

Power and Privilege Self-Analysis Tool

Introduction and context:

Below is a handy tool to help you explore your own power and privileges. Here is an example of what it could look like when you fill it in:

| Dimension of Diversity | My Identity | Power Dynamics | <p><i>If you're "dominant", list a few privileges that come with that identity</i></p> <p><i>If you're "non-dominant", list a few challenges that come with that identity</i></p> |
|------------------------|-------------|---------------------------------|---|
| Physical functioning | Able bodied | Dominant ✓ Non-dominant ____ | <ol style="list-style-type: none"> 1. <i>I can go anywhere without considering physical barriers and I do not have to make inquiries ahead of time to ensure that I will be able to access a room/building.</i> 2. <i>I do not have to negotiate with my employer about the definition of reasonable accommodation to do my work and who will pay for them.</i> |

To break it down a little further, in the **'Dimension of Diversity'** section, you can see various categories of group membership which cover a broad range of identities that most of us occupy such as, race, class, ethnicity, sexual orientation, gender, or physical functioning. These aspects of identity may or may not be visible or obvious to others. Membership in some groups result from birth. Others result from circumstances or experiences that you have little or no control over. Other groups may be a matter of choice! If we missed some, there is space below to add an identity or two or your own!

The **'My Identity'** section allows you to define your identity within the group membership, for example, as you can see above: Physical functioning: Able bodied.

'Power Dynamics' = 'Dominant' or 'Non-dominant'? This section looks at unearned privilege or systematic advantage that is granted based on race, gender, socioeconomic status, sexual orientation, or other dimensions of diversity, regardless of individuals' personal characteristics or efforts. This creates dominant and non-dominant groups in a society. These advantages are real and exist whether or not a person from a privileged group makes a conscious choice to seek or act on the privileges or whether the person is even aware that s/he benefits from such systematic, structural advantages.

Give the tool a go:

| Dimension of Diversity | My Identity | Power Dynamics | <i>If you're "dominant", list a few privileges that come with that identity</i> <i>If you're "non-dominant", list a few challenges that come with that identity</i> |
|-------------------------------|--------------------|------------------------------|--|
| Gender | | Dominant Non-dominant | |
| Physical functioning | | Dominant Non-dominant | |
| Race | | Dominant Non-dominant | |
| Ethnicity | | Dominant Non-dominant | |
| Sexual orientation | | Dominant Non-dominant | |

| | | | |
|----------------------------------|--|--------------------------|--|
| Gender identity | | Dominant Non-dominant | |
| Socioeconomic background | | Dominant Non-dominant | |
| Current socioeconomic background | | Dominant Non-dominant | |
| Job status | | Dominant Non-dominant | |
| Age | | Dominant Non-dominant | |

| | | | |
|-----------------------|--|--------------------------|--|
| Religion/Spirituality | | Dominant Non-dominant | |
| Language | | Dominant Non-dominant | |
| Geography/region | | Dominant Non-dominant | |
| Country of origin | | Dominant Non-dominant | |
| Education | | Dominant Non-dominant | |

| | | | |
|-----------|--|--------------------------|--|
| Body size | | Dominant Non-dominant | |
| | | Dominant Non-dominant | |
| | | Dominant Non-dominant | |

This tool was adapted from the 'Personal Privilege Profile' by the Interaction Institute for Social Change. The original can be found here:
https://www.racialequitytools.org/resourcefiles/PERSONAL_PRIVILEGE_PROFILE.pdf