

A Working Conceptualization of Historically Excluded (Target) and Historically Included (Non-Target) Groups

Types of Oppression	Variable	Non-Target Groups	Target Groups
Racism	Race/Color/Ethnicity	White	People of Color (African, Asian, Native, Latino/a Americans)
Classism	Socio-Economic Status	Middle, Upper Class	Poor, Working Class
Elitism	Education Level Place in Hierarchy	Formally Educated Managers, Exempt, Faculty	Informally Educated Clerical, Non-Exempt, Students
Sexism	Gender	Men	Women, Transgender, Intersex
Cissexism/ Transphobia	Gender Identity/ Gender Expression	Cisgender; Appearance and behaviors are congruent with the Gender Binary System	Transgender, Gender Non-conforming, Genderqueer, Non-Binary, Agender
Heterosexism	Sexual Orientation	Heterosexuals	Gay, Lesbian, Bisexual, Pansexual, Asexual, Queer, Questioning
Religious Oppression	Religion	Christians/Protestant	Muslim, Jewish, Catholic, Agnostic, Hindu, Atheist, Buddhist, Spiritual, LDS, Jehovah's Witness, Pagan...
Anti-Semitism	Religion and Culture	Non-Jewish	Jewish
Militarism	Military Status	World War I & II, Gulf War Veterans	Vietnam, Iraq, Afghanistan Veterans, Pacifists
Ageism Adultism	Age	Young Adults Adults	Elders (40+ by law) Children
Ableism	Physical, Mental, Emotional, Learning Ability	Currently Able-Bodied	People with a physical, mental, emotional and/or learning disability
Xenophobia	Immigrant Status	US Born	Immigrant
Linguistic Oppression	Language	English	English as a Second Language, Non-English

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* Please note that this chart is not presented as definitive, authoritative or "the right or only way", but rather as a meaningful starting point and reference point for a common language and approach to dialogue



Your Historically Excluded Identities

An Activity

Of which historically excluded groups are you or have you been a member?

Check all that apply.

- People of Color
- Poor/Working Class
- Informally Educated
- Clerical, Non-exempt, Student
- Women, Intersex
- Transgender, Gender Non-conforming, Gender Queer, Androgynous
- Gay, Lesbian, Bisexual, Pansexual, Asexual, Queer, Questioning
- Muslim, Jewish, Catholic, Agnostic, Hindu, Atheist, Buddhist, Spiritual, LDS, Jehovah's Witness, Pagan/Others
- Vietnam/Iraq/Afghanistan Veterans; Pacifist
- Elders, Children
- People with disabilities
- Immigrant
- People with English as a second language, deaf people

What are some strengths that come from your experience(s) as a member of one of the groups you circled? Write down the words that come to mind to describe these strengths.

Now, think about a time you were treated as "less than" because of your membership in one of the groups you circled. Write down the words that come to mind to describe being treated as "less than".

Your Historically Included Identities

An Activity

Of which historically included groups are you or have you been a member?

Check all that apply.

- White/Caucasian
- Middle/Upper Class
- Formally Educated
- Manager, Exempt, Faculty
- Men
- Cisgender-Congruent with Gender Binary System
- Heterosexuals
- Christians/Protestant
- WW I & II, Korean, Gulf War
- Young Adults, Adults
- Currently "able-bodied"
- U. S. Born
- People with English as a first/ dominant language

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 these strengths.

Now, think about a time you were treated as "better than" because of your membership in one of the groups you've circled. Write down the words that come to mind to describe being treated as "better than".

OR, a time when you found yourself treating a person in a target group as "less than" (may have been intentional or unintentional, conscious or unconscious).