Check Your Privilege

Are there privileges that you enjoy within the workplace, perhaps without being aware of it? Review each of the statements provided and indicate whether you can count on this privilege at work. What does this tell you about the privileges that attach to different categories of people?

Privilege Statements: Answer "Yes" or "No"

1. I can count on looking at the top level of management in any organization and seeing people (i.e., more than just a “token” individual) who belongs to my identity category: my gender, race/ethnicity, sexual orientation, religion, disability status.

   Yes __ If so, which of your identities affords you that privilege?

   No __ If so, what types of people do enjoy that privilege?

2. I can count on my coworkers wanting to include me in their conversations.

   Yes __ If so, which of your identities affords you that privilege?

   No __ If so, what types of people do enjoy that privilege?

3. I can display photographs of my family or my personal life without worrying that it will invite negative perceptions.

   Yes __ If so, which of your identities affords you that privilege?

   No __ If so, what types of people do enjoy that privilege?

4. I can count on my coworkers assuming that we will have things in common that unite us.

   Yes __ If so, which of your identities affords you that privilege?

   No __ If so, what types of people do enjoy that privilege?

5. I can speak up within my work group and not worry that others will attribute something about what I said to my identity category (gender, race/ethnicity, sexual orientation, religion, disability status); instead, they will focus on the idea itself.

   Yes __ If so, which of your identities affords you that privilege?
No __ If so, what types of people do enjoy that privilege?

6. I can trust that my behavior will be viewed as only my own and not representative of a wider group.

Yes __ If so, which of your identities affords you that privilege?

No __ If so, what types of people do enjoy that privilege?

7. I can trust that I won’t be talked over in a meeting.

Yes __ If so, which of your identities affords you that privilege?

No __ If so, what types of people do enjoy that privilege?

8. I can challenge the status quo and be perceived positively as a potential leader.

Yes __ If so, which of your identities affords you that privilege?

No __ If so, what types of people do enjoy that privilege?

9. I can talk about what I did over the weekend without worrying about what it will reveal about me.

Yes __ If so, which of your identities affords you that privilege?

No __ If so, what types of people do enjoy that privilege?

10. I can trust that my peers and colleagues assume I have earned my position through my abilities.

Yes __ If so, which of your identities affords you that privilege?

No __ If so, what types of people do enjoy that privilege?

11. I can mention my family responsibilities without being perceived as a less valuable contributor.

Yes __ If so, which of your identities affords you that privilege?

No __ If so, what types of people do enjoy that privilege?
12. I can trust that I will get credit for my ideas and contributions.
   Yes __  If so, which of your identities affords you that privilege?
   No ___ If so, what types of people do enjoy that privilege?

13. I feel comfortable asking questions or asking for help because my coworkers assume I am competent.
   Yes __  If so, which of your identities affords you that privilege?
   No ___ If so, what types of people do enjoy that privilege?

14. I can choose not to participate in "housekeeping" efforts, such as organizing team social functions or workspace clean-up efforts, without feeling pressure from my peers over it.
   Yes __  If so, which of your identities affords you that privilege?
   No ___ If so, what types of people do enjoy that privilege?

15. I can speak up without being interrupted.
   Yes __  If so, which of your identities affords you that privilege?
   No ___ If so, what types of people do enjoy that privilege?

16. I can feel comfortable being my preferred self, showing my true personality, at work without worrying that people will judge me negatively for it.
   Yes __  If so, which of your identities affords you that privilege?
   No ___ If so, what types of people do enjoy that privilege?