

Roles

1. Single mum with two children. One is 5 years old, another is 12 years old. Living with your parents. You are 30 years old. Have no job. Husband left after second baby was born.
2. Married women with 6 years old child. Your child is sick often, so you needed to quit the job. Your husband works as a project manager and earns minimum salary.
3. White male man working in IT sector. Your salary is over 5000 EUR per month. You are living in foreign country (not the country you were born). Speaking English. Have no family.
4. Visually impaired (blind) man. Living with your parents. Going to private school. Your parents are rich and can afford to have a housemate who helps you in need.
5. Young lady physically attracted to other women and hiding it from your family and friends. People at school are teasing you, because of your clothes. Your grades are bad, your parents are living well, but your relationship is very cold, so you do not talk with them a lot.
6. Citizen of European country. 21 years old man. Healthy and happy. Studying business management at Oxford. Very smart and communicative, so have a lot of friends, who helped you to get a good side job in advertisement. You can fully live from the work and scholarship money, but you are from the good family, so parents are supporting you monthly with pocket money.
7. Black male, hardly speaking foreign language, immigrant in Europe. Started to work as a waiter, cleaning dishes for overtime hours as you are struggling to pay the bills.
8. Citizen of a Muslim country. Studying business management at national university. Very smart and communicative, so have a lot of friends, who helped you to get a good side job in advertisement. You can fully live from the work and scholarship money, but you are from the good family, so parents are supporting you monthly with pocket money.
9. Teacher at school, sexually harassed by the director, who gives a good salary, but states that in case you will not make love with him, you will lose your job. You don't have a husband and children.
10. Single mum. Had an ideal life – house, good car, 3 children, but your husband died in an accident. As you were taking care of home, you do not have a job. Your parents are living in another country, so you can not get their support of taking care of the children. Children are 12, 14, 15 years old.
11. Young European lady, from a good family, who loves you and gives you full support to travel, meet other people, choose your own path. You get pocket money from your parents, they pay for rented room, where you live together with your best friend. You both are well known in the college, where you are studying biology. Everyone is inviting you to the parties and wanting to be your friend. You are beautiful, so lots of men are showing you attention.
12. You are a deputy director of the Product service company. There 5 deputy directors in the company. Accidently you found out that your men colleagues in the same position are earning more money, so you are very unhappy with your work and want to find a new place, but your female director is not letting you leave as otherwise you will have a bad report of your work in the industry (she is very well connected with

other companies working in the field), so you are afraid to leave your current job. You are working a lot of overtime work, so do not have a strong connection with family or friends.

13. Married women with 6 years old child. Your child has a physical disability, so you needed to quit the job to take care of the child. Your husband is working in 3 works to be able to have enough money to pay for all the bills and medical treatment to the kid.

14. You are a female director of the International company, everyday fighting to show that you worth this place, as people are silently accusing you that you got the place because of your father, who is a good friend of one of the investors of this company. You earn a good salary, have a family support. You are happily married, but have no children as you spend a lot of time working in the office. Media is usually offending you because of your clothes or public statements.

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16. You are a project manager in the Ministry of International Affairs of your country. You have come to this job yourself, even if you have a supporting family. You earn average money, can pay all the bills and award some leisure time activities.

17. Young European lady, from a good family, who loves you and gives you full support to travel, meet other people, choose your own path. You get pocket money from your parents, they pay for rented room, where you live together with your best friend. You both are well known in the college, where you are studying biology. Everyone is inviting you to the parties and wanting to be your friend. You are beautiful, so lots of men are showing you attention. In one of the parties you have been given a drug, so you do not remember anything from that night. Your half naked pictures are in the hands of one of the boys, who is asking for more and more pictures, otherwise he will share them in the social media. You are afraid to walk alone at nights, but still going together with your friend to the parties as getting the attention makes you feel better.

18. White male, hardly speaking foreign language, immigrant in Europe. Started to work as a waiter, cleaning dishes for overtime hours as you are struggling to pay the bills.

19. White women, hardly speaking foreign language, immigrant in Europe. Started to work as a waiter, cleaning dishes for overtime hours as you are struggling to pay the bills.

20. White woman working in IT sector. Your salary is over 1000 EUR per month. You have a nice house, good car and a lovely female friend. Your parents are well known people in the society, so they help you to start your own business. They also help you advertising about it. You are keeping your private life as a secret, as you have been teased about your sexual orientation at school.

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friend of one of the investors of this company. You earn a good salary, have a family support. You are happily married, but have no children as you spend a lot of time working in the office. Media is usually offending you because of your clothes or public statements.

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36. Women Citizen of a Muslim country. Studying business management at national university. Very smart and communicative, so have a lot of friends, but your parents are ashamed of your studies and behaviour, as you are not religious. You get the support for the studies from your aunt with whom you are living. Your school is very international, so you feel good. You also have a boyfriend, but you are not allowed to hold hands or show physical attraction to each other. You are afraid to do so, as you do not want to be expelled from the school to come back to live with your parents.

Situations

**We all are given opportunities, just some of us have an ahead start.
Running to win something. Nothing you have done, it just the
circumstances you are in.**

- If your parents have a higher education degree (bachelor/master/doctor), take one step forward.
- If you can show affection for your romantic partner without fear of violence or judgement, take one step forward
- If there have been times in your life when you skipped a meal because there was no food in the house take one step backward.
- If you have visible or invisible disabilities take one step backward.
- Take a step forward if you're comfortable holding your partners hand in public
- If you attended (grade) school with people you felt were like yourself take one step forward.
- If you grew up in a village take one step backward.
- If you feel good about how your identified culture is portrayed by the media take one step forward.
- If you have been the victim of physical violence based on your gender, ethnicity, age or sexual orientation take one step backward.
- If you have ever felt passed over for an employment position based on your gender, ethnicity, age or sexual orientation take one step backward.
- If you were born in Europe take one step forward.
- If English is your first language take one step forward.
- If you have been divorced or impacted by divorce take one step backward.
- If you came from a supportive family environment take one step forward.
- If you have completed high school take one step forward.
- If you were able to complete college take one step forward.
- If you took out loans for your education take one step backward.
- If you attended private school take one step forward.
- If you have ever felt unsafe walking alone at night take one step backward.
- If you there ever uncomfortable about the joke position based on your gender, ethnicity, age or sexual orientation take one step backward.
- If you rely, or have relied, primarily on public transportation, take one step back.
- If you are able to move through the world without fear of sexual assault, take one step forward.
- If you were ever made fun of or bullied for something you could not change or was beyond your control, take one step back.
- If you would never think twice about calling the police when trouble occurs, take one step forward.
- If you have a job, please step forward
- If you have ever been profiled by someone else using stereotypes, take one step back.
- If someone has ever spoken for you when you did not want them to do so, take one step back.

- If you ever tried to change your appearance, mannerisms, or behavior to fit in more, take one step back.
- If you were ever accepted for something you applied to because of your relationship with a friend or family member, take one step forward.

Idea

First round – playing the roles

Break and discussion

Second round - playing with their own personalities

Break and discussion

Watching some short videos about it

Discussion questions:

What did you feel like being in the front of the group? In the back? In the middle?

What were some factors influencing your privilege that you have never thought of before?

If you found yourself getting farther and farther away from someone, how did you feel in that moment?

What statement made you think most?

If you could add a statement, what would it be?

What do you wish people knew about one of the identities, situations, or disadvantages that caused you to take a step back?

Video for the end:

<https://www.youtube.com/watch?v=yZ670ooc6Qc> (privilege walk)

<https://www.youtube.com/watch?v=zRwt25M5nGw> (putting people in boxes)