American Association of University Women

Annie Chen | Funke Aderonmu | Maureen Njuguna
Marlene Amador | Michelle Rivera
How to Be a Conscious Leader

Annie Chen | Funke Aderonmu | Maureen Njuguna
Marlene Amador | Michelle Rivera
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’s the matter? It’s the same distance!”
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.

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/]
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)
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
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
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.

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

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

Questions?