

privilege) within a society, we sometimes have to look beyond the statistics and focus on who has the power and privilege.

Understanding this concept may help an EOA understand the social dynamic of an organization during climate assessments and any possible discriminatory practices or behaviors associated with privilege.

G. Recognize and Address the Negative Effects of Power and Privilege

The following strategies will help the EOA recognize and address, as required, the negative effects of power and privilege.

1. Be aware of your surroundings. See if you can identify inequality, based upon power and privilege, while at work, watching television, listening to the news, or playing video games.

In day-to-day operations, keep in mind that privilege exists and it is real. However, it may not be overt.

2. Point out instances in which members of groups other than your own are being hampered by their exclusion from privilege.
3. Consider making a statement, write a letter, post a blog, or generate discussions/dialogue on instances of privilege that create inequality.
4. Acknowledge your privilege when it is pointed out to you and take that opportunity to learn something new about privilege.
5. Privilege will never go away until the systems in our society that cause discrimination go away.

In your own daily life, work to make those inequitable systems visible and call them into question when you can so that someday we all enjoy the benefits of being on equal footing with each other.

6. Address privilege philosophies that may influence discriminatory practices or lead to inequality within the organization, which can impact mission readiness.

The following can be associated behavior of an individual or group of people who may have a privileged identity as described by Sherry K. Watt (2001) in her paper “Difficult Dialogues, Privilege and Social Justice: Uses of the Privileged Identity Exploration (PIE) Model,” in *The College Student Affairs Journal*:

- a. Denial

Persons displaying denial may acknowledge the injustice, but make contradictory statements that indicate that they are having difficulty accepting it as a reality.