



# BLIND PRIVILEGE



**Blind Privilege**  
[www.blindprivilege.org](http://www.blindprivilege.org)



## BLIND PRIVILEGE

For the past 40+ years organizations and corporations have spent an incredible amount of money, time and energy to address the 'elephant in the room': racism in the workplace.

*Our company was stuck! We needed a shift in our mindset. In the past we addressed black/white tension through generic programs that didn't get to the real issues and then we never got the results we hoped for. Our diversity programs fell short of our expectations. Instead we spoke the 'right' way to each other but nothing really changed, except our language.*

Attempting to change a culture through human resource structures to deal with bias, prejudice, bigotry and use of language are and never have been enough. Why? Answer this: Are you satisfied with current hiring practices and has HR actually improved them? Are you 'just compliant' with cultural integration but without the cultural change that is necessary to create a new harmony among workers. You still have a long way to go to improve hiring practices because there is still an unspoken bigotry and prejudice which creates a 'shadow' behavior throughout the workplace. Culture change doesn't happen from the outside. It must be felt from the inside.

## 'WALK THE WALK'

At some point a company has to 'walk the walk.' Business leaders must not view black/white tensions as a social problem to be solved. Instead we need accountability. White people will have to truly face their racist core beliefs before real change can occur.

We are at a critical time in our history, maybe since slavery, where the racial divide between white and black people is widening at a frightening speed.

Blind Privilege training is an unconventional program for whites only that addresses where the racial divide originates from. The intent of BP is to openly teach mature white people about their white privilege in a safe environment with no judgements or shame. It will foster a place of genuine awareness and will promote a personal responsibility for real change to occur. By having white people teach other white people about racism and openly engage to expose their racist beliefs, then and only then will they be able to develop a deeper understanding of their core beliefs and the impact of white dominance.

## THE BIG IDEA

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The 'big idea' of bringing the black experience into our awareness and examining why and when and where these beliefs developed is taking personal responsibility for our own self. Only then can we make a conscious shift to work through our personal biases at our own pace.

The time is now to achieve a genuine inclusivity in the workplace. A time to improve empathy, increase productivity and camaraderie between colleagues. A time to achieve better hiring practices and cohesive thinking among employees and employer. How? Blind Privilege has been successfully implemented for organizations and corporations to get to the real issues of racism in the workplace. It's only for the bravest among us!

## WHY DOES OUR ORGANIZATION NEED BLIND PRIVILEGE

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Although you may believe that you are currently addressing a myriad of racial issues, they still show up as a bias that favors the white culture. Increased tensions due to cultural differences with no resolution continue to frustrate both HR departments and leadership. The inability of existing human resource structures to deal with prejudice, biased and unspoken bigotry is tearing down progress already made. Encouraging a cultural change or shift will create more harmony among management, workforce and the organization as a whole. Collective responsibility, individual awareness and a new reality will awaken the heart of the organization.

## WHAT IS THE **REAL** DIFFERENCE BETWEEN BLIND PRIVILEGE AND OTHER DIVERSITY TRAINING

While same 'ole, same 'ole diversity training has never been enough to move the needle to combat black/white tensions, it did make us aware that there is more work to be done. Changing a culture doesn't happen from the outside. And language and policies don't change individual biases. What is needed is a process whereby individuals examine their own beliefs and move along the continuum to a new awareness without judgement or shame.

Blind Privilege cuts to the core by challenging the white side of racism. This bold, unconventional training is designed explicitly for white people to move to a new place of genuine awareness of their white privilege. It accepts and encourages current beliefs and is designed to make no judgements or set blame. It provides a 'container of support' for each to examine or re-examine their own ingrained beliefs.

## IT PROMISES TO DELIVER

- Deeper understanding of personal beliefs and its impact on black people
- Acknowledgement of how our educational, financial, family lineage and social systems play a unique role in our view of race and racism
- A mental, physical and spiritual experience manifested in personal changes and ownership of white blindness
- Facilitation Team with hundreds of years of experience

## WHAT'S THE LASTING RESULT



- A creation of a genuinely inclusive workplace
- Better diversity in hiring practices
- More empathy, productivity and camaraderie between colleagues
- A cultural lift and a new level of inclusion
- Cohesiveness amongst employees and employers to form Real Team's



3 Day On or Off Premise Training.



Minimum of 20 participants.  
Maximum of 30 participants.



Lodging not included. Call for details.  
Call us at 773-406-9131 or email at:  
[sales@blindprivilege.org](mailto:sales@blindprivilege.org)



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[www.blindprivilege.org](http://www.blindprivilege.org)