

# *How to Be an Ally for All*

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# Exercise



Read through the statements and think about whether or not they apply to your life.

How do they apply to people you know?

Are there opportunities in your life where you can bring this perspective to challenge what “normal” looks like to remove barriers for others?



# Elucidating Privilege

## Race

- q I can expect to have positive interactions with police officers
- q I can see myself represented in various media
- q I can wear my hair any way I want
- q I can readily find toys, books, and other things for my children they will find relatable
- q I have never wondered if I was denied service or access because of my race
- q No one has made assumptions about me based on my race
- q I can readily find role models, or mentors I can relate to
- q I've never had to explain my presence in a place I was invited to
- q I can easily arrange to be around people who look like me
- q Stereotypes about people like me are not a regular consideration in my life

## Gender

- q I can readily find products that work for my gender
- q I don't have to worry about my outfit being "too sexy" even when it complies with the dress code.
- q I can express my emotions without having my competence questioned
- q I've never wondered if I was denied a job or internal project opportunity because of my gender
- q My gender is positively represented in popular media
- q I don't have to worry about being more successful than a potential partner
- q Physical safety is not something I have to consider on a regular basis
- q I can readily find my gender represented in any career I may be interested in
- q I can talk to my doctor about problems I'm having and expect to be taken seriously
- q Sexual violence is not a consideration in my normal life

# Elucidating Privilege



## Gender Identity

- q I feel comfortable openly talking about relationships in casual social situations
- q Public spaces take people like me into account
- q Popular media readily represents people whose gender identity, I identify with
- q I never have to explain my physical appearance
- q I never get challenged about my presence in any space because of my gender identity
- q I never worry about being stared at or pointed out because of my gender identity
- q My public safety is not a daily consideration in relation to my gender identity
- q I've never had to explain to anyone my appearance, love interests, or gender identity
- q My gender identity has never been successfully used to justify murder in a court of law
- q I can freely and easily shop for clothing and expect it to be a pleasant experience

## Age

- q I don't worry about being ignored due to my age
- q It's considered normal for people in my age group to be engaged in active loving relationships
- q No one has questioned my competence because of my age
- q I'm not expected to fit into preconceived ideas of what my age group should look like
- q No one has ever been surprised about how open minded I am
- q I don't purposefully avoid talking about my age in order to fit in
- q I've never thought my opportunities were limited because of my age
- q The stereotypes associated with people my age are not considerations in my daily life
- q I'm not stigmatized when trying new things
- q I don't feel pressure to change my appearance to look younger.

# Elucidating Privilege

## Ability

- q I don't regularly encounter spaces that are not designed for someone like me
- q I'm confident of being able to move from meeting to meeting adequately with the amount of time allotted to me
- q I never worry about people around me being irritated with my needing any accommodations
- q I can readily expect to be included in group activities
- q I never think how people will react to my presence based on ability in a group
- q I can readily accept impromptu invites to go anywhere and participate in related activities
- q I can readily find people like me represented in popular media
- q I don't encounter physical barriers to accomplishing tasks on a daily basis
- q People don't openly or privately discuss people like me being able to engage in things like relationships and parenthood
- q I'm not often thought of as overcoming challenges by simply living my life

## Class

- q I've never attended a school that was in need of basic needs
- q The places I grew up readily offered public services like libraries and working playgrounds
- q I have a network of relatives and family friends I can call on for career advice or help
- q My schooling costs have never factored into my life decisions
- q People make good assumptions about me based on the schools I've attended
- q I don't have to make trade offs when purchasing basic needs or paying bills
- q I can easily absorb an unexpected cost like a car repair, or medical bill
- q I can readily plan to take time off work for any reason without negative impact to my finances
- q I don't have to take care of family members financially
- q I feel included when my colleagues talk about how they spend their money

# Elucidating Privilege



## Religion


- q My religion is presented in popular media as common, and in a positive light
- q I am confident talking about my religious beliefs with my coworkers
- q It is not socially acceptable to attack my religious beliefs
- q Stereotypes of my religious beliefs are not part of my normal life
- q I don't experience anxiety about practicing customs associated with my religious beliefs
- q I don't feel pressured to celebrate holidays associated with faiths other than my own
- q Accurate depictions of my faith are common in popular media
- q I can readily travel anywhere I wish without consideration to my faith
- q I am never expected to speak for other members of my faith that may be subject of a news event
- q I don't have to use vacation to observe my religious holidays

## National Origin

- q I've never had to explain my or my family's origin
- q My national pride or allegiance has never been questioned
- q I don't feel like I have to compromise my ethnic or national identity in order to belong
- q I can comfortably talk about my heritage and customs
- q No one has ever made assumptions based on my perceived nationality
- q Deportation is not a factor in my life in any way
- q I can expect to be called by my given name everywhere I go
- q I've never been challenged about my presence in any place due to my perceived nationality
- q Potential violence against me based on my perceived nationality has never been a consideration for me
- q I have never experienced negativity associated with speaking a second language
- q I don't frequently have to correct people who don't pronounce my name correctly

# Elucidating Privilege

## Sexual Orientation

- q When I'm out with my significant other, I feel safe doing what I see other couples doing wherever I am
  - q I never hesitate to engage in conversations my colleagues are having about relationships
  - q I've never had to explain my sexual orientation to anyone
  - q There is no stigma I'm aware of associated with my sexual orientation
  - q I can legally marry my partner in any place we chose to live
  - q I'm never made to feel like the only when discussing my sexual orientation
  - q I was born into a community that reflected, modeled, and nurtured my sexual orientation
  - q It is widely expected for someone like me to have a family of my own
  - q I am free to worship whatever faith I believe
  - q I have never been rejected by anyone because of my sexual orientation
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