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