



GBCA TOOLBOX TALK

ANTI-RACISM

INTRODUCTION

We are focused on people’s SAFETY and WELL-BEING. We seek to develop a culture where all people feel valued. We are committed to showing respect to the diversity that is all around us. Together, we accomplish this by managing risk, creating a safe environment, and demonstrating the highest standard of care for each other.

For that reason, we DOT NOT TOLERATE any behavior that threatens the physical or mental well-being of anyone who works with our company—that includes behavior that is biased or racist motivated.

OUR SHARED COMMITMENT

We are committed to being **an anti-racist organization**. We want the highest level of respect and safety to extend to our job sites and offices. Our workplaces are extensions of our homes and, as such, we have a responsibility to each other to **be welcoming, respectful, and inclusive**.

The dignity, respect and safety of everyone is our top priority. **Creating an environment where all people feel safe and are treated with respect is our shared responsibility.**

WE NEED YOU

To commit to actively stand against racism.

To commit to working together toward building an anti-racist culture while appreciating our personal differences. It takes each of us to create and maintain an environment where we can all be and do our best.

DEFINITIONS

RACISM is a system of policies and sustained procedures, attitudes, and norms that harm or oppress a specific racial group.

ANTI-RACISM is the policy or practice of opposing racism and promoting racial inclusion.

JOIN THE JOURNEY TO ANTI-RACISM

- ⇒ Acknowledge that racism exists.
- ⇒ Recognize assumptions you make about others who are different from you.
- ⇒ Avoid using stereotypical and offensive language, including:
 - Racial slurs
 - Threatening, intimidating, or hostile acts
 - Written or graphic material that shows hostility toward others
- ⇒ Build relationships and interact with people of other races. Look for opportunities to have healthy conversations around race with people of different backgrounds.

THIS IS OUR WORKPLACE. SPEAK UP AGAINST RACISM.



GBCA TOOLBOX TALK







ANTI-RACISM (CONTINUED)

JOIN THE JOURNEY TO ANTI-RACISM (CONTINUED)

Be bold! We need more people with courage to stand with our coworkers.

Do not ignore the behavior. Report incidents so that proper action can be taken.

Learning and Discussion Resources (scan codes with mobile phone camera or access web links)

	<p>Racism in the United States: By the Numbers https://www.youtube.com/watch?v=GQdMgtncpoE</p>
	<p>Why Is it So Hard to Talk about Racism? https://www.youtube.com/watch?v=9Jin7IsV85s&feature=youtu.be</p>
	<p>Systemic Racism Explained https://www.youtube.com/watch?v=YrHIQIO_bdQ</p>
	<p>Ben & Jerry: 7 Ways We Know Systemic Racism Is Real https://www.benjerry.com/home/whats-new/2016/systemic-racism-is-real</p>
	<p>Dr. Robin DiAngelo Discusses “White Fragility” https://www.youtube.com/watch?v=45ey4jgoxeU&feature=youtu.be</p>
	<p>To discover more about your hidden biases, take this free test: https://implicit.harvard.edu/implicit/featuredtask.html</p>

THIS IS OUR WORKPLACE. SPEAK UP AGAINST RACISM.

GBCA TOOLBOX TALK ■ SIGN-IN SHEET



TOOLBOX TALK TOPIC:

EMPLOYER:

PROJECT:

PRESENTER:

DATE:

NAME (PRINTED)

SIGNATURE

COMPANY (IF APPLICABLE)

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NOTES AND QUESTIONS:

**PRESENTER SIGNATURE
(TO VERIFY ABOVE INFO):**