

Workplace Wellness & Racial Justice



Recommendations for Creating Justice and Wellness Centered Workplaces

Creating Justice and Wellness Centered Workplaces

Navigating the challenges and opportunities related to wellness and racial justice in the workplace is a growing concern for employers and employees. A key to creating workplaces that deal with racial justice, while maintaining wellbeing of staff, involves cultivating psychologically safe and brave spaces.

Psychologically Safe Workplaces



Psychologically safe workplaces ensure that every member of the workforce feels capable of managing workplace and life stress or can connect with someone to help manage this stress. When psychological safety is present, staff feel valued and empowered to show up as their best and most authentic selves because the work environment actively strives to eliminate bias, harassment, prejudice, discrimination and microaggressions.

Psychologically Brave Workplaces

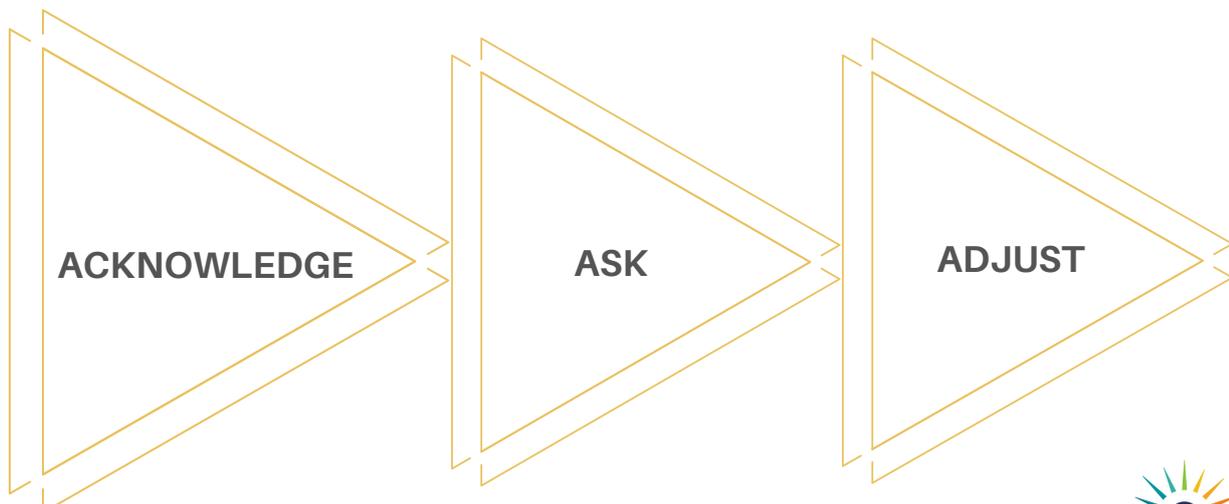
Psychologically brave workplaces proactively address difficult issues related to race, gender, sexual orientation, and a host of other experiences that can undermine the psychological safety of members of the workforce.

When psychological bravery is present, staff have support for engaging difficult topics about racism, homophobia, sexism and other prejudices without being shamed or disbelieved. The workplace actively tries to honor the important identities of the entire workforce and encourage staff to express these identities with authenticity.



The 3 A's

The 3 A's for workplace wellness and racial justice developed by iOpening Enterprises' team of psychologists provides guidance for moving employers and employees closer to workplaces reflecting justice and wellness values.



Recommendations for Employers

Acknowledge the presence of bias, prejudice, discrimination, harassment and microaggressions by developing a statement stating belief that these experiences exist for their staff.

Ask employees whether experiences reflecting bias, prejudice, discrimination, harassment and microaggressions have occurred in the workplace. Provide opportunities for employees to share anonymously and detail both negative experiences and positive moments where the negative situation was corrected.

Adjust the workplace based on feedback from employees to improve inclusivity of the workplace. Begin by forming a workgroup comprised of a diverse group of staff to begin collecting recommendations to make the workplace more inclusive.



Recommendations for Employees

Acknowledge the benefits and burdens that come with being a member of certain racial, gender, sexual orientation, ability (versus disability), or another group. For instance, becoming aware that Black colleagues have the burden of being perceived as hostile when angry, while White colleagues may have the benefit of being perceived as justifiably angry when showing the same behavior.

Ask how to promote a psychologically safe and brave workplace. Begin by asking how you can do one specific thing today to increase the feelings of psychological safety or bravery of one co-worker such as celebrating that person's identity, speaking with a supervisor about an issue that another co-worker fears bringing up due to possible reprisal, or simply share an important part of your identity with others in the workplace to model bringing one's authentic self to work.

Adjust your stance to the differences of others from judgment to cultural humility. Cultural humility is approaching differences of others with curiosity and a willingness to listen and learn. Further support a psychologically safe and brave workplace by becoming an upstander instead of a bystander. Upstanders actively respond to workplace experiences that undermine psychological safety instead of remaining silent as bystanders.

Contact us at customercare@iopeningenterprises.com or 310-694-6008 to find out how training and programs from **iOpening Enterprises** empowers organizations to create justice and wellness centered workplaces.

iOpening Enterprises is a professional development and media company that unlocks individual potential and ignites organization-wide improvement with a unique set of professional development programs. Our programs translate psychological science into tailored wellness strategies for organizations, schools, and justice professionals to solve their most pressing challenges.

