Promoting Equity in Engineering Relationships seminar
Privilege

- Usually thought of as being in a favored state
  - Whether earned, or by birth or luck

- Having/giving a privilege might take the privilege away from another
Privilege

- "Doing nothing is doing something." (Lopez, Chism 1993)

- “In some ways we are all privileged and in other ways most of us have been targets at some point—the fact remains that our status as occasional targets does not obviate the need for us to address the ways in which we receive unjust advantages at the expense of others.” (Wise, 2005)

- Definition of an Ally: a person with privilege that helps extend those privileges to others who are underprivileged.

- The dominant group or privileged group assume that their experiences is the norm for everyone.
Stereotypes & Belonging

**Stereotype Threat:**
The threat of being viewed through the lens of a negative stereotype or the fear of doing something that would confirm that stereotype (Steele & Aronson, 1995)

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**Figure 15. Performance on a Challenging Math Test, by Stereotype Threat Condition and Gender**

![Bar chart showing performance scores corrected for guessing, with higher scores for men in the stereotype threat condition](chart.png)

Stereotypes and Belonging

- **Priming**: Exposure to a stimulus that later effects actions
  - John Barhgs’s Experiment
  - Negative Stereotypes and Priming
Recommendations

- Positive Priming
  - Supportive Environment

- Awareness
  - Teachers and Students

- Redefine “success”
  - Not directly correlated to test scores
Recommendations

- Be an ally by extending privileges to others who don’t have the privilege.

- Find positive advantages and spread them to the point where they become normal within our society.

- The privileged becoming more understanding with regards to the underprivileged’s problems.
Application to Engineering

- Social & Cultural Priming
- Stereotype threat affects performance of engineering students
- Some students have the *privilege* of less stereotype threat
- Students with less privilege have to work harder to survive within the STEM field.
Thank you!

Questions?

+ Information from PEERs Seminar readings & discussions