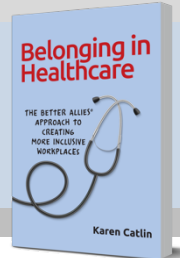


50 POTENTIAL PRIVILEGES IN HEALTHCARE WORKPLACES



1. I'm white (or I can pass as white).
2. I'm male.
3. I'm straight.
4. I am cisgender, identifying as the gender I was assigned at birth.
5. I'm not living with disabilities, visible or otherwise.
6. I have a degree and certification that are recognized by the country where I live.
7. I attended an elite university.
8. I have an impressive list of credentials after my name.
9. English is my first language (in English-speaking countries).
10. I don't receive comments about my accent or how I pronounce certain words.
11. My job doesn't require me to work nights or weekends.
12. I've never been passed over for a job (or fired from one) based on my gender, race or ethnicity, religion, age, body shape or size, disability, or sexual orientation.
13. I've never been bullied or harassed by patients because of my gender identity, race or ethnicity, religion, age, body shape or size, disability, or sexual orientation.
14. I am partnered and feel comfortable speaking openly about my significant other.
15. My partner takes on a large share of household and family responsibilities.
16. I don't have to worry about how having children will impact my career or how an unwanted pregnancy could derail my career.
17. I'm rarely, if ever, late to work or miss work because of a child's illness or family emergency.
18. I feel welcome at networking opportunities.
19. I'm not asked to do menial tasks that colleagues of another gender or race are asked to do.
20. Others don't routinely assume I'm at a lower seniority level than I am.
21. Others don't call me by my first name while using titles for my peers of a different gender, race, or professional role.
22. Others don't make up nicknames for me because my name is difficult for them to pronounce.
23. I feel comfortable actively and effectively contributing to team huddles, morning rounds, and other meetings I attend.
24. I'm rarely interrupted or ignored in conversations.
25. I'm confident that if I raise an idea, I'll receive credit.
26. I recently received feedback about a job skill I need to learn to grow my career.

27. I can devote time to learning new job skills and can join professional development sessions offered at my workplace.
28. I can talk about political or identity-oriented extracurricular activities without fear of judgment or bias from colleagues.
29. I can observe the holy days in my religious tradition without using vacation days.
30. I'm provided with gloves, gowns, and other PPE that fit my body size (including during pregnancy).
31. I have access to scrubs or a uniform that meet my religious requirements.
32. I haven't been asked how I rigged the system to get into my medical training program.
33. I've never been called a "diversity hire."
34. When meeting people at professional events, they assume I'm attending in a professional role (versus being the partner of an attendee).
35. At events, people don't mistake me for a member of the support or catering staff.
36. I feel physically safe at work and professional events.
37. I feel safe leaving work late at night and going home after evening events.
38. I don't receive unwanted sexual advances at work.
39. I haven't had to change jobs because of harassment.
40. I have stable housing.
41. I'm confident that if I lost my job, I'd be able to land another one without worrying about paying bills.
42. I can afford to join out-of-office lunches or after-work social activities.
43. I can manage monthly payments on any debt I have, and I'm not anxious about the loans I took out to pay for my education.
44. I never have to decide which bills to pay or go without meals because I can't afford food.
45. I'm not financially supporting a parent, grandparent, sibling, or extended family member.
46. I don't have a long career gap on my résumé.
47. I've never been arrested, incarcerated, or charged with a criminal offense.
48. People never touch me or my hair without consent.
49. I don't receive abusive comments on social media.
50. I don't remember the last time someone was condescending or overly pedantic when explaining a topic to me.