

NEWSLETTER

Diversity, Equity & Inclusion



Greetings –

How many of you have heard the term 'privilege' but do not fully understand what that means? I will be honest, after hearing it in the media so much this summer, I had to look it up because it is not a term that I have actually spent time thinking about until recently. Today, our journey is going to unravel the word privilege as we identify what it means and how it impacts each of us.

Thank you, *Terri*

Day Three - What is Privilege?

“For those of us called white, whiteness simply is. Whiteness becomes, for us, the unspoken, interrogated norm, taken for granted, much as water can be taken for granted by a fish.” — [Tim Wise](#) (3 minute read), *White Like Me*

Privilege is the unearned social, political, economic, and psychological benefits of membership in a group that has institutional and structural power ([source](#)). There are many types of privilege that different groups have in the US. We commonly hear about privilege because of race or gender, but privilege also exists for different groups based on religion, sexuality, ability, class, education level. Read more about [5 common types of privilege](#) (10 minutes).

Having privilege can give you advantages in life, but having privilege is not a guarantee of success.

Today's Challenge

Option 1: Take this eye-opening [privilege self-assessment](#) (5 minutes) by BuzzFeed to discover where you are on the spectrum.

Option 2: Watch this short, powerful [Buzzfeed video featuring a privilege walk](#) (3:59 minutes). See how privilege shows up differently for this group of co-workers. Note: this video may be triggering for some people of color.

Option 3: Watch this [video from Robin DiAngelo, author of White Fragility](#) (20:01 minutes) about how racism isn't only individual acts of discrimination, it is a deeply embedded system that impacts all of our lives.

UWMI Staff Pick

[Recognizing Privilege: Power to All People](#) (13:10 minutes)
TED Talk by Michael Yates

Tomorrow's topic: Talking About Race

