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"Do Black Lives Really Matter in the Workplace? Restorative Justice as a Means to Reclaim Humanity.", by Tina Opie and Laura Morgan Roberts is a thought-provoking article that really sums up the Black worker's experience from slavery to now. The authors provide a historical perspective on the value and exploitation of Black labor and the treatment and perception of Black people in the modern workplace as well as a look at how restorative justice can be used to achieve equity for Black workers. Opie and Roberts assert that one aspect of restorative justice, *"heeds victims' voices and allows victims and offenders to work together to heal relationships harmed when values were violated by the offense (Van Ness and Strong, 2014)"*. Generally, we've seen this concept used in equity in the criminal justice system but here, the authors choose to employ it in the workplace arena. Furthermore, Opie and Roberts provide us with a framework for full inclusion of Black people at work as well as what is harmful to Black employees.

I found this article to be extremely helpful in providing a thorough analysis of the history of Black labor and how it informs the treatment of today's Black workers. I also believe that using restorative justice as a vehicle for repair in the workplace is a wonderful construct. Finally, and crucially, Opie and Roberts provided solutions for Black equity and inclusion in the workplace. This will add to my already growing list of proposals.

Reference:

Opie, Tina, and Morgan R. Laura. "Do Black Lives really Matter in the Workplace? Restorative Justice as a Means to Reclaim Humanity." *Equality, Diversity and Inclusion: An International Journal*, vol. 36, no. 8, 2017, pp. 707-719. *ProQuest*, <https://libezproxy-syr-edu.libezproxy2.syr.edu/login?url=https://www-proquest-com.libezproxy2.syr.edu/scholarly-journals/do-black-lives-really-matter-workplace/docview/1967366141/se-2?accountid=14214>, doi:<http://dx.doi.org.libezproxy2.syr.edu/10.1108/EDI-07-2017-0149>.