

Privileged Disengagement

Political ignorance and equality disengagement are forms of privilege.
And they're luxuries we can no longer afford.



**George Floyd. Brianna Taylor. Ahmaud Arbery. Hyun Jung Grant. Paul Andre Michels.
Christina Yuna Lee.**

These names of murder victims of color show us that we, as a country still have a long way to go to fight racism.

On average, Black men in the US receive sentences that are 19.1% longer than those of white men convicted for the same crimes.

Seven in ten transgender people (70%) report being impacted by transphobia when accessing general health services.

Black women are 3 to 4 times more likely to experience a pregnancy-related death than white women, even at similar levels of income and education.

These facts of systemic inequalities show us that we as a county still have a long way to go to fight to be equitable to all.

In times like these its not uncommon to feel burnt out by what we see in the news, on social media, and all around us. This burnout and compassion fatigue can sometimes cause feelings of needing to step away from it all and disengage. While self-care and setting boundaries is healthy and very important, it is also important to remember that being able to disengage and turn an eye away from things like racism, sexism, and other inequalities are a privilege and a luxury that not all our community members have. As an ally, one needs to continue to work towards finding opportunities for equality, representation, and inclusion for all, and if you identify as one of the marginalized communities that is constantly made to feel isolated and silenced, now more than ever is the time to have all voices heard.

HOW TO USE YOUR WHITE PRIVILEGE:

BE AWARE OF IT

**DON'T TAKE IT PERSONALLY OR USE
DISCOMFORT AS A EXCUSE TO DISENGAGE.**

**LEARN WHEN TO LISTEN, WHEN
TO AMPLIFY, AND WHEN TO SPEAK UP.**

EDUCATE YOURSELF.

EDUCATE OTHER WHITE PEOPLE.

**RISK YOUR UNEARNED BENEFITS
TO BENEFIT OTHERS.**

What can you do today to stay engaged and continue the fight against equitable privilege and systemic inequalities?

Understand What White Privilege Really Means

-White people are privileged in that they generally don't have to fear for their lives when they interact with the police.

- White people are privileged in that their cultural names are less likely to influence whether they're given the opportunity to interview for certain jobs.

-White people are privileged because assumptions and opinions about them are generally not based on the color of their skin.

Recognize Unconscious Bias

Ask yourself:

- How do you perceive other races or cultures?
- What assumptions might you be making about other people subconsciously?
- How might your beliefs affect the decisions you make?

Learn About the History of Systemic Racism and Its Impact on Society Today

Racism was created as a tool to divide us and to justify the treatment of certain people as “other.” By taking the time to understand the history of racism, you will gain a better understanding of how we got to where we are today. The United States’ history, when written by White people, began when Christopher Columbus “discovered” North America—even though it was already inhabited by Indigenous people.

Become an Ally

To effect systemic change, we all must ultimately become anti-racist allies.

Local resources for caregivers:

[Multicultural Support and Advocacy](#)

[Center for Student Cultural Diversity and Inclusion](#)

[Equity Facilitation](#)

[Free Citizenship Clinic](#)

[Leadership for Racial Equity](#)

[Crime, Victims Support and Advocacy](#)

[Fair Housing Center of Washington](#)

Videos:

[How to recognize your white privilege—and use it to fight inequality](#)

[The Audacity of Privilege](#)

[An unexpected tool for understanding inequality: abstract math](#)

[The power of privilege](#)

[Privilege means just having two good choices](#)

[Recognizing privilege: power to all people](#)

Thank you for the amazing work you do every day. The DEI committee is excited to share with you the events we have planned for 2022. The events wouldn't be possible without the hard work, commitment, and empathetic leadership you provide to our teams here at Providence Swedish. If there is anything we can do to aid in your DEI journey, please don't hesitate to reach out.

Best regards,

Brooke and Jess