

HR Compliance Library, ¶36,300, Racial Diversity: Initiatives for including members of racial groups

One of the more visible forms of workforce diversity is the integration of people of different racial backgrounds. While larger numbers of minority racial groups are entering the workforce, there are incidents where it does not appear that they are being given equal opportunity, much less involved in diversity initiatives.

Examples of diversity initiatives for including members of racial groups are:

- Be sure any pictures of employees (annual report, inhouse communications, advertisements) include all racial groups represented in the workforce.
- Ensure all employee groups include members of every racial group represented in the workforce.
- Provide support programs and mentors for trainees and individuals on fast track programs. Be sure there are role models that include members of racial groups.
- Underscore the importance of diversity in generating profits. Examples of this emphasis should be found in mission and vision statements, training classes, executive management statements, diversity programs and monitoring recruitment, promotion, development, complaints, discipline and termination data.
- Employee events should include celebrations of all events, including those based in African American culture and other racial/ethnic groups.
- There should be a zero tolerance of discrimination. Any incident should be immediately investigated, and if the charges are founded, parties should be disciplined appropriately.