



# Insights Pack

**'Privilege- A clumsy conversation worth having'**

Diversity Coffee Connect Series  
11<sup>th</sup> December 2025



# How to use this pack

- ▶ Use this pack as part of your reflective practice, relating to your leadership development.
- ▶ Reflect on the session theme; using the **Our Focus** page to:
  - ▶ Ask yourself the **questions offered for consideration**
  - ▶ Choose one or more **blogs or resources** offered to help you reflect on the questions
- ▶ Read the **Enablers and Opportunities word-cloud** and **Call to Action** page to explore the themes, ideas, comments and take away points from the participants who attended the live event

## Finally ask yourself:

- ▶ What have I learned from this experience, in the moment and now?
- ▶ What one thing will I do differently going forward?
- ▶ How can I commit to the actions I identified?

## About Diversity Coffee Connect

Watch our 2 min animation on the aim and purpose of this programme

**Have you heard  
about our  
Diversity Coffee  
Connect  
programme?**



- ▶ Watch the video [here](#).

# Our focus

In this session we explored the misunderstood concept of 'privilege', a topic nominated by our community, and how it relates to allyship and inclusive leadership.

Our team shared an opening perspective on the concept of privilege in the context of Equality, Diversity and Inclusion. We explored some of the different reactions around this term; including the difficulties that may arise and why having conversations about privilege matters.

## Resources offered for consideration



2-minute watch – BBC Bitesize – [What is privilege?](#)



1-minute read: The academic wheel of privilege [Academic wheel of privilege – UK Research Integrity Office](#)



4-minute read: [The leaders who shaped my view of the world](#) by Cristina Fernandez-Garcia



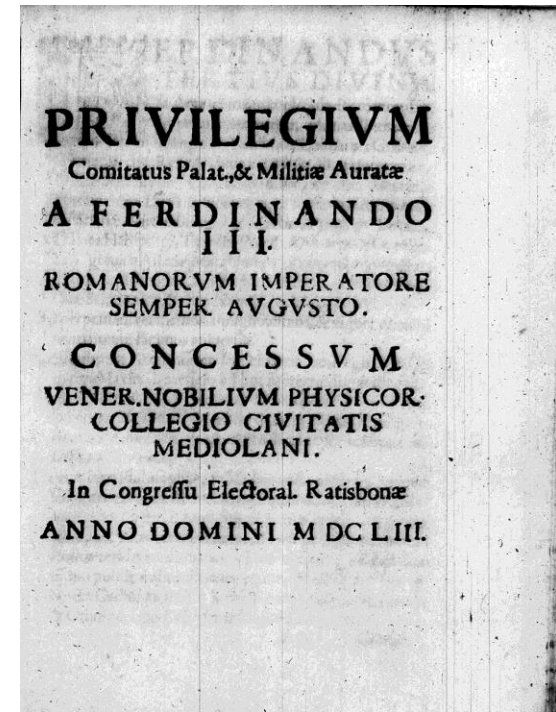
3-minute read – Forbes – [Privilege Is Not A Dirty Word](#)

# What its in a word

Term comes from the Latin *privilegium*, meaning "private law".

Originally meant to describe a law applied, or a right granted, to a specific individual or institution, often by way of exempting them from regular laws.

[Privilege \(law\) - Wikipedia](#)



[NES Cultural Humility module](#)

# Why does it matter?

"WE ARE ALL IN THE  
SAME STORM

BUT WE ARE NOT IN  
THE SAME BOAT."

Illustration: Barbara Kelley  
[Quote by Damian Barr](#)



# A walk in their shoes: a reflection

1. I am permitted to work and I am employed
2. I can get health insurance and a mortgage
3. I can go shopping easily on my own
4. I don't primarily rely on public transportation
5. I would never think twice about calling the police when trouble occurs
6. I do not live with a visible or non-visible disability
7. I am able to move home if I want to
8. People usually pay no attention to my body size
9. People usually pay no attention to the colour of my skin
10. I am never asked to speak for all the people of my racial group
11. If I ask to talk to the 'person in charge,' it is very likely I will be facing a person of my race
12. I have never been mocked for my accent
13. I can show affection for my romantic partner in public without fear of ridicule or violence
14. I feel comfortable in the gender I was born as
15. I have never felt unsafe because of my gender and/or sexual orientation.
16. Changes to the welfare system do not have a major impact in my life
17. My family and I have never lived below the poverty line
18. I have never gone to bed hungry because there was not enough money to buy food.
19. I can easily avoid potential discrimination from colleagues at work
20. I never had to change my appearance, mannerisms, or behaviour so I could fit in more



# So what?

“Everybody has a combination of unearned advantage and unearned disadvantage in life.

We’re all put ahead and behind by the circumstances of our birth. We all have a combination of both. And it changes minute by minute, depending on where we are, who we’re seeing, or what we’re required to do.”

[White Privilege: Unpacking the Invisible Knapsack by Peggy McIntosh](#)

**Get curious,  
not furious**

**Dr Justin Coulson**

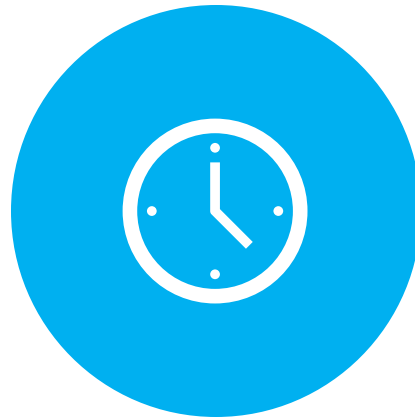


# Group discussions

We invited our community to explore what this means for us, and what practical learning we can take away using breakout groups to enable real conversations and connections.



4 BREAKOUT ROOMS



TIME IN BREAK OUT  
ROOM: **20 MINUTES**



EVENT DURATION: **60  
MINUTES**

# Call to action (I)

We collectively identified over 45 actions and insights, relating to 'one thing we can do' following our session. Here are some of the themes!

Stay Curious,  
not Furious

Take more  
time to be  
curious

Encourage  
reflection

Open  
Conversations

Reflect on my  
personal values.

context is  
important

Your starting  
perspective matters

Using privilege  
to create equity

seek similarity  
not difference

Think about my leadership practice and  
how to lead in a humble and equitable  
way

[Click here to view responses in plain text](#)

# Call to action (II)

We collectively identified over 45 actions and insights, relating to *'one thing we can do'* following our session. Here are some of the themes!

Media Impact

Challenge social constructs

People are individuals, people can sit in multiple groups

Starting point

Willingness to understand

It is my reality

Be an ally and use my voice and privilege to support others in my team

Allyship and Leadership

Gratitude

Use data

Encourage reflection

Representative

# Moving forward



Scan for  
events



## ▶ Tell us more [hello@leadingtochange.scot](mailto:hello@leadingtochange.scot)

- ▶ How did you use this Insights pack? What was useful or what would you like to see?
- ▶ We would love to hear your ideas for potential topics and contributors
- ▶ Do you have thoughts and learning to share? Would you like to write a blog or know someone who could? Our team can fully support you with this.

## ▶ To find out more, please explore

- ▶ [Our Equalities page](#) – links and resources in relation to our Diversity Coffee Connect Series, the Allyship Hub, Leadership blogs and more.
- ▶ [Our many leadership, sector and programme resources](#) available to read, watch and engage with from internal and external sources

- ▶ We hope to see you again soon at one of our [next events](#) – scan the QR code above to find out more



# Leading to Change: What's on Offer



Website



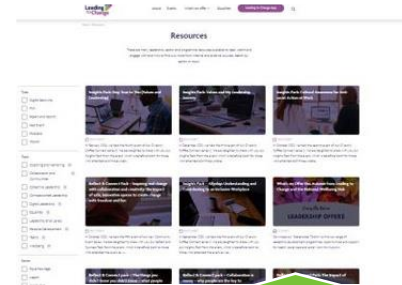
Leading to Change App



Friday Leadership Emails



Events



Resources



Awesome Cards



Programmes



Podcasts



Allyship Hub



Inclusive Leaders Hub

Click the thumbnails above to find out more or email the team: [hello@leadingtochange.scot](mailto:hello@leadingtochange.scot)



# Thank You!

