ANTI-RACISM RESOURCES FOR THE WORKPLACE

The Center for Workplace Development (CWD) has assembled a list of resources to learn how to understand and dismantle racism in the workplace, and support Harvard’s mission to “be the world’s recognized leader in sustainable inclusive excellence by fostering a campus culture where everyone can thrive.”

Strategies for Leaders

• 10 Small Steps For Department Chairs To Foster Inclusion (Inside Higher Ed)
• Beyond Diversity And Multiculturalism: Towards The Development Of Anti-Racist Institutions And Leaders (Journal For Nonprofit Management)
• How Managers Can Promote Healthy Discussions About Race (Harvard Business Review)
• How White Managers Can Respond To Anti-Black Violence (Yale Insights)
• Leading During Traumatic And Triggering Events (Diversity Equity Inclusiveness Consulting)
• What Do Leaders Need To Understand About Diversity? (Yale Insights)
• The Role Of Senior Leaders In Building A Race Equity Culture (The Bridgespan Group)

Readings for White and Non-Black People of Color

• First, Listen. Then, Learn: Anti-Racism Resources For White People (Forbes)
• Your Black Colleagues May Look Like They’re Ok, Chances Are They’re Not (Refinery29)
• How You Can Be A Better Coworker To Your Black Colleagues Right Now (The Lily; Washington Post)

Actions for the Workplace

• 4 Ways You Can Tackle Racial Discrimination In Your Workplace (Forbes)
• Getting Over Your Fear Of Talking About Diversity (Harvard Business Review)
• Is Your Company Actually Fighting Racism, Or Just Talking About It? (Harvard Business Review)
• People Suffer At Work When They Can’t Discuss The Racial Bias They Face Outside Of It (Harvard Business Review)
• Racism, Coronavirus, And African Americans (Harvard Gazette)
• Toward A Racially Just Workplace (Harvard Business Review)
• Understanding Organizational Barriers To A More Inclusive Workplace (McKinsey & Company)

Recommendations for Higher Education

• 4 Ways That Academics And Scientists Can Effectively Combat Racism (Forbes)
• How Higher Education Can Fight Racism: Speak Up When It’s Hard (The Chronical Of Higher Education)
• Incentivizing Faculty Diversity (Inside Higher Ed)
• Top 10 Practical Steps For Advancing Diversity, Equity And Inclusion In Higher Education (Peopleadmin)

Visit Harvard’s Diversity Inclusion and Belonging Office for updates, strategy, programs, additional resources, and more!