(soft courageous music in the background) Screen fades to white background with orange and black OSU-OKC and Diversi-FIVE logos. Two lines of black text below the logos read, “Recognizing Privilege. Emily Cheng, Director of Disability Services and Diversity.” Small video camera view of Emily in the lower right-hand corner of the screen. Black text on a white background is present throughout the video.

**EMILY:** Hey everyone this is Emily from OSU-OKC's Disability Services and Diversity Office. Welcome to another of our Diversi-FIVE video series where we explore various diversity topics in five minutes or less. For accessibility, we've got a descriptive transcript of this Diversi-FIVE posted right above the link to this video. Today's Diversi-FIVE is a topic that has been weighing very heavily on my mind and heavily on my heart. And in a moment I'll share with you some hard conversations that I've had for myself about this very same topic. And that topic is recognizing privilege. It takes courage to do this, and even more so to figure out where we go and what we do once we have this new knowledge and awareness.

Text on screen reads, “Privilege”

**EMILY:** Privilege can be a very complex concept that's also emotionally charged, raw, and can be very painful to think about or to talk about.

Text on screen reads, “Something that is **unearned** and provides certain social advantages or benefits simply by belonging to an identity group”

**EMILY:** Privilege is something that's unearned and provides certain social advantages or benefits simply by belonging to a specific identity group. For clarity, privilege can be different than the hard work and blood, sweat, and tears that each of us puts into accomplishing our goals in life. In a way, privilege can be where the universe starts us off and places us. It can be the family structure or the socio-economic status that we are born into, the color of our skin, or to the extent that we are not able to change it, the way that we look.

Text on screen reads, “…often to the detriment of other groups”

**EMILY:** Privilege often ends up harming other groups because of the inherent advantages it gives to others. The groups that sometimes suffer the most harm from privilege are those that are underrepresented, oppressed, or marginalized. And lack of awareness of privilege can lead to ongoing systems of inequality and oppression for some of those same groups.

Text on screen reads, “It’s okay that this might be uncomfortable.”

**EMILY:** Some of you might be thinking, "Whew, this is kind of uncomfortable." And it's okay that this is uncomfortable.

Text on screen reads, “Recognizing what privilege we each might have is hard.”

**EMILY:** Sometimes the hardest thing that we might have to do as human beings is to recognize the privilege that each of us could possibly have.

Text on screen reads, “I’ll start”

**EMILY:** So in the spirit of living this courage and mission of diversity and inclusion with you, I'll start by recognizing my own privilege. I'm an Asian-American and my privilege is having been able to go this long in my life without fear of being targeted for acts of violence or hate based on my race or my skin color. Recently, now, I don't think I feel that way anymore. And when I step out the door of my home, I am more afraid that I'll be targeted for these acts of violence and hate based on me being an Asian-American. And I recognize that we have some wonderful diverse people and friends that may have felt this way every day of their lives. And my heart is so heavy at this.

Text on screen reads, “What’s next?”

**EMILY:** So what's next for me? What's next for you? What's next for all of us? We're all doing this together and awareness of privilege and recognizing it can lead to greater empathy and us to be agents of change if we make that choice. So if you have an opportunity in the future to engage, to think about these things or to talk about these things with people you know, consider taking this opportunity.

Video fades to the same white background with the orange and black Diversi-FIVE logo centered at the top of the screen. Text below the logo appears, “How will YOU Diversi-FIVE? Have an idea for a future Diversi-FIVE topic? Want to talk about diversity and inclusion at OSU-OKC? We’ve got you. Disability Services and Diversity Office, Student Center, Room 136. (405) 945-3385. <https://osuokc.edu/diversity>. Music by <https://www.bensound.com>”

**EMILY:** Because I believe in empowerment, I'm going to put the power back in your hands. How will you Diversi-FIVE? Have an idea for a future Diversi-FIVE topic or want to talk about diversity and inclusion at OSU-OKC? I've got you. Let's talk! Reach out to me, I would love to hear from you. Until next time, take care of yourself and those around you. Be well.