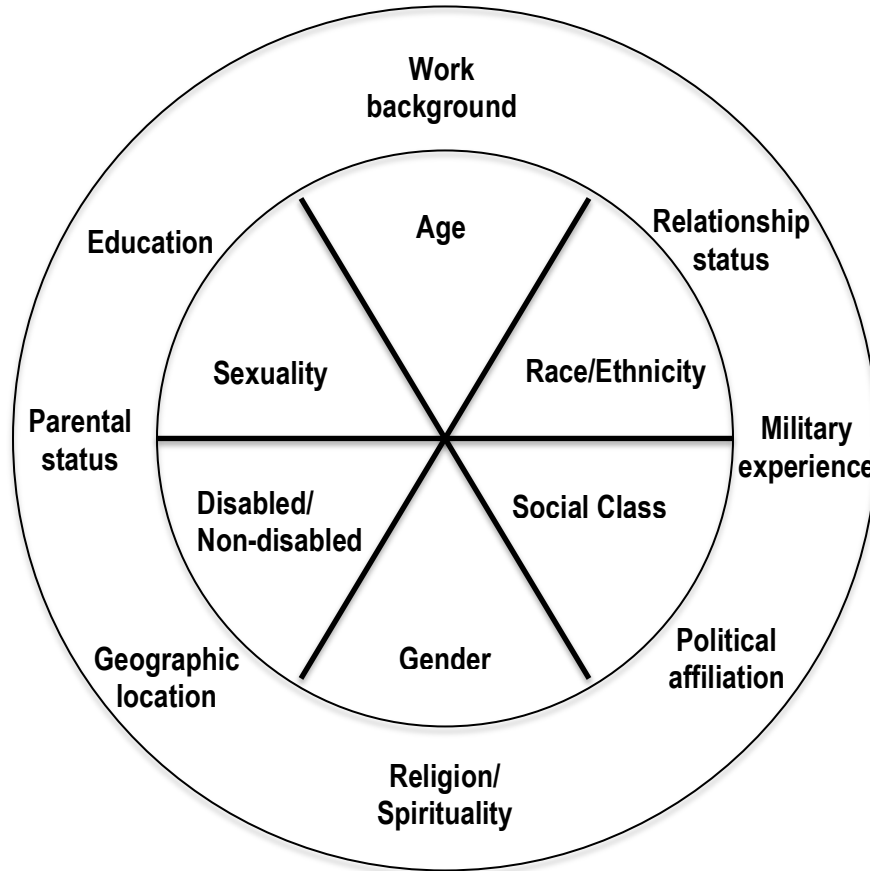


Social Identities

Christina Jimenez and Dena Samuels, UCCS



**Diversity Wheel adapted from Loden, M, & Rosener, J. (1991). Workforce America. NY: McGraw-Hill.*

Race/Ethnicity	
Gender	
Social Class	
Sexuality	
Religion/Spirituality	
Disabled/Non-disabled	
Age	
Education	

Privilege

Race/Ethnicity	<i>White</i>
Gender	<i>Male</i>
Social Class	<i>Middle-Upper</i>
Sexuality	<i>Heterosexual</i>
Religion/Spirituality	<i>Christian</i>
Disabled/Non-disabled	<i>Non-disabled</i>
Age	<i>Young/Middle-aged</i>
Education	<i>Formally educated</i>

“Each individual derives varying amounts of penalty and privilege from the multiple systems of oppression which frame everyone’s lives.”

- Patricia Hill Collins

- Privilege and oppression are not an either/or, but a spectrum based on your statuses in society.
- Privilege is based on how your identities align with what is considered normative/normal/accepted.
- We are all implicated in systems of inequality through our own matrix of privilege and oppression...

How do we experience privilege?

- Automatically being trusted and/or being given the “benefit of the doubt”
- Being included in ways that are unquestioned – providing a sense of belonging
- Being treated in ways that make you feel automatically included and valued
- Something you can’t opt out of because it’s systemic
- An “unearned” advantage vs. a personal achievement

Key aspects of privilege:

- Privilege is like being buoyed in a pool of water, while oppression is the anchor that drags us down.
- It is embedded in society: it is assumed, unnamed, and invisible
- It is the standards against which we are all measured
- It significantly affects performance in academics, interviews, discussions, life chances, longevity, etc.
- It provides a sense of well-being, and personal validation