

ABSTRACT

White privilege is defined as inherent advantages possessed by a white person on the basis of their race in a society characterized by racial inequality and injustice. White privilege is the societal privilege that benefits people whom society identifies as white in some countries, beyond what is commonly experienced by non-white people under the same social, political, or economic circumstances. In researching articles about white privilege in the workforce, we learned that this is very apparent in every work place. In reading these articles, we found out that Caucasian people are not very aware of their white privilege, while people of color recognize that they do not have this same privilege.

Keywords: White privilege, diversity, racism

INTRODUCTION

White privilege is the societal privilege that benefits people whom society identifies as white in some countries, beyond what is commonly experienced by non-white people under the same social, political, or economic circumstances. Inherent advantages possessed by a white person on the basis of their race in a society characterized by racial inequality and injustice.

METHOD

White Privilege: Unpacking The Invisible Backpack
White privilege is like an invisible weightless backpack of special provisions, maps, passports, codebooks, visas, clothes, tools, and blank checks
Whites are taught to think of their lives as a morally neutral, normative, and average, also ideal, so that when we work to benefit others, this is seen as work which will allow "them" to be more like "us."

My skin color was an asset for any move I was educated to want to make.

White Privilege In Judicial System

Black men who commit the same crimes as white men receive sentences nearly 20% longer than white men.

1999 report showed that native Americans were incarcerated at 38% higher than average.

Native American men are incarcerated 4 times the rate of white men.

Native American women are incarcerated at 6 times the rate of white women.

Where does White Privilege Stem From?

White privilege exists because of historic racism and biases.

Racism: Prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior.

Bias: A conscious or unconscious prejudice against an individual or group based on their identity.

Racial bias is a belief & racism is what happens when you put the belief in action.

Trauma, displacement, cruel treatment and discrimination of people of color, inevitably, gave birth to white privilege.

Dealing With White Privilege In The Hospitality Workplace

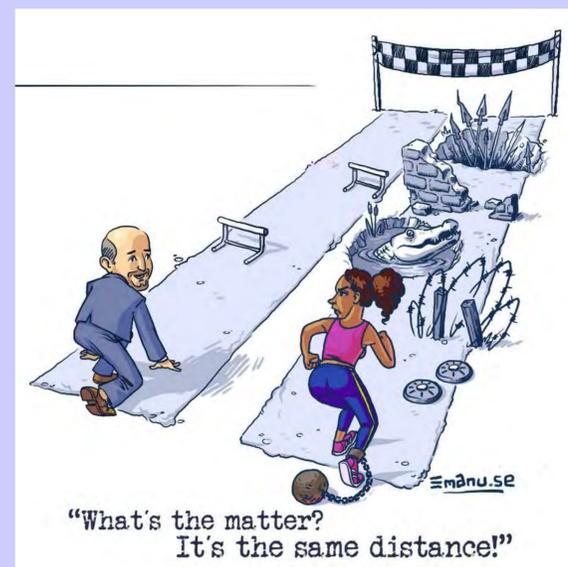
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RESULTS

- "White privilege doesn't mean your life hasn't been hard; it means that the color of your skin isn't making it harder".
- It is not the assumption that everything a white person has accomplished is unearned.
- People of color are spoken down upon.
- White people are taken more seriously.
- You can get away with a lot more when you're white.

These articles and stories point out that white privilege is real in the workplace. Whether it be a child in school or a personal story like Peggy McIntosh, we need to do better. When people are discriminated against in the workplace, this can cause problems and the person that is being discriminated against can take it to HR. This is what causes the most problems in the workplace. When people feel discriminated against, they feel like an outcast and it makes people feel uncomfortable and causes difficulty for that person to work in that environment. When these problems are taken to HR, the problem needs to be addressed and needs to be taken seriously. It is hard for people of color to come forward about the issues they are facing, but it is even harder to come forward when the people who are in HR are white and don't see a problem with what is happening. Often when these problems are taken to HR, they aren't taken seriously or they are just pushed to the side. How can we solve years of racial injustice and biases that creates white privilege? White people must address that white privilege exist. People can be denial that their race gives them advantages, but you can't solve an issue if you don't address the issue. One reason a person might not want to address the issue is because it makes you uncomfortable. Step two is knowing that you have white privilege and acknowledging it doesn't make you racist. You also can't take it personal if someone says you have white privilege. You also must get rid of your biases. Get to know people before you judge them based on the color of their skin. Many people believe that they are doing nothing wrong, so when someone accuses them of having white privilege, they freak out and get defensive. Step three is to educate yourself and others. Knowing that you have white privilege and learning about how it affects others can make a positive impact in the workplace. Understanding that white privilege doesn't mean that your life hasn't been hard, it means that the color of your skin isn't making it harder.



CONCLUSION

- Acknowledge that white privilege exists.
- Know that having white privilege & recognizing is NOT racist.
- Don't take it personally.
- Educate yourself and others.
- Get rid of your biases!

We believe that to fight this issue, Human Resources needs to put together an informational and mandatory session that employees attend to be educated about white privilege. In doing this, white privilege should be explained and examples regarding white privilege should be presented so that people are aware of how this happens. Employees should also be given scenarios that deal with white privilege and should come up with an action plan to solve this problem. In fighting this battle of white privilege, it will allow employees to get along, work harder, and improve the value of the company.



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