



## Anti-Racism Sample Statement

"At [Name of Company], we are committed to the ongoing examination and evaluation of tackling anti-racism head-on within our organization. As Angela Davis once eloquently stated, "In a racist society, it's not enough to be non-racist, we must be anti-racist." In an effort to become/continue to be anti-racist allies with Black, Indigenous, and People of Colour (BIPOC), we are committed to holding ourselves accountable with the following steps:

(Note: Below are examples, organizations/companies can include/edit as they see fit):

- "Effective immediately, we will be implementing policies to include a more diverse workforce including: hiring/promoting BIPOC individuals by a 5% increase at the executive level"
- "We will pay and mandate that all of our employees will complete Equity, Diversity and Inclusion (EDI) and Anti-Racism training that will occur twice a month from a leading Anti-Racist/EDI organization"
- "We will create safe spaces for BIPOC employees/contractors/clientele"and/or "Holding non-BIPOC" employees/contractors/clientele accountable when there are racist comments, attitudes, or behaviour including but not limited to microaggressions, subliminal messaging, backward compliments etc.
- "We will have yearly external audits to assess our abilities to meet our EDI goals as a company"
- "We will use our platform to amplify BIPOC voices by providing training, access, opportunities (etc.) to become more inclusive"
- "We will provide educational resources for our employees to learn more about the history of Indigenous racism in Canada, including attending a Blanket Exercise as an organization"

"[Name of Company] understands that this will continue to be an ongoing process and are committed to being anti-racist allies with our BIPOC community at large."



Veza Global is an Equity, Diversity and Inclusion (EDI) organization advocating for underrepresented groups with a focus on enhancing the leadership journey for people of culturally diverse backgrounds.

Veza's approach to enhance EDI and build capacity for organizations is guided by two pillars; Diversity of Thought, and Inclusive Culture. Veza offers an EDI Assessment, Audits, EDI strategy development, and Inclusive Leadership Training and Coaching.

Through Veza's EDI Assessment tool, companies, organizations, and corporations can identify under an hour where they stand on the EDI Maturity Model. Veza will provide a list of detailed recommendations and actionable next steps for your organization to become a more inclusive organization.

**Veza Global**

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