

Got Privilege?

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What is Privilege?

- Unearned access to resources (social power) only readily available to some people as a result of their social group
- Institutional and social policies, beliefs, norms, and practices perpetuate privilege
 - Housing
 - Laws and law enforcement
 - Health care
 - Government and public policy
 - Education

Got Privilege?

- Able body
- Heterosexual
- Male
- Class
- White

Able Bodied Privilege

- Unearned benefits in the form of access and opportunities that are granted to able bodied individuals
 - Access to technology
 - Access to the outdoors (beaches, mountains, pools)
 - Access to public buildings and restrooms
 - Access to better employment opportunities
 - Access to housing

Did you know?

- It is estimated that there are over 600 million people with disabilities in the world today
- It is the only minority group that you can become a member of at any time
- Disability discrimination is perpetuated by what society perceives as “normal”

What can you do?

- Spend the day navigating your campus or district office in a wheelchair or blindfolded
- Make an appointment to interview the Director of Disability Support Services about existing access issues for students and staff
- Ensure that every restroom and high use area has an automated door
- Ensure that no DVD is purchased with district funds unless it is closed captioned (it's the law)
- Be cognizant of your able bodied privilege at all times and work to create access for all

Heterosexual Privilege

- Unearned and often unconscious or taken for granted benefits afforded to heterosexuals in a heterosexist society based on their sexual orientation

Examples of Heterosexual Privilege

- You can speak openly about your spouse at work without fear of offending anyone
- You can adopt children without bias
- You cannot be fired for being a heterosexual
- Public displays of affection do not put you in fear of physical harm

States Where LGBTQ Are Not Protected

- Alabama
- Arkansas
- Florida
- Georgia
- Idaho
- Indiana
- Kansas
- Kentucky
- Louisiana
- Michigan
- Mississippi
- Montana
- Nebraska
- North Carolina
- North Dakota
- Oklahoma
- Pennsylvania
- South Carolina
- South Dakota
- Tennessee
- Texas
- West Virginia
- Wyoming

States Providing Limited Protections

- Protections for public employees only:
 - Virginia
 - Ohio
 - Missouri
 - Arizona
 - Alaska
- Protections for sexual orientation **ONLY** not gender:
 - Wisconsin
 - New Hampshire

What can I do?

- Host an LBGT forum or speaker at your campus or district as a staff development initiative
 - GLIDE (Gays and Lesbians Initiating Dialogue for Equality) Los Angeles – non-profit organization
- Find out what is being planned for coming out week (October) and become an ally
- Bring the Safe Zone initiative to your district or campus
- Become an ally of your LBGT faculty and staff association (if you don't have one...start one)
- Use inclusive language in all of your dealings: partner, significant other

Male Privilege

- Unearned access to resources and benefits because you were born a male
 - It is likely that if you are male you will be paid more in your lifetime than a female that is equally educated
 - You most likely will not be a victim of domestic violence at home or sexual harassment at work
 - You can see your gender reflected prominently in positions of power (CEO's, Presidents, heads of state)
 - You can walk outside, take your shirt off, and expose your chest without violating the law

U.S. Women's World Cup

THE U.S. SOCCER PAY GAP

#EQUALPLAYEQUALPAY

	MEN	WOMEN
EXHIBITION GAMES PER YEAR	20	20
PLAYER PAY FOR GAME WIN	\$17,625	\$1,350
PLAYER PAY FOR GAME LOSS	\$5,000	\$0,000
PLAYER PAY FOR MAKING WORLD CUP TEAM	\$68,750	\$15,000
TEAM PAY FOR WORLD CUP PERFORMANCE	\$9 MILLION <small>(FOR LOSING IN THE ROUND OF 16)</small>	\$2 MILLION <small>(FOR WINNING WHOLE THING)</small>
QUALITY OF TEAM	PRETTY O.K.	OFF THE F#@KING CHARTS

CC.COM/EQUALPAY

How can you work to reduce male privilege?

- Speak to female managers, directors, and administrators and find out how they perceive their work environment
- Educate your children about equality and respect (do not allow sexist language to be used)
- **DO NOT** allow the terms: hun, sweetheart, girls, honey, doll or any other demeaning/sexist terminology
- Become an ally of women in the workplace

Class Privilege

- Access and opportunity afforded to an individual based on their economic status
- Benefits granted to you based on class

What Class Privilege Looks Like

- You can commit a crime or use profanity without others attributing it to the low morals of your class
- You can hire an attorney if you needed one
- You can afford to buy healthy food and organic produce
- You can walk around your neighborhood at night without legitimate concern for your safety
- You can visit a doctor for a check-up
- Wearing second hand clothing is considered “stylish”
- Whenever you have moved out of a home it was voluntary, and you had another home to move into
- It is your choice to own a reliable car or to choose another means of transportation

White Privilege

- A socially constructed and historically, politically, and culturally produced mechanism that systematically works to sustain the power and domination of White individuals within American society
- The concrete benefits of access to resources and social rewards and the power to shape the norms and values of society that Whites receive, tacitly or explicitly, by virtue of their position in a racialized society

The Social Production of Whiteness

- Whiteness is produced and reproduced from a systemic set of values, beliefs, and social structures inset in American culture that establishes White as the normative standard of society (Chubbuck, 2004)

What is White Privilege?

- Privileges based on light-skin
- Access to unearned benefits in society
- Greater access to power and resources
- Making decisions that effect everyone without having to consider others
- Peggy McIntosh “Invisible Knapsack”

McIntosh, P. (1989). "White Privilege: Unpacking the invisible knapsack." Peace and Freedom July / August: 10-12.

White Privilege

- The luxury to be unaware of race
- The ability to live and work among people of the same racial group as your own
- The security of not being pulled over by the police for being a suspicious person
- The expectation that you speak for yourself and not for your entire race
- The ability to assume that a job hire or promotion will be attributed to your skills and background and not to a social promotion

(McIntosh, 1988)

Examples of White Privilege

- Driving an expensive car in any city in the U.S. without fear of law enforcement
- The ability to speak publicly without ever having to represent my race
- Being articulate without being considered a credit to my race
- Shopping at a high-end store without being followed by security
- The ability to see race as “N.M.I.”

Examples of Cultural Imperialism

- Seeing white as “normal”
- Band-Aids in “flesh” color
- White domination of media outlets
- White history taught as U.S. History
- Children’s books, barbies, baby dolls, historically only reflected the White experience
- What color is Santa Claus at your local mall?

A History of Whiteness in Education

- Historically not allowing slave children to read so they could not become literate and work to change their social status
- Creating separate and unequal schools
- Removing Native American school children from their tribes and families so that they could learn the White way to speak and act
- Teaching White history as U.S. History

Whiteness in Education Today

- Using property taxes to fund school districts
- Williams v. State of California
 - Textbooks less available or out of date for students in urban schools
 - Students of color tracked into vocational courses rather than college prep
 - Less credentialed and less experienced teachers
 - School facilities in disrepair and resources less available to students in urban settings.
- Teacher perceptions/expectations of what a “good” student looks like and acts like

The Cost of White Privilege

- Division and exploitation within society
- The belief in a historical perspective that is distorted and inaccurate
- Ignorance about the contributions of people of color in America
- A false sense of superiority for whites
- A life experience that is distorted, limited, and less rich

Kivel, P. (2002). Uprooting Racism. How White People Can Work for Racial Justice. Canada; Gabriola Island, BC, New Society Publishers.

What can I do?

- Make the issues of people of color your issues
- Learn about and talk about the issue of race
- Recognize your own privilege and do not take advantage of it
- Demand that voices of color are “at the table” and their perspectives valued
- Listen...simply take time to listen to the experiences, perspectives, and opinions of people of color
- Do not assume that your experience is **THE** experience

A Final Challenge to White Folks

- Try spending one week listening only to voices of color in the media
 - Books by authors of color
 - Television programs written, directed, acted, and produced by people of color
 - Get your news from a minority news source
 - Minority radio stations, CDs, DVD's

Questions?

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