It's time to
STEP UP
For your employees

RACE EQUALITY MATTERS™

On September 13th, over 110,000 people gathered in London under the banner of "Unite the Kingdom", in one of **the UK's largest far-right, anti-immigration demonstrations**.

The demonstration has left many **feeling unsettled, unsafe, and anxious as they return to work.**

As Race Equality Matters, we are especially concerned about the safety and well-being of ethnically diverse employees and their allies.

In a recent poll:

80% said their organisations **chose silence and did nothing**

Only 17% said their organisation acknowledged concerns and/or showed support

Many organisations seem to be suffering from a **collective bystander effect.**

Perhaps some might think that it is not their place or responsibility to speak up, some might not know what to do, others might know they have to do something, but don't know how to do it.

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After events like the demonstrations of September 13th or the race riots in the summer of 2024, **organisations must speak up and support their employees.**

Staying silent and doing nothing should not be an option.

Here's a list of things that you can do instead:

- [ ] Recognise that people affected need your support, **and it's your responsibility to support them.**
- [ ] **Check-in on your people:**
  - ✓ How are they holding up?
  - ✓ What do they need to feel safe?
  - ✓ How can you support them?
- [ ] **Provide support. This can involve:**
  - ✓ Allowing remote working for those worried about commuting
  - ✓ Reimbursing safe travel (taxi, car-share, parking)
  - ✓ Offering access to counselling and mental health support
  - ✓ Organising listening circles for staff to share concerns
- [ ] **Reaffirm zero tolerance of racism and harassment**
- [ ] **Publicly stand in solidarity with your ethnically diverse staff**

If you break the silence, many others will follow. Don't be a bystander.