

Race Allies

Supporting employees experiencing racial inequalities in the workplace



Equality and Diversity UK



Introduction

We know that there are many societal issues currently that may be impacting upon Black staff and their sense of wellbeing. We acknowledge that many Black staff are feeling anguish and pain currently for several reasons including the news coverage of George Floyd's murder, which has been triggering for many people who have experienced racially motivated violence or who are closely connected with someone who has. These events have and do occur in the UK context.

- This is layered on top of their own continuing personal experiences of racism and injustice in the work setting or elsewhere, while still being expected to show up at work
- All of this will be taking its toll on many Black staff and very likely impacting on their mental well-being, and their ability to focus at work.



Introduction

- We call on managers and colleagues to reach out with humanity and show some awareness that this is a time of pain and anguish for many Black staff.
- Show you care and offer support – it is a small thing to do but the impact can be enormous to a sense of belonging and worth at an increasingly alienating time.
- We acknowledge that other Ethnically diverse staff also experience racism.
- Having conversations about racism and encouraging race allies will have broad benefit to the workplace community.



Who we are and what we do

- Being treated unfavourably at work in relation to being a member of a protected group is unlawful under the Equality Act 2010.
- When complaints are made, it is crucial that employers react quickly, by conducting a thorough discrimination investigation.
- Race Allies was established in 2022 by colleagues drawing on our own personal/professional experiences. Using our knowledge of workplace disputes to develop a tailored service of advice and support that can help successfully resolve workplace challenges.
- We will provide a range of support including counselling, legal advice and emotional support.
- We specialise in providing high quality, personalised support to employees who have a dispute with their employer or concerns about their employment.
- This may include grievances, performance/capability processes, disciplinary procedures, discrimination, bullying & harassment and whistleblowing.
- Wherever you work we will provide you with a holistic support package.



We will not be silent in this moment



- This is a moment in time when leaders everywhere need to **speak out**.
- We are here for you to seek guidance from
- **Know that silence can feel like violence.**
- Ethnically diverse people across the country can call on all of us to support them.
- We will speak up for you and break down those acts of violence.



Contact us

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