

DAY 3: Intersectionality and Privilege

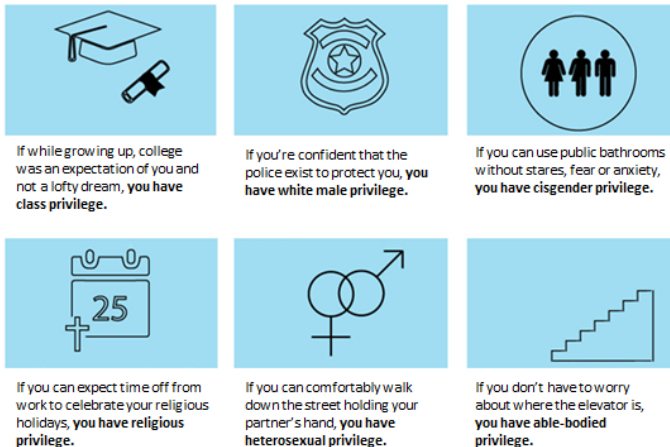
“For those of us called white, whiteness simply is. Whiteness becomes, for us, the unspoken, uninterrogated norm, taken for granted, much as water can be taken for granted by a fish.”

— [Tim Wise](#), *White Like Me*

Privilege is the unearned social, political, economic, and psychological benefits of membership in a group that has institutional and structural power ([source](#), shared from our YWCA friends). There are many types of privilege that different groups have in the US. 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. Read more about [5 common types of privilege](#).

Some Examples of Privilege in the USA

Adapted from University of San Francisco



When we talk about privilege, we must also talk about **intersectionality**. What does this mean? [According to Kimberle Crenshaw, originator of the term](#), “It’s basically a lens, a prism, for seeing the way in which various forms of inequality often operate together and exacerbate each other. We tend to talk about race inequality as separate from inequality based on gender, class, sexuality or immigrant status. What’s often missing is how some people are subject to all of these, and the experience is not just the sum of its parts.”

Today’s Challenge:

OPTION 1: Take this eye-opening [privilege self-assessment](#) by BuzzFeed to discover where you are on the 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: Listen to this NPR recording entitled [What Does Intersectionality Mean?](#) This March 2021 episode unpacks the recent shootings of Asian-Americans in Atlanta through the intersection of gender, race, and class.

OPTION 4: If you haven't already, [explore your social identities using this tool from the University of Michigan LSA Department](#). Complete the worksheet in this activity to learn and reflect on various ways in which your identities impact you.

OPTION 5: Want to deepen your understanding of intersectionality? Then read this blog, from the YWCA of Greater Cleveland which explores the compounding impacts associated with the [Intersectionality of Mental Health and Race](#).

OPTION 6: 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.

Don't forget to [RSVP to one or more lunch hour discussion groups](#) hosted by [Nonprofit Enterprise at Work](#) and UWWC to connect with others and reflect on our shared experiences.

Share your reflections on today's topic on social media using the hashtag [#unitedforequity](#) and tag [@uwwashtenaw](#).