



IF YOUR COMPANY HAS NOT ISSUED A STATEMENT

Dear [Insert CEO Name],

Recent events surrounding the senseless murder of African Americans (George Floyd in Minnesota, Ahmaud Arbery in Georgia and Breonna Taylor in Kentucky among the most recent) have brought to the forefront issues of racism and injustice in our society and have led to national and global protests to demand justice.

The topics of racism, injustice and discrimination are difficult ones to consider, let alone to discuss candidly and openly. The events of the last few days come on the heels of a global pandemic that has shifted life as we once knew it for a majority of the world's population.

We foster an environment that encourages our employees to bring their whole selves to work so we can safely assume that the collective impact of these events is also taking its toll on our people and impacting their ability to be their best, work safely and accomplish goals. The emotional toll is particularly heavy on employees of color, who bear a disproportionately heavy burden as they witness injustice play out against their own communities.

Leaders at all levels share a responsibility to create environments of psychological safety and trust. And times of crisis demand that we speak out as leaders and as a company. I, along with other employees of [insert name of company], encourage you to not only make a public statement reaffirming our commitment to diversity, equity and inclusion but to also look internally at what we can do to ensure our commitment is real.

Please call on me however I can help in this effort. This is the right time to speak out and to act to ensure not only the safety and psychological well-being of employees but to ensure that we make any lasting changes necessary to ensure our commitment is real.

Sincerely,

[Your full name]



IF YOUR COMPANY HAS ISSUED A STATEMENT AND FURTHER ACTION IS NEEDED

Dear [Insert Name of CHRO, CDO or Relevant Company Executive],

Recent events surrounding the senseless murder of African Americans (George Floyd in Minnesota, Ahmaud Arbery in Georgia and Breonna Taylor in Kentucky among the most recent) have brought to the forefront issues of racism and injustice in our society and have led to national and global protests to demand justice.

The topics of racism, injustice and discrimination are difficult ones to consider, let alone to discuss candidly and openly. The events of the last few days come on the heels of a global pandemic that has shifted life as we once knew it for a majority of the world's population.

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It was a moment of great pride for many of us when [Insert name of company here] issued a statement standing up for racial equality and justice in these troubled times. But a true commitment to equity and inclusion in our work is never really done. We must ensure that our commitment to institutional equity and fairness becomes reality by examining our own internal culture and looking at mitigating any potential bias in our processes and practices.

There are several resources that can help on this journey and I would be honored to help our company get this right. Please do not hesitate to call on me if I can help make our externally stated commitment an internal reality. I would welcome the opportunity to help our company in this deeply important work.

Sincerely,

[Your full name]