

# Equalities Tutor Time: Privilege

Produced at Fullbrook School

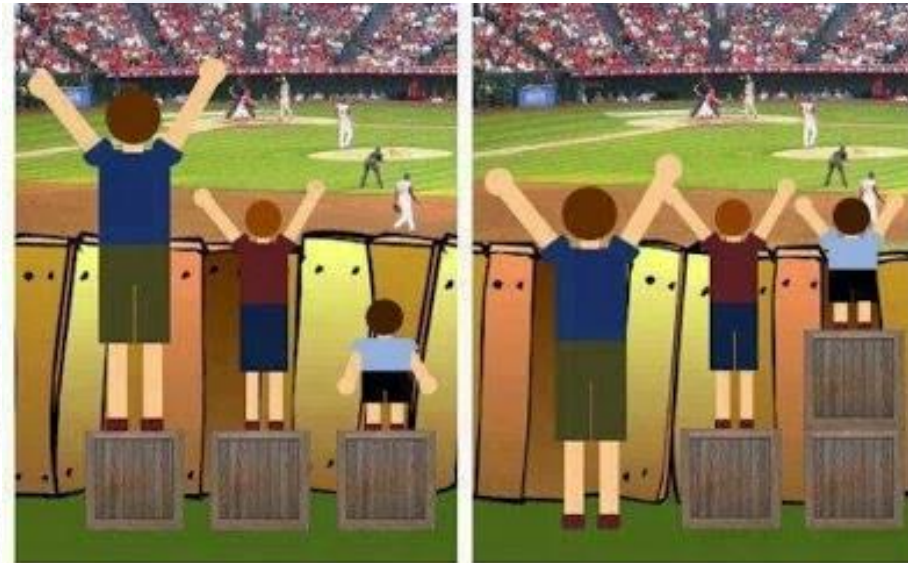
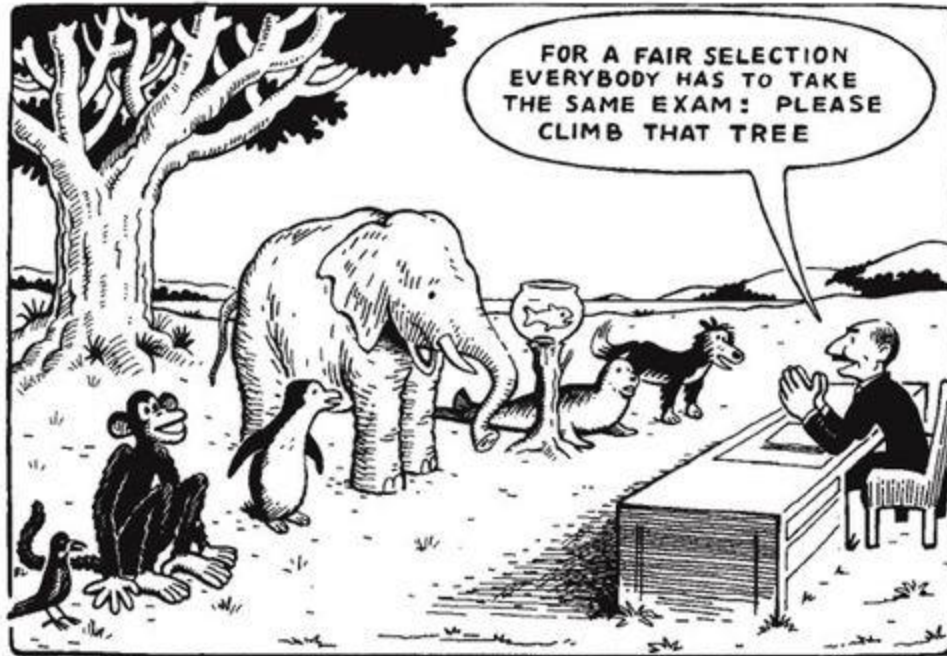
With extra resources from:  
Ethnicity Facts Figures Service  
National Seed Project

# Privilege and unfair advantage

Is everyone born with an equal opportunity in life? What about equal access to those opportunities?

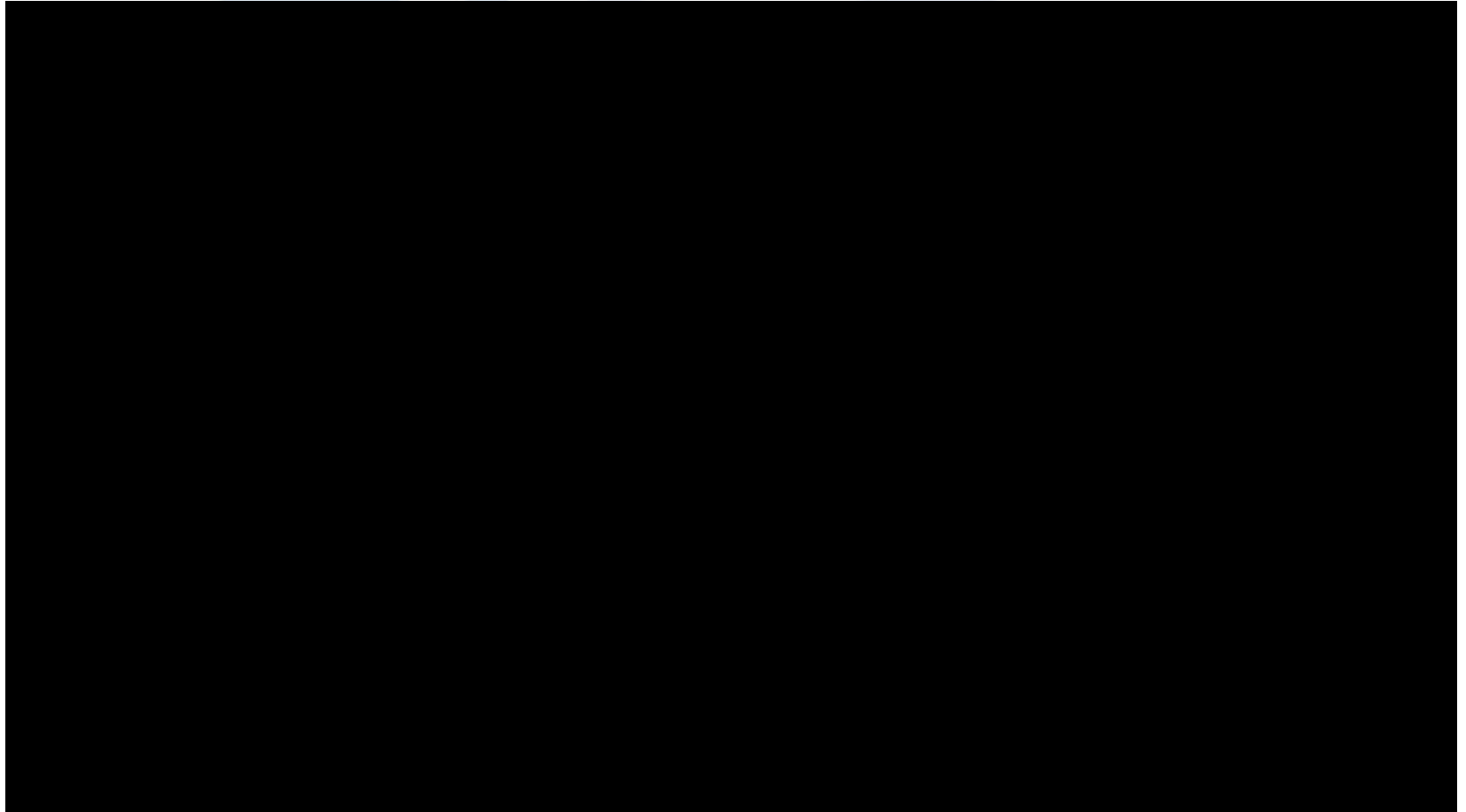


# Are equal and fair the same thing? What's the difference?



If differences in equality stop everyone having a fair chance at success in life,  
does this mean all

Part of privilege is not needing to realise the advantages we have, like a fish not understanding why it is easier for them to swim than us. So what privileges may we have in our day to day life?



# Thinking about the video

- Were you surprised about how big some of the gaps became?
- Were you surprised about some of the privileges/advantages the speaker listed?
- Do you think any of the participants were surprised? Which ones?
- What do you think this exercise helped to show?

# So what does this have to do with race?

- Gender
- Whether or not you are LGBTQ+
- Class, wealth
- Disability, health
- Weight
- Religion
- The country you are born in/live in

Many things can create disadvantage for people in life, based on whether the world is designed to support and celebrate that part of you or not.

Some people aren't affected negatively by any of these issues, or are only affected by one, where as some people are affected by many at the same time.

# Remember:

**White privilege**  
doesn't mean your  
life hasn't been  
hard; it means that  
your skin colour  
isn't one of the  
things making it  
harder.

## What's in a name? Study finds those with 'English-sounding names' more likely to be offered an interview.

That's according to researchers at Ryerson University and the University of Toronto. As part of a different study from 2011, researchers sent out almost 13,000 fake résumés to over 3,000 job postings. The academics went back to this data at the start of 2017 and found that people with Chinese, Indian or Pakistani-sounding names were 28% less likely to get invited to an interview than the fictitious candidates with English-sounding names, even when their qualifications were the same.

In some situations, the discrimination was even worse. For example, if résumés had an Asian-sounding name paired with some or all foreign qualifications, employers were between 35% (in the case of large firms) and 60% (in the case of small firms) less likely to call the candidate for an interview.

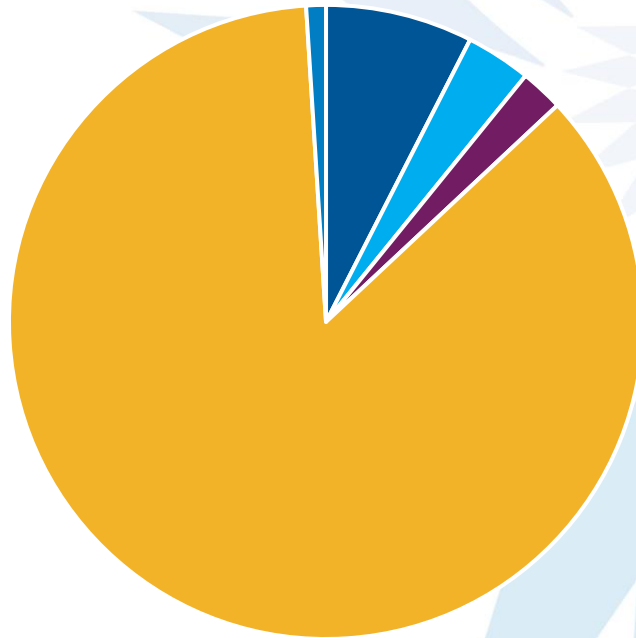
Over in the United Kingdom, an all-parliamentary group study from 2012 found that women who “whitened” their names or made them sound more British had to send only half as many applications before being invited to interview as those who sounded foreign.

- <https://www.weforum.org/agenda/2017/05/job-applications-resume-cv-name-discrimination/>



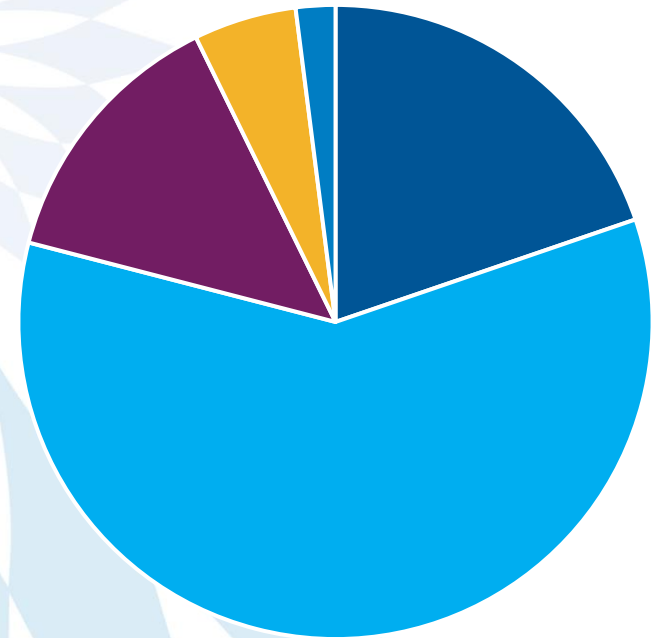
# Stop and Search stats from the UK suggest being a person of colour increases your risk of police suspicion.

Percentage of Population of UK



■ Asian ■ Black ■ Mixed ■ White ■ Other

Number of Stop and Searches 2017/18



■ Asian ■ Black ■ Mixed ■ White ■ Other

Notice that despite there being a lot more white people in the UK than any other race, they are still one of the least stopped population. Bearing in mind that it is illegal to profile someone based only on their race, are stop and searches being conducted fairly?

# News representations

What differences do you notice in the way the same crime is reported about different races of people?



Same day. Same crime. Same news station. One University pics. The other mugshots.

How do you think these different ways of reporting affect the people who see this media?

## Three University of Iowa wrestlers arrested; burglary charges pending

By Lee Hermonson, The Gazette

Photos



Russ Lombardi, Seth Gross and Logan Ryan

## Coralville police arrest four in burglary investigation

By Lee Hermonson, The Gazette

Video Photos



Coralville burglary suspects Kevin Cowland, Milton Whithead, Quentin D.W. Estman and Curtis J. Johnson (left to right)

# Privilege often looks like a lot of little small things that we may not notice.

On your post-it note or piece of paper, tally up any of the following things that are **TRUE** for you.

We are going to look at some of the privileges that come with being white in Britain, as taken from blog post by Peggy Mackintosh.

# Tally any that apply to you

- I can, if I wish, arrange to be in the company of people of my race most of the time.
- I can be pretty sure that my neighbours in a nice neighbourhood such a location will be neutral or pleasant to me.
- I can go shopping alone most of the time, pretty well assured that I will not be followed or harassed.
- I can turn on the television or open to the front page of the paper and see people of my race widely and positively represented.

# Tally any that apply to you

- When I am told about our national heritage or about "civilization," I am shown that people of my color made it what it is
- I can criticize our government and talk about how much I fear its policies and behavior without being seen as a cultural outsider.
- I can be pretty sure that if I ask to talk to the "person in charge", I will be facing a person of my race.
- If traffic police pull me over, I can be sure I haven't been singled out because of my race

# Tally any that apply to you

- I can worry about racism without being seen as self-interested or self-seeking.
- I can take a job without having my co-workers suspect that I got it because of my race.
- If my day, week or year is going badly, I don't have to wonder if any of it is because of my race.
- If no one wants me as a leader, I can be sure that my race is not the problem.

# Add a tally for any that apply to you

- I can easily find academic courses and institutions which give attention only to people of my race.
- I am never asked to speak for all the people of my racial group.
- If someone of my race is in the media for crime, I can be sure no one will say that it is because of their race, or that all people of my race are like that.

# What did you notice in your tutor group?

- Who had the most tallies? Who had the least?
- How many of these issues do you consider on a day to day basis?
- How did this make you feel?
- Did it make you consider anything new?



# How can we tackle privilege moving forward and raise everyone to the same level?

How should we consider stereotypes?

How should we consider the things we take for granted?

How should we consider the media?

