Training Director Privilege Exercise

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*SCD Experiential program*

This exercise encourages participants to become aware and critical of their personal privileges associated with several social locations and in particular, with Training Director identity. Participants will be led through a privilege exercise to demonstrate how social identifiers that are, sometimes, out of participants’ control have affected their privilege and/or power.

1. To increase Training Directors’ awareness about their own social locations as they have increased power in their professional careers.
2. To increase Training Directors’ knowledge about what different and other Training Directors deal with at their institutions.
3. To increase Training Directors’ multicultural competence and augment diversity work with doctoral interns

*Informed consent regarding exercise:* Please note that this exercise is not meant to make anyone feel guilty or ashamed of her or his privilege or lack of privilege related to any social identity categories. Rather, the exercise seeks to highlight the fact that everyone has some and differing privileges, even as some people have more privilege than others. By illuminating our various privileges as individuals, we can recognize ways that we can use our privileges individually and collectively to work for social justice and within training/supervision roles. Also note that each list is not meant to be exhaustive or comprehensive. The main idea is to offer some possible insight, as TD’s tend to lead exercises and rarely get to self-reflect on their own process, and to invite reflection on concepts of privilege and intersectionality.

**Setting the tone and Agreements:**

Large group, cannot pilot this with another group, TD specific.

We are all processors. Please feel free to point things out in the process.

We all have something to contribute and are here for each other, to learn and take many things from this experience. A collective process. We would appreciate that.

**Instructions:**

We will be reading various statements aloud. Some will apply to you, others will not. Each statement that applies to you will give you the opportunity to reveal something about yourself by taking a step forward or backward. If you are NOT comfortable revealing a particular piece of information about yourself, feel free to stay in place and not move. Please participate silently, internally reflecting on each item. We will have the opportunity to share after the exercise.

**Read out loud the following statements, pausing between statements for the participants to move reflect.**

1. Take one step forward if you have an APA accredited internship
2. Take one step forward if there are other psychologists in your center who are well trained in supervision and are dedicated to the training program
3. Take one step back if your workload is not reduced in clinical or other service responsibilities to attend to administrative aspects of training
4. Take one step forward if you are never asked to speak for members of your group in situations in which you are a minority
5. Take one step back if your university does not provide insurance benefits for your partner or spouse
6. Take one step forward if over the past five years, your center has consistently been able to recruit a training class, diverse across sexuality and gender orientation
7. Take one step back if your internship funding is unstable
8. Take one step forward if you are certain that you could reveal your sexual orientation and/or gender identity at work and be supported
9. Take one step back if you have not had to seek medical care other than routine checkups in the past year.
10. Take one step forward if you do not have to use ramps or elevators and can use stairs
11. Take one step forward if you and your Director have a good working relationship
12. Take one step forward if you can go anywhere in the United States and easily find the kinds of products or cosmetics that match your skin color and/or hair needs.
13. Take one step back if you are fearful of expressing sadness or vulnerability and being stereotyped as weak, by your colleagues.
14. Take one step back if you have experienced cat calls, harassing verbalizations or been told to smile when you are walking publically
15. Take one step back if you perceive that your experience is discounted by trainees due to graduating “a long time ago.”
16. Take one step back if you perceive that your experience or abilities are questioned due to being an early career psychologist in a TD role.
17. Take one step forward if you didn’t have to ask for information about accessibility and accommodations for yourself before registering at this hotel
18. Take one step back if as TD, you are solely responsible or expected to lead agency diversity/social justice initiatives, along with your TD duties.
19. Take one step back if interns have expressed that you are intimidating, frightening, or overly critical
20. Take one step forward if you had adults in your life as a child/adolescent who held professional job and careers
21. Take one step forward if you are supported by your Director to participate in social action on campus related to your racial, ethnic or cultural identities
22. Take one step back if you have if have ever been racially profiled by the police.
23. Take one step back if you have ever been mistakenly referred to with a gender pronoun that does not match your gender identity.
24. Take one step forward if your University and/or Counseling Centered sponsored funding to attend ACCTA
25. Take one step back if you have ever found yourself hesitating to reveal your religious faith because of your fear of how others may stereotype you,
26. Take one step forward if you have a support staff dedicated/responsible to your training program
27. Take one step forward if you generally do not have to think or worry about fitting into chairs in public spaces
28. Take one step back if your family ever had to move because they could not afford the rent/mortgage.
29. Take one step forward if you do not have to get special permission to take time off to celebrate religious holidays.
30. Take one step forward if you have a cultural, religious or spiritual ritual that has been passed down to you from your family or community
31. Take one step forward if you don’t have to buy clothes or shoes in a specialty shop
32. Take one step forward if over the past five years, your center has been able to consistently recruit training classes representing a range of racial/ethnic identity
33. Take one step forward if, in your professional roles and context, you are generally in the racial majority.
34. Take one step back if reproductive rights and choices are the topic of your local or state legislature
35. Take one step forward if you do not have anxiety about asking for time off
36. Take one step forward if you diversity and social justice initiatives are supported by most or all members of your staff
37. Take one step forward for each device you own: desktop, laptop, tablet, smartphone
38. Take one step forward if there are enough qualified supervisors in your center allowing you a choice about serving as a primary supervisor.
39. Take one step back if clients and/or trainees have scrutinized your

educational or professional credentials

1. Take one step forward if you have not ever been subject to an intensive security screening at the airport
2. Take one step forward if your family taught you to have pride in your minority membership
3. Take one step back if you have ever been told that you were “too emotional or “too angry” after expressing a strong opinion.
4. Take one step forward if your parents/guardians/grandparents completed college
5. Take one step back if you were ever called names because of your race, class, ethnicity, gender, ability status, gender expression, size or sexual orientation
6. Take one step forward if your citizenship status has not been questioned
7. Take one step back if you cannot make plans to go most places without first considering if you can get to the building and get in the building
8. Take one step forward if you have bilingual or multilingual fluency
9. Take one step back if others diminish your contributions because you speak with an accent.
10. Take one step back if you had concerns that your dietary needs would not be met at this conference
11. Take one step forward if you can use aspects of your privilege for social advocacy
12. Take one step forward if you were told that you were wonderful, smart and capable by your parents or guardians

**PROCESS**

1. Take a minute and reflect on where you are standing, who is close to you, who is not close to you and how far you’ve come. *(Pause for a moment for participants to look around and think.)* Check in on your feelings/reactions.” *(Pause again for reflection.)*
2. UNLESS THERE IS A PARTICIPANT WHO APPEARS UNABLE TO STAND, facilitate the discussion of the following discussion questions as the participants remain on their feet. The objective of the discussion is to facilitate the participants’ understanding of the following points:

**Discussion Objectives:**

1. All have some form of privilege
2. Some forms of privilege are invisible, others are visible.
3. We lose awareness as we gain privilege. The less privilege you have, the more you can see privilege in others. We can always see more from the back of the room. This is the reason why privilege becomes something we become less aware of.
4. We may “pull” friends along with us in our privilege and unknowingly leave others behind
   1. This may perpetuate -isms without realizing it (e.g., “old boys’ network”… pulling forward your friends who may all be similar to you/standing next to you and not realizing who you aren’t including in your “help.”)
   2. Can use your privilege to notice who is being left behind and pull them up with you/ give them a boost
   3. Acknowledge possible guilt about privilege and emphasize ways to use this privilege responsibly

**Discussion Questions:**

* 1. How did you feel about where you landed on the exercise?
  2. How did this exercise make you feel?
  3. How did it feel to have to leave someone behind?

To surpass them or watch them go ahead of you?

* 1. What aspect of TD privilege have you not ever thought about?
  2. What did you learn from this experience as a TD?
  3. What can you do with this information in the future as a trainer?

Take one step forward if...

1. APA accredited internship
2. Staff Assistant dedicated/responsible to your training program
3. University/Counseling Centered sponsored your funding to attend ACCTA
4. Past five years agency consistently able to recruit training classes representing a range of racial/cultural identity
5. Past five years agency consistently able to recruit a training class, diverse across sexuality and gender orientation
6. Past five years agency consistently able to recruit a training class that is diverse across gender identity
7. There are other psychologists in your center who are well trained in supervision and are dedicated to the training program

Take one step back if…

1. As TD, you are responsible/accessed to lead agency diversity/social justice initiatives
2. Interns have expressed that you are intimidating, frightening, or fearful
3. Not had the opportunity to discuss visa status, OPT and CPT with an international intern
4. Internship funding is unstable
5. No reduction in clinical or other service responsibilities to attend to administrative aspects of training

Take one step forward if…

1. You have initiated or participated in social action related to your racial, ethnic or cultural identity
2. You have a cultural, religious or spiritual ritual that has been passed down to you from your family or community
3. Your grandparents/guardians completed college
4. You own a desktop computer +laptop + pad + smartphone
5. If you are able to sit in any chair you want and not consider if it will support your weight, take two steps forward
6. If you are never asked to speak for members of your group in situations in which you were a minority
7. The majority of the membership in your ACCTA organization share your racial group identification
8. If you identify and claim privileged aspects of your identity
9. If you advocate for social justice out of your privilege(d) identity
10. If you do not have to use ramps or elevators and can use stairs
11. If you are able to comfortably fit into the chairs at this conference,
12. If you didn’t ask for information about accessibility and accommodations for yourself before registering at this hotel
13. If you were not subject to an intensive security screening at the airport
14. You are certain that you could reveal your sexual orientation and/or gender identity at work
15. You have bi or multilingual fluency
16. Your citizenship status has not been questioned
17. You can go anywhere in the United States and easily find the kinds of hair products or cosmetics that match your skin color

Take one step back if…

1. You have experienced cat calls, harassing verbalizations or been told to smile when you are walking publically
2. Your university does not provide insurance benefits for your partner or spouse
3. If you live in North Carolina or Texas (just kidding, but true!) HAHAHA~~~
4. If you have not had to seek medical care other than routine check ups in the past year.
5. Your reproductive rights and choices are the topic of your local, state or federal legislature
6. If you were ever called names because of your race, class, ethnicity, gender, disability or sexual orientation
7. If you cannot make plans to go most places without first considering if you can get to the building and get in the building
8. If you have ever found yourself hesitating to reveal your religious faith because of your fear of how others may stereotype you,
9. If you are fearful of expressing sadness or vulnerability and being stereotyped as weak
10. If you had concerns about your dietary choices at this conference
11. Clients have scrutinized your educational or professional credentials
12. In your circle of five closest friends, all of them are of your racial/cultural identity
13. If you have been pulled over by the police (outside of a police checkpoint)