



Allyship Guides

LGBTQ+

Asian American Pacific Islander

African American

Hispanic Heritage



LGBTQ+ Allyship Guide

Kroger PRIDE ARG

- Our goal is to ensure that all LGBTQ+ people are treated as full and equal across our company.
- We champion a more inclusive culture, work environment and shopping experience.
- We continue to partner with leadership to leverage our influence to drive positive impact.



The impact of an open, diverse, inclusive environment

- **Why are we talking about this in the workplace?**
 - Inclusive companies are better able to attract and retain talent, innovate, and build customer loyalty and brand strength
 - When employees feel comfortable in their work environment, they are more productive and effective
- **Diverse and inclusive companies perform better. Diversity means attracting the right mix of people. Inclusion is having those diverse individuals feel comfortable bringing their best selves to work.**



Diversity and Inclusion

Within the Kroger Family of Companies, we embrace diversity and inclusion as core values. We ingrain these values in everything we do. We proudly support our LGBTQ+ friends and family and we're proud to have been named one of the best places to work for LGBTQ equality for the third consecutive year by the Human Rights Campaign.



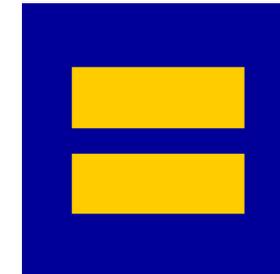
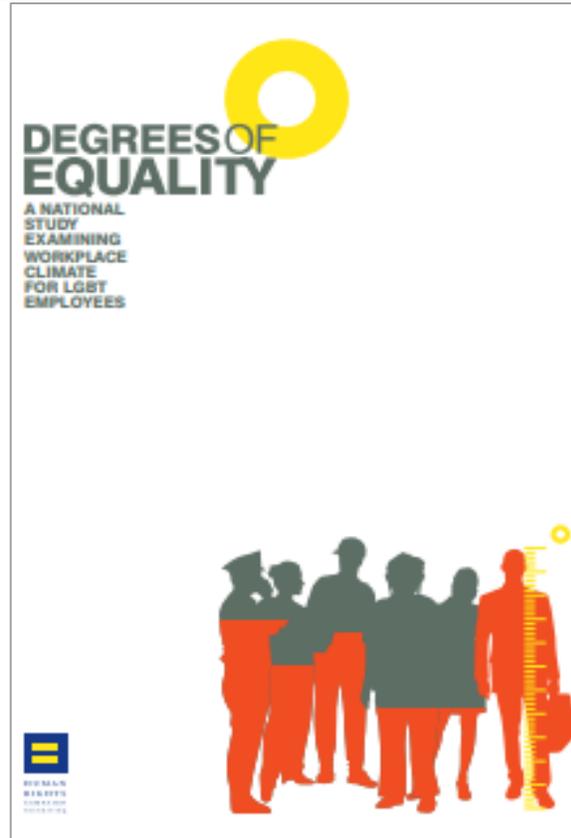
Values

Kroger Values	Personal Values
Integrity	Family
Honesty	Spirituality
Respect	Customs
Safety	Morals
Diversity	Friendship
Inclusion	Tradition

Some people's morality can be a barrier to accepting LGBTQ+ people. Our morals are personal and unique to each of us. They are a product of a lot of factors. A company doesn't decide whose personal values are right or wrong. Instead, a company has values that they expect employees to follow. There needs to be a place in the middle where we have shared values. We want a culture of respect in a company which focuses on behaviors and not beliefs.

Why LGBTQ+ employees are not out at work

- ✓ It's nobody's business
- ✓ Making people feel uncomfortable
- ✓ Being stereotyped
- ✓ Losing connections and relationships
- ✓ Not considered for advancement
- ✓ Perceived as unprofessional
- ✓ Lack of policies to protect
- ✓ Fear of getting fired
- ✓ Fear of personal safety
- ✓ Experienced past humiliation



Source: "Degrees of Equality", Human Rights Campaign

Forty-six percent of LGBTQ workers say they are closeted at work, compared to 50 percent in HRC's groundbreaking 2008 Degrees of Equality report

What is an Ally?

An Ally is anyone who publicly declares support for and advocates on behalf of LGBT rights

Allies typically ...

- **Lead by example and prove to be fierce advocates**
- **Carry the greatest credibility among co-workers**
- **Engage and educate others outside the group**
- **Have conversations with people who wouldn't be comfortable approaching an LGBTQ+ person.**

Definitions

Non-binary Someone who does not identify exclusively as male or female	Intersex A person who is born with sex chromosomes or anatomy not typical of XX or XY	Gay Someone whose physical or emotional attractions are to people of the same sex
Queer A reclaimed word used as an umbrella term for people who identify outside of mainstream sexuality and gender norms	Transgender Someone whose gender identity differs from the sex that they were assigned at birth	Bisexual Someone who is physically or emotionally attracted to two genders
Gender identity One's internal concept of their own gender	Pansexual Someone who is physically or emotionally attracted to all genders	Cisgender Someone whose gender identity aligns with the sex that they were assigned at birth

Gender spectrum ... many dimensions, everyone is different

Gender identity

Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g. hormone levels) and how you interpret what that means.



Woman

Genderqueer

Man

Biological sex

Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; Male = penis, testes, XY chromosomes; Intersex = a combination of the two.



Female

Intersex

Male

Gender expression

Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.



Feminine

Androgynous

Masculine

Sexual orientation

Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.



Heterosexual

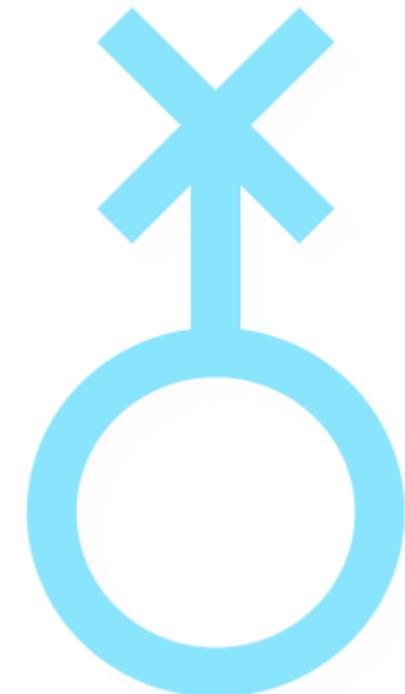
Bisexual

Homosexual

Non-binary describes a person who does not identify exclusively as a man or woman

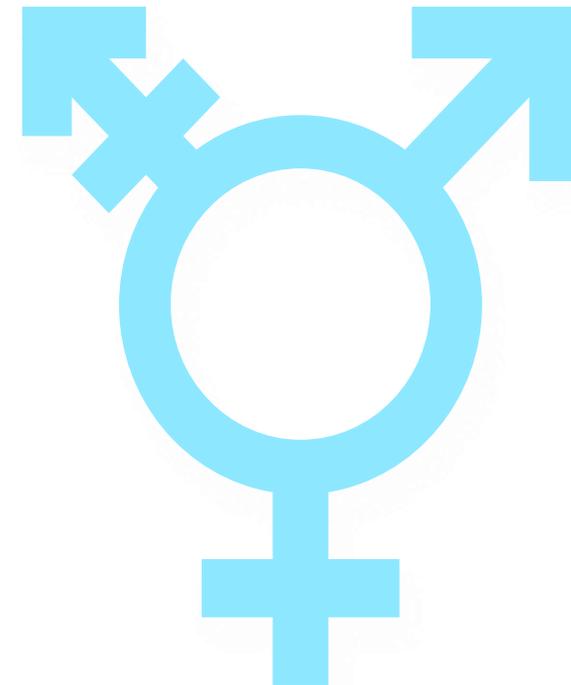
Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories

- While many non-binary people also identify as transgender, not all do
- Other gender expansive terms
 - Genderfluid
 - Genderqueer
 - Enby
 - And many more



Transgender

- Transgender describes a person whose gender identity or expression differs from the sex assigned to them at birth
- 2-5% of LGBTQ+ population



This is the process through which a person modifies their gender expression to be consistent with their gender identity

- **Social transition ... names, pronouns, gender expression**
- **Medical transition ... surgery, hormones (not every transition includes medical intervention)**
- **Legal transition ... drivers license, birth certificate, passport**

Tips for being considerate

- ✓ **Ask about someone's pronouns if you're unsure**
- ✓ **Don't ask prying personal questions, i.e., surgery status**
- ✓ **Know that everyone's story is different**



Inclusive Language

Inclusive language is free from words, phrases or tones that reflect prejudice, stereotypes or discriminatory views of particular people or groups. Inclusive language doesn't deliberately or inadvertently exclude people from being seen as part of a group.

Examples of inclusive language:

- Partner, significant other, spouse
- Boyfriend/girlfriend, husband/wife (use only when you know the gender of the partner/spouse)
- Heterosexual
- GLBT or Gay, Lesbian, Bisexual, Transgender
- Gender neutral descriptors, e.g., “that person in the red shirt”
- How do you refer to a family member or relative that is non-binary? Nibbling is a new term that refers to a family member or relative who is Non-binary

Inclusive Language: language to avoid

Language to avoid:

- Friend or “roommate”
(in reference to a romantic partner)
- Choice, preference or lifestyle
(in reference to someone’s sexual orientation)
- Boyfriend/girlfriend, husband/wife (avoid if you do not know the gender of the partner/spouse)
- Asking a transgender person any pre-transition questions such as asking for old pictures or inquiring about the person’s old name

Inclusive Language Examples

Context	Makes assumptions	More inclusive choice
<i>Customer:</i> “Can I have a cup of coffee?”	“Yes, sir.”	“Yes, I’d be happy to get that for you.” <i>Saying a bit more to communicate respect and cheerful customer service</i>
Customer arriving in store	“Good morning, ma’am.”	“Good morning and welcome. May I help you find anything?” or “Good morning, how are you?”
<i>Healthcare</i> - referring to waiting patient	“The lady in room one is ready for the doctor.”	“The patient in room one is ready for the doctor.”
Approaching a group of people	“Hey guys...”	“ Hey Folx (Folks)”

The importance of pronouns

What are they?

A pronoun is a word that refers to either the people talking (I or you) or someone or something that is being talked about (like she, it, them, and this). Gender pronouns (he/she/they/ze etc.) specifically refer to people that you are talking about.

- She/her/hers and he/him/his are a few commonly used pronouns. Some people call these “female/feminine” and “male/masculine” pronouns, but many avoid these labels because not everyone who uses *he* feels like a “male” or “masculine.”

- There are also lots of gender-neutral pronouns in use. Here are a few you might hear:

- They/them/theirs (Shea ate their food because they were hungry.) This is a common gender-neutral pronoun and can be used in the singular. In fact, “they” was voted as the Word of the Year in 2015.

- Ze/hir/hir (Tyler ate hir food because ze was hungry.) Ze is pronounced like “zee” can also be spelled zie or xe and replaces she/he/they. Hir is pronounced like “here” and replaces her/hers/him/his/they/theirs.

- Just my name please! (Ash ate Ash’s food because Ash was hungry) Some people prefer not to use pronouns at all, using their name as a pronoun instead.

- Never refer to a person as “it” or “he-she”. These are offensive slurs used against trans and gender non-conforming individuals.

- Why use them:

- You can’t always know what someone’s pronouns are by looking at them. Asking and correctly using someone’s pronouns is one of the most basic ways to show your respect for their gender identity.

When someone is referred to with the wrong pronoun, it can make them feel disrespected, invalidated, dismissed, alienated, or dysphoric

It is a privilege to not have to worry about which pronoun someone is going to use for you based on how they perceive your gender. If you have this privilege, yet fail to respect someone else’s gender identity, it is not only disrespectful and hurtful, but also oppressive.

Tips for being an engaged Ally

- Lead by example
- Avoid stereotyping
- Ask for pronouns
- Maintain a respectful work environment
- Speak up!
- Leverage your network



Notable Awareness Dates

Theme	Date
International Transgender Day of Visibility	March 3
International Day Against Homophobia, Transphobia & Biphobia (IDAHO)	May 17
Pansexual Visibility	May 24
Pride Month	June
International Non-Binary People's Day	July 14
Bisexual Awareness Day	September
National Coming Out Day	October
Spirit Day (Anti-Bullying)	Third Thursday in October
Trans Parent Day	First Sunday in November
Transgender Awareness Week	Second Week of November
Transgender Day of Remembrance	November 20

Act Now

- **Show up for LGBTQ+ rights. Whether it's giving your time, a donation or just your commitment to learning more about LGBTQ+ equality — the Human Rights Campaign has many ways for you to help change our future and make history.**
- **Equality Act NOW**
 - **President Biden's executive order extending civil rights protections to LGBTQ people is a major milestone for equality. Now, we must cement these protections into law.**
 - **The Senate must pass the Equality Act, which will finally provide consistent, explicit non-discrimination protections for LGBTQ people.**

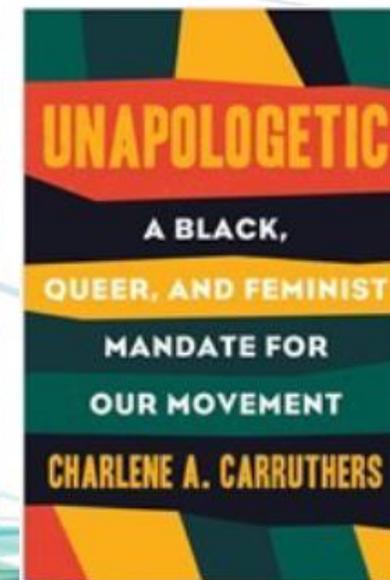
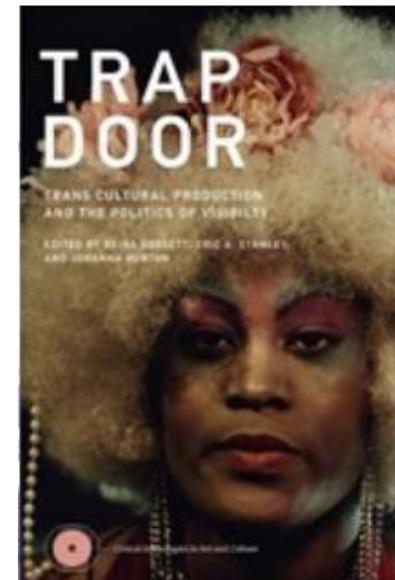
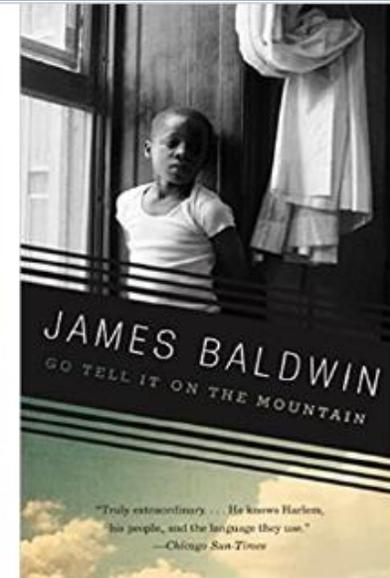
[Join HRC](#)

Support Nonprofits

1. **GLSEN** (pronounced "glisten") is the leading national education organization that works to transform K-12 schools into safe and affirming environments and ensure that LGBTQ+ students can learn and grow in a school environment free from bullying and harassment. 8 out of 10 LGBT students are still harassed at school each year because of who they are, but GLSEN is working to change that through researching and developing evidence-based solutions and providing resources for educators to use in their school communities.
2. **The Trevor Project** is the leading national organization providing crisis intervention and suicide prevention services to LGBTQ+ young people under 25. The Trevor Project was founded in 1998 by the creators of the Academy Award®-winning short film TREVOR. Since then, hundreds of thousands of young people in crisis have reached out to The Trevor Project's multiple in-person and online life-saving resources, including 24-hour mental health hotline, webchat, and text messaging services.
3. **The National Center for Transgender Equality** is the nation's leading social justice advocacy organization winning life-saving change for transgender people. They work at the local, state, and federal level to advance transgender equality. Their services also include resources for trans people on navigating legal issues such as changing name and gender on their identification documents and an About Transgender People resource hub, where family members and other allies can go to find information to learn about and support the transgender people in their lives.

Recommended Reading

- **Zami: A New Spelling of My Name by Audre Lorde**
- **Giovanni's Room by James Baldwin**
- **No Tea, No Shade: New Writings in Black Queer Studies by E. Patrick Johnson**
- **Passing by Nella Larsen**
- **Black Girl Dangerous: On Race, Queerness, Class and Gender by Mia McKenzie**
- **Marriage of a Thousand Lies by SJ Sindu**
- **Redefining Realness by Janet Mock**
- **Sex/ Gender- Biology in a social world by Anne Fausto- Sterling**
- **And Then I Got Fired by J Mase III**
- **Sister Outsider by Audre Lorde**
- **Go Tell it on the Mountain by James Baldwin**
- **Bad Feminist by Roxanne Gay**
- **Trap Door edited by Reina Gosset, Eric Stanley and Johanna Burton**



Watchlist

- Paris is Burning
- Kiki
- Pariah
- Moonlight
- Bessie
- Naz & Maalik
- Brother to Brother
- Punks
- Blackbird
- Pose
- It's a Sin



Folks to Follow

- **Ericka Hart Writer, Educator and Influencer**
 - See her courses/ webinars on gender, racial and social justice at <https://erickahart.podia.com/>
 - Instagram: [@ihartericka](#)
 - Twitter: [@iHartEricka](#)
- **Alok Vaid Menon, Activist, Fashion influencer and Author of**
 - "Beyond the Gender Binary"
 - Instagram: [@alokvmenon](#)
- **Ashlee Marie Preston, Activist, Speaker, Journalist and Founder of the "#You Are Essential" organization**
 - Instagram: [@ashleemariepreston](#)
 - Twitter: [@AshleeMPreston](#)

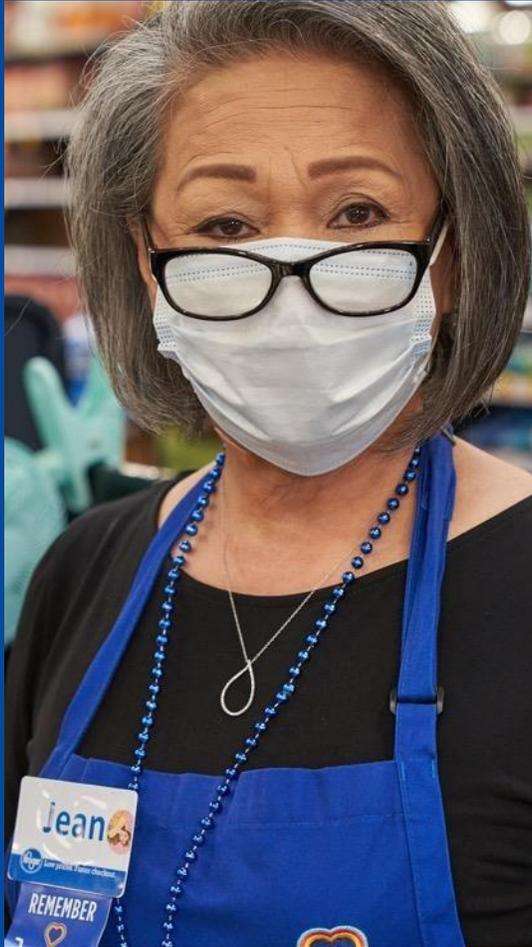
Podcasts

1. Getting Curious - **Host:** Jonathan Van Ness
2. Food 4 Thot - **Hosts:** Tommy Pico, Fran Tirado, Dennis Norris II, and Joe Osmundson
3. Making Gay History - **Host:** Eric Marcus
4. Las Culturistas - **Hosts:** Matt Rogers and Bowen Yang
5. Nancy - **Hosts:** Kathy Tu and Tobin Low
6. Buffering the Vampire Slayer - **Hosts:** Jenny Owen Youngs and Kristin Russo
7. Lovett or Leave It - **Host:** Jon Lovett
8. Queery - **Host:** Cameron Esposito
9. To L and Back - **Hosts:** Riese Bernard and Carly Usdin
10. Queerology - **Host:** Matthias Roberts
11. For the Girls - **Hosts:** Jason Black and Nick Westrate
12. Keep It - **Hosts:** Ira Madison III and Louis Virtel, who are responsible for [this viral *Jeopardy!* finger snap moment.](#)
13. One from the Vaults - **Host:** Morgan M Page
14. Wanna Be on Top? - **Host:** Shea Couleé
15. LGBTQ&A - **Host:** Jeffrey Masters

For your listening pleasure



[Slaylist](#)



Standing With The Asian American & Pacific Islander Community



Our Position

As an organization, we commit to live Our Values of Diversity and Inclusion, Honesty and Integrity, Safety and Respect – and to speak out against racism and injustice.

Recent attacks against the Asian American and Pacific Islander community, in many of the areas where our associates and company call home, leave me saddened and reinforces that we must all remain vigilant against hatred and violence in all its forms. Everyone deserves a safe and respectful environment to live and work in. We stand with all those affected by discrimination and violence.

We all have a responsibility to speak out against racism and injustice. If you see or hear things that run counter to our company values, I encourage you to speak up, talk to your manager or HR representative. Together, we can continue to make this a place where associates feel empowered and supported.

This is why we developed our [Framework for Action: Diversity, Equity & Inclusion plan](#), to positively impact our culture and community by creating real and lasting change.

Our Asian Associate Resource Group has compiled this list of helpful resources for you to learn more about how to support the AAPI community as an ally.

Our Purpose is to Feed the Human Spirit, which means being there for our customers, communities and each other when they need it most. We can demonstrate how we live Our Purpose every day by joining together to stand against hate toward any person or community.

Rodney McMullen
Chairman and CEO



Actions You Can Take Now

Show Support:

- **Speak up:** If you see something, say something. Refer to this [Bystander Intervention Training to Stop Anti-Asian American Harassment and Xenophobia](#) from ihollaback.org.
- **Show Support:** Check on your Asian American and Pacific Islander friends and colleagues and be there to listen with empathy.
- **Support Local:** Order from a local Asian restaurant or small business to show your support for the community and the Asian population.
- **Donate:** If you're in a position to donate, consider [Asian Americans Advancing Justice](#).

Educate Yourself:

- "Minor Feelings: An Asian American Reckoning" is a collection of essays published as a book in 2020 by author Cathy Park Hong about the nuances of the Asian American experience.
- [Self Evident: Asian America's Stories](#) is a podcast that aims to challenge assumptions about Asian Americans.
- PBS' [Asian Americans](#) is a five-part documentary series on the history of Asians in America.
- [#AsianAmCovidStories](#) is a YouTube documentary series exploring Asian Americans' experiences and challenges during the COVID-19 pandemic.



Actions You Can Take Now

Find Support and Community:

- [South Asian Americans Leading Together \(SAALT\)](#) focuses on public policy analysis, advocacy and community building.
- [The National Federation for Filipino American Associations \(NaFFAA\)](#) develops young leaders, urges political participation and supports small businesses.
- [The National Queer Asian Pacific Islander Alliance \(NQAPIA\)](#) promotes visibility and provides education and tools to tackle homophobia and racism.
- [We are Not a Stereotype](#) by the Smithsonian Asian Pacific American Center breaks down Asian Pacific American Bias through a robust video series.
- [The Sikh American Legal Defense & Education Fund \(SALDEF\)](#) is a media and educational organization that promotes civic and political participation.
- [Empowered Pacific Islander Communities \(EPIC\)](#) seeks to empower Native Hawaiian and Pacific Islander (NHPI) communities through advocacy and research.
- [NBC News](#) provides links to additional resources including organizations, podcasts, essays, support groups and more.

Terms to Know

- Social Privilege - is a special, unearned advantage or entitlement, used to one's own benefit or to the detriment of others
- Model Minority – According to Best Colleges, Many Americans subscribe to the model minority myth, which describes Asian Americans as the "ideal" racial minority. This myth overlooks the fact that Asian Americans are a diverse group of people, with unique cultures, backgrounds, and aspirations. [Read: “Asian Americans Are Still Caught in the Trap of the ‘Model Minority’ Stereotype. And It Creates Inequality for All”]
- Microaggression - a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (e.g., commenting that a Black person “talks white” if they are articulate and eloquent or moving to the opposite side of a street to avoid interacting with a particular racial group) [Read: “What Are Microaggressions?” Vox]
- Marginalization/Social Exclusion - the process in which individuals are blocked from (or denied full access to) various rights, opportunities and resources that are normally available to members of a different group, and which are fundamental to social integration and observance of human rights within that particular group (e.g., housing, employment, healthcare, civic engagement, democratic participation, and due process)
- Conscious/Explicit Bias - conscious bias in its extreme is characterized by overt negative behavior that can be expressed through physical and verbal harassment or through more subtle means such as exclusion
- Unconscious/Implicit Bias - a prejudice in favor of or against one thing, person, or group compared with another usually in a way that’s considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences

Allyship Guide: From Awareness to Advocacy

produced by



African
American
Associate
Resource
Group



ALLYSHIP GUIDE: FROM AWARENESS TO ADVOCACY

Overview

“My humanity is bound up in yours, for we can only be human together.” —Desmond Tutu

Injustice, bigotry and racism are deeply entrenched in the country we all love, and have been since its origination. The senseless and preventable murders of [George Floyd](#), [Ahmaud Arbery](#) and [Breonna Taylor](#) – and so many others, both names known and unknown – have reignited a deep, raw and unresolved pain and frustration among many, especially Black Americans. Our shared feelings of sadness, fear, outrage, and outright exhaustion, and at times, hopelessness, have motivated us to create this resource guide.

The mobilization and public outcries and protests currently taking place across our nation are one form of expression. A concerted effort to be seen and heard and elicit positive change, reform and community. As Martin Luther King Jr. said, “A riot is the voice of the unheard.”

We invite you to find your [expression and role](#), whether that is as a builder, disruptor, healer or counselor, and join us as an ally in creating a more equitable and inclusive America. To us, being an ally means taking on the cause and injustice as your own, standing up, despite being afraid or not knowing the first step to take.

History is in the making. This is our moment. Your moment.

Better Together,
Kroger African American Associate Resource Group



ALLYSHIP GUIDE: FROM AWARENESS TO ADVOCACY

Purpose

Let's be honest, talking about race can be hard. And doing the actual work to acknowledge injustices and differences, and to support and advocate for better and equal outcomes for often marginalized communities can be even harder.

The allyship guide was developed to spur reflective thoughts, hard conversations and bold actions. We hope you find the resources and content motivational, insightful, eye-opening and, maybe even heartbreaking or infuriating. Our members, including both Black and Non-Black associates, curated these materials based on our individual and shared experiences in society.

Education is key. Taking the time to better understand our country's past and present can change our future. Black people alone cannot change the way society operates. It will take each of us being invested, committed and collaborative.

In the guide, we feature recommended books, podcasts, movies, documentaries, advocacy groups, and much more. We hope the resources will either launch, accelerate or deepen your allyship journey.



ALLYSHIP GUIDE: FROM AWARENESS TO ADVOCACY

Terms to Know

- [Social Privilege](#) - is a special, unearned advantage or entitlement, used to one's own benefit or to the detriment of others
- [White Privilege](#) - is not the suggestion that white people have never struggled. Instead, white privilege should be viewed as a built-in advantage, separate from one's level of income or effort
- [Microaggression](#) - a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (e.g., commenting that a Black person "talks white" if they are articulate and eloquent or moving to the opposite side of a street to avoid interacting with a particular racial group) [[Read: "What Are Microaggressions?" Vox](#)]
- [Marginalization/Social Exclusion](#) - the process in which individuals are blocked from (or denied full access to) various rights, opportunities and resources that are normally available to members of a different group, and which are fundamental to social integration and observance of human rights within that particular group (e.g., housing, employment, healthcare, civic engagement, democratic participation, and due process)
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ALLYSHIP GUIDE: FROM AWARENESS TO ADVOCACY

Terms to Know (continued)

- [Workplace Bias](#) - studies have shown that it affects hiring decisions, salaries, and ultimately, career advantages
- [Individual Racism](#) - refers to an individual's racist assumptions, beliefs or behaviors and is "a form of racial discrimination that stems from conscious and unconscious, personal prejudice"
- [Systemic Racism](#) - includes the policies and practices entrenched in established institutions, which result in the exclusion or promotion of designated groups
- [Ally \(Active\)](#) - takes action and challenges the status quo
- [Agent \(Enabler\)](#) - takes action to maintain the status quo of privilege and oppression
- [Fence-Sitter \(Passive/Neutral\)](#) - reinforces the status quo
- [Black Lives Matter](#) - an international human rights movement, originating in the African-American community, that campaigns against violence and systemic racism toward Black people
- [All Lives Matter](#) - Black people certainly believe that every life and person matters. But what's important to know is this saying is generally perceived as dismissive and unsupportive of the Black Lives Matter movement, which was formed to bring more attention to the brutality and injustices committed against Black men, women and children



ALLYSHIP GUIDE: FROM AWARENESS TO ADVOCACY

Actions You Can Take Right Now - Snapshot

- Check on your Black friends, colleagues and neighbors. Start with “Hi, I’ve been thinking about you. How are you?” and be prepared to listen. If you manage Black people, be sensitive to the trauma we are experiencing. [[Read: “Your Black Colleagues May Look Like They’re Okay — Chances Are They’re Not” Refinery 29](#)]
- Do not remain silent. Use your voice and platform to start and facilitate constructive conversations, whether that’s within your family, neighborhood or workplace. If someone makes a racist remark or shares their limited view, ask them why they feel that way
- Demand justice by supporting [online petitions](#) and campaigns and contacting elected local, state and federal officials [[you can locate policymakers at usa.gov/elected-officials](#)]
- Diversify your news sources and who you follow and engage with on social media
- Buy Black - support and invest in Black brands, businesses, restaurants, service providers, suppliers, startup accelerators and incubators, etc.
- Make a financial contribution to a local or national organization, preferably Black-led, that is working for a more equitable America
- Become more familiar with the Black experience by reading, watching and listening to content produced by Black people
- Join a peaceful protest and stand in solidarity with the Black community



ALLYSHIP GUIDE: FROM AWARENESS TO ADVOCACY

Actions You Can Take Right Now - Policy

- Vote in every election and support efforts to protect people's right to vote (like volunteering for election protection or participating in get-out-the-vote activities)
- Research the laws, budgets and policies that disproportionately and systemically affect Black communities and advocate accordingly
- Support elected officials and candidates with agendas that support and uplift marginalized communities
- Advocate to your local mayor and city council for a stronger Citizen/Civilian/Community Review Board [[Read: "How civilian review boards can further police accountability and improve community relations" Scholars.org](#)]
- Review data and trends on [racial economic inequality](#)



**ALLYSHIP GUIDE:
FROM AWARENESS TO ADVOCACY**

Actions You Can Take Right Now – Movies, Documentaries, and Series

- Just Mercy (*free to stream through June on Amazon Prime or Apple TV*)
- 13th (Netflix)
- The Last Black Man in San Francisco (Amazon Prime)
- Hello Privilege, It's Me Chelsea (Netflix)
- Sorry to Bother You (Hulu)
- Get Out
- Moonlight (Netflix)
- Homecoming (Netflix)
- The Kalief Browder Story (Netflix)
- When They See Us (Netflix)
- Seven Seconds (Netflix)
- BlackKkKlansman (Hulu)
- The Banker (Apple TV)
- Teach Us All (Netflix)
- Loving (Netflix)
- If Beale Street Could Talk (Netflix)
- The Hate U Give (Hulu)



ALLYSHIP GUIDE: FROM AWARENESS TO ADVOCACY

Actions You Can Take Right Now – Books (Adult)

- How To Be An Antiracist, *Ibram X. Kendi*
- White Fragility: Why It's So Hard for White People to Talk About Racism, *Robin DiAngelo*
- The New Jim Crow, *Michelle Alexander*
- Between the World and Me, *Ta-Nehisi Coates*
- What Doesn't Kill You Makes You Blacker: A Memoir in Essays, *Damon Young*
- The Fire Next Time, *James Baldwin*
- The Color of Law, *Richard Rothstein*
- Women, Race & Class, *Angela Davis*
- Sister Outsider, *Audre Lorde*
- How to be Black, *Baratunde Thurston*
- Americanah, *Chimimanda Ngozi Adichie*
- Why Are All the Black Kids Sitting Together in the Cafeteria: And Other Conversations About Race, *Beverly D. Tatum*
- Black Skin, White Masks, *Frantz Fanon*
- Where do we Go From Here, Chaos or Community, *Dr. Martin Luther King, Jr.*
- The Color of Money: Black Banks and the Racial Wealth Gap, *Mehrsa Baradaran*
- So You Want to Talk About Race, *Ijeoma Oluo*
- Antagonists, Advocates and Allies: The Wake-Up Call Guide for White Women Who Want to Become Allies With Black Women, *Catrice Jackson*
- The Bluest Eye, *Toni Morrison*
- I Know Why the Caged Bird Sings, *Maya Angelou*



ALLYSHIP GUIDE:
FROM AWARENESS TO ADVOCACY

Actions You Can Take Right Now – Books (Kid/Teen)

- *All Are Welcome, Alexandra Penfold*
- *Each Kindness, Jacqueline Woodson*
- *Brown Girl Dreaming, Jacqueline Woodson*
- *The Hate U Give, Angie Thomas*
- *Let's Talk About Race, Julius Lester*
- *We're Different, We're the Same, Bobbi Kates*
- *A is for Activist, Innosanto Nagara*
- *Don't Touch My Hair!, Sharee Miller*
- *Hands Up!, Breanna J. McDaniel*
- *The Skin You Live In, Michael Taylor*
- *The Color of Us, Karen Katz*
- *Something Happened in our Town: A Child's Story about Racial Injustice, Marianne Celano*



ALLYSHIP GUIDE: FROM AWARENESS TO ADVOCACY

Actions You Can Take Right Now – Podcasts

- 1619
- Still Processing
- Code Switch
- On One with Angela Rye
- The Nod
- Pod for the Cause
- The Secret Lives of Black Women
- The Stoop
- Show About Race
- Pod Save the People
- Momentum: A Race Forward Podcast
- Sibling Rivalry
- Seeing White
- Intersectionality Matters!
- Natal



ALLYSHIP GUIDE:
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Actions You Can Take Right Now – Ally and Antiracism Resources

- [Read](#) - How You can be an Ally in the Fight for Racial Justice, Deray McKesson
- [Read](#) - 75 Things White People Can Do for Racial Justice, Corinne Shutack
- [Read](#) - For our White Friends Desiring to be Allies, Courtney Ariel
- [View](#) - 40 Ways You Can Help Right Now, Winston C. Duke via Instagram
- [Read](#) - What is the #BlackLivesMatter Movement?
- [Watch](#) - MLK Jr. Talks 'New Phase' Of Civil Rights Struggle, NBC
- [Watch](#) - President Obama Speaks At Town Hall On Policing And Racism, NBC
- [View](#) - Collection of Anti-Racism Resources
- [Watch](#) - Why Cities Are Still So Segregated, NPR



ALLYSHIP GUIDE:
FROM AWARENESS TO ADVOCACY

Actions You Can Take Right Now – Organizations and Advocacy Groups

- [My Brother's Keeper Alliance](#)
- [National Urban League](#)
- [National Action Network](#)
- [Grassroots Law Project](#)
- [NAACP Legal Defense And Educational Fund](#)
- [ACLU](#)
- [Race Forward](#)
- [Lawyers' Committee For Civil Rights Under Law](#)
- [National Coalition On Black Civic Participation](#)
- [The Bail Project](#)
- [Color of Change](#)
- [Equal Justice Initiative](#)
- [Campaign Zero](#)



KéPasa

CONNECT. SHARE. GROW.

Hispanic Heritage Allyship Guide

KePasa Associate Resource Group (ARG) Goals

We exist to empower and inspire Hispanic associates, so that they are treated equally across our Kroger Family of Companies.

We support each other in our professional and personal growth.

We partner with leadership and key stakeholders to deliver extraordinary business results.

How To Be an Engaged Ally ..

Becoming a sponsor – champion someone from an underrepresented community to support career growth and increase company retention. Being a sponsor is different than being a mentor – sponsoring is being actively involved in aiding someone’s career progression; mentoring is providing advice.

Get educated: Seek out books, articles, films, etc. about the history and current issues facing marginalized communities.

Welcome growth: When you encounter something that makes you uncomfortable, don’t dismiss it. Sit with it, ask yourself ‘why?’ and welcome it as an opportunity to grow.

Make friends: Friendship is the foundation of being an ally. Having a friendship with someone in a different cultural group can help you get a first -hand look at the problems people face in their day-to-day lives. Breaking down barriers and mistrust between groups usually occurs between two people, not just in the acts of legislation or policy-making.

Definitions: Hispano, Latino, Chicano or LatinX ?

HISPANIC: Refers to those from Spain and other Spanish-speaking countries. This excludes Brazilians as they speak Portuguese.

CHICANO/CHICANA: People of Mexican descent born in the United States.

LATIN AMERICAN: A geo-linguistic term that refers to people living in the continent of America and whose language stems from Latin. This term is inclusive of Mexico, the Caribbean, Central/South America (including Brazil). This term is inclusive of language, region, and gender.

LATINO/LATINA: This term refers to those from Latin America, this includes Brazil but not Spain.

LATINX: A gender-neutral term used to refer to a Latino/Latina person.

AFRO-LATINX (Afro-Latino, -Latina, or -Latine): Individuals of Latin America or of Latin American descent who are also of African ancestry.



Inclusive Language: Language to **Avoid**

Why use inclusive language? Inclusive language acknowledges diversity, conveys respect to all people, is sensitive to differences, **and promotes equitable opportunities.**

Terms to avoid:

- **Illegal, alien, or undocumented**
(instead use unauthorized immigrant/person)
- **Spanish, Mexican, and other generalizations**
(instead use accurate/specific terminology: Argentine, Latin American, etc.)
- ***Where are you from (what's your status)?*** By asking someone this question, it immediately creates a space of "otherizing," and fosters exclusion. Instead, invite them to share things that they find interesting or relevant about themselves.

Stereotypes: Assumptions to **Avoid**

Not all Spanish speakers are from Mexico.

Latin America is comprised of 33 different countries, located within South America, Central America, and the Caribbean islands. Just like European countries have different cultures and traditions, so do all countries in Latin America.

There are a substantial number of people from South America living in the U.S. and while many may speak Spanish just like those in Mexico and Central America, their heritage is not one and the same. Therefore, it's also important to ask a person of Hispanic descent how they'd like to be described and identified before labeling them yourself.

Cinco de Mayo is not Mexican Independence Day.

On May 5, 1862, the Mexican army defeated France at the Battle of Puebla during the Franco-Mexican War. However, this day is *not* a Statutory Holiday in Mexico; it is mostly celebrated in the U.S.

Cinco de Mayo became popular in the U.S. when President Roosevelt signed the "Good Neighbor Policy" in 1933 with the objective of improving relations with Latin-American nations. The way it is celebrated in the U.S. is perceived amongst many Mexican nationals as an excuse to drink margaritas and eat Mexican food, thus misrepresenting the Mexican Culture.

Source: <https://www.verywellmind.com/6-harmful-stereotypes-about-latin-americans-5113358>

More information: <https://digitalcommons.georgiasouthern.edu/cgi/viewcontent.cgi?article=1508&context=honors-theses>

<https://www.adl.org/blog/celebrate-cinco-de-mayo-but-watch-out-for-the-stereotypes>

Stereotypes: Assumptions to **Avoid**

Latin American women are always the home caretakers and don't work traditional jobs.

Another common stereotype is that Latin American women aren't part of the American workforce and always default to staying at home and caring for children. This is false. The U.S. Bureau of Labor Statistics shows that among Latinas aged 25-54, over two-thirds are part of the civilian labor force.⁵ There are many high-achieving Latin American women in all fields and perpetuating stereotypes won't help them to pursue their goals.

It is worth noting that prejudice does impact Latin American women's access to certain jobs. Latin American women are vastly underrepresented in fields commonly dominated by White individuals. For example, only 1% of higher education faculty identify as Latina.⁶ In addition, Latin American women are less likely to be assigned leadership positions. Only 4.3% of management positions in any field are held by Latin American women. In contrast, White women hold 32.3% of management positions.⁷

Latin American immigrants are out to steal American jobs.

Most economic research on the effects of immigration on employment find no statistically significant evidence that immigrants push natives out of jobs, even in extreme cases like the Marcel boatlift that increased Miami's labor force by 7 percent in 42 days. Immigrants and natives typically move to the same economically growing areas of the country, which we wouldn't see if immigrants were taking American's jobs.

Food Stereotypes: Assumptions to **Avoid**

Mexican food is always spicy.

Authentic Mexican food has a spicy reputation, and this is one of the most common misconceptions. Despite a lot of Mexican recipes including chilies and spices, not all are spicy.

Fajitas are Mexican, and Tex-Mex is authentic Mexican cuisine.

Fajitas were born in Texas and are the invention of the Tex-Mex cuisine that is sweeping the globe, so they aren't truly a Mexican offering. Although Texas was part of Mexico until XIX century, and therefore has Mexican roots, dishes like fajitas are Tex-Mex not Mexican, and aren't found in authentic Mexican restaurants. The key difference can be summarized using certain ingredients. Cumin, yellow cheese and wheat flour are typical of Tex-Mex, but are rarely found in Mexican cuisine. Although a staple topping in Tex-Mex, sour cream is also non-existent in Mexican cuisine and instead crema is used, which is thinner and less sour.

It's not all Tacos and Margaritas

For Mexicans, food is a way to connect with ancestors and celebrate family. It goes far beyond tacos and Margaritas. Though, Mexican cuisine has made the leap to the global stage of fine dining. Restaurants like Pujol, Rosetta and Quintonil in Mexico City; Laja and Malva in Baja California; Origen in Oaxaca; and Hartwood in Tulum all produce creative, world-class menus from the lush variety of nature that grows around them. The new "Modern Mexican" cuisine shines a spotlight on ingredients like cacao, agave and cactus; pre-Hispanic varieties of tomatoes, squash and pumpkins; and the country's all-important corn and chiles.

Notable Awareness Dates: México

- **January 6: Día de Reyes**
 - Families celebrate the Three Kings who brought gifts to Jesus on his birth by giving gifts to children.
- **February 2: Día de la Candelaria**
 - This is a follow-up to the festivities of Día de Los Reyes, on January 6th, when children receive gifts; family and friends break bread together. The person who receives the figurine on Día de Los Reyes is to host the feast on February 2, where tamales, champurrado, and atole are served.
- **April: Semana Santa**
 - In Mexico, the Easter holiday consists of a two-week-long celebration. Catholic individuals in this country consider Semana Santa, the holy week leading up to Easter, and Semana de Pascua, the week after Easter Sunday, important times for cultural and religious appreciation. Most schools and some businesses close during this time and Mexican nationals flock to the beaches to enjoy time off with their families. This is also a time reserved for religious worship by way of processions, special church ceremonies, and rituals that include reenactments of Jesus's crucifixion.
- **May 10: Día de las Madres (Mothers' Day)**
 - Mother's day is celebrated in Mexico on May 10th each year since 1922.
- **November 1-2: Día de Muertos & El Día de los Inocentes**
 - Families welcome back the souls of their deceased relatives for a brief reunion that includes food, drink and celebration. A blend of Mesoamerican ritual, European religion and Spanish culture, the holiday is celebrated each year from October 31- November 2. November 1 is "El Día de los Inocentes" or All Saints Day and November 2 is All Souls Day or the Day of the Dead. According to tradition, the gates of heaven are opened at midnight on October 31 and the spirits of children can rejoin their families for 24 hours. The spirits of adults can do the same on November 2.



Source: Photography by National Geographic <https://www.nationalgeographic.com/travel/article/to-p-ten-day-of-dead-mexico>
<https://www.oprahdaily.com/life/a28134135/hispanic-heritage-month/>
<https://www.spanishstudio.sg/famous-hispanic-traditions-you-should-celebrate>
<https://dayofthedead.holiday/mexican-culture/top-mexican-holidays>
<https://library.ivytech.edu/hispanicheritage/dayofthedead>
<https://www.learnreligions.com/holy-week-and-easter-in-mexico-1588769>

Notable Awareness Dates: Central America

- January
 - Fiesta de Palmares, Costa Rica
- February
 - International Permanent Festival of Art and Culture, El Salvador
- April
 - Semana Santa (Holy Week), all countries
- May
 - Feria de San Isidro, Honduras
- June
 - Lobster Festival, Belize
- July
 - Festival Patronales de la Virgen Librada, Panama
- August
 - Fiesta de la Virgen de la Asuncion, Guatemala
- September
 - Independence Day, all countries, except for Panama
- October
 - Festival del Cristo Negro, Panama
- November
 - Dia de los Muertos (all Saint's day), Guatemala
- December
 - Dia de la Purisima Concepcion, Nicaragua



Notable Awareness Dates: Caribbean, Cuba

Christmas Eve

There's no Christmas spirit without a huge leg of pork, or as we call it: pata de puerco del 24. The pork is roasted by carbon or in the oven, a lengthy activity that starts early in the morning. Pork is accompanied by rice, beans, plantains, and dinner always ends with a dance. There's no gifting tradition. The celebration focuses on the family gathering and food.

New Year's Eve

Cubans celebrate New Year's Eve to leave behind the worst problems of the year and welcome a fresh new start. At midnight, Cuban individuals toast with cider or champagne and eat twelve grapes. After midnight, families follow rituals to clean the spirit for the new year. One of these traditions involves throwing buckets of water on the street to clean and remove bad influences. In some parts of the country, people burn huge dolls on the street to forget all the bad things that happened in the previous year.

Good Friday

Good Friday became a national holiday in Cuba following the visit of Pope Benedict XVI. The first Good Friday recognized as a holiday in Cuba was in 2014.

January 1 - Liberation Day

Also called "Triunfo de la Revolucion." This National holiday celebrates the removal of dictator Batista from power and the start of Fidel Castro's power.

October 10 - Independence Day, "Dia de la Independencia"

The early independence of Cuba in 1868, when Carlos Manuel Cespedes freed his slaves and began the War of Independence against Spain.

January 28 – José Martí's birthday

José Martí was a Cuban poet and an intellectual during the late 19th century and is considered the father of the Cuban revolution as an outspoken advocate for Cuban independence from Spain. The celebration of Martí's birthday dates to 1909, when Cuba's old Liberal Party established the holiday.

May 1 – Labor Day

The traditional socialist worker's holiday. In Havana, Cubans gather at the Plaza de la Revolución to hear patriotic speeches. Throughout the country you can see military parades and other demonstrations of Cuban patriotism.

Sources

[Cuba 2021 Holiday and Festival Guide \(anywhere.com\)](#)

[Important National holidays in Cuba \(nationalextras.com\)](#)

[What holidays are celebrated in cuba? \(knowingcuba.com\)](#)

Notable Awareness Dates: Caribbean, Dominican Republic

January 21 - Virgen de Altagracia

No Dominican religious day is more important than this tribute to the patron saint, the Virgin of Altagracia. It takes several days to make the pilgrimage to the basilica in the eastern community of Higuay where a 15th century painting of Altagracia hangs. The trip is just one of many smaller vigils and services held throughout the Dominican Republic. Once the praying ends, the parties begin!

January 26 - Juan Duarte Day

This public holiday honors Juan Pablo Duarte who is one of the architects of the independent Dominican Republic. On this day, various ceremonies are held to honor the memory of the national hero.

February 27 - Carnival

This is the same day the Dominican Republic became independent after over two decades of Haitian rule. Although each community celebrates in their own way, no festival is bigger than the one in La Vega, where revelers wear devil horns and whack each other with balloons.

Semana Santa

The normally vibrant Dominican Republic grinds to a halt during the annual Christian Holy Week celebrations, which usually take place in early April. Church services and parties are the two most important features of these Easter festivities. The Dominican Republic's Haitian community incorporates ancient voodoo ceremonies in their traditions.

Merengue Festival

The Malecón comes alive with the sound of merengue during this annual Santo Domingo festival, which starts in late July and coincides with the August 4 anniversary of the city's founding. Several of the world's finest dancers and musicians perform live while enjoying food and craft fairs.

August 16 - Restoration Day

In 1863, the Dominican Republic regained its independence from Spain for the second time. Dominicans celebrate their 'second independence' by dressing in elaborate costumes and marching in street parades.



Sources:

[Duarte Day in the Dominican Republic / January 26, 2021 \(anydayguide.com\)](#)

[Dominican Republic Holidays and Festivals \(iexplore.com\)](#)

Notable Awareness Dates: Caribbean, Puerto Rico

Puerto Rico takes pride in having the longest holiday season in the world.

On the Island, *la Navidad (Christmas)* lasts around 45 days, starting right after Thanksgiving Day in November, and extending through mid-January. The holiday season ends with the Fiestas de la Calle San Sebastián, also known as la SanSe.

December 24 - Nochebuena

During Christmas Eve, known as *Nochebuena*, people gather with their families and friends to eat *lechón* and *arroz con gandules* (roast pork and rice with pigeon peas), drink *coquito* (like eggnog but coconut-based), and sing *trullas* (Christmas songs usually accompanied by drums, maracas, and *güiros*).

January 6 - Fiesta de los Reyes Magos

The Epiphany is celebrated as part of the holiday season. According to Catholic tradition, the Three Wise Men (in Spanish, *los Tres Reyes Magos*) visited baby Jesus in the manger to deliver gifts. In Puerto Rico, festivals and parades feature locals and actors dressed as the Three Wise Men as they pass out presents to children.

Viernes Santo (Good Friday)

Good Friday is a religious holiday that takes place on the Friday before Easter and is an official public holiday in the Commonwealth of Puerto Rico. As a predominantly Catholic island, colorful religious processions and ceremonies take place in every town.

June 23 - Noche de San Juan

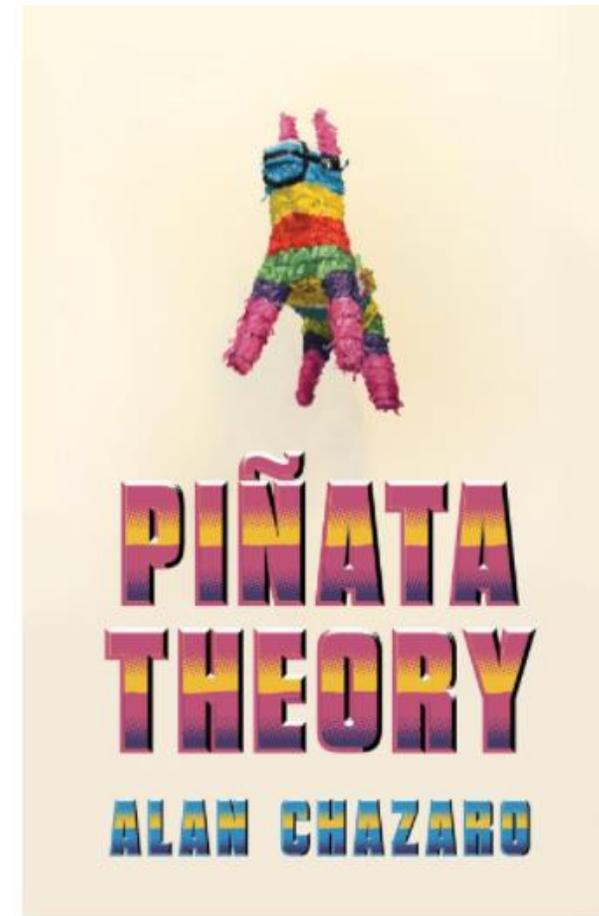
Saint John's Eve, locally known as Noche de San Juan, is an unofficial celebration in the capital of Puerto Rico that celebrates the nativity of Saint John the Baptist. Hundreds of people crowd the beaches. At midnight they jump backwards into the ocean seven times for good luck. Some hotels and bars also throw parties in honor of Noche de San Juan.



Sources:
[Puerto Rico's National and Public Holidays 2021 \(topuertorico.org\)](https://topuertorico.org/)
[Holiday Traditions in Puerto Rico | discoverpuertorico.com](https://discoverpuertorico.com/)

Suggested Resources: Books

- Hunger for Memory: The Education of Richard Rodriguez
- My Time Among the Whites: Notes From an Unfinished Education by Jennine Capó Crucet
- How the Garcia Girls Lost Their Accents by Julia Alvarez
- Piñata Theory by Alan Chazaro
- A Dream Called Home: A Memoir by Reyna Grande
- The Undocumented Americans by Carla Cornejo Villavicencio
- The House on Mango Street by Sandra Cisneros
- Afterlife by Julia Alvarez



Act Now: Organizations & Advocacy Groups

[Association of Latino Professionals for America \(ALPFA\)](#)

[The Committee for Hispanic Families and Children \(CHFC\)](#)

[Congressional Hispanic Caucus Institute \(CHCI\)](#)

[Council for Latino Workplace Equity \(CLWE\)](#)

[The Culture Marketing Council](#)

[Hispanic Alliance for Career Advancement \(HACE\)](#)

[Hispanic Association of Colleges and Universities](#)

[Hispanic Association on Corporate Responsibility \(HACR\)](#)

[Hispanic National Bar Association \(HNBA\)](#)

[Hispanic Association on Corporate Responsibility \(HACR\)](#)

[Hispanic National Bar Association \(HNBA\)](#)

[Hispanic Association on Corporate Responsibility \(HACR\)](#)

[Hispanic National Bar Association \(HNBA\)](#)

[Latino Corporate Directors Association \(LCDA\)](#)

[National Association of Hispanic Journalists \(NAHJ\)](#)

[NALEO Educational Fund \(NALEO\)](#)

[National Hispanic Corporate Council \(NHCC\)](#)

[National Hispanic Council on Aging \(NHCOA\)](#)

[National Hispanic Institute \(NHI\)](#)

[National Hispanic Medical Association \(NHMA\)](#)

[Prospanica](#)

[Society of Hispanic Engineers \(SHPE\)](#)

[The Tomás Rivera Policy Institute](#)

[UnidosUS](#)

[United States Hispanic Chamber of Commerce \(USHCC\)](#)

¡Gracias!