



## ANTI-RACISM RESOURCES FOR THE WORKPLACE

The Center for Workplace Development (CWD) has assembled a list of resources to learn how to understand and dismantle racism in the workplace, and support Harvard's mission to "be the world's recognized leader in sustainable inclusive excellence by fostering a campus culture where everyone can thrive."

### Strategies for Leaders

- [10 Small Steps For Department Chairs To Foster Inclusion \(Inside Higher Ed\)](#)
- [Beyond Diversity And Multiculturalism: Towards The Development Of Anti-Racist Institutions And Leaders \(Journal For Nonprofit Management\)](#)
- [How Managers Can Promote Healthy Discussions About Race \(Harvard Business Review\)](#)
- [How White Managers Can Respond To Anti-Black Violence \(Yale Insights\)](#)
- [Leading During Traumatic And Triggering Events \(Diversity Equity Inclusiveness Consulting\)](#)
- [What Do Leaders Need To Understand About Diversity? \(Yale Insights\)](#)
- [The Role Of Senior Leaders In Building A Race Equity Culture \(The Bridgespan Group\)](#)

### Readings for White and Non-Black People of Color

- [First, Listen. Then, Learn: Anti-Racism Resources For White People \(Forbes\)](#)
- [Your Black Colleagues May Look Like They're Ok, Chances Are They're Not \(Refinery29\)](#)
- [How You Can Be A Better Coworker To Your Black Colleagues Right Now \(The Lily; Washington Post\)](#)

### Actions for the Workplace

- [4 Ways You Can Tackle Racial Discrimination In Your Workplace \(Forbes\)](#)
- [Getting Over Your Fear Of Talking About Diversity \(Harvard Business Review\)](#)
- [Is Your Company Actually Fighting Racism, Or Just Talking About It? \(Harvard Business Review\)](#)
- [People Suffer At Work When They Can't Discuss The Racial Bias They Face Outside Of It \(Harvard Business Review\)](#)
- [Racism, Coronavirus, And African Americans \(Harvard Gazette\)](#)
- [Toward A Racially Just Workplace \(Harvard Business Review\)](#)
- [Understanding Organizational Barriers To A More Inclusive Workplace \(Mckinsey & Company\)](#)

### Recommendations for Higher Education

- [4 Ways That Academics And Scientists Can Effectively Combat Racism \(Forbes\)](#)
- [How Higher Education Can Fight Racism: Speak Up When It's Hard \(The Chronical Of Higher Education\)](#)
- [Incentivizing Faculty Diversity \(Inside Higher Ed\)](#)
- [Top 10 Practical Steps For Advancing Diversity, Equity And Inclusion In Higher Education \(Peopleadmin\)](#)

Visit Harvard's Diversity Inclusion and Belonging Office for updates, strategy, programs, additional resources, and more!