

Black History Month is an opportunity for companies to collaborate with their employees to design thoughtful programming that honors Black cultures and leaders and fosters inclusivity.

DEI IDEA	EVENT OVERVIEW	EXAMPLES
<p>Black History One Pager</p>	<p>Many companies celebrate BHM through a literary write-up promoting the observance and creating a space for greater understanding and empathy.</p> <ul style="list-style-type: none"> • Create an article highlighting Black Americans’ contributions and achievements throughout history that promote the celebration of Black culture. • Take it a step further by utilizing the write-up as a launching point for group discussion and reflection. 	<p>Topics Examples:</p> <ul style="list-style-type: none"> • Black history in outer space exploration • How Southern American food was shaped by Black history • The art and culture of The Harlem Renaissance • Record-breaking Black athletes in history
<p>Host a Black History Month Lunch and Learn Series</p>	<p>Each week during Black History Month, consider hosting a Lunch & Learn session for your employees to delve deeper into the topic. You can choose various programming which can take on many formats, from panel discussions to round tables to workshops. Let employees know what to expect so they can feel prepared to share and ask questions.</p> <ul style="list-style-type: none"> • Provide education by viewing a documentary, Ted Talk commentary, or film that pays homage to Black History. • Facilitate a Black History Month book club event. • Bring in a poet or spoken word orator and create a space for employees to listen and share. • Host a Black History Month trivia game. 	<p>Lunch and Learn Topic Examples:</p> <ul style="list-style-type: none"> • Contemporary Black political issues • The Black Family: Representation, Identity, and Diversity • Black stereotypes and microaggressions • Black health and wellness
<p>365 Allying</p>	<p>Companies can tap into community resources and support Black voices all year long.</p> <ul style="list-style-type: none"> • Identify opportunities for people of color and repost/retweet. • Check out books by Black authors. • Support Black-owned businesses. • Organize a volunteer event for an African American charity. • Support local artists. 	<p>Allying At Work Examples:</p> <ul style="list-style-type: none"> • Provide black colleagues with opportunities, development, suggestions, encouragement, and general support.
<p>Spotlight Employee Stories</p>	<p>Companies don’t need to look far to find great diverse voices to highlight. People are a company’s greatest asset. Learn more about what makes your Black employees proud of their culture and its accomplishments. Then, share these stories in companywide emails, internal blog posts, or on your social media platforms.</p> <ul style="list-style-type: none"> • Create open-ended questions that invite your Black employees to share their personal professional stories or reflect on what Black History Month means to them. Sharing an employee/family photo also adds a nice intimate feature. 	<p>Questionnaire Examples:</p> <ul style="list-style-type: none"> • What is your race/ethnicity? • What are three words that describe your culture? • What is your favorite quality about your culture?

Connect with Candace Northey, Managing Director of Diversity, Equity, and Inclusion



Schedule your call with Candace to create a customized DEI strategy that will deliver full diversity, equity, and inclusion success to your organization.

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