



## PRIVILEGED AND MARGINALIZED IDENTITIES

PRIVILEGED GROUP		MARGINALIZED GROUP
Late 30s to 50s/early 60s	<b>Age</b>	Younger; Older
White	<b>Race</b>	Person of Color; People who identify as Biracial/Multiracial
Male	<b>Sex</b>	Female; Intersex
Cisgender; Appearance and behaviors are congruent with the gender binary system ~ either masculine OR feminine	<b>Gender Identity and Gender Expression</b>	Transgender; Gender nonconforming; Gender queer; Androgynous
President, Deans, Directors, Faculty, Supervisors	<b>Hierarchical Level</b>	Students; Graduate teaching assistants; Direct service staff
Heterosexual	<b>Sexual Orientation</b>	Gay; Lesbian; Bisexual; Queer; Questioning
Upper class; Upper middle class; Middle class	<b>Social Class</b>	Working class; Living in poverty
Graduate or 4-year degree; Highly valued school; Private schooling	<b>Education Level; Credential; Certificate</b>	High school degree; 1st generation to college; Less valued school; Public school
Christian (Protestant; Catholic)	<b>Religion/Spirituality</b>	Muslim, Jewish, Agnostic, Hindu, Atheist, Buddhist, Spiritual, LDS, Jehovah Witness, Pagan...
U.S. born	<b>National Origin</b>	"Foreign born;" Born in a country other than the U.S.
Currently "able-bodied"	<b>Ableness/Disability</b>	People with a physical, mental, emotional and/or learning disability; People living with AIDS/HIV+
"American;" Western European heritage	<b>Ethnicity/Culture</b>	Puerto Rican; Navajo; Mexican; Nigerian; Chinese; Iranian; Russian; Brazilian; Jewish...
Fit society's image of attractive, beautiful, handsome, athletic...	<b>Size, Appearance, Athleticism</b>	Perceived by others as too fat, tall, short, unattractive, not athletic...
Proficient in the use of "Standard" English	<b>English Literacy</b>	Use of "non-standard" English dialects; have an "accent"
Legally married in a heterosexual relationship	<b>Marital Status</b>	Single; divorced; widowed; same-sex partnership; in an unmarried heterosexual partnership...
Parents of children within a 2-parent heterosexual marriage	<b>Parental Status</b>	Unmarried parent; do not have children; non-residential parent; LGBTQ parents...
More years on campus	<b>Years of Experience</b>	New; little experience on campus
U.S. citizen	<b>Immigration Status</b>	People who do not have U.S. citizenship, are undocumented
Suburban; valued region of U.S.	<b>Geographic Location</b>	Rural; urban...less valued region of U.S.
Light skin; European/Caucasian features	<b>Skin Color/Phenotype</b>	Darker skin; African, Asian, Aboriginal features...
Nuclear family with 2 parents in a heterosexual relationship	<b>Family Status</b>	Blended family; Single-parent household; Grandparents raising grandchildren; Foster family...
Extroverted; task-oriented; analytical; linear thinker	<b>Work Style</b>	Introverted; process-oriented; creative; circular thinker