),#-,$V('02*L#%$'%),$!,26!&(U%,$!&'()(*'31-2E4!!&'()(*'31(&4!1)(5%6-#(4!,26!
6-&#)-7-2,'-*2W!!

! A:!!!'0-2/!#)-'-#,$$3!,26!(U,7-2(!&()-*%&$3!I,)-*%&!&*#-,$!1)*.$(7&!)($,'(6!'*!),#(4!
('02-#-'34!E(26()4!#$,&&4!,E(!('#:4!1)-7,)-$3!-2!'0(!X2-'(6!Q','(&W!

Y: $(,)2!0*F!'*!!.(''()!%26()&',26!,26!,11)(#-,'(!0%7,2!6-++()(2#(&!,26!'*!)(&1(#'!
,26!1)*'(#'!E)*%1!-6(2'-'-(&!,26!'0(-)!)-E0'&W!,26!

Z: $(,)2!0*F!'*!%&(!1&3#0*$*E-#,$!/2*F$(6E(!,26!&/-$$&!,26!0*F!'*!,11$3!'0(7!'*!F*)/!
2!&#-,$!1)*.$(7&!)(,$-&'-#,$$3!,26!1),#'-#,$$3:!!

P: $(,)2!'*!.(!7*)(!0%7,2-&'-#!,26!0%7,2-',)-,2!'*F,)6!(,#0!*'0()!6%(!'*!&-7-$,)-'-(&!
,7*2E!0%7,2!.(-2E&:!!

! "#,6(7-#!+)((6*7!-&!I()3!-71*)',2'!'*!%&:!;0-$(!F(!')3!'*!1)*I-6(!&'%6(2'&!F-'0!
6-++()(2'!*)!0*$-&'-#!-2+*)7,'-*2!,.*%'!QTS4!-'!&0*%$6!.(!7,6(!#$(,)!'0,'!S):!H((!0,&!.((2!6*-2E!
)(&(,)#0!*2!QTS!+*)!'0(!1,&'!A[!3(,)&!,26!1%.$-&0(6!2%7()*%&!,)'-#$(&!,26!&(I(),$!.**/&!-2!'0-&!
,)(,:!D0%&!-'!-&!)(,&*2,.$(!'*!-2#$%6(!-2!'0-&!#$,&&!7,23!*+!'0(!F)-'-2E&!.3!S):!H((!,26!0-&!
#*$$(,E%(&!-2!,66-'-*2!'*!'0(!11'!7,'()-,$&!*+!3*%)!'(U'.**/!.3!;0-'$(3!,26!?-'(!8ABCB9!,26!
'0()!&#0$,)&:!*F(I()4!3*%!0,I(!,2!*1'-*2!'*!6)*1!'0-&!#$,&&!,'!,23!'-7(!-+!3*%!,)(!,E,-2&'!-'!
)!-+!3%!6*!2*'!F,2'!'*!$(,)2!+)*7!0-&!)(&(,)#0!,&!,2!(U1()'!6-)(#'$3:!!;0(2!3*%!,)(!-2!'0-&!#$,&&4!
3*%!,)(!(U1(#'(6!'*!)(,6!#,)(+%$$3!,$$!(L7,'()-,$&!,&&-E2(6!'*!3*%!(,#0!F((/!,26!6-&#%(2

! ; ?!N0!A 4 &((!TTD!*2$3!

Peggy McIntosh: ! " #$%&'()$*$+&,&-'. /0123$/,'%#&'4/*$5$6+&'7/1051238'95&&''
http://www.nymbp.org/reference/WhitePrivilege.pdf) or also see White privilege via
http://en.wikipedia.org/wiki/White_privilege)!

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! ; ?!N0!P!>!c 4 &((!TTD!*2$3!
Lee, Y-