

The Better Together Sessions Chat Log Responses

What is Privilege?

- Exclusive rights
- Safety
- Advantage!
- born advantage
- having opportunities that are exclusive and not inclusive
- Privilege is not knowing the suffering that the impoverished and non-white communities suffer and hiding that information from myself to avoid pain
- My father getting a GI loan to buy our first house.
- expectation of favoritism
- Special advantages or entitlement, used for one own's benefit
- Privilege is not even having to consider it.
- The ability to act, speak, behave without obstacles or push back from anyone
- The option to disregard local and larger community actions and their impact on those outside our direct view.
- gains made through heritage (race) instead of own's own work.
- Privilege is having advantages over others.
- privilege is pertains to certain race like white priviledge

Breakout Room Question: How are we privileged?

Community

Education

Access

Choose one of the above to share within your break out group.

Share from Breakout rooms:

- My father could get a GI housing loan after the war and then could help me buy a house years later.
- educational scholarship opportunities
- I never felt access to most areas of life was ever denied
- good schools from K through grad school
- I grew up with access to nature
- private school
- I grew up in a protective bubble where I didn't see or experience the bias and poverty of others, so it wasn't "real" to me
- Lived in segregated "safe" part of Detroit and had the privilege of being able to go wherever I wanted whenever I wanted.
- there are two criminal justices systems one for whites and one blacks
- Work/Study Scholarship with Westinghouse where my Father worked, Johns Hopkins University
- We bought house with GI loan because my husband was a Korean War vet. Traded up over the years

- I took many memorable family vacation and saw most of the US as a child
- Grew up upper middle class but now living on Social Security and part time work.
- I grew up in a bubble too, everyone was poor
- In my retirement, I'm in a very white community and have access to everything...if a person of color comes on campus, the person is confronted

Mentimeter group word cloud

Go to www.menti.com and use the code 1630 1211

What places do you recognize your privilege?



What is Bias?

- making assumptions without even realizing it
- Favoritism
- preconceived notion or assumption
- Belief without basis
- racial profiling
- putting individuals into “groups”
- making assumptions about another not based on fact or evidence
- Inability to take in a great variety of info
- perspective, unexamined
- believing in meritocracy
- Judgement based on unrelated attributes
- beliefs and behavior toward a group without any data
- prejudice in favor of one group or person--by definition, unfair
- Bias is seeing oneself as “better” than another group of people.

Breakout Room Question: Share an experience of when you've encountered bias or were biased against someone else?

- Teenager wearing dark hoodie
- Was biased abusing fellow student in elementary school because of bad body odor — turns out her family was too poor to have running water
- Dismissed because part of a group of old white men
- Assumption that black students won't perform at the same level as whites.
- as an older woman student, Applying for the perfect job at the school,, and they decided to go with "a younger student".
- teenager wearing baggie pants and hoodie
- Put off by a very out and proud person I'm pretty sure was gay....I stared too long and so he winked at me. Perfect way to send a message.
- Near retirement a younger man purchased the business I had worked at for decades. I was given meaningless work and not respected due to age though I had extensive experience and value.
- In 1968, I benefited from racial bias against Black men when I was the only white young man at the draft board the day I had my physical. The white doctor, after my exam, said "Go home son". This was a clear example of anti Black bias. I was the one who benefitted
- I have two friends who are transgender, and they hit bias on a daily basis
- I was racial profiled at Whole Foods last year because I was too slow working and supervisor talked too loud to me and everyone heard
- also a neighbor called police on me that I had her cat long time ago I did not have her cat

How do we recognize conscious or unconscious bias?

How can we counter Unconscious Bias?

- Make opportunities for those discriminated against
- Countering bias — ask open questions about why someone had the reaction/made the statement they did (that I perceived as biased)
- Gently challenge what you hear - ask a question....
- recognize when you feel sudden anger or want to avoid something and explore whether that is result of unconscious bias
- Be inquisitive. Listen to understand
- Avoiding certain people or situations regularly
- Strive for more and better informed empathy
- Ask if the decision would have been different if the person involved was different.
- Countering Blue Lives Matter flags. My Bias says they are ignorant!

End of session reflection and survey form: <https://forms.gle/aBdyguFArZUBgoHy8>