Ways You Can Support Your African American Colleagues and the Community

Become an Ally to Your African American Colleagues

It's important that we all create a safe, healthy and inclusive environment for our AECOM colleagues. Here are 5 ways you can become a better ally to your African American colleagues.

1 Educate yourself by reviewing the Social Change Guide on **guidanceresources.com** (Organization Web ID: AECOM) and exploring these **racial trauma, resiliency and ally resources**.

2 Invite your African American colleagues to social events to get to know them on a more personal level. Through these interactions, you'll gain a better understanding of their experiences and whether they are getting the support they need at work.

3 Be an advocate for your African American colleagues, friends and loved ones. Speak out against and be open to discussions regarding injustice, racism and discrimination. Though these discussions may be uncomfortable, they are critical to gaining a better understanding of the African American experience and becoming a better ally. It's important to be an active listener and not take these difficult discussions as personal attacks on you.

4 Become a **mentor/mentee** to an African American colleague or **youth**.

5 Give back to the African American community by making a charitable donation to one of these **African American charities**.

And don't forget to celebrate **BLACK HISTORY MONTH** with your colleagues in February!

Did You Know?*

African Americans experience higher rates of **microaggressions**, discrimination and social isolation at work than their white and minority counterparts.

African American women often feel less supported by their managers and have fewer sponsors at work than other women of color.

African Americans make up 12.3% of the U.S. labor force and only 3.3% of leadership positions in U.S. organizations.

*This data applies to the U.S. labor force and is not specific to AECOM.

Sources:
- Centers for Disease Control and Prevention
- American Heart Association
- Mental Health America
- Anthem
- CNN
- Global Financial Literacy Excellence Center
- Centers for Disease Control and Prevention

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