



Talk about race toolkit

The Together Network aims to **bring people together** and ensure that every single employee, regardless of their cultural background or beliefs, can thrive and reach their full potential.

Trusted partner for your Digital Journey

The AtoS logo, featuring the word "AtoS" in a bold, white, sans-serif font. The "A" and "S" are larger and more prominent than the "to". The logo is set against a background of vibrant, colorful powder (yellow, pink, blue) that is being thrown or blown, creating a dynamic and celebratory atmosphere. Several hands are visible in the foreground, reaching up towards the powder.

We encourage a working environment that is open, welcoming and inclusive for everyone.

By building a collaborative community, and encouraging everyone to be themselves, we empower our staff to perform with confidence.

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Atos' Together Network aims to encourage you all to be more than just not racist but to be anti-racist. Anti-racism is focused and sustained action against racism. It is no longer acceptable to sit on the sidelines; now is the time to take positive action in making working environments more inclusive, and stand against racism.

Together Network anti-racism toolkit:

Dos

This toolkit contains tips on how you can be a great ally and act against racism in the workplace, and in the wider world.

Do your research

Educate yourself about the experiences of others. There is a vast array of material available: listen to a podcast, watch a documentary, read a book or follow more people from minority ethnic backgrounds on social media.

Build diverse networks

Expand your network of colleagues and contacts from different cultural backgrounds. Embrace views and opinions from others with different cultural and ethnic backgrounds as it will bring new perspectives that you may not have encountered before, as well as make you aware of challenges that they may face. Learn about their experience, and show you are aware of what is going on. Asking how they feel can go a long way.

Listen up

Listen to what your colleagues or friends from minority ethnic backgrounds are saying. They can be experiencing challenges that will be different to what you have faced, in these situations imposing your own experiences is not helpful. Instead, be a welcoming listener, pay attention and acknowledge what they wish to say.

Then speak up

Establish your support and solidarity by calling out insensitive and derogatory remarks. If you see inappropriate behaviour, do not be silent. Every person influences culture, so set an example by acting ethically and in a morally sound fashion - be the change you want to see.

Don'ts

You should avoid the following behaviours.

Insensitivity

It is important to understand racism has affected minority communities for a long time. Be sensitive and aware that people from minority ethnic backgrounds have faced oppression and violence for hundreds of years. Expression of surprise may make others feel belittled.

Defensive Behaviour

Do not put up a front or aggressively defend yourself when having what may be a difficult or uncomfortable discussion on race. Welcome informed opinions from diverse sources and be self-reflective. Arguments that include "I have friends from different backgrounds." do not mean there is nothing more to learn. Be open and welcoming of such discussions and look internally to research and expand your own knowledge.

Ignoring culture - and being culturally sensitive

"I don't see skin colour" or being "colour-blind" are problematic terms as they ignore the long history and experiences of a race. Be aware that ignoring colour without acknowledging the experiences faced by that group is insensitive.

About Atos

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European number one in Cloud, Cybersecurity and High-Performance Computing, the Group provides end-to-end Orchestrated Hybrid Cloud, Big Data, Business Applications and Digital Workplace solutions. The Group is the Worldwide Information Technology Partner for the Olympic & Paralympic Games and operates under the brands Atos, Atos|Syntel, and Unify. Atos is a SE (Societas Europaea), listed on the CAC40 Paris stock index.

The purpose of Atos is to help design the future of the information technology space. Its expertise and services support the development of knowledge, education and research in a multicultural approach and contribute to the development of scientific and technological excellence. Across the world, the Group enables its customers and employees, and members of societies at large to live, work and develop sustainably, in a safe and secure information space.

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Let's start a discussion together



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