Fostering Inclusion:
Privilege Learning Byte
What is Privilege?

The Merriam Webster dictionary defines privilege as “a right or benefit that is given to some people and not to others.”

Understanding Privilege

- “The characteristics of the privileged group define the societal norm, often benefiting those in the privileged group.”
- “Members of privileged groups experience the comfort of opting out of struggles against oppression if they choose.”
- The above two points mean “that privilege is rarely seen by the holder of the privilege.”

Some Categories of Privilege

Each of us has privilege in our lives. However, the way in which we experience this advantage is varied and can fall into the following, as well as many more, categories:

“Seeing privilege at the intersection is complicated by the fact that there is no purely privileged or unprivileged person.”

Addressing Privilege

• Understand your own privilege – this can be challenging work!
  – Remember there are many more categories of privilege than those just listed on the previous slide.
  – Review the section of “Helping Students Explore Their Privileged Identities” entitled ‘Challenges to Exploring One's Privileged Identities.’

• Identify and learn about our social, political, and societal structures that perpetuate privilege.
Want More Information?

Articles
- White Privilege: Unpacking the Invisible Knapsack (article) by Peggy McIntosh

Books
- Privilege: A Reader Edited by Michael S. Kimmel & Abby L. Ferber
- Privilege Revealed: How Invisible Preference Undermines America by Stephanie M. Wildman