

EXERCISE 1: THE SOCIAL IDENTITY WHEEL

PRIVILEGE (n.)

An unearned advantage given by society to some people and not to others.

When filling in the identity wheel, **THINK ABOUT**

- Which identities you associate with the most
- For which of these identities you are part of a privileged or “normative” group
- For which of these identities you are part of a marginalised group

NOTES: ADDITIONAL NOTES ON THE
ACKNOWLEDGEMENT OF HOW YOUR PRIVILEGE APPLIES IN THE
WORKPLACE

EXTRA RESOURCES

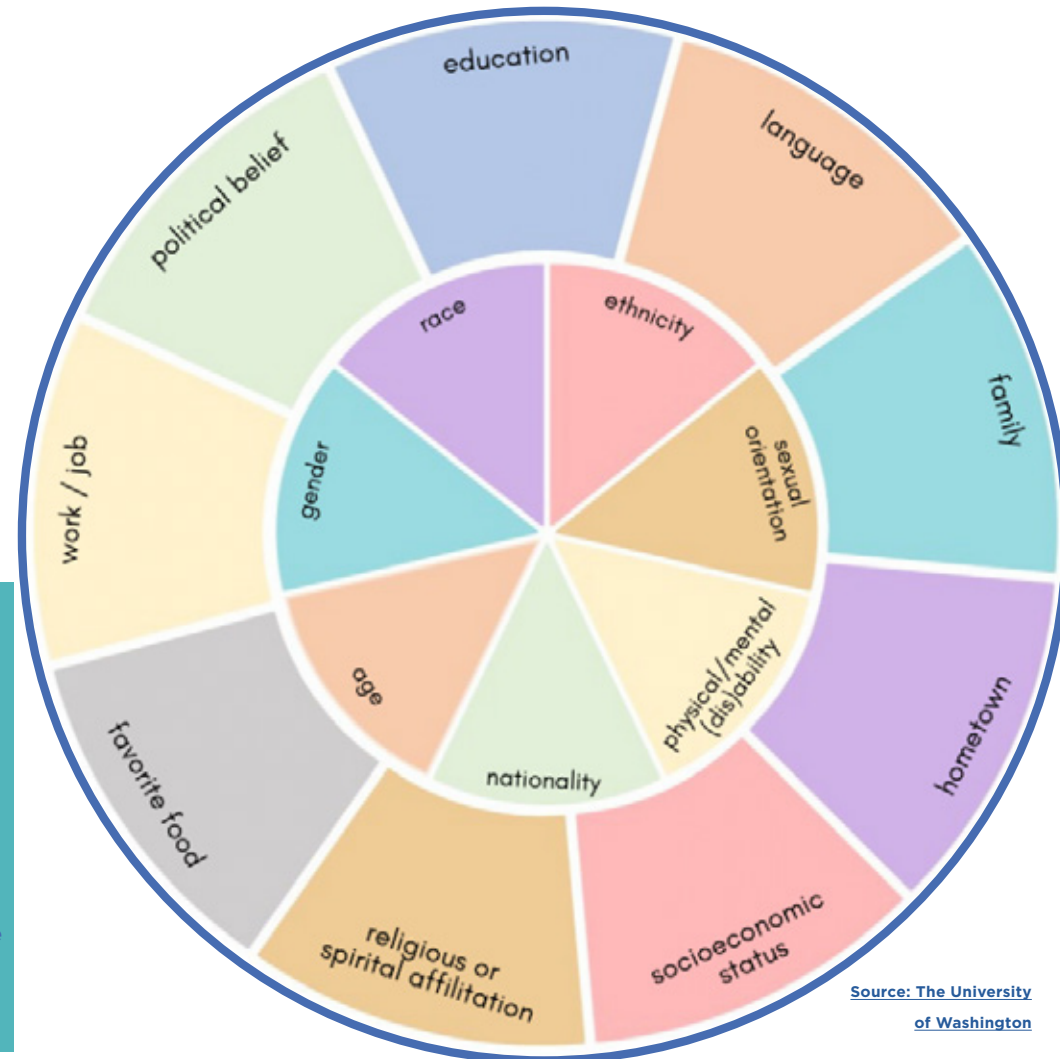


PRIVILEGE

Toolkit:
Page 8

Video:
[What is Privilege](#)

The long read:
[Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor - Layla F. Saad](#)



Source: [The University of Washington](#)

EXERCISE 2: ACKNOWLEDGE

Please fill this in separately, in your own time.

When completing this exercise, **THINK ABOUT:**

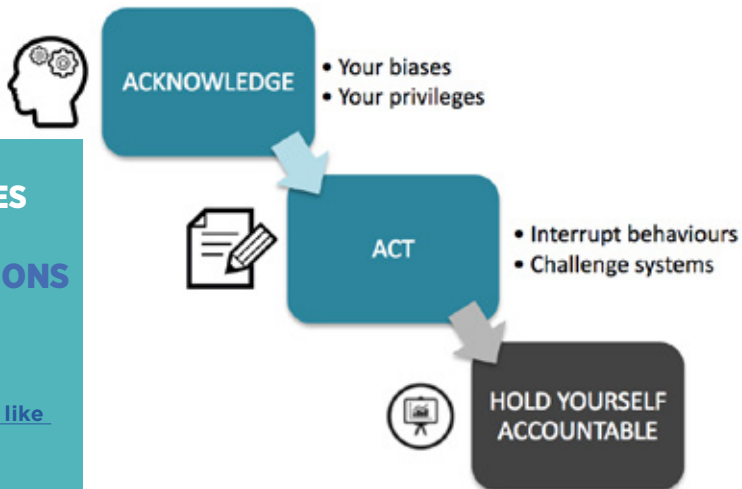
- What behaviours or language can you remember using that might be deemed as microaggressions?*
- Have you witnessed examples of discrimination, microaggressions or racism in the workplace?*

*Use these within the context of the four levels of microaggressions:

Systemic
Institutional } **macro**

Interpersonal
Internalised } **micro**

THREE STEPS TO ALLYSHIP



**EXTRA
RESOURCES**

MICROAGGRESSIONS
Toolkit:
Page 11

Video:
[Micro-aggressions are like
mosquito bites](#)

The long read:
[So You Want to Talk About
Race - Ijeoma Oluo](#)

NOTES: ADDITIONAL NOTES ON ACKNOWLEDGEMENT. LIST DISCRIMINATORY BEHAVIOURS, SCENARIOS OR LANGUAGE EXPERIENCED IN YOUR WORKPLACE

A RESOURCE
TOOL KIT +
WORKSHOP

WORKSHOP: INTRODUCTION TO BEING
AN ETHNICITY ALLY - HANDOUTS

EXERCISE 3: ACT

ALLY (v.)

Actively use your privilege to end other less privileged groups' oppression and/or remove barriers they face when it comes to opportunities

Please fill in the commitment pledge.

Use the Toolkit to give examples and choose areas of commitment that you can take back to the workplace.



EXTRA RESOURCES

CHECKLIST

Toolkit:
Page 19

Video:

[Investing in Ethnicity Ally Videos](#)

The long read:
[Investing in Ethnicity's
Ally Toolkit](#)



THE COMMITMENT PLEDGE

LIST OUT THE FIVE AREAS YOU ARE GOING TO CHANGE IN YOUR WORKPLACE, STARTING FROM TODAY

NAME _____

I PLEDGE TO DO THE FOLLOWING FIVE ACTIONS:

KEY AREA	ANTI-RACIST ALLY COMMITMENTS
EDUCATION	
LEARNING & DEVELOPMENT	
INCLUSIVE DESIGN	