

SYSTEMS OF PRIVILEGE

Privilege IS:

- Unearned
- Beneficial
- Advantageous
- Systemic
- Identity-Based
- A result of a history of exclusion and oppression

Privilege is NOT:

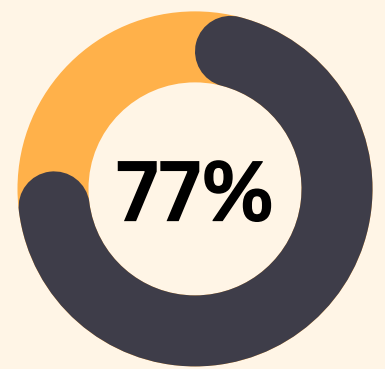
- Racism
- Debatable
- Immunity to hardships
- An assumption accomplishments are unearned
- One's whole identity - individuals can have both privileged and marginalized identities at the same time

RECOGNIZING:

- White Privilege
- Heterosexism
- Ableism
- Religious Privilege
- Intersectional Privileges
- Thin Privilege
- Linguistic Privilege

Privilege in the Workplace

- Talk about Privilege at Work
- How organisational practices contribute to meshing privilege in place
- White Men's Perception of Workplace Privilege
- Socioeconomic Privilege and Meaningful Work



White employees in the workforce.

Blacks, Hispanics, and AIAN together make up a greater share of the general population than they do of those working in S&E occupations and with S&E degrees.

Privilege in STEM

- Intersectional Privilege
- (Un)Awareness of Impact of Privilege in Pursuit of a STEM Degree
- URM Experiences in STEM Classrooms - doi: 10.1080/15210960.2019.1572487
- Subtle but Potent Inequities

Talking About & Responding to Privilege

- White people claim hardships in response to racial inequity
- How White Americans Manage a Privileged Identity
- The Unfortunate Truth Of Language Privilege and its Impact On Employment

43%

White Americans say they benefit from privilege

92%

Black Americans say white people benefit from privilege

10%

People from working-class backgrounds make it into higher managerial, professional occupations.

Privilege vs. Meritocracy

- The Myth of Meritocracy
- Saying Meritocracy and Doing Privilege
- Both Diversity and Meritocracy: Managing the Diversity-Meritocracy Paradox with Organizational Ambidexterity