DAY 3: The Meaning of Privilege

It's time to talk privilege. The idea of privilege can be divisive, but at the core it means a built-in advantage, immunity, or benefit that a person or group enjoys beyond what others have access to or experience. Most everyone can identify at least one privilege that they hold; examples may include ability status, education level, wealth, gender identity, job status, marital status, the community that you live in, and more.

There are different levels and layers of privilege in our society. The experiments in the following videos show how people identify their privileges and how each privilege interacts to create levels of "status" that move some people ahead and keep others behind.

Consider the self-reflection questions and activities to identify ways that you could use your privilege to promote racial equity and justice in our community.

LEARN

Option 1: Watch this "What is Privilege" video

Option 2: Watch "Race and Privilege: A Social Experiment" from CNA Insider

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REFLECT AND TAKE ACTION

Questions to Consider for Self-Reflection:
- What did you notice about your personal reactions while reading and viewing today's material? What do these reactions tell you about your experiences?

- Looking at the community where you grew up or where you are currently living, what do you notice about how privilege and marginalization have shaped the community and your opportunities?

Ways to Get Involved:
- Complete your Personal Privilege Profile
- Choose one or more Ways to Promote Racial Justice in Your Workplace
- Attend the University of Rochester's upcoming REAL (Rochester Equity and Access Leadership) Conversation on Wednesday, October 28, to hear Mary-Frances Winters speak about her new book and how to foster equity, empathy, and belonging across differences through inclusive conversations.

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