**TRIGGER TERM**

White Privilege/White Advantage

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| **HARMFUL DETOUR** | **HEALING REDIRECT** |
| Talking about “white privilege” or “white advantage” is an over-generalization. Just because I am white does not mean success has come easily to me. I’ve had a hard life, so “white privilege” does not describe my reality. | Recognizing that all white people benefit from white privilege does not mean discounting any individual’s personal struggles. That is because the advantages of white privilege are not personal, they are systemic and structural. No matter what difficulties a white person faces in their life, they will never experience disadvantages due to systemic racism. That reality provides privileges to white individuals, further amplified or lessened by other facets of their identity (such as gender, income, education). White privilege is not something that people gain or lose. It cannot be surrendered or displaced by good intentions. It is an inescapable fact of structural racism, ingrained so deeply in societal norms and systems that it can be difficult to see, especially for white individuals who – because of their inherited position of power – experience white privilege as “a given.” |