

Kojo Idrissa

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Privilege Arbitrage

Making Your Culture More Inclusive

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How do I help?

??? ==> Inclusive Culture

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Privilege Awareness ~ ~ >
Inclusive Culture

Privilege Awareness ~ ~ > Privilege Arbitrage

Privilege Arbitrage —> Inclusive Culture

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Privilege Awareness

“one thing that makes
privilege so hard to
dismantle is that the
privileged don't realise they
have it. it's invisible from
the inside.”

– @jaythenerdkiid

“Privilege isn’t wealth or having it easy: it’s what you don’t have to deal with.”

– @JustSlyRed

“Privilege is a spectrum and
not a binary--
@nodebotanist at
#npmCamp”

– @marlenac

Visualizing Privilege: Personal Privilege Profile

“External” Axes

- Gender Identity
- Sexual Orientation
- Male
- White

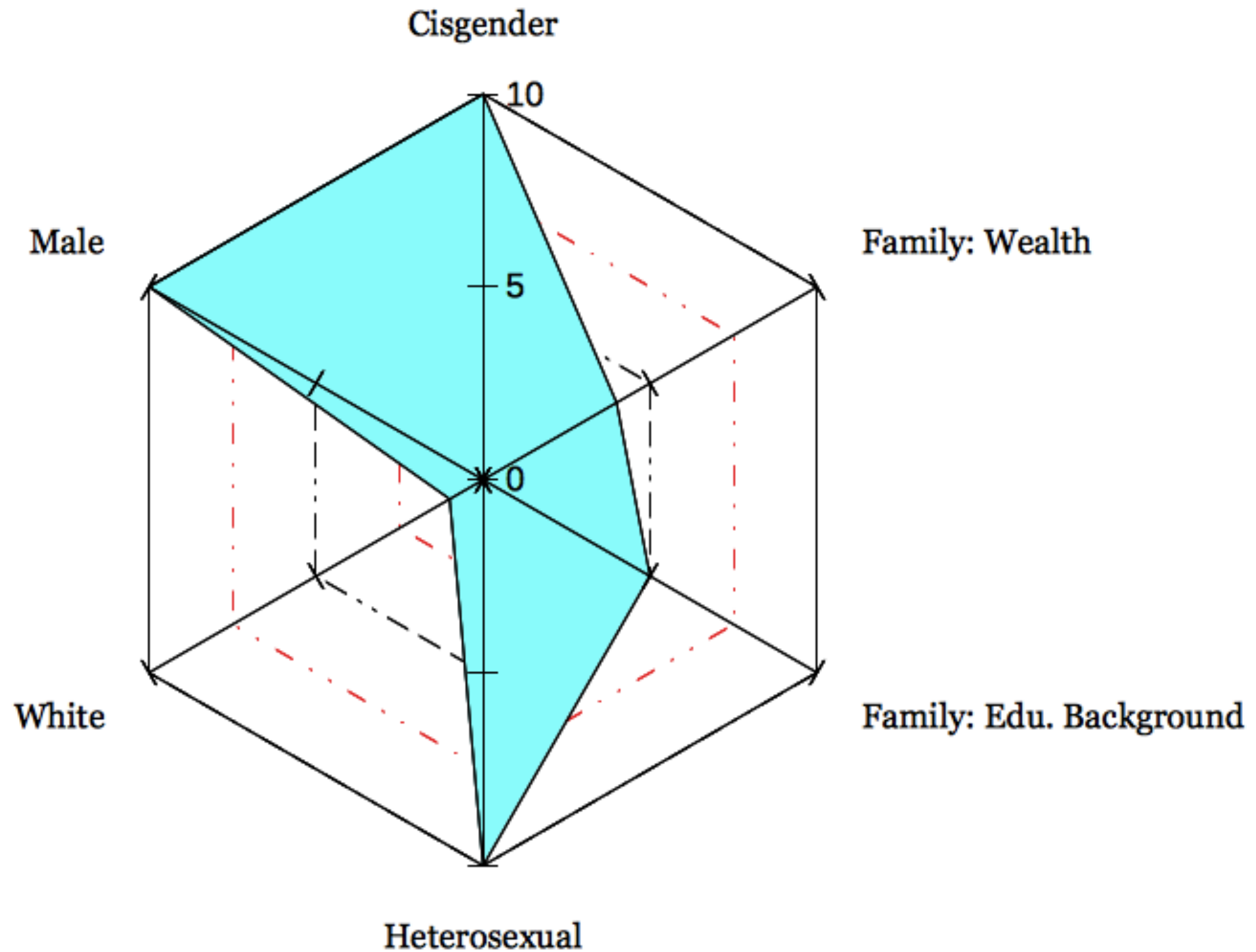
“Internal” Axes

- Family: Edu. Background
 - 2.5 points for each college-educated parent or grandparent
- Family: Wealth
 - Approximating “national median wealth percentile”

My Privilege Profile

Start With Introspection

Kojo's Personal Privilege Profile



Privilege Arbitrage

Putting your awareness to work

Be an **ACTIVE** ally for people
with different privilege profiles

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General Guidelines

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Introspect

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Listen and Learn

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Speak and Act

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Specific Tactics & Situations



Endure: *A Blade Over a Heart*

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Have Faith

Other Privilege Profiles

Comparative visualization

Known PPP Issues

- US-biased
- Gender ID/Sexual Orientation interaction? Other interactions.
- Are trans folks seen as “male” or “female”?
- Non-binary folks? Gender fluid? Asex? Intersex?

Questions/Comments?

- @Transition on Twitter
- kojoidrissa.com