

DE
& I
ALLBRIGHT

COURSE WORKSHEETS

Breaking The Bias

With Grace Ong

THE WHEEL OF POWER AND PRIVILEGE

CONTEXT:

What if we saw privilege as a currency that we can use to help each other, something that flows between us, in a continual cycle of giving and receiving? Something useful as opposed to something to judge. If we are able to own the privileges that we do have, we can use these in order to give appropriate support to others, acting from a place of empathy, openness, and trust. This is absolutely essential for creating a thriving work culture from the CEO and senior leadership teams, all the way down to the employees of an organisation.

Privilege and power are connected. We know this, it's what we see in the world around us, usually in the form of corruption or unfair power dynamics being played out. Whether in the world at large, or in your workplace culture it's everywhere, and it's undeniable. But what if there was another way to use this power based upon our privilege? What difference might that make, and what possibilities could open up from there?

If we are desiring to create an equitable society, then we must look for ways to shift our perspective on privilege, from the thing that creates division, to something that invites connection, belonging, and opportunity.

Owning our privilege in order to support others as an individual, not by holding the bias and exclusionary narrative, is when privilege is used as a tool of empowerment. It's also the first step towards creating conscious action and change. And it starts with us.

We all have privileges in areas. But, which do we recognise? Which have we denied? And which can we claim? All of these can be part of the path to creating conscious inclusion, a path that starts with awareness, kindness and empathy for ourselves first, so we can offer true authenticity and understanding to others.

In this worksheet you are going to understand more about where you hold the currency of privilege. What your own social collateral is, and how you can then own these parts of your life experience in order to help break the bias.

TOOLS: Yourself, a pen and paper, coloured pencils/markers

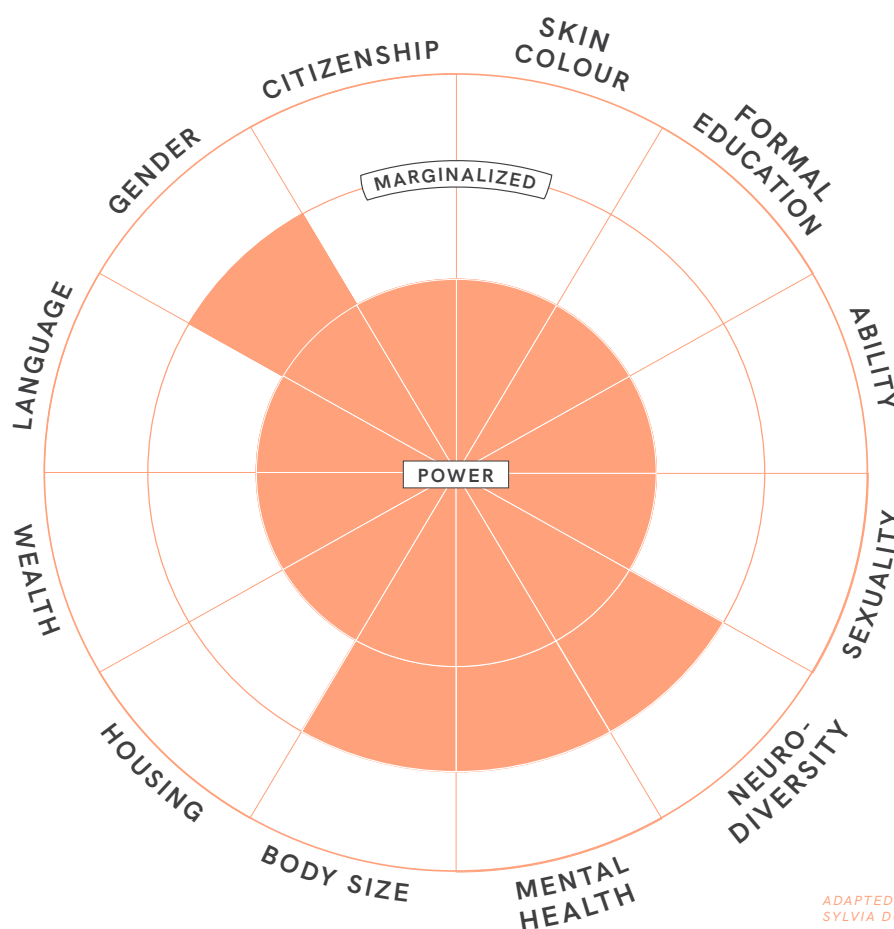
TIME: 45 minutes

Tips: Be honest - use this as an opportunity to deepen your awareness and understanding

INSTRUCTIONS:

Below is the wheel of power and privilege, created by Sylvia Duckworth. Each of the twelve spokes on the wheel refers to an area of your identity. These are aspects of what make up who you are, how you are seen, and can highlight where you hold the most privilege, as well as where you have been marginalised. The further we are from privilege, thus power, the more ignored and undervalued we can feel.

WHEEL OF POWER/PRIVILEGE



ADAPTED FROM
SYLVIA DUCKWORTH'S WORK.

Some identities are things people can see easily, aspects that we are born with like race, skin colour, or assumed gender. Other aspects of our identities are internalised and are not always easy to see like a mental health disorder, a neurodiverse condition, socioeconomic status, class, or education level.

Depending upon where we sit on the wheel, these may point towards what Grace calls 'earned' or 'unearned' privileges'.

EARNED - where we have worked or studied hard to achieve where we are now, where we have attained a certain level of financial wealth and thus status.

UNEARNED - where we have had no choice, or ownership, in the matter, for example, the family you were born into, your heritage, cultural background, the inheritance you were given, the trust fund that was set up for you before you were born.

THE CITIZENSHIP YOU HAVE - due to your parents being from different countries. The environment you lived in, the country's laws, the government, the freedom that gave you. The religion you were born into. Etc.

We can imagine the wheel of power and privilege to be like the wheel of fortune, and this is where we can discover where power and privilege show up for us, and where we are marginalised.

*It's important to note that we need to include the lens of intersectionality here. We are not all one identity, and many of these labels can overlap. As diverse beings it is vital to hold that distinction when evaluating your wheel. So for example, your experience of life may be through the lens of being a disabled, neurodiverse, well educated, white, cisgender, English woman – among other things – and not necessarily in that order. This shapes the way that you see the world. Your lens will thus be different from others and that is OK. Ironically it is through embracing our differences and the empathy that creates, that we can come together in belonging and connection.

Step 1:

Take some time to reflect upon the wheel of power and privilege. You might notice how you feel as you look at it, what arises for you, and what area has the most emotional impact upon you.

Any of the spokes that make you feel uncomfortable or bring up strong emotions, simply allow this to be there. Facing our own privilege in order to build the necessary empathy and understanding of others is not always comfortable. To do this work we must become comfortable with feeling uncomfortable.

You can write down any initial response to this wheel here, sharing on reflection anything that has come up for you:

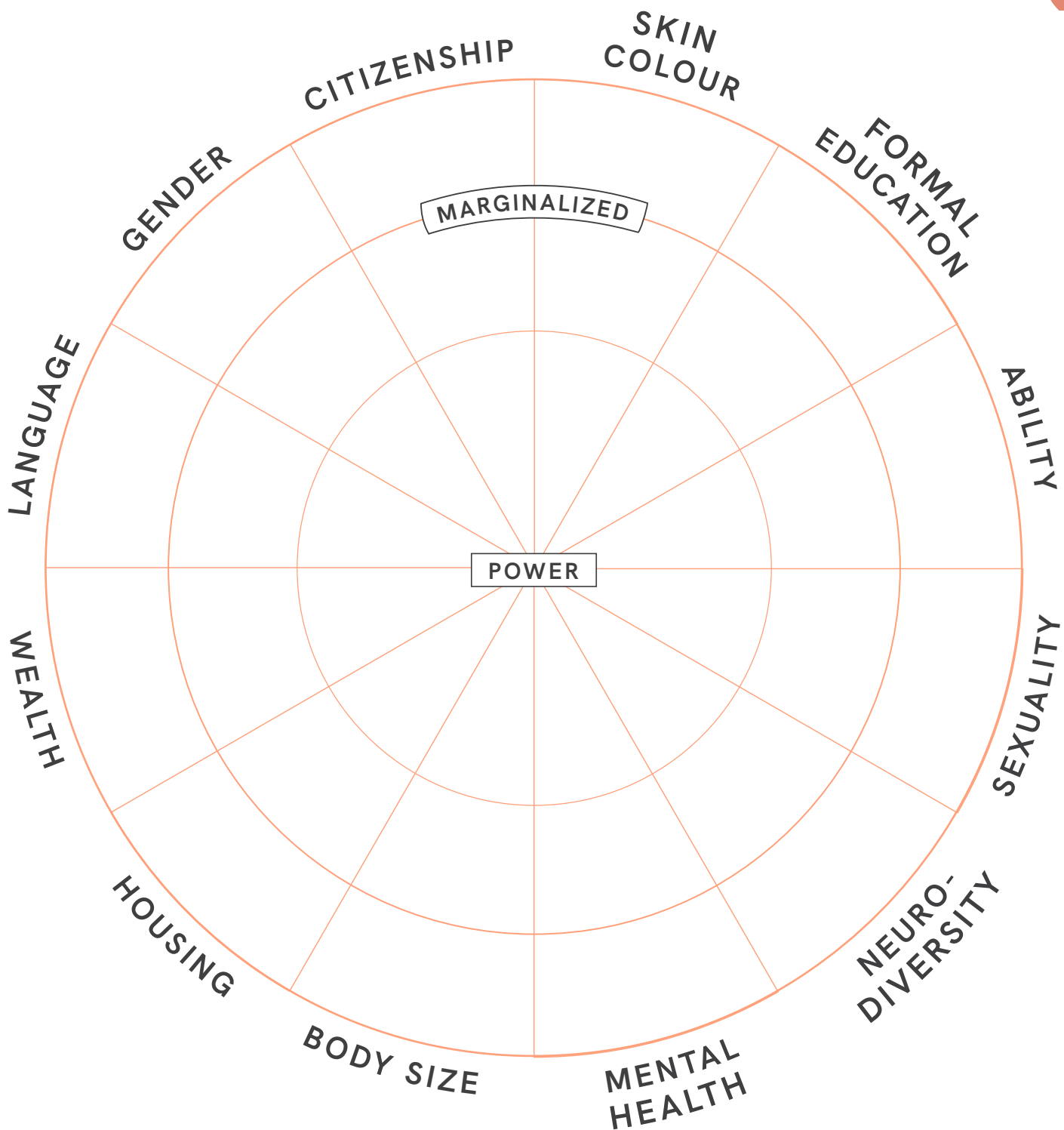
Step 2:

It's time to fill in your own wheel. For the purpose of this exercise we will use the same template as above. You are welcome to print this out, or make a copy in your notebook. Whatever feels easier for you.

For each spoke, colour in the area that most represents your identity. You can be creative as you like with this, either colouring in these all in one colour, or use different colours as you move around the wheel.

Enjoy!

THE WHEEL OF POWER/PRIVILEGE



ADAPTED FROM SYLVIA DUCKWORTH'S WORK.

Step 3:

Taking a look at your completed wheel, what do you notice? Where are the areas of most power and privilege for you? These are the coloured in spokes nearest to the centre of the wheel. And which are those areas that are more marginalised? These are the spokes coloured in closest to the edge of the wheel.

Remember, this is not about judgement or needing anything to be different. You are simply learning about your areas of difference, and where you hold the currency of privilege.

However, as you try to place yourself in the different categories, notice how your level of power/marginalisation shifts between categories.

What do you notice?

Where are you most privileged?

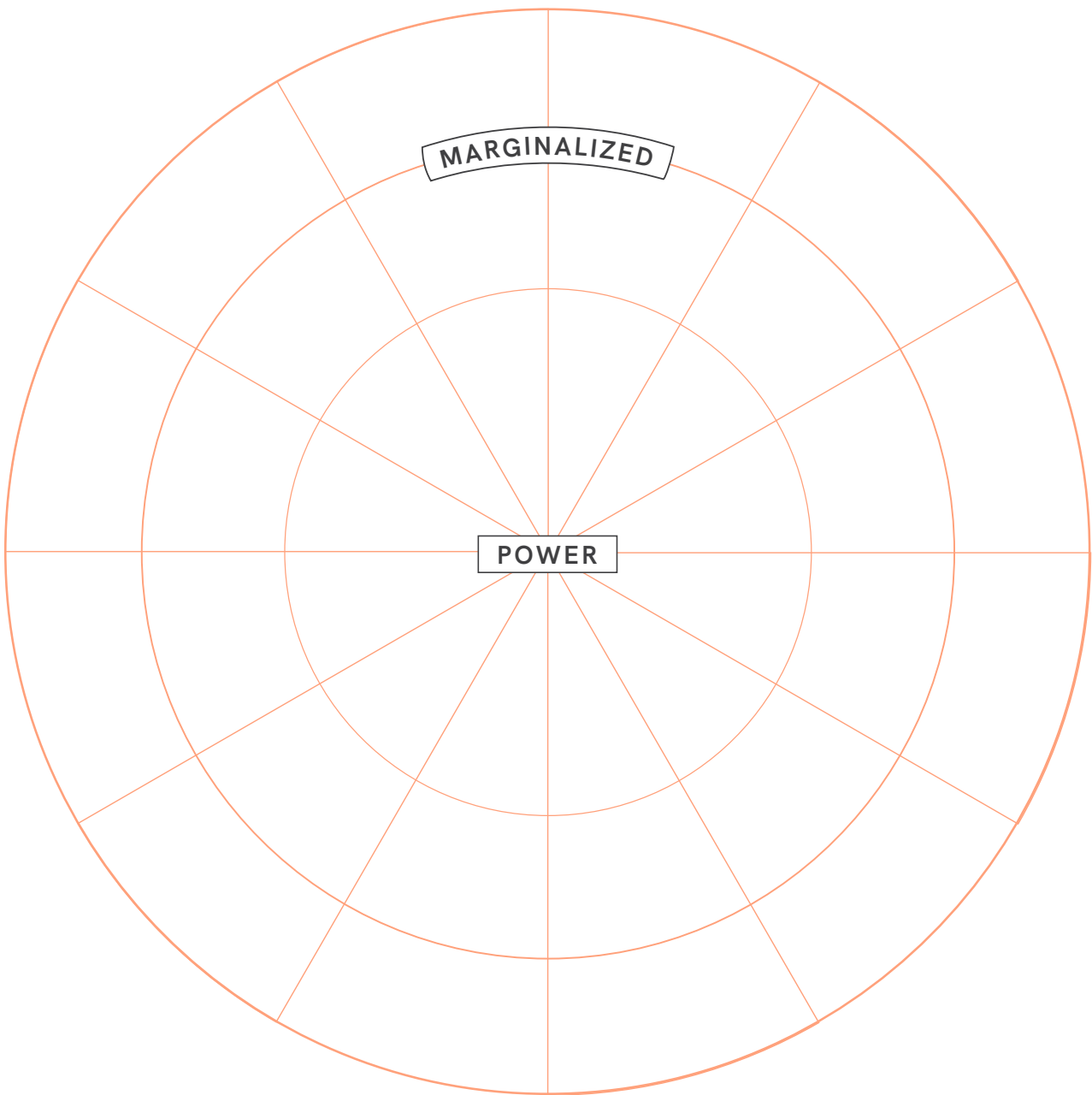
Where are you most marginalised?

Step 4: *(Optional)*

If you like you may want to try this again but make it personalised for you. That may mean adding in the aspects of identity that Grace speaks to, such as, beauty, class, age, body adornments (*tattoos and piercings*), clothing style, religion, family of origin status (*traditional/ non-traditional/ blended families etc*), status as a parent (*married, cohabiting, single etc*), and any other parts of your identity that you feel build upon your identity.

To support you with this, below is a blank wheel with 12 spokes, for you to fill in. Once you've labelled each spoke, as before, it's time to get out the colouring pens and fill it in.

THE WHEEL OF
POWER/PRIVILEGE



ADAPTED FROM
SYLVIA DUCKWORTH'S WORK.

If we were all to fill in this wheel, we may find that every single one of us creates a completely different picture. Together they would look like snowflakes, with each one beautiful and fascinating in its different way. This is because we are all unique, and we are all individuals.

Write down any reflections on what you notice as you come to the end of this awareness exercise. How may this have expanded your awareness of your own intersectionality and that of your colleagues?

Well done.

END RESULT:

It is by recognising, accepting, and celebrating our uniqueness, that we can use these to be the change. We cannot be an ally and celebrate others unless we are connected to our own identities, unearthed our own privileges, and accept ourselves first. In order to cultivate empathy we have to start with awareness. Welcome to you!

SEEING THE UNSEEN - THE TIP OF THE ICEBERG

CONTEXT:

We all make judgments based upon first appearances. This doesn't make us mean or a bad person, it simply means that we're human. And yet, in order to create change where we move from a culture of separation to one of connection and inclusivity, we need to first understand how our own unconscious biases play out in us.

As we are discovering, we all have this going on within us.

The problem is, we tend to simply assume who someone is based upon the very limited amount that we see or know about a person. Usually the part that is visible, that is on the surface: how someone looks; what material possessions or assets they own; how they speak; what they are wearing; where they live, and so on. But the thing is, we are so much more than what we see. That is just the tip of the iceberg. And today, we're going to take a look at what lies beneath that tip!

We are all multi-dimensional, and potentialized human beings with a depth of experience, values, resources and skills. When we make those quick surface judgments, we miss out on seeing who that person really is, and what they might be able to bring to the table; whether as a colleague, employee, leader, or friend.

Let's not make assumptions. We are not the same.

By exploring beneath the tip of the iceberg, into the vast body that lies beneath the visible surface, this allows us to embrace our own differences, and as we do so, opens us up to embracing the differences of others too. This is how we get to establish cultures of belonging where the invitation is not to fit in but instead to bring ourselves as we are to work with our multi-dimensions of difference. The desire to fit in and belong prevents us from owning our individuality and all that it brings to the table. It actually stops us from belonging, when all we want is to belong.

What would it take to own who you are, your life, experiences, losses, learnings, hardships, successes, your privilege unearned and earned?

Are you able to accept yourself as different?

Or does it feel safer to only show those parts of yourself that are deemed to be acceptable?

Let's explore the iceberg!

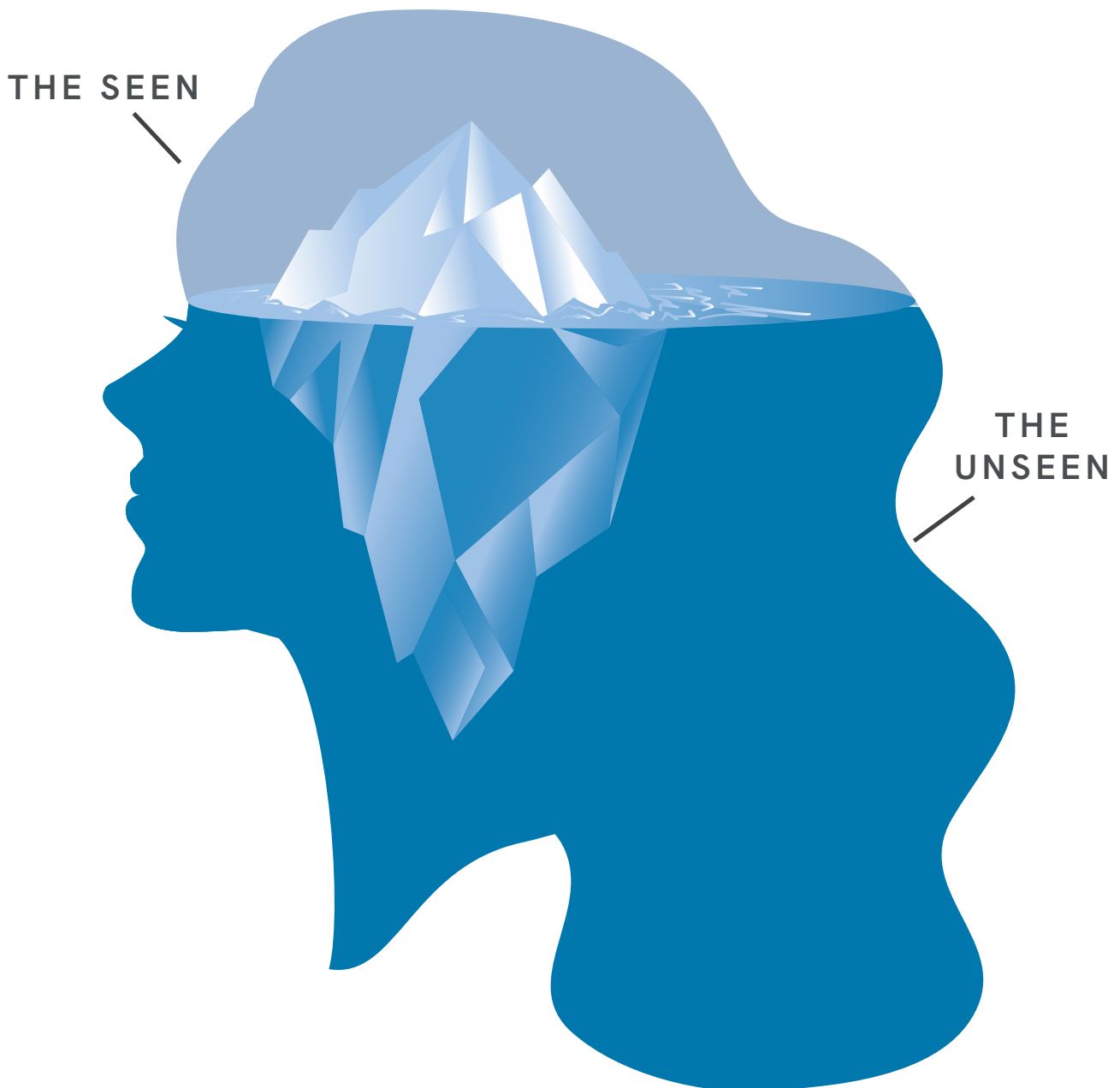
TOOLS: Yourself, a pen and paper

TIME: 45 minutes

Tips: Be honest - use this as an opportunity to deepen your awareness and understanding.

INSTRUCTIONS:

SEEING THE UNSEEN



Step 1: SELF REFLECTION

Answer the following questions:

i) How do you think you are seen by others, what characteristics do you think stand out in the beginning before you meet someone?

ii) What aspects do you allow others to see and know about you on first encounters? These may be the stories you know you tell, the aspects you are proud of or happy to share about as well. How you present. We can call this the tip of the iceberg

iii) Diving below the surface, what goes unseen? What lies beneath the iceberg? The invitation here is to consider the invisible aspects of yourself. The parts that are not readily available to others/ your colleagues. These may challenge the initial impression others can make about you.

AN EXAMPLE TO SUPPORT YOU IN EXPLORING THE UNSEEN:

WHAT IS SEEN - You may live in a huge house, with grounds, drive a fancy car, and go on holiday 3 times a year to some place exotic.

WHAT IS UNSEEN - You lost your parents in an accident at the age of 11, had to grow up fast, grieve, become their power of attorney, make choices one shouldn't have had to make so young, and are now an orphan that still grieves for such a huge loss.

iv) When considering the above answer what can you say these attributes of your character and life experience have given you?
(skills, strengths, understandings, resources, empathy, wisdom etc)

Step 2: OBSERVING OTHERS

Think about someone that you know well.

You are going to answer the same questions for them:

i) How do they think they are seen?

ii) What do you know they allow to be seen by others (*the tip of the iceberg*)?

iii) What's beneath the iceberg? What can you share about them that goes unseen?

iv) What can you say the answer to the above question has given them?
(*skills, strengths, understandings, resources, empathy, wisdom etc*)

It's interesting to consider the challenges someone else may face, the unconscious bias that can be a limiting factor in their life. How they may be being marginalised or missed due to aspects unknown to others.

REFLECTION:

How did this contemplation make you feel as you went through each question.

Step 3: CONSIDERING A COLLEAGUE

Think about a colleague.

i) How do you see them?

ii) Consider, what might be beneath the iceberg?

Perhaps there is more to that person than you are aware of?

Step 4: SOMEONE YOU DON'T KNOW

And lastly, you are going to do the same with a stranger. Perhaps someone who served you lunch today, or who smiled at you as you walked down the street:

i) How did you see them?

- ii) Consider, what might be beneath the iceberg?
Perhaps there is more to that person than you are aware of?

Step 5:

Take a moment to reflect upon the above steps. Did you notice how difficult, or impossible it was, to fill in the last two questions, for anyone other than yourself and perhaps even for your close friend?

This is how our biases fill in the gaps, this is how we can make assumptions and as a result separate ourselves from others. Until we practice leaning in and becoming curious about someone else, rather than trying to work them out we are stuck in our unconscious bias.

When we start to question the boxes we have placed people in we are then able to consider the fact that perhaps we don't know who they are, how they are or their story.

What it took for them to be here today

Their unique life experience

The mountains they have climbed

The adversity they have faced

The successes that have shaped them

The challenges they have overcome

We simply do not hold the whole picture of everyone, and how could we? This is humbling, this is where we get to stop trying to figure each other out and rest into our kind and curious selves and start to be open to each other. Relinquishing the assumptions and dropping deeper into the opportunity to build stronger relationships that harness respect and physiological safety with our co-workers.

Reflect and make any notes below:

Well Done.

END RESULT:

How you present yourself, what others see, and what is actually below the iceberg can remain as very separate parts of our identity. But by naming your areas of difference, you can use the wheel in Worksheet (A) to support you to explore your intersectionality and multiple layers of your identity, we can see how much we have in common. We share joys and we share the losses in life. We all have lived experience and life events that have challenged us and made us stronger and encouraged us to grow. And in that place, we will have learned many skills.

To support you to unearth your unconscious bias, you just have to look beneath the tip of the iceberg.

ADDITIONAL RESOURCES

ALLBRIGHT EDIT 1

Title: Celebrating Yourself is Breaking The Bias

Words By: Sonya Barlow

ALLBRIGHT EDIT 2

Title: "Women discriminate just as much as men" – Pregnant Then Screwed founder Joeli Brearley on the Motherhood Penalty and what we can do about it

Words By: Bianca Barratt

ALLBRIGHT PODCAST, SISTERHOOD WORKS

Title: Vanessa Kingori MBE On Leading Change In An Age Of Social Responsibility

SUGGESTED READING

Book: Women and Leadership: Lessons from some of the world's most powerful women

Author: Julia Gillard & Ngozi Okonjo-Iweala

WANT TO FOLLOW & CONNECT WITH GRACE ONG?



COMPANY WEBSITE: [Go Women Leaders](#)

LINKEDIN: [Grace Ong](#)

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Thank You