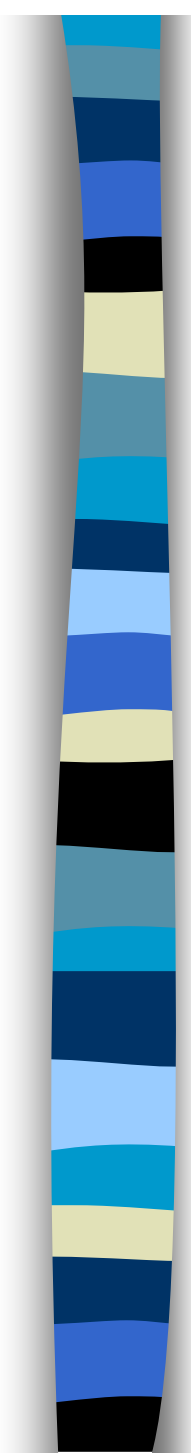


Type of Oppression	Variable	Non-Target Groups	Target Groups
Racism	Race/Color	Whites	People of Color
Sexism	Gender	Men	Women
Genderism	Gender Identity/Expression	Non-Transgender Gender Conforming	Transgender Gender Non-Conforming
Classism	Socio-Economic Class	Middle, Upper Class	Poor, Working Class
Elitism	Education Level Place in the Hierarchy	Formally Educated Managers, Exempt, Faculty	Informally Educated Clerical, Non-Exempt, Students
Religious Oppression	Religion	Christians, Protestants	Muslims, Catholics, Others
Anti-Semitism		Christians	Jews
Militarism	Military Status	WW I & II, Korean, Gulf, Iraq, Afghanistan Vets	Vietnam War Vets
Ageism	Age	Young Adults (25-39 yrs.)	Elders (40+ by law)
Adultism		Adults	Children & Youth
Heterosexism	Sexual Orientation	Heterosexuals	Lesbians, Gays, Bisexuals
Ableism	Physical or Mental Ability	Person without Physical or Mental Disability	Person with Physical or Mental Disability
Xenophobia	Immigrant Status	US Born	Immigrant
Linguistic Oppression	Language	English	English as Second Language Non-English

Target/Non-Target Activity: Your Target Group Identities

- 
- Which **target groups** are you or have you been a member of? Circle all that apply.
 - People of color
 - Support staff/supervisees
 - Poor/working class
 - Informally or less formally educated
 - Women
 - Transgender/Gender Non-Conforming
 - Jews/Muslims/Catholics/Jehovah's Witness, Atheist, Wiccan, etc.
 - Elders (40+)
 - Children
 - Lesbian, Gay, Bisexual
 - Person with Physical or Mental Disability
 - Vietnam vets
 - Immigrant
 - English as a second language, deaf people
 - What are some strengths that come from your experiences as a member of one of the groups you circled? Write down the words that come to mind to describe those strengths.
 - What are some of the ways that you experience inequality and exclusion as a member of that same target group?

Target/Non-Target Activity:

Your Non-Target Group Identities

- Which **non-target** groups are you or have you been a member of? Circle all those that apply.
 - White/Caucasian
 - Management/Supervisors
 - Formally or “more” educated
 - Men
 - Non-Transgender/Gender Conforming
 - Protestants
 - Young persons/children
 - Adults/Middle-aged persons
 - Heterosexual
 - Person without Physical or Mental Disability
 - English as a first language
 - Middle/Owning Class
 - US passport/born
 - WWI,Korean,Gulf War vets
- What are some strengths that come from your experiences as a member of one of the non-target groups you circled?
- Now, describe a time you were treated “better than” because of your membership in that same non-target group. (privilege)
- Now, describe time when you found yourself treating a person in the corresponding target group as “less than” (may have been intentional or unintentional, conscious or unconscious or as bystander).
- Describe one painful cost or negative consequence of being in that non-target group.