

Catalyst Resources for Addressing Racism at Work

The public conversations on race taking place now underscore the responsibility of employers to address workplace inequities. Emotional tax, racism, and the unconscious and conscious bias that people of colour face on a daily basis in organizations around the world requires all of us to educate ourselves about how to correct bias and lead inclusively, valuing empathy and taking action. At Catalyst we have compiled the following resources related to addressing workplace inequities. Please contact me if you'd like to learn more about any of the following. Together we can create a more inclusive and equitable future. We look forward to working with you.

Identifying Racism at Work

Learn what Emotional Tax is and how it affects both employees of colour and organizations.

- Research Report: [Empowering Workplaces Combat Emotional Tax for People of Colour in Canada](#)
- Tool: [Engaging in Conversations About Gender, Race, and Ethnicity in the Workplace](#)
- Research Report: [COVID-19: Women, Equity, and Inclusion in the Future of Work](#)

Practice into Action

At Catalyst we believe in the power of continuous discussions and practice with virtual offerings that are research-based, interactive, self-paced or instructor-led.

- CatalystX Courses, designed for all employees:
 - [Communication Skills for Bridging Divides](#) (Including a [Discussion Facilitation Guide](#))
 - [Inclusive Leadership Training: Leading With Effective Communication](#)

Continued Engagement

Knowledge tools for everyone.

- Infographics:
 - [Overcoming Conversation Roadblocks](#)
 - [Conversation Ground Rules](#) (see also: [French translation](#))
 - [Flip the Script: Create Connections, Not Conflict, in Tough Conversations](#)
 - [Flip the Script: Respond With Heart, Not Harm, in Tough Conversations](#)
- Ask Catalyst Express
 - [Talking Across Differences](#) (coming soon)
 - [Resources for the Anti-Racist](#) (coming soon)

Learning from Each Other

Keep the discussion going by connecting with Catalyst and our supporter community.

- Blogs:
 - [Racism Is Suffocating Us All](#)
 - [What Does It Mean When Corporate America Takes A Stand Against Racism?](#)
 - [Charleston Shows Racism Is Still With Us](#)
 - [The Best Ways to Call Out Coronavirus Racism at Work](#)
 - [Taking Down The Confederate Flag And Other Small Wins](#)
 - [This Ancient Practice Helps Resolve Workplace Conflicts](#)
 - [5 Communication Skills Everyone Needs](#)
 - [Handling Difficult Conversations](#)