Derived from White Fragility - “A state when even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves.” – Robin DiAngelo

- Reactive & Defensive
- Triggered by any loss of privilege or feeling of any racial stress
- Anger, disengagement, fear, guilt, “white tears”
- Aims to reinstate white comfort and racial privilege
- Not overt, common among good people, well meaning, positive intent

- Cultural Humility - Melanie Tervalon and Jann Murray-Garcia
- Responsive & Engaging
- Lifelong Commitment to:
  - Self-Evaluation and Self-Critique
  - Recognize & Challenge Power Imbalances
  - Personal/Social/Institutional Accountability

1. The concept of Privileged Fragility was developed by Joe-Joe McManus, Ph.D. and first presented on July 7, 2015 as part of the course “Social Context of Education (EDUC 7435-08) taught at the Lynch School of Education at Boston College.
2. The Disposition Spectrum for Equity & Social Justice ranging from Privileged Fragility to Cultural Humility was developed by Joe-Joe McManus, Ph.D. and first presented at the White Privilege Conference (WPC17) in Philadelphia, PA on April 14, 2016.