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Takeaways from the Racial Justice Dialogue Series

In the Fall of 2020, ACCP convened its members for a series of dialogues on racial equity. The following represent the key takeaways from these conversations. We hope this guidance is helpful to corporate citizenship professionals as they work to advance racial equity within their companies.

Choose Courage over Comfort to be the Voice for Racial Justice

1

- It is important in this work to find our voices to raise questions, challenge assumptions and behaviors, and call people into conversations.
 - ✓ Acknowledge the discomfort, accept that we are all learning, and extend grace to others.



2

Support BIPOC-led Organizations & BIPOC Professionals

- We need to find and support organizations led by BIPOC professionals.
 - ✓ Evaluate our processes for any barriers to participation or acceptance by BIPOC-led partners and be mindful of our support in the community.

Institute a Lens of Equity Across All Processes of the Company

3

- It is critical to align our words with action and match our statements outside the company with our work inside the company. Employees can be frustrated with what they see as quick support externally without meaningful change internally.
 - ✓ Review CSR priorities and clarify our focus to align company values with community and internal work. Advocate and highlight the need for a consistent voice.



4

Position Corporate Social Responsibility as a Partner in the Company's Focus on Equity

- Corporate Citizenship professionals have knowledge and relationships that can support and benefit the company's desire to address racial disparities.
 - ✓ Encourage organizational leaders to form a position on how to address equity from all departments and define how CSR aligns with the organization's approach to equity.



5

Engage Affinity Groups/Employee Resource Groups

- Corporate affinity groups have been tackling racial equity for the past decade or more and now are being more widely integrated into a broader conversation.
 - ✓ Take care with what we ask of our employee resource group leaders. Be sensitive to what they are able to contribute and consider compensating them for this extra responsibility.

6

Get Leadership on Board

- Leaders are coming to this conversation after the current events in the United States have driven racial equity to the forefront. Consumers and employees are holding leadership accountable for addressing these issues and bringing corporate resources to bear.
 - ✓ Encourage all leaders to consider their own biases and understanding of the systemic issues in our systems. Continue the conversations around the importance of this work and the heightened expectations of key stakeholders. Enlist others to join the conversation so leaders hear different perspectives.