

Activity guide.

Privilege Walk.

 10 - 20 minutes.

 Up to 25 people.

 A large space.

When to run this activity.

This activity is ideal for groups later on their journey because of the potential of creating in and out groups. This activity confronts the idea of privilege head on and asks participants to explore what that means in their lives and how they can use it to help others.

1 Prepare your activity.

You will need a large room or hallway with space to walk up to 50 feet. Please book a meeting room, or plan your meeting in an area that has easy access to a space that large.



2 Set expectations using the four inclusive leadership behaviors. (<5 minutes.)

- Respect each other's opinions. Listen carefully and share air time. This shows empathy.
- Keep conversations in confidence. This shows grace.
- Accept and expect non-closure. This shows vulnerability.
- Be fully present and participate at your own comfort level. This shows courage.



3 Explain the activity. (<5 minutes.)

- Participants will need to form a single line in the middle of the room, if able, standing arm's length apart, and leaving space in front and behind of them.
- Inform the participants that once they form the line, you will begin reading statements. Based on how the statements apply to the individual they will either stand still, take a step forward, or take a step backward. (If a participant is unable to physically stand, they can mark their responses to the statements on a sheet of paper or note-taking app.)



4 Run the activity. (5 - 10 minutes.)

Read the following statements. When you see the  icon, prompt participants to take one step forward. When you see the  icon, prompt participants to take one step backward.

- If you are right-handed 
- If English is your first language 
- If one or both of your parents have a college degree. 
- If you can easily find Band-Aids designed to blend in with your skin tone. 
- If you rely, or have relied primarily on public transportation. 
- If you have worked with people you felt were like yourself. 
- If you feel unsafe walking alone at night. 
- If your household employs a housekeeper or gardener. 
- If you studied the culture of your ancestors in elementary school. 
- If you were made fun of for something you could not change. 
- If your family ever left or entered a country not of your own free will. 
- If you never think twice about calling the police when trouble occurs. 
- If you can show affection for your partner in public without fear. 
- If you ever had to skip a meal because there wasn't enough money. 
- If you feel respected for your academic credentials. 
- If you have a physically visible disability. 
- If your parents told you that you could be anything you wanted. 
- If you have an invisible illness or disability. 
- If you were ever discouraged from an activity because of your identity. 
- If you feel you fit your team's culture. 
- If you've been impacted by mental illness. 
- If you have ever been profiled by someone else using stereotypes. 
- If you ever received a job with help from a friend or family member. 
- If you've been spoken over because you couldn't form your thoughts. 
- If there was ever substance abuse in your household. 
- If you grew up in an area with violent crime and drug activity. 
- If you have been a victim of any form of harassment. 
- If you are asked to speak on behalf of a group of people who share an identity with you. 
- If you can make mistakes without people attributing that behavior to your racial or gender group. 
- If you went to college. 
- If you have more than fifty books in your household. 
- If you feel your political views are unpopular. 

5 Reflection. (5-10 minutes.)

As a group, discuss the following questions. Depending on how large your overall group is, this may work better in small group discussions.

- Which questions impacted you most deeply?
- What was your gut reaction to where you found yourself at the end of this list of privileges?
- How does it feel being in the front, back or middle?
- What do you wish people knew about one of the identities, situations, or disadvantages that caused you to take a step forward or backward?
- How has your privilege or lack thereof influenced your life?
- What can you do with this information in the future?

