

Resources from outside experts that you might find helpful

EXTERNAL version to use, created by an individual.

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Anti-racism resources

Further reading: [The More You Know](#) || [go/StandingUnited](#)

Country-specific resources: [go/anti-racism-EMEA](#)

NEW:

- **Commission Black artists and photographers for your projects:**
[Diversify Photo](#) and [Black Disabled Creatives](#) built public databases of Black and disabled Black artists. These databases, built by word of mouth through Google Sheets and Google Forms, have become resources to help amplify and ensure these voices are heard. [Learn more.](#)
- **Baratunde Thurston:** *Internal* talk on [reimagining the word 'citizen' as a verb and reminding Googlers how to wield collective power](#). *External:* [Ted Talk on deconstructing racism](#), podcasts [We're Having a Moment](#) and [How to Citizen](#).
- [Angela Davies on "mainstream feminism"](#)
- [Racial injustice in LATAM: a Black and Brown journey](#)
- [Black History Timeline](#)
Engineering for Equity by Demma Rosa Rodriguez in the [Google SWE book by O'Reilly](#).
- Internal video: ["Africa before Colonial Rule"](#)
- Black Trans Lives Matter ([article](#), [video](#))
- Internal video: [Austin Channing Brown on Proactive Allyship](#)

Supporting the Asian+ community

- [Bystander intervention and de-escalation training](#)
- [Self-care for those affected by incidents targeting their identity](#)
- [Donate to support Asian communities](#)
- [A conversation with Asian leaders at Google](#)
- [go/SupportAsianCommunities](#) (sponsored by AGN, [FGN](#), and [IGN](#))
- [AGN Giving Campaign for COVID-19 Relief \(US-based\)](#)
- [Stand Up/Speak Out: The Need for Asian American Activism Today](#) (Talks@Google)
- [We Are Many and One: Our History](#) (Grow - links to external resources)

MENU

[INTRODUCTORY READING](#)

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Introductory reading

- [Kareem Abdul-Jabbar](#) statement
- [Barack Obama](#) statement
- Some of the [recent US cases](#) in the news, prior to George Floyd
- [Justice pour Adama](#) protests in France, and how structural racism is held up in the [US](#) and [UK](#)
- **Be mindful** that [your Black Colleagues May Look Like They're Okay – Chances Are They're Not](#), and [maintaining Professionalism In The Age of Black Death Is...A Lot](#).

Workbook and trainings

- *Workbook:* [Me and White Supremacy](#)
- *Internal training:* [go/racial-equity-learn](#)
- *Internal training:* [Racial injustice in LATAM: a Black and Brown journey](#)
- *External training:* Online [anti-racism course](#)
- *DEI exercise:* "[Factuality: The Game](#)"
- *Internal talks to watch and discuss:*
 - **Baratunde Thurston:** [Reimagining the word 'citizen' as a verb and reminding Googlers how to wield collective power](#). (Author of [How to be Blac](#))
 - **Austin Channing Brown:** [Proactive Allyship](#) (Author of *I'm Still Here: Black Dignity in a World Made for Whiteness*, where she discussed acknowledging privilege, dismantling personal biases and taking action against racism.)
 - [Racial Equity EMEA series](#)

Googler writings

- [The Weight of Silence](#) (written by a Xogler)
- [Won't Fix](#) (Powerful Googler essay)
- [Radha Narayan](#) on "[Management, maintaining the respectability mask of the leader, and coping with HR investigations](#)"
- [The Clapback](#) (Book by Elijah Lawal, Googler)

Books

- [The NYT Anti-racist reading list](#) (US)
- [The Guardian reading list to understand race](#) (UK)
- [US reading list](#)
- [Diverse children's books](#)
- [go/DiversityResourcesForAll](#) Books (and other resources) for adults & children

Videos

- [1 min question](#)
- [Why It's So Hard for White People to Talk About Racism](#) (Global)
- [Everyday Racism](#) (UK)
- [Jane Elliot's Brown Eyes, Blue Eyes experiment](#) and [how racism feels](#)
- [MHFA](#) (Mental Health First Aid) discussing supporting people of colour and black colleagues.
- [Ted Talk on deconstructing racism](#)
- [Angela Davies on "mainstream feminism"](#)

Instagram accounts to follow

- [From Privilege to Progress](#)
- [Layla Saad](#)
- [Danielle Coke](#)
- [Brittany Packnett Cunningham](#)
- [W Kamau Bell](#)
- [The Conscious Kid](#)
- [No White Saviors](#)
- [The Other Box](#)
- [Ibram X. Kendi](#)
- [Check your Privilege](#)
- [The Great Unlearn](#)
- [Rachel Cargle](#)
- [Matt McGorry](#)

Twitter accounts to follow

- [Ava DuVernay](#)
- [Dr Shola Mos-Shogbamimu](#)
- [Akala](#)
- [Kimberle Crenshaw](#)
- [Mekka Okereke](#) (Googler)

Films (taken from [here](#))

- White Like Me ([YouTube](#), [Rent](#)) - also a [book](#)
- 13th (Ava DuVernay) — Netflix
- American Son (Kenny Leon) — Netflix
- Black Power Mixtape: 1967-1975 — Available to rent
- Clemency (Chinonye Chukwu) — Available to rent
- Dear White People (Justin Simien) — Netflix
- Fruitvale Station (Ryan Coogler) — Available to rent
- I Am Not Your Negro (James Baldwin doc) — Available to rent or on Kanopy
- If Beale Street Could Talk (Barry Jenkins) — Hulu
- Just Mercy (Destin Daniel Cretton) — Available to rent

- King In The Wilderness — HBO
- See You Yesterday (Stefon Bristol) — Netflix
- Selma (Ava DuVernay) — Available to rent
- The Black Panthers: Vanguard of the Revolution — Available to rent
- When They See Us (Ava DuVernay) — Netflix

Podcasts (taken from [here](#))

- [1619 \(New York Times\)](#)
- [Code Switch \(NPR\)](#)
- [About Race](#)
- [Intersectionality Matters! hosted by Kimberlé Crenshaw](#)
- [Momentum: A Race Forward Podcast](#)
- [Pod For The Cause \(from The Leadership Conference on Civil & Human Rights\)](#)
- [Pod Save the People \(Crooked Media\)](#)
- [Seeing White](#)
- [The Combahee River Collective Statement](#)
- [We're Having a Moment](#)
- [How to Citizen](#)

Newsletters - sign up for regular digestible content

- [RaceAhead](#)
- [Anti-Racism Daily](#)
- [Fearless futures](#)
- [Better Allies](#)
- [Intersectionality Primer](#): limited run newsletter

Resources for children

- [go/deichildrensbooks](#)
- [It's Ok To Be Different - Todd Parr](#)
- [This Is How We Do It - Matt Lamothe](#)
- [Bookmarks: Celebrating Black Voices \(Netflix\)](#) – Celebrity readers share children's books by Black authors to spark kid-friendly conversations about empathy, equality, self-love and antiracism. (“I have been watching these short videos with my daughters and enjoying the discussions they spark. These are also really wonderful as the local library is closed due to Covid.”)

Action to take

- Commission Black artists and photographers for your projects: [Diversify Photo](#) and [Black Disabled Creatives](#) built public databases of Black and disabled Black artists. These databases, built by word of mouth through Google Sheets and Google

Forms, have become resources to help amplify and ensure these voices are heard.

[Learn more on about.google.](#)

- [75 Things White People Can Do for Racial Justice](#)
- [Fundraisers to support](#)
- **Learn** how to be an ally: start with this IG on [10 Steps to Non-Optical Allyship](#)
- [5 ways to take action](#)
- Sign up for the 'Do the Work: [30DayCourse](#)'
- [Talk to your children about anti-blackness](#) and how it shows up around them. (*note: People of colour don't have the luxury of not talking to their children about race and preparing them for unjust situations. It's imperative that white families do the same.*)
- **Take the concrete steps** recommended by the new people you follow.
- **Use “blocklist” instead of “blacklist”, and follow Twitter’s lead in [exchanging other words](#):**
[An article in the Wall Street Journal](#) about companies that have advertising “blocklists” to keep their ads from being displayed on news stories about George Floyd and the Black Lives Matter protests said it was “to avoid the appearance of exploiting tragedies.” It was a happy surprise that the WSJ used the term “blocklist” instead of what they used a mere three months ago [in a similar article about blocking advertising](#): “blacklist.” Are you still using “blacklist” to describe preventing access to something? This reinforces the negative associations of the word ‘black’.
 - **Take action in your team:** [go/inclusivewording](#), [go/inclusive-language](#)
- **US: Donate** to anti-white-supremacy work such as your local Black Lives Matter chapter, the [National Council for Incarcerated and Formerly Incarcerated Women and Girls](#), the [NAACP](#), [Southern Poverty Law Center](#), [United Negro College Fund](#), [Black Youth Project 100](#), [Color of Change](#), [Justice and Equality fund](#). Join some of their mailing lists and take the actions they suggest. [go/give4georgefloyd](#) lists internal Google Benevity links to donate with automated matching.
- **UK: Donate** to local organisations like [Stopwatch](#), [Netpol](#), [Black Protest Legal UK](#), the [Stephen Lawrence Charitable Trust](#). Find more [here](#).
- **Break the silence.** If you are in a position of privilege, use that privilege to educate other folks, and engage with friends and family. E.g. responding to a friend’s comment on social media that just because she “doesn’t see color”, it doesn’t mean that inequality doesn’t exist, and that doing anti-racist work would be more supportive.
- **UK: Write to your MP.** Templates [here](#).

Further Reading

- (Letter) [Thoughts from your Black Colleague](#)
- (Instagram) [Institutional racism in the UK: NHS](#)
- (Letter) [Dear White Women: How to be an Ally](#)
- (Research) [Sociologist On How Black Men Try to Appear Non-Threatening as a Defense Mechanism](#)
- (Article) [Breaking France’s race taboo](#)
- (Post) [White History Month - exploring white privilege and white supremacy](#)
- (Self-assessment) Reflect on [where you fall](#), from the [Racism Scale](#)
- (Interactive) [Mapping US police violence](#)

- Using words correctly: [What Ralph Lauren and My Mom Taught Me about Bias, Prejudice, Discrimination & Racism](#) and [go/precise-language](#) and [go/DEI-glossary](#)
- Understand how Covid-19 is impacting different communities: [go/inclusive-behaviours](#)
-

Covid-19

- [UK rail worker dies of coronavirus after being spat at while on duty](#)
- [Report by Public Health England](#) released 2nd June, detailing the disproportionate impact of Covid-19 on Black, Asian and Minority Ethnic communities in the UK. [An analysis by the ONS](#) indicates Black men and women are more than four times more likely to die a coronavirus-related death than white people. The new report (whose release was delayed) goes into deeper metrics - [article here](#).
- [Spit On, Yelled At, Attacked: Chinese-Americans Fear for Their Safety](#)
- [The Racial Time Bomb in the Covid-19 Crisis](#)
- [Coronavirus will increase race inequalities](#)
- [What the Racial Data Show: The pandemic seems to be hitting people of color the hardest](#)
- [Coronavirus: Africa will not be testing ground for vaccine, says WHO](#)
- [U.S. Unemployment Rising Faster for Women and People of Color](#)
- [The NYPD arrested 40 people for social distancing violations. 35 were Black](#)

RECOMMENDATIONS FOR DISCUSSION (May 2020)

- Set the tone that discussion sessions such ideally come together with affinity groups discussing within themselves how to change and address systemic issues - the burden should not be on Black people to i) perform trauma/pain, ii) educate majority group members iii) have their professional identity be adjoined to DEI, rather than their work.
- Verbalising shock/disbelief may be offensive; as these brutalities are so regular and painful as to be regularly on the radar. As Rachel Cargle says *"it's actually hurtful to know that the news that's been keeping me up at night hasn't even been a topic of conversation in your world"*.
- Recognise that it's not enough to be "not be racist" we have to be actively anti-racist. What would that look like?
- Alternative valuable contributions might be *"I've found an organisation that helps in these types of instances and I've donated money - happy to share the name with folks", "I've brought this topic up to my coworkers and family so we can talk about what's happening", "I've researched more on this and learned this..."*

- Read through the recommended resources above before asking Black folks to do the work of finding anti-racism resources. They all contain multitudes of ways to help and self-educate.
- In thinking about Amy Cooper and Christian Cooper, consider how Ms Cooper weaponised her whiteness, how she shifted her register, what might have happened had Mr Cooper not had a camera. Consider what subtle or overt ways she may have acted to harass, marginalise and fire black staff at her firm. Consider how different groups view [authorities](#) like 911/999. Consider whether there would have been the same public consequences if Mr Cooper had a different [resume](#). Consider the role of animal welfare in the virality of this story.
- Consider when and how 'All Lives Matter' is used (e.g. it's currently trending, for the first time since a pandemic that has killed 100,000+ Americans)
- Consider images like [this](#).
- Consider the public reaction to the deaths of Black women (like [Breonna Taylor](#)) vs Black men (like George Floyd).
- Consider how protests for [different types of causes](#) are treated by authorities.
- Consider how different [individuals](#) are treated by authorities. How many folks in the room have had an interaction with the police? How many have been stopped driving? In the last year? Consider whether you generally feel safe doing all [these activities](#), and what it would be like to not feel safe in these environments?
- Consider what kind of protest from oppressed groups is deemed as acceptable, or what is effective - and under what conditions (e.g. kneeling, striking, marching) and is there a pattern where protests are commended (e.g. Boston tea party, Stonewall, French revolution). Which groups [riot](#)? MLK Jr said "[a riot is the language of the unheard.](#)" Is it open to those who are not being oppressed to comment on the expression of those who are? Given the proliferation of videos showing people of all races engaging in damage, to what extent can any 'looting' occurring be correctly attributed as a matter of evidence?
- Given there is no single leader of a movement, rather a spontaneous social uprising, on what basis can we attribute outcomes and actions to a particular group?

Images to share to help your conversations with friends and family

(alt text is in place)

4. SYSTEMIC RACISM EXISTS AT EVERY LEVEL OF SOCIETY



I. WHITE PRIVILEGE
DOESN'T MEAN YOUR
LIFE HASN'T BEEN HARD,
IT MEANS YOUR SKIN
TONE ISN'T ONE OF THE
THINGS MAKING IT HARDER!

THERE'S PLENTY OF OTHER PRIVILEGES
(SOCIO-ECONOMIC, MALE, HETEROSEXUAL
CISGENDER, CHRISTIAN, ABLE-BODIED)
BUT WHITE PRIVILEGE IS PERHAPS THE
MOST ENDURING THROUGHOUT HISTORY

AREAS TO DIVERSIFY IN DAILY LIFE (TAKING INVENTORY OF YOUR INCLUSIVITY)

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YOUR INNER CIRCLE
AND FRIENDSHIPS



THE LEADERS
YOU LEARN FROM



YOUR PLACE
OF WORSHIP



YOUR BEAUTY
STANDARDS



THE TOYS YOU BUY
FOR YOUR KIDS



THE BUSINESSES
YOU PATRONIZE

**BUSTING
THE MYTH
OF WHITE GENOCIDE
IN SOUTH AFRICA**

THE WHITE SUPREMACY PYRAMID



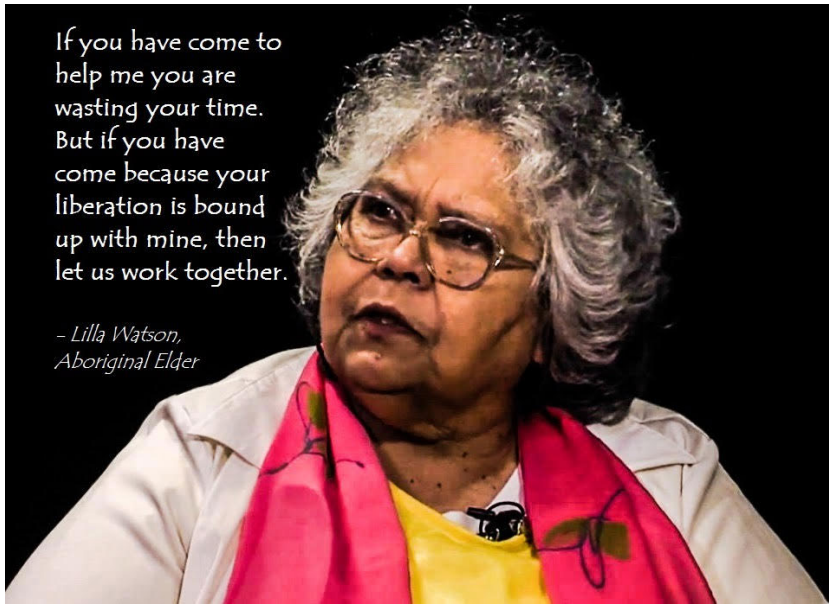
1850 Slave Patrol vs 2015 Law Enforcement

The Fugitive Slave Act of 1850 established precedent of Law enforcement officials REQUIREMENT to arrest suspected runaway slaves - setting up an INSTITUTIONAL focus on Black & Brown bodies

Slave patrols born out of 1850 act apprehended runaways & included practices that play out in modern day law enforcement

Tactics by Slave Patrols Empowered by Fugitive Slave Act	LEADS TO...	2015 Police Tactics Empowered by Supremacy
"monitored the rigid pass requirements for blacks traversing the countryside"	LEADS TO...	Disproportionate search of vehicles driven by POC despite all reports showing this to be ineffective
"broke up large gatherings & assemblies"	LEADS TO...	Deliberate campaign to discourage youth protests
"visited & searched slave quarters randomly"	LEADS TO...	Search & Frisk policies & procedures in almost all major urban cities
"inflicted impromptu punishments"	LEADS TO...	Extrajudicial killings of Black Men & Women
"as occasion arose, suppressed insurrections"	LEADS TO...	Military style use of force vs peaceful protesters in Ferguson, Baltimore, Oakland, Cleveland, Chicago, Philadelphia & beyond.

For more information visit: InterracialJawn.com/irjthoughts
Follow us: @InterracialJawn @LeslieMac @VeryWhiteGuy

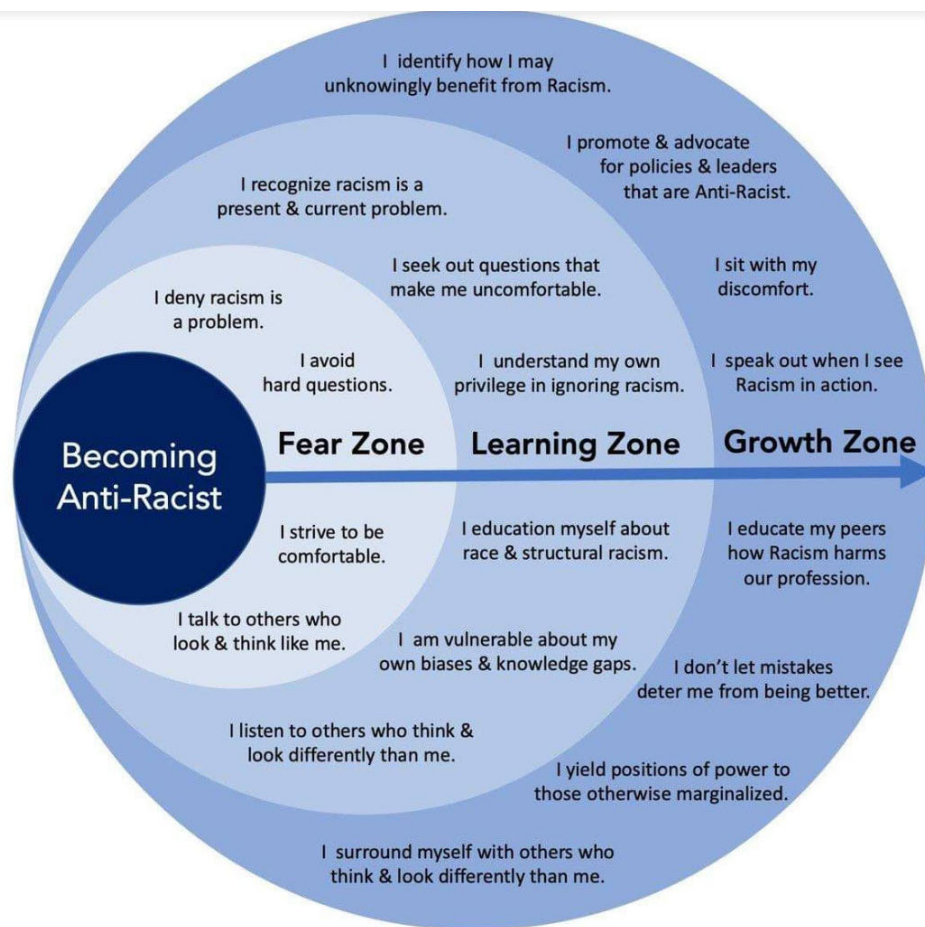


Overt White Supremacy (Socially Unacceptable)

- Lynching
- Hate Crimes
- Blackface
- The N-word
- Swastikas
- Neo-Nazis
- Burning Crosses
- Racist Jokes
- Racial Slurs
- KKK

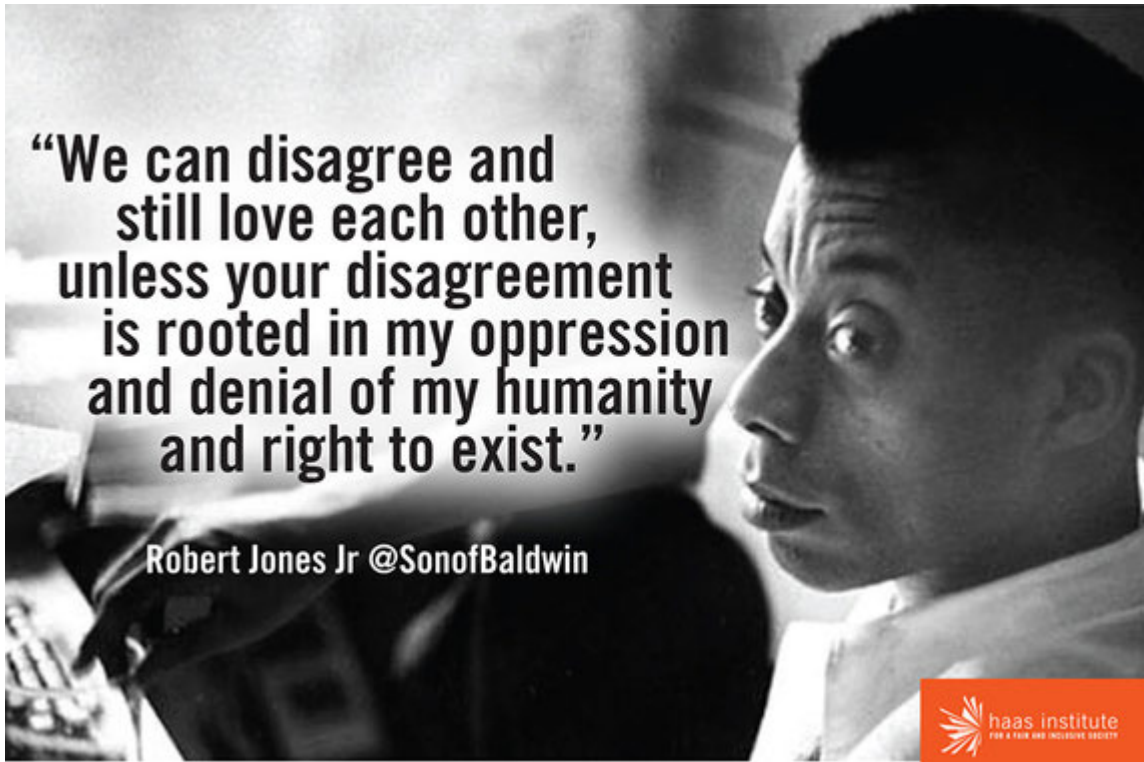
Covert White Supremacy (Socially Acceptable)

- Calling the Police on Black People
- White Silence
- Colorblindness
- White Parents Self-Segregating Neighborhoods & Schools
- Eurocentric Curriculum
- White Savior Complex
- Spiritual Bypassing
- Education Funding from Property Taxes
- Discriminatory Lending
- Mass Incarceration
- Respectability Politics
- Tone Policing
- Racist Mascots
- Not Believing Experiences of BIPOC
- Paternalism
- "Make America Great Again"
- Blaming the Victim
- Hiring Discrimination
- "You don't sound Black"
- "Don't Blame Me, I Never Owned Slaves"
- Bootstrap Theory
- School-to-Prison Pipeline
- Police Murdering BIPOC
- Virtuous Victim Narrative
- Higher Infant & Maternal Mortality Rate for BIPOC
- "But What About Me?"
- "All Lives Matter"
- BIPOC as Halloween Costumes
- Racial Profiling
- Denial of White Privilege
- Prioritizing White Voices as Experts
- Treating Kids of Color as Adults
- Inequitable Healthcare
- Assuming Good Intentions Are Enough
- Not Challenging Racist Jokes
- Cultural Appropriation
- Eurocentric Beauty Standards
- Anti-Immigration Policies
- Considering AAVE "Uneducated"
- Denial of Racism
- Tokenism
- English-Only Initiatives
- Self-Appointed White Ally
- Exceptionalism
- Fearing People of Color
- Police Brutality
- Fetishizing BIPOC
- Meritocracy Myth
- "You're So Articulate"
- Celebration of Columbus Day
- Claiming Reverse-Racism
- Paternalism
- Weaponized Whiteness
- Expecting BIPOC to Teach White People
- Believing We Are "Post-Racial"
- "But We're All One Big Human Family" / "There's Only One Human Race"
- Housing Discrimination





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**“We can disagree and
still love each other,
unless your disagreement
is rooted in my oppression
and denial of my humanity
and right to exist.”**

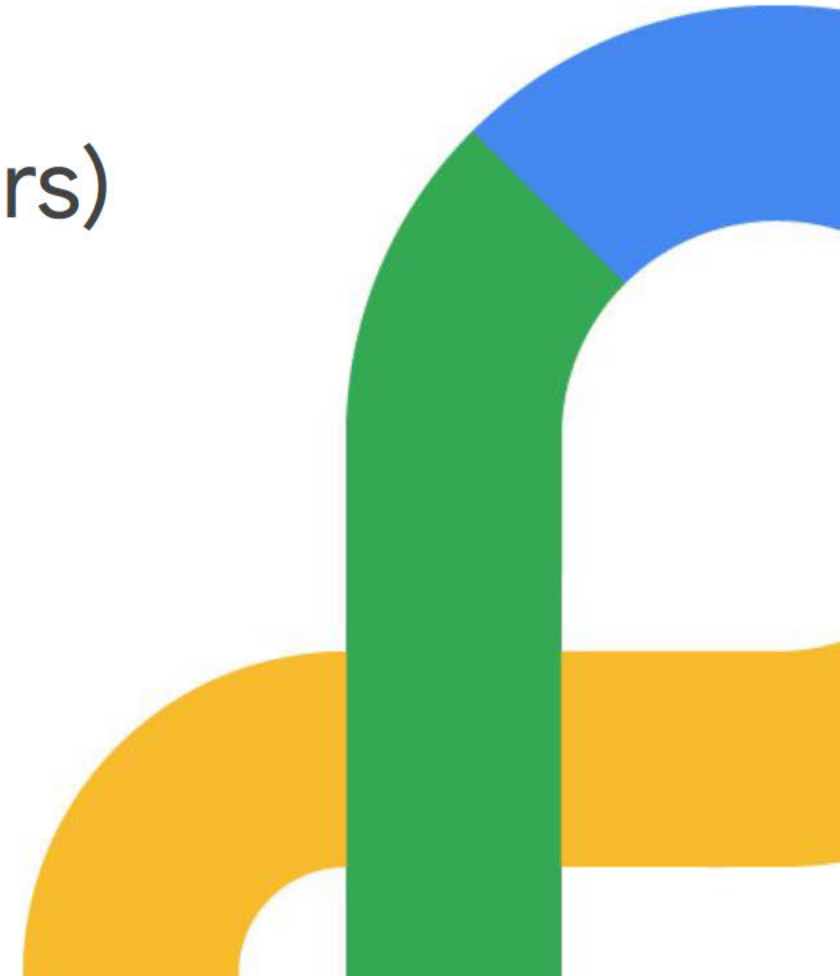
Robert Jones Jr @SonofBaldwin



Allyship in Action Session #1 (Googlers)

Privilege and Safety

May 13, 2021





Randy Reyes

Head of Systemic Allyship + Communities



Tonya Ladipo

Founder and CEO of The Ladipo Group



Elizabeth Byrne

Consultant and Facilitator, The Ladipo Group



Googlers - Privilege and Safety

May 13, 2021

Preparing for today's discussion

- Be a learner
- Be curious
- Be open
- Be present
- Be vulnerable

Be intentional

- Some content may be new or uncomfortable
- Easy to be distracted by other things because of busyness, multitasking, hunger, restroom
- Distraction is a common way to avoid feeling uncomfortable

Tips for staying engaged

- Stay connected to your body
- Take deep breaths throughout our time
- Write down any thoughts that come to your mind for future reflection

By the end of this learning session you will be able to . . .

1. Identify your privileged identities
2. Manage your personal reactions to privilege
3. Understand the impact that managing your privilege has on safety
4. Engage with opportunities for allyship actions on a regular basis



Identify your privileged identities

Privilege

- A special right, advantage or immunity granted or available only to a particular person or group
- A unearned, and largely unacknowledged, advantage granted to a particular person or group with implications connected to power and access

Numerous privileges

People with race *and* gender privilege

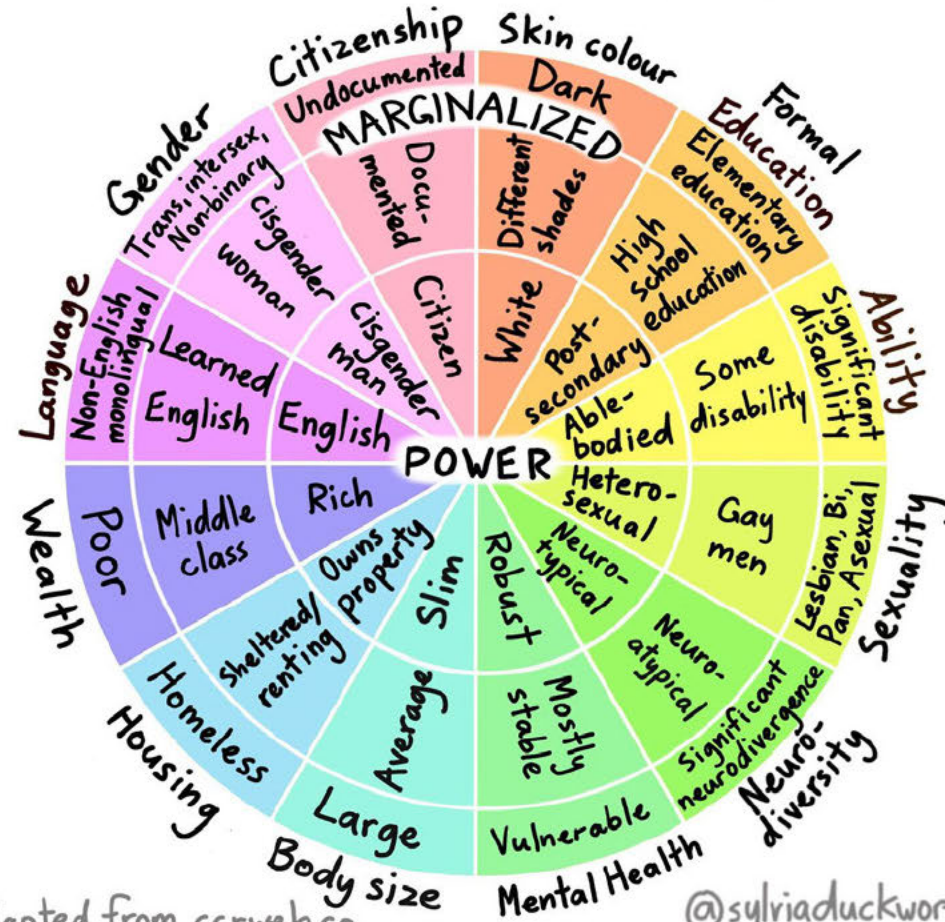
Some privileges

People with race *or* gender privilege

Few privileges

People with *no* race or gender privilege

WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

@sylviaduckworth



Oppression Olympics

Common reactions to privilege and allyship

- Debating, debunking, devaluing, derailing
- Shutting down uncomfortable conversations
- Tone policing
- Rescuer mindset
- Performative allyship behavior

Listen with an open mind, notice if you feel defensive or have the urge to dismiss what you are hearing.

You have your way.
I have my way.
As for the right way,
the correct way,
and the only way,
it does not exist.

Friedrich Nietzsche

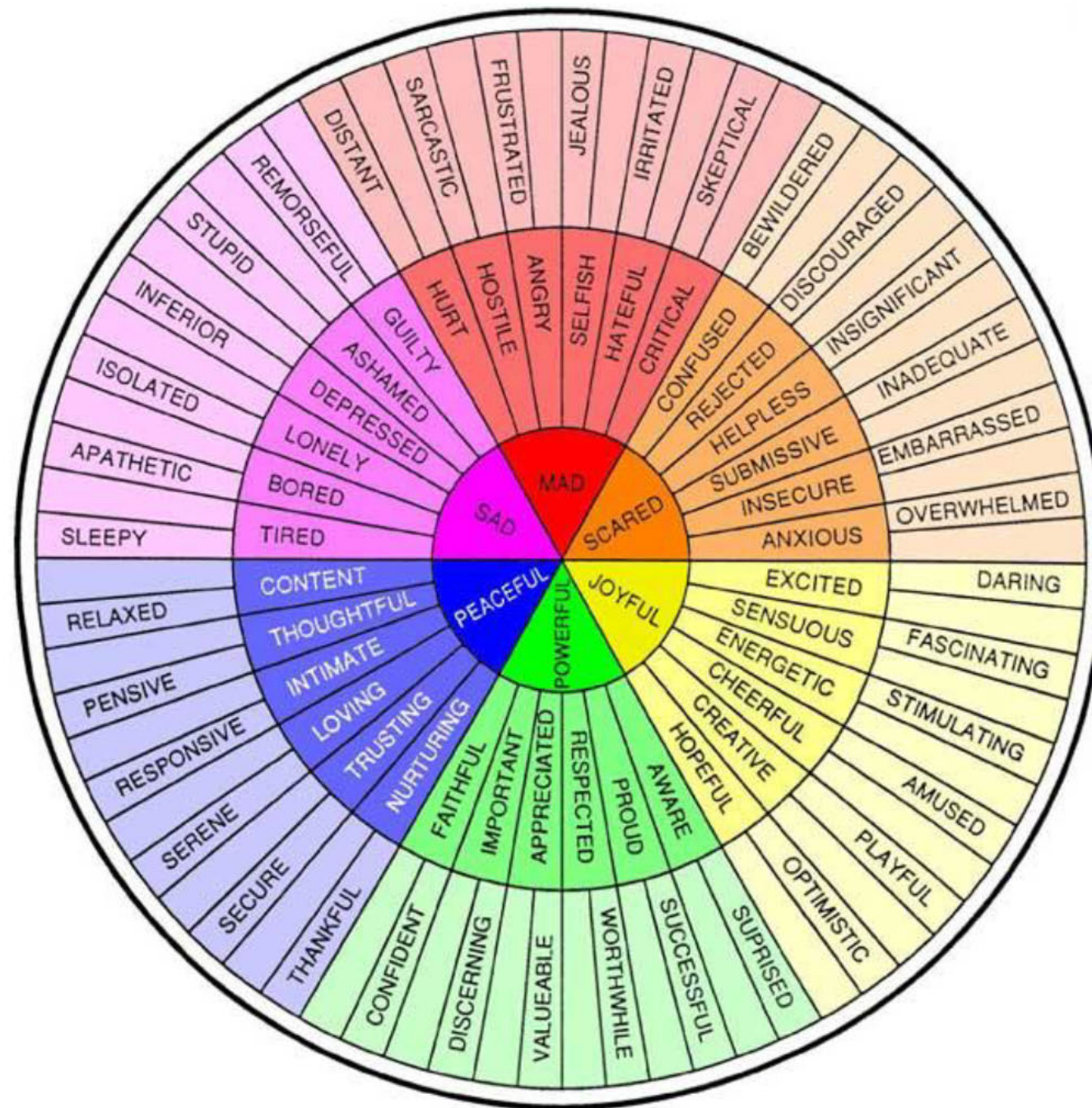


Self-Reflection: Check for privilege

- Am I 100% sure I am correct? If so, why is my way the correct way?
- Would I respond the same way if my mentor made the comment?
- Do I feel defensive when I consider I may be wrong or did not consider another perspective?



Manage your reactions to privilege



Emotional awareness tools

- Body scan
- Mindfulness
- Meditation
- Journaling
- Review emotion wheel
- Self-reflection through conversation

Emotional regulation and management tools

- Deep breathing
- Accessing your 'happy place'
- Body movement
- Journaling
- Listen to music
- Creative expression
- Cry
- Take a walk
- Movement
- Take a day off
- Talk to a friend
- Get professional support

Managing discomfort and triggers

- **Emotional awareness** - defensive, anxious, curious, eager, etc.,
- **Emotional management** - take a deep breath, positive self-talk, check-in with a friend
- **Reflective listening** - Summarizing and asking questions for clarity

Emotional Regulation

- Acknowledge your emotions
- Verbalize and express the emotion
- Containment

Emotional Regulation at Work

- Bring awareness to your body, where are your emotions living
- Check in with yourself: what emotion is most present now?
- Pay attention to triggers of feeling guilt, embarrassment, or shame during work interactions
- Acknowledge it by writing or talking/texting about it
- Take a deep breath and move your body
- Decide what action, if any, you need to take
- Eat lunch and stay hydrated

Influencing Psychological Safety

- Recognize your privilege
- Managing your privilege helps maintain a psychologically safe team environment
- Emotional Intelligence: Awareness and Regulation

Self-Reflection: How privilege shows up

- They just don't understand
- They don't have as much experience as me
- They're not as smart as I am
- Giving more evidence/research for your way to disprove another perspective
- Requesting research from someone else to prove that their way is as valid as yours (though you don't give research to support your perspective)



**Understand the impact that managing your
privilege has on safety**

Self-reflection: Privilege and Psychological Safety

Allyship defined

Allyship is supporting folks in marginalized groups to which one does not identify. At Google, this looks like Googlers advocating for equity using one's membership in an advantaged group. Allyship at Google also centers on the challenges surfaced by Googlers from underrepresented communities and the Employee Engagement Team.

Belonging defined

Belonging means feeling seen for your contributions; connected to your colleagues; supported in your daily work and career development; and proud to be part of Google.

We begin to build a culture of belonging through cultivating mutual acceptance, trust, and psychological safety.



Opportunities for Allyship in Action



Opportunities for Allyship in Action

1. Self-reflection
2. Educate yourself
3. Awareness of committing microaggressions
4. Intervening when witnessing microaggressions
5. Advocating for Googlers and Users

1. Self-reflection

- Self-reflection and honesty with self about privilege, power, and connected (e.g. embarrassment, shame, fear, anger, apathy)
- Techniques to tune in and be aware of feelings about own power and privilege (emotional awareness)

2. Educate yourself

- Broaden sources of information
- Actively participate in Google Allyship Groups
- Attend ERG events open to everyone
- Develop a personal allyship Board of Directors

3. Awareness of committing microaggressions

- Daily self-reflection
 - Did I contribute to an atmosphere of belonging today?
 - Did anyone's body language shift as I spoke?
- Uncertainty
 - I think I might have said something that wasn't quite right.
 - I want to check in about something I wish I said differently.

3a. Apologize when you make a misstep or mistake

- Acknowledge mistake.
- Directly and clearly apologize.
- *I want to apologize for _____ . While I did not intend _____ I realize that I was and I apologize.*
- Explain what you will do differently next time.

4. Intervening when witnessing microaggressions - avoiding pitfalls

- Request consent to give feedback
- Express discomfort, if appropriate
- Reaffirm relationship
- Express concern
- State impact on you

4a. Intervening when witnessing microaggressions by peers

- Be centered: *I'd like to talk with you about a comment you made during the meeting.*
- Be curious: *What did you mean when you said _____?*
- Be kind: *It may not have been your intent but when you said _____ it sounded like you were making an assumption/acting on a bias or stereotype.*

4b. Intervening when witnessing microaggressions by managers

- Be centered: *I'd like to talk with you about a comment that may impact our team. Is this a good time to share my thoughts?*
- Be curious: *What did you mean when you said _____?*
- Be kind: *I know that having a strong team is really important to you and it's also important to me. The more I learn about biases, allyship, and belonging at Google, I realize that the comment _____ sounded like it came from a bias or stereotype.*

4c. Intervening when witnessing microaggressions by leaders

- Be centered: *I'd like to talk with you about a comment that didn't sit right with me. Is this a good time to share my thoughts?*
- Be curious: *What did you mean when you said _____?*
- Be kind: *We've been talking a lot about allyship and belonging at Google and I wanted to raise my concern/thought/perspective/experience with you.*

5. Advocating for Googlers and Users

- Whose perspective is missing from this conversation?
- What experiences were not considered?
- Whose voice need to be heard at the meeting?



Call to action

Call to Action

- Decide allyship commitment
- Commit to 3 allyship behaviors to engage with consistently and regularly
- Commit to 3 emotional management behaviors to engage with consistently and regularly
- Tell someone about your commitments
- Put daily reminders (with notifications!) for your commitments on your calendar

Summary

Skill	Tool
Identify your privileged identities	<ul style="list-style-type: none">● Wheel of Power/Privilege● Numerous, some, few privilege framework● Self-reflection questions
Manage your personal reactions to privilege	<ul style="list-style-type: none">● Emotional awareness tools (emotion wheel, body scan, mindfulness)● Emotional regulation tools (breathing, journaling, music, movement)● Self-reflection questions
Understand the impact that managing your privilege has on safety	<ul style="list-style-type: none">● Self-reflection guided exercise
Engage with opportunities for allyship in action	<ul style="list-style-type: none">● Self-reflection questions● Authentic apologies● Scripts for intervening with microaggressions



Googlers - Privilege and Safety

May 13, 2021

Resources

1. Bias Busting ([go/biasbusting](#))
2. gPause ([go/pause](#))
3. Search Inside Yourself ([go/siyvirtual](#))

1. Mark your attendance ([go/iamhere](#))
2. Sign up for Allyship Office Hours, Allyship Group Discussions or future Allyship in Action Session ([go/allyship-collection](#))
3. Start an Allyship Group ([go/allyship](#))
4. Complete survey