



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



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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.



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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](#)]
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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



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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



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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](#)



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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)





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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*



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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*



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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



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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



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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](#)