

In GOOD Company

Lancaster's Good Business Partnership

Next Steps to Dismantle Racism in Your Business

- **Hiring:** Practice equitable and inclusive recruitment. Audit hiring pipelines to cultivate relationships with candidate pools of color.
- **Retention:** Ensure equitable rates of promotion and compensation throughout your business. Build equitable representation at every level of your business, from entry-level to leadership team.
- **Anti-Racism Training:** Allocate professional development to send leadership and management to anti-racist training like YWCA's [Racial Equity Institute](#).
- **Purchasing:** Audit supplier relationships to identify goods and services to buy from more people of color owned businesses. Set concrete goals and share them with your teams. Use [ASSETS business directory](#) to find local people of color owned businesses.
- **Learning:**
 - Start a CEO reading group. Potential books include:
 - *How to Be An Anti-Racist* by Ibram X Kendi (and start a discussion with your team using the author's [discussion guide](#))
 - *White Fragility: Why It's So Hard for White People to Talk About Racism* by Robin Diangelo
 - *Why are all of the Black Kids Sitting Together in the Cafeteria* by Beverly Tatum
 - Provide resources to employees to empower individual learning. Access resources on anti-racist learning [here](#) and [here](#).
 - Watch this [free online course](#) Stanford psychologist and MacArthur Genius Fellow Dr. Jennifer Eberhardt on how bias really works, and what we can do to overcome it.
- **Speak Up and Act:**
 - As a business leader, speak out against racist remarks (both publicly and privately) and commit to being anti-racist.
 - Now is the time to speak up, but if you are going to speak, you need to act on those words. Flowery language means nothing without concrete action.
 - Be an example—as you make positive changes, share your successes and failures with your customers, employees, suppliers, and peer businesses. Be honest, open, and receptive to criticism as you continue this journey.