

Entitlement BINGO “What About Me”

Listen and watch for the following sentiments in meetings. If your name is in the square you automatic fail at BINGO (exception made for showing up late with Starbucks). You win when you leave a meeting with a blank board. If you have a full board take yourself out for a salty bowl of Pho to cry. If you have a line of BINGO take yourself out for a drink, you may need one. These are suggested squares, adapt them to your meeting, such as they don't have be verbatim to fill in the square. Highly suggested you *don't* write your coworkers names, or your bosses name and leave it lying around— don't be a jerk. Entitlement is “feeling that one has a right to something,” it can show up as the right to control, right to speak, or other ways.

Utters the words “I’m uncomfortable with XXX,” focusing all of the attention on them	Suggest a meeting time needs to be changed because they have too many other meetings	Shows up late with a hot Starbucks cup in hand	Missed previous meetings and questions how decisions were made	"I know I'm talking a lot but..." and keeps talking
Phrase “Those people” or “they need to...” is heard	Asking for more information as a way to stall	We can't expect those in control to do slow down, share, show up, etc.	“We don't have a lot of time.” Code for community engagement is slashed	Blames others without acknowledging their role in the problem
Plays with phone and tunes out conversation when the topic of race comes up	“But, we all know the reality is there aren't enough ‘qualified’ people of color”	FREE Square <i>Write Your Own</i>	Control over time: Advocating for going slow when it comes to racial equity (we need to make sure we take our time), or going fast when it comes to other projects (and skipping the racial equity and community engagement pieces).	Why do we have to talk about race, when it's really about class? What about LGBTQ or women's issues. We've all experienced discrimination. (#alllivesmatter)
“Doesn't this feel like reverse racism/discrimination?”	Verbally attacks the speaker after having an equity bomb dropped	Repeating something a Person of Color said, possibly getting credit	Practices Predatory Listening— interrupting and picking apart what is said	Shutting down ideas before they are even tried, “yes, but we could never do that, because. . .”
“I need to speak my truth...” or some variation is said	It is a closed meeting talking about other communities	Complains about something in the meeting (e.g. snacks, location, etc.)	Mispronounces names and doesn't bother to learn them	Drops names or highlights relationships to benefit themselves not the group