**50 POTENTIAL PRIVILEGES IN THE WORKPLACE**

1. You are white.
2. You are male.
3. You are straight.
4. You are cisgender (you identify as the gender you were assigned at birth).
5. You’re not signiﬁcantly younger or older than your coworkers.
6. You don’t have any disabilities, visible or otherwise.
7. You have a college degree.
8. You attended an elite university.
9. You were born in the United States or you’re a citizen of the United States.
10. English is your ﬁrst language.
11. You don’t receive comments about your accent or the way you pronounce certain words.
12. 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.
13. You are partnered and feel comfortable speaking openly about your signiﬁcant other.
14. You’re not the primary caregiver for anyone else.
15. You feel welcome at networking opportunities.
16. You aren’t asked to do menial tasks that colleagues of another gender or race are asked to do.
17. Others don’t routinely assume you’re a lower seniority level than you are.
18. You feel comfortable actively and eﬀectively contributing to meetings you attend.
19. You’re rarely interrupted or ignored in meetings.
20. You are conﬁdent that if you raise an idea in a meeting, you’ll be credited for that idea.
21. Your manager maintains eye contact when speaking to you.
22. You recently received feedback about a technical skill you need to learn.
23. You have spare time to spend on open source projects or learning new technologies.
24. You haven’t been told to wait your turn for a promotion or plum project assignment behind an equally qualiﬁed peer.
25. You have gotten a job or a promotion with the help of a social, family, or school-related connection.
26. You can talk about politically or identity-oriented extracurricular activities without fear of judgment or bias from colleagues.
27. You can observe the holy days in your religious tradition without having to use vacation days.
28. You feel welcome and valued on group projects.
29. You’ve never been called a “diversity hire.”
30. When meeting people at technical events, they assume you’re attending in a technical role (versus being the partner of an attendee or that you work in a non-technical role).
31. At events, people don’t mistake you for a member of the catering staﬀ.
32. You don’t receive unwanted sexual advances at work.
33. You haven’t had to change teams or companies because of harassment.
34. You feel physically safe at work and at professional events.
35. You feel safe leaving work late at night and going home after evening events.
36. You have stable housing.
37. You’re conﬁdent that if you were to lose your job, you’d be able to land another one without worrying about paying bills.
38. You can aﬀord to join out-of-oﬃce lunches or after-work social activities.
39. You can manage monthly payments on any debt you have.
40. You never have to decide which bills to pay or go without meals because of not being able to aﬀord food.
41. You’re not ﬁnancially supporting a parent, grandparent, sibling, or other extended family member(s).
42. You have a partner who takes on a large share of household and family responsibilities.
43. You’re rarely, if ever, late to work or miss work because of a child’s illness or family emergency.
44. You don’t have a long career gap on your resume.
45. You've never been arrested, incarcerated, or charged with a criminal oﬀense.
46. People never touch you or your hair without consent.
47. 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.
48. You don’t receive abusive comments on social media.
49. You don’t remember the last time someone was condescending or overly pedantic when explaining a topic to you.
50. You don’t depend on a sponsor, mentor, or any other ally to be respected and taken seriously.

Being an ally is a journey. Want to join us?



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