

Please grab a piece paper. I'm going to read a series of statements. For each statement that you feel applies to you, please make a check mark on your papers.

1. I have never been the only person of my race in a meeting room.
2. My gender identity is always an option on forms I am asked to complete.
3. My religious holidays are also observed by the majority of my colleagues.
4. I have never been afraid to hold my romantic partner's hand in public.
5. I have never had to ask for a reasonable accommodation due to a disability.
6. I have never been called names because of my race/ethnicity, religious beliefs, sexual orientation, gender identity, or disability.
7. I have never been told that my sexual orientation is "a phase".
8. When attending meetings or events, there are always food options which align with my religious dietary requirements.
9. I have never been told by a stranger to "go back where I came from."
10. I have never been told that my natural hair is unprofessional.
11. I have never been afraid to use a gendered bathroom that aligns w/my gender identity.
12. I have always had a safe place I could go to sleep at night.
13. I have never felt that my health symptoms were dismissed by a physician d/t the color of my skin.
14. I have never been barred from legally marrying a partner of my own choosing.
15. I have never been discouraged from pursuing a goal because of my race/ethnicity.
16. When attending meetings or events, I do not need to call ahead to confirm accessibility.
17. I have never seen hate speech/symbols on a place of worship dedicated to my religion.
18. I have never felt that my health symptoms were dismissed by a physician d/t my gender
19. I have never been asked in a job interview when/if I plan to have children.
20. I have never had to flee from my home to escape violence or persecution.

Now – I want you to count up how many check marks you have. Each check mark is an area of your life where you hold privilege in our society. The more check marks, the more privilege you hold. For any statement that did NOT apply to you – consider how you felt in those moments. For every one of these statements, there are people in our orgs who would not be able to make a check mark. There's some who wouldn't make ANY check marks at all.

I hope that these get you thinking in your daily life – for every statement you were able to check as applicable to yourself, take a moment to consider everyone in your life – patients, colleagues, friends, family - who \*can't\* check that statement. How do you think that might affect them day to day? What can you do to help remove some hurdles for them?

Think about the last patient complaint you interacted with, or if you're not patient facing, the last staff complaint. ●What were the circumstances? ●What did you think?  
●How did you interact with the person? ● Do you think, knowing some of the things you know now, that your decisions or behaviors were potentially influenced by your own biases?  
●If you took a side, was it the side of whoever you felt the most affinity with?