


5 TIPS

ON SUPPORTING THE WELLNESS OF BLACK COLLEAGUES



1. Expose and address pay disparities. Black people make .87 for every dollar that white men make.

2. Promote mental health resources at work. Black Americans report having more emotional distress than their white peers due to discrimination and systemic oppressions .

3. Promote PTO benefits. Many Black employees (and employees in general) aren't aware of everything that PTO covers outside of vacation. Due to COVID, many organizations expanded their PTO and sick leave to include caring for sick family members. We know that many Black families are inter generational and may have older adults in the home who may need care.

4. Create an Employee Resource Group (ERG) where Black employees and colleagues can come together to build community and reduce feelings of isolation in the workplace.

5. Be intentional about benefits package. 10.6% of Black folks experience discrimination when trying to access healthcare. Be sure your healthcare coverage includes a large pool of diverse providers .