

# BREAKING THE MIRROR IMAGE

## PRIVILEGE QUIZ

Diversity on boards has been a major theme of government policy for several years. Looking at gender alone, the make up of governance boards is 83% male. Diverse boards make for more effective boards and better performing companies.

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 0 – if you are taking one step forward you go to 1, otherwise you'll stick on 0. 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:

1. 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](http://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](mailto:varsha.gowda@plsa.co.uk) or [claire.simmons@plsa.co.uk](mailto:claire.simmons@plsa.co.uk)

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*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.*

