



This month's Diversity in Action Newsletter is dedicated to celebrating the **two-year anniversary of the HUNTER Action Group**. The Action Group and the DIA Newsletter have continued to evolve from their inception in the summer of 2020, when communities across the country and the world began to reckon with the impact of police brutality and violence against the Black community. What started as a collaborative and emotionally sensitive response for how HUNTER can **come together as a community to "take action,"** the Action Group has continued to implement strategies and initiatives to make anti-racist efforts a prominent part of our permanent culture.

While recruiting and hiring more staff of color remains a top priority, we are also working to ensure that the existing culture at HUNTER becomes as inclusive as possible to better serve staff that identify as part of a historically marginalized community (Black, Indigenous, Latinx, LGBTQ+, (Dis)abled, etc.).

WORDS THAT MATTER - ANTIRACIST

"When racist ideas resound, denials that those ideas are racist typically follow."

That's a **quote** from author and historian Ibram X. Kendi, director of the Antiracist Research and Policy Center and author of *How to Be an Antiracist*, a 2019 book that argues that "**the opposite of racist** is anti-racist rather than simply non-racist".

The **Alberta Civil Liberties Research Centre** defines "antiracism" as "the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably."

As Vox reports, a fundamental aspect of being anti-racist is accepting the fact that we exist "in a white supremacist system" and it's "not the responsibility of people of color to fix racism or explain to white people how not to be racist." Scholar Dena Simmons succinctly puts it like this: "Don't ask the wounded to do the work."

WORK THAT MATTERS

On August 1st, **Johnnie Walker** reengaged Blacktag – a global platform that aims to create economic empowerment for Black creators – to announce a new round of grants, resources and mentorship through the **'First Strides' initiative**. **The Blacktag x Johnnie Walker 'First Strides' Creator Grant Program** will award cultural innovators \$10,000 grants and coaching, enabling the next class of creators to push for equity in the film industry.



CÎROC is heading to the **Martha's Vineyard African American Film Festival**, for its newest iteration of **#CÎROCStands**, the brand's purpose-driven platform that celebrates the powerful voices in the Black community. To celebrate the rich roots of excellence that run deep in the community's culture, the brand is hosting a panel discussion with **Angela Yee**, entrepreneur and actress, **Regina Hall**, and tapping three Black-owned Martha's Vineyard businesses to discuss their journey to excellence.

Finally, throughout the month, **DIAGEO** and its family of brands are toasting to Black Excellence by partnering and supporting a Black-run business conference, **ACCELERATE 180**, in Houston to amplify trailblazing Black entrepreneurs, creators and leaders who are inspiring future and current generations and society as a whole. The celebration continues as DIAGEO partners with the **B-Hen Block Party** who will take over Chicago to party with a purpose and raise a glass to diversity, inclusion, and intersectionality while dancing and celebrating to Black Excellence.



BAND-AID® Brand and the HUNTER team were honored to join the National Black Nurses Association (NBNA) at their 50th annual conference to further the brand's multi-year commitment of championing more diversity, equity and inclusion in the nursing profession. Together with NBNA, we established the **BAND-AID® Brand OURTONE™ Nurses Recharge Fund**, providing healthcare heroes with funding to help alleviate the stress of everyday tasks and responsibilities that await nurses at home.

At the conference, the brand supplied additional recharge opportunities by partnering with black-owned massage and latte art businesses to provide their services at the brand's booth. The brand's booth presence also highlighted BAND-AID® Brand OURTONE™ Bandages, which are made in a shades of brown to embrace the beauty of all skin tones. Finally, we had the pleasure of announcing the winners of the "BAND-AID® Brand Black Healthcare Heroes in Nursing Scholarship" at the conference.

EMPLOYEE SPOTLIGHT

Partnering with the Lean In organization, in July HUNTER held a **Allyship at Work** training where participants defined allyship, unpacked their privilege, discovered their positional power, and learned specific actions to practice their allyship. HUNTER Lisa Rigney shared some of her takeaways.



Lisa Rigney
Vice President, Culinary + Wine

What was the most impactful part of the workshop for you?

Recognizing my own privilege in the workplace – and how I can use my position to advocate for more diversity and inclusiveness.

How do you imagine yourself using what you have learned?

I intend to advocate for marginalized groups as an agent of change, rather than merely calling myself an "ally," specifically when it comes to hiring decisions, delegation, and recognition.

How can what you learned ladder up to the client work you do at HUNTER?

Ensuring that our programs and campaigns are reflective of the diversity and inclusivity we hope to see within our HUNTER walls.