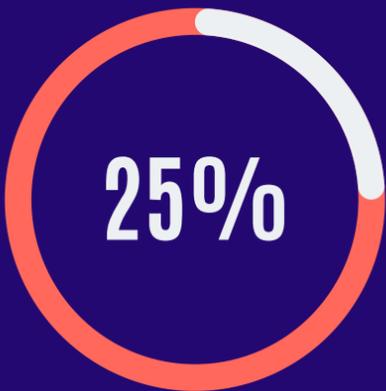


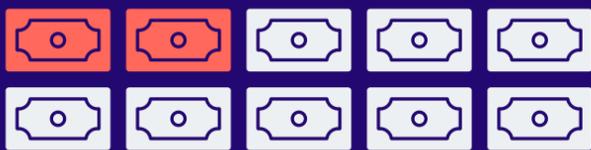
# CHECK YOUR PRIVILEGE

"a right or immunity granted as a particular benefit, advantage, or favor"

Privilege describes the rights and benefits that someone may have based on a number of factors such as race, gender, socioeconomic status, sexuality, gender identity, and more. Having or not having privilege is something that is out of everyone's control and often is something people do not realize about themselves. Some people having privileges and others not is how power and therefore power imbalances are created.



1 in 4 employed women said they have earned less than a man doing the same job (Graf, 2020)



2 in 10 Black adults (21%) and 16% of Hispanics say that in the past year they have been treated unfairly in hiring, pay, or promotion because of their race or ethnicity (Patten, 2016).

## Types of Privilege

**Gender Privilege:** set of rights distributed to men on the basis of their gender (Hive Learning, 2020)

ex: men making more money than women while working the same job

**White Privilege:** benefits (large or small) that white people are afforded at the expense of BIPOC people (Hive Learning, 2020)

ex: companies always creating foundation shades in said skin tone

**Socio-economic Privilege:** special advantages or entitlement based on social class (Hive Learning, 2020)

ex: parents being able to pay college tuition

Black and Hispanic women with a college degree earn only about



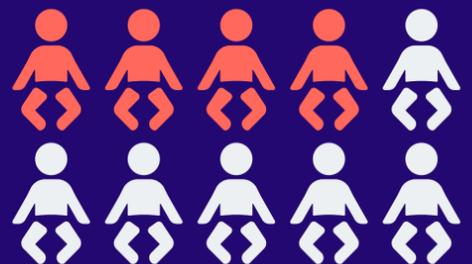
the hourly wages of similarly educated white men (Patten, 2016).

Children from low-SES families are less likely to have experiences that encourage the development



of fundamental skills of reading acquisition (Patten, 2016).

Roughly 4 in 10 mothers said that at some point they had to alter their work life



in order to take care of familial responsibilities (Graf, 2020).

There are more types of privilege than the ones that are discussed here. Below are some resources to learn more.

<https://uca.edu/training/files/2017/11/Privilege-What-Does-It-Mean-Handout.pdf>

<https://sites.lsa.umich.edu/inclusive-teaching-2/wp-content/uploads/sites/732/2017/08/Examples-of-Mostly-Cisgender-Man-Privilege.pdf>

<https://www.pewresearch.org/fact-tank/2016/07/01/racial-gender-wage-gaps-persist-in-u-s-despite-some-progress/>

# References

Graf, Nikki, et al. "The Narrowing, but Persistent, Gender Gap in Pay." Pew Research Center, Pew Research Center, 14 Aug. 2020, [www.pewresearch.org/fact-tank/2019/03/22/gender-pay-gap-facts/](http://www.pewresearch.org/fact-tank/2019/03/22/gender-pay-gap-facts/).

Patten, Eileen. "Racial, Gender Wage Gaps Persist in U.S. despite Some Progress." Pew Research Center, Pew Research Center, 1 July. 2016, [www.pewresearch.org/fact-tank/2016/07/01/racial-gender-wage-gaps-persist-in-u-s-despite-some-progress/](http://www.pewresearch.org/fact-tank/2016/07/01/racial-gender-wage-gaps-persist-in-u-s-despite-some-progress/).

"5 Main Types of Privilege." Hive Learning, 12 June 2020, [www.hivelearning.com/site/5-main-types-of-privileges/](http://www.hivelearning.com/site/5-main-types-of-privileges/).