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Combatting Workplace Bullying

There are many definitions of bullying, a common one being, “patterned behavior that is aggressive, unwanted, or suppresses certain thoughts or feelings.” Victims are often members of marginalized groups or perceived to be in less powerful positions. This trend can be seen in all walks of life.

Professional environments often fall victim to their own unique forms of bullying. These may include blocking promotions, overbearing management behavior, racial and gender pay gaps, and other general business practices that target certain individuals or groups leading to inequity.

Unfortunately, data shows that the gender and racial pay gap is still significant. **Women of color earn just 57 to 63 cents** for every dollar their white male counterparts make. Many businesses fail to provide resources and support to their female and non-white workers which would create a more equitable workplace. And while active allyship can be beneficial in these situations, true equity is achieved through proactive policies aimed at preventing discriminatory practices and creating opportunities for individuals that they would otherwise lack.

As always, there is hope. Some businesses are doing their part to create solutions. Apple’s Racial Equity and Justice Initiative is taking action for education, economic empowerment, and criminal justice reform. They are also creating greater opportunity for black, latinx and indigenous business owners.

Through my recent work developing training solutions for these types of Accelerator Programs, I've experienced firsthand the positive impact that these initiatives can have on black and brown owned small businesses. This type of custom training program work fuels my purpose for influencing positive change that can result in a more inclusive, equitable workplace for all employees.

These initiatives are a great start, but in order to create environments where bullying isn't tolerated and where inclusion and equity thrive, companies and leaders must reflect on their existing business practices and who is – or is not – benefitting from them. My hope is that more and more companies implement Accelerator Development Programs, and that each of us as professional individuals continue to learn how to respond when we see behavior that is unkind, non-inclusive or inequitable. Let's strive to create a world where we can all perform the work best suited to our abilities and receive equal treatment regardless of our differences.

What actions are or will you take to make this vision a reality?

To learn more about Apple's Impact Accelerator Program, click [here](#)

Bias Action Ideas





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