

The background of the image is a close-up, slightly blurred view of a car's instrument cluster. It features a large speedometer with a needle pointing towards the right, and a smaller tachometer on the left. The needles are red, and the dials have white markings on a dark background. The text is overlaid on this image.

#Break The Needle

20 ACTIONS
TO ACCELERATE **ANTI**RACISM
IN THE WORKPLACE

FACILITATED BY: **GREGORY**TALL

“

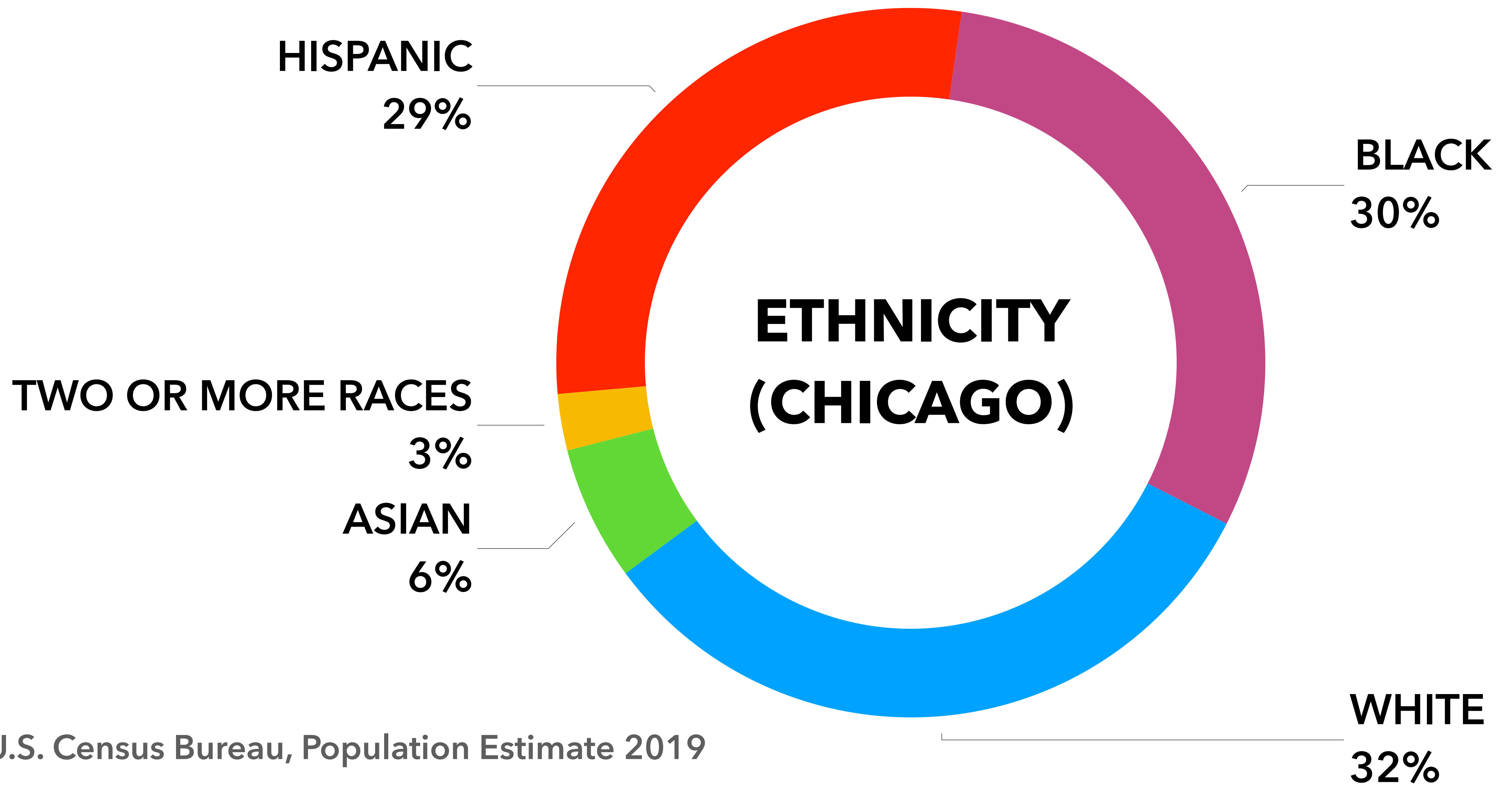
You can do anything in
this world if you don't
care who gets the credit.”

Richelieu Dennis
Founder, Sundial Brands





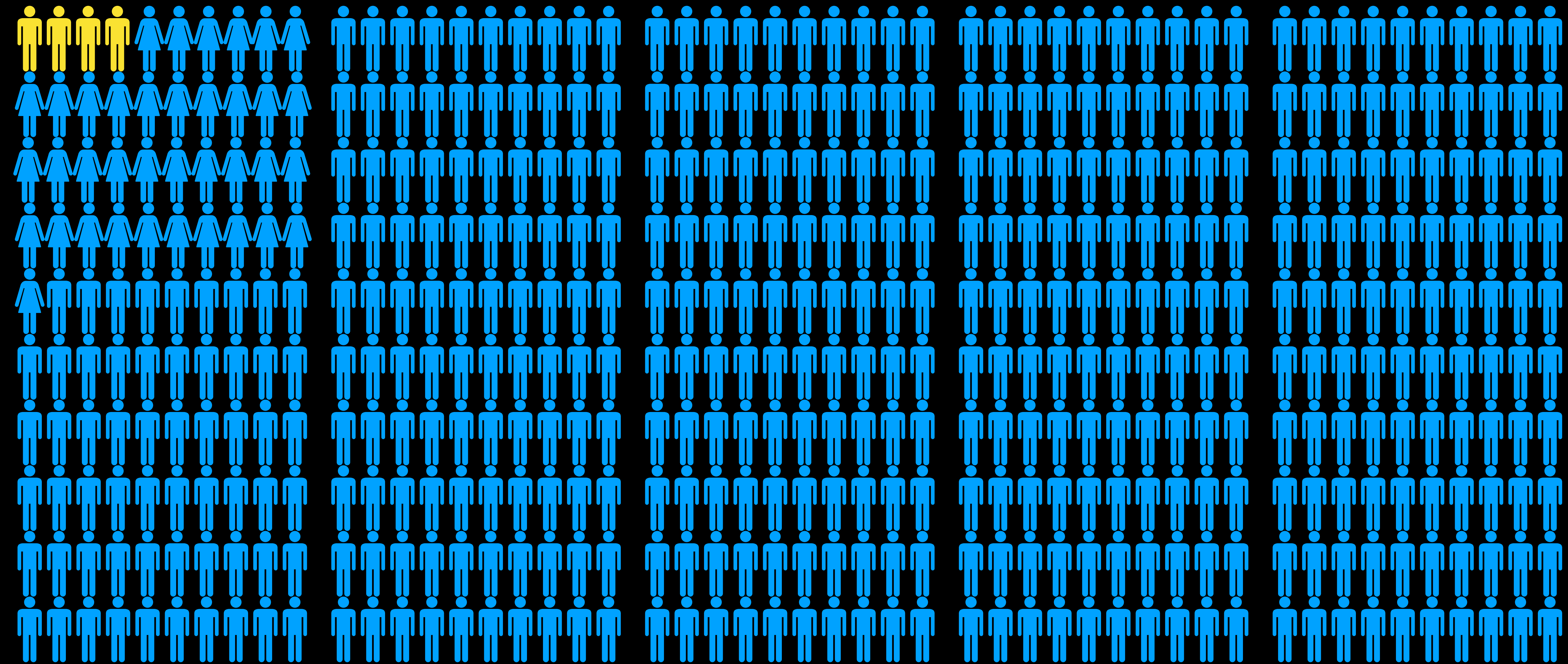
**COMMIT TO DIVERSE
HIRING GOALS**





2

DIVERSIFY MANAGEMENT, SENIOR LEADERSHIP & THE BOARD



2020

4 BLACK CEOs IN FORTUNE 500
SOURCE: *FORTUNE*



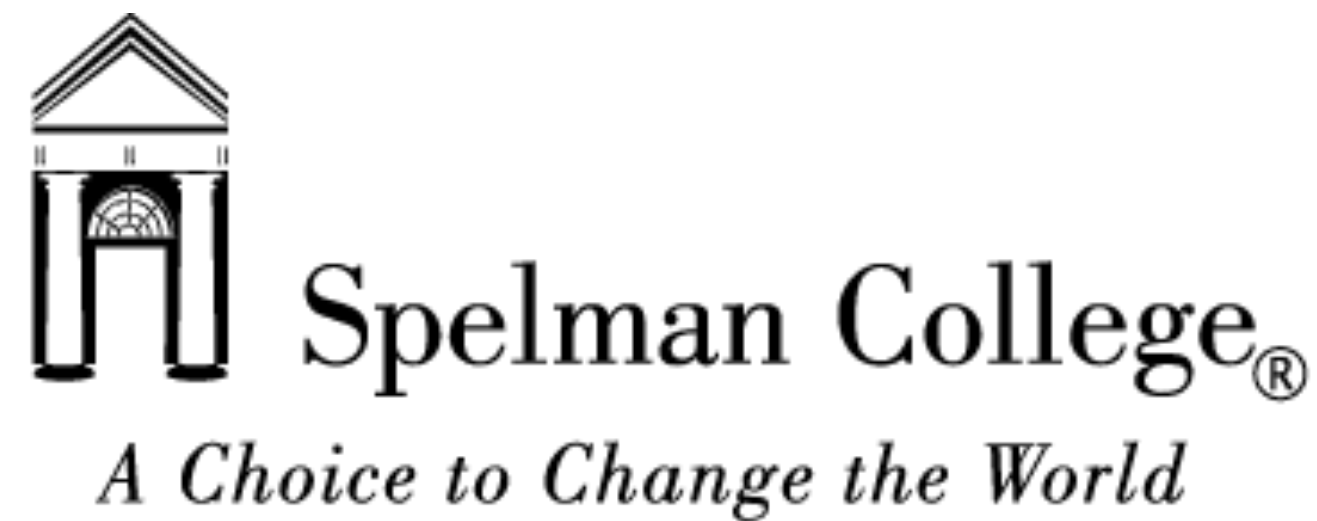
3

**PARTNER WITH BLACK
PROFESSIONAL
ASSOCIATIONS &
HBCUs**



“Lifting As We Climb”







4

**OFFER PAID INTERN &
CO-OP PROGRAMS**



5

DISMANTLE DISCRIMINATORY HIRING PRACTICES

RESUMES WITH TRADITIONALLY BLACK NAMES ARE

50%

LESS LIKELY TO BE CALLED
THAN RESUMES WITH TRADITIONALLY WHITE NAMES

Source: National Bureau of Economic Research



**REDESIGN
ONBOARDING &
RETENTION
PROGRAMS TO
SUPPORT DIVERSE
EMPLOYEES**



"I usually feel on guard during meetings. I believe not only my race but also my position as an assistant leads people to dismiss me..."

- Dion, Black, age 55
Individual Contributor

Source: Catalyst



REAL TALK

"Based on the sound of my voice they assume I am a young, Caucasian female, and they are comfortable making very racist comments. *I have to pretend that I am not offended*, and I am encouraged by my superiors to *suppress my true identity.*"

Tena, Black and Latina, age 25
Individual Contributor

Source: Catalyst



REAL TALK

“Being the only African American, I don’t have anyone with whom I can socialize. *They care nothing for the history of my ethnicity-only theirs.* I am ostracized everyday and cannot wait to leave...”

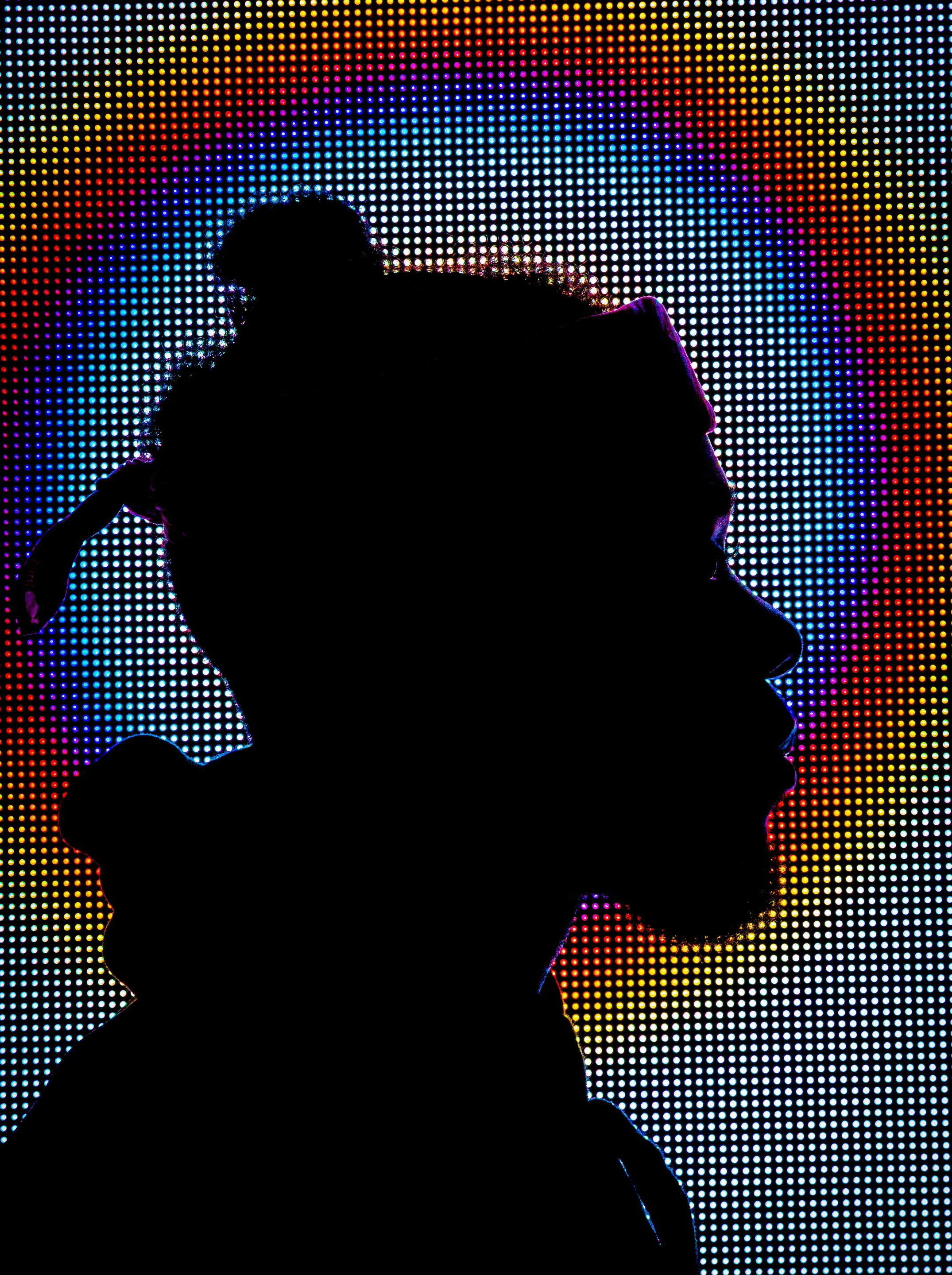
Daniel, Black, age 31
Individual Contributor

Source: Catalyst



7

ESTABLISH & FUND EMPLOYEE RESOURCE GROUPS



8

**ACKNOWLEDGE THE
EXISTENCE OF BLACK
PEOPLE IN YOUR
SPACES**



AMPLIFY BLACK VOICES & CONTRIBUTIONS

selenagomez •
179.3m followers

View Profile



View More on Instagram



3,033,176 likes
selenagomez

I have been struggling to know the right things to say to get the word out about this important moment in history. After thinking about how best to use my social media, I decided that we all need to hear more from Black voices. Over the next few days I will be highlighting influential leaders and giving them a chance to take over my Instagram so that they can speak directly to all of us. We all have an obligation to do better and we can start by listening with an open heart and mind.

Image Credit: "Speak With Confidence" — Charly Palmer (@charlypalmer)

view all 17,478 comments

Add a comment...



lizzobeeating •
8.8m followers

View Profile



View More on Instagram



128,351 likes
lizzobeeating

I believe in using my platform to give others the chance to speak. Join me tomorrow at 1pm PST/3pm CT to talk with @blackvisionscollective in Minneapolis to learn more about what's happening in the heart of the protest, and how we can help. 🍷🍷
view all 726 comments

Add a comment...



ladygaga •
42.2m followers

View Profile



View More on Instagram



1,322,751 likes
ladygaga

Starting tomorrow, I'm giving over my Instagram account to each of the organizations I've recently donated to, in an effort to amplify their important voices. And after I vow to regularly, in perpetuity, across all of my social media platforms, post stories, content, and otherwise lift up the voices of the countless inspiring members and groups within the Black community.

view all 13,586 comments

Add a comment...





10

**CLOSE THE BLACK
WAGE GAP**



ON AVERAGE, BLACK WORKERS
EARN 79 CENTS FOR EVERY DOLLAR
PAID TO WHITE WORKERS

Source: Economic Policy Institute (2018)

LIFETIME WAGE GAP

A woman with long, dark, curly hair is shown in profile, sitting at a desk and working on a laptop. She is in silhouette, and the background is a bright, out-of-focus window showing a cityscape. The overall tone is professional and somber.

ALL WOMEN
\$406,760

BLACK WOMEN
\$946,120

Source: National Women's Law Center



11

ADOPT WAGE-BASED HEALTH INSURANCE COST-SHARING

**friends.
mothers.
daughters
visionaries
queens.
rulers.
women.**

12

EXPAND PAID CARETAKER LEAVE BENEFITS



FACTS ABOUT BLACK CAREGIVERS

20%

MORE LIKELY
TO BE
CAREGIVER

57%

PROVIDE
30+ HOURS
CARE/WEEK

66%

ALSO WORK
FULL OR
PART TIME

Source: National Alliance for Caregiving, AARP



13

**ENSURE EVERY
EMPLOYEE
COMPLETES
UNCONSCIOUS BIAS
TRAINING**



14

**GRANT EVERY
EMPLOYEE A DEI
PROFESSIONAL
DEVELOPMENT
FUND**

Little Leaders

BOLD WOMEN

IN

BLACK HISTORY



VASHTI HARRISON

Little Leaders

EXCEPTIONAL MEN

IN

BLACK HISTORY



VASHTI HARRISON



15

**GRANT PAID TIME TO
PARTICIPATE IN
PROTESTS**

**FROM THIS DAY FORWARD,
&PIZZA WILL BE GIVING ITS
EMPLOYEES PAID TIME OFF
FOR ACTIVISM.**



&pizza ✓
@andpizza

For those in this pain. For those in this fight. We stand with the Black Community against racial hate and injustice.

In memory of George Floyd & in UNITY always.

From this day forward, [@andpizza](#) will be giving its employees paid time off for activism.

12:39 PM · May 31, 2020 · [Twitter Web App](#)

297 Retweets **579** Likes



GREGORY TALL
@GregoryTall 143

195

579



Education

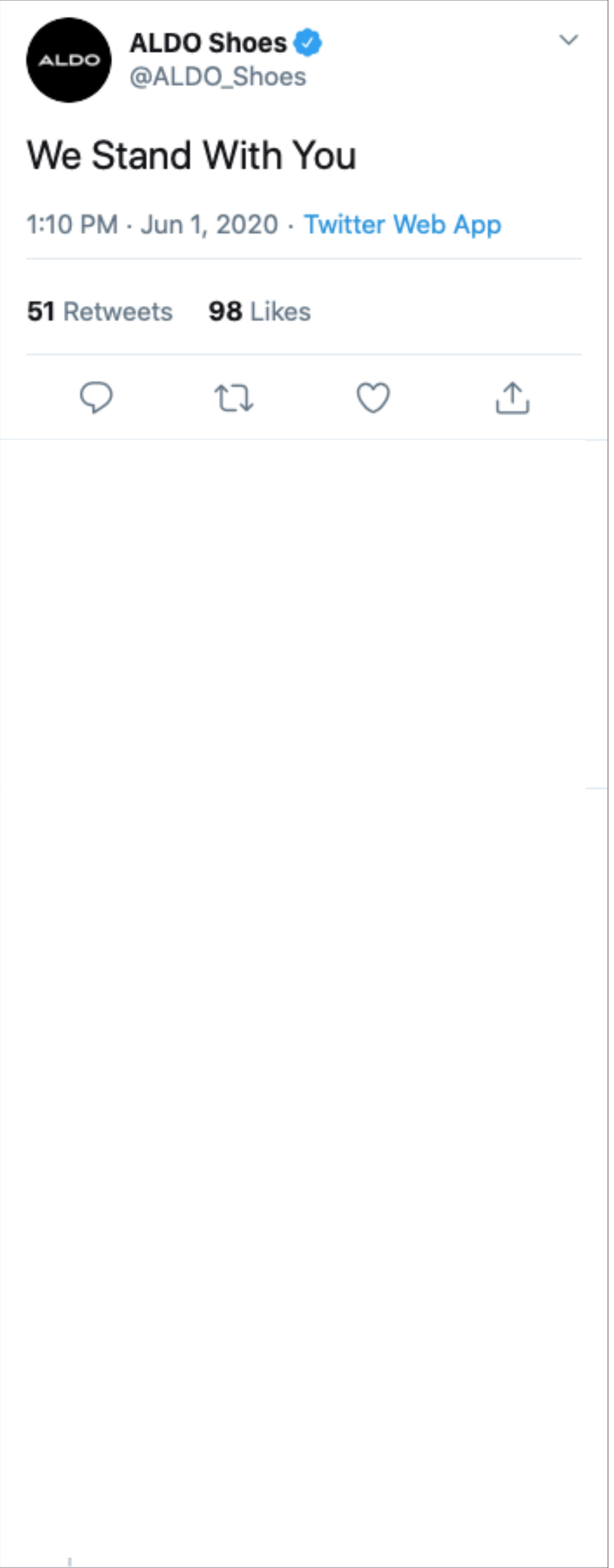
We are committed to educating ourselves, within our own walls, as well as sharing sources with our community. All of our training efforts will be focused on educating all of our teams to shift from being non racist to being anti-racist.

Safety

We will be creating a hotline, with the assistance of established organizations in this space, for reporting any racist or prejudice act in our stores, where any customer or team member can report an incident and it will be dealt with by a committee led by our CEO.

Support

Any of our team members who are detained while participating in a peaceful demonstration, will have their legal fees paid for by the company.





16

**GRANT PAID TIME
TO VOLUNTEER AT
ANTIRACIST/SOCIAL
JUSTICE
ORGANIZATIONS**



17

**PUBLICLY CONDEMN
RACISM & INEQUITY**

“

Instead of being color blind,
we need to be **COLOR BRAVE.**

”

Mellody Hobson
Co-CEO, Ariel Investments





18


**COMMIT TO
PATRONIZING
BLACK-OWNED
BUSINESSES**

A group of Black women are seated around a conference table in a modern office setting. One woman in the foreground is wearing a blue polka-dot blazer, and another is wearing a dark blazer. A large white percentage '164%' is superimposed over the center of the image. In the background, a woman is wearing a white shirt with a 'POCIT PEOPLE OF COLOR' logo. The office has large windows and a professional atmosphere.

164%

BUSINESS OWNERSHIP GROWTH AMONG
BLACK WOMEN, 2007-PRESENT

Source: American Express



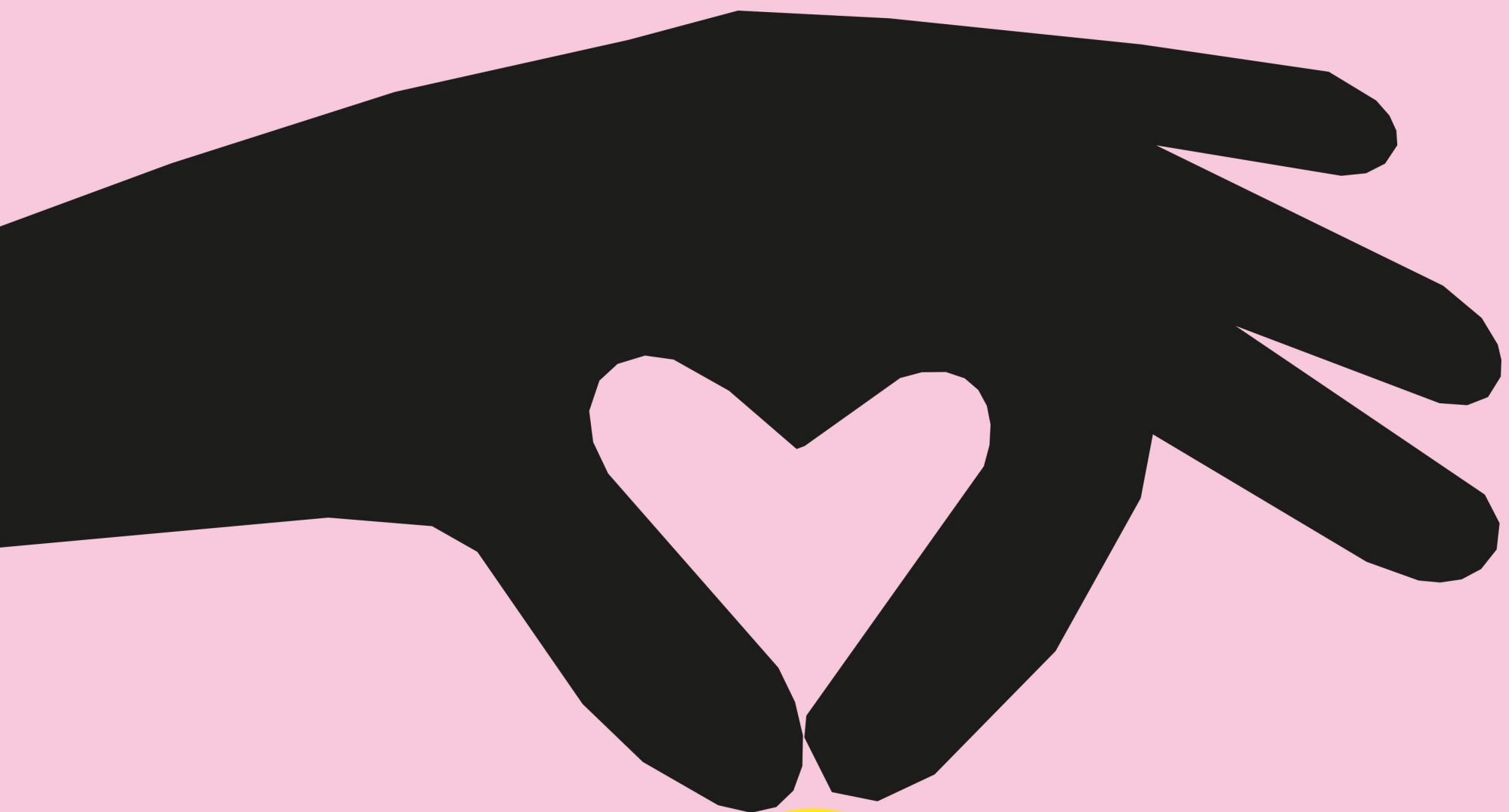
0.2%

OF WOMEN OF COLOR ENTREPRENEURS
RECEIVE VENTURE CAPITAL FUNDING

Source: *Fortune*



EVERY LITTLE



HELPS




MAKE OR MATCH CONTRIBUTIONS TO ANTIRACIST/ SOCIAL JUSTICE ORGANIZATIONS

**BLACK
LIVES
MATTER**



**MY BLOCK
MY HOOD
MY CITY™**





20

**HIRE A
DIVERSITY
MANAGER...
AND KEEP
THEM!**

WHAT HAPPENS *NEXT*
IS UP TO YOU.

*Continue the **Conversation***

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THE GREGORYTALL
C O M P A N Y