Using privilege to improve inclusion

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How can I make the culture in my environment more inclusive?

???

inclusive

culture

privilege awareness

inclusive culture

gardens to form
rated by garages
privilege /privi
a special right or
person or group

Privilege doesn’t mean you’re wealthy or laid back.

jay, riotous
@jaythenerdkid

one thing that makes privilege so hard to dismantle is that the privileged don’t realise they have it. it’s invisible from the inside.

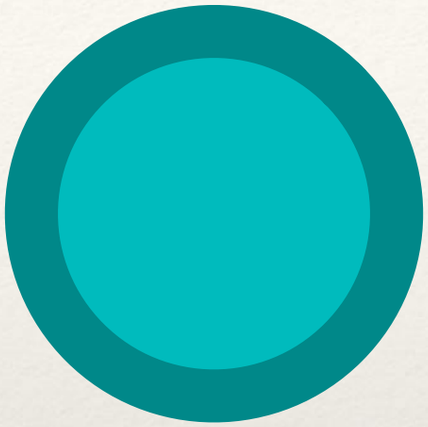
8:07 pm - 10 Aug 2016

Having privilege means there are obstacles you don't have to deal with.

race

gender

mental health



physical health

education

family

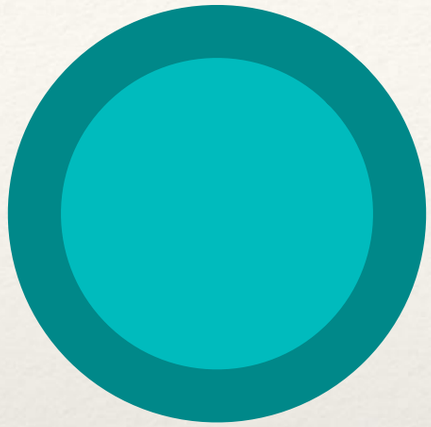
religion

sexual orientation

~~race~~

gender

mental health



~~physical health~~

~~education~~

family

religion

sexual orientation

It’s not bad to have privilege, but it’s bad to ignore the benefits it gives you.

privilege awareness

inclusive culture

the goal

be an **ally** for people who have different levels of privilege

the goal

be an **active ally** for people who have different levels of privilege

Introspect

Understand your own privilege

Listen & learn

How is life harder for people without your privileges?

shadow austin walker
@austin_walker

"How did you make it, mister?"
"It all started when I learned to read Twitter replies & decided not to make the same jokes as everyone else"

2:21 am - 20 Oct 2017

Seriously, listen

Listen & learn

How is life harder for people without your privileges?

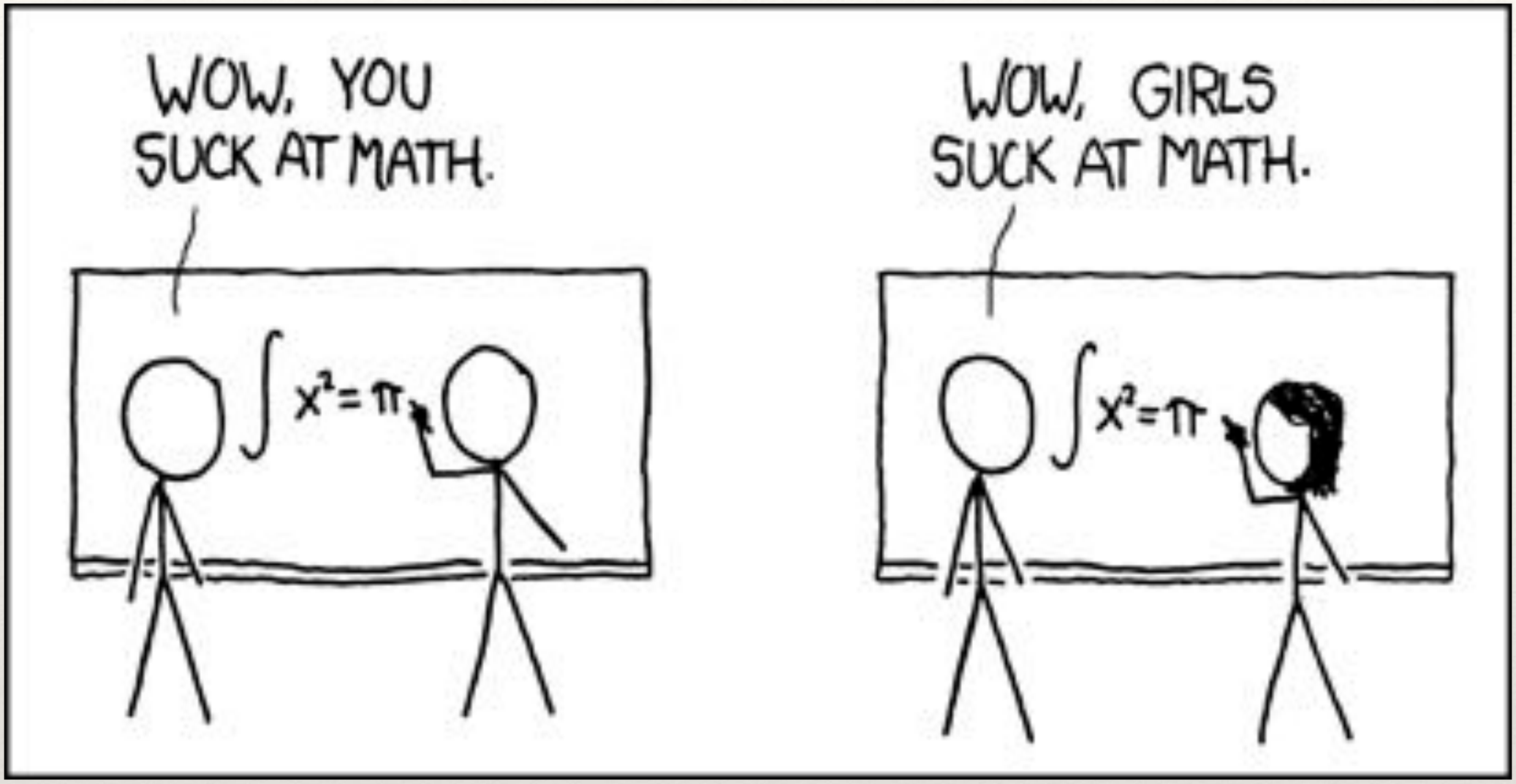
Speak & take action

Use your privilege to stand up for those who lack it

Cut out bad jokes/language

Call out bad jokes/language when you hear them

Call out stereotypes when you hear them



"How It Works", by Randall Munroe
(XKCD #385)

Andrea Phillips
@andrhia

Psst “women are naturally better at X” is just a way of erasing the work it takes for a woman to become good at X

2:21 am - 20 Oct 2017

Even “positive” stereotypes can be harmful

Challenge the hidden assumptions in your environment

Listening to someone is not the same as having their experience

Empathy, not preaching

Calling out is powerful

Especially when it comes from somebody who looks like us.

Speak & take action

Use your privilege to stand up for those who lack it

Persevere

These problems don’t have a silver bullet

You will get it wrong

And that’s not (necessarily)
a bad thing

This is like a technical skill

Building a welcoming and inclusive environment is a continuous process.

Persevere

These problems don’t have a silver bullet

the goal

be an **active ally** for people who have different levels of privilege

being an active ally

1. Introspect
2. Listen and learn
3. Speak & take action
4. Persevere

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