

WORKPLACE DIGNITY

EXPERT CONSULTATION

Workplace Dignity is the newest Robert F. Kennedy Human Rights program. Recognizing that human rights don't end at the workplace door, Workplace Dignity reimagines how people should be valued and treated at work, and equips organizations and their leaders with strategies and tools that allow all workers to truly thrive, no matter the work they do or where they do it.

PROGRAM OVERVIEW

Employees derive meaning and purpose from and commit a tremendous amount of time to work. In the words of the Universal Declaration of Human Rights, they are entitled to a workplace that is “just and favorable” and remuneration that allows them and their families to live dignified lives. But all too often there is a gap between what employees report they are experiencing and what employers think their workplace and culture are delivering. Our work helps close that gap.

Our approach—set out in detail in a first-of-its-kind, comprehensive Workplace Dignity [website](#)—goes beyond compliance-driven efforts and slogans, tackling the real issues through actionable day-to-day leadership and systemic structural interventions that affect the entire work experience. And just as workplaces and the issues that confront them continue to evolve, we will find new and innovative ways to center the dignity of workers as crucial stakeholders in any organizational enterprise while also giving voice to dignity champions on the front lines.

BESPOKE EXECUTIVE CONSULTING SERVICES

We recognize that leaders and their teams often need trusted, independent, and objective perspectives on a range of issues they may confront—whether their own leadership development, workplace strategy discussions with their leadership teams, talking through complex diversity and related issues, developing new approaches to structural processes that affect the workforce (such as recruiting, communications, data transparency, compensation and

benefits, and beyond), or more broadly thinking through what workplace dignity and inclusion can mean for their own workplaces. Human resources and other operations teams similarly benefit from such consultations.

We offer flexible consulting options to help leaders better center workers' dignity and sustain more just and equitable workplaces where all can truly thrive and drive organizational success.



MEET OUR PROGRAM SVP

[Jeffrey Siminoff](#) – Senior Vice President, Workplace Dignity

Workplace Dignity is led by Jeffrey Siminoff, a pioneering workplace dignity advocate who has helmed inclusion and diversity and employment law teams at major finance and technology firms

(including Morgan Stanley, Apple, and Twitter) and engaged on legislative matters affecting the workplace. He regularly consults with C-suite, workplace leadership, and HR teams and also substantial expertise on critical issues areas such as:

- *Recruiting and retention*
- *Inclusion and diversity*
- *Workforce policy*
- *Compensation and benefits*
- *Creating cultures of belonging, psychological safety, trust and collaboration*
- *Employee engagement and employee resource groups*
- *Organizational values and external positioning and engagement*
- *Approaching conflict*
- *Leadership and career development*
- *People data transparency*

For more information or to engage our services, please contact Jeffrey Siminoff, siminoff@rfkhumanrights.org.