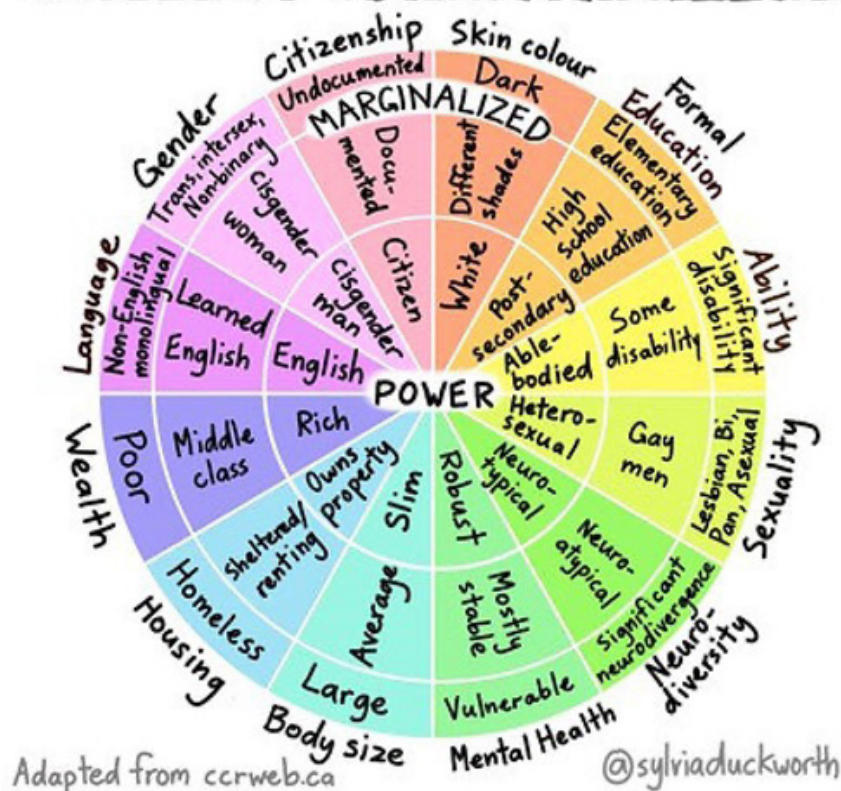


Social Power Exercise

To assist with this personal reflection, review the Wheel of Power/Privilege, illustrated by Sylvia Duckworth and adapted from the [Canadian Council for Refugees](http://www.ccrweb.ca).

WHEEL OF POWER/PRIVILEGE



When you review the illustration, note there are 12 different social identities that will help you acknowledge where you may hold social power and privilege, and where you don't. Note that the greatest amount of power is concentrated in the center of the wheel, and the greatest amount of marginalization is found at the edges.

As you review each category, consider all of the adjectives that describe who you are as a person. This may include things like race, gender, and class. Then, locate your social identities on the power wheel. For the purposes of this course, look closely at the gender and sexuality categories.

This illustration helps you see how intersectionality impacts you, at an individual level. It acknowledges the contexts where you may hold social power, and other contexts where you may experience exclusion. To personalize this wheel, consider each of the 12 social identities, and note which part of each identity spectrum best describes who you are. Start by moving through the upper-right corner of the wheel. Please note this section of the wheel investigates skin color but not race.



with Rhodes Perry

This distinction is intentional, and Anneliese A. Singh helps us understand why. In her book, [The Racial Healing Handbook](#), she writes:

Because race alone is not a helpful social construction, skin color recognizes that racism really exists in social contexts based on the perceptions of what your race or the race of others might be, and your perceived race & the race you perceive of others matter a lot in society, because of white supremacy culture, or the false belief that white people are superior to people of color.

As you review the wheel, rate yourself on a scale of 1 to 3, with 1 having a marginalized identity and 3 having a privileged identity. When mapping yourself, consider where you hold social power, and where you experience exclusion. What might be surprising to you, and what leaves you curious. If you were to trace a line around the wheel of your circle, what would that look like? Would it be a smooth circle around the inner ring of privilege, or around the outer ring of marginalization? Or would it look more like mine—a jagged shape that resembles a jigsaw puzzle piece?

Now, consider discussing what you have learned with a trusted friend or colleague. Maybe reflect on where you do, or do not, hold power and discuss anything that came up for you during this process. Look at your responses for your gender and sexuality. How do these responses impact other social identities? What impact do they have in the workplace? Does holding or lacking power with respects to your gender and sexuality impact your sense of safety, trust, and belonging?

After you answer these questions, take a deeper dive into learning more about the pedagogy of privilege from Justin W. S. Ford, one of the [2021 Belonging at Work Summit](#) speakers.

Resources

- Human Rights Campaign: [A Workplace Divided: Understanding the Climate for LGBTQ Workers Nationwide](#)
- Rhodes Perry Consulting: [Use Your Power to Build Belonging at Work](#)
- Justin W. S. Ford: [The Pedagogy of Privilege](#)
- [2021 Belonging at Work Summit](#)

