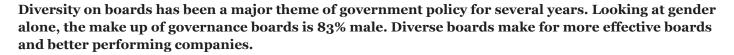


BREAKING THE MIRROR IMAGE

PRIVILEGE QUIZ



The PLSA is committed to widening diversity in the pensions industry. Too many of us come from the same 'gene pool'. Take this revealing quiz to find out where you stand.

You start the quiz on o - if you are taking one step forward you go to 1, otherwise you'll stick on o. If you are taking one step backwards you'll deduct 1 point from your current position.

The highest possible score you can get is plus 22. The lowest is minus 13.

QUESTIONS:

- If you are reasonably sure you would be hired for a
 job based on your ability and qualifications, take one
 step forward
- 2. If you ever went on a family holiday, take one step forward
- 3. If you were born in the UK, take one step forward
- 4. If you have ever felt like there was NOT adequate or accurate representation of your racial group, gender group, sexual orientation group, socio-economic group and/or disability group, in the media, take one step back
- 5. If your parents or guardians were educated to degree level, take one step forward
- 6. If you feel comfortable walking home alone at night, take one step forward
- 7. If you can legally marry the person you love, regardless of where you live, take one step forward
- 8. If you or your parents have ever gone through a divorce, take one step back

- 9. If you have ever been the only person of your race/ gender/socio-economic status/sexual orientation in a classroom or workplace setting, please take one step back
- 10. If you felt you had adequate access to healthy food growing up, take one step forward
- 11. If you feel comfortable being emotionally expressive/ open, take one step forward
- 12. If you can go anywhere in the country, and easily find the kinds of hair products you need, or cosmetics that match your skin colour, take one step forward
- 13. If you can see a doctor whenever you feel the need, take one step forward
- 14. If you have ever been misdiagnosed as having a physical or mental illness/disability, take one step back
- 15. If you feel confident that your parents would be able to financially help/support you if you were going through a financial hardship, take one step forward

- 16. If you would never think twice about calling the police when trouble occurs, take one step forward
- 17. If you get time off for your religious holidays, take one step forward
- 18. If you have ever been bullied or made fun of based on something you can't change, take one step back
- 19. If there were more than 50 books in your house growing up, take one step forward
- 20. If you were ever offered a job/work because of your association with a friend or family member, take one step forward
- 21. If you are able to move through the world without fear of assault, take one step forward
- 22. If your parents worked nights and weekends to support your family, take one step back
- 23. If you can show affection for your romantic partner in public without fear of ridicule or violence, take one step forward
- 24. If the primary language spoken in your household growing up was not English, take one step back
- 25. If you came from a supportive family environment, take one step forward
- 26. If you have ever tried to change your speech or mannerisms to gain credibility, take one step back
- 27. If you were embarrassed about your clothes or house while growing up, take one step back
- 28. If you can make mistakes and not have people attribute your flaws in your racial/gender/socio-economic group, take one step forward
- 29. If you took out loans for your education, take one step backward
- 30. If you had a job during your school and college years, take one step back
- 31. If you have ever travelled outside the UK, take one step forward

- 32. If you studied the culture or history of your ancestors in primary school, take one step forward
- 33. If you can buy new clothes or go out to dinner when you want to, take one step forward
- 34. If one of your parents was ever laid off or unemployed not by choice, take one step back
- 35. If you have ever felt uncomfortable about a joke or statement about your race, ethnicity, class, gender, appearance, or sexual orientation but felt you couldn't confront it, take one step back.



WHAT DOES YOUR SCORE MEAN?

Simply, the higher your score, the more privileged you are.

WHAT DO YOU DO NOW? SOME QUESTIONS TO ASK YOURSELF AND YOUR TEAM (IF APPROPRIATE)

Do you recruit in your own mirror image? Do you risk 'group think'? Are you limiting creativity and ideas because your team isn't diverse enough? If you are a team leader at work, you can find out how diverse your team is by getting them also to take part in this quiz.

Watch entrepreneur and author, Margaret Heffernan, talk to the PLSA conference about why group think is not good for business. Visit www.plsa.co.uk/diversity.

GET INVOLVED

Stay in touch with our campaign, 'Breaking The Mirror Image'. If you are interested in different ways you can get involved please contact varsha.gowda@plsa.co.uk or claire.simmons@plsa.co.uk

The privilege quiz content is an adaptation of the content included in: McIntosh, P (1988.) White privilege and male privilege: A personal account of coming to see correspondences through work in women's studies (Working paper No. 189). Wellesley, MA: Wellesley Centres for Women.

