

Supporting the wellbeing of People of Colour and Black colleagues

The most important thing that managers, leaders, and peers can do is check in with our colleagues.

Whatever our role is, we can all:

Educate ourselves about racism and White privilege, and how it impacts People of Colour and Black staff emotionally, mentally, and physically, their experience of work and performance

Understand that even well-intentioned and good work focusing on anti-racism can be exhausting, and acknowledge this with People of Colour and Black colleagues

Listen to the experiences of People of Colour and Black colleagues: pay attention, listen non-judgementally and without inserting your thoughts. Learn, research and reflect before you act

When there are events which impact on Black people or People of Colour, recognise it can have a negative effect on their wellbeing and on their performance. Have the discussion, create safe spaces to talk

Actively work to create safe workplaces for People of Colour and Black people so they can proudly take their whole self to work, because research shows that this is not always the case

Support the creation of brave spaces to talk where People of Colour and Black people don't have to worry about their psychological safety, and where if they do share, they know something will be done to improve the workplace culture and environment

Leaders and managers:

Lead with empathy, listen non-judgementally. If you have People of Colour or Black people in your teams, check in on them and ask how they are doing. Ask them if there is any support you can provide

If Black or People of Colour employees are being asked to get involved with activity which has the potential to retraumatise or stir up emotion, make sure they feel empowered to ask for support, which might include time off. Be proactive and check in to see what they need, including time off work to look after their wellbeing



Colleagues and friends:

Connect with empathy. Ask people how they are doing

Listen non-judgmentally, without inserting your thoughts and perspectives

Learn about allyship. Let your colleagues and friends know you care and want to amplify the message of Black Lives Matter

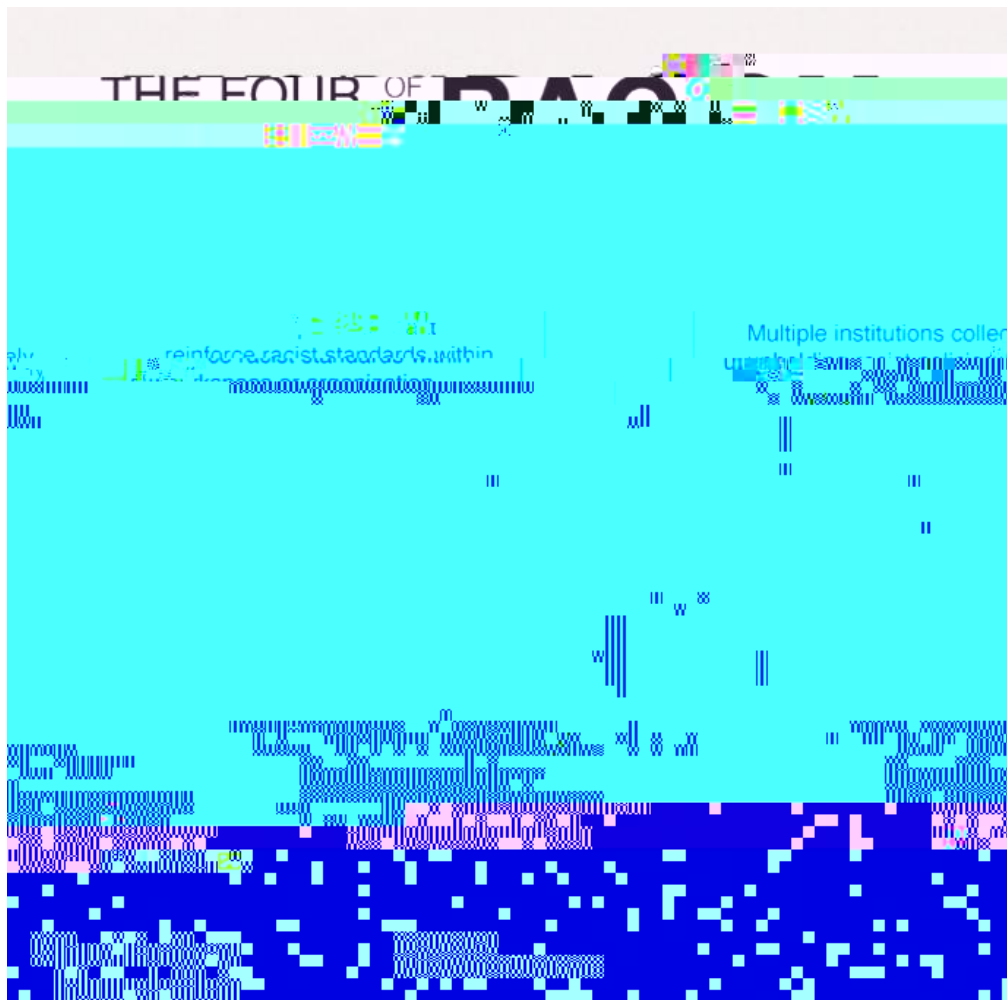
Make sure People of Colour and Black people know where they can go to get support and help if they need it

Understanding racism and its impact

It is important that White colleagues educate themselves on privilege, race, racism and racial justice. This section provides some background information for ensuring White people understand privilege, race, racism in the workplace, and racial justice.

The four dimensions of racism

The Slow Factory Foundation has set out the four dimensions of racism. By understanding the layers and depth of racism and understanding how they may be at play in our organisation, we are better able to identify it and find approaches to tackle it.



The extent and pervasiveness of racism

The extent and pervasiveness of racism can often be underestimated. The two links below provide some helpful information about racial inequality and representation in management:

11 charts demonstrating the extent of racial inequality in the UK:

[independent.co.uk/news/uk/home-news/racism-uk-inequality-black-lives-matter-wealth-economic-health-a9567461.html](https://www.independent.co.uk/news/uk/home-news/racism-uk-inequality-black-lives-matter-wealth-economic-health-a9567461.html)

Information about the underrepresentation of People of Colour and Black people in management positions in the UK:

[independent.co.uk/news/business/news/black-asian-minority-ethnic-groups-bme-uk-management-diversity-study-a7846671.html](https://www.independent.co.uk/news/business/news/black-asian-minority-ethnic-groups-bme-uk-management-diversity-study-a7846671.html)

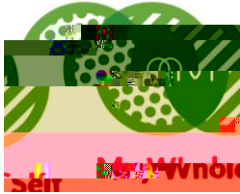


Becoming an anti-racist workplace

As uncomfortable as many people find it, the conversations that are happening are bringing about a more widespread recognition that systemic racism is commonplace in the majority of organisations.

The premise of MHFA England's My Whole Self campaign is that all of us, whatever our identities and life experiences, can bring our whole selves to work.

We know that **is not the experience of**



At MHFA England we have chosen to use the terms 'Black people and People of Colour' together because this better reflects the diverse lived experiences of communities who are affected by racial inequality and racism. We do not use the term Black, Asian and Minority Ethnic because it does not recognise and celebrate the diversity of identities and experiences.

We have published a statement of intent on race equity with a set of commitments and actions which you can find at mhfaengland.org/mhfa-centre/news/statement-of-intent

To read CMI's guidance on race visit

Thank you to the following organisations for their support in developing this guidance