

# Privilege and Microinequities

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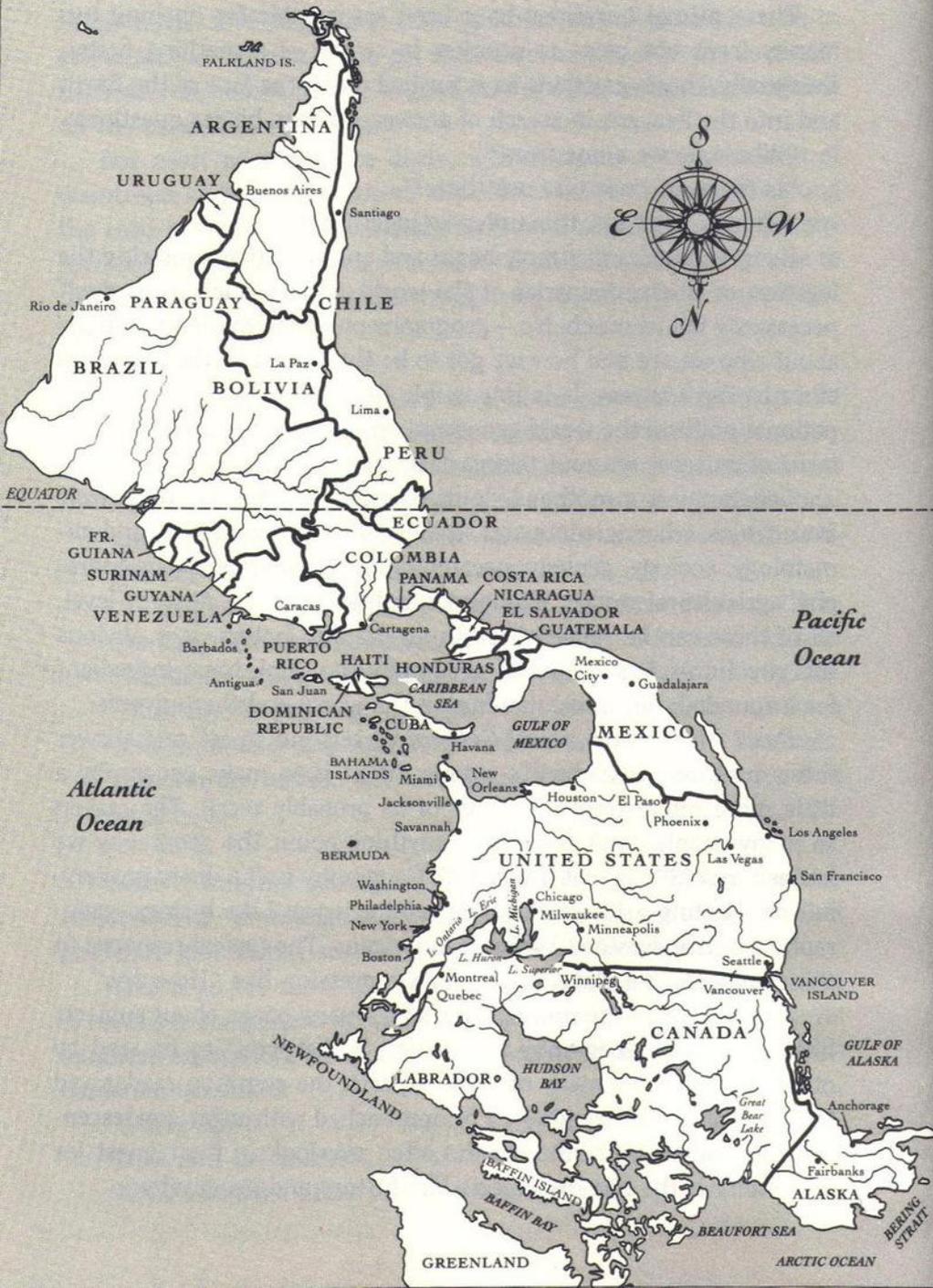
# PRIVILEGE:

"A right or benefit that is  
given to some people  
and not to others"

# PRIVILEGE:

"An invisible package  
of unearned assets"

-Peggy McIntosh



What's  
wrong  
with this  
map?

EQUITY ?

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# EQUALITY vs. EQUITY





# Activity: Privilege Walk

# Privilege Walk Debrief



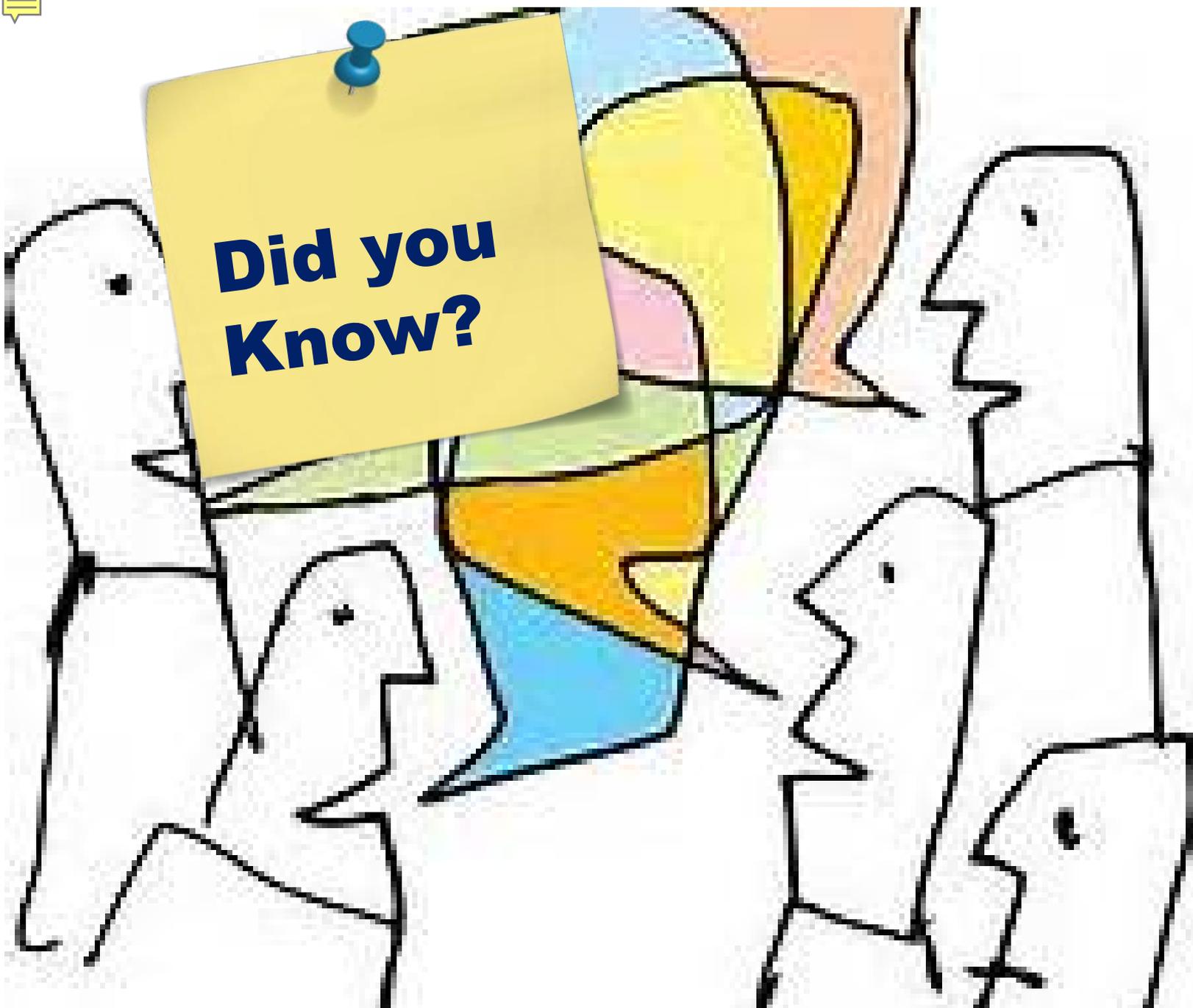
# The Little Things Matter

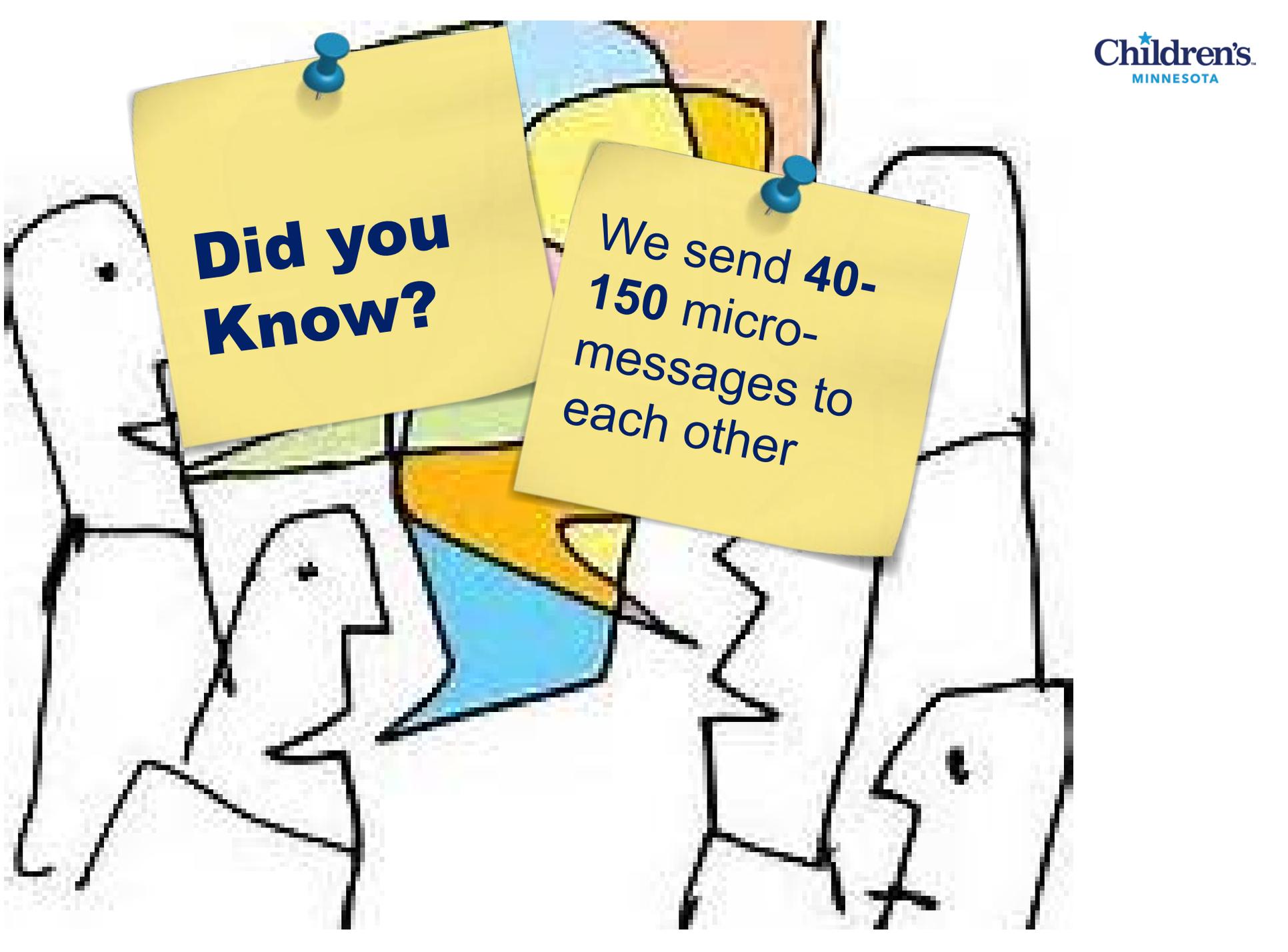
From Micro-inequities to Micro-affirmations

Presented By: Lor Lee, Director of Diversity and Inclusion



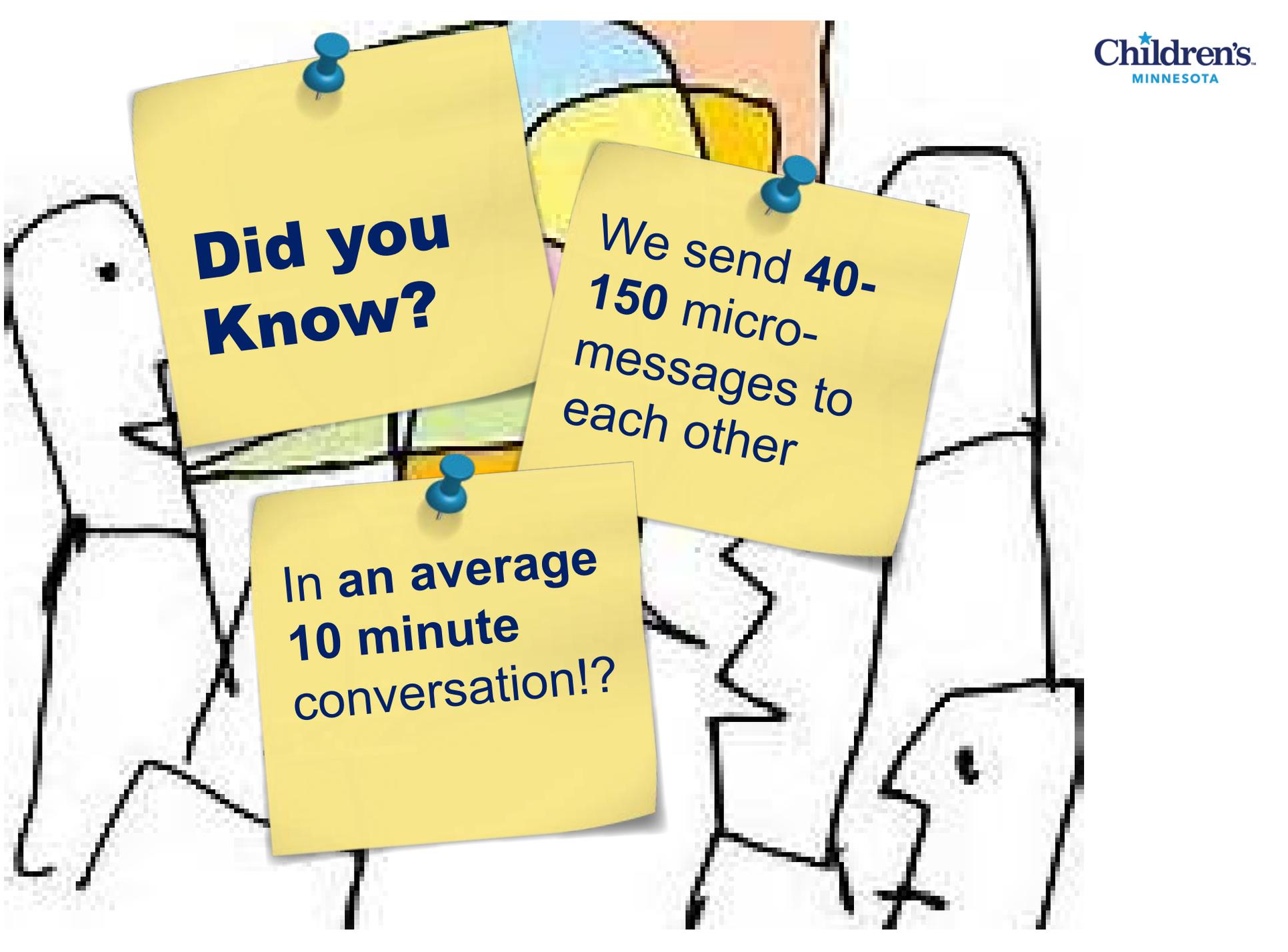
**Did you  
Know?**





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We send 40-  
150 micro-  
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each other



**Did you  
Know?**

We send **40-  
150** micro-  
messages to  
each other

In an average  
**10 minute**  
conversation!?

A cartoon character with a white body and black outline is holding a board. On the board are four yellow sticky notes, each pinned with a blue pushpin. The notes contain statistics about micro-messages.

**Did you Know?**

We send **40-150** micro-messages to each other

In an average **10 minute** conversation!?

**1,920-7,200** micro-messages in a day!



Micro-inequities are...  
subtle sometimes subconscious,  
messages that devalues,  
discourages, and ultimately impairs  
performance.





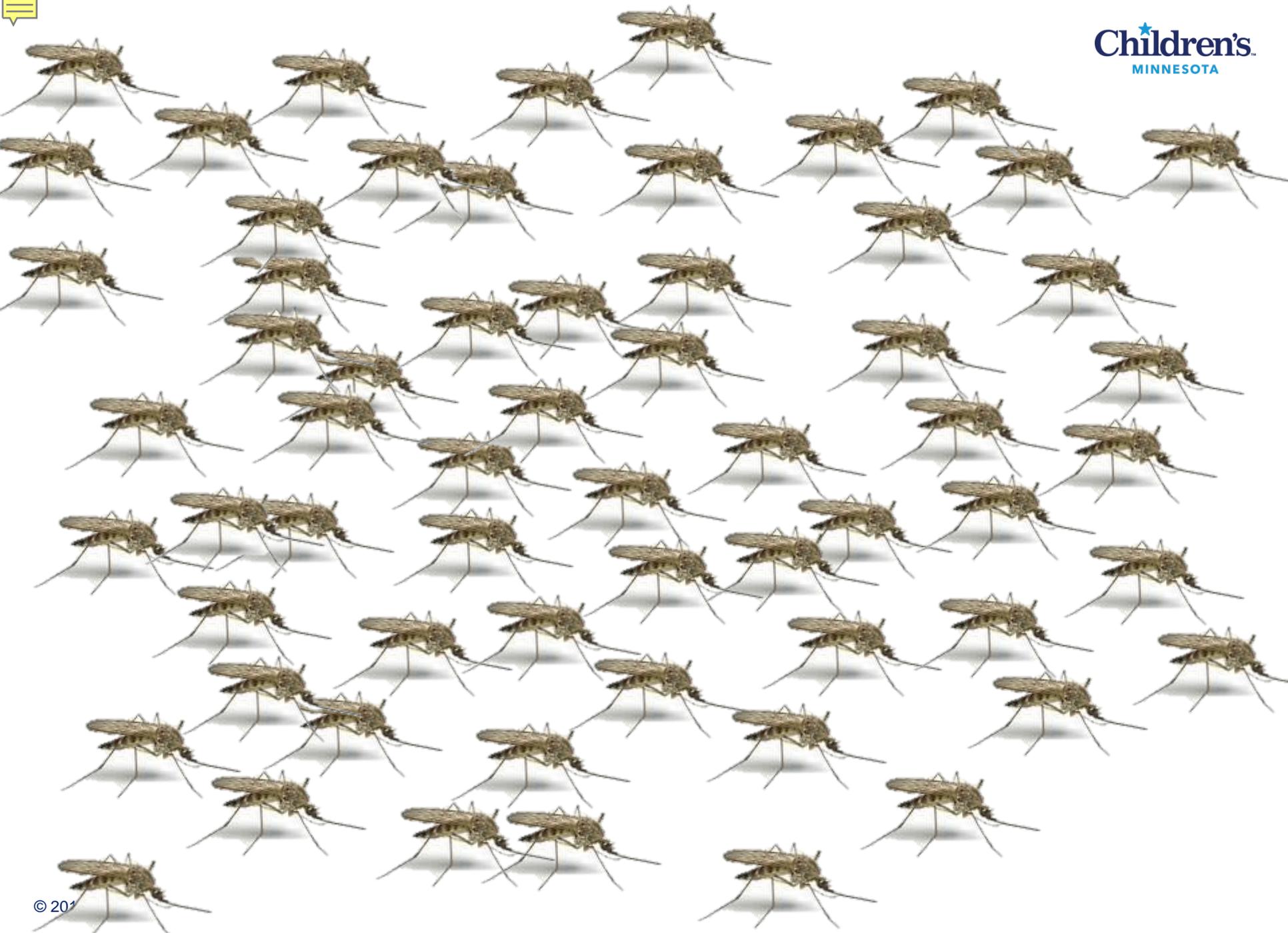






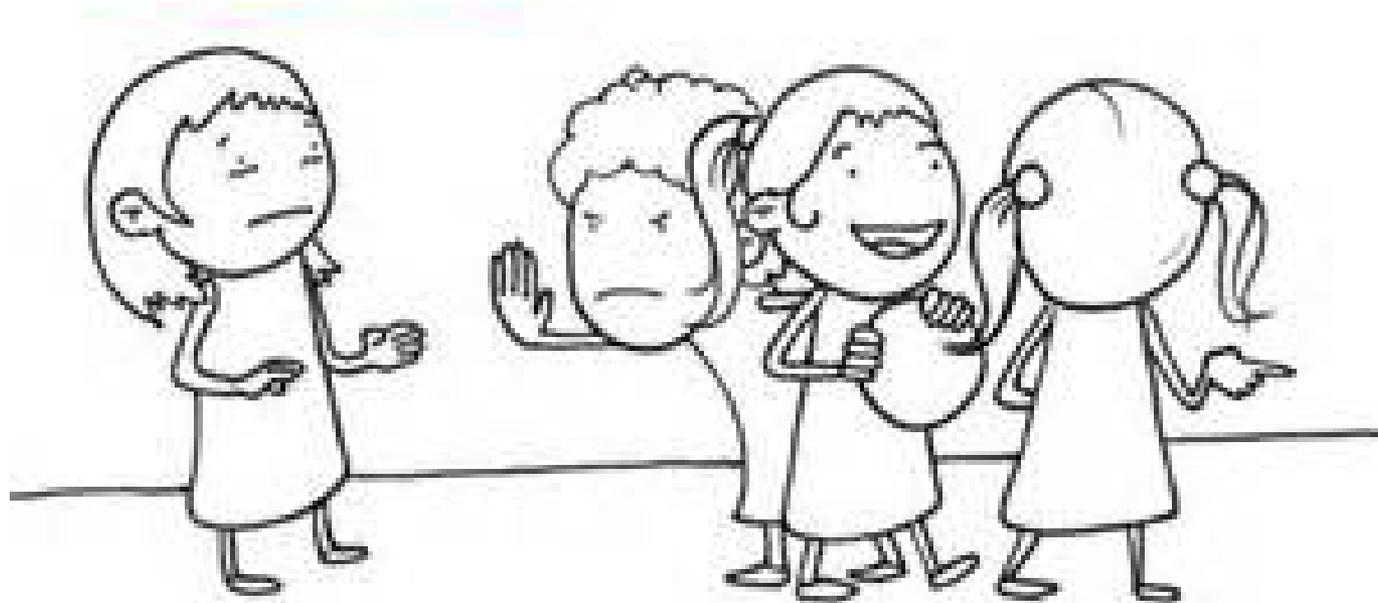








What can  
you do?













# Micro- affirmations



Children's<sup>™</sup>  
MINNESOTA

For the most amazing people on earth.

Thank you!