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*This is your personal copy. Rename this document if that will help you stay organized.*

We're completing this exercise to reflect on one's own degree of privilege. This will ask you to reflect on your experiences up to this point, primarily thinking back to your upbringing. We will be revisiting identity during our synchronous sessions, and diving into how these experiences may have changed over the years, and what your experiences are now.

Reminder: if any of the language used in this document is unfamiliar you may reference the [Glossary of Diversity, Equity, and Inclusion Terms](#) for more info. While you may share your reflections and score with our team, you will not be asked to share your copy of this document.

### **Step 1: Make a copy of this document. (done!)**

### **Step 2: Highlight and count every statement below that is true for you:**

- If you consider your primary identity as simply being your nationality versus your race
- If there were people who worked in your household as housekeepers, gardeners, etc.
- If your parents/guardians were considered professionals in your country of childhood (doctors, lawyers, etc.)
- If you studied the culture of your ancestors as part of your elementary/primary school education (ages ~5-10)
- If there were children's books in your home throughout your childhood
- If you were taken to art galleries, plays, or other structured cultural events by your parents/guardians
- If you can swear, dress in second hand clothes, or not answer emails, without having people attribute these choices to the "bad morals", poverty, or illiteracy of your race
- If you attended private/boarding school and/or summer camp
- If you regularly attended a bilingual school or language-intensive program
- If you were told that you were beautiful, smart and capable by your parents/guardians
- If when you are told about your national heritage or about "civilization," you are shown that people of your race made it what it is
- If you were encouraged to attend college/university by your parents/guardians
- If your family owned the house where you grew up
- If you can turn on the television or open to the front page of the paper and see people of your race widely represented in positive ways
- If you were ever offered a good job because of your association with a friend or family member
- If you ever inherited money or property
- If you were generally able to avoid places that were dangerous
- If your parents/guardians told you that you could be anything you wanted to be

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*Start having the conversations that matter most.*

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**Step 3: Take that total, then start to subtract 1 for every statement below that is true for you:**

- If you were ever called names because of your race, class, ethnicity, gender, or sexual orientation
- If you were ever ashamed or embarrassed of your clothes, house, car, etc.
- If you were raised in an area where there was overt poverty, illegal drug sales and/or dependency, etc.
- If you ever tried to change your appearance, mannerisms, or behavior to avoid being judged or ridiculed
- If you grew up in a country where the national language is *your* second language
- If you ever had to skip a meal or were hungry because there was not enough money to buy food when you were growing up
- If one of your parents/guardians was unemployed or laid off, not by choice
- If your family ever had to move because they could no longer afford the home you lived in
- If you were ever discouraged from academics or jobs because of race, class, ethnicity, gender or sexual orientation
- If you were raised in a single parent/guardian household, and/or by person(s) other than a biological parent
- If you saw members of your race, ethnic group, gender or sexual orientation portrayed on television in degrading roles
- If you were ever denied employment because of your race, ethnicity, gender or sexual orientation
- If you were paid less or treated less fairly because of race, ethnicity, gender or sexual orientation
- If you were ever accused of cheating or lying because of your race, ethnicity, gender, or sexual orientation
- If you were ever stopped or questioned by the police (or other law enforcement) because of your race, ethnicity, gender or sexual orientation
- If you were ever afraid of violence because of your race, ethnicity, gender or sexual orientation
- If you were ever uncomfortable about a joke related to your race, ethnicity, gender or sexual orientation but felt unsafe to confront the situation
- If you were ever the victim of violence related to your race, ethnicity, gender or sexual orientation

**Step 4: This is your overall total. Please enter it here: **XX****

**Step 5: Consider the relationship between your degree of privilege, your leadership style, and/or how you show up within your workplace.**

**Step 6: Bring your score to our session.**

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