**Examples of White Privilege, Unearned Advantages ~ A Beginning List**

(For more, read resources by Dr. Peggy McIntosh, Alan G. Johnson,
Robert Jensen, Time Wise, and others.)

1. We are assumed to be competent, smart ~ our ideas worthwhile.
2. Don’t have to prove we are skilled and competent over and over.
3. We can be average or even mediocre and still be hired and promoted; we don't have to be exceptional to be hired or advance in our career.
4. We are assumed to have potential and are prepared for the next level of responsibility.
5. Our voices are heard and listened to.
6. Our ideas are given legitimacy.
7. Our ideas are considered and explored.
8. We are not interrupted and talked over as often; people apologize when they do.
9. Assumed to be the leader when the Person of Color is in charge.
10. We see other whites in many different types of leadership roles; can imagine moving up in the organization like they did.
11. We are assumed to belong and have a right to be here.
12. We feel normal and welcomed.
13. White people are most often the positive characters and leaders depicted in literature, movies, and TV shows.
14. We can build our positive self-esteem and self-confidence on the beliefs that whites are better leaders, smarter, more competent, have greater potential, etc.
15. White cultural practices are standardized, expected, and enforced in organizations.
16. We are treated with respect; our humanity is valued and honored.
17. People remember and pronounced our name correctly.
18. We frequently see leaders who look like us and are portrayed in a positive light.
19. We can believe that our success has resulted from our individual hard work and intelligence.
20. Standardized tests are embedded with white culture.
21. We can ignore and deny that white privilege exists.
22. If we make a mistake, miss a deadline or are late to a meeting we are given the benefit of the doubt.
23. If we mispronounce a word or make a spelling error, we are not assumed to be deficit or incompetent.
24. We are more often “given a break” when we need it or even if we don’t.
25. Our flaws are often overlooked, considered quirks, “That’s just how they are.”
26. Any mistake is assumed to be an isolated incident, not evidence of a defect or character flaw or used as an indictment of our race.
27. We are not under constant scrutiny, a microscope.
28. Our credentials and achievements are not questioned as often, seen as suspect.
29. We are assumed to be worthwhile until our actions show differently.
30. We are assumed to be innocent until our actions prove otherwise.
31. We more easily and more often receive mentoring, coaching, and sponsorship, access to informal and formal networks.
32. If we raise issues and concerns about the negative dynamics of racism that People of Color experience, we are likely to be rewarded and appreciated, seen as a leader; we are not accused of “playing the Race Card.’
33. We can ignore issues of racism and not be held accountable.
34. If we make subtle racist comments or jokes, we will rarely be confronted or held accountable. We will be believed and are actions are excused if we say, “I was only kidding; That wasn’t my intent.”
35. We are not racially profiled by police, INS, IRS, or TSA agents.
36. We are not assumed to be a drug-user or drug dealer.
37. If we use illicit drugs, we are given support and rehab opportunities, not viewed as a criminal.
38. We don’t have to carry the constant fear that our family members and friends may be brutalized or killed by police.
39. When I go into a store, I am not assumed to be a criminal or seen as dangerous or a threat until I behave in these ways, if then.
40. When I go into a store, I can start shopping without having to acknowledge the security guard and take time to have a conversation in hopes they will see me as nonthreatening and treat me as an individual and not based on their racist stereotypes.
41. I don’t have to constantly be on guard, protected against potential racist microaggressions for myself and others.
42. I don't have to expend significant emotional labor to survive in predominantly white organizations.
43. I don’t have to use significant time and energy for uncompensated EDI (equity, diversity, inclusion) efforts, including: teaching white people about race and racism, leading EDI efforts, being on multiple EDI task forces and hiring committees, etc.
44. I can focus all my energy and attention on my job responsibilities.
45. We aren’t policed as much for how we speak, dress or wear our hair.
46. We can wear causal clothes if working on a weekend without security being called because someone assumed we didn’t belong.
47. We can express our emotions more, without tone-policing or being labelled “an angry \_\_\_\_.”
48. We have easier access to loans, lower interest rates, housing purchases, etc.
49. Our families may have accumulated wealth over generations through the opportunities in the housing and educational advantages in the GI Bill and other federal practices, from redlining, etc.
50. If a recent immigrant from Australia, Ireland or England, people view our accent as positive and are interested and excited to learn about your experiences in other countries. We are not assumed less than or deficit.
51. Even if ID is required, we may not need to show it, and it is rarely scrutinized or seen as suspect.
52. When we speak, we are rarely told, “You are very articulate.”
53. We don't have to live with the chronic stress and toxicity of a racist work environment and other types of systemic racism.