

**Exercise:** *Taking a Stance on Power and Privilege*

**Instruction:**

Have participants gather in a circle and nominate one facilitator to ask questions.

Remind participants that the goal of this exercise is to check in with themselves about what their relationship and proximity to power, privilege, and the various “isms” of oppression are.

Remind participants that this is a non-verbal exercise and upon completion, there will be time to debrief how the experience was and felt.

**Prompt:**

“Please stand \*or\* raise your hand if:” ((Feel free to adapt questions as you deem appropriate!))

1. If you did not have to take time to see if you could physically access today’s workshop.
2. If you were able to drive here today
3. If taking public transportation is the \*only\* way you can afford to get around
4. If your ability to get to and from a location is dependent on another individual
5. If you or someone you love has been labeled as dumb because of a learning disability
6. If you or someone you love was placed in Special Education courses due to behaviors you or they exhibited while in school
7. If you or someone you love identifies as having a mental illness
8. If you or someone you love has experienced alcohol or drug abuse
9. If everyone in your immediate family went to college
10. If going to college was an expectation and not a lofty dream
11. If you never thought that in your lifetime you’d attend college
12. If your parents did not grow up in the United States
13. If you or you love has ever lived in America and been labeled as “undocumented”
14. If you or someone you love has been deported or could face deportation
15. If you’ve been labeled an American Citizen since birth
16. If because of your religious beliefs you have ever been mocked or harassed
17. If you can expect to have time off of work to celebrate your religious holidays
18. If you feel a bumper sticker supporting your religion won’t result in your vehicle being vandalized
19. If the majority of politicians you follow practice your religion or the religion of your family
20. If you feel you will not be penalized (socially or otherwise) for not knowing other people’s religious customs
21. If you have seen members of your race or ethnic group portrayed on television in degrading roles
22. If you have been a victim of racial discrimination
23. If you have ever worried about the consequences of calling the police to your community
24. If you feel a constant need to defy or disprove stereotypes about the ethnic or racial group you belong to
25. If you would describe your family as working class or poor
26. If you grew up poor but now identify as working or upper middle class

27. If you or someone you love has been homeless
28. If you “don’t worry” about money because you know you have family that could financially support you
29. If you feel like politicians pay attention to your class and fight for your vote in election seasons
30. If you found yourself in a legal predicament tomorrow, you could \*hire\* an attorney to represent you
31. If you have seen members of your gender portrayed on television in degrading roles
32. If you or someone you love has felt pressure to conform to a certain gender identity
33. If you have heard a joke or statement related to your race or ethnicity but felt unsafe to confront the situation
34. If you have heard a joke or statement related to your gender but felt unsafe to confront the situation
35. If you have ever heard a joke or statement related to your sexual orientation but felt unsafe to confront the situation
36. If you have ever been sexually harassed or cat-called
37. If you have never worried about being stalked
38. If more often than not you would feel safe walking home at night by yourself
39. If you or someone close to you has survived gender-based violence
40. If you feel you can express affection with a partner in most social situations without facing any hostility
41. If you have never been asked “how does sex work for you”
42. If you never had to “come out” or announce your sexuality to the world
43. If your right to marriage has ever been questioned
44. If growing up, you were taught about different gender and sexual identities in school
45. If because of your age you’ve ever been told that you’re useless
46. If because of your age you’ve felt someone is not taking you seriously
47. If you control a budget in your organization
48. If you control your own work schedule
49. If you have found yourself being frequently cut off by others at work mid-conversation
50. If you have ever hired someone because you could relate to where they come from
51. If you have the ability to employ or fire someone
52. If you have been in conflict with someone in a work setting for racist remarks
53. If you have been in conflict with someone in a work setting for sexist comments
54. If you feel like you are privileged in some way
55. If you feel like you have faced some sort of oppression
56. If you feel you have the ability to steward conversations about privilege and oppression in your workplace