

Thank you to Whitney Evans (@whitevaz) for drafting this template for direct and intentional communication with your employers. You can easily copy and paste into an email to send to your company/organizational leaders. Be sure to switch out and include all details in the bracketed areas of the draft.

As you're aware if you've watched the news or participate in social media, there has been a large and appropriate response to the murder of Black Americans by police officers taking place over the last several days. Our society is being traumatized by the systemic, institutional racism that pervades the structures that govern and rule our citizenry. Our Black neighbors live in fear every second of every day that their name will be the next that needs to be remembered. That their son or daughter may be the next Black citizen murdered in the streets by people who swore to protect them.

As leaders, you have a responsibility to Black employees to openly and loudly affirm that they are safe at work from racism and discrimination. That you vehemently oppose and condemn the actions of the police officer in Minneapolis who murdered George Floyd in cold blood, along with the hundreds who went before him. Their lives have been traumatized repeatedly and they are expected to show up at work every day with a positive attitude and consistent productivity that benefits each [business name] employee.

As a [white person], I can only imagine the deep and distinct pain that must be endured by Black Americans. I feel the terror, injustice, and negative psychological damage of merely existing as an American and watching my black neighbors suffer state-sanctioned murder. What it must do to a person to live in that type of fear every day blows my mind.

How are we helping our Black colleagues? What resources have we offered them? Have we contacted every single one of them, asking what they need from us, how we can support them? How are we working with our non-Black employees to remind them that inherent bias runs deep and that we are each responsible for unlearning racism?

How will we address this with our employees? Ignoring it is not an option. We do a deep disservice to ourselves by turning a blind eye and pretending that these events aren't impacting all of us, particularly our Black employees and their families. I ask these questions because I care deeply about the people who work at [business name]. We have a responsibility and we must stay true to our values. If [business name] is truly a great place to work, we must continue to prove it. Our employees deserve this, our culture deserves this. To this end, there are many anti racism educators that make a living by doing this work and it would behoove the company to pay for them to come in and teach on what is happening. I have recommendations and references for these educators.

As your [role/title], I'm ready to help craft a response. Please feel free to contact me. I look forward to being part of the response and reminding [business name] employees that we care about their safety, wellbeing, and right to exist and live free from racism and injustice.

Sincerely,
[Sign it, ship it]