Proposal for combating racism in companies

The participants of the ‘Empowering for Change’ training course in Limassol which took place between the 18th and 22nd February 2014 prepared the following proposals for companies in relation to promoting anti-racist measures:

1. A clause in the contract against anti-racism behaviour.
2. Staff should participate in Human Rights seminars.
3. New employees prepare a presentation of their country and offer sweets or delicacies to the management and staff.
4. Once / twice a year have a cultural night out.
5. Employees should get the opportunity to attend cultural / social / human rights training or events in other countries, in order to visit and meet people from other countries.
6. Award every month for non-racial staff members and prize at the end of the year for person with most awards.
7. Compliancy & Diversity Officer - expert speaking to employees regarding Human Rights and also who employees feel comfortable to speak with regarding their problems of racism issues and advising superiors in order to sort out these problems.
9. A day of sports building team spirit.
10. A day of public service.
11. Charity projects – raising money for causes promoting comadre between staff.
12. Employees put a small amount of money aside every month towards an emergency fund going to employees in need.
13. Management does something for employees if they reach their target.

14. Once a year behavioural evaluation.

15. Training by HR companies.
16. Once a month meeting between employees to share their positive experiences.

17. Celebrate main national holidays of the employees of foreign countries.

18. Staff exchanges if company has offices abroad.

**How to promote the implementation of anti-racist measures in companies:-**

1. Funds from Government to assist in the funding of activities / projects throughout the year.

2. EU funding

3. Tax exemptions for anti-racism events / training and attending seminars.

4. Acknowledgement by the Government and International Awards for companies.

5. Support offered by Human Rights Organisations and other National and International NGOs.

6. Publicity for the company.

Note: The proposals above do not necessarily reflect those of AEQUITAS or of the Open Society Foundations.