

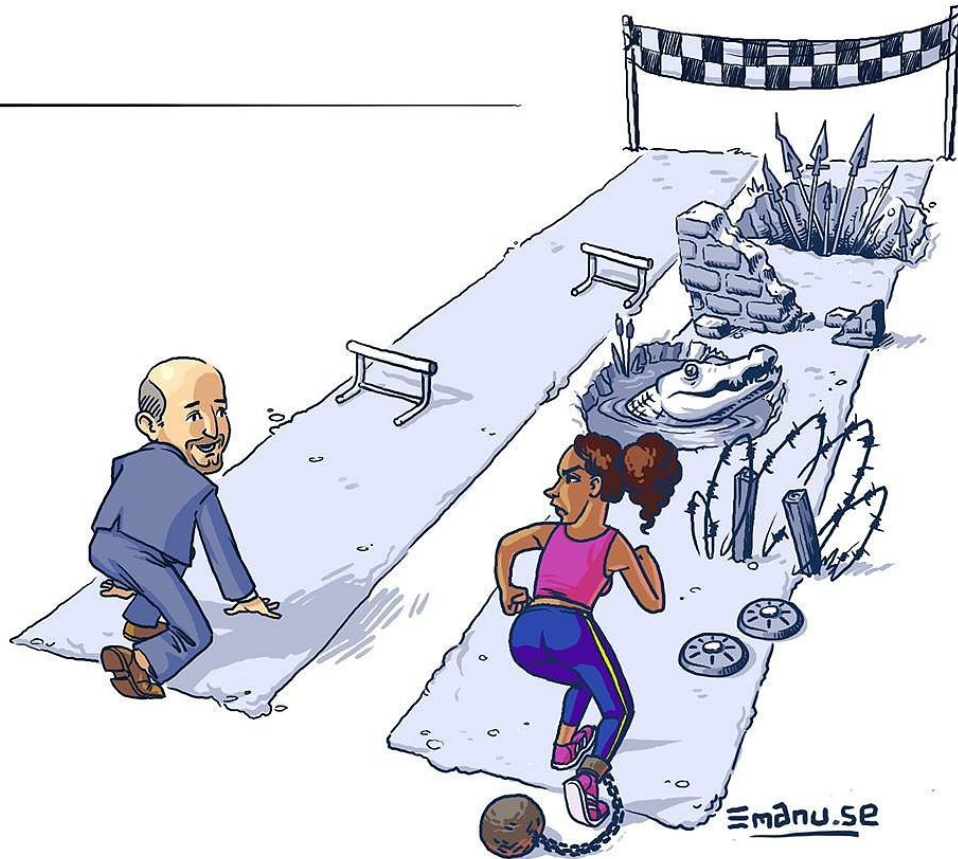


# American Association of University Women

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# How to Be a Conscious Leader

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“What’s the matter?  
It’s the same distance!”

## Why Have this Workshop?

- To understand our differences and the advantages and/or disadvantages that come with privileges
- To recognize the privileges we hold relative to others in society
- To gain and utilize tools from this workshop as a student leader and beyond

# What is a Conscious Leader?

A person who is fully aware of their and their team member's advantages and disadvantages.

A conscious leader recognizes the diversity that is represented by the members of the organization and structures the team in such a way to maximize the potential and the efficiency of the group.

# Ice Breaker!

## Identity Tree

1. Refer to tree trunk on the wall
2. Sticky note and pens/markers provided
3. Write down what identity means to you on a sticky note
4. Place it on a branch
5. Watch the tree grow and grow

# Reflection on the Identity Tree

What identity(s) stood out that weren't your own?

What identity(s) were you ascribed by society?

What identity(s) did you claim and develop for your own?

Rhetorical: What identity(s) do you know that you will never have?

# What is Privilege?

“Privilege does not mean that you are rich, that you had an easy life, that everything has been handed to you and you’ve never had to struggle or work hard. All it means is that there are some things in life that you will not experience or ever have to think about just because of who you are.”

-- Franchesca Ramsey

Social Media Activist, Comedian

# Examples of Privilege

- Income
- Able-bodied
- Gender identity
- Sex
- Age
- Race
- Religion
- ...And more!



# Income

## More vs. Less

More = more access to economic resources

Less = Culture of Poverty: ethnic traits cause poverty to go into the next generation creating a cycle of poverty.--- Social Theory by Oscar Lewis

Looked down on because of cultural implications of “poor = vulgar, uneducated, lazy”

## Real Life Fact

“Thanks to the gender pay gap, Latinas are paid 54 percent of what non-Hispanic white men are paid”. -AAUW.org (2015)

# Able-Bodied

Having disabilities vs. able-bodied

Ex. People who are not in wheelchairs, do not have to worry about accessibility of unfamiliar places

## Real Life Fact

“Persons with disabilities are more likely to be victims of violence or rape, according to a 2004 British study, and less likely to obtain police intervention, legal protection or preventive care.

-Annual Disability Status Reports, [www.DisabilityStatistics.org](http://www.DisabilityStatistics.org)”

# Sex

## Males vs. Female

Assumptions of weak versus strong

Cultural implications of male/female personality traits

## Real Life Fact

According to the Pew Research Center, about 4 in 10 Americans say that women are held to a higher standard than men when it comes to political or business positions [[www.pewsocialtrends.org/](http://www.pewsocialtrends.org/)]

# Gender Identity

**LGBTQIA identity vs. Cisgender**

Ex. You can talk about your partner and your love life without worrying about accidentally outing yourself (EverydayFeminism.com)

You don't have to come out (EverydayFeminism.com)

# Age

**Ageism: Discrimination on the basis of age**

Double-edged Sword:

Older Folks: Seniority and experience

Younger Folks: Inexperienced and too new in job market

BUT

Older Folks: Traditional ideas, perhaps or not physically capable

Younger Folks: Supposed characteristics of new ideas and innovation, physically capable

## Discrimination

1997 cases = 15, 785

2015 cases = 20,144

**Corey Ciocchetti**

Professor University of Denver - Dept. of  
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# Race

**Culturally-dominant race and minority race**

Social construct (ascribed by dominant group)

Ethnicity is what you choose to identify as culturally (how your community chooses to identify; self-imposed)

## **Real Life Fact**

In 2010, the U.S. Sentencing Commission reported that African Americans receive 10% longer sentences than whites through the federal system for the same crimes. -[Dosomething.org](http://dosomething.org)

# Religion

## Religious Majority vs. Religious Minority

Religion identified by the majority of a community and may have more political influence

Minority religions are more likely to be oppressed by the government and society, decreased access to resources

### Real Life Fact

A November 2009 constitutional referendum in Switzerland banned the construction of minarets on mosques in the country. In Indonesia, more than two dozen churches were forced to close due to pressure from Islamist extremists or, in some instances, local officials.

- Pew Research Center's Forum on Religion & Public Life, *Rising Tide of Restrictions on Religion*, September 2012

# What Did We Miss?

What type of privilege(s) have you experienced that have not been mentioned?



# How to Recognize Privilege as a Student Leader

Privileges	Scenario	Solution
Income	Unaffordable membership fees	Waive/sponsor
Able-bodied	Meeting room inaccessible	Schedule meetings where accessible to all people
Gender Identity	Not referred by proper pronouns	Ask for pronouns
Sexism	Sexual harassment/assault	Be an upstander, report not victim blame, see something, say something
Age	Events excluding certain age groups	Host all age-inclusive events
Race and Religion	Hate crime on campus	Become an ally- not just a noun but a verb

# Tactics to be a Conscious Leader

## Dialogue/Stay Open-minded

Talk about it and inform your club members

Promote inclusiveness

## Be accountable for your actions because of your privilege

Check your privilege

Respect others

# Thank you!

Contact us at [ucdaauw@gmail.com](mailto:ucdaauw@gmail.com)

**CHECK**

**YOUR**

**PRIVILEGE**

## Questions?

