

21 DAY EQUITY CHALLENGE

#UNITEDFOREQUITY – #CREQUITYCHALLENGE

“For those of us called white, whiteness simply is. Whiteness becomes, for us, the unspoken, uninterrogated norm, taken for granted, much as water can be taken for granted by a fish.” – [Tim Wise, White Like Me](#)

DAY 3: What is Privilege?

[Privilege](#) is the unearned social, political, economic, and psychological benefits of membership in a group that has institutional and structural power ([YWCA of Cleveland](#)). There are many types of privilege that different groups have in the U.S. We commonly hear about privilege because of race or gender, but privilege also exists for different groups based on religion, sexuality, ability, class, education level, and citizenship. Read more about [5 common types of privilege](#).

Having privilege can give you advantages in life, but having privilege is not a guarantee of success, and it does not [“imply that any form of privilege is exactly the same as another, or that people lacking in one area of privilege understand what it’s like to be lacking in other areas”](#)

Today’s Challenge:

OPTION 1: Take this eye-opening [privilege self-assessment](#) by BuzzFeed to discover where you are on the privilege spectrum.

OPTION 2: Watch this short, powerful BuzzFeed [video featuring a privilege walk](#). See how privilege shows up differently for this group of co-workers. *Note: this video may be triggering for some people of color.*

OPTION 3: Watch this [video from Robin DiAngelo, author of White Fragility](#) about how racism isn't only individual acts of discrimination, it is a deeply embedded system that impacts all of our lives.

Share the link to the **privilege self-assessment** or **privilege walk video** with your friends and family. Engage in honest conversations with them about your results. Feel free to share your reflections or the link to the assessment on social media using the hashtags **#unitedforequity**, **#equitychampions**, and **#CREquitychallenge** to inspire others to reflect on their privilege as well.

Questions to Consider for Self-Reflection:

- How do you experience privilege and marginalization?
- What did you notice about your personal reactions while reading and viewing the above material? What do these reactions tell you about your experiences?
- Looking at the community you grew up in or are currently in, what do you notice about how privilege and marginalization have shaped the community and your opportunities?