Addressing Racial Privilege: A Mental Model for White Anti-Racists

Big Question

How do I live with my privilege?

Reflection

Internal Dialogue

How am I benefitting from privilege?

How do I make myself comfortable with privilege?

How do I ignore privilege?

What am I doing today to undo my privilege?

How do I fool myself into thinking I am powerless?

How does society reinforce my taking myself off the hook?

What people do I need to talk to so I can stay on the hook?

What education about others do I need about privilege and its absence?

How do I define my moral obligation?

What are my detours?

Action Steps

Develop the habit of entering situations with knowledge that others do not have privilege.

Notice differences in treatment.

Bring up privilege with others and learn to clearly articulate the experience.

Ask people of color about their experience and be willing to accept their experiences as true, real, and accurate.

Be willing to teach others and hold them accountable.

Practice humility around privilege.

Talk about privilege and its effects even in "uncomfortable" situations

Reminders

Prompting

Reflection

Decision

Wear a white wristband as a reminder about your privilege, and as a personal commitment to explain why you wear the wristband.

Set aside sections of the day to critically examine how privilege is working.

Put a note on your mirror or computer screen as a reminder to think about privilege.

Make a daily list of the ways privilege played out, and steps taken or not taken to address privilege.

Find a person of color who is willing to hold you accountable for addressing privilege.



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