them and thank the indigenous ancestors of this place. The University of Colorado pledges to provide educational opportunities for Native students, faculty and staff and advance our mission to understand the history and contemporary lives of Native peoples.



About Us

Health Links[®] is a public health outreach program that champions health and safety at work. We offer evidence-based Healthy Workplace Assessment[®] and advising to help organizations and their team members achieve *Total Worker Health[®]*.

As a program based in the Center for Health, Work & Environment at the Colorado School of Public Health on the University of Colorado Anschutz Medical Campus, our deep experience as researchers and industry trailblazers informs everything we do.

Housekeeping

- All participants are on mute
- Use chat for technical assistance
- Questions? Use the Q&A box
- Closed Captions are available
- Need CEs? Survey at the end
- Webinar is being recorded

Agenda

1. Keynote Presentation
2. Speaker Discussion
3. Question & Answer

Learning Objectives

1. Establish clear goals tied to becoming an antiracist workplace.
2. Apply an intersectional analysis to improve employee experience.
3. Devote company resources to enhance the lives of all employees.



Keynote Speaker



Adia Harvey-Wingfield
Washington University, St. Louis

GRAY AREAS

Adia Harvey Wingfield

Mary Tileston Hemenway Professor of Arts & Sciences

Washington University in St. Louis

US RACIAL DEMOGRAPHICS (2019)

- Non-Hispanic White women: 29%
- Non-Hispanic White men: 30%
- Black women: 7%
- Black men: 6%
- Hispanic women: 9%
- Hispanic men: 9%
- Asian American women: 3%
- Asian American men: 3%

PERCENT OF WHITE MALE WORKERS IN VARIOUS JOBS (2017)

- Congress: 80%
- State political executives: 78%
- Corporate executive officers: 85%
- CEOs of Wall Street firms: 100%
- Fortune 500 CEOs: 95%
- Tenured professors: 73%
- Heads of venture capital firms: 97%
- Owners of television/radio licenses: 97%



WORK AND RACE TODAY

- Civil Rights Act of 1964 outlawed racial discrimination
- DEI is a multi-billion dollar industry
- Workers of all races report an interest in workplaces that address diversity
- Yet Black workers remain underrepresented in leadership roles across industries
- Subject to racial wage gaps
- Concentrated in lower status occupations with little job security or prospects for mobility
- How can both of these things be true?



WHY?

- Why do we see these disparities when diversity is a multi-billion dollar industry?
- Why do these inequalities persist 50+ years after the landmark Civil Rights Act of 1964?
- Why do the top ranks of so many industries fail to reflect an increasingly racially diverse population?
- It's not because of a lack of qualified Black workers
- It's not a result of legal, explicit racial discrimination
- *It's because the way we work maintains racial inequality*



GRAY AREAS

- Hiring
- Organizational culture
- Advancement

CONSTANCE: HIRING

- "All the credit I had for being Professor Smith's student, I lost. I went into a new field, no one knew my advisor, the fact that I came out of his group didn't mean anything to them. I was starting over from scratch with no one to vouch for me. That has been my challenge ever since."
- **"Going to meet people, get in the 'in-crowd'—'cause I'm introverted anyway, on top of being a black woman—while not being known, it has been terrible. I hate it...If it was just based on merit, if the networks didn't matter so much, I'd be much better positioned. But the networks are what's missing, so I miss out on all kinds of things—awards, nominations, proposals."**
- "I was at a conference and there was a guy presenting there, and he talked about how research collaborations depend on personal relationships with people. You ask yourself, 'Would I spend time with this person? Is this someone I want to have dinner with?' When he said that, I was just devastated. Because who in this room wants to have dinner with me? And this is why I haven't had any collaborations with anybody since grad school. Because I haven't done this."

BRIAN: ORGANIZATIONAL CULTURE

- **“Everything most people think about vis-à-vis Black filmmaking, all of their assumptions about how the system is rigged against them—and the majority of Black people think that in Hollywood—those assumptions were proven correct... [This is] a company that values innovation, values loyalty, values taking initiative. So it claims. But the [studio heads] put values online that are not espoused.”**
- “The executive who ultimately took the meeting had shown a lack of interest in what I thought were particularly salient Black-centered projects by celebrated Black writers before. This is the person who passed on *Moonlight* when it was a project we could have made. Anyway, he took the meeting with this filmmaker with me, then the following day suggested to our boss that we pass on the project but admitted in that email that he had not read the screenplay nor seen the Sundance-winning film!”
- “Then he used the psychology that one normally uses in Hollywood to create fear of missing out in one’s boss. Usually that logic is, there are other parties bidding on it, so if you don’t trust your taste, trust others’. He used that to sell *not* bidding: ‘in a crowded biopic field, this would be a tough one to win, bidding would drive up the price, it would be overvalued.’ This is a logic he *never* uses for projects that involve white people.”

KEVIN: ADVANCEMENT

- “When it comes to advancement, I have been frustrated. I have been blocked. I feel hampered by white women in terms of where I’ve gone and what they think I should do. In a nutshell, I would say that has been my consistent problem.”
- “It’s the same every time I’m managed by a white woman. They’re initially nice and friendly, yet we have no rapport. So then when I need feedback, it’s obtuse, given with a side eye, we have this impasse, and then I feel like it’s ‘I need to leave because I feel like I’m going to be fired.’ If I work with a Black woman I succeed, get feedback, do well. At another job I was managed by a Black man and a white man. That was always good, fine. But in the non profit space, it is a world of mostly white women. I believe I’m speaking the story of many other Black men in non profits or education who have to hide or disfigure themselves or they would be kicked out the door.”
- **“It’s a whole balancing act where I’m trying to modulate my voice, my behavior. And it’s hard because I want to be an ally, but if I’m a normal Black guy who doesn’t read up on those things—that you always have to be nonthreatening, that you have to use a certain voice—then I’m not going to succeed, because I’m not going to advance.”**



SUMMARY

- Everyday aspects of how we work contain numerous pitfalls and obstacles for Black workers
- Hiring: reliance on social networks sidelines Black applicants and employees
- Organizational culture: race-neutral climate makes it harder to see patterns that facilitate disparities
- Advancement: managers have outsized role in promotion, yet more distance from Black workers
- *How we work contributes to racial inequality*

SOLUTIONS

- Hiring: expand past social networks to other outlets
- Organizational culture: replace race-neutral with race-conscious
- Advancement: enhance structural supports for all workers

Panelists



Elisa Glick
Elisa Glick Consulting



Janice Gassam Asare
BWG Business Solutions



ANTI-MUSLIM BIAS IN THE WORKPLACE

01

Post 9/11, the discrimination against those who identify as Muslim, Sikh, Arab, Middle Eastern and South Asian, or those perceived as a member of these groups

02

The role of media bias + Trump 2017 Muslim travel Ban [Iran, Iraq, Libya, Somalia, Sudan, Syria, and Yemen]

03

Anti-Muslim bias in the workplace:
Name discrimination, harassment and exclusion

04

The role of education, counter-stereotypes, open dialogue



Recovery Friendly Workplaces

August 29, 2024 | 11:00am – 12pm MT

A Recovery Friendly Workplace (RFW) is an organization that is willing to work intentionally with people in recovery because it recognizes recovery from addiction as an individual strength. RFWs use evidence-based policies and practices to unite the entire organization by encouraging a healthy, safe, and productive work environment where employers, employees, and communities can thrive and eliminate barriers for those impacted by addiction. Join Health Links®, along with local and national experts, for an important discussion on creating positive change for individuals affected by addiction.



Thank you for joining us!

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