



ANTI-RACISM RESOURCES FOR LEADERS

HRD is committed to promoting and supporting equality, inclusion and anti-racism efforts in the workforce and workplace; within our own organization and externally with our clients, communities and partners. Below you will find a compilation of resources to begin the Anti-Racism work for your organization and yourself.

Reduce Hiring Bias

[Ban the Box](#)

Address Unconscious [Bias](#)

Write Inclusive Job Descriptions

Create and Follow [Interview Guides](#)

Communicate and Deliver an Ongoing Commitment to Change

Create a minimum of a 3-year [plan](#), with reporting offered every 6-months

Assemble a Council to identify areas of need and report on progress

Create a budget for anti-racism work inside your organization and in your community

Facilitate Honest Conversation

Give employees a voice

Town Halls

Suggestion boxes

Employee Surveys

Watch and Share the PWC Blindspot [Series](#) and Discussion Guides

Engage a [Facilitator](#) to Guide the Dialogue



HUMAN RESOURCE
DIMENSIONS Comprehensive Human Capital Solutions

Measure What Matters

Representation is not inclusion. Implement tools and practices to measure metrics of impact.

Engagement of BIPOC employees.

Promotion of BIPOC employees

Tenure of BIPOC employees

Pay disparities

BIPOC employees in High Potential Programs

Educate Yourself

[Identify your learning opportunities](#)

[Anti-Racism Resource List](#)

[Racism 101](#)

[Diversify your Bookshelf](#)