

RACE, PRIVILEGE & IDENTITY IN YOUR WORK AND WORKPLACE

DESCRIPTION:

To be human means to have an identity. And all of us have multifaceted identities comprised of race, ethnicity, gender, religion, ability – the list goes on. Some of these identities afford us privileges and some of them do not, and this can vary by time and place. Identity and privilege are messy concepts, and all of this messiness does not disappear when we go to work.

This workshop will help participants identify key aspects of their identity, determine in which ways they may be privileged or disadvantaged, explore their racial identity and how it interacts with racial privilege in the United States, and analyze how all of this impacts the workplace.

CENTRAL QUESTIONS:

1. What are the visible and invisible intersecting aspects of my identity?
2. Which aspects of my identity afford me privilege, and which do not?
3. What is racial identity? Where do I lie along the privilege spectrum in relation to race?
4. What is the history of racial privilege in our society and how does that relate to me?
5. How do identity, privilege, and race impact my experience at work and the experiences of those around me?

OBJECTIVES:

By the end of this session, you will have:

- Developed an understanding of different components of your identity, how identities afford you privileges or disadvantages
- Examined your racial identity, gained a deeper understanding of the history of racial privilege in the US and explored how your racial identity fits into the racial context in the US
- Explored how identity, privilege, and race play out in the workplace and developed tools to create a more inclusive work culture

DURATION

1.5hrs or 3hrs



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