

#E e, Ac i C
#RaceE ai Ma e,

- ☑ Do you feel safe sharing your thoughts in meetings without fear of negative consequences?
- ☑ Have you ever been able to take time off for personal or family needs without feeling guilty or fearing it would negatively impact your career?
- ☑ Have you ever received mentorship or guidance from someone in a senior position?
- ☑ Have you ever been offered opportunities for career advancement or special projects without having to ask for them?

Some people are able to tick most of these boxes, but others cannot tick any.



Thinking about these questions can help you understand how privilege affects the workplace.

Pri i ege i ' e hi g ve ca c , but we can choose how we use it.

Recognising our own privilege — whether it's based on race, socioeconomic status, or other factors helps us understand how we can support others, especially those from marginalised racial or ethnic groups.

Watch this video which shows how privilege is often unearned, through a visual exercise <https://www.youtube.com/watch?v=hD5f8GuNuGQ>



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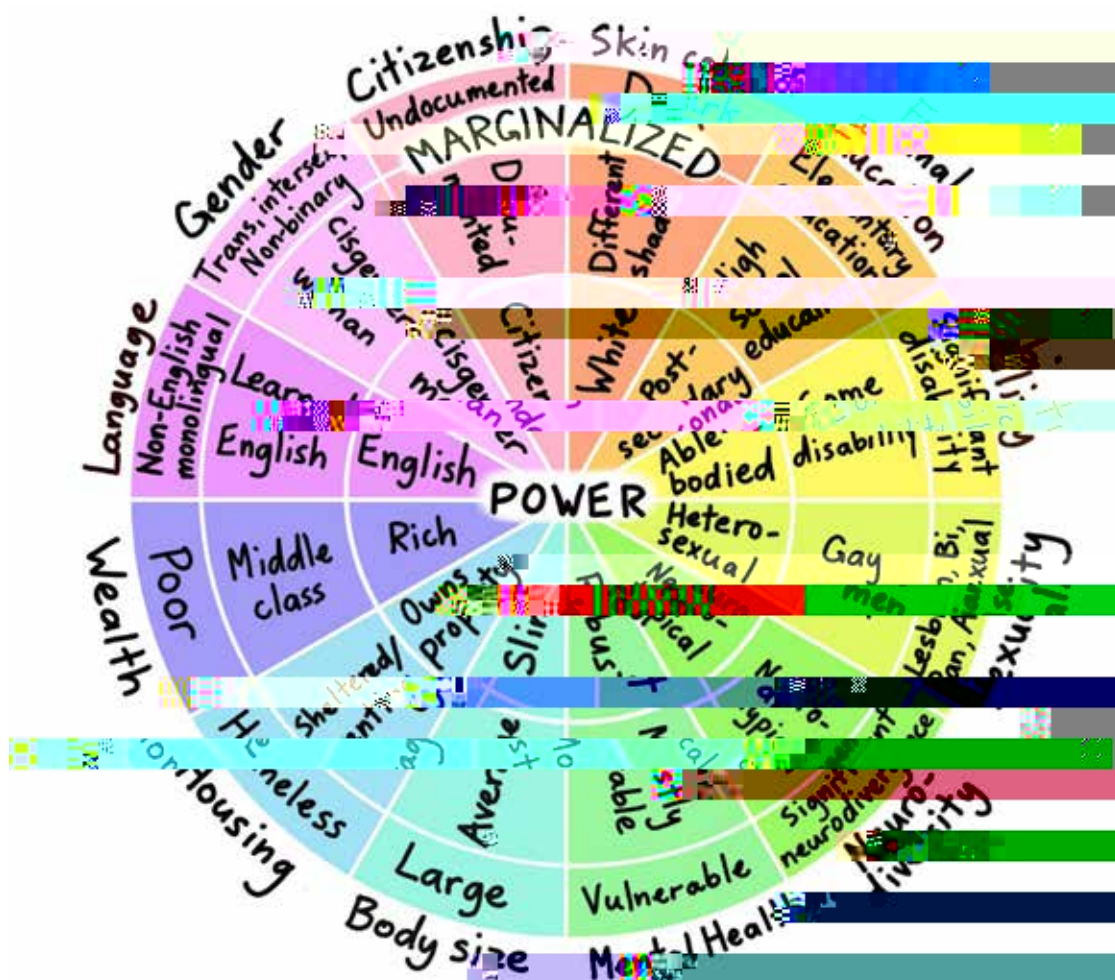


Some people have certain opportunities or things they don't have to worry about such as:

1. Having your voice heard and your opinion taken on board
2. Being comfortable to say no
3. People pronouncing your name correctly
4. Not having an accent.

Some people don't have any of these privileges. Reflecting on this helps us recognise our own advantages.





The further away from the center (POWER), the more you have been discriminated, stigmatized, devalued for a particular identity.

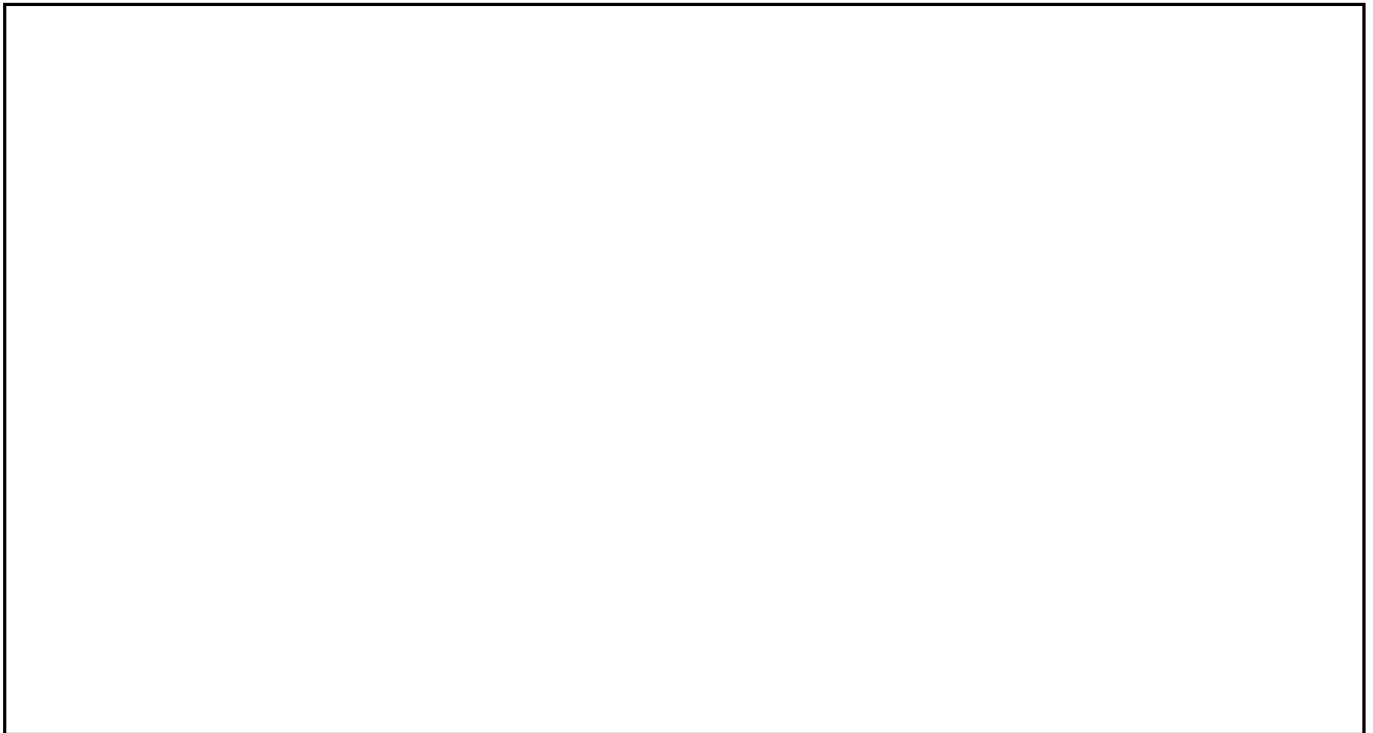
However, as you consider different categories, notice how your level of power changes.

You might catch yourself thinking, "I've had it tough, too" or "I have worked hard to get where I am." Having privilege does not negate your hard work or personal challenges.

We all have existing forms of privilege. **Allyship** involves using your privileges to support those who have less, and recognising that some individuals have more advantages than others.

*Adapted from ccrweb.ca image by @sylvia duckworth

Look at the following image:



Realism highlights how privilege advantages some more than others.

Equality assumes everyone's needs and circumstances are broadly the same, giving everyone the same opportunities to watch the baseball game.

But **Equity** understands that people have different circumstances and needs. By providing different types of support, we can level the playing field, ensuring everyone can watch the game.

By using fair practices, organisations can build a workplace where everyone feels included and supported, regardless of their starting point.

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If you found today's challenge helpful you can support us to create more solutions

Race Equality Matters provide a free membership service to help you:

1. Engage with the community.
2. The racial barrier to equality in the workplace are addressed.
3. The change we need to see is addressed.



(Donate via this QR Code)

91% say what we are doing will make an impact.

If you or your organisation can help, your donation will mean the world and help end racial inequality. Thank you

To find out more about membership
 click here: raceequalitymatters.com/become-a-member/