



Waterloo Listens

Power and Privilege: Impact of
Marginalized Populations

PRESENTED BY D'ANDRE BRADDIX, EDD

Brief Bio

- ▶ **Professional Experience**

- ▶ 18 years in Higher Education; Former Dean of Students and Clinical Asst. Professor
- ▶ Board Chair – Citizens for Modern Transit; Co-Chair – Missouri Postsecondary Equity Network

- ▶ **My Personal Identity**

- ▶ Gay/(cis)gender man/person of color/father/husband

- ▶ **My Recognized Privileges**

- ▶ Gender
- ▶ Skin color
- ▶ Income/class
- ▶ Ability
- ▶ Religion
- ▶ Transportation
- ▶ Two-parent household

Defining Privilege

Describes benefits that belong to people because they fit into a specific social group or have certain dimensions to their identity

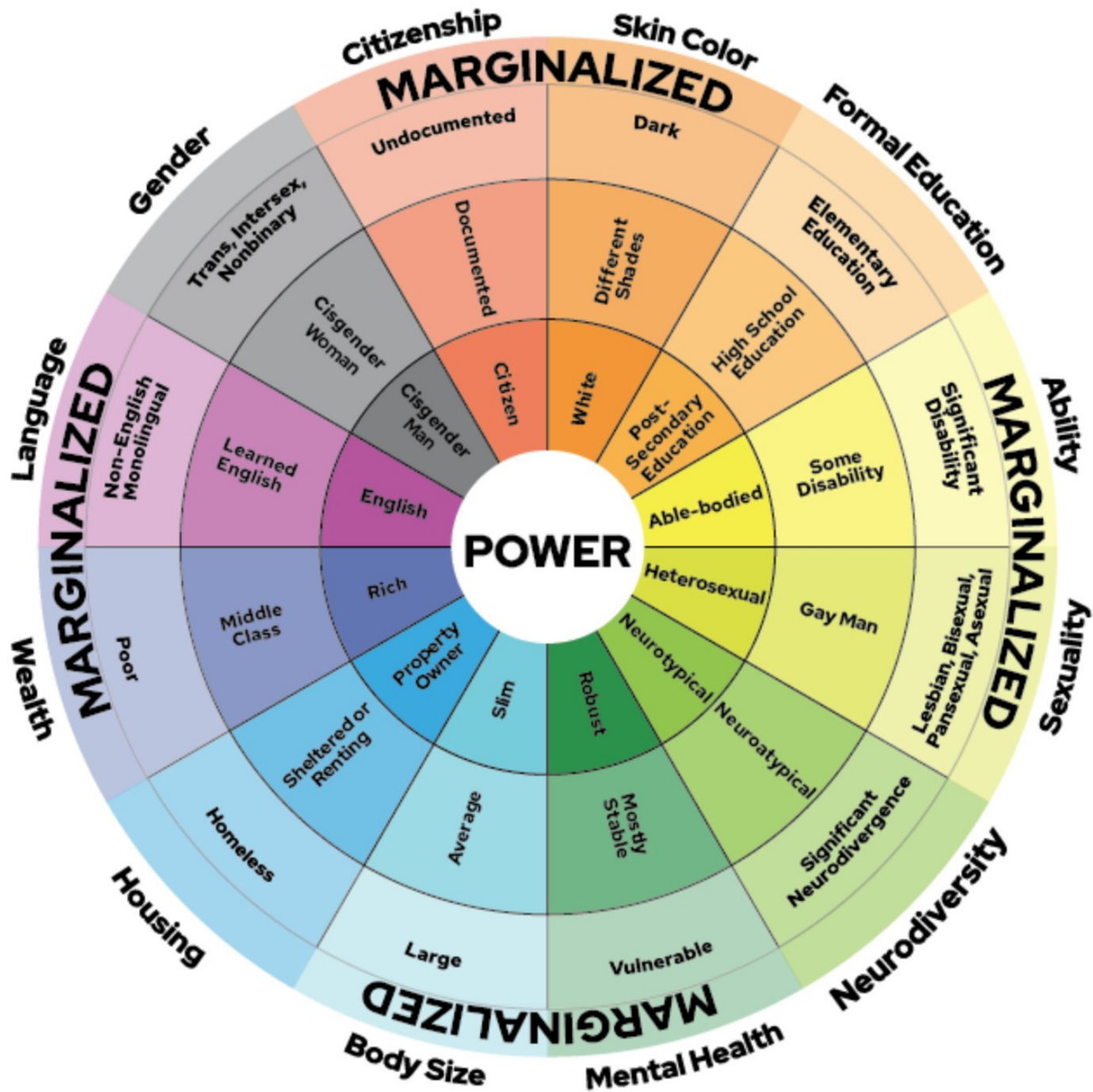
- ▶ You can have (or lack) privilege because of your race, gender, sexual orientation, (dis)ability, religion, income, among many other characteristics.
- ▶ Having privilege doesn't mean that your life isn't difficult; it just means that aspects of your identity don't make your life harder.
- ▶ Privilege is often invisible (or unnoticed) to the people who have it.

Examples of Privilege

- ▶ Planning a visit somewhere new without concern for how the sidewalks are maintained or if the building has an elevator or ramp
- ▶ A person who can expect their work or school holiday schedule to reflect the religious holidays they celebrate
- ▶ Feeling comfortable to contact or engage with the police
- ▶ Using a public restroom without fear of threats of harassment

Defining Power

- ▶ Interconnected with privilege, it can create or maintain societal norms, often to the benefit of those with privilege and at the expense of others.
- ▶ At its core, power is a social relationship.
- ▶ Power thrives on dependency. When one party relies on another for access to critical resources or opportunities, the latter holds power.
- ▶ Power is exercised through interactions, whether overt, like commands, or subtle, like persuasion. It is dynamic and changes with context, time, and relationships.



Wheel of Power and Privilege

Impact on Marginalized Populations

- ▶ Disparities in educational access and outcomes
- ▶ Economic disadvantage
 - ▶ Limitations in certain careers (degree inflation, bias, lack of access)
 - ▶ Lower rates of homeownership
 - ▶ Lower rates of entrepreneurship
- ▶ Health inequities
- ▶ Distrust in government/elected officials
 - ▶ Civic disengagement
- ▶ Mental health concerns

Call to Action – Strategies to Consider

- ▶ Resource Fairs – connect individuals from marginalized backgrounds with direct access to services and resources
 - ▶ food pantry, voter registration drives, tax preparation, financial literacy, college fairs, health fairs, etc.
- ▶ Strategic Engagement events:
 - ▶ Local police - provide an opportunity for communities to engage with law enforcement in a positive manner, reducing anxiety and fostering rapport
 - ▶ Media literacy – provide engaging opportunities for community member to understand and navigate various media
 - ▶ Civics – create interactive opportunities to educate communities on the importance of civic engagement
- ▶ St. Louis Anchor Action Network - <https://www.stlaan.org/>
 - ▶ a groundbreaking initiative that combines the resources of healthcare, education and the public and private sectors to create a new model for efforts to overcome the historic disinvestment.