

Dear campus colleagues,

Thank you for choosing to present the IEE “**Bulletin Board in a Bag**”: **Check Your Privilege** in your area this **November!**

In this packet, and any attached documents, you will find everything you need to begin a great bulletin board.

### **How to use**

We’ve provided several flyer-sized pages of information, intended to get your board started; researching and adding additional information that would be of most interest to your particular residents (relevant communities in their home states/nations, campus/community activities that appeal to their majors and hobbies) can help expand the board and improve its impact.

For the most part, the Board is just print and post ready. Many of the sheets are designed so that you can put one on top of the other and residents can “flip” them to read more (Ex. the Hinduism sheet stapled on top of the facts about Hinduism). If we had it available at the time of publication, we’ve also included or attached information about campus/community events observing this month, that you can post as well. If there aren’t any, you can check the IEE website [www.du.edu/studentlife/ie-education/](http://www.du.edu/studentlife/ie-education/)) to see what events they have scheduled, and add them to your Board. And, consider making attending one of these events a program for your floor!

### **Feedback**

To help us know where our boards have been, and how residents have responded to them, please email us ([igr@du.edu](mailto:igr@du.edu)) any/all of the following:

- Your name, hall and floor where the board is posted
- A photo or two of the board up on your floor
- A brief description of any reaction/feedback the board generated on your floor community,
- And any feedback you have about this board or ideas for other Inclusive Excellence-related identities/issues/observances we could provide for the future.

(And in the unfortunate event there’s any defacement or other negative reaction to the board, please follow your hall’s reporting procedures, and let us know.)

THANKS for sharing this important, and interesting, info with your residents!

Sincerely,

Inclusion and Equity Education

[www.du.edu/studentlife/ie-education/](http://www.du.edu/studentlife/ie-education/)

[facebook.com/IEedDU](https://facebook.com/IEedDU)

**CHECK**

**YOUR**

**PRIVILEGE**

# WHAT IS PRIVILEGE?

Some examples:

- **Privilege** → unearned access to resources (social power) that are only readily available to some people because of their social group membership; an advantage, or immunity granted to or enjoyed by one societal group above and beyond the common advantage of all other groups. Privilege is often invisible to those who have it.

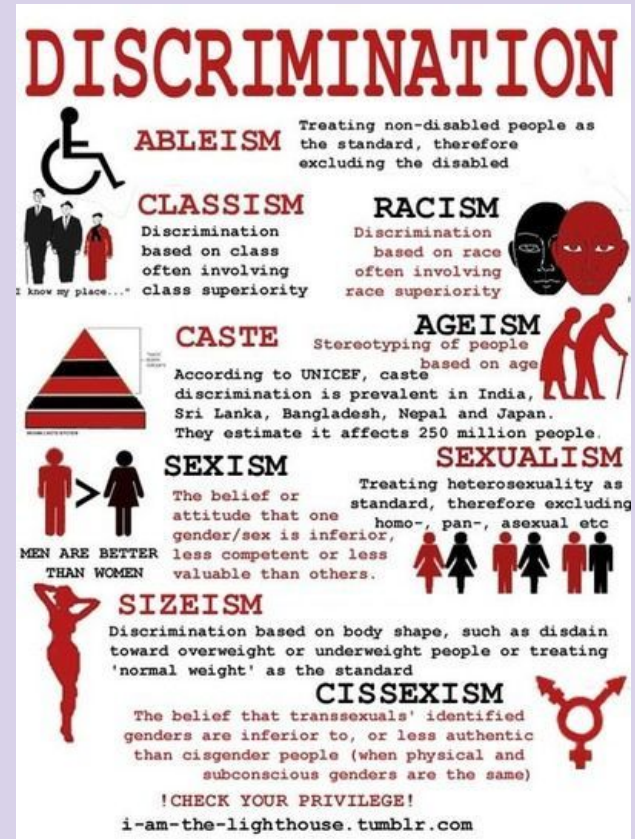
- *"I can use public restrooms without fear of verbal abuse, physical intimidation, or arrest"*
- *"I can have immediate access to my loved one in case of accident or emergency"*
- *"I can expect to have time off work to celebrate religious holidays."*
- *"I can if I wish arrange to be in the company of people of my race most of the time."*

If you don't  
have to think about it,  
**it's a privilege.**

[https://www.huffingtonpost.com/gina-crosleycorcoran/explaining-white-privilege-to-a-broke-white-person\\_b\\_5269255.html](https://www.huffingtonpost.com/gina-crosleycorcoran/explaining-white-privilege-to-a-broke-white-person_b_5269255.html)  
<https://nccj.org/what-privilege>  
<https://guides.kirkwood.edu/privilege>  
<http://itspronouncedmetrosexual.com/category/privilege-lists/>

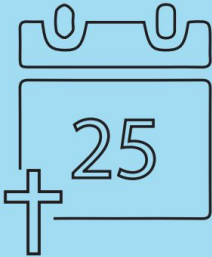
# OKAY... BUT WHAT KIND OF PRIVILEGE CAN I HAVE?

- Christian privilege
- Class privilege
- Heterosexual/straight privilege
- Male privilege
- White privilege
- Adult privilege
- Able-bodied privilege
- Cis privilege
- And many others!
- <https://nccj.org/what-privilege>



# CHRISTIAN PRIVILEGE

- The unearned access, resources and social status systematically given to Christians at the expense of other religious and nonreligious individuals, cultures and institutions.
- Some examples of christian privilege are:
  - Music and television programs pertaining to your religion's holidays are readily accessible.
  - It is easy to find stores that carry items that enable you to practice your faith and celebrate religious holidays.
  - You aren't pressured to celebrate holidays from another faith that may conflict with your religious values.
- <http://itspronouncedmetrosexual.com/2012/05/list-of-example-s-of-christian-privilege/>



If you can expect time off from work to celebrate your religious holidays, **you have Christian privilege.**

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
**CHECK YOUR PRIVILEGE:**

<input type="checkbox"/> WHITE	<input type="checkbox"/> CISGENDER*
<input type="checkbox"/> MALE	<input type="checkbox"/> ABLE-BODIED
<input type="checkbox"/> CLASS	<input type="checkbox"/> HETEROSEXUAL
<input checked="" type="checkbox"/> CHRISTIAN	

privilege: unearned access to social power based on membership in a dominant social group

Developed at the University of San Francisco by Dr. Walker (Psychology), Dr. Poole (School of Management, Marketing), Professor Murray (Design) and Student Life. Original poster designs by Camille Escobedo, Ray Chai, Veronica Cabanayan and Cat Bagg.

\*CISGENDER: a description for a person whose gender identity, gender expression and biological sex all align



<https://nccj.org/what-privilege>

<https://myusf.usfca.edu/student-life/intercultural-center/check-your-privilege>

# CISGENDER PRIVILEGE

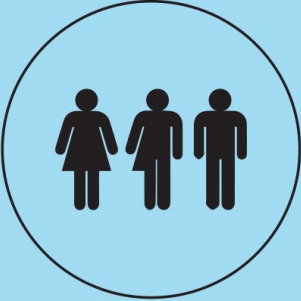
- Cisgender → denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex.
- The unearned access, resources and social status systematically given to cisgender people at the expense of trans\* people.
- **35** states have no laws against employment discrimination based on sexual orientation or gender identity
- **26%** of the United States employers would not promote a qualified gay individual
- **83%** of all trans\* people report verbal abuse because of their identity or gender presentation

<https://nccj.org/what-privilege>

<https://myusf.usfca.edu/student-life/intercultural-center/check-your-privilege>

<https://www.google.com/search?q=Dictionary#dobs=cisgender>

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If you can use public bathrooms without stares, fear or anxiety, **you have cisgender privilege.**

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The University of San Francisco is an equal opportunity institution.

# CLASS PRIVILEGE


- The unearned access, resources and social status systematically given to upper-middle, upper, rich and owning class individuals at the expense of working and poor class individuals.
- $\frac{2}{3}$  of all income growth that occurred between 2001-2007 went to the wealthy class
- If politicians pay attention to your class, and fight for your vote in election seasons, you have class privilege
- If you can readily find accurate or non-caricatured examples of members of your class in films, TV, or other media, you have class privilege

<https://nccj.org/what-privilege>

[https://myusf.usfca.edu/sites/default/files/privilege\\_class.pdf](https://myusf.usfca.edu/sites/default/files/privilege_class.pdf)

<http://itspronouncedmetrosexual.com/2012/10/list-of-upperclass-privilege/>

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If while growing up,  
college was an expectation of you,  
not a lofty dream,  
**you have class privilege.**

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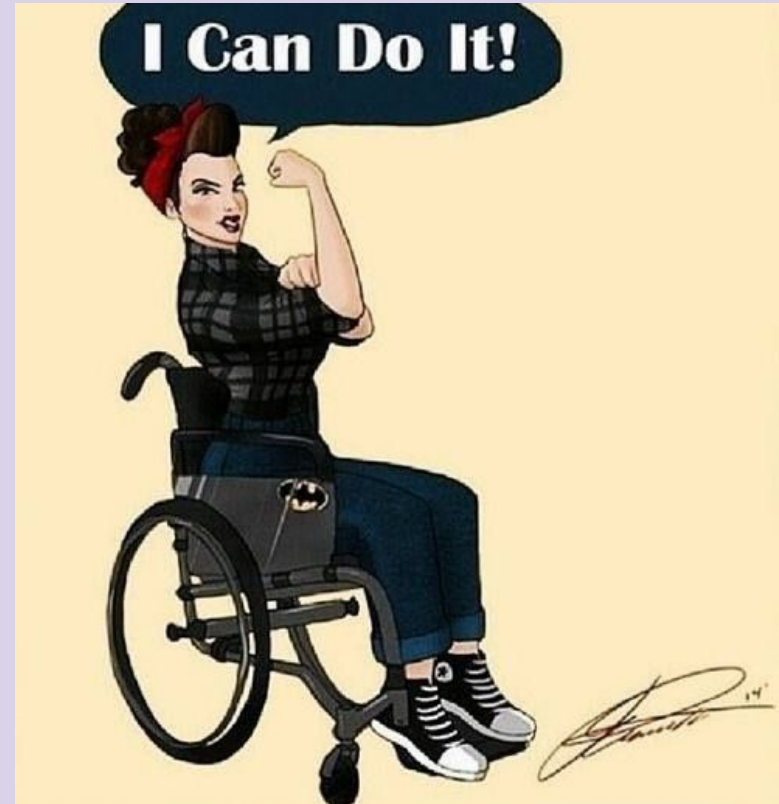
Presented by Dr. Walker (Psychology Dept.), Dr. Peale (School of Management, Marketing Dept.), Professor Murray (Design Program), and Student Life. Poster design by Camille Exposito, Ray Choi, Veronica Cabanayan and Cat Bagg.

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# ABILITY PRIVILEGE

- The unearned access, resources and social status systematically given to people who are physically, psychologically, cognitively and intellectually able at the expense of people with a disability (physical, psychological, cognitive or learning).
- Some examples of ability privilege are:
  - You can go about your day without planning every task, like getting dressed or going to the bathroom.
  - Your mental illness diagnoses don't affect how you are perceived in the workforce
  - Public transportation is easy for you.
  - You can more easily get a job because you have more access to a particular skill set.





# WHITE PRIVILEGE

- The unearned access, resources and social status systematically given to white people at the expense of people of color.
- Some examples of white privilege are:
  - Black men who commit the same crimes as white men receive federal prison sentences that are, on average, nearly 20 percent longer.
  - Education, money, and power provide access to good health. However, access to those systems is limited for people of color by the historic and systemic injustices that continue to benefit white people

<https://nccj.org/what-privilege>

<https://www.popsugar.com/news/What-White-Privilege-40523831>

[https://www.washingtonpost.com/news/wonk/wp/2017/11/16/black-men-sentenced-to-more-time-for-committing-the-exact-same-crime-as-a-white-person-study-finds/?noredirect=on&utm\\_term=.2445c7469236](https://www.washingtonpost.com/news/wonk/wp/2017/11/16/black-men-sentenced-to-more-time-for-committing-the-exact-same-crime-as-a-white-person-study-finds/?noredirect=on&utm_term=.2445c7469236)

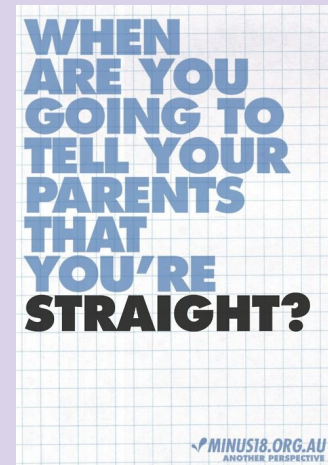


<https://centerforhealthprogress.org/blog/publications/health-white-privilege/>

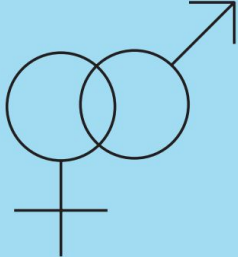
# HETEROSEXUAL PRIVILEGE

- The unearned access, resources and social status systematically given to heterosexual/straight individuals at the expense of lesbian, gay, bisexual, queer and pansexual people.
- Some examples of heterosexual privilege:
  - Not having to assess your safety in public because you fear being physically targeted because of your perceived sexuality
  - Public recognition and support for an intimate relationship (e.g., congratulations for an engagement).
  - Expressing affection in most social situations and not expecting hostile or violent reactions from others.

- <https://myusf.usfca.edu/student-life/intercultural-center/check-your-privilege>
- <https://nccj.org/what-privilege>
- <http://vanguardmagazine.co.za/relativity-identity-and-privilege-have-you-checked-your-privilege-lately/>



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If you cannot be legally fired from work because of your perceived sexuality, **you have heterosexual privilege.**

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The views expressed herein do not necessarily reflect the position of the University of San Francisco.

# MALE PRIVILEGE

- The unearned access, resources and social status systematically given to men at the expense of women.
- 1 in 2.5 women are victims of sexual assault in their lifetime
- Some examples of male privilege are:
  - If you have a bad day or are in a bad mood, people aren't going to blame it on your gender
  - You can be careless with your money and not have people blame it on your gender
  - You can be a careless driver and not have people blame it on your gender

<https://nccj.org/what-privilege>

<http://itspronouncedmetrosexual.com/2012/11/30-examples-of-male-privilege/>

<https://skillcrush.com/2013/01/11/unpacking-male-tech-privilege/>



## BACKPACK OF MALE PRIVILEGE\*

\*Privilege: a right or immunity granted as a peculiar benefit, advantage, or favor

### In Business



I can be reasonably sure that an investor will not ask, "When do you plan to have children?" during a meeting

I can easily find a professional mentor of my gender

I won't be asked "Who helped you write the code?" during a demo

I will be respected as the leader of my company, not asked to be put in touch with the team "directly"

### At Conferences and Hackathons

It is likely that at least half of the speakers/panelists/presenters will represent my gender



I will see a significant representation of my gender among attendees

The presence of my gender is not billed as a "perk" of a conference

I can be reasonably sure that if I submit a proposal to speak at a conference, my idea will be evaluated on its merits alone

I won't be mistaken for the wait staff at a technology conference

### At Networking and Social Events

My relationship status is not a primary topic of conversation



I rarely or never have to worry about unsolicited sexual advances at a professional social gathering

I rarely or never worry about how I will be judged based on what I am wearing to an event.

I never feel anxious about "sticking out" as one of the few members of my gender in attendance

Acquaintances greet me with a handshake, rather than a hug or kiss

Inspired by "White Privilege: Unpacking the Invisible Backpack" by Peggy McIntosh  
Crowdsourced by the Tech Lady Mafia

# PSA:

- Becoming aware of privilege should not be viewed as a burden or source of guilt, but rather, an opportunity to learn and be responsible so that we may work toward a more just and inclusive world.
- Privilege is intersectional, meaning that its implications permeate into every institution and aspect of societal framework.
- Privilege is socially given, not chosen, and is independent of attitude or belief system. Believing in equality between the races in the US, for example, does not cancel the privilege of a white person.
- That being said, privilege does not make your life easy. Rather there are aspects of life you are not forced to think about and adapt to on a daily basis
- [https://myusf.usfca.edu/sites/default/files/privilege\\_general.pdf](https://myusf.usfca.edu/sites/default/files/privilege_general.pdf)
- <https://everydayfeminism.com/2012/12/how-to-talk-to-someone-about-privilege/>
- <https://www.psychologytoday.com/us/blog/acquired-spontaneity/201611/you-re-not-bad-person-facing-privilege-can-be-liberating>



**GOT  
PRIVILEGE?**