

FAST FACTS



3+
People



60-90
Minutes



\$0



High Risk

Privilege Chains

Purpose of Activity: This activity allows participants to explore the concepts of privilege and oppression, and take a look at how they benefit and are held back by these systems.

Objectives/Learning Outcomes:

By actively participating in this activity, participants will:

- Recognize that systems of privilege and oppression exist, and that those systems impact people and society.
- Identify and reflect on their dominant and subordinate identities.
- Engage in conversations about social justice.
- Recognize the dynamics of privilege and oppression as demonstrated in the wing, building, and UA.
- Recognize the importance of inclusiveness and creating inclusive communities.

Materials Needed:

- Recycled paper strips (1,000+)
- Staplers or tape
- 3 facilitators

Ground Rules:

- Be fully present and participate at your own comfort level – challenge by choice.
 - Follow up - What does it mean to be “fully present”?
 - Follow up - What does “challenge by choice” mean?
- Push yourself outside of your comfort zone – the most learning happens when we are a little bit uncomfortable.
- Listen respectfully, share air time, and encourage others to participate.
- It’s ok for us all to be at different places with the things we discuss today.
- Show respect for one another’s beliefs, values, and experiences.
- Respect and maintain privacy.

Disclaimer:

- While processing, do not call on certain participants to get the “perspective” of a certain identity (ex: you know one of your residents is bisexual, or is disabled). Be sure not to single participants out for a certain opinion, stare at them to judge their reaction, or basically put them on the spot. They should be treated like every other student, and invite everyone to share/participate as much as she/he/ze is comfortable.

Facilitation Guide:

- 1- Have every participant make a paper chain that is 8 links long. Ask everyone to hold up their strips. Ask them to look around the room, and verify they are 8 links long.



FAST FACTS



3+
People



60-90
Minutes



\$0



High Risk

2- Facilitator will read the below statements, with instructions to add or remove a link as appropriate. This activity is to be done in silence. Important to note: adding/removing a link is challenge by choice. Participants should not “call one another out” if someone does not add/remove a link for a statement with which ze/she/he identifies.

We will not explain statements. You alone decide if they apply to you or not. If you would like us to repeat a statement, please ask.

- My primary ethnic identity is American. – **ADD A LINK**
- People of color worked for my parents as servants, gardeners or child caretakers. – **ADD A LINK**
- The number of religious discrimination charges filed with the Equal Employment Opportunity Commission (EEOC) has increased by 50% since 1997. Many of these complaints were either: (a) a company refused to allow an employee to wear a head covering; or (b) a company refused to accommodate reasonable requests for religious days off. Since most Christians have their holidays federally recognized and do not have to wear headwear to identify as Christian, if you identify as Christian – **ADD A LINK**
- I attend a college or university. – **ADD A LINK**
- I can formalize my love relationship legally through marriage, if I choose to, and receive the benefits that accompany marriage in any State in the US. – **ADD A LINK**
- I can be somewhat sure that if I ask to see “the person in charge,” I will face a person of my own sex. The higher-up in the organization the person is, the surer I can be. – **ADD A LINK**
- People have questioned my morals, character, or trustworthiness because I identify as an atheist or don't identify with any religion belief. – **REMOVE A LINK**
- LGBT youth are 2.5 times more likely to commit suicide than their heterosexual and gender conforming peers; and LGBT youth who experience strong rejection from their families, are 8.5 times more likely to attempt suicide than their heterosexual/gender conforming peers. If you do not identify as a member of the LGBT community – **ADD A LINK**
- I have studied the culture of my ancestors in school. – **ADD A LINK**
- I went to a school where my first language was the primary language used in oral and written communication. – **ADD A LINK**
- I've had to skip a meal or I was hungry because my family did not have enough money to buy food when I was growing up. – **REMOVE A LINK**



FAST FACTS



3+
People



60-90
Minutes



\$0



High Risk

- I am reasonably confident that my future employer will not have a dress code that is in contradiction with my religious beliefs. – **ADD A LINK**
- The religious holidays observed in my high school matched my family's religious observances. – **ADD A LINK**
- I am able to purchase clothing that matches my gender identity without being refused service, mocked by staff, or questioned as to what my genitals look like. – **ADD A LINK**
- In 2011, the CEOs of Fortune 500 companies comprised of 12 women and 488 men. That is 3 less women than the year before; they left their position and were succeeded by men. If you identify as a man, **ADD A LINK**.
- I can ignore the width of doors, the presence of stairs, and other architectural features of buildings. – **ADD A LINK**
- I was prevented from playing with toys I wanted to growing up because they were not the kinds of toys social norms dictate that my gender should play with. – **REMOVE A LINK**
- I have attended private school or sleep-away summer camp. – **ADD A LINK**
- I was raised in a single-parent household. – **REMOVE A LINK**
- If you do not have to worry if there will be enough room for you in a car, airplane or a theater seat– **ADD A LINK**
- I have been discouraged from a career choice because of my sex or a disability. – **REMOVE A LINK**
- My family has taken vacations outside of the USA. – **ADD A LINK**
- According to the 2010 U.S. Census, a woman now makes \$0.77 for every \$1.00 a man makes for equal work. If you identify as a man – **ADD A LINK**
- I have been harassed because of my gender expression or sexual orientation. – **REMOVE A LINK**
- I have never had to think about requesting reasonable testing or classroom accommodations. – **ADD A LINK**
- One of my parents has been laid off or unemployed not by choice. – **REMOVE A LINK**
- I grew up in a home owned by my family. – **ADD A LINK**
- I can hold hands with or express physical affection with an intimate partner in public without provoking stares or hostile comments. – **ADD A LINK**

FAST FACTS



3+
People



60-90
Minutes



\$0



High Risk

- The median monthly income for those with no disabilities is \$2,539. This compares with \$2,250 for those with non-severe disabilities and \$1,458 for those with severe disabilities. If you identify as able bodied – **ADD A LINK**
- I have not been taught by my family, friends, or society that I should fear walking alone after dark. – **ADD A LINK**
- I have been denied a job because of my sex or disability. – **REMOVE A LINK**
- My gender is listed as an option on documents and forms. – **ADD A LINK**
- I have inherited money or property, or know that I am set up to in a family member's will. – **ADD A LINK**
- Among those that identify as transgender, 55% report being physically attacked because of their gender expression, 50% have seriously thought about committing suicide, and approximately 25% have attempted suicide. If you identify as gender conforming, otherwise known as "cisgendered" – **ADD A LINK**
- Data from the FBI showed a 1,600% increase in anti-Islamic hate crimes in the days following the Sept. 11 attacks. The research also found a similar increase in hate crimes against people who may have been perceived as members of Islam, Arabs and others thought to be of Middle Eastern origin. If you identify as Muslim or Middle Eastern, or are perceived as Muslim and/or Middle Eastern – **REMOVE A LINK**
- If your sexual orientation is not associated with a closet. – **ADD A LINK**
- In 29 states, including Arizona, it is legal to fire someone for being gay, lesbian, bisexual, or transgender. If you or your parents/guardians identify as being gay, lesbian, bisexual, or transgender – **REMOVE A LINK**
- I have gotten job because of my family connections. – **ADD A LINK**
- I have been accused of cheating, lying or stealing because of my race or ethnicity. – **REMOVE A LINK**
- I will need to teach children in my life about racism for their survival. – **REMOVE A LINK**
- If I am assertive in a work or group setting, I fear being called a "bitch" or another derogatory term, either behind my back or to my face. – **REMOVE A LINK**
- I have never been denied access to a public building or educational program because of a disability. – **ADD A LINK**
- I have been teased or made fun of because of my gender expression. – **REMOVE A LINK**

FAST FACTS



3+
People



60-90
Minutes



\$0



High Risk

- Many private organizations, such as the Boy Scouts of America, do not allow atheists or agnostics as members. If you identify as atheist or agnostic – **REMOVE A LINK**
- If I choose to delay having children until my 30s, I may be asked “why are you waiting?” by friends, family, co-workers. – **REMOVE A LINK**
- If one or both of your parents/guardians has a college degree – **ADD A LINK**
- I’ve had to worry about my personal safety or the safety of people in my life because of their sexual orientation or gender expression. – **REMOVE A LINK**
- If your dietary needs are met at most public locations– **ADD A LINK**
- A recent University of Chicago study sent over 5,000 resumes to approximately 1,300 job advertisements. The resumes reflected identical experience, with one change, the person's name. The study found that resumes from people with White sounding names were 50% more likely to get called back for an interview as compared to resumes with African American sounding names. If you identify as White – **ADD A LINK**
- I rarely see people of my race or ethnicity **positively** portrayed on television or in the movies. – **REMOVE A LINK**
- The presence of police or other law enforcement officials at a public place or event make me feel protected from harm. – **ADD A LINK**
- If you have ever been asked if it's that time of the month when you are upset about something. – **REMOVE A LINK**
- If you do not need to use curb cuts to get onto a sidewalk, or do not know what curb cuts are. – **ADD A LINK**
- I have been made to feel inferior because of my age. – **REMOVE A LINK**
- If you can easily find relationships similar to yours reflected in movies, TV shows, or magazines. – **ADD A LINK**
- I can use public restrooms without the fear of being verbally abused, physically intimidated, or arrested. – **ADD A LINK**
- If where you go to college is dependent on your financial aid package – **REMOVE A LINK**
- If you can receive a scholarship without others assuming you got it because of your race. – **ADD A LINK**
- Either I or someone close to me has been the target of sexual harassment or sexual violence. – **REMOVE A LINK**

FAST FACTS



3+
People



60-90
Minutes



\$0



High Risk

- I have been called names or verbally harassed because of an oppressed identity I hold. – **REMOVE A LINK**

3 – Ask participants to count the number of links on their chains. Total possible links = 45.

4 – Ask participants to gather in the following groups, based on their chain length. One facilitator should process with each group. If possible, have the facilitator go with the group that represents the length of their own chain:

- Small (0 to 18 Links),
- Medium (18-28 Links),
- Large (28+ Links)

[Note to Facilitator: *Adjust these numbers as needed to get at least 3 people in a group. The groups do not have to be equal in size, and probably will not be equal in size*].

Ask the following questions for about 15 minutes:

- How are you feeling right now?
- Are you surprised where you ended up? Why or why not?
- Do you feel like the length of your chain defines who you are?

Discussion Questions:

Return to large group discussion and process the following questions for 15-30 minutes:

- What are your reactions to the activity? Did you experience any particularly strong emotions while doing this activity?
- What statements were particularly striking to you? Why?
- What are your reactions to identifying some of the privileges and disadvantages associated with some of your social group memberships?
- Why would we do this activity with you? How does this related to your experience as a student at UA?
- What things can we do to ensure everyone is treated equitably here at UA?