

Allyship in Action Privilege Checklist

Directions: Review the list of privileges below. Check off which ones you hold and/or that represent your experience. Note anything that surprises you. At the end, tally up your number. Reflect on what you've learned.

Remember, this is not to shame you! Rather, it's to support your ongoing journey to build your self-awareness. It's OK if you experience emotions as you go through this activity. Allow yourself space to experience those, as you also learn about yourself.

Privilege Statement	Yes, I have this privilege!	This surprises me!
1. I am white.		
2. I am male.		
3. I am heterosexual.		
4. I am cisgender (meaning, I identify as the gender I was assigned at birth).		
5. I am around the same age as my colleagues; I'm not significantly older or significantly younger.		
6. I do not have any disabilities, visible or otherwise.		
7. I have a four-year college degree.		
8. I have a graduate degree.		
9. I attended what would be considered an "elite" university in the United States.		
10. I was born in the United States.		
11. English is my first language.		
12. People do not comment on my accent, my lack of accent or how I pronounce certain words.		
13. As far as I know, I have never been passed over for a job—or fired from one—due to my gender, race/ethnicity, religion, age, body shape or size, disability or sexual orientation.		
14. I have a partner, and I feel comfortable speaking openly about my partner at work.		
15. I am not the primary caretaker for anyone else.		
16. I feel welcome at networking events.		
17. I don't feel like I am asked to do "housework" or menial tasks at work (e.g. notetaking, cleaning up the room after a meeting, etc.).		
18. People do not routinely assume I am a lower level/seniority than I am.		

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19. I feel comfortable actively contributing to and participating in meetings, and I do not worry that someone will think I'm being "aggressive" or talking too much.		
20. I am comfortable speaking in meetings without worrying that someone will poke holes in my logic and/or try to (implicitly or explicitly) prove that I'm not qualified to be there.		
21. I am rarely ignored or interrupted in meetings.		
22. I am confident that when I raise an idea in a meeting, I will be credited for that idea.		
23. My manager maintains eye contact when speaking with me.		
24. I have not been told to wait my turn or to be patient for a promotion or an exciting project opportunity.		
25. I have gotten a job or a promotion with the help of a social, family and/or school-related connection.		
26. I can talk about political- or identity-related extracurricular activities at work without fear of judgment or bias from colleagues.		
27. I can observe holy days/holidays in my religious tradition without having to use vacation days.		
28. I feel welcome and valued on cross-functional/group projects.		
29. I have never been called a "diversity" hire.		
30. I have never been referred to as "diverse."		
31. At events, people do not mistake me for a member of the catering or janitorial staff.		
32. I have never received unwanted sexual advances at work.		
33. I have never had someone comment on my appearance or tell me how I should dress at work or that I don't appear to be "professional."		
34. I have not had to change teams or even companies due to harassment.		
35. I feel safe at work and at professional events.		
36. I feel safe leaving work late at night and going home after evening events.		
37. I have stable housing.		
38. If I lost my job, I feel confident that I would be able land another one quickly without worrying about paying my bills.		

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39. I can afford to join out-of-office lunches and/or after-work activities.		
40. I can manage the monthly payments on any debt I have.		
41. I have never had to decide which bills to pay or to go without food for that month.		
42. I am not financially responsible for supporting a parent, grandparent, sibling and/or other extended family member(s).		
43. I have a partner who takes on a large share or most of the household and family responsibilities.		
44. I rarely, if ever, am late or have to miss work due to a child's illness and/or family emergency.		
45. I do not have career gap(s) in my resume.		
46. I have never been arrested, incarcerated or charged with a criminal offense.		
47. I have never had someone touch my hair without consent.		
48. I have never had someone ask me where I'm "really from" or ask probing questions about my heritage/ethnicity/family background at work.		
49. I cannot remember the last time someone was (intentionally or inadvertently) condescending or overly prescriptive when explaining an idea or topic to me.		
50. I don't have to depend on a sponsor, manager, mentor, skip-level leader or any other ally at work to be respected and taken seriously.		

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