

Appendix S

Unpacking Privilege

priv·i·lege (*noun*)- Unearned benefits conferred upon member of mainstream or dominant groups at the expenses of others. Privilege exists when one group has something of value that is denied to others simply because of the groups they belong to, rather than because of anything they've done or failed to do. Privilege can manifest through visible advantages such as access to wealth, professional opportunities, and social status, as well as more subtly through, for example, freedom of behavior and setting the standard of normality against which others are judged. Dominant group members may be unaware of their privilege or take it for granted.

White Privilege: Unpacking the Invisible Knapsack

by Peggy McIntosh

*"I was taught to see racism only in individual acts of meanness,
not in invisible systems conferring dominance on my group"*

DAILY EFFECTS OF WHITE PRIVILEGE

I decided to try to work on myself at least by identifying some of the daily effects of white privilege in my life. I have chosen those conditions that I think in my case attach somewhat more to skin-color privilege than to class, religion, ethnic status, or geographic location, though of course all these other factors are intricately intertwined. As far as I can tell, my African American coworkers, friends, and acquaintances with whom I come into daily or frequent contact in this particular time, place and time of work cannot count on most of these conditions.

1. I can if I wish arrange to be in the company of people of my race most of the time.
2. I can avoid spending time with people whom I was trained to mistrust and who have learned to mistrust my kind or me.
3. If I should need to move, I can be pretty sure of renting or purchasing housing in an area which I can afford and in which I would want to live.
4. I can be pretty sure that my neighbors in such a location will be neutral or pleasant to me.
5. I can go shopping alone most of the time, pretty well assured that I will not be followed or harassed.
6. I can turn on the television or open to the front page of the paper and see people of my race widely represented.
7. When I am told about our national heritage or about "civilization," I am shown that people of my color made it what it is.
8. I can be sure that my children will be given curricular materials that testify to the existence of their race.
9. If I want to, I can be pretty sure of finding a publisher for this piece on white privilege.
10. I can be pretty sure of having my voice heard in a group in which I am the only member of my race.
11. I can be casual about whether or not to listen to another person's voice in a group in which s/he is the only member of his/her race.
12. I can go into a music shop and count on finding the music of my race represented, into a supermarket and find the staple foods which fit with my cultural traditions, into a hairdresser's shop and find someone who can cut my hair.
13. Whether I use checks, credit cards or cash, I can count on my skin color not to work against the appearance of financial reliability.
14. I can arrange to protect my children most of the time from people who might not like them.
15. I do not have to educate my children to be aware of systemic racism for their own daily physical protection.
16. I can be pretty sure that my children's teachers and employers will tolerate them if they fit school and workplace norms; my chief worries about them do not concern others' attitudes toward their race.
17. I can talk with my mouth full and not have people put this down to my color.
18. I can swear, or dress in second hand clothes, or not answer letters, without having people attribute these choices to the bad morals, the poverty or the illiteracy of my race.
19. I can speak in public to a powerful male group without putting my race on trial.
20. I can do well in a challenging situation without being called a credit to my race.
21. I am never asked to speak for all the people of my racial group.

Peggy McIntosh is associate director of the Wellesley College Center for Research on Women. This essay is excerpted from Working Paper 189. "White Privilege and Male Privilege: A Personal Account of Coming To See Correspondences through Work in Women's Studies" (1988), by Peggy McIntosh; available for \$4.00 from the Wellesley College Center for Research on Women, Wellesley MA 02181. The working paper contains a longer list of privileges. This excerpted essay is reprinted from the Winter 1990 issue of Independent School.

22. I can remain oblivious of the language and customs of persons of color who constitute the world's majority without feeling in my culture any penalty for such oblivion.
23. I can criticize our government and talk about how much I fear its policies and behavior without being seen as a cultural outsider.
24. I can be pretty sure that if I ask to talk to the "person in charge", I will be facing a person of my race.
25. If a traffic cop pulls me over or if the IRS audits my tax return, I can be sure I haven't been singled out because of my race.
26. I can easily buy posters, post-cards, picture books, greeting cards, dolls, toys and children's magazines featuring people of my race.
27. I can go home from most meetings of organizations I belong to feeling somewhat tied in, rather than isolated, out-of-place, outnumbered, unheard, held at a distance or feared.
28. I can be pretty sure that an argument with a colleague of another race is more likely to jeopardize her/his chances for advancement than to jeopardize mine.
29. I can be pretty sure that if I argue for the promotion of a person of another race, or a program centering on race, this is not likely to cost me heavily within my present setting, even if my colleagues disagree with me.
30. If I declare there is a racial issue at hand, or there isn't a racial issue at hand, my race will lend me more credibility for either position than a person of color will have.
31. I can choose to ignore developments in minority writing and minority activist programs, or disparage them, or learn from them, but in any case, I can find ways to be more or less protected from negative consequences of any of these choices.
32. My culture gives me little fear about ignoring the perspectives and powers of people of other races.
33. I am not made acutely aware that my shape, bearing or body odor will be taken as a reflection on my race.
34. I can worry about racism without being seen as self-interested or self-seeking.
35. I can take a job with an affirmative action employer without having my co-workers on the job suspect that I got it because of my race.
36. If my day, week or year is going badly, I need not ask of each negative episode or situation whether it had racial overtones.
37. I can be pretty sure of finding people who would be willing to talk with me and advise me about my next steps, professionally.
38. I can think over many options, social, political, imaginative or professional, without asking whether a person of my race would be accepted or allowed to do what I want to do.
39. I can be late to a meeting without having the lateness reflect on my race.
40. I can choose public accommodation without fearing that people of my race cannot get in or will be mistreated in the places I have chosen.
41. I can be sure that if I need legal or medical help, my race will not work against me.
42. I can arrange my activities so that I will never have to experience feelings of rejection owing to my race.
43. If I have low credibility as a leader I can be sure that my race is not the problem.
44. I can easily find academic courses and institutions which give attention only to people of my race.
45. I can expect figurative language and imagery in all of the arts to testify to experiences of my race.
46. I can choose blemish cover or bandages in "flesh" color and have them more or less match my skin.
47. I can travel alone or with my spouse without expecting embarrassment or hostility in those who deal with us.
48. I have no difficulty finding neighborhoods where people approve of our household.
49. My children are given texts and classes which implicitly support our kind of family unit and do not turn them against my choice of domestic partnership.
50. I will feel welcomed and "normal" in the usual walks of public life, institutional and social.

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THE MALE PRIVILEGE CHECKLIST

AN UNABASHED IMITATION OF AN ARTICLE BY PEGGY MCINTOSH

In 1990, Wellesley College professor Peggy McIntosh wrote an essay called "White Privilege: Unpacking the Invisible Knapsack". McIntosh observes that whites in the U.S. are "taught to see racism only in individual acts of meanness, not in invisible systems conferring dominance on my group." To illustrate these invisible systems, McIntosh wrote a list of 26 invisible privileges whites benefit from.

As McIntosh points out, men also tend to be unaware of their own privileges as men. In the spirit of McIntosh's essay, I thought I'd compile a list similar to McIntosh's, focusing on the invisible privileges benefitting men.

Due to my own limitations, this list is unavoidably U.S. centric. I hope that writers from other cultures will create new lists, or modify this one, to reflect their own experiences.

Since I first compiled it, the list has been posted many times on internet discussion groups. Very helpfully, many people have suggested additions to the checklist. More commonly, of course, critics (usually, but not exclusively, male) have pointed out men have disadvantages too - being drafted into the army, being expected to suppress emotions, and so on. These are indeed bad things - but I never claimed that life for men is all ice cream sundaes.

Obviously, there are individual exceptions to most problems discussed on the list. The existence of individual exceptions does not mean that general problems are not a concern.

Pointing out that men are privileged in no way denies that bad things happen to men. Being privileged does not mean men are given everything in life for free; being privileged does not mean that men do not work hard, do not suffer. In many cases - from a boy being bullied in school, to a soldier dying in war - the sexist society that maintains male privilege also does great harm to individual boys and men.

In the end, however, it is men and not women who make the most money; men and not women who dominate the government and the corporate boards; men and not women who dominate virtually all of the most powerful positions of society. And it is women and not men who suffer the most from intimate violence and rape; who are the most likely to be poor; who are, on the whole, given the short end of patriarchy's stick.

Several critics have also argued that the list somehow victimizes women. I disagree; pointing out problems is not the same as perpetuating them. It is not a "victimizing" position to acknowledge that injustice exists; on the contrary, without that acknowledgment it isn't possible to fight injustice.


An internet acquaintance of mine once wrote, "The first big privilege which whites, males, people in upper economic classes, the able bodied, the straight (I think one or two of those will cover most of us) can work to alleviate is the privilege to be oblivious to privilege." This checklist is, I hope, a step towards helping men to give up the "first big privilege."

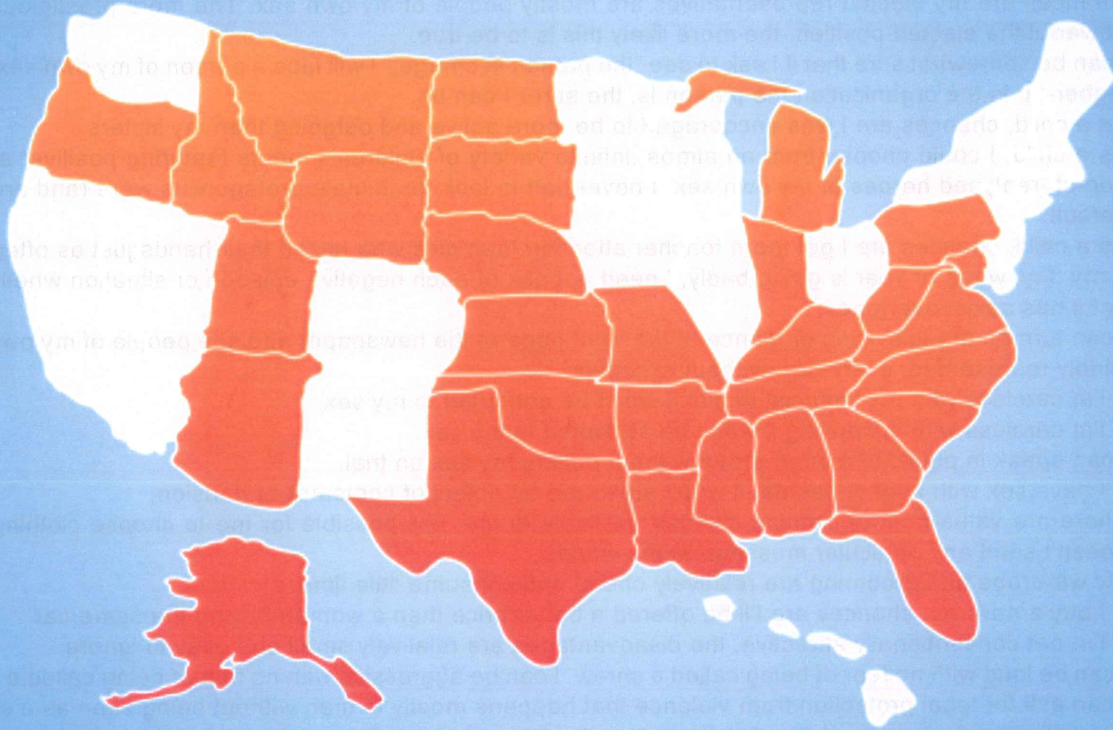
The Male Privilege Checklist

1. My odds of being hired for a job, when competing against female applicants, are probably skewed in my favor. The more prestigious the job, the larger the odds are skewed.
2. I can be confident that my co-workers won't think I got my job because of my sex - even though that might be true.
3. If I am never promoted, it's not because of my sex.
4. If I fail in my job or career, I can feel sure this won't be seen as a black mark against my entire sex's capabilities.
5. I am far less likely to face sexual harassment at work than my female co-workers are.
6. If I do the same task as a woman, and if the measurement is at all subjective, chances are people will think I did a better job.
7. If I'm a teen or adult, and if I can stay out of prison, my odds of being raped are so low as to be negligible.
8. I am not taught to fear walking alone after dark in average public spaces.
9. If I choose not to have children, my masculinity will not be called into question.
10. If I have children but do not provide primary care for them, my masculinity will not be called into question.
11. If I have children and provide primary care for them, I'll be praised for extraordinary parenting if I'm even marginally competent.
12. If I have children and pursue a career, no one will think I'm selfish for not staying at home.
13. If I seek political office, my relationship with my children, or who I hire to take care of them, will probably not be scrutinized by the press.

14. Chances are my elected representatives are mostly people of my own sex. The more prestigious and powerful the elected position, the more likely this is to be true.
15. I can be somewhat sure that if I ask to see "the person in charge," I will face a person of my own sex. The higher-up in the organization the person is, the surer I can be.
16. As a child, chances are I was encouraged to be more active and outgoing than my sisters.
17. As a child, I could choose from an almost infinite variety of children's media featuring positive, active, non-stereotyped heroes of my own sex. I never had to look for it; male protagonists were (and are) the default.
18. As a child, chances are I got more teacher attention than girls who raised their hands just as often.
19. If my day, week or year is going badly, I need not ask of each negative episode or situation whether or not it has sexist overtones.
20. I can turn on the television or glance at the front page of the newspaper and see people of my own sex widely represented, every day, without exception.
21. If I'm careless with my financial affairs it won't be attributed to my sex.
22. If I'm careless with my driving it won't be attributed to my sex.
23. I can speak in public to a large group without putting my sex on trial.
24. If I have sex with a lot of people, it won't make me an object of contempt or derision.
25. There are value-neutral clothing choices available to me; it is possible for me to choose clothing that doesn't send any particular message to the world.
26. My wardrobe and grooming are relatively cheap and consume little time.
27. If I buy a new car, chances are I'll be offered a better price than a woman buying the same car.
28. If I'm not conventionally attractive, the disadvantages are relatively small and easy to ignore.
29. I can be loud with no fear of being called a shrew. I can be aggressive with no fear of being called a bitch.
30. I can ask for legal protection from violence that happens mostly to men without being seen as a selfish special interest, since that kind of violence is called "crime" and is a general social concern. (Violence that happens mostly to women is usually called "domestic violence" or "acquaintance rape," and is seen as a special interest issue.)
31. I can be confident that the ordinary language of day-to-day existence will always include my sex. "All men are created equal," mailman, chairman, freshman, he.
32. My ability to make important decisions and my capability in general will never be questioned depending on what time of the month it is.
33. I will never be expected to change my name upon marriage or questioned if I don't change my name.
34. The decision to hire me will never be based on assumptions about whether or not I might choose to have a family sometime soon.
35. Every major religion in the world is led primarily by people of my own sex. Even God, in most major religions, is usually pictured as being male.
36. Most major religions argue that I should be the head of my household, while my wife and children should be subservient to me.
37. If I have a wife or live-in girlfriend, chances are we'll divide up household chores so that she does most of the labor, and in particular the most repetitive and unrewarding tasks.
38. If I have children with a wife or girlfriend, chances are she'll do most of the childrearing, and in particular the most dirty, repetitive and unrewarding parts of childrearing.
39. If I have children with a wife or girlfriend, and it turns out that one of us needs to make career sacrifices to raise the kids, chances are we'll both assume the career sacrificed should be hers.
40. Magazines, billboards, television, movies, pornography, and virtually all of media is filled with images of scantily-clad women intended to appeal to me sexually. Such images of men exist, but are much rarer.
41. On average, I am under less pressure to be thin than my female counterparts are. If I am fat, I probably suffer fewer social and economic consequences for being fat than fat women do.
42. If I am heterosexual, it's incredibly unlikely that I'll ever be beaten up by a spouse or lover.
43. Complete strangers generally do not walk up to me on the street and tell me to "smile."
44. On average, I am not interrupted by women as often as women are interrupted by men.
45. I have the privilege of being unaware of my male privilege.

Compiled by Barry Deutsch, aka "Ampersand." Permission is granted to reproduce this list in any way, for any purpose, so long as the acknowledgment of Peggy McIntosh's work is not removed. Please tell me about how you used it – email: barry@amptoons.com.

 States where you can be fired for being gay.



•the darker the orange, the less we recommend moving there and taking your chances

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30+ EXAMPLES OF HETEROSEXUAL PRIVILEGE

If you're heterosexual, these are a bunch of unearned benefits you get that folks with other sexualities do not. Read them and consider them. It's not about shame. It's about understanding.

Written by social justice comedian Sam Killermann, this is an adaptation of an article originally posted on ItsPronouncedMetrosexual.com

Following is a list of examples of heterosexual privilege. If you are straight, these are unearned benefits you receive as a result of the sexuality you were born with.

If you are straight (or in some cases, perceived to be), you can live without ever having to think twice, face, confront, engage, or cope with anything listed below. These privileges are granted to you, and many of them are things you've likely taken for granted. (Otherwise known as the "Why it's easier to be straight" list.)

1. Immediate access to your loved one in case of accident or emergency.
2. Public recognition and support for an intimate relationship (e.g., congratulations for an engagement).
3. Expressing affection in most social situations and not expecting hostile or violent reactions from others.
4. Living with your partner and doing so openly.
5. Expressing pain when a relationship ends from death or separation and receiving support from others.
6. Receiving social acceptance by neighbors, colleagues, and good friends.
7. Learning about romance and relationships from fiction movies and television.
8. Having role models of your gender and sexual orientation.
9. Having positive and accurate media images of people with whom you can identify.
10. Expecting to be around others of your sexuality most of the time. Not worrying about being the only one of your sexuality in a class, on a job, or in a social situation.
11. Talking openly about your relationship, vacations, and family planning you and your lover/partner are doing.
12. Easily finding a neighborhood in which residents will accept how you have constituted your household.
13. Raise, adopt, and teach children without people believing that you will molest them or force them into your sexuality.
14. Working in traditionally male or female dominated job and not feeling as though you are a representative of your sexuality.
15. Paid leave from employment when grieving the death of your spouse.
16. Not being asked “how does sex work for you?” or other too-personal questions by strangers.

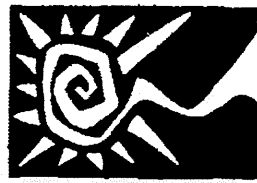
17. Sharing health, auto and homeowners' insurance policies at reduced rates.
18. Not having to hide or lie about women/men only social activities.
19. Acting, dressing, or talking as you choose without it being a reflection on people of your sexuality.
20. The ability to teach about lesbians, gay men, and bisexuals without being seen as having a bias because of your sexuality or forcing a "homosexual agenda" on students.
21. Property laws, filing joint tax returns, inheriting from your spouse automatically under probate laws.
22. Joint child custody.
23. Going wherever you wish and know that you will not be harassed, beaten, or killed because of your sexuality.
24. Not worrying about being mistreated by the police or victimized by the criminal justice system because of your sexuality.
25. Legal marriage to the person you love.
26. Knowing that your basic civil rights will not be denied or outlawed because some people disapprove of your sexuality.
27. Expect that your children will be given texts in school that support your kind of family unit and they will not be taught that your sexuality is a "perversion."
28. Freedom of sexual expression without fear of being prosecuted for breaking the law.
29. Belonging to the religious denomination of your choice and know that your sexuality will not be denounced by its religious leaders.
30. Knowing that you will not be fired from a job or denied a promotion based on your sexuality.
31. Not being asked by your child's school to only send one parent to "back to school" night as to not upset the other parents by having two same-sex partners in the class together.

32. The ability to play a professional sport and not worry that your athletic ability will be overshadowed by your sexuality and the fact that you share a locker room with the same gender.
33. Not having to worry about being evicted if your landlord finds out about your sexuality.
34. Not having to “come out” (explain to people that you’re straight, as you can just assume they will assume it)
35. Knowing that people aren’t going to mutter about your sexuality if you come out to them.
36. Knowing that being open with your sexuality isn’t going to change how people view you.
37. Straight people can live anywhere in the world and find people like themselves, but gay people are limited geographically. Even if the people in more rural areas aren’t homophobic, living in a low-density population means social isolation, lack of a dating pool, etc. for queer folks. Even among urban areas, there’s only a few cities in the world, relatively speaking, where gay people can live openly and without too much fear.
38. Being able to have your partner from a different country be able to obtain citizenship in your country through marriage.
39. Not having people think your sexuality is a mental health issue
40. Not having to think about if your kid’s friends parents will flip out when they pick their kid up from a play date and are greeted by same-sex parents
41. Not having to worry that people won’t let their children play with your children because of your sexuality.
42. Not having to worry where you can move alone or with your spouse and have equal job opportunities abroad.
43. Being able to move abroad with your children without sudden changes of your legal status, possibly even having the chance of losing your children this way.

The Invisibility of



Upper Class Privilege



by **Class Acts**

a program of the Women's Theological Center
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In Class Acts (a program exploring issues of spirituality, ethics and theology for women of wealth), we spent a significant amount of time looking at the relationship of racism to class elitism. We have used "The Invisibility of White Privilege," developed by Peggy MacIntosh as a resource for our work. In Class Acts II we decided to draw up a list of "invisible" class privileges, using the work on racism as a model. The following list is a group effort. We are aware that each point represents a pitfall for all members of our class and each point is more or less applicable to all of us.

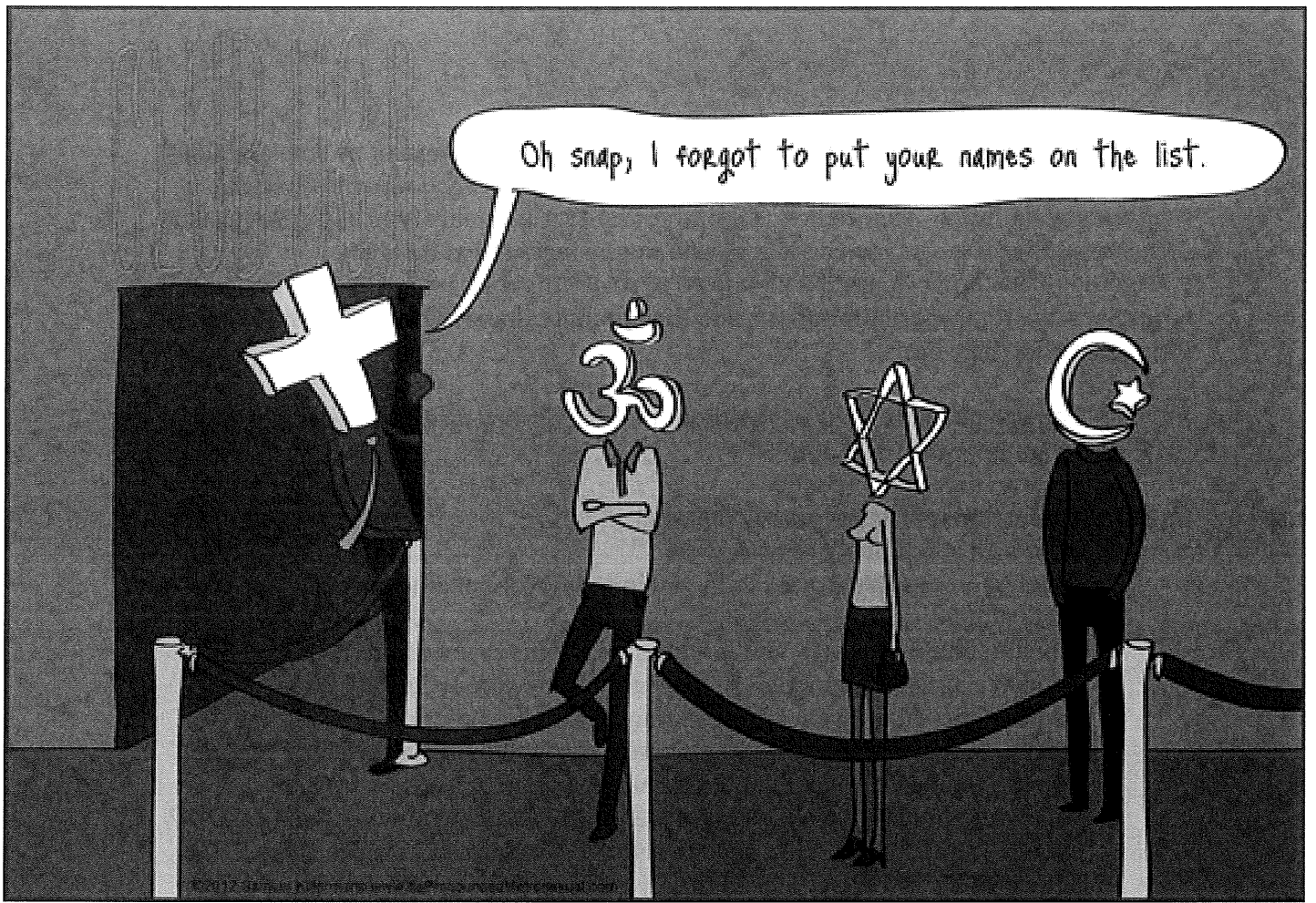
- I can manage to know only people of similar class background by exclusively frequenting places where such people gather — neighborhoods, schools, clubs, workplaces, etc.
- I can avoid people of other classes and races if I choose.
- I evaluate others and recognize those of similar background because I was taught to do that kind of evaluation.
- I assume I will be able to meet my basic needs. I take having necessities for granted.
- I buy what I need/want without worry.
- I do not fear being hungry or homeless.
- I am free of the burden of debt.
- I have the freedom to waste.
- I can hide family secrets and family failures behind the doors of my home.
- I am in control of how I spend my time.
- I have leisure if I want.
- I can be as private as I choose to be.
- I can be charitable or not as I choose.
- I have the time, education, and opportunity to enhance my inner life and my personal growth, to go to therapy (without having to rely on insurance), and go to retreats and workshops as much as I like.
- I can sleep all day and still make money.
- I can often get things by being "charming," gracious, and restrained.
- I can live where I choose and can move when and where I choose.
- I can expect that I will be welcomed where I choose to live. (Exceptions might be for landlords/neighbors who distrust single women or lesbians.)
- When I am in the company of people of my class in any social situation I have little discomfort.
- I can join clubs that are unavailable to many others.
- I feel entitled to maintain the exclusivity of my clubs by banning others from membership based on criteria the club determines: race, gender, education, money, religion, etc.
- In my community I am trusted and not perceived as a threat.

- I am believed to be innocent by the criminal justice system at least until proven guilty.
- I have the opportunity to problem solve efficiently and quickly through access to powerbrokers.
- I can avoid spending time with people whom I have am trained or have learned to mistrust and who may have learned to mistrust my kind.
- I can buy things for my comfort or luxury.
- I can buy items (art, antiques, rugs jewelry, first designer clothing, cars, boats, multiple, houses, etc.) that imply wealth and status.
- If I break or lose something I can replace it easily.
- I can shop where I choose, in areas and buildings where I feel safe, where I am not likely to be hassled by security guards or the public, where I don't have to stand in line, and where sales personnel will give me time and personal attention.
- I do not have to shop around for the best buy or wait for sales.
- I do not have to worry about how emergencies will impact my spending requirements.
- I have the time and financial resources to care for my body.
- I can live a less stressful life because I can afford costly short cuts.
- I can employ people to help with the tasks of daily living.
- I can employ people to care for my children.
- I can see myself as being above doing housework.
- I can give lavish parties.
- I anticipate that those whom I employ will consider me a "good customer" and give me preferential service; I can even feel entitled to such service.
- I can treat the people I employ in ways that deny them personal respect.
- Culture is at my fingertips: I can go to any museum, concert, recital, play, opera, or musical event when and wherever I want.
- Entertainment is easily available to me.
- I can take vacations when and where I want.
- I can frequent exclusive hotels, clubs, restaurants, and vacation locales that give luxurious service.
- I can travel to exotic places and enjoy a wide variety of experience.
- I can afford good medical and hospital care.
- I can afford good mental health care in a setting which will insure my privacy.
- I can anticipate my retirement years without financial anxiety.
- I can assert that I deserve and am entitled to those privileges.
- I can give my children an inheritance so their road is easier

The following list includes examples of the benefits those of us who are able-bodied — i.e. not physically disabled, chronically ill, severely obese or otherwise physically limited — experience. (Cognitive ability, a.k.a. neurotypical privilege also exists, but deserves its own article, so will not be included in this list). Keeping these things in mind will help us to relate to those among us who encounter barriers due to physical limitations and to gain more understanding of what they go through on a daily basis.

1. You can go about your day without planning every task, like getting dressed or going to the bathroom.
2. You can play sports easily.
3. Public transportation is easy for you.
4. Air travel is relatively easy for you.
5. Others don't get frustrated with you in public for needing special accommodations or holding up lines.
6. You don't have to worry about others' reactions to your able-ness.
7. You have ample role models of your ability to whom you can aspire.
8. You don't frequently encounter communication barriers.
9. Leisure activities like gardening, knitting or woodworking are easy for you.
10. You can expect to be included in-group activities.
11. As an able-bodied person, you are well represented in movies, books and TV shows. Typically you don't have to rely on others to accomplish tasks.
12. Others don't assume you need to rely on them to accomplish tasks.
13. As a healthy person, you don't have to think about your daily pain level when planning events and activities.
14. You can expect to find housing that accommodates your physical needs.
15. People don't make fun of you because of your ability.
16. Public access to buildings, parks, restaurants etc. is easy for you (this especially applies in small towns wherein handicap access may be limited).
17. If you get hired people don't assume it's based on your ability.
18. You don't face job discrimination based on your ability.
19. Your ability isn't the butt of jokes in TV shows and movies.

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30+ EXAMPLES OF CHRISTIAN PRIVILEGE

If you're a Christian in the US, these are a bunch of unearned benefits you get that members of other faiths (or non-religious people) do not. It's not about shame. It's about understanding.

Written by social justice comedian Sam Killermann, this is an adaptation of an article originally posted on ItsPronouncedMetrosexual.com

Following is a list of privileges granted to people in the U.S. (and many western nations) for being Christian.

If you identify as Christian, there's a good chance you've never thought about these things. In response to the ever-increasing "War on Christianity" headlines, I thought it prudent to create this list. Try and be more cognizant of these items and you'll start to realize how much work we have to do to make the United States a place that is truly safe and accessible for folks of all belief systems.

1. You can expect to have time off work to celebrate religious holidays.
2. Music and television programs pertaining to your religion's holidays are readily accessible.
3. It is easy to find stores that carry items that enable you to practice your faith and celebrate religious holidays.
4. You aren't pressured to celebrate holidays from another faith that may conflict with your religious values.
5. Holidays celebrating your faith are so widely supported you can often forget they are limited to your faith (e.g. wish someone a "Merry Christmas" or "Happy Easter" without considering their faith).
6. You can worship freely, without fear of violence or threats.
7. A bumper sticker supporting your religion won't likely lead to your car being vandalized.
8. You can practice your religious customs without being questioned, mocked, or inhibited.
9. If you are being tried in court, you can assume that the jury of "your peers" will share your faith and not hold that against you in weighing decisions.
10. When swearing an oath, you will place your hand on a religious scripture pertaining to your faith.
11. Positive references to your faith are seen dozens of times a day by everyone, regardless of their faith.
12. Politicians responsible for your governance are probably members of your faith.
13. Politicians can make decisions citing your faith without being labeled as heretics or extremists.
14. It is easy for you to find your faith accurately depicted in television, movies, books, and other media.

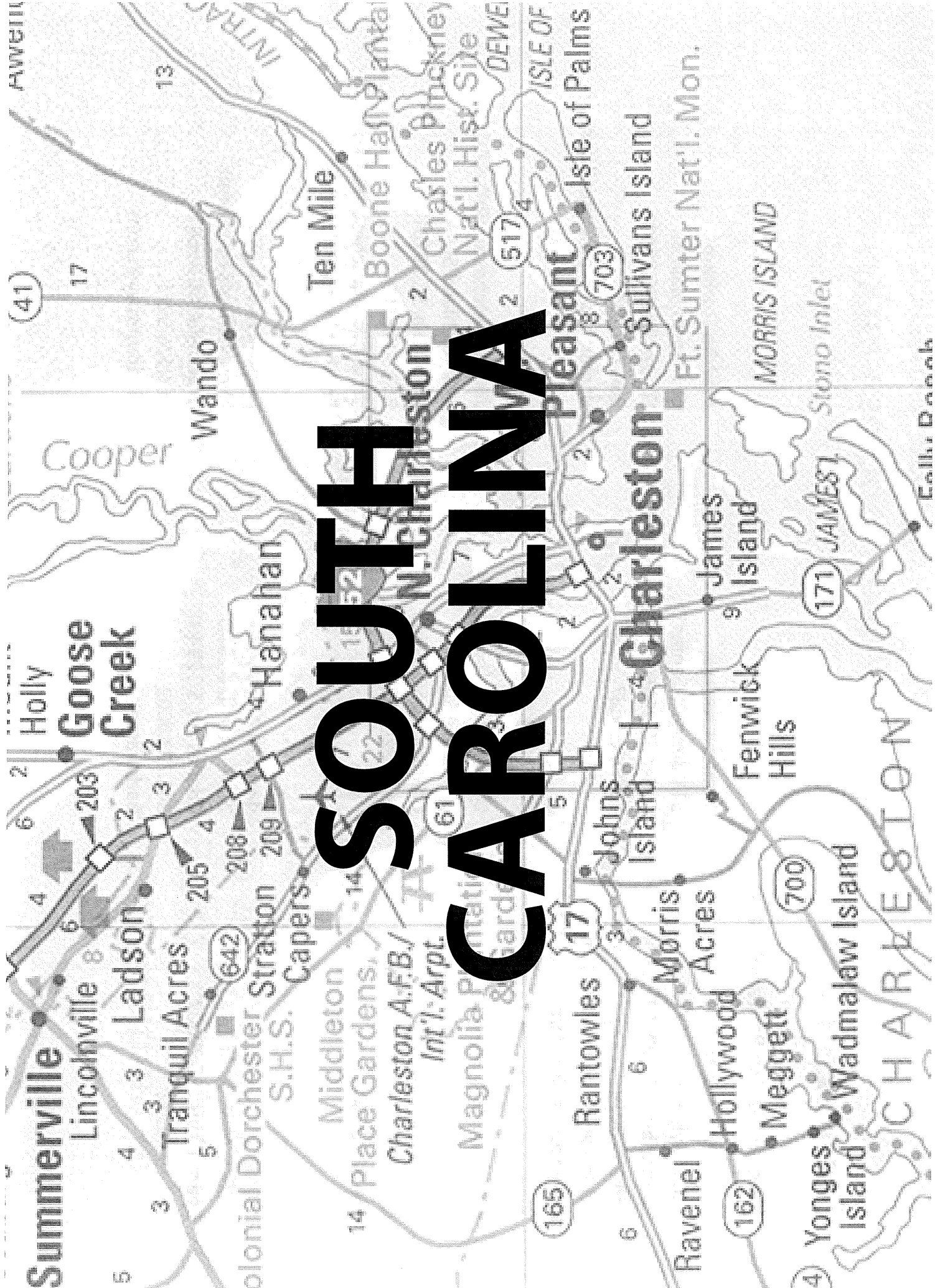
15. You can reasonably assume that anyone you encounter will have a decent understanding of your beliefs.
16. You will not be penalized (socially or otherwise) for not knowing other people's religious customs.
17. Your faith is accepted/supported at your workplace.
18. You can go into any career you want without it being associated with or explained by your faith.
19. You can travel to any part of the country and know your religion will be accepted, safe, and you will have access to religious spaces to practice your faith.
20. Your faith can be an aspect of your identity without being a defining aspect (e.g., people won't think of you as their "Christian" friend)
21. You can be polite, gentle, or peaceful, and not be considered an "exception" to those practicing your faith.
22. Fundraising to support congregations of your faith will not be investigated as potentially threatening or terrorist behavior.
23. Construction of spaces of worship will not likely be halted due to your faith.
24. You are never asked to speak on behalf of all the members of your faith.
25. You can go anywhere and assume you will be surrounded by members of your faith.
26. Without special effort, your children will have a multitude of teachers who share your faith.
27. Without special effort, your children will have a multitude of friends who share your faith.
28. It is easily accessible for you or your children to be educated from kindergarten through post-grad at institutions of your faith.
29. Disclosing your faith to an adoption agency will not likely prevent you from being able to adopt children.

30. In the event of a divorce, the judge won't immediately grant custody of your children to your ex because of your faith.
31. Your faith is taught or offered as a course at most public institutions.
32. You can complain about your religion being under attack without it being perceived as an attack on another religion.
33. You can dismiss the idea that identifying with your faith bears certain privileges.

Appendix T

Medical Resources for Transgender People

SOUTH CAROLINA



South Carolina

Mental Health Professionals

Landa M. Basham
1565 Skylyn Dr.
Spartanburg, SC 29307
864.585.5010
landa@skylyncounseling.com
skylyncounseling.com

Denise Crockett
311 Bennett Center Dr.
Greer, SC 29650
864.968.9687

Martha Durham
617 North Main St.
Greenville, SC 29601
864.232.2218
dr.marthadurham@gmail.com

Charlton Hall, LMFT
*Sliding scale
3527 Pelham Rd #E2
Greenville, SC 29615
864.384.2388

Dr. Jerrold E. Hammond
314 Grove St.
Charleston, SC 29403
843.722.2883

Jim H. Hutcheson PhD, LPC
1415 Richland St.
Columbia, SC 29201
803.806.8409
drjim@jimhhutchesonPhDcom
jimhhutchesonPhDcom

Stacey L. Jackson, LPC
2375 E. Main St. Suite A105
Spartanburg, SC 29307
864.398.9322

Barbara Melton MEd
215 E. Bay St. # 201D
Charleston, SC 29401
843.723.8002
barbarameltonlpc.com

Carol Mitchell LPC
*New patients by referral
Greenville, SC 29607
864.676.9211
piedmontpsych.com

South Carolina

Mental Health Professionals Cont.

Heidi Moss

Magnolia Counseling Associates

153 Spring St.

Spartanburg, SC 29306

864.583.5969

Hadley Mullen

Compass of Carolina

1100 Rutherford Rd.

Greenville, SC 29609

864.467.3434

compassofcarolina.org

Thomas J. Portney MA, LICSW

11417 Georgia Ave. Suite C

North Augusta, SC 29841

803.442.9410

Elizabeth Pratt MDiv, EDS, LMFT

236 Union St. #2

Spartanburg, SC 29302

864.649.6272

Lindsay-Blair Simmons LMFT

1612 Marion St. Suite 319

Columbia, SC 29201

615.260.4431

lindsayblairsimmons@gmail.com

lbsimmonscounseling.com

Dr. Jeffrey Smith

Piedmont Psychiatric Services

2094 Woodruff Rd.

Greenville, SC 29607

864.676.9211

Cathy Stone

210 W. Stone Ave.

Greenville, SC 29609

864.610.4254

South Carolina

Endocrinologists

Dr. James R. Brennan
1740 St. Julian Pl.
Columbia, SC 29204
803.256.3534

Dr. Paige Gault
*New patients by referral
853 N. Church St.
Spartanburg, SC 29303
864.560.6419

Dr. Paige Gault (2nd Location)
2755 Highway 14
Greer, SC 29650
864.849.9336

Dr. Eric Horst
1740 St. Julian Pl.
Columbia, SC 29204
803.256.3534

Dr. David Rice
Palmetto Greenville Urology
*FTM only
52 Bear Dr.
Greenville, SC 29605
864.295.2131

Dr. David Schwartz
9 Richland Medical Park Dr.
Suite 230
Columbia, SC 29203
803.434.7990

General Practitioners

Dr. Richmond Allen
1600 Skylyn Dr. Suite 300
Spartanburg, SC 29307
864.342.4000

Dr. Michelle Archer
*Also offers HRT
15 Thames Vly.
Irmo, SC 29063
864.749.0693

Kathy Benson
Premier Family Medicine
304 Ashby Park Ln
Greenville, SC 29607
864.86.9050

*HRT after you have seen endo

South Carolina

General Practitioners Cont.

Dr. Lindsey Cecil
Premier Family Medicine
304 Ashby Park Ln
Greenville, SC 29607
864.286.9050

Charleston Health Center
200 Rutledge Ave.
Charleston, SC 29403
843.628.4380

Columbia Health Center
2712 Middleburg Dr. Suite 107
Columbia, SC 29204
803.256.4908

Dr. Eric Marler
Piedmont Internal Medicine
2995 Reidville Rd. Suite 210
Spartanburg, SC 29301
864.253.8140

Dean A. Vicario NP
6704 White Horse Rd.
Greenville, SC 29611
864.294.1392

Legal Resources

Ashley Andrews
544 Savannah Hwy.
Charleston, SC 29407
843.762.3554
andrews@lafondlaw.com

JJ Andrighetti
110 Williams St.
Greenville, SC 29601
864.370.8221
jjalaw.com

Anne Frances Bleecker
82 Church St.
Charleston, SC 29402
843.722.2900
afbleecker@bleeckerlawfirm.com
bleeckerlawfirm.net

South Carolina

Legal Resources Cont.

Sarah E. Brown

1 Augusta St. Suite 301
Greenville, SC 29601
864.271.1595
info@moonlawsc.com

M. Melissa Burnette

2322 Devine St.
Columbia, SC 29295
803.251.0202
mmburnette@mindspring.com

Margaret Chamberlain

600 Pettigru St.
Greenville, SC 29601
864.250.0505
info@margaretchamberlainlaw.com
margaretchamberlainlaw.com

Collen T. Condon

3 Gamecock Ave. Suite 301
Charleston, SC 29407
843.225.7288
colleen@colleencondonlaw.com
colleencondonlaw.com

Erin Culbertson

110 Williams St.
Greenville, SC 29601
864.370.8222
erin@culbertsonalexander.com

Suzanne Groff

1058 Sea Eagle Watch
Charleston, SC 29412
843.406.7733
suzannegroff@grofflaw.com

Mary Ann Hall

1327 Ashley River Rd. Suite C 100
Charleston, SC 29407
843.377.1341
mahlawfirm.com

Edward Hawkins

800 Wappoo Rd.
Charleston, SC 29407
843.255.7565
edhawkinslaw.com

Deborah K. Lewis

Charleston, SC
843.747.9540

South Carolina

Legal Resources Cont.

John M. Mussetto
2607 Woodruff Rd. Suite E 228
Simpsonville, SC 29681
864.283.0040
john@mussettolaw.com

Heather S. Shaw
2129 Dorchester Rd.
North Charleston, SC 29405
843.377.1686
shawlawfirm@inbox.com

Neki Shutt
Columbia, SC 29205
803.256.2371

Elizabeth Stringer-Nettles

753 Folly Rd.
Folly Beach, SC 29412
843.795.1331
liz@stringerlaw.us
stringerlaw.us

Miscellaneous Resources

Blood Work

On Call Medical Healthcare Solutions

1757 Woodruff Rd.
Greenville, SC
864.458.9288

Electrolysis

Heather Collins

620 Howell Rd.
Greenville, SC
864.979.7824

Laser Hair Removal

New Body Center

614 Blitchridge Rd.
Charleston, SC
843.769.2223

South Carolina

Miscellaneous Resources Cont.

Massage Therapy

Emily McSherry
Greenville, SC
864.987.5541

Medical Liaison

Kinneil Coltman
Dir. of Diversity GVL Health Systems
701 Grove Rd. Greenville, SC 29605
864.455.9828
kcoltman@ghs.org

OBGYN

Dr. Brandi Hardin
Women's Clinic
475 Heywood Avenue
Spartanburg, SC 29307
864.699.5020

Speech Therapy

**Beacon Inc Speech Language
Pathology**
Taylors, SC
864.292.5154

Speech Therapy

North Hills Rehab Center
Magnolia Medical
Greenville, SC
864.752.3357
Physician to fax in prescription for
speech therapy & demographics

Speech Therapy

Roger C Peace Rehab. Hospital
Greenville, SC
864.455.7716
Need Letter from ear, nose,
throat physician

Speech Therapy

Speech Works
Greenville, SC
864.241.6222
Need Letter from ear, nose,
throat physician

Waxing

Hannah-Lynn
Woodruff Rd. Greenville, SC
864.254.6373

If you know of any other trans resources
in the state of South Carolina please contact
Ethan Johnstone directly by sending an email to
ethanjohstone@gmail.com.*

