“But I don’t feel Privileged.”

What is identity privilege and how does it affect us?

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Goals

- Increase our understanding of privilege
- Understand its impact on our experiences
- Learn the skills to enter conversations about privilege
OUR REQUESTS

• Self-care
• In process
• “I” Statements
• Make room
• Discomfort
• Risks
Who am I?

INDIVIDUALS

GROUPS

ORGANIZATIONS/SYSTEMS
Common Beliefs about Privilege

We are one human race, so I don’t notice difference.

If people just work hard and do the right thing, they will do fine.

Because I have disadvantages, I cannot have privilege.

Poll Everywhere link:
What Is Identity Privilege?

- It’s relative, conditional, & contextual
- Historically driven by policy, law, culture, & tradition
- Facilitates access to resources
- Access to privilege does not determine one’s outcomes

“Privilege exists when one identity group has something of value that is denied to others simply because of the identity groups they belong to, rather than because of anything they’ve done or failed to do.” ~Peggy McIntosh
Identity Privilege Poll

Directions: Select all that apply

Poll Everywhere Link:
### How did you feel having this conversation?

<table>
<thead>
<tr>
<th>NERVOUS</th>
<th>SAD</th>
<th>DIFFICULT</th>
</tr>
</thead>
<tbody>
<tr>
<td>POWERFUL</td>
<td>PENSIVE</td>
<td>HUMBLE</td>
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<td>POSITIVE</td>
<td>EMOTIONAL</td>
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<td>WORRIED</td>
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<td>NECESSARY</td>
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Take Aways

• Recognize our differences & that they matter
• Stay in it
• Speak up when you notice a pattern of exclusion
• Always keep in mind how your identities are showing up
• Continue to educate yourself
Leveraging privilege

What is one action I can commit to to promote justice and inclusion on campus?

What is an idea I have to promote justice on Campus?

Poll Everywhere Link:
On Campus Resources

University of Maryland Counseling Center
Website: counseling.umd.edu
Counseling Center Main Number: (301) 314-7651
After Hours Crisis Support: (301) 314-7651

University Health Center
Website: health.umd.edu
Telephone: 301.314.8180
Email: health@umd.edu

Office of Diversity and Inclusion (ODI)
Website: diversity.umd.edu
Email: diverseterps@umd.edu
How do we have these Convos

- Own your role
- Listen to understand & empathize
- Speak from your head & heart
- Lean into the discomfort
- Keep in mind what is your goal & value = to promote equity & justice