Privilege:
- Unearned access to resources (social power) only readily available to some people as a result of their advantaged social group membership.

Social Power:
- Access to resources that enhance one’s chances of getting what one needs or influencing others in order to lead a safe, productive, and fulfilling life.

Oppression:
- A system that maintains advantage and disadvantage based on social group memberships and operates, intentionally and unintentionally, on three levels:
  - **Individual:** attitudes and actions that reflect prejudice against a social group (intentional and unintentional).
  - **Institutional:** policies, laws, rules, norms, and customs enacted by organizations and social institutions that disadvantage some social groups and advantage other social groups. These institutions include religion, government, education, law, the media, and the health care system (intentional and unintentional).
  - **Cultural:** social norms, roles, rituals, language, music, and art that reflect and reinforce the belief that one social group is superior to another (intentional and unintentional).


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Prejudices → Stereotypes

Society
(Societal "Destiny")

Discrimination

Oppression

Watch your thoughts; they become your words.
Watch your words; they become your actions.
Watch your actions; they become your habits.
Watch your habits; they become your character.
Watch your character; it becomes your... Destiny.

— Frank Outlaw
## Understanding Oppression

<table>
<thead>
<tr>
<th>Social Identity</th>
<th>Form / Type of Oppression</th>
<th>Dominant / Privileged Group(s) (Traditionally or Historically)</th>
<th>Marginalized / Underrepresented Groups (Traditionally or Historically)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>Racism</td>
<td>Whites</td>
<td>Arab/Middle Eastern, Asian/Asian American/Pacific Islander, Black/African/African American/Caribbean, Latino/Hispanic, Native American/First Nations/Indigenous Peoples, Biracial/Multiracial</td>
</tr>
<tr>
<td>Gender</td>
<td>Sexism</td>
<td>Men</td>
<td>Women, people who identify as transgender</td>
</tr>
<tr>
<td>Class</td>
<td>Classism</td>
<td>Owning class, upper middle class</td>
<td>Lower middle class, working class, poor</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>Heterosexism</td>
<td>Heterosexuals</td>
<td>People who identify as lesbian, gay, bisexual, etc.</td>
</tr>
<tr>
<td>Religion</td>
<td>Religious Oppression</td>
<td>Christians</td>
<td>People who practice a religion or have faith or spiritual beliefs that are not Christian</td>
</tr>
<tr>
<td>A Physical, Psychological, Developmental [Dis]Ability</td>
<td>Ableism</td>
<td>People without disabilities</td>
<td>People with disabilities</td>
</tr>
<tr>
<td>Age</td>
<td>Ageism</td>
<td>Middle-aged adults</td>
<td>Youth, Seniors</td>
</tr>
</tbody>
</table>

Each form of oppression is (1) perpetuated by a socialization process, (2) has privileged and oppressed social groups and (3) operates on multiple levels (i.e., individual, institutional, cultural/societal, conscious and unconscious).

Adapted from Teaching for Diversity and Social Justice, Edited by Adams Bell & Griffin.
One-Up Group Perspective

Unaware to "groupness"
Individual acts
Unaware of privilege
Internalize Dominance
Focus on victim
Create systems out of their own beliefs
"Stay-in-line" / Collusion
Intent
Progress

VS.

One-Down Group Perspective

Aware of "groupness"
Patterns
Aware of privilege
Internalize Oppression
Focus on system
Use of standard One-Up group to evaluate their own group
Collusion / "Stay-in-line"
Effect
Long way to go