



INCLUSIVE COMPANIES RESOURCE

SUPPORTING EMPLOYEES DURING TIMES OF RACIAL UNREST

www.inclusivecompanies.co.uk
CHAMPIONING DIVERSITY IMPLEMENTING INCLUSION

We are incredibly saddened by the events that have taken place nationwide since the murders in Southport on the 29th of July 2024. The volume of racism and hate crime that have occurred is heartbreaking and goes against everything that we stand for. This is a time where we should all be standing together in solidarity rather than being fuelled by hate. We have seen people being attacked, stabbed, businesses being destroyed, buildings set alight, and much more.

It's crucial to support employees during times of racial unrest, such as riots and protests. Due to events that have taken place over the weekend, we have found that many people are afraid to leave their homes and go to work. It is important that we are there for employees affected by these events as well as offer ongoing support in the workplace.

It is important to note that many people who were at these riots, causing harm over the weekend, will be in work this Monday morning. Here's how to check on your employees and provide meaningful support:

Open Lines of Communication

Reach out to your employees with genuine concern, offer a listening ear, and ask how they are doing. Provide safe spaces for employees to express their feelings and concerns about current affairs and how it has affected them.

Show Empathy and Understanding

Recognise that events of racial unrest can significantly impact mental and emotional well-being. Acknowledge the impact that this is having on your employees. Understand that employees might be distracted, anxious, or distressed.

Offer Practical Support

Should any employees feel unsafe coming into work, offer flexible work arrangements. Allow flexible hours or remote work options to accommodate those who need time to process or participate in community actions. Ensure that employees have access to mental health resources such as counselling services or Employee Assistance Programs (EAPs).

Foster an Inclusive Environment

Reaffirm your commitment to diversity and inclusion in the workplace. Ensure that these values are reflected in your policies and practices.

Provide training on racial sensitivity and allyship to foster a more inclusive and supportive work culture.

Take Concrete Actions

Show solidarity by supporting affected communities through donations, volunteer work, or other means. Review workplace policies to ensure they are equitable and do not inadvertently contribute to systemic racism.

Lead by Example - Pave the Way!

Leaders should be visible in their support for racial justice, setting an example for the rest of the organisation. Use your reach to speak out and show support.

By taking these steps, you can provide meaningful support to employees during times of racial unrest, fostering a workplace environment of empathy, understanding, and active allyship.



INCLUSIVE COMPANIES

www.inclusivecompanies.co.uk

Inclusive Companies

Studio G, 44 Simpson Street, Liverpool, England, L1 0AX

☎ 0151 708 5775

✉ info@inclusivecompanies.co.uk

**Inclusive Companies Registered in England No 113 97949.
VAT Reg No 305 8157 12.**