**Intersectionality: Wheel of Privilege (as observed in the USA).**

**Adapted from Sylvia Duckworth, Canadian Council for Refugees, and Olena Hankivsky, PhD.**

**The Ring of Power**

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One ring to rule them all: the innermost ring is the most privileged/powerful. The people who take up space in this ring, especially if they exist in multiple wedges of the innermost ring, will have the most power in any room. That means their opinions will be listened to and considered more often than others.

This is where allyship is important. **If you’re a privileged and/or powerful person and you’re in the room with someone that isn’t, your job as an ally is to make space for them, amplify their voice, and listen.** If they aren’t in the conversation, that is the only time when it is appropriate for you to speak on their behalf. Also, ask yourself *why* they’re not part of the discussion and look for ways to invite them to it.

**Erasure**

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The middle ring is often the forgotten ring (think “middle child syndrome” but on a societal scale). People in this area often have their identities erased and are marginalized in unique ways. The people that exist on either extreme see those in the middle as “passable” for the other extreme. Essentially, it is believed that they can “choose” to be marginalized or privileged when it benefits them.

**Marginalized Identities**

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The outermost ring is the most marginalized because these people experience more overt discrimination (in addition to the covert stuff) than the other rings. In areas where erased identities can pass, marginalized people cannot and are often affected the most by systemic discrimination.

A circular chart with different colored text

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