



HUNTER:

DIVERSITY IN ACTION NEWSLETTER

AUGUST

**CELEBRATING 3 YEARS OF
ACTION AT HUNTER**

This month's Diversity in Action Newsletter celebrates the **3-year anniversary of the HUNTER Action Group**. The Action Group has evolved quite a bit since its inception in the summer of 2020, when communities across the country and around the world were reckoning with the impact of police brutality and violence against the Black community.

The Action Group began as a collaborative, emotionally sensitive response in the aftermath of the murder of George Floyd, demonstrating that HUNTER could **come together as a community to "take action."** To this day, we're finding new ways to make sure our company culture is fueled by anti-racist and inclusive efforts that champion diversity, equity, and accessibility.

WORDS THAT MATTER – DEI FATIGUE

A term on the tip of everyone's tongue in the diversity, equity and inclusion space: "DEI Fatigue" refers to "feelings of frustration, exhaustion and even skepticism around making workplaces more diverse, equitable and inclusive," as [Training Industry](#) reports. The term "is also inclusive of employees who are simply tired of talking about diversity or unsure about how to actually make changes" per [Paycor](#).

Symptoms of "DEI Fatigue" might include "disillusionment that progress is happening and a general lack of enthusiasm to continue to pursue DEI goals" and "feelings of resentment or apathy towards colleagues who are vocal about these matters." **It's important to note that DEI Fatigue can affect everyone differently, those who come from communities most impacted by inequity often do not have the luxury of putting DEI to the side as this is part of their lived experience.**

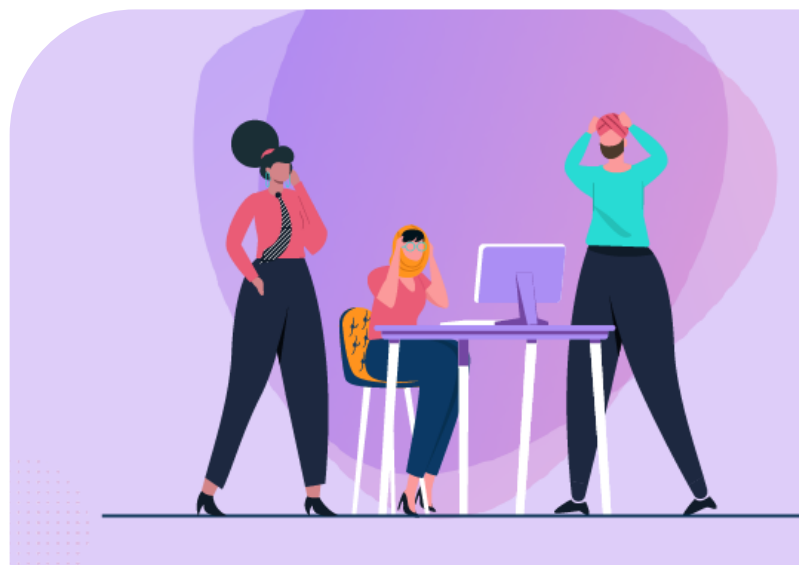
Paycor offers some helpful advice when it comes to curing or at least combatting DEI fatigue at work:

- Set realistic goals and share often updates on progress
- Celebrate wins (big and small)
- Take breaks! Give yourself (and your employees) grace

As the saying goes, nothing worthwhile comes easy, and that includes the essential work of advocating for DEI on every level of an organization to create a culture of belonging where everyone can thrive.

Feeling DEI Fatigue yourself or noticing it in your colleagues? Here are some additional resources to help you combat the problem:

- Financial Times: [How to overcome DEI fatigue and reap the diversity dividend](#)
- The Diversity Movement: [4 Ways to Navigate DEI Fatigue](#)
- Forbes: [All Talk and No Action: Why DEI Efforts Are Falling Short](#)



HUNTER SPOTLIGHT



SYDNEY ROSE, INTERN

HUNTER recently conducted an Allyship at Work training to help us recognize positional power at work and learn specific actions to show up as allies. What was the most impactful part of the workshop for you?

During Allyship at Work, I had the opportunity to examine my own privilege and recognize the different areas of my life that I take for granted. Thinking deeply about our identities allows us to better understand our experiences on personal, interpersonal, and institutional levels. This helped me better appreciate the complexity of my identity and recognize the nuances of privilege.

How are you planning to take your allyship further?

I want to become more consciously aware of the power of my words and encourage other people to work towards the same. Inclusive language is extremely important because it welcomes everyone to the dialogue with respect and acceptance. In the workplace, inclusive language helps create an environment where people feel safe to exist as their authentic selves.

BLACK BUSINESS MONTH

August is Black Business Month! Check out these recs for local Black owned brands in the fashion, beauty, health spaces and restaurants.



- NYC – [Trippin Black Owned Business Guide](#)
- Los Angeles – [Black Owned in LA](#)
- London – [Black Owned London](#)

[Black Business Month](#) was started in 2004 by two Black entrepreneurs to “highlight and empower Black business owners” given the unique systemic challenges they face.