

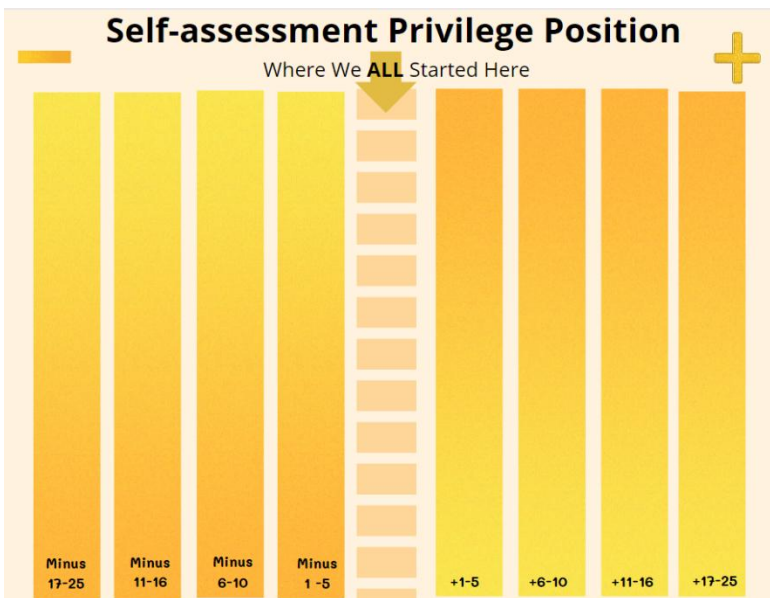
What's Next: Belonging & Learning Culture for Continuous Improvement

Self-Reflection Privilege & Disadvantage Activity

By engaging in self-reflection, we gain insight into how the intersecting aspects of our unique identities shape our lived experiences and afford each of us with varying degrees of advantage or privilege and disadvantage based upon society imposed rules, values and norms.

The self-discovery questionnaire that follows the **Understanding Privilege** [YouTube Privilege Walk](#) provides a safe less-threatening way for a group to engage in discussion about the disadvantages and privileges we experience in our daily lives. If you have the technological capability you can invite participants to engage in a blind, non-identifying, pinning exercise to help them see that participants have different experiences and that each of us can draw upon our insights to help promote inclusion and diversity while working together, i.e. in introducing new programs and services or policies and practices.

This activity respects privacy and levels of comfort as participants are not required to reveal particular answers to the various questions as the questionnaire is done in private. It is the goal of the activity to afford members of a team the opportunity to explore the topic of privilege and engage in the important discussion of how our individual lived experiences does shape our working relationships. It reinforces the importance for each of us to be mindful of our perspectives, emotions and those of others in our work together.



1. [Self-Reflective Questionnaire English](#)
2. [Self-Reflective Questionnaire French](#)

NOTE: To open hyperlinked files or web resources: Right click the link then select open hyperlink or over over link and hit the control (Ctrl) key. If these actions do not open the link i.e. the You Tube Video for example enter the link URL into your search engine. (Google Chrome or Edge etc.)

<https://www.youtube.com/watch?v=hD5f8GuNuGQ>

