Seattle Diversity, Equity, and Inclusion (DEI) Community of Practice: 30 Actions for an Anti-Racist Workforce:

1. Be transparent about pay
2. Define your company values
3. Conduct a racial equity impact assessment
4. Be a sponsor for colleagues of color
5. Educate yourself on anti-racism principles and strategies
6. Learn about microaggressions and what to do about them
7. Hire for DEI competency
8. Establish affinity groups for employees of color
9. Change recruitment strategies to hire more POC
10. Give POC proper public credit for their work
11. Set benchmarks for vendor and supplier diversity
12. Publish demographic data online and update regularly with progress towards goals
13. Use regular employee engagement and survey to surface insights on racial issues
14. Consider intention and avoid performative ally-ship
15. Give up your seat at the table
16. Finance and support attendance at affinity conferences
17. Add DEI competency as part of the performance review process
18. Form an inclusion council
19. Establish clear norms on how to manage conflict at work
20. Offer employees formal opportunities to grow their skills in DEI
21. Define exactly what you mean by “diversity” in your company
22. Limit referral policies that do not yield racial diversity for new hires
23. Encourage open conversations on race
24. Skill up intersectionality principles and center it in your approach
25. Engage the executive team early and often
26. Develop criteria that determine how and when to engage on political issues
27. Audit pay and promotion demographics
28. Be specific in naming issues facing specific identity groups
29. Eliminate color blind leadership development practices
30. Create a culture that believes the perspectives of employees of color