Recognize what black employees and leaders are experiencing:
- 4 things your black employees and coworkers wish you knew —and how you should offer allyship and support
- Check in on Your Black Employees, Now
- Maintaining Professionalism In The Age of Black Death Is….A Lot
- Longtime executive Tony Coles on biotech, racism, and opportunities for change

Don’t rely on black employees to educate you or your white colleagues:
- A list of books, podcasts, and other anti-racism resources
- 75 Things White People Can Do for Racial Justice
- Lesson Plan on Being an Ally
- Anti-Racism for Beginners

Highlight or provide resources for employees:
- Provide additional time off for employees that are grieving this situation, and consider offering a certain number of free therapy sessions to employees each year.
- Share mental health resources for Black employees:
  - Black Emotional & Mental Health Collective
  - Black Men Heal
  - Black Mental Wellness
  - Ethel's Club
  - Healhaus
  - Inclusive Therapists
  - Therapy for Black Girls

Examine your hiring and workplace practices for areas of opportunity:
- What Companies Can Do to Combat Systemic Racism Against Black Colleagues in the Workplace (Just Capital)
- Inclusive Hiring: Why it’s hard, why it’s important, and how you can start making a difference.
- Racial Equity 101: A Series of Tools to Advance Racial Equity in the Workplace
- Advancing African-American Women in the Workplace: What Managers Need to Know
- Consider an Employee Resource Groups (ERGs)
  - Understanding Employee Resource Groups: A guide for Organizations
  - Starting Your Employee Resource Group: A Guide for Employees
- Plan anti-racism workshops and training for your organization:
  - Baltimore Racial Justice Action
  - Crossroads Antiracism Organizing & Training
  - Praxis Group
  - Racial Equity Resources
  - YW Boston
• Explore unconscious bias in yourself and others.
  ○ Perception Institute
  ○ How to Address Unintentional and Unconscious Bias at Work
• Cultivate a diverse group of vendors:
  ○ The Black Wallet & Black Nation apps provide directories of Black-owned businesses
• Review BIO’s analysis of diversity in biotech

Make financial commitments (especially recurring, rather than one-time) to key organizations:
• Black Economic Alliance
• Equal Justice Initiative
• Families against Mandatory Minimums
• National Bail Fund Network
• Southern Poverty Law Center
• The NAACP Legal Defense Fund
• The Sentencing Project
• United Negro College Fund