

Many of our clients may be considering how to respond to the current uprising over the death of George Floyd. Here are some suggestions.

- First, it is important not to remain silent. Your employees should know your thoughts and how your beliefs and actions adhere to your corporate values during this time.
- Second, do not over-generalize. Be specific in how this makes you feel and how you want to support your employees.
- Third, be honest about your perspective. Commit to learning about the depth of these issues. Commit yourself to learning more about systemic racism.
- Fourth, take meaningful action. Commit to donate to a worthy cause. Match your employee's contributions. Give them time off to protest. Encourage them to lend their voices to the need for change.
- Finally, affirm your values and those of your company so that your employees know clearly what you stand for and what you will do to affect change.

We also recommend reading the Harvard Business Review article on this topic: [U.S. Businesses Must Take Meaningful Action Against Racism](#).

The following is a sample employee statement. This is provided as a sample and you are encouraged to personalize it to affirm your own culture and values in this situation.

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## Employee Statement on Racial Injustice

To [Company] employees:

At a time when the country is reeling from the impact of a global pandemic, we are gripped by the tragic killing of George Floyd. What we witnessed in the video of George Floyd's death, and the many deaths of innocent black men, women and children before him, speak to a horror and injustice that we as a nation cannot deny.

[Company] is committed to using our resources and our influence in our workplace and in our community to support the fight for racial equity. We are sharing our commitment, our intentions, and our support of our employees of color at this important moment in our country.

- We at [Company] will take decisive disciplinary action up to and including immediate termination against any employee who violates the company's discrimination or harassment policies.

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- We at [Company] acknowledge that systemic racism exists and that we must do the work to dismantle it in our workplace, in our community and in our society at large.
- We are seeking the input of our employees of color and of those who feel passionately about this crisis to assess what additional support they need and how we can support them and work to affect change.
- We will continue to work to create an environment where all people can proudly bring their full selves to work, feel celebrated, and feel safe.
- We will continue to invest time and resources in our internal diversity and inclusion efforts to ensure that every part of our business holds true to our values.
- We will support our employees by matching their donations and providing paid volunteer time to support this work in their own communities.

At [Company], we know change does not come easily, but everything truly important is worth fighting for. We are committed to supporting our employees and our communities by doing our part to end systemic racial injustice.