

Transforming White Privilege Pre-survey

Thank you for completing this pre-survey for the upcoming Transforming White Privilege training. The survey includes reflection questions about the required and optional pre-reading mentioned in the email that included the link to the survey. The survey also includes a few additional questions to give the facilitators some information about the group.

Thank you again. We look forward to being with you soon.

1. Why did you decide to attend the upcoming Transforming White Privilege (TWP) training? What particularly sparked your interest? What one or two things do you hope to gain?

2. Any particular concerns or questions going into the TWP training?

3. When we describe the curriculum, we say that "the Transforming White Privilege curriculum is designed to help current and emerging leaders better identify, talk about and intervene to address white privilege and its consequences."

When you read the phrase "better identify, talk about and intervene to address white privilege and its consequences", what comes to mind for you? Did you think of any particular examples of consequences of white privilege among organizations or systems with which you are familiar? If you did, please share those examples here. If not, please indicate what did come to mind for you.

4. The next questions have to do with power, oppression, racism and privilege. First of all, how often do you find yourself in a situation where you are talking with people directly about these issues, maybe not using these words, but words covering the same ideas?

- ☐ At least once a day
- ☐ Every few days
- ☐ Less than every few days, but more than once a month
- ☐ Once a month or so
- ☐ Less than once a month
- ☐ Almost never or never

Other (please specify)

5. People use a lot of different terms to describe power, oppression, racism and privilege. We would like to get a feel for your sense of some of the terms people use in their work and leadership (that is, apart from within the family or among close friends).

So, thinking about your various spheres of work and leadership, for each item below, please indicate if this is a term you use often, sometimes, rarely or don't use at all. And, we assume that situations vary, so please try to just think across the many work and leadership situations in which you find yourself.

	Use
Racism	<input type="text"/>
Internalized oppression	<input type="text"/>
Internalized privilege	<input type="text"/>
Accumulated advantages	<input type="text"/>
Accumulated disadvantages	<input type="text"/>
System of inequity	<input type="text"/>
Implicit Bias	<input type="text"/>
White privilege	<input type="text"/>
White supremacy	<input type="text"/>

Other (please specify)

6. Any particular reasons you tend to choose one term over the others? Please let us know a bit more about your thinking about these terms -- what they convey or don't convey, or their advantages or disadvantages for the settings, if any, in which you tend to discuss power, privilege, oppression and racism.

7. To the best of your knowledge, have you ever participated in a workshop or training that covered the topics below?

	Ever participated?
Diversity	<input type="text"/>
Racial Equity	<input type="text"/>
Inclusion	<input type="text"/>
Implicit Bias	<input type="text"/>
Structural or institutional racism	<input type="text"/>
White Privilege and its consequences	<input type="text"/>

8. The next questions have to do with the advance reading materials -- the interview with john powell, and the optional reading on structural racism and community building from the Aspen Institute. Just to put your answers in context, please indicate all of the statements below that are true for you:

- ☐ I had a chance to review john powell's interview before taking this survey or was already familiar with it before now
- ☐ I had a chance to review the Aspen Institute material before taking this survey or was already familiar with it before now
- ☐ Neither of the above
- ☐ Other (please specify)

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9. Was there anything in the article by John Powell that surprised you? If yes, what was that? If no, did anything come up for you?

10. If you did have a chance to read or skim the Aspen materials, or were already familiar with them, what is your major take-away? Why?

11. How would you define white privilege, in your own words?

12. With that in mind, please share one or two examples, if you have any, of ways you see white privilege or its consequences operating in any of your spheres of influence.

In the curriculum, we use the term "sphere of influence" to refer broadly to places and spaces (work, community, home, church, mosque, synagogue or temple, among friends, as a consumer, as a voter, at school) where participants in the training might have access or influence to begin to change things, either as an individual or with others. This term, and several others, are also defined in a glossary that is part of the facilitation guide.

13. If you think about the places or spaces where you have influence or access to make changes, individually or with others, what are some that come to mind, if any?

14. Please choose one answer below that best describes how confident you feel about discussing the basic idea of white privilege with your colleagues. Would you say you are:

- ☐ Very confident
- ☐ Somewhat confident
- ☐ Not very confident
- ☐ Not at all confident

15. How old are you?

- ☐ 20 or younger
- ☐ 21-35
- ☐ 36-50
- ☐ 51-65
- ☐ 66 or older

16. When asked, how do you describe your racial/ethnic identity?

17. When asked, how do you describe your gender?

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18. Please share any other comments, concerns or expectations for the Transforming White Privilege training. Thank you.

Thank you very much. Please remember to click the Done button below to submit your responses.