

# Entitlement BINGO: Social Justice Edition

Listen and watch for the following sentiments in meetings. You win when you leave a meeting with a blank board. If your name is in the square you automatic fail at BINGO. 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 to 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.

<p>"Yes, but's" - Yes, but this is outside our budget. Yes, but we don't have time. Yes, but there are legal rules. Yes, but our</p>	<p>Disengages or complains conversations about racial equity aren't deep enough, because they already know this sh*t.</p>	<p>Braggs about the newly hired leader of color, and declares, "we are now a POC organization." Ignoring the last 100+ white leaders and board members.</p>	<p>Deflects blame saying "those other people" have work to do, doesn't model or own their learning.</p>	<p>"I don't benefit from privilege because _____" Or, "Equity means we should be thinking about ALL children."</p>
<p>Uses diversity, access, or inclusion as synonymous with racial equity, "We are working on equity, our materials are translated."</p>	<p>Doesn't feel 'safe' when the topic of race comes up, confusing uncomfortable with safe.</p>	<p>Mentions white code words - data, best practices, research driven, evidenced based, collective action, etc.</p>	<p>Eagerly drops "institutional racism" in the conversation, but can't identify the organizational practices that continue to uphold institutional racism.</p>	<p>Complains about race caucusing, because it doesn't serve their personal needs. Asking, "how am I suppose to learn?"</p>
<p>Tone polices people of color, justifying it by saying it is to "make sure they get heard. You just can't come across as so angry or emotional."</p>	<p>Insists on spending resources on racial equity "experts" with fancy formal degrees, especially ones who talk about whiteness.</p>	<p><b>FREE Square</b> <i>Write Your Own</i></p>	<p>Mentions how their child has a black best friend, and how the next generation is giving us hope for racial equity.</p>	<p>Asks the "what about white people? What is our role?" questions, centering things back on whiteness.</p>
<p>Advocates strongly for individual level actions - building resilience, building grit, finding your voice, personal empowerment, etc.</p>	<p>Says "This is an equity issue..." but can't define the difference between power, equality, and equity.</p>	<p>Drops a story about the time "I was a minority, so I know how it feels."</p>	<p>Boasts about living in a "diverse" neighborhood, and then gets defensive when the conversation about displacement comes up.</p>	<p>Defensiveness and scapegoating 'others' to dispute an idea or concept, "I want to do equity, but it will never work because. . ."</p>
<p>Braggs about the how they love the local Ethiopian restaurant, looking for affirmations they are woke.</p>	<p>Talks a good racial equity game, and then proceeds to rush to a solution, without including the impacted communities of color.</p>	<p>Complains about something in the meeting (e.g. snacks, location, etc.), and then adds this is an "equity issue" too or takes up air time playing the devil's advocate!</p>	<p>Declares, "I am a white ally" or "equity advocate" to make themselves look good, but is paralyzed with white guilt when it comes to action.</p>	<p>Drops names or highlights relationships with a person of color to benefit themselves not the group.</p>