FROM GASLIGHTING TO TRUTHLIGHTING

A NEW FRAMEWORK FOR ADVANCING FAIR OPPORTUNITIES FOR WOMEN IN THE WORKPLACE

DR. FALGUNI SHAH

TRUTHLIGHTING

For more information: Scan the QR code or
visit the website at http://www.fortruthlighting.com/

Privilege Self-Reflection Tool

Purpose Statement

This tool is designed to help individuals assess their privilege, identify areas of disadvantage, and recognize environments where they can be their authentic selves. This exercise encourages deeper self-awareness and intentional action by reflecting on different aspects of daily life—such as demographics, social settings, work, and healthcare. The goal is not to induce guilt or shame but to foster understanding, self-reflection, and informed decision-making about how one engages with the world and others.

Instructions

This tool is intended for personal growth, group discussions, or as part of a larger exploration of equity and self-awareness. It is a starting point for deeper conversations about privilege, identity, and creating inclusive spaces.

For each category, review the statements and mark:

- P (Privileged) if you benefit from advantages in this area
- U (Underprivileged) if you face barriers or disadvantages
- A (Authentic) where you feel comfortable being your true self

1. Demographics and Identity

Situation	P	U	A
My race/ethnicity is well represented in leadership roles.	☐	☐	☐
My gender identity does not limit my safety or opportunities.	☐	☐	☐
My sexual orientation does not impact my legal or social standing.	☐	☐	☐
My physical/mental abilities do not create barriers.	☐	☐	☐
My socioeconomic background provided financial stability.	☐	☐	☐
My religion (or lack of it) is widely accepted.	☐	☐	☐
I feel comfortable expressing my identity.	☐	☐	☐

2. Social Settings and Public Spaces

Situation	P	U	A
I feel safe and welcome in most social settings.	☐	☐	☐
I do not have to alter my behavior to fit in.	☐	☐	☐
I can access public restrooms and spaces without concern.	☐	☐	☐
I do not experience microaggressions or discrimination.	☐	☐	☐
I can express my views without fear of retaliation.	☐	☐	☐
I feel authentic in social settings.	☐	☐	☐

3. Grocery Stores and Daily Errands

Situation	P	U	A
I can easily find food/products that align with my needs.	☐	☐	☐
I do not feel monitored while shopping.	☐	☐	☐
I do not worry about the affordability of necessities.	☐	☐	☐
My local stores offer fresh, healthy options.	☐	☐	☐
I have reliable transportation for errands.	☐	☐	☐

4. Public Parks and Outdoor Spaces

Situation	P	U	A
I feel safe in public parks and recreation areas.	☐	☐	☐
I have access to well-maintained outdoor spaces.	☐	☐	☐
My community invests in green spaces.	☐	☐	☐
I can engage in outdoor activities without exclusion.	☐	☐	☐

5. Work and Career

Situation	P	U	A
My identity does not limit my job opportunities.	☐	☐	☐
I feel comfortable being authentic at work.	☐	☐	☐
I am paid fairly and have growth opportunities.	☐	☐	☐
My workplace supports diversity and inclusion.	☐	☐	☐
I do not experience bias or discrimination at work.	☐	☐	☐

6. Home and Family

Situation	P	U	A
I feel safe and supported in my home environment.	☐	☐	☐
My family accepts and respects my identity.	☐	☐	☐
I do not have to hide aspects of myself at home.	☐	☐	☐
I have stable housing and safe living conditions.	☐	☐	☐
I feel authentic and valued at home.	☐	☐	☐

7. Friends and Social Circles

Situation	P	U	A
My friends respect and affirm my identity.	☐	☐	☐
I do not have to hide aspects of myself.	☐	☐	☐
I feel comfortable setting boundaries.	☐	☐	☐
I do not experience exclusion or judgment.	☐	☐	☐
My social circle reflects my values.	☐	☐	☐

8. Healthcare and Well-Being

Situation	P	U	A
I have access to quality healthcare.	☐	☐	☐
I feel heard and respected by medical providers.	☐	☐	☐
I can afford the necessary medical treatments.	☐	☐	☐
I do not experience discrimination in medical settings.	☐	☐	☐
My health does not limit my opportunities.	☐	☐	☐

9. Social Determinants of Health (Community and Systems)

Situation	P	U	A
I live in a community with safe housing and clean air.	☐	☐	☐
I have access to high-quality education.	☐	☐	☐
My neighborhood has safe streets and reliable transit.	☐	☐	☐
I do not face systemic barriers to financial or legal support.	☐	☐	☐
My community promotes equity and social well-being.	☐	☐	☐

Reflection and Action Steps

After completing the tool, reflect on:

1. Identify Patterns
    - Look at where P, U, and A appear the most.
    - Are there areas where you experience privilege, but others do not?
    - Where do you feel most or least authentic?
2. Understand Your Identity
    - Which spaces make you feel comfortable and accepted?
    - Where do you feel the need to change aspects of yourself?

3. Take Action to Align with Your Values
    - If privileged, how can you use your privilege to support others?
    - If underprivileged, what steps can you take to access resources or support?
    - If authenticity is lacking, how can you seek environments where you can be yourself?