

In chapter four, Allan Johnson presents the answer to four predominant questions about privilege. How does privilege effect us? who does privilege effect? How does privilege effect the business area? How do we fix the problem around privilege? In essence Johnson uses these questions to include the readers thoughts as he details his own, which is a powerful and effective method.

Privilege effects us in many ways, often by ostracizing others. Johnson states "Inclusion and acceptance are key aspects of privilege"(Johnson, 55). Privilege then effect others through avoidance, exclusion, rejection, racism, and belittling of others in order to increase ones confidence. For example, "It happens when a real estate agent steers people of color away from white neighborhoods... blacks are the most residentially segregated group in the united states"(Johnson, 57). Privilege doesn't affect only one aspect of life it effects all of them, where you live, where you work, doors that are opened for you, and door that are shut for life. It has been proven that job opportunities are effected by where one lives, for blacks it is hard to improve their jobs because it is hard to break the boundaries of other neighborhoods. in conclusion, privilege is present in history "The government should advise the Indians to sell their useless forests and become farmers...Jackson's fortunes were tied to what happened to the Indians"(Takaki, 79). The Indians were pushed off their land, ostracized by government, and Johnson made fortunes by selling it to new settlers.

Privilege effects everyone in a negative way, even the people who benefit from it. for example, "consider the damage men often do to themselves and another in trying to measure up as 'real men,' how they limit their humanity, deny their needs, don't ask for help, and often live with chronic fear, anxiety, isolation, and loneliness"(Johnson, 60). Men of white privilege are effected just as a woman, blacks, gays, and lesbians. Our culture dictates that a real man is always in control. Due to this, our culture encourages violence (control) in heterosexual couples when the male feels vulnerable. Race is also a problem for whites, "[the get an] uneasy feeling when they realize they aren't trusted and are

being told what they want to hear rather than the truth"(Johnson, 62). I think that males are affected, but not to the same extent of women, blacks, ect.

Organizations are also affect by the trouble that surrounds privilege, but in most cases choose to deny that it exists. For example, "When a crisis breaks through the routine of business as usual, the typical reaction is panicked efforts at damage control"(Johnson, 63). The business isn't worried about fixing the actual problem, as long as there isn't public humiliation. "If the boss won't talk about privilege or oppression, the subordinate trying to learn is unlikely to take the risk of making powerful people feel uncomfortable...people don't learn what they need to succeed"(Johnson, 64). If the boss and employee won't talk about the problems of privilege, privilege will never be resolved.

Many people make the healing of the damages caused by privilege an emotional problem. For example, "racial healing". This ideology is flawed because the problems around privilege are not emotion, and are not over. We cannot heal the damage we have inflicted without stopping the damage. second, " it ignores the fact that a lot of the trouble doesn't begin and end with interpersonal relations and emotional wounds. much of it is embedded in structures of power"(Johnson, 66) To end the problems of privilege we cannot heal, we must change. The whole structure of power and wealth would need to be changed. I don't think privilege and its problems will end any time soon. The people on top with all the power won't give it up willingly, in their minds they have earned it.