

# Companies Must Make to Advance Racial Justice

by

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Summary. • – Š ‡ ™ f • ‡ ‘ ^ ‡ ‘ ” % ‡ Ž ‘ † ï • – ” f % † ... † ‡ f – Š † • † • • ‡ f ‘ Ž † • á • f œ ‘ ” voicing their support for racial justice in the United States. But we are way past the point when words alone suffice. Actions are needed. Corporations can and should make 10 concrete commitments to...more

### 3. Commit to giving employees a voice.

Ensure representation of hourly employees, women, and people of color in all employment policy decisions. Consider employee representation on your board in Germany and is one reason why its economy recovered more strongly from the Great Depression. In 1933, Germany's unemployment rate was 30%, but by 1938 it had fallen to 14%. This was largely due to the implementation of the Nazi labor laws, which gave workers a voice through works councils and employee representation on company boards.

### 4. Commit to supporting full participation in democracy.

bonding plays in shaping brain architecture and establishing childhood well-being in the first years of life. The absence of paid sick leave is an even larger problem and one of the reasons people of color have been disproportionately exposed to Covid19. Providing paid parental and sick leave to all employees can help businesses support thriving and productive workforces.

8. Commit to full health care coverage for all employees and support national health care.

Corporations spend twice as much providing employees with health care as they pay in taxes. It puts U.S; businesses at a massive global competitive disadvantage.

Š ‡ • ‡ ... ' • • ‹ – • ‡ • – limit structural racism, quell protests, or stop continued violence against the Black community, but they are changes within the power of every company that will make a profound difference. These 10 potent commitments could make our companies more profitable, grow our economy, profoundly transform millions of lives for the better, and lead us to become a more equitable, resilient, and prosperous nation. Any one of them will make a difference. How many commitments can your company make?