

Privilege Walk Personas

Instructions for Faculty:

These personas are designed to help students see race, class, gender, and privilege from a perspective other than their own. If you find any errors or inconsistencies in the personas, please email the author. You are also welcome to edit the personas as you feel necessary.

To conduct the exercise, have students line up in a straight line facing you. Explain that you will call out the number and general subject of each prompt; the students are to follow the instructions given in their version of the prompt. For example, you say "1. Did your ancestors come here by force?" The students then step forward, back, or stay in place, depending on what their persona says; they do not return to the starting line after each prompt.

After you have been through each prompt, help the students to see who ended up where. This can be done a variety of ways; my preferred method is to have the students at the very front and very back tell the class who they are according to their personas and then select a few participants from different points along the spectrum to do the same.

Note: I took the Privilege Walk prompts from <https://ginsberg.umich.edu/content/privilege-walk-activity> ; they were originally published in:

McIntosh, Peggy. 1990. "Unpacking the knapsack of white privilege." *Independent School* 49 (2):31-36.

Privilege Walk Personas

Participant 1:

White, male, straight, age 30, parents are both college grads, family is agnostic & upper-middle class.

1. Your ancestors did not come to the United States by force, take one step forward.
2. There were more than 50 books in your house growing up, take one step forward.
3. You've never felt unsafe because of your sexual orientation, stay in place.
4. You have never been *denied employment* because of your race, gender, or ethnicity, stay in place.
5. You have never been *paid less* because of your race, gender, or ethnicity, stay in place.
6. You have never been stopped or questioned by the police because of your race, stay in place
7. You have never felt uncomfortable about a joke directed at your gender, stay in place.
8. You can show affection for your romantic partner in public without fear of ridicule or violence, take one step forward.
9. You were never embarrassed about your clothes or house while growing up, stay in place.
10. Your parents or guardians attended college, take one step forward.
11. You were not raised in an area with high crime and drug activity, stay in place.
12. You have never had to change your speech or mannerisms to gain credibility, stay in place.
13. You are able to move through the world without much fear of sexual assault, take one step forward.
14. You were sexually active with several people and it improves your social reputation in other people's eyes, take one step forward.
15. You are reasonably sure that you will not be denied access to jobs or political resources because of your gender, take one step forward.
16. You are able to be drive carelessly without someone attributing it to your race gender, take one step forward.

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17. You are relatively sure you can enter a store without being followed, take one step forward.
18. You are reasonably sure you would be hired based on *your ability and qualifications*, take one step forward.
19. Your family automatically expected you to attend college, take one step forward.
20. You have traveled outside the United States, take one step forward.
21. Your parents never had to work nights and weekends to support your family, take one step forward.
22. You can buy new clothes or go out to dinner when you want to, take one step forward.
23. You get time off for religious holidays despite not being religious, stay in place.
24. You do not have a foreign accent, stay in place.
25. You can walk alone at any time of day or night in your town without really needing to think about safety, take one step forward.
26. You went to galleries, museums, and plays with your family, take one step forward.
27. You attended sleep-away summer camp, take one step forward.
28. You were raised in a two-parent household, stay in place.
29. You studied the culture of your ancestors in elementary school, stay in place.
30. Members of your race/gender are most often portrayed on TV in positive stereotypical roles, take one step forward.
31. You have never been a victim of sexual harassment, stay in place.
32. You have never been a victim of violence because of your race, gender, class, or sexual orientation, stay in place.
33. You went on regular family vacations, take one step forward.
34. You have had a maid, gardener, or cleaning service, take one step forward.
35. You can walk past a construction site without being looked up and down or catcalled at, take one step forward.
36. You cannot, in any state, be fired or denied service because of your sexual orientation, stay in place.

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Participant 2:

White, male, gay, age 25, father is a college grad, family is Christian and middle class.

1. Your ancestors did not come to the United States by force, take one step forward.
2. There were more than 50 books in your house growing up, take one step forward.
3. You've felt unsafe because of your sexual orientation, take one step back.
4. You have never been *denied employment* because of your race, gender, or ethnicity, stay in place.
5. You have never been *paid less* because of your race, gender, or ethnicity, stay in place.
6. You have never been stopped or questioned by the police because of your race, stay in place
7. You have never felt uncomfortable about a joke directed at your gender, stay in place.
8. You cannot show affection for your romantic partner in public without fear of ridicule or violence, take one step back.
9. You were never embarrassed about your clothes or house while growing up, stay in place.
10. Your parents or guardians attended college, take one step forward.
11. You were not raised in an area with high crime and drug activity, stay in place.
12. You have never had to change your speech or mannerisms to gain credibility, stay in place.
13. You are able to move through the world without fear of sexual assault, take one step forward.
14. You were sexually active with several people and it improves your social reputation in other people's eyes, take 1 step forward.
15. You are reasonably sure that you will not be denied access to jobs or political resources because of your gender, take one step forward.
16. You are able to be drive carelessly without someone attributing it to your race gender, take one step forward.
17. You are relatively sure you can enter a store without being followed, take one step forward.

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18. You are reasonably sure you would be hired based on *your ability and qualifications*, take one step forward.
19. Your family automatically expected you to attend college, take one step forward.
20. You have not traveled outside the United States, stay in place.
21. Your parents occasionally had to work nights and weekends to support your family, stay in place.
22. You can buy new clothes or go out to dinner when you want to, take one step forward.
23. You get time off for your religious holidays, take one step forward.
24. You do not have a foreign accent, stay in place.
25. You can walk alone at any time of day or night in your town without really needing to think about safety, take one step forward.
26. You went to galleries, museums, and plays with your family, take one step forward.
27. You attended sleep-away summer camp, take one step forward.
28. You were raised in a two-parent household, stay in place.
29. You studied the culture of your ancestors in elementary school, stay in place.
30. Members of your race/gender/sexual orientation are most often portrayed on TV in negative stereotypical roles, take one step back.
31. You have never been a victim of sexual harassment, stay in place.
32. You have been a victim of violence because of your race, gender, class, or sexual orientation, take one step back.
33. You occasionally went on family vacations (not every year), stay in place.
34. You have never had a maid, gardener, or cleaning service, stay in place.
35. You can walk past a construction site without being looked up and down or catcalled at, take one step forward.
36. You can, in many states, be fired or denied service because of your sexual orientation, take one step back

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Participant 3:

White, female, straight, age 30, parents are both college grads, family is Christian & upper-middle class.

1. Your ancestors did not come to the United States by force, take one step forward.
2. There were more than 50 books in your house growing up, take one step forward.
3. You've never felt unsafe because of your sexual orientation, stay in place.
4. You have been *denied employment* because of your race, gender, or ethnicity, take one step back.
5. You have been *paid less* because of your race, gender, or ethnicity, take one step back.
6. You have never been stopped or questioned by the police because of your race, stay in place
7. You have felt uncomfortable about a joke directed at your gender, take one step back.
8. You can show affection for your romantic partner in public without fear of ridicule or violence, take one step forward.
9. You were never embarrassed about your clothes or house while growing up, stay in place.
10. Your parents or guardians attended college, take one step forward.
11. You were not raised in an area with high crime and drug activity, stay in place.
12. You have had to change your speech or mannerisms to gain credibility, take one step back.
13. You are not able to move through the world without much fear of sexual assault, take one step back.
14. You were sexually active with several people and it diminishes your social reputation in other people's eyes, take one step back.
15. You are reasonably sure that you will be denied access to jobs or political resources because of your gender, take one step back.
16. You are able to be drive carelessly without someone attributing it to your race or gender, take one step back.
17. You are relatively sure you can enter a store without being followed, take one step forward.

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18. You are not reasonably sure you would be hired based on *your ability and qualifications*, stay in place.
19. Your family automatically expected you to attend college, take one step forward.
20. You have traveled outside the United States, take one step forward.
21. Your parents never had to work nights and weekends to support your family, take one step forward.
22. You can buy new clothes or go out to dinner when you want to, take one step forward.
23. You get time off for your religious holidays, take one step forward.
24. You do not have a foreign accent, stay in place.
25. You cannot walk alone at any time of day or night in your town without really needing to think about safety, take one step back.
26. You went to galleries, museums, and plays with your family, take one step forward.
27. You attended private school, take one step forward.
28. You were raised in a two-parent household, stay in place.
29. You studied the culture of your ancestors in elementary school, stay in place.
30. Members of your race/gender are most often portrayed on TV in negative stereotypical roles, take one step back.
31. You have been a victim of sexual harassment, take one step back.
32. You have been a victim of violence because of your race, gender, class, or sexual orientation, take one step back.
33. You went on regular family vacations, take one step forward.
34. You have had a maid, gardener, or cleaning service, take one step forward.
35. You cannot walk past a construction site without being looked up and down or catcalled at, take one step back.
36. You cannot, in any state, be fired or denied service because of your sexual orientation, stay in place.

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Participant 4:

White, female, lesbian, age 25, mother is a college grad, parents divorced, family is Jewish and middle class.

1. Your ancestors did not come to the United States by force, take one step forward.
2. There were more than 50 books in your house growing up, take one step forward.
3. You've felt unsafe because of your sexual orientation, take one step back.
4. You have been *denied employment* because of your race, gender, or ethnicity, take one step back.
5. You have been *paid less* because of your race, gender, or ethnicity, take one step back.
6. You have never been stopped or questioned by the police because of your race, stay in place
7. You have felt uncomfortable about a joke directed at your gender, take one step back.
8. You cannot show affection for your romantic partner in public without fear of ridicule or violence, take one step back.
9. You were never embarrassed about your clothes or house while growing up, stay in place.
10. Your parents or guardians attended college, take one step forward.
11. You were not raised in an area with high crime and drug activity, stay in place.
12. You have had to change your speech or mannerisms to gain credibility, take one step back.
13. You are not able to move through the world without fear of sexual assault, take one step back.
14. You were sexually active with several people and it harms your social reputation in other people's eyes, take 1 step back.
15. You are reasonably sure that you will be denied access to jobs or political resources because of your gender, take one step back.
16. You are not able to be drive carelessly without someone attributing it to your race or gender, take one step back.
17. You are relatively sure you can enter a store without being followed, take one step forward.

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18. You are not reasonably sure you would be hired based on *your ability and qualifications*, take one step back.
19. Your family automatically expected you to attend college, take one step forward.
20. You have not traveled outside the United States, stay in place.
21. Your parents occasionally had to work nights and weekends to support your family, stay in place.
22. You can buy new clothes or go out to dinner when you want to, take one step forward.
23. You do not get time off for your religious holidays, take one step back.
24. You do not have a foreign accent, stay in place.
25. You cannot walk alone at any time of day or night in your town without really needing to think about safety, take one step back.
26. You went to galleries, museums, and plays with your family, take one step forward.
27. You attended sleep-away summer camp, take one step forward.
28. You were raised in a one-parent household, take one step back.
29. You studied the culture of your ancestors in elementary school, stay in place.
30. Members of your race/gender/sexual orientation are most often portrayed on TV in stereotypical roles, take one step back.
31. You have never been a victim of sexual harassment, stay in place.
32. You have been a victim of violence because of your sexual orientation, take one step back.
33. You occasionally went on family vacations (not every year), stay in place.
34. You have never had a maid, gardener, or cleaning service, stay in place.
35. You cannot walk past a construction site without being looked up and down or catcalled at, take one step back.
36. You can, in many states, be fired or denied service because of your sexual orientation, take one step back

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Participant 5:

Black, male, straight, age 35, parents are both college grads, family is Christian & upper-middle class.

1. Your ancestors came to the United States by force, take one step back.
2. There were more than 50 books in your house growing up, take one step forward.
3. You've never felt unsafe because of your sexual orientation, stay in place.
4. You have never been *denied employment* because of your race, gender, or ethnicity, stay in place.
5. You have been *paid less* because of your race, gender, or ethnicity, take one step back.
6. You have been stopped or questioned by the police because of your race, take one step back.
7. You have never felt uncomfortable about a joke directed at your gender, stay in place.
8. You can show affection for your romantic partner in public without fear of ridicule or violence, take one step forward.
9. You were never embarrassed about your clothes or house while growing up, stay in place.
10. Your parents or guardians attended college, take one step forward.
11. You were not raised in an area with high crime and drug activity, stay in place.
12. You have had to change your speech or mannerisms to gain credibility, take one step back.
13. You are able to move through the world without fear of sexual assault, take one step forward.
14. You were sexually active with several people and it improves your social reputation in other people's eyes, take one step forward.
15. You are reasonably sure that you will not be denied access to jobs or political resources because of your gender, take one step forward.
16. You are able to be drive carelessly without someone attributing it to your race gender, take one step forward.
17. You cannot enter a store without being followed, take one step back.

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18. You are not reasonably sure you would be hired based on *your ability and qualifications*, take one step back.
19. Your family automatically expected you to attend college, take one step forward.
20. You have traveled outside the United States, take one step forward.
21. Your parents never had to work nights and weekends to support your family, take one step forward.
22. You can buy new clothes or go out to dinner when you want to, take one step forward.
23. You get time off for your religious holidays, take one step forward.
24. You do not have a foreign accent, stay in place.
25. You cannot walk alone at any time of day or night in your town without really needing to think about safety, take one step back.
26. You went to galleries, museums, and plays with your family, take one step forward.
27. You attended private school, take one step forward.
28. You were raised in a two-parent household, stay in place.
29. You did not study the culture of your ancestors in elementary school, take one step back.
30. Members of your race/gender are most often portrayed on TV in negative stereotypical roles, take one step back.
31. You have never been a victim of sexual harassment, stay in place.
32. You have been a victim of violence because of your race, gender, class, or sexual orientation, take one step back.
33. You went on regular family vacations, take one step forward.
34. You have had a maid, gardener, or cleaning service, take one step forward.
35. You can walk past a construction site without being looked up and down or catcalled at, take one step forward.
36. You cannot, in any state, be fired or denied service because of your sexual orientation, stay in place.

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Participant 6:

White, male, straight, age 45, parents have HS diplomas; family is agnostic & you have gone from being poor to being working class.

1. Your ancestors did not come to the United States by force, take one step forward.
2. There were fewer than 50 books in your house growing up, take one step back.
3. You've never felt unsafe because of your sexual orientation, stay in place.
4. You have never been *denied employment* because of your race, gender, or ethnicity, stay in place.
5. You have never been *paid less* because of your race, gender, or ethnicity, stay in place.
6. You have never been stopped or questioned by the police because of your race, stay in place
7. You have never felt uncomfortable about a joke directed at your gender, stay in place.
8. You can show affection for your romantic partner in public without fear of ridicule or violence, take one step forward.
9. You were regularly embarrassed about your clothes or house while growing up, take one step back.
10. Your parents or guardians did not attend college, take one step back.
11. You were raised in an area with high crime and drug activity, take one step back.
12. You have had to change your speech or mannerisms to gain credibility, take one step back.
13. You are able to move through the world without much fear of sexual assault, take one step forward.
14. You were sexually active with several people and it improves your social reputation in other people's eyes, take one step forward.
15. You are reasonably sure that you will not be denied access to jobs or political resources because of your gender, take one step forward.
16. You are able to be drive carelessly without someone attributing it to your race gender, take one step forward.
17. You are relatively sure you can enter a store without being followed, take one step forward.

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18. You are reasonably sure you would be hired based on *your ability and qualifications*, take one step forward.
19. Your family had no expectation for you to attend college, stay in place..
20. You have never traveled outside the United States, stay in place.
21. Your parents always had to work nights and weekends to support your family, take one step back.
22. You cannot buy new clothes or go out to dinner when you want to, stay in place.
23. You get time off for religious holidays despite not being religious, stay in place.
24. You do not have a foreign accent, stay in place.
25. You can walk alone at any time of day or night in your town without really needing to think about safety, take one step forward.
26. You never went to galleries, museums, and plays with your family, stay in place.
27. You never attended sleep-away summer camp or private school, take one step back.
28. You were raised in a two-parent household, stay in place.
29. You studied the culture of your ancestors in elementary school, stay in place.
30. Members of your race/gender are most often portrayed on TV in positive stereotypical roles, take one step forward.
31. You have never been a victim of sexual harassment, stay in place.
32. You have never been a victim of violence because of your race, gender, class, or sexual orientation, stay in place.
33. You never went on regular family vacations, take one step back.
34. You or your immediate family members are/were the maid, gardener, or cleaning service, take one step back.
35. You can walk past a construction site without being looked up and down or catcalled at, take one step forward.
36. You cannot, in any state, be fired or denied service because of your sexual orientation, stay in place.

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Participant 7

Arab, male, gay, age 22, mother has HS diploma/father died before your family moved to the US; family is Muslim & is poor.

1. Your ancestors did not come to the United States by force, stay in place.
2. There were fewer than 50 books in your house growing up, take one step back.
3. You've always felt unsafe because of your sexual orientation, take one step back.
4. You have been *denied employment* because of your race, gender, or ethnicity, take one step back.
5. You have been *paid less* because of your race, gender, or ethnicity, take one step back.
6. You have been stopped or questioned by the police because of your race, take one step back
7. You have never felt uncomfortable about a joke directed at your gender, stay in place.
8. You cannot show affection for your romantic partner in public without fear of ridicule or violence, take one step back.
9. You were regularly embarrassed about your clothes or house while growing up, take one step back.
10. Your parents or guardians did not attend college, take one step back.
11. You were raised in an area with high crime and drug activity, take one step back.
12. You have had to change your speech or mannerisms to gain credibility, take one step back.
13. You are able to move through the world without much fear of sexual assault, take one step forward.
14. You were sexually active with several people and it harms your social reputation in other people's eyes, take one step back.
15. You are reasonably sure that you will not be denied access to jobs or political resources because of your gender, take one step forward.
16. You are not able to be drive carelessly without someone attributing it to your race gender, take one step back.
17. You are relatively sure you cannot enter a store without being followed, take one step back.

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18. You are not reasonably sure you would be hired based on *your ability and qualifications*, stay in place.
19. Your family expects that you will not go to college/will work to support the family, take one step back
20. You have traveled outside the United States, stay in place.
21. Your parent(s) always had to work nights and weekends to support your family, take one step back.
22. You cannot buy new clothes or go out to dinner when you want to, stay in place.
23. You do not get time off for your religious holiday, take one step back.
24. You do have a foreign accent, take one step back.
25. You can walk alone at any time of day or night in your town without really needing to think about safety, take one step forward.
26. You never went to galleries, museums, and plays with your family, stay in place.
27. You never attended sleep-away summer camp or private school, take one step back.
28. You were not raised in a two-parent household, take one step back.
29. You did not study the culture of your ancestors in elementary school, take one step back.
30. Members of your race/gender are most often portrayed on TV in negative stereotypical roles, take one step back.
31. You have never been a victim of sexual harassment, stay in place.
32. You have been a victim of violence because of your race, gender, class, or sexual orientation, take one step back.
33. You never went on regular family vacations, take one step back.
34. You or your immediate family members are/were the maid, gardener, or cleaning service, take one step back.
35. You can walk past a construction site without being looked up and down or catcalled at, take one step forward.
36. You can, in many states, be fired or denied service because of your sexual orientation, take one step back.

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Participant 8

Latina, female, straight, age 18, parents are undocumented immigrants, but you were born in the US; family is Christian & is (now) working class.

1. Your ancestors did not come to the United States by force, stay in place.
2. There were fewer than 50 books in your house growing up, take one step back.
3. You've never felt unsafe because of your sexual orientation, stay in place.
4. You have been *denied employment* because of your race, gender, or ethnicity, take one step back.
5. You have been *paid less* because of your race, gender, or ethnicity, take one step back.
6. You have been stopped or questioned by the police because of your race, take one step back
7. You have felt uncomfortable about a joke directed at your gender, take one step back.
8. You can show affection for your romantic partner in public without fear of ridicule or violence, take one step forward.
9. You were regularly embarrassed about your clothes or house while growing up, take one step back.
10. Your parents or guardians did not attend college, take one step back.
11. You were raised in an area with high crime and drug activity, take one step back.
12. You have had to change your speech or mannerisms to gain credibility, take one step back.
13. You are not able to move through the world without fear of sexual assault, take one step back.
14. You were sexually active with several people and it harms your social reputation in other people's eyes, take one step back.
15. You are reasonably sure that you will be denied access to jobs or political resources because of your gender, take one step back.
16. You are not able to be drive carelessly without someone attributing it to your race or gender, take one step back.
17. You are relatively sure you cannot enter a store without being followed, take one step back.

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18. You are not reasonably sure you would be hired based on *your ability and qualifications*, stay in place.
19. Your family expects that you will not go to college/will work to support the family, take one step back
20. You have not traveled outside the United States, stay in place.
21. Your parent(s) always had to work nights and weekends to support your family, take one step back.
22. You cannot buy new clothes or go out to dinner when you want to, stay in place.
23. You do get time off for your religious holidays, take one step forward.
24. You do not have a foreign accent, stay in place.
25. You cannot walk alone at any time of day or night in your town without really needing to think about safety, take one step back.
26. You never went to galleries, museums, and plays with your family, stay in place.
27. You never attended sleep-away summer camp or private school, take one step back.
28. You were raised in a two-parent household, take one step forward.
29. You did not study the culture of your ancestors in elementary school, take one step back.
30. Members of your race/gender are most often portrayed on TV in negative stereotypical roles, take one step back.
31. You have been a victim of sexual harassment, take one step back.
32. You have been a victim of violence because of your race, gender, class, or sexual orientation, take one step back.
33. You never went on regular family vacations, take one step back.
34. You or your immediate family members are/were the maid, gardener, or cleaning service, take one step back.
35. You cannot walk past a construction site without being looked up and down or catcalled at, take one step back.
36. You cannot, in any states, be fired or denied service because of your sexual orientation, stay in place.

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Participant 9

Black, male, straight, age 23, father is HS grad, mother has beautician's license (parents divorced), family is Christian & working class

1. Your ancestors came to the United States by force, take one step back.
2. There were more than 50 books in your house growing up, take one step forward.
3. You've never felt unsafe because of your sexual orientation, stay in place.
4. You have been *denied employment* because of your race, gender, or ethnicity, take one step back
5. You have been *paid less* because of your race, gender, or ethnicity, take one step back.
6. You have been stopped or questioned by the police because of your race, take one step back.
7. You have never felt uncomfortable about a joke directed at your gender, stay in place.
8. You can show affection for your romantic partner in public without fear of ridicule or violence, take one step forward.
9. You were not typically embarrassed about your clothes or house while growing up, stay in place
10. Your parents or guardians did not attend college, take one step back.
11. You were not raised in an area with high crime and drug activity, stay in place.
12. You have had to change your speech or mannerisms to gain credibility, take one step back.
13. You are able to move through the world without fear of sexual assault, take one step forward.
14. You were sexually active with several people and it improves your social reputation in other people's eyes, take one step forward.
15. You are reasonably sure that you will not be denied access to jobs or political resources because of your gender, take one step forward.
16. You are not able to be drive carelessly without someone attributing it to your race gender, take one step back.
17. You cannot enter a store without being followed, take one step back.

Privilege Walk Personas

18. You are not reasonably sure you would be hired based on *your ability and qualifications*, take one step back.
19. Your family expects that you will go to college, but has no extra money to help you pay for it, stay in place
20. You have not traveled outside the United States, stay in place.
21. Your parent(s) always had to work nights and weekends to support your family, take one step back.
22. You cannot buy new clothes or go out to dinner when you want to, stay in place.
23. Much of your society gets time off for your religious holidays, but you work in the service industry, stay in place.
24. You do not have a foreign accent, stay in place.
25. You can walk alone at any time of day or night in your neighborhood without really needing to think about safety, take one step forward.
26. You never went to galleries, museums, and plays with your family, stay in place.
27. You never attended sleep-away summer camp or private school, take one step back.
28. You were not raised in a two-parent household, take one step back.
29. You did not study the culture of your ancestors in elementary school, take one step back.
30. Members of your race/gender are most often portrayed on TV in negative stereotypical roles, take one step back.
31. You have never been a victim of sexual harassment, stay in place.
32. You have been a victim of violence because of your race, gender, class, or sexual orientation, take one step back.
33. You never went on regular family vacations, take one step back.
34. You or your immediate family members are/were the maid, gardener, or cleaning service, take one step back.
35. You can walk past a construction site without being looked up and down or catcalled at, take one step forward.
36. You cannot, in any state, be fired or denied service because of your sexual orientation, stay in place.

Privilege Walk Personas

Participant 10

Latino, male, straight, age 28, father has plumber's license, mother is not a HS grad, all three of you are legal immigrants to the US & your 4 siblings were born in the US, family is Christian & poor.

1. Your ancestors did not come to the United States by force, stay in place.
2. There were not more than 50 books in your house growing up, take one step back.
3. You've never felt unsafe because of your sexual orientation, stay in place.
4. You have been *denied employment* because of your race, gender, or ethnicity, take one step back
5. You have been *paid less* because of your race, gender, or ethnicity, take one step back.
6. You have been stopped or questioned by the police because of your race, take one step back.
7. You have never felt uncomfortable about a joke directed at your gender, stay in place.
8. You can show affection for your romantic partner in public without fear of ridicule or violence, take one step forward.
9. You were embarrassed about your clothes or house while growing up, take one step back
10. Your parents or guardians did not attend college, take one step back.
11. You were raised in an area with high crime and drug activity, take one step back.
12. You have had to change your speech or mannerisms to gain credibility, take one step back.
13. You are able to move through the world without fear of sexual assault, take one step forward.
14. You were sexually active with several people and it improves your social reputation in other people's eyes, take one step forward.
15. You are reasonably sure that you will not be denied access to jobs or political resources because of your gender, take one step forward.
16. You are not able to be drive carelessly without someone attributing it to your race gender, take one step back.
17. You cannot enter a store without being followed, take one step back.

Privilege Walk Personas

18. You are not reasonably sure you would be hired based on *your ability and qualifications*, take one step back.
19. Your family expects that you will go to college, but has no extra money to help you pay for it, stay in place
20. You have traveled outside the United States, stay in place.
21. Your parent(s) always had to work nights and weekends to support your family, take one step back.
22. You cannot buy new clothes or go out to dinner when you want to, stay in place.
23. Much of your society gets time off for your religious holidays, but you work in the service industry, stay in place..
24. You do have a foreign accent, take one step back.
25. You cannot walk alone at any time of day or night in your neighborhood without really needing to think about safety, take one step back.
26. You never went to galleries, museums, and plays with your family, stay in place.
27. You never attended sleep-away summer camp or private school, take one step back.
28. You were raised in a two-parent household, take one step forward.
29. You did not study the culture of your ancestors in elementary school, take one step back.
30. Members of your race/gender are most often portrayed on TV in stereotypical roles, take one step back.
31. You have never been a victim of sexual harassment, stay in place.
32. You have been a victim of violence because of your race, gender, class, or sexual orientation, take one step back.
33. You never went on regular family vacations, take one step back.
34. You or your immediate family members are/were the maid, gardener, or cleaning service, take one step back.
35. You can walk past a construction site without being looked up and down or catcalled at, take one step forward.
36. You cannot, in any state, be fired or denied service because of your sexual orientation, stay in place.

Privilege Walk Personas

Participant 11:

White, male, straight, age 65, parents had HS diplomas; family is agnostic & you have been working class your whole life.

1. Your ancestors did not come to the United States by force, take one step forward.
2. There were more than 50 books in your house growing up, take one step forward.
3. You've never felt unsafe because of your sexual orientation, stay in place.
4. You have recently been *denied employment* because of your age, take one step back.
5. You have never been *paid less* because of your race, gender, or ethnicity, stay in place.
6. You have never been stopped or questioned by the police because of your race, stay in place
7. You have never felt uncomfortable about a joke directed at your gender, stay in place.
8. You can show affection for your romantic partner in public without fear of ridicule or violence, take one step forward.
9. You were not embarrassed about your clothes or house while growing up, stay in place
10. Your parents or guardians did not attend college, take one step back.
11. You were not raised in an area with high crime and drug activity, take one step forward.
12. You have not had to change your speech or mannerisms to gain credibility, stay in place.
13. You are able to move through the world without much fear of sexual assault, take one step forward.
14. You were sexually active with several people in your youth and it improved your social reputation in other people's eyes, take one step forward.
15. You are reasonably sure that you will not be denied access to jobs or political resources because of your gender, take one step forward.
16. You are able to be drive carelessly without someone attributing it to your race gender, take one step forward.
17. You are relatively sure you can enter a store without being followed, take one step forward.

Privilege Walk Personas

18. You are no longer reasonably sure you would be hired based on *your ability and qualifications*, stay in place.
19. Your family had no expectation for you to attend college, stay in place..
20. You have never traveled outside the United States, stay in place.
21. You always had to work nights and weekends to support your family, take one step back.
22. You cannot buy new clothes or go out to dinner when you want to, stay in place.
23. You get time off for religious holidays despite not being religious, stay in place.
24. You do not have a foreign accent, stay in place.
25. You can walk alone at any time of day or night in your neighborhood without really needing to think about safety, take one step forward.
26. You never went to galleries, museums, and plays with your family, stay in place.
27. Your kids never attended sleep-away summer camp or private school, take one step back.
28. You were raised in a two-parent household, stay in place.
29. You studied the culture of your ancestors in elementary school, stay in place.
30. Members of your race/gender are most often portrayed on TV in positive stereotypical roles, take one step forward.
31. You have never been a victim of sexual harassment, stay in place.
32. You have never been a victim of violence because of your race, gender, class, or sexual orientation, stay in place.
33. You never went on regular family vacations, take one step back.
34. You or your immediate family members are/were the maid, gardener, or cleaning service, take one step back.
35. You can walk past a construction site without being looked up and down or catcalled at, take one step forward.
36. You cannot, in any state, be fired or denied service because of your sexual orientation, stay in place.

Privilege Walk Personas

Participant 12:

White, female, straight, age 75, widowed, family is Christian & since your husband died, you have gone from solidly working class to poor.

1. Your ancestors did not come to the United States by force, take one step forward.
2. There were more than 50 books in your house growing up, take one step forward.
3. You've never felt unsafe because of your sexual orientation, stay in place.
4. You have been *denied employment* because of your age, race, gender, or ethnicity, take one step back.
5. You have been *paid less* because of your race, gender, or ethnicity, take one step back.
6. You have never been stopped or questioned by the police because of your race, stay in place
7. You have felt uncomfortable about a joke directed at your gender, take one step back.
8. You can show affection for your romantic partner in public without fear of ridicule or violence, take one step forward.
9. You were never embarrassed about your clothes or house while growing up, stay in place.
10. Your parents or guardians attended college, take one step forward.
11. You were not raised in an area with high crime and drug activity, stay in place.
12. You have had to change your speech or mannerisms to gain credibility, take one step back.
13. You are not able to move through the world without much fear of sexual assault, take one step back.
14. You are sexually active with a financially stable widower in your community and it diminishes your social reputation because you are viewed as a gold digger, take one step back.
15. You are reasonably sure that you will be denied access to jobs or political resources because of your age/gender, take one step back.
16. You are not able to be drive carelessly without someone attributing it to your race or gender, take one step back.

Privilege Walk Personas

17. You are relatively sure you can enter a store without being followed, take one step forward.
18. You are not reasonably sure you would not be hired based on *your ability and qualifications* (housewife for 40 years), take one step back.
19. Your husband forbade you from taking college classes, take one step back.
20. You have never traveled outside the United States, stay in place.
21. Your husband always had to work nights and weekends to support your family, take one step back.
22. You cannot buy new clothes or go out to dinner when you want to, take one step back.
23. Much of your society gets time off for your religious holidays, but you work in the service industry, stay in place.
24. You do not have a foreign accent, stay in place.
25. You cannot walk alone at any time of day or night in your town without really needing to think about safety, take one step back.
26. You never went to galleries, museums, and plays with your family, take one step back.
27. You/your kids never went to private school or sleep-away summer camp, take one step back.
28. You were raised in a two-parent household, stay in place.
29. You studied the culture of your ancestors in elementary school, stay in place.
30. Members of your age/gender are most often portrayed on TV in vaguely neutral stereotypical roles, stay in place.
31. You have been a victim of sexual harassment, take one step back.
32. You have been a victim of violence because of your race, gender, class, or sexual orientation, take one step back.
33. You went on occasional family vacations, stay in place.
34. You are currently working as a greeter at Wal-Mart because your Social Security check only covers your rent and utilities; you still need to eat, take one step back.
35. You can, because of age, walk past a construction site without being looked up and down or catcalled at, stay in place.
36. You cannot, in any state, be fired or denied service because of your sexual orientation, stay in place.

Privilege Walk Personas

Participant 13:

Black, female, straight, age 55, father is a college grad, mother is housewife, family is Christian & middle class.

1. Your ancestors came to the United States by force, take one step back.
2. There were more than 50 books in your house growing up, take one step forward.
3. You've never felt unsafe because of your sexual orientation, stay in place.
4. You have been *denied employment* because of your race, gender, or ethnicity, stay in place.
5. You have been *paid less* because of your race, gender, or ethnicity, take one step back.
6. You have been stopped or questioned by the police because of your race, take one step back.
7. You have felt uncomfortable about a joke directed at your gender, take one step back.
8. You can show affection for your romantic partner in public without fear of ridicule or violence, take one step forward.
9. You were rarely embarrassed about your clothes or house while growing up, stay in place.
10. Your parents or guardians attended college, take one step forward.
11. You were not raised in an area with high crime and drug activity, stay in place.
12. You have had to change your speech or mannerisms to gain credibility, take one step back.
13. You are not able to move through the world without fear of sexual assault, take one step back.
14. You were sexually active with several people and it diminished your social reputation in other people's eyes, take one step back.
15. You are not reasonably sure that you will not be denied access to jobs or political resources because of your gender, take one step back.
16. You are not able to be drive carelessly without someone attributing it to your race gender, take one step back.
17. You cannot enter a store without being followed, take one step back.

Privilege Walk Personas

18. You are not reasonably sure you would be hired based on *your ability and qualifications*, take one step back.
19. Your family automatically expected you to attend college, take one step forward.
20. You have traveled outside the United States, take one step forward.
21. Your parents never had to work nights and weekends to support your family, take one step forward.
22. You can buy new clothes or go out to dinner when you want to, take one step forward.
23. You get time off for your religious holidays, take one step forward.
24. You do not have a foreign accent, stay in place.
25. You cannot walk alone at any time of day or night in your town without really needing to think about safety, take one step back.
26. You went to galleries, museums, and plays with your family, take one step forward.
27. You attended summer camp, take one step forward.
28. You were raised in a two-parent household, stay in place.
29. You did not study the culture of your ancestors in elementary school, take one step back.
30. Members of your race/gender are most often portrayed on TV in negative stereotypical roles, take one step back.
31. You have been a victim of sexual harassment, stay in place.
32. You have been a victim of violence because of your race, gender, class, or sexual orientation, take one step back.
33. You went on regular family vacations, take one step forward.
34. You do not have had a maid, gardener, or cleaning service, stay in place.
35. You cannot walk past a construction site without being looked up and down or catcalled at, take one step back.
36. You cannot, in any state, be fired or denied service because of your sexual orientation, stay in place.

Privilege Walk Personas

Participant 14

Black, female, straight, age 21, father and mother were HS grads but killed in car accident; you became ward of the state at age 13, religion is not a factor in your life, and you are poor.

1. Your ancestors came to the United States by force, take one step back.
2. There were not more than 50 books in your house growing up, take one step back.
3. You've never felt unsafe because of your sexual orientation, stay in place.
4. You have been *denied employment* because of your race, gender, or ethnicity, take one step back
5. You have been *paid less* because of your race, gender, or ethnicity, take one step back.
6. You have been stopped or questioned by the police because of your race, take one step back.
7. You have felt uncomfortable about a joke directed at your gender, take one step back.
8. You can show affection for your romantic partner in public without fear of ridicule or violence, take one step forward.
9. You were frequently embarrassed about your clothes or house while growing up, take one step back
10. Your parents or guardians did not attend college, take one step back.
11. You were raised in an area with high crime and drug activity, take one step back.
12. You have had to change your speech or mannerisms to gain credibility, take one step back.
13. You are not able to move through the world without fear of sexual assault, take one step back.
14. You were sexually active with several people and it diminishes your social reputation in other people's eyes, take one step back.
15. You are reasonably sure that you will be denied access to jobs or political resources because of your gender, take one step back.
16. You are not able to be drive carelessly without someone attributing it to your race gender, take one step back.
17. You cannot enter a store without being followed, take one step back.

Privilege Walk Personas

18. You are not reasonably sure you would be hired based on *your ability and qualifications*, take one step back.
19. You have no family to encourage you to go to college, take one step back.
20. You have not traveled outside the United States, stay in place.
21. Your parent(s) died and your foster parents took in extra foster kids for the money, take two steps back.
22. You cannot buy new clothes or go out to dinner when you want to, stay in place.
23. Much of your society gets time off for your religious holidays, but you work in the service industry, stay in place.
24. You do not have a foreign accent, stay in place.
25. You cannot walk alone at any time of day or night in your neighborhood without really needing to think about safety, take one step back.
26. You never went to galleries, museums, and plays with your family, stay in place.
27. You never attended sleep-away summer camp or private school, take one step back.
28. You were not raised in a two-parent household, take one step back.
29. You did not study the culture of your ancestors in elementary school, take one step back.
30. Members of your race/gender are most often portrayed on TV in negative stereotypical roles, take one step back.
31. You have been a victim of sexual harassment, take one step back.
32. You have been a victim of violence because of your race, gender, class, or sexual orientation, take one step back.
33. You never went on regular family vacations, take one step back.
34. You or your immediate family members are/were the maid, gardener, or cleaning service, take one step back.
35. You cannot walk past a construction site without being looked up and down or catcalled at, take one step back.
36. You cannot, in any state, be fired or denied service because of your sexual orientation, stay in place.

Privilege Walk Personas

Participant 15

South Asian, female, straight, age 27, parents are legal immigrants, father is a doctor/mother was a bank manager back in her home country, you were born in the US; family is Hindu & is middle class

1. Your ancestors did not come to the United States by force, stay in place.
2. There were more than 50 books in your house growing up, take one step back.
3. You've never felt unsafe because of your sexual orientation, stay in place.
4. You have been *denied employment* because of your race, gender, or ethnicity, take one step back.
5. You have been *paid less* because of your race, gender, or ethnicity, take one step back.
6. You have been stopped or questioned by the police because of your race, take one step back
7. You have felt uncomfortable about a joke directed at your gender, take one step back.
8. You can show affection for your romantic partner in public without fear of ridicule or violence, take one step forward.
9. You were regularly embarrassed about your clothes or house while growing up, stay in place
10. Your parents or guardians attended college, take one step forward.
11. You were not raised in an area with high crime and drug activity, take one step forward.
12. You have had to change your speech or mannerisms to gain credibility, take one step back.
13. You are not able to move through the world without fear of sexual assault, take one step back.
14. You were sexually active with several people and it harms your social reputation in other people's eyes, take one step back.
15. You are reasonably sure that you will be denied access to jobs or political resources because of your gender, take one step back.
16. You are not able to be drive carelessly without someone attributing it to your race or gender, take one step back.

Privilege Walk Personas

17. You are relatively sure you cannot enter a store without being followed, take one step back.
18. You are not reasonably sure you would be hired based on *your ability and qualifications*, stay in place.
19. Your family expects that you will go to college, take one step forward
20. You have traveled outside the United States, take one step forward.
21. Your parent(s) sometimes had to work nights and weekends to support your family, stay in place.
22. You can buy new clothes or go out to dinner when you want to, take one step forward.
23. You do not get time off for your religious holidays, take one step back.
24. You do not have a foreign accent, stay in place.
25. You cannot walk alone at any time of day or night in your town without really needing to think about safety, take one step back.
26. You went to galleries, museums, and plays with your family, take one step forward.
27. You attended private school, take one step forward.
28. You were raised in a two-parent household, take one step forward.
29. You did not study the culture of your ancestors in elementary school, take one step back.
30. Members of your race/gender are most often portrayed on TV in negative stereotypical roles, take one step back.
31. You have been a victim of sexual harassment, take one step back.
32. You have been a victim of violence because of your race, gender, class, or sexual orientation, take one step back.
33. You went on regular family vacations, take one step forward.
34. You have a maid, gardener, or cleaning service, take one step forward.
35. You cannot walk past a construction site without being looked up and down or catcalled at, take one step back.
36. You cannot, in any states, be fired or denied service because of your sexual orientation, stay in place.

Privilege Walk Personas

Participant 16

Black, female, lesbian, age 23, father went to trade school and mother is a HS grad. They are divorced; your grandmother raised you. Religion is not a factor in your life, and you are poor.

1. Your ancestors came to the United States by force, take one step back.
2. There were not more than 50 books in your house growing up, take one step back.
3. You've felt unsafe because of your sexual orientation, take one step back.
4. You have been *denied employment* because of your race, gender, or ethnicity, take one step back
5. You have been *paid less* because of your race, gender, or ethnicity, take one step back.
6. You have been stopped or questioned by the police because of your race, take one step back.
7. You have felt uncomfortable about a joke directed at your gender, take one step back.
8. You cannot show affection for your romantic partner in public without fear of ridicule or violence, take one step back.
9. You were frequently embarrassed about your clothes or house while growing up, take one step back
10. Your parents or guardians did not attend college, take one step back.
11. You were raised in an area with high crime and drug activity, take one step back.
12. You have had to change your speech or mannerisms to gain credibility, take one step back.
13. You are not able to move through the world without fear of sexual assault, take one step back.
14. You were sexually active with several people and it diminishes your social reputation in other people's eyes, take one step back.
15. You are reasonably sure that you will be denied access to jobs or political resources because of your gender, take one step back.
16. You are not able to be drive carelessly without someone attributing it to your race gender, take one step back.
17. You cannot enter a store without being followed, take one step back.

Privilege Walk Personas

18. You are not reasonably sure you would be hired based on *your ability and qualifications*, take one step back.
19. Your family did not encourage you to go to college, take one step back.
20. You have not traveled outside the United States, stay in place.
21. Your parent/guardian often worked nights & weekends to make ends meet, take one step back.
22. You cannot buy new clothes or go out to dinner when you want to, stay in place.
23. Much of your society gets time off for your religious holidays, but you work in the service industry, stay in place.
24. You do not have a foreign accent, stay in place.
25. You cannot walk alone at any time of day or night in your neighborhood without really needing to think about safety, take one step back.
26. You never went to galleries, museums, and plays with your family, stay in place.
27. You never attended sleep-away summer camp or private school, take one step back.
28. You were not raised in a two-parent household, take one step back.
29. You did not study the culture of your ancestors in elementary school, take one step back.
30. Members of your race/gender are most often portrayed on TV in negative stereotypical roles, take one step back.
31. You have been a victim of sexual harassment, take one step back.
32. You have been a victim of violence because of your race, gender, class, or sexual orientation, take one step back.
33. You never went on regular family vacations, take one step back.
34. You or your immediate family members are/were the maid, gardener, or cleaning service, take one step back.
35. You cannot walk past a construction site without being looked up and down or catcalled at, take one step back.
36. You can, in many states, be fired or denied service because of your sexual orientation, take one step back