PEERS Final Presentation
Privilege and Uneven Playing Field
Privilege

- Privilege is the benefit of being in a group that is not discriminated against.

- Examples: Men and housework & under representation at a workplace environment.

- Being out of the privileged group means having to work harder to be recognized with less ability to advance.

- Acknowledging and accepting that you are in a privileged group is the best case scenario, so that you can acknowledge the hardships of those who are underrepresented and try to achieve a more fair environment.

- Women and ethnicities are missing from the engineering and science fields creating a major lack of diversification! Having all of one group is not good leading to less diverse thought.
Uneven Playing Field

- Many times where bias causes people to favor one group over another.
- Not always due to explicit biases or conscious racism.
- Implicit bias is often the culprit and acts without most people knowing.
- To combat implicit bias it often helps to be aware of how it works and to consider it into decisions you make.

Examples:
- Case study shows that an actor teaching a class would receive four times as many negative comments and be rated less when announcing his partner was male than female.
- Case study of a work place showed that the more "whiter" sounding of a person's name, the higher the chances for promotion and hiring. Also males had higher chances than females for the job.
Socialization and Biology
Socialization

- Children are treated differently
Fixed Mind-set

- Intelligence is static
- Avoid challenges
- Give up easily on obstacles
- See effort as futile
- Ignore useful negative feedback
- Feel threatened by others success
Growth Mind-set

- Intelligence can be developed
- Embrace challenges
- Persist in the face of setbacks
- See effort as a path to mastery
- Learn from criticism
Allies
What you can do to be an Ally

- **Continue to learn**
  - social justice
  - stereotypes/biases
  - benefits of diversity

- **Advocate for diversity**
  - confront inappropriate comments
  - educate members of dominant groups
  - frequent institutions that support diversity

- **Work to change policies and practices**
  - be visible in your supports
  - diversify your friendship group