

50 POTENTIAL PRIVILEGES IN THE WORKPLACE

Better
Allies

EVERYDAY
ACTIONS
TO CREATE
INCLUSIVE
WORKPLACES

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1. You are white.
2. You are male.
3. You are straight.
4. You are cisgender (you identify as the gender you were assigned at birth).
5. You're not significantly younger or older than your coworkers.
6. You don't have any disabilities, visible or otherwise.
7. You have a college degree.
8. You attended an elite university.
9. If you're working in the United States, you were born there, or you're a citizen.
10. English is your first language.
11. You don't receive comments about your accent or the way you pronounce certain words.
12. You've never been passed over for a job (or fired from one) based on your gender, race or ethnicity, religion, age, body shape or size, disability, or sexual orientation.
13. You are partnered and feel comfortable speaking openly about your significant other.
14. You're not the primary caregiver for anyone else.
15. You feel welcome at networking opportunities.
16. You aren't asked to do menial tasks that coworkers of another gender or race are asked to do.
17. Others don't routinely assume you're at a lower seniority level than you are.
18. You feel comfortable actively and effectively contributing to meetings you attend.
19. You're rarely interrupted or ignored in meetings.
20. You are confident that if you raise an idea in a meeting, you'll be credited for that idea.
21. Your manager maintains eye contact when speaking to you.
22. You recently received feedback about a technical skill you need to learn.
23. You have spare time to spend learning new job skills.
24. You haven't been told to wait your turn for a promotion or plum project assignment behind an equally qualified peer.
25. You have gotten a job or a promotion with the help of a social, family, or school-related connection.
26. You can talk about political or identity-oriented extracurricular activities without fear of judgment or bias from colleagues.

27. You can observe the holy days in your religious tradition without having to use vacation days.
28. You feel welcome and valued on group projects.
29. You've never been called a "diversity hire."
30. When meeting people at professional events, they assume you're attending in a professional role (versus being the partner of an attendee or that you work in an administrative role).
31. At events, people don't mistake you for a member of the catering staff.
32. You don't receive unwanted sexual advances at work.
33. You haven't had to change teams or companies because of harassment.
34. You feel physically safe at work and at professional events.
35. You feel safe leaving work late at night and going home after evening events.
36. You have stable housing.
37. You're confident that if you were to lose your job, you'd be able to land another one without worrying about paying bills.
38. You can afford to join out-of-office lunches or after-work social activities.
39. You can manage monthly payments on any debt.
40. You never have to decide which bills to pay or go without meals because you can't afford food.
41. You're not financially supporting a parent, grandparent, sibling, or other family member(s).
42. You have a partner who takes on a large share of household and family responsibilities.
43. You're rarely, if ever, late to work or miss work because of a child's illness or family emergency.
44. You don't have a long career gap on your resume.
45. You've never been arrested, incarcerated, or charged with a criminal offense.
46. People never touch you or your hair without consent.
47. You're comfortable speaking in meetings without worrying someone will find a flaw in your logic and prove you're not qualified to be there.
48. You don't receive abusive comments on social media.
49. You don't remember the last time someone was condescending or overly pedantic when explaining a topic to you.
50. You don't depend on a sponsor, mentor, or any other ally to be respected and taken seriously.