



### What do we mean by Privilege?

It does not mean you haven't experienced hardship or oppression. It does mean you have not had to think or face hardships based on your identity.

JWEnterprises

4

---

---

---

---

---

---

---

---

### Be aware of your own power, privilege, attitudes, and beliefs.

- Think about the **factors that influence your personal values**, experiences, interests, beliefs, and political commitment and how they relate to social and structural identities (e.g. gender identity, race, ethnicity, indigeneity, socioeconomic status, sexuality, disability, age, sexual orientation, immigrant status, faith, etc.) as well as processes of oppression (e.g. patriarchy, colonialism, capitalism, racism, heterosexism, etc.)
- **Take time to reflect honestly and critically** on how your own beliefs and attitudes can cause you to pass judgement on others.
- If you believe that you are free from any responsibility and accountability in the role you may play in someone else's oppression, **check yourself again and consult with others**. Actively try to step out of your comfort zone and see things from the perspective of people who are directly experiencing forms of oppression.

JWEnterprises

5

---

---

---

---

---

---

---

---

### Photo Activity

JWEnterprises

6

---

---

---

---

---

---

---

---

### Promote brave and meaningful dialogue

- Set a goal to make sure all your working spaces are brave, welcoming, and accessible
- Pay attention to what others are expressing and don't be afraid to ask
- Be sensitive and empathetic and prioritize this over extracting information from a person or interaction.
- Pay attention to your words. Do you actively encourage others to challenge you and call you out?
- Be flexible and willing to try different methods to enable equal participation.

JWEnterprises

7

---

---

---

---

---

---

---

---

### Factor in accessibility and reasonable accommodation

- Be aware that you have a duty to take appropriate measures to ensure people with disabilities can access your venues, communications, and any information on an equal basis with others.
- Put in place systems and mechanisms to know what accessibility, reasonable accommodation, and individual supports people with disabilities.

JWEnterprises

8

---

---

---

---

---

---

---

---

### Be sensitive to time and space

- Take time during the initial design stage to learn from people who are marginalized about what issues and potential risks there are in your context, and how they can be avoided.
- If you're selecting a venue for a meeting, conference, consultation or programing, consider the following questions:
  - Who is running the venue?
  - Who else is sharing the venue?
  - How safe is the area?
- Consider ways to make the space feel safe for diverse genders. Do surveys collect information beyond male/female binary e.g., 'self-described' as well as 'prefer not to say'? Is all language gender neutral? Are participants welcomed to share their pronouns and do staff proactively share their pronouns at events, in email signatures and meetings? If a space does not have specific gender-neutral bathrooms a temporary label can be made to signpost gender neutrality.

JWEnterprises

9

---

---

---

---

---

---

---

---

### Consent must be free and informed

- . Building trust and safe spaces is contingent upon respecting people's choices and autonomy
- . Never speak on behalf of people without their free and informed consent.
- . Be aware that some people with disabilities may have support provisions in place to assist them.

JWEnterprises

10

---

---

---

---

---

---

---

---

### Maintain confidentiality and privacy

- . Provisions for privacy, security, and safety should be equally available to everyone
- . People are unlikely to disclose information to you if they do not feel safe with the knowledge that you will maintain their confidentiality and privacy, so it may take some time to build their trust first.

JWEnterprises

11

---

---

---

---

---

---

---

---

### Ensure safe feedback mechanisms

- . Feedback mechanisms – which can process issues from general feedback to complaints – have become tools for learning, accountability, and transparency.
- . Good feedback mechanisms are diverse and consider user acceptability as well as accessibility, so that everyone is comfortable to share and feels safe to raise concerns.
- . Offer more than one feedback channel for people to provide feedback over serious concerns such as abuse, exploitation, violence, bullying, harassment, fraud, etc. and make sure people are aware of all the available options.
- . Effective feedback mechanisms also require proactively seeking feedback. Many people experiencing oppression will not necessarily be confident to complain or may be too fearful of the repercussions of their complaint, especially if it is towards someone with power over them.

JWEnterprises

12

---

---

---

---

---

---

---

---

### Be equipped to refer people onto support services

- Depending on the person and their circumstances, oppression and discrimination can result in trauma and being in a situation of risk. It is important you and your team are not only sensitive to this, but also prepared to know what action to take if needed. Make sure everyone is aware of who your safeguarding focal person is and what their responsibilities are.
- If your meetings or workshops cover sensitive or triggering topics, it is important that the facilitators have planned strategies to respond to deep emotion if it emerges among participants. Facilitators must acknowledge the value of safe space and inevitability of emotion and be ready to talk individually to participants affected, offering them support in seeking further professional help if needed.
- Keep an updated list of local contacts ready in case you need to make referrals to psycho-social support services, medical centers, shelters, relevant police departments, etc.

JWEnterprises

13

---

---

---

---

---

---

---

---

### What does your physical space look like?

Take time to map out your physical space marking out items that enhance the space and items that might cause some to feel unwelcomed.

JWEnterprises

14

---

---

---

---

---

---

---

---



Thank you!

Jason@Joyce-Marter.com

**Resources**  
Scan here!

[qrco.de/beko9z](https://qrco.de/beko9z)

JWEnterprises

15

---

---

---

---

---

---

---

---