

Entitlement is about occupying (more than your fair share of) territory/space: geographical/physical space, emotional space, social space, cultural space and about then feeling “invaded” when the space you constantly take up/occupy is penetrated by someone who isn’t usually there, or whom you unconsciously perceive as undeserving or not belonging. Entitlement behaviors we might take for granted will be shaped by how we are located in terms of race, class, gender, education, language, sexuality, nation, culture, citizenship status, etc.

Geographical Space

- Are you aware of how much physical space you take up in the way you sit, walk, or stand?
- Do you find yourself invading the space of others (including causal touching), especially those you occupy positions you perceive to be lower than yours?

Emotional Space

- Do you regularly give credit by name to the ideas, beliefs or opinions of others?
- Do you find yourself telling other people how to handle situations they’ve shared about?
- Do you find yourself re-routing conversations back to topics more interesting to you?
- Do you find yourself expecting deference from people in positions you perceive to be lower than yours?
- Do you feel the right to speak out about topics even when you know little about them?
- Have you ever disbelieved someone else’s experience or thought to yourself it must not have been as bad as they say?
- Have you ever felt the need to one-up someone’s experience?
- Do you assume that it is an attack on you personally when someone brings up inequality or unfairness in an organization or in society?
- Do you need your ideas and feelings to be at the center of your social interactions?
- Do you feel that other people are here to make your own life easier?

Social Space

- Do you find yourself interrupting or speaking over others?
- Are you aware of how much time you occupy in a social interaction when you speak (i.e. how long you are holding the floor)?
- Do you spend conversations or interactions looking for an opportunity to get your ideas heard?
- Do you believe or expect that your opinion should be valued?
- Do you expect to see people that look like you in positions of power?
- Do you find yourself getting annoyed when you have to wait for service/wait for other people?
- Do you ever make other folks wait for you?

Cultural Space

- Is there some group of people you believe are better suited to do work that you find unpleasant to do yourself?
- Did you grow up believing that you were entitled to a certain good standard of living, or that a good standard of living was within your grasp if only you worked for it?
- Do you expect to see people that look like you in the popular culture you consume?
- Do you expect that most strangers you meet will be pleasant to you or, at least, neutral?
- Do you feel generally normal, at home, or even welcomed in most walks of social life?
- Have you ever been surprised when confronted with the “person in charge” that that person was *not* in your same racial or gender category?
- Do you notice invisible labor and pitch in and also thank those who do it? This includes the labor that is required to create the space for you to work, learn, or otherwise occupy for an activity. Or do you expect others to take care of these things for you?



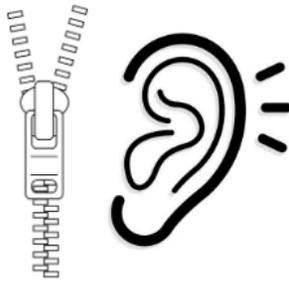
W.A.I.T. stands for Why Am I Talking? It is a good habit to ask oneself this on a regular basis around any dimensions of privilege we might occupy.



Give yourself 2 tickets to spend on talking. Choose wisely! Once you've spent them you can't talk anymore! (Adjust # for size & length of meeting)



When a silence gets excruciating, wait 7 more seconds. Your silence creates an invitation for others to speak.



Zip it. Listen and learn. Assume you need to learn more about whatever the topic is. Behave like you don't actually know everything you need to yet. Err on the side of humility.



Literally name when you see harmful power dynamics in action in a group or meeting. Once you name it, the dynamic will be easier to interrupt.



Allow folks with less privilege to talk first, especially early on. Don't be the first to talk. (But also don't just be a spectator who never takes risks. This takes discernment.)



Notice when folks with less privilege get interrupted and call it out to the room: "_____, you got interrupted. Can you share what you were going to say?" Notice when someone with less privilege has been silent. Invite them into the conversation: "_____, I'd really like to hear what you have to say about _____."



Who's doing invisible labor? Who's doing emotional labor? Pay attention. Pitch in. Anticipate what needs doing and do it. Help where you can. Do behind-the-scenes grunt work. Carry the mental load. Plan and prepare. Take care of the little details.



Make plans in advance with a buddy to signal or call each other in when appropriate.

What other practical strategies can you think of or do you already use?

