Deconstructing Bias: The Impact of Privilege on EHDI Services and Outcomes
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Statements of Privilege

Ability Privilege
1. I can easily see the letters on this page.
2. I can assume that I will easily have physical access to any building.
3. I have never had my right to reproduce questioned or challenged because of disability.
4. I have never had people make assumptions about my intelligence because of disability.
5. I have never been unable to join friends for dinner, a recreational activity, or been seated separately from my companions due to disability.
6. It has never been suggested that it would have been better if I had not been born due to disability or been told by others “I could not live” or “would kill myself” if I had your disability.
7. I have never been taunted, teased, or socially ostracized due to a disability.
8. My parents told me I could be anything I wanted when I grew up.
9. I expect to be able to hear today’s “conversation” without assistive technology, CART, or an interpreter.
10. If I am fired, not given a raise, or not hired, I do not question if it had anything to do with my physical or mental capacities.

Class Privilege
1. I am reasonably sure that I, or my family, will not have to skip meals because we cannot afford to eat.
2. I attended private school or sleep-away summer camp.
3. I have a savings account with at least a month’s rent and bills set aside in case of emergency.
4. I have health insurance.
5. I don’t have to rely on public transportation to travel to work or school; I can afford my own vehicle if I choose to.
6. I did not need to borrow federal financial aid to pay for my education.
7. I have taken a vacation outside of the country.
8. I grew up in a home owned by my family.
9. I am generally able to avoid places that are dangerous in my day-to-day life.
10. I can boycott certain stores because I disagree with them politically or personally.

Hetero-normative and Privilege
1. If I pick up a magazine, watch TV, or play music, I can be certain my sexual orientation or will be represented.
2. I am never asked to speak for everyone who is heterosexual.
3. People don’t ask why I chose (and then chose to be public about) my sexual orientation.
4. I can formalize my love relationship legally through marriage, receive the benefits that accompany marriage, and my marriage will be recognized everywhere I go.
5. I do not have to fear that if my family or friends find out about my sexual orientation there will be economic, emotional, physical, or psychological consequences.
6. I can hold hands with or express physical affection with an intimate partner in public without provoking stares or hostile comments.
7. My individual behavior does not reflect on all people who identify as heterosexual.
8. I can go for months without anyone referring explicitly to my sexuality.
9. No one believes my sexuality was “caused” by psychological trauma, or abuse, or is abnormal.
10. I can be pretty sure that my co-workers and supervisor will be comfortable with my sexual orientation.
Male Privilege
1. I do not have to worry about the message my wardrobe sends about my sexual availability.
2. If I cry in public, I will not be called “hysterical,” “weak,” or “incompetent.”
3. My ability to make important decisions and my capability in general will never be questioned depending on what time of the month it is.
4. Sexual harassment on the street virtually never happens to me. I do not need to plot my movements through public space in order to avoid being sexually harassed, or to mitigate sexual harassment.
5. My elected representatives are mostly people of my gender. The more prestigious and powerful the elected position, the more this is true.
6. Most individuals portrayed as sexual objects in the media are not the same gender as I am.
7. On average, I am not taught to fear walking alone after dark in average public spaces.
8. If I have children and provide primary care for them, I’ll be praised for extraordinary parenting if I’m even marginally competent.
9. Even if I have a lot of sexual partners, there is not chance that I will be seriously labeled a “slut,” nor is there any male counterpart to “slut-bashing.”
10. I have the privilege of being unaware of my male privilege.

White Privilege
1. I can if I wish arrange to be in the company of people of my race most of the time.
2. I can go into a music shop and count on finding the music of my race represented, into a supermarket and finding the staple foods which fit my cultural traditions, and into a hairdresser’s shop and finding someone who can cut my hair.
3. I do not have to educate my children to be aware of systemic racism for their own daily physical protection.
4. Generally, I feel safe around police officers or law enforcement officials (or at least not the target for unwarranted attention).
5. I can take a job with an affirmative action employer (or be admitted into an educational institution) without my peers suspecting that I only got in because of my race.
6. The schools I have attended taught about my race and heritage and presented it in positive ways throughout the year.
7. When I use credit cards or checks for a face-to-face transaction, I don’t have to wonder whether someone will challenge my financial responsibility due to my race.
8. I am never asked to speak for all people of my racial group.
9. I can swear, dress in second-hand clothes, be late to a meeting, etc. without worrying that my behaviors reflect on my racial group.
10. I can go through a whole day without thinking about being white.