

Considerations for Supporting BIPOC Staff at Organic Organizations

1

Listen, Ask, and Compensate

Listen to your BIPOC staff about what their needs, feedback, ideas, and experiences in the workplace. Clarify what you can or cannot take action on and follow through. Compensate for sharing expertise and experience.

2

Evaluation, Reviews, and Feedback

Ensure that your process is clearly outlined and accessible to all staff. Ask staff for feedback about the review or evaluation process to ensure its accessibility.

3

Transparent Decision Making

The impact of a confusing or unclear decision-making process is that it can benefit the people who have more power or privilege at the organization and disadvantages those who have less or who have not been able to make informal or personal relationships

4

Conflict Transformation

Meaningfully engaging in conflict will support your organization's growth, and retain staff, including BIPOC staff.

5

Document

Clearly outline workplace policies in employee handbooks. This creates accountability, and also increases transparency and trust. Find the balance between documenting workplace norms, and creating a culture of hypervigilance and surveillance.

**BASED ON CONTENT BY CAMBIUM
COLLECTIVE**

**DIVERSITY, EQUITY, AND INCLUSION
TOOLS FOR ORGANIC PROFESSIONALS**

