

# EXERCISE FOR SURFACING PRIVILEGE

Improving inclusion and accessibility is a collective effort, and many feel urgency to get it right, now. Yet this process takes time and a lot of human judgment. We offer this exercise as an invitation to connect with everyone's humanity. Remember: While some of these dimensions of advantage might be true for you or some of your people, there are just as many people you lead for which these statements are not true.

**Review each point and note whether the statement is true for you.**

**To facilitate this exercise as a group, ask every person to raise their hand if the statement is true for them.**

## ABILITY

I have full range of physical motion to accomplish my job tasks without accommodation.

I have full use of hearing.

I have no or low vision loss.

## ACCESS

At home, I have the means to access the internet speeds I need to do my job well (e.g., uninterrupted video calls).

I have access to rooms or spaces that are private, distraction-free, and internet accessible, and my desired online work activities are not likely to be restricted by family or housemates.

I have the personal technological equipment I need to do my job well.

I live in the same time zone in which my place of business operates or holds working hours (e.g., I live in EST and the organization is headquartered in EST).

## SKILLS

I am able to organize and coordinate people and work across a complex and dynamic digital environment.

I have a good network and the political awareness to be able to recognize advantageous positions and situations.

I have relevant experiences and skills using digital tools to make me effective at my job in a remote or hybrid environment.

## PERSONAL CIRCUMSTANCES

I am likely to be the most senior-ranking member in the meetings I attend.

I have previously met in person most of the teams that I work with remotely.

I have the ability to easily co-locate with my team with short notice.

I am not a primary caregiver for a dependent.

## TRAITS & CHARACTERISTICS

I am more likely during meetings to be an external processor (e.g., I speak to think) versus an internal processor (e.g., I think, then speak; I might express myself better through writing).

I am more likely at work to be introverted (e.g., I get energy from being alone or through one-on-one interactions) versus extroverted (e.g., I get energy from socializing).

## VISIBILITY & POWER

I had a strong network of colleagues prior to working remotely, and that network has endured.

My name and brand are well known at my organization, and I am often selected for new projects or initiatives.