



Tips for Racial Reconciliation in the Workplace

- 1. Seek wisdom.** Renew your mind. There has been a system of lies that have been created to support the slave system of the past and has grown into the current expression of injustice in the present. All parts of society have succumbed to it in some way. But we have a Spirit in us whose main purpose is to guide us into all truths. Surrender to Him on this. Only He can open our eyes to sin and iniquity.
- 2. Have empathy.** Feel someone else's pain as it is the best motivator to cultivating the desire to pursue righteousness. And righteousness is pursued not happen upon. Be aware that your co-worker/colleagues of a different culture may not all have the same social experience or point-of-reference.
- 3. Be courageous.** The right thing is often costly. Pay the price. When you are presented with doing the right thing (standing up for an injustice you see before your eyes, creating opportunities for people of color the same way you create opportunities for your own) do it. Resist the urge of the double standard – to expect things of people of color that you yourself are incapable of embodying is not justice.
- 4. Have patience.** Racism is in the nation's root system, it's not merely a weed. Your first few attempts at doing the right thing probably won't go so well but where there are no oxen, the stable is clean. This is a mess that took four centuries to build, it will not be dismantled overnight. Run this race for a heavenly crown and not any earthly ones.
- 5. Be intentional.** You have to choose to live righteously; it doesn't happen upon you. Put yourself in the middle of the pain for the sake of being its solution. Find those opportunities to do right in the face of all the wrong and follow through.
- 6. Learn** - Be mindful to ask questions for your education and not for your training - You are looking to have a meaningful dialogue or develop a meaningful professional relationship and not to learn process steps.
- 7. Be yourself** - Unfortunately, we too often try to "fit-in" by adapting a cultural posture, whether it's in mannerisms or speech. Be respectful of each other's uniqueness; and then be amazed at the opportunity to develop a meaningful, professional relationship.
- 8. Explore and lean into understanding your biases.** People can often say "I'm not racist" yet not realize how their biases fuel acts of prejudice whether by omission or commission.
- 9. Be a champion for people of color.** Consider how to go beyond amplifying the voices of people of color and think about how to be a champion for them. This means:
 - If you are asked to be on a project, be a speaker, speak on a panel or serve in a public facing role and know someone from an underrepresented group who would also be a fit, recommend that person.
 - Recommend people for projects, stretch assignments, leadership opportunities and development opportunities
 - Bring up outstanding performers in rooms that they may not have a seat at the table in.