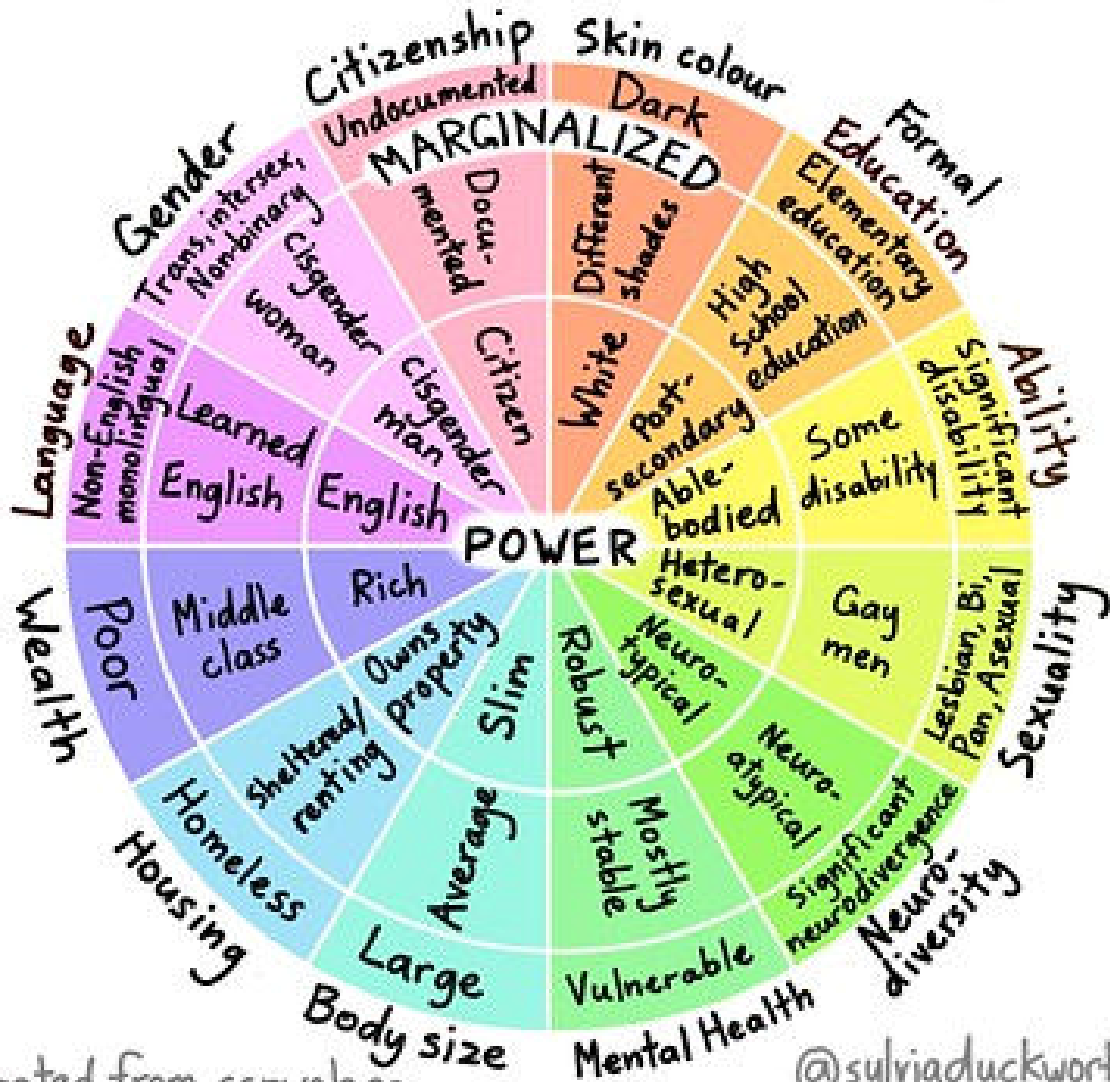


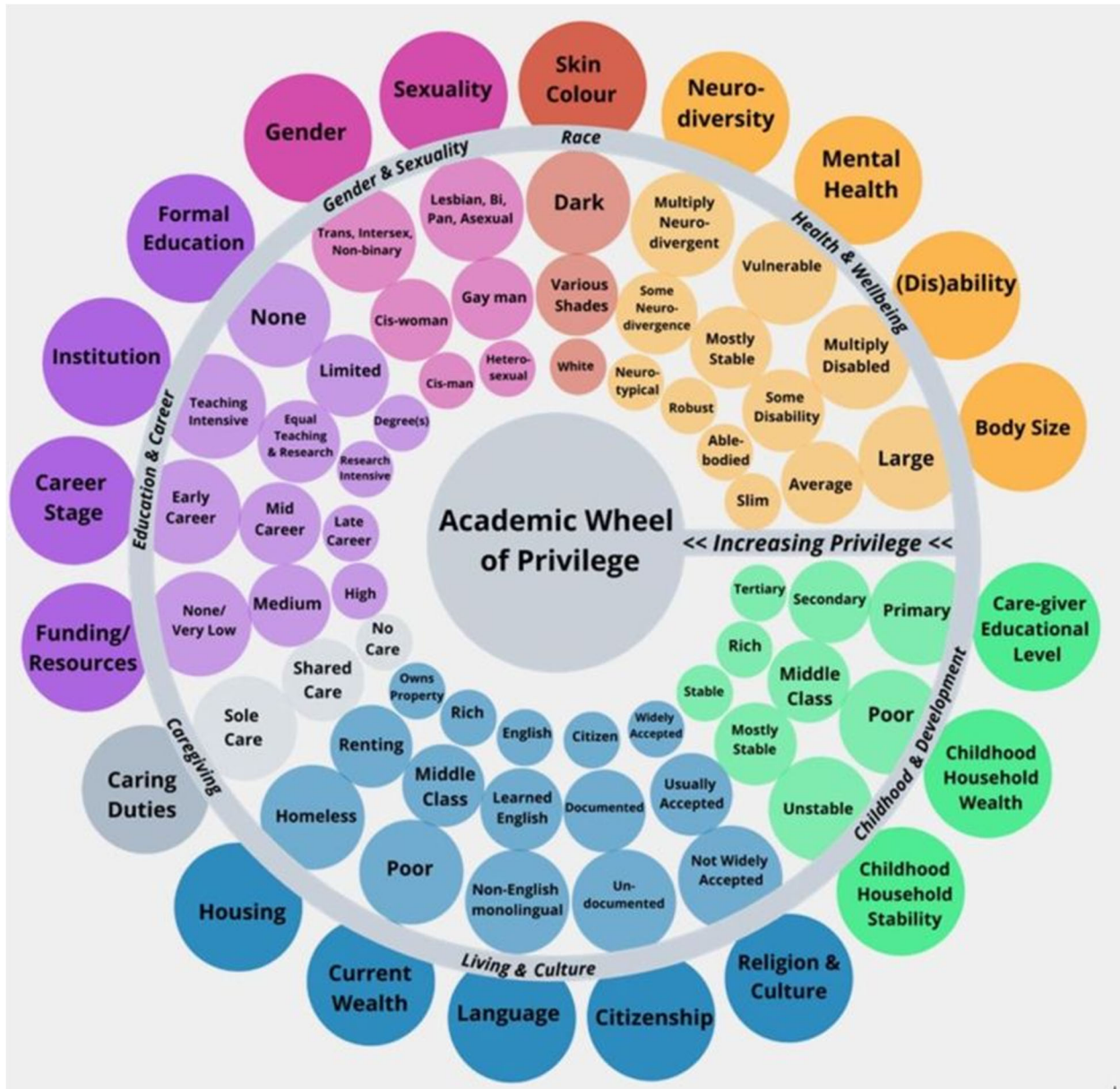


HANDOUT

WHEEL OF POWER/PRIVILEGE



Academic Wheel of Privilege by Dr. Flavio Azevedo, Co-Founder & Director of Framework for Open and Responsible Research Training (FORRT)



Consider both Duckworth's & Azevedo's wheels of privilege:

- Do these categories resonate for you – why or why not?
- Can you identify places on this wheel where you are closer to the inside – where your identities bring you privilege?



- Can you identify places on this wheel where you are closer to the outside – where your identities cause you to be marginalized?
- Does privilege and marginalization play out in different ways depending on the space/context – like work? home? family?
- Do some of these identities matter more to you than to other people? Do some of these identities seem to matter more to others than to you?

Take a moment to review Azevedo’s Academic Wheel of Privilege. Consider what this wheel would look like for your organization.

Who would be at the center of the wheel? Who has the most power and privilege at your organization? Consider not just staff positions, but also those who interact with your organization (e.g., servicemembers, family members, social service and medical professionals, volunteers, community members, etc.)

Who would be at the edges of the wheel? Who has the least power and privilege in your organization? Again, consider all those who interact with your organization.

Where would you be on this wheel? Have you stayed in the same place since you started at your organization?

How does your organization — and how can your organization — work against the hierarchy and elitism of this wheel?

Reflective Practice

Dr. Makini King , University of Missouri – Kansas City, Director of Diversity and Inclusion Initiatives, *Ally is not a Noun*, May 15, 2018

“Here is a thought experiment I encourage you to make a part of your daily habit. As you move throughout your day, sit in a classroom, a department meeting, a social space, or as you go to the supermarket, to your neighborhood and residence, or visit with your friends and family, I want you to think about the inequality that might exist in that space.

This may not initially be an easy task; we tend to make the assumption that if we feel a space is safe, inclusive and pleasant, then everyone must feel the same way. I want you to think about what the experience might be like for people who represent marginalized or non-privileged communities; for example, people of color, non-Christians, immigrants, people experiencing homelessness, women, LGBTQIA people, indigenous people, people with disabilities, people with low income, or people for which English is not their first language.

Consider who is represented in that space and who is not and then ask why. Then consider who has a voice that is being heard in the space and who does not and then ask why. Then ask yourself how you might act as an ally in order to support those people who may not be represented, or who may not have a voice in order to actively make the space more equitable.”