

Allyship for Race Consciousness

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Many of us are wondering how we can step up to support Black colleagues and promote racial justice.

Think of this guide* as one of many starting points to becoming an ally. Throughout the guide we have been intentional about addressing both white and non-Black people of color allies because each group can extend different and distinctive types of allyship. While this is not an exhaustive list, there are three critical components to being an ally: learning, reflecting and engaging.

THOUGHT STARTERS FOR ALLIES:

- The struggle is real. Solidarity and mutuality are our common goals.
- This hard work is not a moment in time; it is an ongoing learning journey. The work requires more than attending a parade or a rally to demonstrate support. Don't take the responsibility of being an ally lightly.
- This is about building self-awareness through education and advocating for institutional change.
- Allyship is not self-defined. It is defined by the individual or group to whom you are an ally. You are an ally when the individual or the group say so and recognize you as one.
- Being an ally is not about recognition, promotion or reward. Allies are not saviors. Rather, allyship is all about common good and changing the world.

Allyship 101: Allyship is a relationship with an underrepresented individual or group outside of your own identity (e.g. disability, racial/ethnic identity, gender, gender identity, religion, veteran status, sexual orientation, socio-economic status) that is grounded in accountability, action and respect.

LEARN

Deepening your insight and knowledge is a critical first step to understanding the magnitude and complexity of the current state and building empathy to authentically connect with your colleagues.

- Take ownership of educating yourself about structural anti-Black racism in the current and historical context. Opt for sources from Black authors, journalists and organizations. (See resources below).
- Do not rely on your Black colleagues to educate you. This is emotionally taxing.

**We would like to thank the DPEP D&I team for their significant contribution to the content.*

- Consider the ways multiple dimensions of identity (e.g. race, gender, gender identity, sexual orientation, disability, socio-economic, veterans) can make people vulnerable to interlocking forms of bias or systems of exclusion. *For example, Black transgender and gender non-conforming people face one of the highest levels of discrimination.* (Source: The National LGBTQ Taskforce).
- Read public posts by Black authors to understand the emotional complexity of navigating the workplace.
- Proactively seek out Black stories that reflect success, joy, and creativity. Black history and Black experiences are more than traumatic stories.
- Share your learnings with colleagues, friends and family (including kids and teens) who are not allies. Be thoughtful about inundating your Black colleagues with your newfound learnings.

REFLECT

Being introspective will allow you to explore how dimensions of your identity affect your lived experience and ways to manage your emotions without (inadvertently) burdening others.

- Recognize the power and privilege you have based on who you are. Consider your motivation as an ally now. Reflect on the questions below:
 - As a person who aspires to be ally, how you have shown up in the past?
 - How can you effect change in your sphere of influence?
 - Is there an opportunity to share your learning with other allies?
- Reflect on the diversity of your personal and professional networks and how racial and other dimensions of your identity give (or do not give) you access and advantage. Proximity to Black people or being part of a marginalized group does not mean you cannot harbor bias.
- Acknowledge your emotional reactions in this process, the source(s) of discomfort, and productive ways to address it. *Examine and work through feelings of guilt, shame and defensiveness to understand what is beneath them and what needs to be healed.*
- Recognize your colleagues are also processing the ways in which the pandemic is disproportionately affecting the Black community.
- If you are feeling confused, shocked, or have recently awakened to systemic racism, recognize that this is probably not new to your Black/African American colleagues. Avoid messages like, "I can't believe this is happening." The murders of Breonna Taylor, Sean Reed, Ahmaud Arbery, George Floyd, Tony McDade, Nina Pop, Rayshard Brooks, Adame Traore and countless others are part of a long history of systemic racism and transphobia. In solidarity with U.S. protests, we are seeing similar protests due to police brutality targeted to Black people around the world. The current unrest represents a tipping point and heightened awareness of the movement.

ENGAGE

Embracing discomfort and humility along the way will enable your growth as an ally. While it is important to minimize unintended harm, that should not inhibit you from taking action. It is okay to make mistakes and learn from them.

Be accountable

- Be willing to make mistakes and be open to feedback. If you make a mistake, apologize and commit to doing better the next time. While feedback may sting, resist the urge to defend your intent or center your feelings, and instead focus on the impact you had on the affected person.
- Identify ways to share your access to opportunities or resources, amplify voices, and interrupt bias and confirm with the group/person to whom you are an ally if they want the specific support. Allies are not saviors.
- Check-in thoughtfully. Consider your relationship, the level of trust, and whether you are prepared to provide real support. It is okay if you do not get a response, and if you do, then listen thoughtfully. Listening with intent can be powerful to make genuine connections.
- Challenge colorblind ideologies and rhetoric (e.g. "All Lives Matter," or "I don't see color."). It is harmful and hurtful, as it is a form of erasing the real and specific ways racial identities affect lived experiences.
- Contribute to the Black community by consistently supporting Black/African American-owned businesses and/or volunteering for organizations that advance racial equity and justice. (Refer to information provided in the resource section)
- Notify your Human Resources Business Partner, Employee Relations or Diversity & Inclusion representative if you see problematic posts on Slack or company approved social channels.

Be involved:

Individual (Self)

- Do not question or debate Black colleagues' lived experience. For example, "Are you sure they meant it that way?" "It's not a race thing," or "I'm playing devil's advocate..." Instead, reserve judgement and offer statements of validation if someone shares their experience.
- Acknowledge and listen with empathy when Black colleagues share their lived experiences. Avoid saying, "I feel you," "I have been there," and instead say "I hear you," "Tell me more about what that felt like."
- Avoid conflating the Black experience with other communities of color. While other people of color are subject to racism, there is a unique history that has led to anti-Black racism and the ways in which that shows up.

- Avoid reposting traumatic images and videos, or asking your Black colleagues to recount their experiences. Continuously looking at traumatic images will desensitize you. Reflect on why you need to consume that and its impact on you, who you may be emotionally impacting, and whether your intent outweighs the harm it inflicts.
- Do not call on your Black colleagues to represent the voice of their community; while they share the experience of being Black in America, the community is not a monolith.
- Avoid using statements like “Let’s keep this conversation professional” or “politics don’t belong at work” to try to shutdown conversation about what’s happening.
- Be aware of “microaggressions” which can be statements that devalue someone. A few examples of these statements are “You are very articulate,” “You are not like others I have met from the Black community,” “and I like your Black Southern accent,” etc.
- Allyship is not about credit, reward or showcasing all the ways you are saving the world.

Institution (TWDC)

- Be aware of tokenism, when Black professionals are expected to be representative for their entire race.
- Mention professional skills and qualities of Black colleagues when they are not around to provide visibility and sponsorship.
- Endorse and recognize Black colleagues’ contributions and accomplishments publicly.
- Provide mentoring and sponsorship within your sphere of influence to bridge the gaps in access and support for Black colleagues and candidates.
- Proactively offer opportunities for sustained career growth and advocate for development to help promote Black talent. Share their career goals with decision makers.
- Practice fairness to counter the stereotypes and biases around capabilities and competencies.
- Create an environment where authenticity around Black identity is welcomed and embraced.
- Provide transparency on access to career growth opportunities (stretch assignments, skill-building courses, high-profile projects, exposure to leadership, etc.).
- Demonstrate accountability for harassment and discrimination. Reach out to Human Resources and Employee Relations partners for guidance and advice.

RESOURCES FOR FURTHER LEARNING

White Privilege:

- Podcast: ["Seeing White" from Scene on Radio](#)
- NPR Podcast: [Why Now, White People?](#)
- The New Yorker Article, by Katy Waldman: [A Sociologist Examines the White Fragility That Prevents White Americans From Confronting Racism](#)
- NPR audio: ["Whistling Vivaldi" And Beating Stereotypes](#)



Racially Just Workplace:

- Harvard Business Review: [Toward A Racially Just Workplace](#)
- Forbes: [Stop Asking Black People If You Can Touch Their Hair](#)

Allyship:

- Vanity Fair Article: [How White Women can be better Black Lives matter Allies](#)
- CNN Article: [How to respond to microaggression as an Ally](#)
- Implicit Bias Test: [RACE IAT](#)
- Parenting Article: [Are you a well-meaning white parent who perpetuates racism?](#)

Global Perspectives:

- Council on Foreign Relations: [Why African Nations Support U.S. Anti-Racism Protesters](#)
- Time Article: [Racism is Surging in Germany. Tens of Thousands Are Taking to the Streets to Call for Justice](#)

Books:

- New York Time: [Best Sellers on Race and Civil Rights](#)



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What Can I Do About Racism?

An Anti-Racism Discussion Guide



Introduction

If you've been watching the news or perusing social media these days, you've seen videos more heart-wrenching than you'd ever want to witness. The recent deaths of Black Americans Ahmaud Arbery, Breonna Taylor, and George Floyd, along with countless others, have caused protests and riots to spring up across the globe. These injustices coupled with the anti-Asian racism and xenophobia fueled by COVID-19 has prompted many of us to ask this question worldwide:

"What can I do about racism?"

Some of the individual, insidious instances of racism like implicit biases and microaggressions are difficult to identify and quantify, let alone fight.

So how do we, as individuals, make a difference?

Anti-racism can begin here by increasing our awareness of the discrimination people of color face daily. Education comes next, followed by a thorough self-examination. Then, these ideas must be coalesced into action, because all the ideas in the world don't mean anything if people do not feel safe, seen, or secure in their workplaces and communities.

This discussion guide will prepare you to have open dialogue about racism with your colleagues. The links to the Blue Ocean Brain library and outside resources will help you dive deeper into topics for further conversation and reference. The guide is built not to cast blame, but to provide information that can help build skills.

Racism is certainly not new for many countries around the world, but the consistent recording of the atrocities people of color are facing sheds new light on this old problem, one we can work together to end.

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Unconscious Contributions to Racism

(Part I)

“Racism is prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior.”

You might be saying to yourself, “Oh great! Based on that definition, I’m not a racist, so this is a discussion guide for other people. I don’t believe that my race is superior to anyone else’s.”

The problem is that systemic racism, or racism carried out by groups with power like societies, governments, businesses, and schools, benefits some people and harms others despite your personal beliefs. What’s more, individual racism is often buried deep, affecting people who have only the best of intentions, and the impact can compound harm to people inside and outside of work whether you realize it or not.

Implicit Biases

Implicit biases are negative beliefs you’re not even aware you have, that can still affect your understanding of, actions toward, and decisions about other people. Our workplaces and communities are often filled with the effects of implicit biases, which can be passed from generation to generation:

- Hiring processes and decisions tend to more favorably view people who look, act, and sound like those doing the hiring, who are often primarily White. And that’s only if people of color get the interview. Hiring managers often make assumptions about applicants based on names, colleges, and fraternity or sorority memberships which impacts whether an applicant is considered.
- Behaviors such as ignoring or disbelieving the experiences of people of color, staying silent when someone else makes a racist remark, or even something as simple as “staying out of it,” when people discuss race, can fuel the underpinnings of discrimination.

In a stark [study on implicit bias in the hiring process](#), Black applicants without a criminal record were about as likely to be called for a second interview as a White applicant with a criminal record when the resume was otherwise identical.

Microaggressions

People often think of racism as Klu Klux Klan members in hoods burning crosses in people's yards or racial profiling by law enforcement officials. But workplace racism is often more covert and might show up in microaggressions, which are small jokes, veiled insults, or acts of power that negatively comment on a person's race, ethnicity, or culture. They may seem small in the moment (a papercut), but when compounded (a thousand papercuts), they can do incredible damage.

Reflect: In a society where racism benefits some people by taking away opportunities from others, where do you stand? Are you someone who has been disadvantaged or advantaged by racist infrastructure? Think carefully about whether or not your wealth, income, treatment by the criminal justice system, employment, access to housing, health care, political power, and education might be different if you were of a different race.



Discussion Starter #1

The Discussion Starters throughout this guide are designed to engage you and your colleagues in meaningful conversation. Encourage everyone to be open and respectful of one another as you discuss.

Deeper Group Discussions

- Can we go around and suggest some appropriate responses when we witness someone expressing personal biases? (i.e. "That comment was racist. Is that what you meant to say?" or "We don't make racist comments here.")
- Can you suggest some appropriate responses from the person who gets called out? (i.e. "I'm sorry for the offense I caused. I hear you," or "I didn't realize that was racist and I apologize. I won't repeat it.")

Pro Inclusion Tip

Acknowledge that everyone has unconscious biases no matter who we are. Our brains prompt us to hold onto them, and though we cannot always control those messages we receive, we can certainly control what we do with them.

▸ Becoming an Anti Racist Today ▸

(Part II)

Interrupting Biases

So, how do you interrupt biases you might not know you have, and in some cases, are adamantly opposed to? Here are five ways to begin:

1. **Be proactive.** You're already making the first step by reading this guide. That's a great start! Take it a step further and educate yourself by reading guides about racism or fiction written by people who have a different racial identity than you do. Nonfiction creates awareness of hidden biases and fiction creates empathy for others.
2. **Contribute.** Financially and verbally support businesses owned by underrepresented groups.
3. **Reach out.** Ask for honest and direct feedback from colleagues about your speech and behavior. You might need someone else to shine a light on areas where you're in the dark.
4. **Be open.** When someone gives you feedback, try not to take it personally if what they've said is upsetting. Just listen, and allow yourself a few days to ponder whether there might be some truth behind their comments.
5. **Speak up.** Stand up for others who are being discriminated against in both covert ways (not getting an invitation to lunch, not being included in a meeting with peers, having to do twice the work for half the credit, etc.) and overt ways (bearing the brunt of blame, being talked over in a meeting, etc.).

Pro Inclusion Tip

Listen to the experiences of others, especially those with marginalized identities (those groups treated as insignificant or peripheral) who often don't have an equal say in decision making. Give them the floor in meetings or on calls, even if it means silencing yourself to do so. You learn more when you listen than when you speak, anyway, so it's a win-win.

Working Toward Inclusivity & Belonging

After you've confronted your *own* biases and are helping put a stop to discrimination, work diligently to build a workplace that is inclusive of people of color and help them feel like they belong.

Make some of these practical changes that can help make work life more inclusive:

- ❑ **Change 1: Mindfully hand out high-value projects**

Reconsider who is capable of doing important jobs, and look outside of your small team of champions. Chances are good someone who is not on your usual list can excel at the job, says Joyce Norcini, former general counsel for Nokia Siemens Networks.

- ❑ **Change 2: Respond quickly to double standards and idea theft**

When you see instances of majority-group members taking or being given credit for ideas that people of color originally offered, speak up and give the idea originators their due.

- ❑ **Change 3: Seek opinions from those who don't speak up**

Some people are brought up to be modest or quiet which can lead them to hold back their opinions. Counter this by actively seeking out their thoughts. "Jackie, you're experienced, here. What's your take on this?"

- ❑ **Change 4: Learn what to say, and what *not* to say**

People with the best of intentions are often unwittingly causing harm with their language, especially during tumultuous times like we're living in today. The guide on the next page, adapted from Adunola Adeshola, *Forbes* contributor and executive coach, offers some insight.

What *Not* To Say to Your Black Colleagues Right Now

"I'm scared to say the wrong thing to you."

This asks your Black colleague to either console you or help you figure out what to say, which isn't fair.

"I hope/pray things change soon."

This shows that you mean *well*, but meaning well isn't enough. Adeshola says, "This is the time to *do well*."

"I can't wait for things to calm down and get back to normal."

This says that your comfort is more important than the message of anti-racism.

What *To* Say

"I'm having conversations about racism with my non-Black family and friends, even though I'm afraid."

This shows Black colleagues that you are being courageous enough to take a stand.

"I'm taking these steps to become a better ally."

"I'm shutting down racist comments on my team."

"I'm supporting the fight against racism by calling my representatives, backing Black businesses, and/or XYZ."

This shows that you're paying more than lip service to the anti-racism movement.

"I realize my discomfort is a fraction of what you're feeling."

Acknowledge that while you might feel unsettled right now, Adeshola says Black people are "exhausted, mentally drained, frustrated, stressed, barely sleeping, scared and overwhelmed," feelings which demand empathy and action.

Pro Inclusion Tip

To create unity in your group, talk about your organization's shared values. Use common examples of cooperation that everyone can relate to no matter their identity, like hospital staff working in unison to save a patient or sports teammates playing together to win the game. We're all human and we all want to feel like we are part of something greater than ourselves.

Building Belonging

Belonging means being part of a group, sharing with others, and feeling secure enough to be who you really are. No matter where we come from, we all want to belong. It's human nature and the one thing we have in common.

When employees feel they belong, performance and retention increase. When they feel they don't belong, their work can suffer. And if enough people feel the same, the entire company can suffer.

How to Build Belonging



Recognize
Accomplishments



Encourage Free
Expression



Value Everyone's
Contributions



Help Others Feel
Comfortable at Work



Communicate
Transparently

Have you heard of the term **intersectionality**? Basically, it's the way in which different forms of discrimination overlap. For instance, a Black person who is also a member of the LGBTQ community, or a Chinese-American who is disabled, face different and greater discrimination than someone who carries one marginalized identity.



Discussion Starter #2

Remind people that everyone is here to learn and do better, and an open and honest exchange is part of that process.

Ice Breaker

Stanford University research shows that helping people of color feel like they belong significantly reduces stress levels and improves physical health, emotional well-being, and performance. If you're a person of color, can you comment on that? How does your stress level impact your performance given the state our communities are in right now?

Deeper Group Discussions

- If you're *not* a person of color, how does *your* stress level impact your performance? Can you empathize with those who might have intersectional stressors?
- How can we all be more transparent in our communication with one another?
- What concrete steps can we take to ensure everyone feels comfortable to express themselves about their concerns?
- What changes can we make this month to build a more inclusive environment?

Pro Inclusion Tip

Someone's race or ethnicity isn't a taboo topic. Talk openly about it to appeal to people's conscious values and challenge their unconscious biases. You cannot address racial injustice in the workplace if you do not acknowledge that different experiences exist for people. But be aware that if you're going to talk about race, identify *everyone's* race, including those who are White. By identifying someone as Black or Latinx, but *not* categorizing someone else as White, you're saying that White is the norm by which all other races are measured.

Looking Forward: Equity, Not Equality

(Part III)

Equality is a noble goal. Equal treatment and access to opportunities help each of us perform our best within a shared set of parameters. But we really need to be striving for *equity*, where we focus on the equality of the outcome, not the equality of the experience by taking individual needs and skills into account.



Equality



Equity

A Challenge: So, what can you do about racism? Krishna Kuman of ISEC says to do this to combat it in your organization:

Leaders

- Take some time to step back and reflect on the diversity and inclusion strategies you are presently pursuing.
- Make them even better by building a leadership team with people of color at the helm to identify objectives, aspirations, and solutions for real change.
- Personally list your three greatest strengths you can leverage to meet the group's goals, and write out three actions you take starting *today*.

Everyone

- Be a change agent by calling out microaggressions and other racist behavior when you witness them.
- Speak up to leadership about discriminatory policies and hiring practices, and ask when changes will be made.
- Pass the mic to those who are excluded and silenced, redirecting the conversation using their names so their voices are heard.

In your workplace, you (yes, YOU) can be the person who helps your colleagues feel like they belong and encourages them to live authentically at work, a goal for every single individual no matter who they happen to be.



Discussion Starter #3

Before you begin, tell everyone that the primary focus of this discussion is on solutions, not blame or shame.

Ice Breaker

It is important to educate ourselves about our implicit biases and how they support systemic racism across the globe, but it is vital to make a difference in our workplaces and communities. Let's go around the group and discuss this question:

"What actionable steps can you take to be an anti-racist?"

Deeper Group Discussions

- Do you feel equipped to become part of the solution? If not, will you commit to learning more using some of the resources that follow?
- How can we, as a group, support everyone else as they learn more about anti-racism?
- What changes should our organization make within the month to support anti-racism?
- What questions do you still have about racism?

Resources for Further Reading

(Part IV)

Blue Ocean Brain Resources

Building Better Allyship

An ally is a person who stands up for others to proactively build inclusion in their communities, workplaces, and places of worship. Allies with privileged identities are necessary to establish an even playing field.

- [How to Become an Ally](#)

Confronting Biases

Biases can both positively and negatively impact who we hire, who we favor, who we promote, and who we associate with on the job. Since they're difficult to quantify, they take even more work to dismantle than outright discrimination does.

- [Blindspots in the Brain](#)

Crossing the Cultural Divide

A field experiment on labor market discrimination that studied over 5,000 resumes found that resumes with white-sounding names (Emily Walsh and Brendan Baker) received 50% more callbacks than those with black-sounding names (Jamal Jones and Lakisha Washington). Researchers also found that a white-sounding name yielded as many callbacks as an additional *eight* years of experience.

- [What's in a Name?](#)

Outside Resources

Podcasts

- [1619](#) (New York Times)
- [About Race](#)
- [Code Switch](#) (NPR)
- [Intersectionality Matters!](#) (hosted by Kimberlé Crenshaw)
- [MOMENTUM: A Race Forward Podcast](#)

Nonfiction About Racism for Adults

- **How to be an antiracist** by Ibram X. Kendi
- **White Fragility: why it's so hard for white people to talk about racism** by Robin DiAngelo
- **The condemnation of blackness: race, crime and the making of modern urban America** by Khalil Gibran Muhammad
- **Dying of Whiteness: how the politics of racial resentment is killing America's Heartland** by Jonathan M. Metz
- **The invention of race in the European middle ages** by Geraldine Heng
- **The Golden Rhinoceros: Histories of African Middle Ages** by Francois-Xavier Fauvelle
- **Mixed Race in Asia: Past, Present and Future** by Zorien L. Rocha and Farida Fozdar
- **Black in Latin America** by Henry Louis Gates Jr.

Nonfiction About Racism for Children and Teens

- **Separate is never equal: Sylvia Mendez and her family's Fight for desegregation** by Duncan Tonatiuh
- **Malcolm Little: The boy who grew up to become Malcolm X** by Ilyasah Shabazz illustrated by AG Ford
- **Young water protectors: A story about standing rock** by Aslan and Kelly Tudor
- **We are not equal: Understanding our racial divide** by Carol Anderson with Tonya Bolden
- **It's Trevor Noah: Born A Crime : Stories from a South African Childhood** by Trevor Noah

Fiction by Authors of Color for Adults

- **Little Gods** by Meng Jin
- **The perfect world of Miwako Sumida** by Clarissa Goenawan
- **Such A Fun Age** by Kiley Reid
- **Black Sunday** by Tola Rotimi Abraham
- **Riot Baby** by Tochi Onyebuchi

Fiction by Authors of Color for Children and Teens

Children

- **Hair Love** by Matthew A. Cherry
- **A different Pond** by Bao Phi
- **I got the Rhythm** by Connie Schofield-Morrison
- **Jasmine Toguchi** by Debbi Michiko Florence
- **Juana and Lucas** by Juana Medina

Middle Grade

- **Genesis Begins Again** by Alicia D. Williams
- **A Good Kind of Trouble** by Lisa Moore Ramee
- **The other half of Happy** by Rebecca Balcárcel
- **Each Tiny Spark** by Pablo Cartaya
- **A Place at the Table** by Laura Shovan and Saadia Faruqi

Teen

- **Dear Martin** by Nic Stone
- **Color Me In** by Natasha Diaz
- **Black Enough** edited by Ibi Zoboi
- **The Downstairs Girl** by STACEY LEE
- **We are not from here** by Jenny Torres Sanchez

Additional Resources

Created by [REDACTED] last modified by [REDACTED] on Apr 20, 2021

Internal to Disney:

- **Watch:** CEO Bob Chapek Shares Key Diversity & Inclusion Priorities with Employees 6/18/2020
- **Article:** Disney Employees Honor Juneteenth 6/19/2020
- **Watch:** A Conversation with Rebecca Campbell & Latondra Newton 6/9/2020
- **Watch:** ABC News Team Discusses Reality of Reporting & Race 6/4/2020
- **Article:** Employee Tips In Light of Tragic Events – An article page on the Disney Belong site on things to think about when engaging in conversations
- **Matching Gifts: Organizations working toward racial justice that Disney supports and that are registered in our gifts system include:** the NAACP, the National Urban League, My Brother's Keeper Alliance, the ACLU and the Equal Justice Initiative. The company matches eligible charitable donations up to \$25,000 per year.
- **Matching Gifts & Volunteer Hours Hours –** The Walt Disney Company Foundation matches eligible charitable donations dollar-for-dollar. Also, Disney rewards ALL volunteerism by turning company-sponsored and personal volunteer hours into a charitable contribution. Ten hours earns a \$100 donation and more hours can earn up to \$2000.
- **Business Employee Resource Groups (BERGS) –** Site to sign up and learn more for the various BERGS. Not listed on the site but highlights the Wakanda berg: slack group [REDACTED] and sign up form.
- **Disney Belong -** Disney's dedicated D&I space for leaders and employees.
- **Reimagine Tomorrow -** Meaningful Actions You Can Take Now

External Resources:

- **National Museum of African-American History & Culture:** Talking About Race
- **21 Day Racial Equity & Social Justice Challenge:** <https://www.glendaleywca.org/21-day-racial-equity-social-justice-challenge/>
- **White privilege:** Unpacking the Invisible Knapsack
- **Action tips:** 75 things white people can do for racial justice
- **Harvard Business Review article:** U.S. Businesses Must Take Meaningful Action Against Racism
- **Global Perspective:** George Floyd killing opens racial wounds for European Blacks
- **Forbes:** Why I don't see color mantra is hurting diversity & inclusion efforts
- **Audio:** What Will It Take to Protect Black Americans from Police Violence?
- **Website:** Black Lives Matter
- **For parents:** Your kids are not too young to talk about race
- **Allyship:** 5 Things Allies Can Do to Sponsor Coworkers from Underrepresented Groups
- **Social Issues:** It's Not Your Coworkers' Job to Teach You About Social Issues
- **Wellness:** Tips for Black People who are Struggling with this Very Painful Time