



"BUT I DON'T FEEL PRIVILEGED."

WHAT IS IDENTITY PRIVILEGE AND HOW DOES IT AFFECT US?

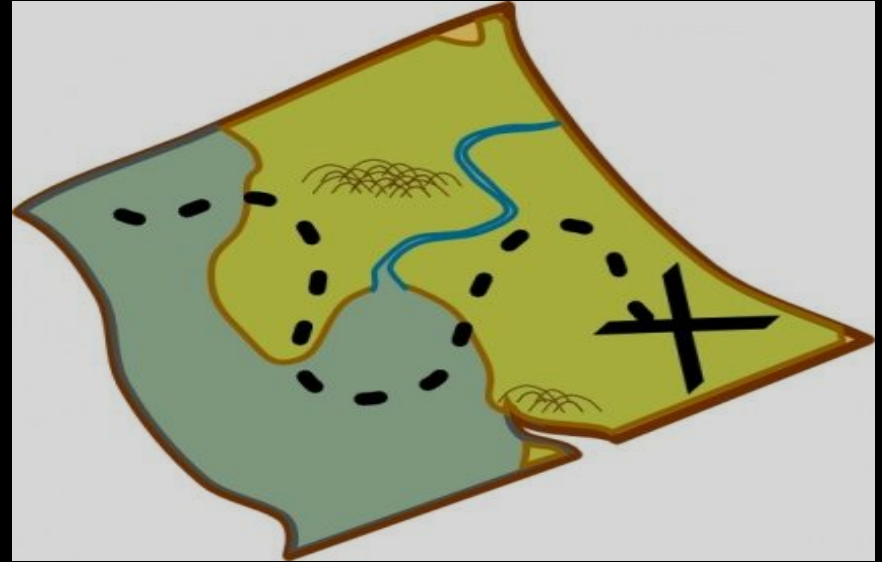
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Goals

- 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?

NERVOUS

SAD

DIFFICULT

POWERFUL

PENSIVE

HUMBLE

POSITIVE

EMOTIONAL

ARROGANT

HOPEFUL

SCARED

RESPECTFUL

ISOLATED

RISKY

ANXIOUS

UPSET

UNCOMFORTABLE

SAFE

WORRIED

CAUTIOUS

NECESSARY

Poll Everywhere Link:

START

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