

# IDENTITY, PRIVILEGE AND SYSTEMS OF OPPRESSION

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# SPACE EXPECTATIONS



creating a positive space that encourages dialogue



engaging actively and constructively



trying to use inclusive language



examining and critiquing ideas, not people



ensuring that one participant speaks at a time



be aware of the amount of time we occupy when providing input









**DrawntoIntellect**  
@Drawn2Intellect



Teach me about racism, they say.

But DO NOT:

- hurt my feelings
- make me upset
- talk about violence
- allude to my privileges
- use language I'm unfamiliar with
- be too academic, too bold, or too well-spoken
- and never, ever, ever contradict what I already believe in





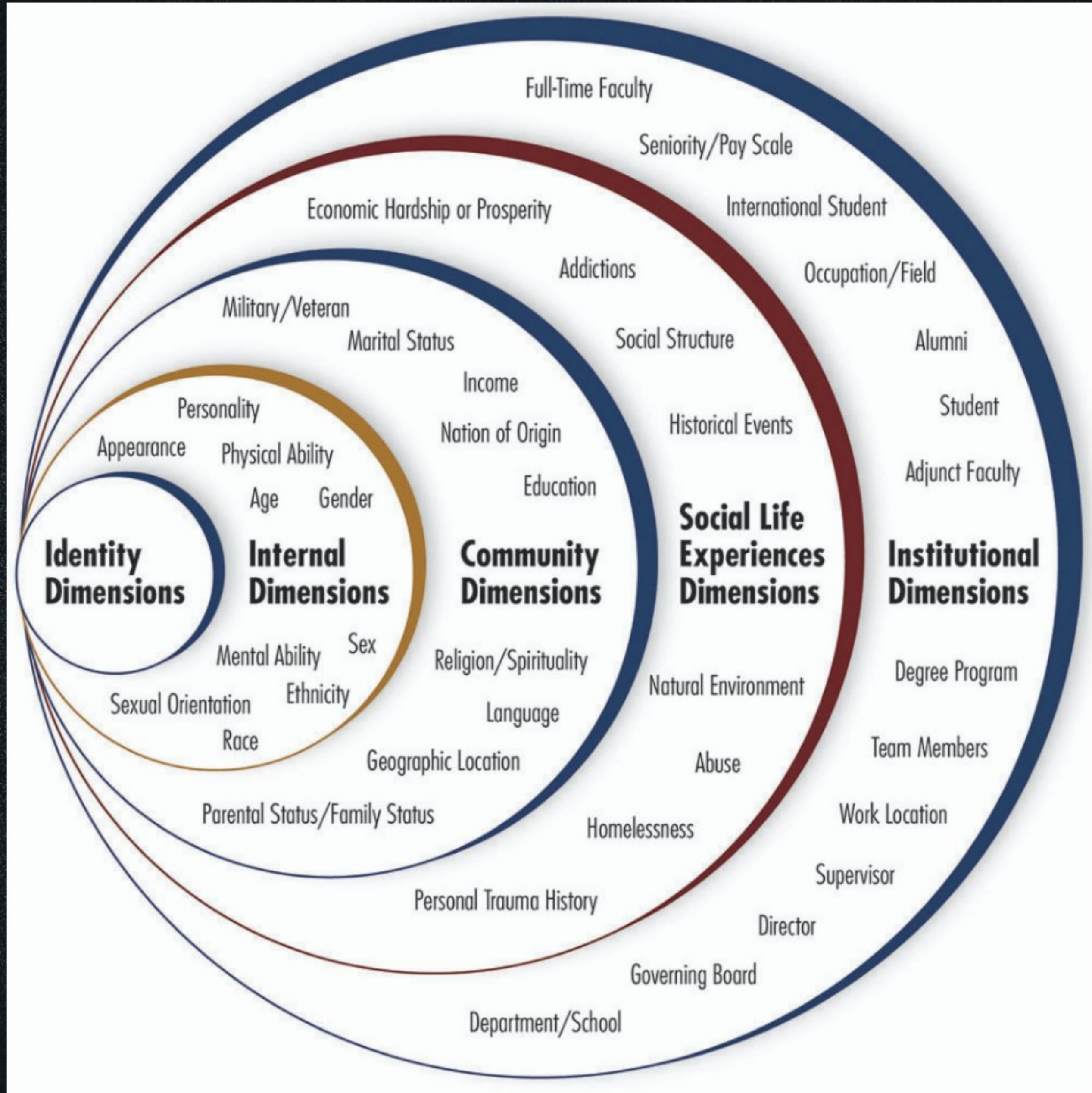
# TODAY'S AGENDA



1. Identity
2. Privilege
3. Systems of Oppression



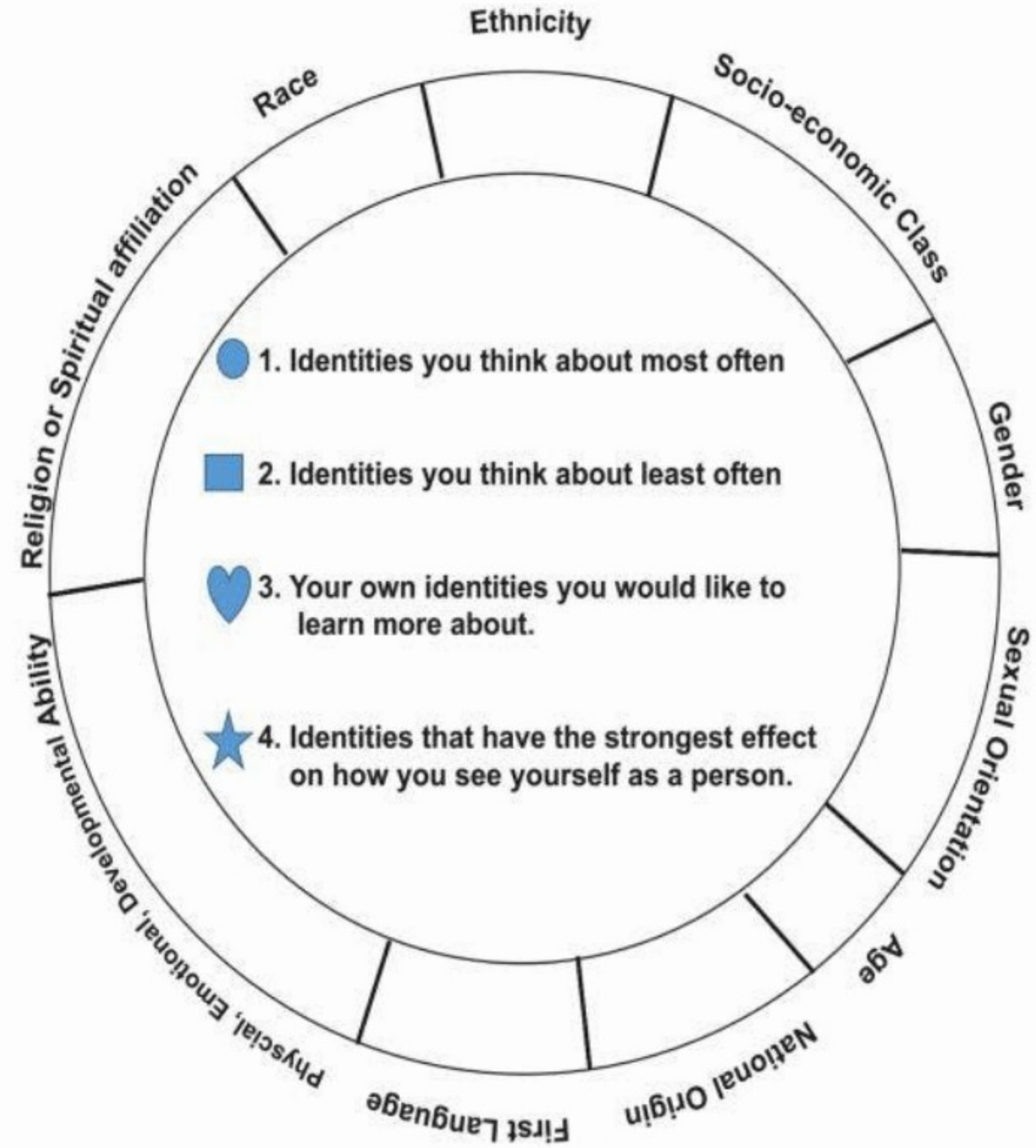






# Social Identity Wheel

(Adapted from "Voices of Discovery", Intergroup Relations Center, Arizona State University)







Share the identities that you think about most often.

Share the identities that you think about least often.  
Why do you think you selected these identities?





# Yes or No?

Yes

People are either old or young.

People are either rich or poor.

People are either able-bodied or have a disability.

No









# Intersectionality Definition

A theoretical framework that examines the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups.





# POWER





“Privilege exists when one group has something of value that is denied to others simply because of the ‘social’ groups they belong to, rather than because of anything they’ve done or failed to do.”

–Peggy McIntosh, Ph.D.

“Social privilege is the experience of having the expressions, values, beliefs and practices of your culture protected and given **prioritized access to resources**...like housing, employment, material resources, financial stability, health care, functional & effective education, institutional advocacy & support, and...safety.”

–Jihan McDonald, M.A.

## Privilege Defined & Reframed





# Privilege

Question One – What are one or more ways in which you have had unearned disadvantage in your life?

Question Two - What are one or more ways in which you have had unearned advantage in your life?

Question Three – What is it like for you to sit here, talk about, and hear about these experiences of unearned disadvantage and advantage?





# What is Oppression?

The combination of prejudice and institutional power which creates a system that discriminates against some groups (often called “target groups”) and benefits other groups (often called “dominant groups”).

These systems enable dominant groups to exert control over target groups by limiting their rights, freedom, and access to basic resources such as health care, education, and employment.





Social identity category	Privileged social groups	Border social groups	Targeted social groups	Ism
Race	White people	Biracial people	Asian, Black, Latinx, Indigenous people	Racism
Sexuality	Heterosexual people	Bisexual people	Lesbian, gay, asexual people	Heterosexism
Gender identity	Gender conforming (cis) bio men and women	Gender ambiguous people	Transgender, gender-queer, intersex people	Transgender oppression
Ability	Temporarily able-bodied people	Individuals with temporary disabilities	People with disabilities	Ableism
Religion	Protestants	Catholics, Agnostics	Muslims, Jews, Atheists, Hindus	Religious oppression
Citizenship status	Native-born United States citizens	Naturalized citizens, refugees, DACA recipients	Undocumented immigrants	Nationalism

## Privileged/Oppressed Identities



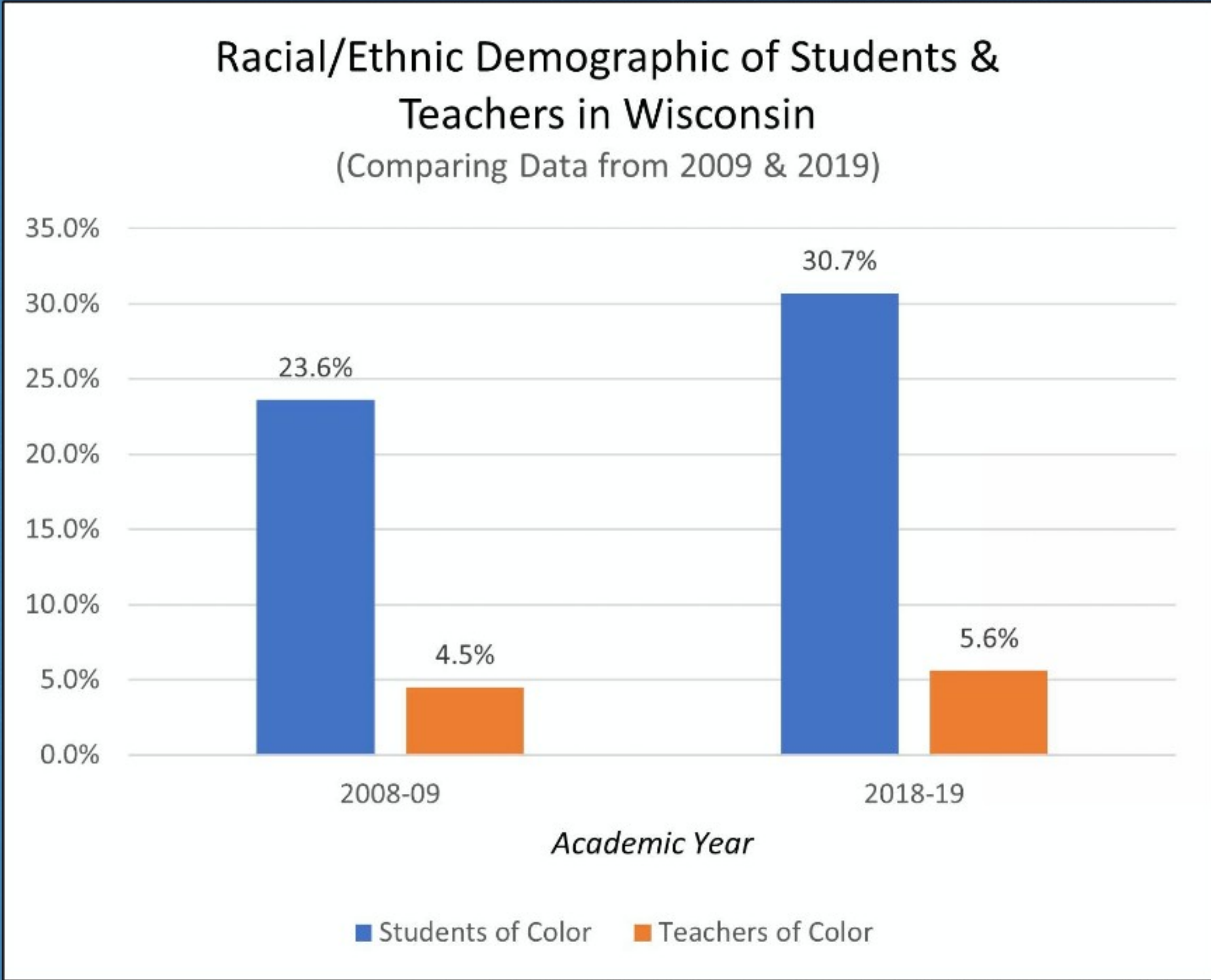




# The Four I's of Oppression







# Impact of Privilege

Wisconsin Policy Forum (2020). A Teacher Who Looks Like Me





# 2x

Black & Native students are  
**TWICE as likely** as their peers to  
be identified as having an  
emotional behavioral disability.

*--DPI, 2016*

**Impact of Privilege**





# Homework

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# Read, Watch, Do!

Read:

[https://www.huffpost.com/entry/explaining-white-privilege-to-a-broke-white-person\\_b\\_5269255](https://www.huffpost.com/entry/explaining-white-privilege-to-a-broke-white-person_b_5269255)

Watch:

<https://youtu.be/h7mzj0cVL0Q>

Do: White and Heterosexual  
Privilege Inventory (in Canvas)

