

4. Longer-term actions

Whilst the unrest may subside, it is important to stay connected to what is occurring in the external environment as colleagues will still be affected.

Examples of longer-term actions your organisation could take include:

- Develop a regular check in with colleagues who have been impacted to identify and agree any ongoing support.
- Work in collaboration with your employee resource groups/networks to facilitate regular listening sessions, creating a safe space for colleagues to share their experiences and receive peer to peer support.
- Undertake a debrief and seek feedback from colleagues to identify opportunities to improve your response should a similar incident occur in the future.
- Provide colleagues with anti-racism training so that they are better able to challenge and respond to incidents of racism.
- Provide allyship, active bystander and call-it out, type training for your organisation.
- Build your community connections to stay connected with the external environment. Get alerts on any potential local or national unrest or protests that might affect your colleagues.
- Review and update relevant policies to have clear mechanisms for tackling racist behaviour. Ensure that these policies are accessible to all colleagues.
- Develop an organisational policy statement outlining the actions you are taking to become an anti-racist organisation.

Additional Reading

<https://www.rcpsych.ac.uk/improving-care/act-against-racism/tackling-racism-in-the-workplace/actions>