



Racism, Discrimination and Abuse of Power (RDAP)— Shifting Awareness to Action

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ECI



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ECI provides ethics and compliance professionals with the resources they need to become great leaders, build exceptional Ethics and Compliance (E&C) teams, and create thriving ethical workplaces that set the highest standard. ECI is a leader in the business integrity space, helping professionals build and sustain programs that power strong ethical cultures and drive business success.

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Foreword

The tragic murders of George Floyd, Breanna Taylor and Ahmaud Arbery, among too many others, once again brought to the forefront issues that have plagued our societies for centuries. Racism, discrimination, and the abuse of power (RDAP) were center stage in the public forum; social inequities were being discussed as enormous threats to the health of our world. In response, ECI issued a public statement to add our voice to the growing call for an end to the deeply rooted injustices that have persisted far too long. We also felt compelled to do more than just decry the issue; we wanted to take action in our own community.

That was the beginning of the Working Group that for quite some time has dedicated itself to further understanding the issue of RDAP; in workplaces, in society and in the E&C profession. This report is the end result of their passion and persistence. We are deeply indebted to them for their hard work and thought leadership.

The pages that follow offer deep insights based on research, experience and best practice. The survey conducted by this Working Group and the resources they cite offer a deeper look at how RDAP is experienced and addressed in modern workplaces, with an emphasis on the role of E&C practitioners as champions for ethical workplace cultures that truly celebrate diversity. Some of the major points from the report's content are outlined below.

- E&C professionals play a crucial role in ensuring a healthy workplace that offers employees safety in sharing their ideas and celebrating their individuality.

- Anti-racism and anti-discrimination policies and trainings are happening in many organizations—but most often, the driver of such initiatives has been the potential harm to the company's reputation rather than a desire to holistically implement the organization's ethical values.
- As evidenced by the case studies in this report, from recruiting practices to accountability metrics, employers are already taking steps to counter RDAP and the ways that it manifests.
- Despite progress being made, there is room for improvement. There are concrete steps that any organization can take to build an inclusive culture within their workplace.
- Because RDAP-related incidents can be so destructive to the strength of any organization's workplace culture, ECI's framework for High-Quality E&C Programs can be a helpful starting point for E&C teams endeavoring to build a culture that does not tolerate RDAP.

To sum it all up, there is no place for RDAP in the workplace; neither is there room for the harm it inflicts on the world. On behalf of ECI, I want to thank the Working Group once again for their tireless efforts. I also thank readers of this report for your attention and dedication to improving the E&C community and the societies in which we live.

Patricia Harned

Patricia J. Harned, Ph.D.

Chief Executive Officer, ECI

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