HR Policy Association: We Have the Obligation and Opportunity to Address Racism

HR Policy Association represents the Chief Human Resource leaders of nearly 400 global corporations. Our members stand united in our belief that racism, hatred, and injustice have no place in society or in our workplaces. We have the obligation, the ability and the opportunity to ensure that everyone can achieve their full potential by being treated with respect and dignity every day and given equal opportunities in a safe and supportive environment.

The horrific killing of George Floyd and far too many others, as well as acts of racism against countless more, is not only deeply painful, it is immoral and offensive. It is quite simply wrong. Enough! These acts of discrimination and injustice against people of color, and most especially Black people, must end. We acknowledge that these proclamations are long overdue, which is why we commit to acting with urgency to drive meaningful change by undertaking actions that will address the systemic issues which have persisted for far too long.

Driving change starts with ensuring we fully appreciate and understand the issues and obstacles that need to be addressed. Our member companies commit to first learning by listening to our Black employees to start with, to deepen our awareness of their perspectives and experiences. This input will guide us in taking tangible, measurable, transparent and comprehensive actions in our workplaces.

The Association will support our members in addressing the following areas:

- Economic Opportunity – drive representation at all levels in our organizations through equitable opportunities to jobs, development, rewards and recognition;
- Educational Attainment—to expand access to current employment opportunities and jobs of the future through steps such as public-private partnerships, donations, and formal training and workforce development programs;
- Health and Well-Being – leverage member community engagement to foster better health and well-being of Black Americans; and
- Political Empowerment – reinforce and support civic participation, as well as educate and advocate for needed public sector reforms.

We will work with organizations, policy makers and thought leaders who share our dedication to rooting out injustice, expanding opportunity and promoting inclusion. And, as we evolve our efforts, we will continue to solicit feedback, listen, learn, and evolve our actions as needed to achieve our goal of producing sustained and meaningful change. Together, we can and will make a difference.

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