Outcomes:

– Provide content that explains the intersection of power and privilege

– Understanding and using your privilege effectively.

– Examine the concepts of Ally-ship and Accomplice (Practice)
Before we get started…

Shame  Blame

Establishing tone and trust is critical for this work!
Polling Question
COMMON LANGUAGE
Social power is a form of power that is found in society and within politics. While physical power relies upon strength to force another person to act, social power is found within the rules of society and laws of the land. It rarely uses one-on-one conflicts to force others to act in ways they normally would not.
“Power does not corrupt people. The fear of losing power corrupts people”
Intersectionality

• We need to understand the experience of individuals at the intersection of:
  – **Gender**: social differences to people of different sexes
  – **Sexuality**: sexual identity and sexual orientation
  – **Race**: classification of individuals based on their physical characteristics
  – **Class**: social and economic standing in society
Intersectionality - the ways in which oppressive institutions (racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined separately from one another. (African American Policy Forum)

For example, on average, women make less than men in the workplace. But, women of color make even less in the workplace. In this instance, their gender and ethnicity are interconnected in creating further disadvantages.
Oppression

• While anyone can hold racial prejudice and any racial prejudice can result in mistreatment, racism results in a special type of mistreatment: oppression.

• Oppression results when

• (1) racism is a part of the dominant culture's national consciousness;

• (2) it is reinforced through its social institutions; and

• (3) there is an imbalance of social and economic power in society.
“…uneared assets that I can count on cashing in each day, but about which I was ‘meant’ to remain oblivious… like an invisible weightless knapsack of special provisions, maps, passports, codebooks, visas, clothes, tools and blank checks.”

-- Peggy McIntosh
What do we mean by “Privilege”?

• Members of the “privileged” group gain benefits simply by their affiliation with the dominant side of the power system.

• We take them for granted – because we don’t see them!

• They are often presented as being based on “merit” rather than simple affiliation.
“Individuals with privilege are not responsible for the circumstances that brought them privilege, but they are responsible in how they respond to it.”
MALE PRIVILEGE
Male privilege is a concept used to examine the social, economic, and political advantages or rights that are made available to men solely on the basis of their gender. A man's access to these benefits may also depend on other characteristics such as race, sexual orientation, and social class.
“White privilege” is a name for the unearned advantages and benefits that accrue to “white” people by virtue of a system that establishes the experiences, values, and perceptions of their group as the norm and what is most desired or esteemed.
Break Out Rooms (5 Minutes)

In your break rooms share your thoughts and observations about the video.

What did you learn from the comments in the video?
What I can I do?
Become an Ally or/and Accomplice
Ally-ship

In **social justice** work the term **Ally** is often defined as a person who uses their privilege to advocate on behalf of someone else who doesn't hold that same privilege.

Ally-ship is one of the first action-oriented tools one learns in **social justice** and bias trainings.
An Ally

- Comfortable with own identity,
- Initiates learning about others,
- Acknowledges unearned privileges,
- Works to change privileges into rights that target members can also enjoy,
- Willing to take risks,
- Committed to taking action!
An Accomplice

An ally will mostly engage in activism by standing with an individual or group in a marginalized community.

An accomplice will focus more on dismantling the structures that oppress that individual or group—and such work will be directed by the stakeholders in the marginalized group.
SAMPLE ACTIONS STEPS

- **Personal**
  - Attend a new cultural event
  - Attend a social justice focused workshop
  - Have a discussion with friends
  - Have a discussion with people from a different social space
  - Attend a film or lecture
  - Read a book(s)

- **Professional**
  - Investigate research on specific topic or issue
  - Attend a power & privilege workshop
  - Survey attitudes and beliefs of peers on cultural issues
  - Invite a speaker
Resources:

Books:
- So You Want To Talk About Race, by Ijeoma Oluo
- White Fragility, by Robin DiAngelo
- Biased, by Dr. Jennifer Eberhardt
- Me and White Supremacy, by Layla Saad

Videos:
- The Hate You Give
- Uncomfortable Conversations With a Black Man
- How to Deconstruct Racism
Moment of Clarity

I learned that …

I realized that …

I was pleased that …

I was not aware of…