

# DOMINANT AND MARGINALIZED IDENTITIES OVERVIEW

DOMINANT GROUP(S)		MARGINALIZED GROUP(S)
30s to 50s	AGE	Younger; Older
White	RACE	Person of Color; People who identify as Biracial/Multiracial
Male	SEX	Female; Intersex
Identifies within Gender Binary System ~ either masculine or feminine	GENDER IDENTITY & GENDER EXPRESSION	Gender Non-conforming; Gender Queer; Ambiguous; Androgynous; Transgender
Heterosexual	SEXUAL ORIENTATION	Gay; Lesbian; Bisexual; Queer; Questioning
Upper class; Upper middle class; Middle class	SOCIOECONOMIC STATUS	Working class; Living in poverty
Graduate or College degree; Private schooling	EDUCATIONAL LEVEL	High school degree; Public schooling
Protestant; Catholic	RELIGION/SPIRITUALITY	Muslim, Jewish, Agnostic, Buddhist, Atheist, Hindu, Spiritual, Mormon, Jehovah Witness...
U.S. born	NATIONAL ORIGIN	Born in a country other than the U.S.
Able bodied	ABILITY	People with a physical, mental, emotional and/or learning disability; People living with AIDS/HIV+
American; Western European heritage	ETHNICITY/CULTURE	Puerto Rican; Navajo; Mexican; Nigerian; Chinese; Iranian; Russian; Jewish...

RESOURCE: TEACHINGS FOR DIVERSITY AND SOCIAL JUSTICE, 2ND ED. (2007).

# Social Identity Mapping

**Diversity** include all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. While diversity is often used in reference to race, ethnicity, and gender, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, cognitive approach, and physical appearance.

**AGE**

**RACE**

**GENDER**

**SEXUAL ORIENTATION**

**EDUCATION**

**RELIGION/SPIRITUALITY**

**NATIONAL ORIGIN**

**ABILITY**

**MILITARY EXPERIENCE**

**ETHNICITY**

**LANGUAGE**

**SOCIOECONOMIC STATUS**

# Identity Impact Worksheet

AN IDENTITY YOU FEEL PROUD ABOUT

AN IDENTITY OTHERS MAY NOT KNOW

IDENTITY THAT IS APPARENT

AN IDENTITY YOU THINK ABOUT FREQUENTLY

AN IDENTITY YOU NEVER THINK ABOUT

AN IDENTITY THAT HAS GIVEN YOU A PROFESSIONAL ADVANTAGE

AN IDENTITY THAT HAS BEEN A BARRIER

AN IDENTITY YOU FEEL COMFORTABLE TALKING AND SHARING STORIES ABOUT

AN IDENTITY THAT HAS CAUSED YOU SHAME AT SOME POINT IN YOUR LIFE

AN IDENTITY THAT YOU MINIMIZE AT WORK

AN IDENTITY THAT HAS TRANSFORMED

AN IDENTITY YOU WISH OTHERS UNDERSTOOD BETTER

# GROWING ALLYSHIP: ASSESSMENT

What are some of the personal resources you have to Grow Your Allyship and what are those you still need to enhance?

**PASK** stands for **Passion, Awareness, Skills & Knowledge**. Think about where you stand at this point in time and make a checkmark along the continuum that best relates.

I feel comfortable with this and can be a resource to others.

I am somewhat comfortable with this and can be somewhat of a resources to others.

I do not feel comfortable with this and cannot be a resource to others

(P) PASSION	PASSION
Energy for this work	
Deep desire for doing this work	
Commitment on personal/ professional levels	
Willingness to be vulnerable	

(A) PERSONAL AWARENESS	PERSONAL AWARENESS
Clarity about what identity(ies) I hold	
Recognition that I don't know everything about myself	
Awareness of the impact of my communication and conflict styles on others	
Awareness of the impact of my social identity group memberships on my perspectives and experiences	

<b>(S) SKILLS</b>	<b>SKILLS</b>
Ability to challenge others in a productive way	
Recognition that there are multiple simultaneous truths	
Ability to discuss issues related to identity, power, privilege, allyhood	
Willingness to accept other's leadership	
Willingness to receive feedback	

<b>(K) KNOWLEDGE</b>	<b>KNOWLEDGE</b>
Conceptual understanding of prejudice, discrimination, oppression, and allyhood	
Knowledge of history of different groups/culture in US context	
Knowledge of history of different groups/culture in global context	

\* This form is adapted from the "Facilitator Personal Assessment Chart" found in Intergroup Dialogue: Deliberative Democracy in School, College, Community, and Workplace; The University of Michigan Press: Ann Arbor