

PERSONAL PRIVILEGE PROFILE

Instructions

- In the Dimensions of Diversity¹ column, add any additional dimensions that are important to your identity.
- In the My Identity column, list the description of your identity on each Dimension of Diversity.
- In the Power Dynamics column, identify how U.S. society generally views your identity on each dimension. If your identity group is advantaged/benefits from unearned privilege², that is an agent/dominant/up identity group. If your identity group experiences discrimination/oppresion, that is a target/non-dominant/down identity group. Note that identifying an aspect of your identity as target/non-dominant/down does not mean that it is “less than” in any way, only that our society creates challenges for people who share that identity.
- In the last column, identify some of the specific unearned privileges that accompany your agent/dominant/up identities and some of the challenges that accompany your target/non-dominant/down identities (if you need some help thinking about privileges, review Peggy McIntosh’s “Unpacking the Knapsack” for examples of white privilege).

Example

Dimension of Diversity	My Identity	Power Dynamics	<p>If you’re “dominant,” list a few privileges that come with that identity.</p> <p>If you’re “non-dominant,” list a few challenges that come with that identity.</p>
Physical functioning	<i>Able bodied</i>	<input checked="" type="checkbox"/> Dominant/Agent/Up <input type="checkbox"/> Non-dominant/Target/Down	<ul style="list-style-type: none"> • <i>Can go anywhere without considering physical barriers; do not have to plan/call ahead to be sure I'll be able to get into a building or access a restroom; do not have to miss events or ask for meetings to be moved because of accessibility concerns</i> • <i>Do not have to negotiate with my employer about the definition of reasonable accommodations to do my work and who will pay for them</i>

¹ Dimensions of Diversity: Aspects of identity based on group membership, 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. Still other groups may be a matter of choice

² Unearned privilege: 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/up/agent and non-dominant/down/target groups in a society. These advantages are real and exist whether or not a person from a privileged group makes a conscious, deliberate choice to seek or act on the privileges or whether the person is even aware that s/he benefits from such systematic, structural advantages.

Dimension of Diversity	My Identity	Power Dynamics	<p>If you're "dominant," list a few privileges that come with that identity.</p> <p>If you're "non-dominant," list a few challenges that come with that identity.</p>
Gender		___ Dominant/Agent/Up ___ Non-dominant/Target/Down	
Race		___ Dominant/Agent/Up ___ Non-dominant/Target/Down	
Ethnicity		___ Dominant/Agent/Up ___ Non-dominant/Target/Down	
Socioeconomic Background		___ Dominant/Agent/Up ___ Non-dominant/Target/Down	
Current Socioeconomic Status		___ Dominant/Agent/Up ___ Non-dominant/Target/Down	

Dimension of Diversity	My Identity	Power Dynamics	<p>If you're "dominant," list a few privileges that come with that identity.</p> <p>If you're "non-dominant," list a few challenges that come with that identity.</p>
Age		___ Dominant/Agent/Up ___ Non-dominant/Target/Down	
Religion/ Spirituality		___ Dominant/Agent/Up ___ Non-dominant/Target/Down	
Sexual Orientation		___ Dominant/Agent/Up ___ Non-dominant/Target/Down	
Gender Identity		___ Dominant/Agent/Up ___ Non-dominant/Target/Down	
Physical Functioning		___ Dominant/Agent/Up ___ Non-dominant/Target/Down	
Language		___ Dominant/Agent/Up ___ Non-dominant/Target/Down	

Dimension of Diversity	My Identity	Power Dynamics	<p>If you're "dominant," list a few privileges that come with that identity.</p> <p>If you're "non-dominant," list a few challenges that come with that identity.</p>
Geography/ Region ³		___ Dominant/Agent/Up ___ Non-dominant/Target/Down	
Job Status ⁴		___ Dominant/Agent/Up ___ Non-dominant/Target/Down	
Country of Origin		___ Dominant/Agent/Up ___ Non-dominant/Target/Down	
Marital Status		___ Dominant/Agent/Up ___ Non-dominant/Target/Down	
Education		___ Dominant/Agent/Up ___ Non-dominant/Target/Down	

³ E.g., urban/rural/suburban; region of the country, etc.

⁴ E.g., white/Blue collar; professional/administrative/technical/clinical; management/labor, etc.

Dimension of Diversity	My Identity	Power Dynamics	<p>If you're "dominant," list a few privileges that come with that identity.</p> <p>If you're "non-dominant," list a few challenges that come with that identity.</p>
		<p>___ Dominant/Agent/Up</p> <p>___ Non-dominant/Target/Down</p>	
		<p>___ Dominant/Agent/Up</p> <p>___ Non-dominant/Target/Down</p>	
		<p>___ Dominant/Agent/Up</p> <p>___ Non-dominant/Target/Down</p>	
		<p>___ Dominant/Agent/Up</p> <p>___ Non-dominant/Target/Down</p>	