

What power do I possess?

What privilege(s) do I possess?

How can I use my power and/or privileges to effect change in my work environment?

List at least 3 actions that you will personally commit to to achieve a culture of inclusivity:

1.

2.

3.

Unpacking Our Privilege to Be Better Allies

Add a ✓ next to all the statements that apply to you

Unpacking Privilege

- I've rarely been disrespected or denied an opportunity because of my skin color
- I'm usually not the only person of my race in a room I can expect there will be a public bathroom available that aligns with my gender
- I can assume that people won't think I'm incompetent or helpless because of the way that I look
- I see my experience reflected in movies and television shows
- I'm not used to regularly being followed or questioned in a store
- I don't fear for my safety when interacting with the police
- I'm not usually mocked for my accent
- I have never been asked, "Where are you really from?"
- I'm not asked to explain or define my sexual orientation or gender
- People refer to me by the right pronoun
- I don't regularly avoid certain places because I'm worried about my safety or about being sexually harassed
- I expect chairs or public seating to be comfortable for my body
- I don't feel pressured to spend significant time or money on my appearance
- I don't think twice about mentioning the gender of my partner or spouse regardless of whom I'm talking to
- My religion's holidays are commonly marked on work or school calendars
- I don't often worry whether a new environment is physically safe or accessible
- I'm not typically disrespected or denied opportunities because of my religion
- My parents helped pay for my education
- I don't worry about covering a large, unexpected expense, like a car repair or medical bill
- My parents or guardians were homeowners
- When I say I'm unable to do something, people don't question whether I'm lying or lazy

Uncovering Workplace Inequities

Everyday Interactions

- I have never heard a colleague make a cruel joke about people like me
- My colleagues don't comment about my culture or religion in ways that make me feel excluded or demeaned
- No one has ever asked to touch my hair at work
- Coworkers don't confuse me with others of my race
- I rarely hear comments suggesting I'm not dressed professionally enough

- People rarely or never call me "emotional" when I express my opinion at work
- I can talk about my personal life without feeling like I'm coming out or explaining myself
- I don't often feel othered by the words my colleagues use

Workplace Norms and Expectations

- I can use company bathrooms without stress or anxiety
- I have never declined a work social event because the building wasn't accessible
- I often have leftover sick days that I can use as vacation time
- I have never had to disclose an invisible disability to get the support I need at work
- I can take paid time off to care for someone without worrying that people will think I'm not committed to my job
- I don't have to take PTO days to celebrate my religious holidays

Advancement and Recognition

- I don't have to worry that my race or whom I love contributed to me missing out on a promotion
- I'm usually not interrupted when I speak up in meetings
- My performance reviews are mostly focused on my work and not my personality or "style"
- I have not been asked to limit my interactions with clients or external partners because of my gender or sexuality
- People don't dismiss my ideas or ignore my suggestions because they perceive I have a disability
- My manager supports my career advancement by giving me stretch assignments or encouraging me to learn new skills
- I can go to informal networking events without worrying people like me won't be welcome there
- I generally get credit for my ideas and contributions at work

Mentorship and Sponsorship

- It's easy to find potential mentors or sponsors I identify with
- I see myself reflected in the leadership team at my organization
- Senior leaders at my company have probably navigated challenges similar to mine
- I have family members or people in my network whom I can go to for career advice
- I have had meaningful interactions with senior leaders at my company
- A mentor or sponsor has helped me get a job or a promotion
- I feel comfortable telling my mentor or manager about challenges I'm facing at work