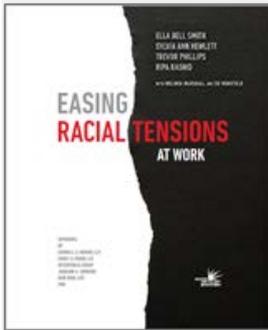# Hewlett Consulting Partners' *Dialogues Bridging Difference* offers a unique and powerful means of engaging talent across groups

Easing Racial Tensions at Work (CTI, 2017)

- 78% of black employees, 52% of Asian employees and 50% of Hispanic employees **report experiencing discrimination/bias** outside of work and/or are fearful of it for themselves or their families, compared to 28% of white employees.
- More than 2/3rds of respondents **are currently uncomfortable discussing race relations at work**, and 29% feel it is **never acceptable at their company to speak out about experiences of race-based bias.**

- **Silence undermines engagement and elevates quit rates among minority employees**
  - Among those who say it is never acceptable at their companies to speak out about experiences of bias based on race, 35% of black employees, 28% of white employees, 20% of Asian employees, and 17% of Hispanic employees regularly **feel isolated and/or alienated at work**.
  - **Black professionals** who feel muzzled are nearly 3x times as likely as those who don't to have **one foot out the door** and are 13x as likely to be **disengaged**.

- **Companies that address societal racial tensions see business and brand benefits:**
  - When employees feel comfortable discussing race relations at work, they are more likely to feel **that their ideas are heard and recognized** (70% as compared to 47%) and to **feel free to express their views and opinions** (76% as compared to 56%).
  - Among professionals aware of companies that have responded to societal incidents of racial discrimination, 69% **view those companies in a more positive way**

Dialogues Bridging Difference (DBD) Session Description

Description

- A virtual "safe space" that fosters candor and open dialogue around critical, sensitive D&I topics across seniority levels and employee cohorts

- CTI subject-matter experts lead groups of up to 50 participants through:
  - A series of quantitative questions and chat boxes on experiences of exclusion and inclusion
  - Targeted scenarios to elicit thoughts and observations on how better to bridge the racial divides in our society and in our workplace

- Online, confidential sessions in which individuals participate anonymously with unidentifiable user handles

- Accessible to anyone with a stable internet connection and phone line

- Resulting report-out summarizing key themes, with tips and tactics highlighted

Audience: People managers, general employee base, employees across ERGs/affinity groups

Session length: 60-90 minutes

Info@TalentInnovation.org for more information