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Wheel of Privilege and Power

The Wheel of Privilege and Power is a tool designed to shed light on the concept of intersectionality. The idea is that when we look at the wheel, we must ask ourselves where we are positioned on it. Theoretically, the closer we are to the centre, the greater our privileges and the greater the power we wield over others or within a given system (such as a company). In contrast, persons who find themselves closer to the outer edge of the wheel have fewer privileges and little power.

The Wheel of Privilege can be used as a starting point for questioning our intersectionality and that of the people around us. The categories presented in the example below are tailored to the Canadian context; additional points or subdivisions can be added if deemed relevant or necessary.

Thanks to its shape, this tool serves to foster dialogue while shedding light on accessibility challenges and systemic issues.



GLOSSARY

The concept of intersectionality designates the multiple facets that make people who they are. Ethnicity, gender, social class, physical/mental health status and education level are all examples of factors that combine to create an identity. The concept of intersectionality is intimately linked with the concept of prejudice.



QUESTIONS TO BETTER UNDERSTAND THE WHEEL OF PRIVILEGE

- Think of a situation in which you feel valued. What is it that makes you feel valued?
- How are these factors linked to your intersectional reality and your identity?
- Are these conditions and feelings shared by your colleagues or by members of your community whose intersectionality differs from yours?

The Wheel of Privilege and Power was inspired by an illustration by Sylvia Duckworth and is posted on the Government of Canada website, IRCC Anti-Racism Strategy 2.0 (2021-2024) - Change management (in English), <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/mandate/anti-racism-strategy/change.html>

(in French) <https://www.canada.ca/fr/immigration-refugies-citoyennete/organisation/mandat/strategie-lutte-contre-racisme/changement.html>



If you would like to explore this concept in greater detail, various companies offer webinars and workshops on intersectionality.