

Day 2

Recognising Privilege

#EveryActionCounts
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 <p>RACE EQUALITY WEEK 3-9 February 2025</p>	<p>Powered by green park</p> 
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Day 2

How can we use our privilege as a force for good?

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Today's eye opener

30 seconds

- Do you feel safe sharing your thoughts in meetings without fear of negative consequences?
- Have you ever been able to take time off for personal or family needs without feeling guilty or fearing it would negatively impact your career?
- Have you ever received mentorship or guidance from someone in a senior position?
- Have you ever been offered opportunities for career advancement or special projects without having to ask for them?

Some people are able to tick most of these boxes, but others cannot tick any.



Thinking about these questions can help you understand how privilege affects the workplace.

Privilege isn't something we can control, but we can choose how we use it.

Recognising our own privilege — whether it's based on race, socioeconomic status, or other factors helps us understand how we can support others, especially those from marginalised racial or ethnic groups.

Video – 4 minutes

Watch this video which shows how privilege is often unearned, through a visual exercise <https://www.youtube.com/watch?v=hD5f8GuNuGQ>



A group of people, including a woman on the left and a man on the right, are standing together. The image is overlaid with a yellow filter. The text is centered over the image.

“

You can't control how much privilege you have but you do have some control over how to use your privilege to demonstrate allyship.

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Could you be privileged without even knowing it?



Some people have certain opportunities or things they don't have to worry about such as:

1. Having your voice heard and your opinion taken on board
2. Being comfortable to say no
3. People pronouncing your name correctly
4. Not having an accent.

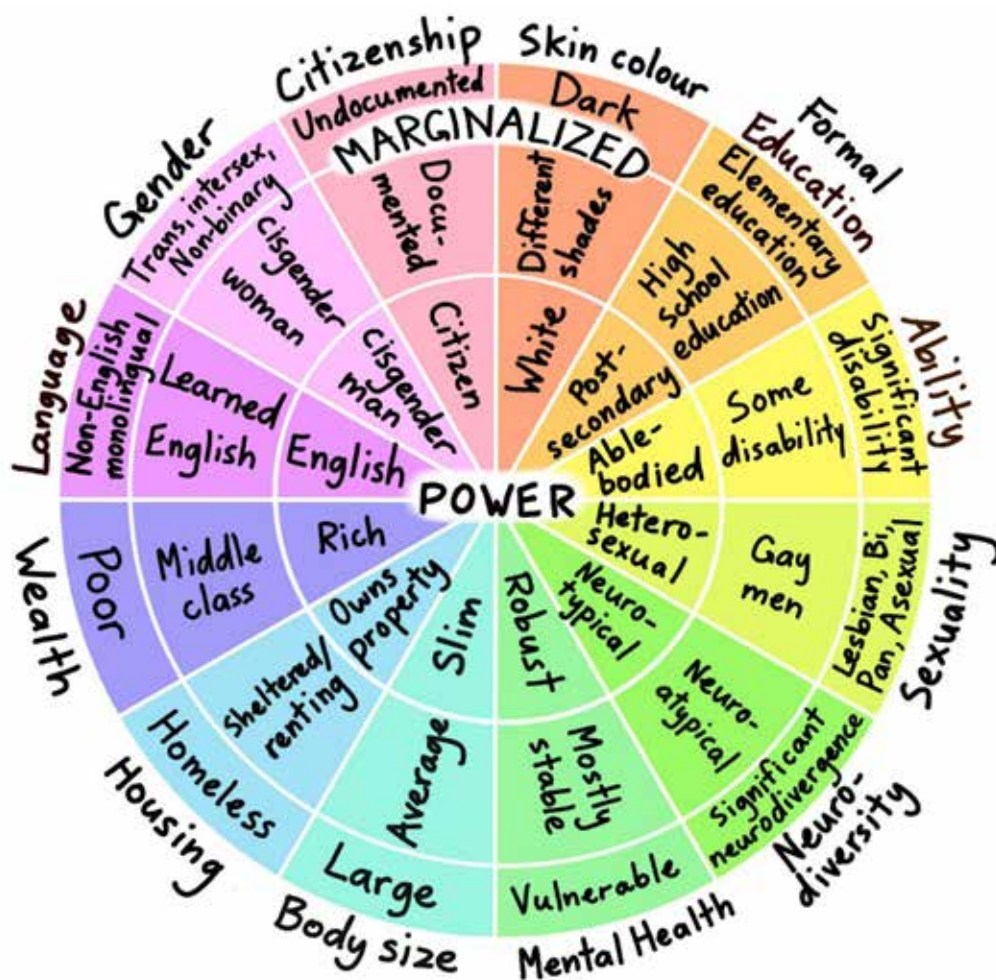
Some people don't have any of these privileges. Reflecting on this helps us recognise our own advantages.



Privilege is Relative

The concept of "**privilege**" can stir debate, yet it's crucial to acknowledge your own advantages to effectively support others. Privilege and power are always relative; we are always more privileged than someone and less privileged than someone else. Look at the following "**Wheel of Privilege**":

Wheel of Privilege



The further you are from the centre ("power"), the more you may have been discriminated, marginalised or deprived of equal opportunities.

However, as you consider different categories, notice how your level of power changes.

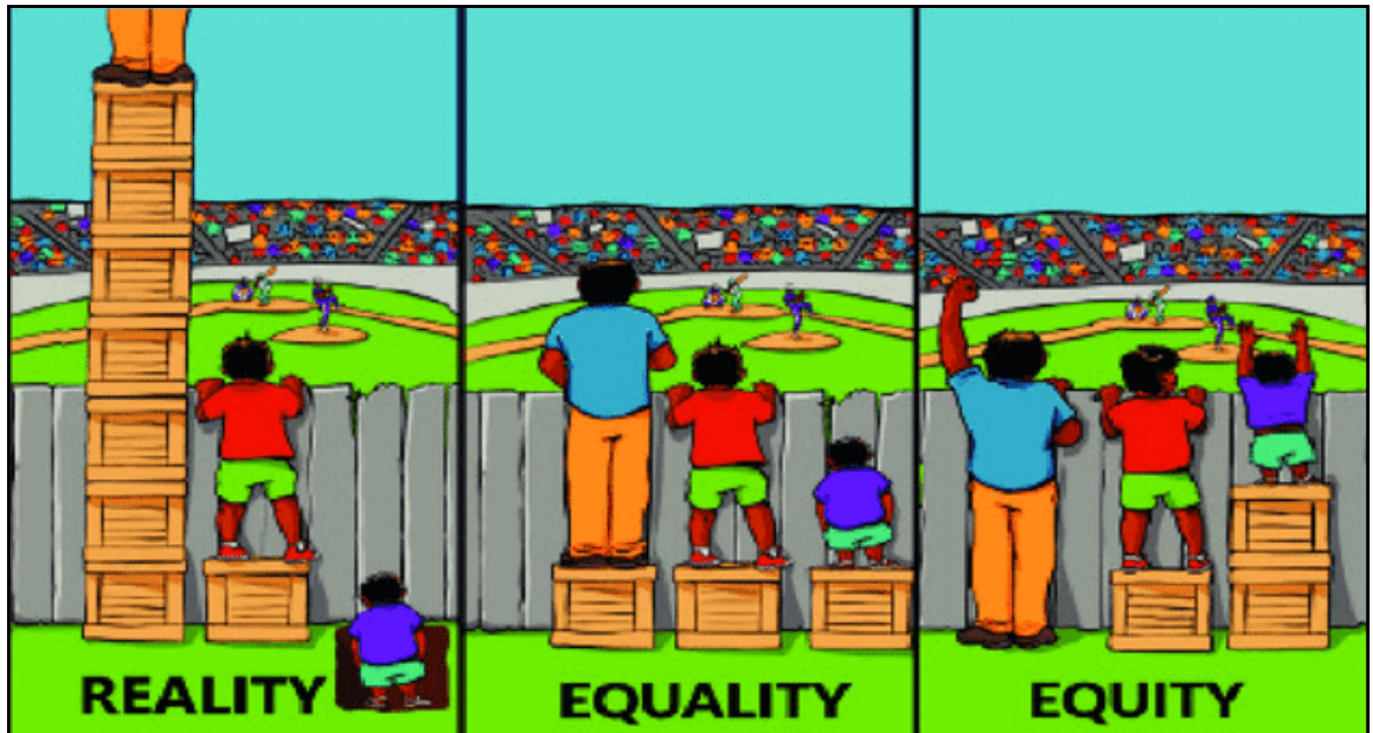
You might catch yourself thinking, "I've had it tough, too" or "I have worked hard to get where I am." Having privilege **does not** negate your hard work or personal challenges.

We all have existing forms of privilege. **Allyship** involves using your privileges to support those who have less, and recognising that some individuals have more advantages than others.

*Adapted from ccrweb.ca image by @sylvia duckworth

Equality vs Equity

Look at the following image:



Reality highlights how privilege advantages some more than others.

Equality assumes everyone's needs and circumstances are broadly the same, giving everyone the same opportunities to watch the baseball game.

But **Equity** understands that people have different circumstances and needs. By providing different types of support, we can level the playing field, ensuring everyone can watch the game.

By using fair practices, organisations can build a workplace where everyone feels included and supported, regardless of their starting point.

Action – 45 seconds



How can you become an active ally and use your privilege to remove barriers and obstacles for others? Ideas to consider:

- **Amplify voices and actively listen** - to people from diverse backgrounds, for example if a colleague from an ethnically diverse background is spoken over in a meeting, respectfully intervene. For example, "Sorry, can we go back to what Muhammad was saying? I'd like to hear more about that."
- **Respectfully challenge harmful behavior** - both in person and online for example, If you hear someone make a racially insensitive comment, address it. For example, "I don't think that's appropriate, and here's why..."
- **Actively listen** to people from diverse backgrounds.
- Visit #ItsNotMicro to learn how to confidently challenge microaggressions in a non-confrontational, respectful way.
- **Always be inclusive** for example when planning projects and social events so that everyone has an opportunity to be involved.

Here is one action you can make as a senior leader

Consider reverse mentoring. This is where a colleagues is mentored by someone from a different background. You both can grow and share knowledge with each other.

To find out more about membership



[click here: raceequalitymatters.com/become-a-member/](https://raceequalitymatters.com/become-a-member/)

Action/s I will take:

Action/s I will take:	To be achieved by



If you are interested and would like to find out more.

Additional Resources:

[What is privilege?](#)

[Famous "school race" video on privilege:](#)

[White privilege: What is it and how can it be used to help others?](#)

[10 Ways to Be a Better Ally and Use Your Privilege for Power](#)

[How to use your privilege to even the playing field](#)

[How to check your privilege- A podcast by Myisha T Hill](#)

You can help us

If you found today's challenge helpful you can support us to create more solutions

Race Equality Matters provide many solutions resources and events for free, so:

1. Everyone can access them, regardless of budget.
2. The real barriers to race equality in the workplace are addressed.
3. The change we all want to see and feel, is accelerated.



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91% say what we are doing will make an impact.

If you or your organisation can help, your donation will mean the world and help end racial inequality. Thank you

A special thank you to some of our key partners and collaborators

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