Reddit Scan

PRE GEORGE FLOYD

Intention/purpose: is to explore conversation around race, workplace discrimination, diversity

Record poster’s race, gender, location

1)r/AskHR

<https://www.reddit.com/r/AskHR/comments/frhe4y/helpracist_comment_said_at_workcomplaint_filed/>

[Excerpt]: When I got on the phone with them, they told me that someone had filed a complaint against me over something that I said while having lunch with 5 other co-workers. The quote was “Black history month must have been fun for you.” I was saying this to Bob (not their real name) who is African American and was the only African American at the table. I told HR that yes, I remember the incident and that yes, I said it to them. I wasn’t sure if I could say Bob’s name, so I asked the HR person if I was allowed to, to which the HR person said his name (which leads me to believe that Bob was not the anonymous complainant but please correct me if I’m wrong). I said the comment was made as a joke (yes, I know, seems bad but wait for the context) and I had no ill-will behind it. They asked if I could see how a third party could see this comment as offensive and I said yes, of course, I could. HR asked if I recalled any other instances where I said anything inappropriate and I said maybe, I can’t look into someone’s mind and know if what I said was inappropriate or not so yes there could be other instances where what I said offended someone. They asked if there was anything I wanted to say, and I said I did not mean this with any ill-will and that I would be willing to do a public apology, webinars, lunch and learns, I’m up for anything. They asked if there were any other questions and I asked if I could be fired over this incident and they said they couldn’t tell me one way or another. I asked for a timeline and they said sooner, rather than later and the HR person ended the conversation stating that ultimately, they want to be fair. The next steps of the process are that the HR person will write up a report and send it to a committee to give a recommendation on how to proceed.

2) r/work Should I ask HR for diversity training?

https://www.reddit.com/r/work/comments/9ldyb5/should\_i\_ask\_hr\_for\_diversity\_training/

I work at a small office. Most of us are clearly politically and socially divided, but we all get along because we don't talk about money or politics. It's a really fun group of people to work for. The other day, the co-worker that got hired around the same time as I did , brought up Colin kapernick , Nike, black lives matter, how she hates that Columbus day was changed to indigenous day. And to top it all off she admitted to being "naturally racist", claiming she crosses the street when she sees a black or Latino out when she's walking to avoid them. I myself am Hispanic, and it itched me. I decided not to feed into her rambling because when she starts talking, she doesn't stop. It's made me slightly uncomfortable. I always had a feeling but never cared. Now that she crosses that line, she continues to ramble about things she doesn't agree with. Safe spaces at school are a stupid thing and things of that social nature. Idk what to do, and I don't want to confront her because she seems like a nice person and I don't want to hear I'm sorry , i thought about bringing the idea of diversity training up to HR without giving names. Any advice? I'm sorry about the long story.

POST GEORGE FLOYD MURDER

3)r/AskHR [UK] Have become diversity and inclusion lead at work - what books/literature can you point me towards?

https://www.reddit.com/r/AskHR/comments/hxaj1y/uk\_have\_become\_diversity\_and\_inclusion\_lead\_at/

Excited to have become the diversity and inclusion lead at work What do people recommend I read to become well-read in this area? I'm particularly interested in contemporary issues, particularly as workplaces are figuring out how to respond to the cultural changes brought about by change movements like BLM.

4)r/AskHR I shadowed a Co worker during a customer faced setting and he inappropriate and conflicting conversation/debate about politics and BLM

<https://www.reddit.com/r/AskHR/comments/hkobea/i_shadowed_a_co_worker_during_a_customer_faced/>[Excerpt]

Houston Texas.

Disclaimer I’m not posting this to shame my co workers beliefs or who he supports. I’m concerned about his behavior and if I could potentially be punished by his actions.

Background: I’m a black women in my late 20s and my mentor is a white male in his 50s. We are both located in Houston Texas.

I recently accepted a new position at my job however the manager requested that I shadow one of my peers during a meeting with a customer to gain field experience. My manager set me up with two people. This past Monday and Wednesday, I rode along with the mentor in question and conducted two in-person meetings with customers. The first customer was Asian American(customer1) and the second Customer is black American (customer2). The issue occurred during the second meeting. My co worker did the following:

* My co worker openly mocked the Asian customer’s accent in front of myself and the black customer.
* He had a debate about race , BLM, all lives matter and political views with the black customer.
* Kept repeating that he sees no color and that he doesn’t care if a person is “black, white, purple etc”

5) r/AskHR Washington State General Strike

<https://www.reddit.com/r/AskHR/comments/gzugri/washington_state_general_strike/>

Hello fellow HR people! This is a weird question and I find myself on the other side of this subreddit for it.

King County BLM Group has organized a general strike and day of action for Friday, June 12th. My friends and I are planning on participating in the strike but are unsure about the logistics of it. We are non-unionized salaried employees at large tech companies.

Do I need to take a vacation day? Personal day? Do nothing? Ask for 1 day of unpaid time off? Just don’t come in?

Appreciate any help you can provide!

6) r/AskHR [TX] Can a non employee alert HR to an employee violating company policy?

<https://www.reddit.com/r/AskHR/comments/j2wzc6/tx_can_a_non_employee_alert_hr_to_an_employee/>

Employee has public Twitter posts with hate speech against women, minorities, and George Floyd while the CEO of the company has a webpage supporting BLM. Will my report of employee violating company morality/ethics get any traction since I am not a client or employee of the company?

Also said employee is receiving Unemployment while working full time. Is the best advice to contact Texas Workforce Commission fraud hotline? TIA

7) r/AskHR HR / L&D / DEI inter-office response to BLM

<https://www.reddit.com/r/AskHR/comments/h0kaov/hr_ld_dei_interoffice_response_to_blm/>

Wondering how folks are / plan to respond to the issues of race, discrimination and inclusivity in the office.

I see a lot of bold statements being made publicly, but haven't heard a lot about what is happening on the ground.

Would love insights to what folks are doing.

COMMENTS:

We're taking a bold stand. Our CEO messed up internally at first - his message seemed to focus on the looting and riots and thanking first responders more than it was acknowledging the cause of the unrest in the first place. He meant to reassure our employees during a difficult time, but it was kind of tone deaf and missed the point, and it pissed off a lot of people. He listened to people, and spent time thinking through his position and ours as a company, and released a more appropriate message internally as well as externally. It was bold, and maybe risky, but the response has been overwhelmingly positive. More importantly, he's putting his money where his mouth is and will now make DE&I and reach-out priorities.

Well I think the response should fit the leadership. It’s hard to take a strong stance in support of BLM with all white leadership, so hopefully leadership has taken a look at steps that can be taken before making a statement both internally and publicly.

Fair point. There are a ton of companies in this position. All white (predominantly male) leadership. This is where it will be interesting to see what change can be made within organizations. I feel like this may either side off in a month or two, or there will be some internal culture shifts that really show the public what the companies values really are.

"I've been super grateful that we're a social service nonprofit who is working with the elderly / poor / minority & immigrant populaces, so this wasn't a super hard pivot for us to make. and yet, even we are having to scramble to dive deep into our systemic practices and if they have implicit biases.

So to that end, we're taking a deep dive into our entire HR hand book and it's associated polices and practices. We were already taking a long look at our compensation (as it equates to gender & racial equality), so that's being looped into this process. And finally (for the moment, there's always good work to be done), we're looking at our hiring practices (and this is harder than all the rest as it covers so many domains) to review if our implicit biases are unintentionally creating a workforce that is less deserve than intended.

Part of the hard reality of this is that this is expensive and laborious work to do. If it weren't for the fact that we're a nonprofit who are able to draw on many volunteer sources, it would be exceedingly hard torch to carry forward. As it is, I'm struggling to keep above water with all the differing demands of HR and DEI work. If this were a for-profit, it would either result in me dropping the efforts altogether, or us hiring someone who's singular focus is DEI work."

8) r/AskHR [OK] how can I deal with coworkers who are constantly wanting to talk about politics, Black Lives Matter, etc?

<https://www.reddit.com/r/AskHR/comments/jfnagb/ok_how_can_i_deal_with_coworkers_who_are/>

There is a particular person I work with who is constantly wanting to talk about how he thinks Black Lives Matter is a terrorist organization, How George Floyd was in the wrong, how pro trump he is, qanon, how corrupt the Democratic Party is etc....

What would be the most professional way to handle this?

9) r/AskHR Am I being Retaliated Against? If yes, then what do I do?

https://www.reddit.com/r/AskHR/comments/iiy3s2/am\_i\_being\_retaliated\_against\_if\_yes\_then\_what\_do/

[Excerpt] It's a long, complicated story, so here’s the TLDR: I “led” (I didn’t) in a “secret” group (it wasn’t) to make the organization more anti-racist and I think I’m being retaliated against for doing so and don’t know what to do about it..

Here’s the long story:

After the murder of George Floyd my organization put out a very beige response that didn’t literally say “all lives matter” but that was the subtext. Shortly after, a colleague gave me a call to ask if I’d be willing to be part of a conversation about making our organization more anti-racist. I said yes, and that I thought my boss, a VP in the org, would be willing to help. My colleague called and spoke to my boss about it that day. The following day we discussed it on a team meeting with my boss present.

The group was established without formal leaders, but i was one of a handful of people actively sending reminders to the group.

Word trickled up and leadership quietly began working to establish an “official” diversity, equity and inclusion committee. Before this was announced after we had gathered together by video call 2 or 3 times.

Around this same time, the CEO got very angry with me for my “tone” when making an announcement to the full staff regarding a policy change on one of the programs I manage.

10) r/Ask/HR One of the guys on the floor of my plant made a racist joke to me this morning. Should I report it?

<https://www.reddit.com/r/AskHR/comments/h9h3j7/one_of_the_guys_on_the_floor_of_my_plant_made_a/>

I live in Minnesota where all of the protests and riots have been happening around George Floyd. I was on the phone this morning with one of the people on the floor. I needed them to read me off some numbers and letters. I misheard one of the letters and asked them to repeat it. They said "N. Just like the people out there protesting and rioting".

I just was taken aback and honestly fairly confused on how to respond. I just didn't respond and kept going. I am a young white male but I do not like this kind of talk, especially at work. I am just wondering if this would be worth reporting or if I am just over reacting.

11) r/AskHR Everyone is currently making fun of the Protest/George Floyd situation

https://www.reddit.com/r/AskHR/comments/gvi43s/everyone\_is\_currently\_making\_fun\_of\_the/

[Excerpt] However today they took it a bit further, a younger employee and the son of two of the 3 owners keeps making snide comments basically saying how “Police should just gun them all down” or “They don’t care about any of this, I should go throw some fake money and watch them kill each other over it”. Her bosses have also been making fun of George Floyd on how he has died, mocking how he “chocked to death”. She’s a new employee so it’s been hard for her to speak up because of fear of getting fired. This a job that doesn’t really have an HR department considering how small it is. I’m assuming her only option is to quit which is fine but scary at the same time considering the economy. I don’t want her there anymore and she doesn’t want to be there anymore.

12) r/AskHR (California) Possibility of Retaliation in the Workplace

https://www.reddit.com/r/AskHR/comments/gy0b19/california\_possibility\_of\_retaliation\_in\_the/

As of Monday, my company hadn't said anything about George Floyd. One of my staff brought it up at our team meeting and said she wanted to send an email to the higher ups to see what the company's stance was. I told her she could do whatever she wanted. She sent the email.

On Wednesday, my direct supervisor reached out to my staff (without telling me) and questioned her on sending the email in an inappropriate way, starting the conversation with "why did you send that email" and saying stuff like "she wants to make sure there isn't a narrative pushed on anyone." My staff told me about this on Thursday and explained how uncomfortable it made her feel. I urged my staff to go to HR about it. She agreed and I joined the meeting with her while she told HR.

Yesterday, I got a text from my direct supervisor informing me that she, HR, and the COO wanted to meet with me next week to talk about my alignment with the company and my leadership

13) r/human resources BLM Discussions at the Workplace

https://www.reddit.com/r/humanresources/comments/hfpavy/blm\_discussions\_at\_the\_workplace/

Hello world... I’ve run into a few issues now where our employees are getting into disagreements about their stance on BLM and social injustice. We currently have a black employee who is upset over a white employee saying “All Lives Matter.”

How is anyone facilitating these discussions? Or handling these obviously sensitive conversations? IMO I’m not here to convince people to believe one thing or another, but I now have the above situation where the employee is stating this is racial harassment.

COMMENT

I don’t want to touch it with a 10 foot pole, but would a reasonable person constitute this as harassment?

14) r/human resources Company Communication About Weekend Events, George Floyd

https://www.reddit.com/r/humanresources/comments/gukfo7/company\_communication\_about\_weekend\_events\_george/

Our company would like to put out a communication about these recent events. It's important for us to recognize our support of the black community, but we don't want to open a political discourse.

Does anyone have any suggestions?

Thx.

Update: Thank you to everyone for your viewpoints.

One of our executive leaders sent out a message with his personal perspective (one of the suggestions). He's my boss, and was the person who originally floated the idea of addressing the company. As a black man with 2 sons living in Philadelphia, he shared the impact he and his family has had with racism. He encouraged communication and questions.

COMMENTS:

Not a good idea. This is a touchy subject and unless you are well equipped to truly deal with diversity and inclusion IN YOUR WORKPLACE, this just looks like lip service.

You are better off re-evaluating hiring and promotion practices for minorities in your workplace rather than give the usual “In these trying times” crap speech.

Yeah, we received an email and invite for a town-hall-style meeting for this afternoon and our white, male leadership team's privilege is all over it. I don't know exactly what they should have done, but this was not it.

I work for a very large company, and corporate was not shy about sending out condolences, reiterating that discrimination of any kind is not tolerated in the company,and encouraging people to share their thoughts and feelings about the situation. It was an emotionally intelligent move, and focused on the the "inclusive" part of diversity and inclusion, which requires open conversation. It's possible that people will delve into political topics, but from my experience, that is happening regardless of corporate's involvement. It doesn't do the company any good if they pretend like nothing's happening.

Are you as a company willing to call out police brutality and systemic racism? Because that's what a statement needs to be. If your company is not willing to put it all in the line, it's going to come across as disingenuous and could backlash. If your company is truly passionate about this, you wouldn't be asking the internet for wording suggestions, you'd be asking BIPOC in your in organization to help write the statement. My advice, look at your own company and figure out how to give more opportunities to POC instead of putting out a statement of "support".

Of course you should message, don’t listen to these people saying no. You can send a simple message showing solidarity and support, condemning violence and working together for a better future. I think all sides can agree on basic humanity. Employees look to leaders in times of crisis. If you sent a note about covid and not about this you are being disingenuous, employees will lose trust in leadership