



October 27-28, 2021 | The Hotel at Harbour Center | Cedar Rapids

Understanding White Privilege

IASFAA Diversity Task Force
Beth Davenport & Harper Sarasin

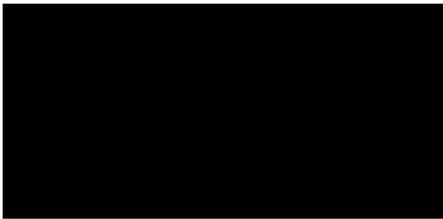
“Being white *does not* mean you haven’t experienced hardships or oppression. Being white *does* mean you have not faced hardships or oppression based on the color of your skin.”

-The National Museum of African American History and Culture



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TEDtalk by Sue Borrego



• <https://www.youtube.com/watch?v=XlRxxC0Sze4>

Examples of White Privilege

List from "White Privilege: Unpacking the Invisible Knapsack" by Dr. Peggy McIntosh



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Privilege and Equity

- Representation: All people should be able to see themselves represented in media and in their communities
- Access to resources: No one should face challenges in having their basic needs met because of the color of their skin
- Obliviousness and ignorance: To walk through life unburdened by race related anxieties is a privilege, and often leads well-meaning people to do and say harmful things unconsciously.



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Microaggressions

- "A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority." (Oxford Dictionary on lexico.com)
- "People who engage in microaggressions are ordinary folks who experience themselves as good, moral, decent individuals. Microaggressions occur because they are outside the level of conscious awareness of the perpetrator." (Derald Wing Sue, 2010)



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Common Microaggressions in Education

MICROAGGRESSION

- "Everyone can succeed if they work hard enough."
- "I don't see color."
- Dismissing/ignoring a colleague or student that brings up race/culture in the office or classroom.

MESSAGE

- Race has nothing to do with a person's access to opportunities and plays no role in success.
- Denial of the person of color's racial/ethnic/cultural background and experiences
- They must leave their culture/racial identity at the door and assimilate to the dominant culture.

(*Examples of Racial Microaggressions*)

Reflection

Take a moment to talk with someone near you about examples of white privilege that you can identify in your own life. How will you use this awareness to be a better ally moving forward?



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Works Cited

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