## Checklist: 50 potential privileges in the workplace

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|  | You are white. | ⭘ |
|  | You are male. | ⭘ |
|  | You are straight. | ⭘ |
|  | You are cisgender (you identify as the gender you were assigned at birth). | ⭘ |
|  | You’re not significantly younger or older than your coworkers. | ⭘ |
|  | You don’t have any disabilities, visible or otherwise. | ⭘ |
|  | You have a college degree. | ⭘ |
|  | You attended an elite university. | ⭘ |
|  | If you’re working in the United States, you were born there, or you’re a citizen. | ⭘ |
|  | English is your first language. | ⭘ |
|  | You don’t receive comments about your accent or the way you pronounce certain words. | ⭘ |
|  | You’ve never been passed over for a job (or fired from one) based on your gender, race or ethnicity, religion, age, body shape or size, disability, or sexual orientation. | ⭘ |
|  | You are partnered and feel comfortable speaking openly about your significant other. | ⭘ |
|  | You’re not the primary caregiver for anyone else. | ⭘ |
|  | You feel welcome at networking opportunities. | ⭘ |
|  | You aren’t asked to do menial tasks that colleagues of another gender or race are asked to do. | ⭘ |
|  | Others don’t routinely assume you’re at a lower seniority level than you are. | ⭘ |
|  | You feel comfortable actively and effectively contributing to meetings you attend. | ⭘ |
|  | You’re rarely interrupted or ignored in meetings. | ⭘ |
|  | You are confident that if you raise an idea in a meeting, you’ll be credited for that idea. | ⭘ |
|  | Your manager maintains eye contact when speaking to you. | ⭘ |
|  | You recently received feedback about a technical skill you need to learn. | ⭘ |
|  | You have spare time to spend learning new job skills or, if you’re in tech, working on open source projects. | ⭘ |
|  | You haven’t been told to wait your turn for a promotion or plum project assignment behind an equally qualified peer. | ⭘ |
|  | You have gotten a job or a promotion with the help of a social, family, or school-related connection. | ⭘ |
|  | You can talk about political or identity-oriented extracurricular activities without fear of judgment or bias from colleagues. | ⭘ |
|  | You can observe the holy days in your religious tradition without having to use vacation days. | ⭘ |
|  | You feel welcome and valued on group projects. | ⭘ |
|  | You’ve never been called a “diversity hire”. | ⭘ |
|  | When meeting people at professional events, they assume you’re attending in a professional role (versus being the partner of an attendee or that you work in an administrative role). | ⭘ |
|  | At events, people don’t mistake you for a member of the catering staff. | ⭘ |
|  | You don’t receive unwanted sexual advances at work. | ⭘ |
|  | You haven’t had to change teams or companies because of harassment. | ⭘ |
|  | You feel physically safe at work and at professional events. | ⭘ |
|  | You feel safe leaving work late at night and going home after evening events. | ⭘ |
|  | You have stable housing. | ⭘ |
|  | You’re confident that if you were to lose your job, you’d be able to land another one without worrying about paying bills. | ⭘ |
|  | You can afford to join out-of-office lunches or afterwork social activities. | ⭘ |
|  | You can manage monthly payments on any debt. | ⭘ |
|  | You never have to decide which bills to pay or go without meals because you’re not able to afford food. | ⭘ |
|  | You’re not financially supporting a parent, grandparent, sibling, or other family member(s). | ⭘ |
|  | You have a partner who takes on a large share of household and family responsibilities. | ⭘ |
|  | You’re rarely, if ever, late to work or miss work because of a child’s illness or family emergency. | ⭘ |
|  | You don’t have a long career gap on your resume. | ⭘ |
|  | You’ve never been arrested, incarcerated, or charged with a criminal offense. | ⭘ |
|  | People never touch you or your hair without consent. | ⭘ |
|  | You’re comfortable speaking in meetings without worrying someone will find a flaw in your logic and prove you’re not qualified to be there. | ⭘ |
|  | You don’t receive abusive comments on social media. | ⭘ |
|  | You don’t remember the last time someone was condescending or overly pedantic when explaining a topic to you. | ⭘ |
|  | You don’t depend on a sponsor, mentor, or any other ally to be respected and taken seriously. | ⭘ |