

Diversity Matters 多样性问题

A message from Dennis

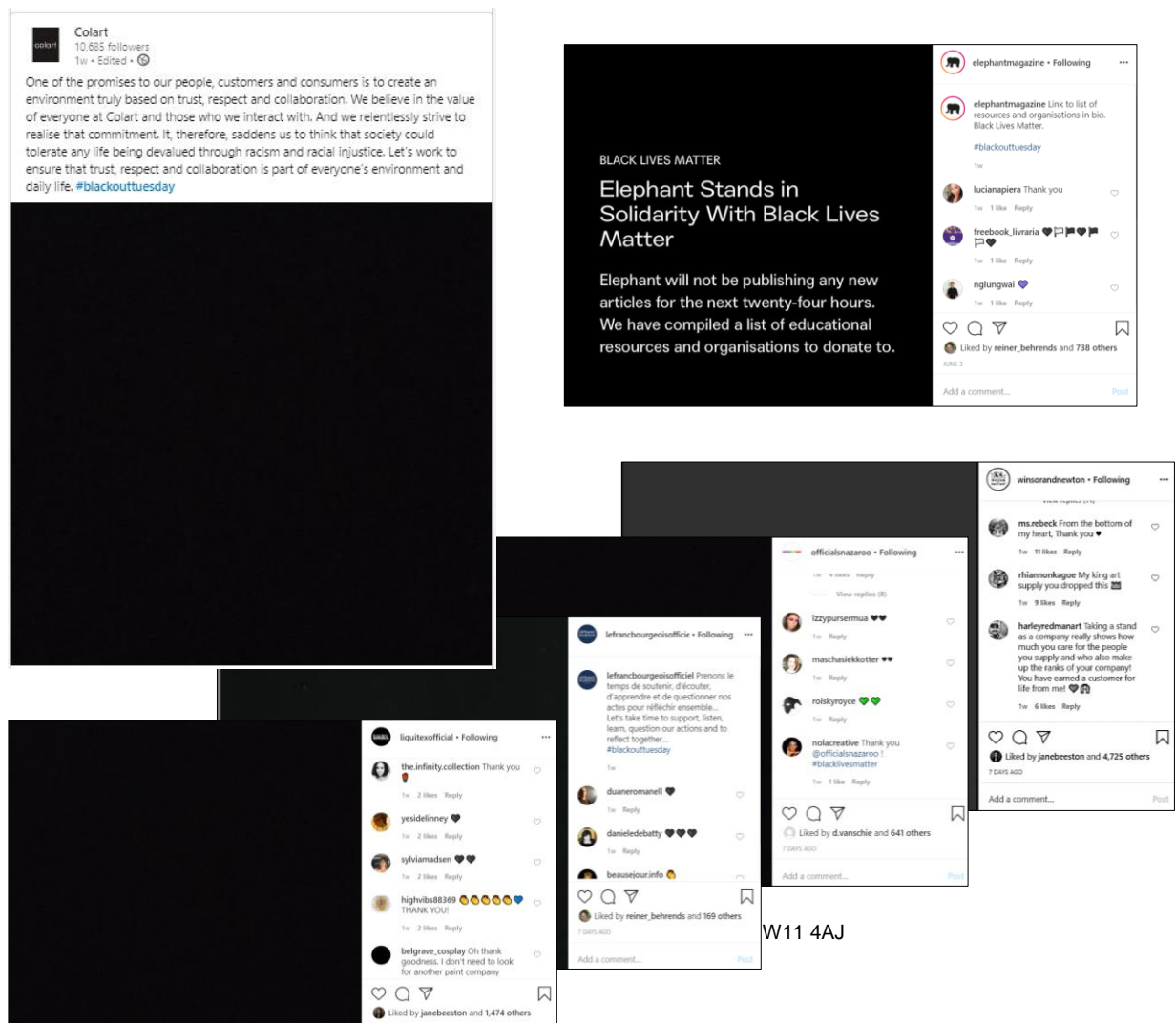
来自丹尼斯的信息

Dear all
各位柯雅同事，

Last week following the recent tragic death of George Floyd we saw a huge outcry from the public voicing their support against racial discrimination and social injustice. Much of this response was on social media under the banner **#Blacklivesmatters**, a movement founded in 2013 on Social Media to bring public awareness to previous examples of racial injustice.

在乔治·弗洛伊德（George Floyd）最近不幸去世之后，上周我们看到了公众的强烈抗议，反对种族歧视和社会不公。这些回应大多标有“黑人的命也是命”的标签，这是2013年在社交媒体上发起的一项运动，旨在让公众意识到之前的种族不公的例子。

To show unity, our brands posted a simple Instagram message helping to spread this awareness across our communities and Colart joined with a simple note on its [LinkedIn page](#) - all shown below. 为了表达联结，我们的品牌发布了一条简单的Instagram信息，帮助我们在社群中宣传这一意识和立场，而Colart在其领英页面上也发布一条简单的观点，如下所示。



Following a subsequent pause after this initial solidarity for #blackouttuesday, we have resumed posting on our social channels (e.g. W&N and Elephant). We are also reflecting on how each brand follows up with longer term change as we recognise this is a moment to reflect on inclusion and equality at **every level** and use what has happened as a platform for change.

在最初响应 #blackouttuesday之后有了一段时间的暂停发声，现在我们又开始继续在我们的社交媒体（如W&N和Elephant）发帖。我们也在思考每个品牌如何做出更长远的变革，因为我们认识到，现在是一个反思各个层面关于包容和平等的时刻，并将所发生的事情作为改变的平台。

At the Colart level, we recognise that this change not only needs to come from us as individuals but importantly from us as a company: to challenge our unconscious biases and ensure we can earn the right to show our support.

在整个柯雅层面，我们认识到，这种变化不仅需要来自我们个人，更重要的是来自我们公司：来挑战我们无意识的偏见并保证我们能够获得表示支持的权利。

As individuals, there are many resources that may be useful to read to increase our understanding. If there are other resources you feel are valuable to increase our individual understanding, please share your ideas on the Wall or directly to Jane Beeston so we can circulate some of these suggestions.

在个人层面，有许多阅读资源可以帮助我们来加深我们的理解。如果您认为有哪些其他资源有助于提高我们的个人理解，请发表在柯雅内网沟通墙上或直接与Jane Beeston分享您的想法，以便我们可以宣传这些建议。

Reading 阅读

It's important to be educated on racism while this alone isn't going to solve racism, through education, we can take a step in the right direction.

关于种族主义的教育是很重要的，虽然教育本身不能解决种族主义问题，但通过教育，我们可以朝着正确的方向迈出一步。



Please see a few suggestions of books that have been recommended in other companies and there are of course many articles you can read online.

请参考一些其他公司已经推荐一些书籍阅读建议，当然还有很多文章可以在线阅读。

We aim to be an inclusive global family regardless of race, ethnicity, sexual orientation, gender identity, ability, religion, age, or culture ...though as a Company, we know that we need to look within to ensure our people promises are applicable to everyone regardless of demographic.

我们的目标是成为一个包容的全球家庭，不分种族、种族、性取向、性别认同、残疾与否、宗教、年龄或文化……然而作为一家公司，我们知道我们需要内部审视，确保我们对员工的承诺可以适用于所有柯雅人，无论工作在哪个区域。

An [article by Forbes](#) provides an interesting overview of what companies should do to create a better workplace for everyone. Taking one of the suggested steps on board, we would like to create a cross functional/geographic team to support Colart to **educate, listen** and ultimately **act** if there are changes that we need to make.

福布斯 ([article by Forbes](#)) 的一篇文章提供了一个有趣的概论：公司应该做些什么来为每个员工创造一个更好的工作场所。按照建议的步骤之一，我们希望创建一个跨职能/地理的团队，以支持Colart进行教育、倾听，并在需要做出改变时最终采取一致的行动。

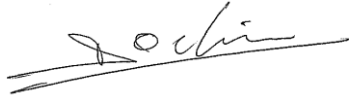
If you would like to be part of that team, please contact Jane Beeston.

如果您有意愿加入这个团队，请联系Jane Beeston

Finally thank you all for your support to ensure equality and equity in our family so that we can play a part in establishing equality and equity in our communities.

最后，感谢大家支持确保我们柯雅这个大家庭的平等和公平，以便我们能够在社群中创建平等和公平方面发挥作用。

Regards,
祝好

A handwritten signature in black ink, appearing to read 'Dennis van Schie', written over a horizontal line.

Dennis van Schie
丹尼斯
Chief Executive Officer.
首席执行官