

TEAM DISCUSSION GUIDE

THE RESPONSIBILITY OF PRIVILEGE



Orient Your Team

Use these points to quickly set the context for the conversation. Provide the handout.

- Welcome! Today we are going to discuss privilege and the role it plays in each of our lives.
- We'll learn together what privilege is, what role it plays in each of our lives, and how we can use our privilege to advocate for equality.



Make the Connection

Use these points to help identify and connect the importance of this topic to your team and reinforce the goal of the session.

- This topic is important to our team because:
 - Understanding privilege and how it impacts us and others can help us use our privilege to advocate for equality.



Ignite the Conversation

Use the questions and key points to start an authentic dialogue with your team.

Questions to Start the Conversation:		Key Points to Reinforce:
1.	What do you think privilege means?	<ul style="list-style-type: none"> • Ask: Can someone read the definition on your handout? • Say: Privilege is special rights, advantages, or immunity granted or available only to a particular person or group. • Say: The first thing many think of when we say 'privilege' is white privilege. • Ask: What are some other parts of life that are subject to privilege that come to mind? (see back)
2.	What role does privilege play in your life? What privileges do you think you have?	<ul style="list-style-type: none"> • Ask: Which of these types of privilege apply to you? Are there multiple types? • Do: Allow team members to share. • Ask: How do you feel about having privilege? (see back)
3.	What does privilege have to do with equity?	<ul style="list-style-type: none"> • Reinforce: In our last discussion, we learned that equity means equivalent representation in opportunities. • Do: Allow team members to respond (see back).
4.	How can privilege be used to advocate for equity?	<ul style="list-style-type: none"> • Do: Allow team members to offer ideas. • Say: We can use our privilege to advocate for equity by exploring our privilege and taking action (see back).



Take Action! Privilege is something you have – so how can **you** use **your** privilege to advocate for equity? If you're interested in exploring your own privilege and how you can advocate for equity, see your handout.

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Understanding privilege, how it applies to each of us, and how to use it to advocate for equity is crucial as we continue to build a system where ALL members of our community are treated with dignity and respect, and ALL patients receive the highest levels and quality of care. This Team Discussion Guide is part of a series that will address issues relating to race, discrimination, privilege, and other related topics.

- Types of Privilege:** Privilege is not only about race or gender; it is a series of connected positions and power dynamics that touch all facets of social life. Privilege looks different in different parts of the world; for our purposes, we will focus on how privilege plays out in North America.
Sexuality: Heterosexual privilege is expressed in the assumption that all people are heterosexual unless otherwise stated, which requires a constant 'coming out' process for members of the LGBTQIA+ community.
Ability: Being able-bodied and free from mental disabilities means better access to education, jobs, higher paying salaries, etc.
Class: Access to wealth and opportunities based on social class opens doors to better educational and job opportunities, participation in politics, etc.
Education: Access to adequate educational resources and higher ranked educational facilities
Religious: Belonging to a religion that is considered dominant in the culture. In North America and Europe, Christianity is considered dominant.
Racial: Racial privilege is institutionalized racism: a system that is structured to privilege one group over others. In the West, racial privilege is usually equated with white privilege since most of the wealth, power, and influence lies in the Caucasian population.
Gender: Male-identified individuals still hold a level of privilege over other genders in most parts of the world.
Gender Identity: Identifying as the gender you were assigned at birth provides advantages in areas like voting, jobs, housing, etc.
- Privilege in Your Life:** What role does privilege play in your life? How does that make you feel? Help the team to understand:
 - Privilege isn't something you *do* – it's something you *have*.
 - Privilege is not a negative – having privilege does not make you a bad person and it does not mean you are doing something wrong.
- What does privilege have to do with equity?** Remember from the Grounding in Diversity, Equity, and Inclusion discussion: **Equity** refers to equivalent representation (by race, class, gender, etc.) in opportunities. Groups who don't have privilege have a different starting point, meaning that they have a greater distance to go to get to the same outcomes as people who have privilege. To accomplish equity, groups who have had less than usual need to get more access to opportunities in order to level the playing field.
- How Can You Use Your Privilege to Advocate for Equity?**
 - Familiarize yourself with barriers people without privilege in your areas of privilege face.
 - Make space for disenfranchised voices – listen and understand what these individuals and communities need and want.
 - Find opportunities to advocate for people with less or no privilege in your privilege areas.

Call to Action: If you want to identify an area in which you have privilege and begin exploring how you can use your privilege to advocate for equity, use your handout to guide you.