

Privilege/Oppression Matrix

Dominant Group	Marginalized Group	Oppression
White	Black, Indigenous and People of Color	Racism
Colonizer	Native/Indigenous	Colonialism
Cisgender Men	Women, Transgender, non-binary, genderfluid, gender neutral	Sexism
White European textures and style	Individuals of African descent textures and styles	Hair Discrimination
White Beauty Standard	Non-white beauty, exotic, fetishized	Exoticism/Beautyism
White "Ideal" Body Shape Standard	Body sizes and shapes that are considered, for example, "overweight" or too "tall" and are generally not considered the "normal" or "ideal" body size or shape	Sizeism
Able-bodied, Able-minded	People with a disability	Ableism
Adult	Youth/Elder	Ageism
Homed Individuals	Individuals without homes, unsheltered/unhoused	Aporophobia
English speaking	Non-English Speaking, English with an accent or dialect (example: African American English)	Linguicism
Heterosexual	Lesbian, Gay, Bi, Queer, plus (more specific- Non-binary, Asexual, Intersex, Transgender, Gender fluid, Two-spirit (native/indigenous term ONLY))	Heterosexism
Wealthy	Poor (socioeconomic disadvantaged people), working class, and middle class	Classism
Citizen	Non-citizen	Nationalism
Formally educated	Non-formally educated	Elitism
Christian	All other religions/spiritual practices or non-practicing	Christian Hegemony
Persons without Justice System Involvement	Convicted and or Incarcerated Individuals	Legalized Discrimination
Parental and Marital status	Single Parents/Divorcees/Unmarried	Familial/Marital discrimination
Corporations/Businesses	Individuals, groups that advocate or supporting marginalized/oppressed communities or individuals	Corporatism

Privilege/Oppression Matrix

I would like to introduce an important piece for anti-racist work: the Privilege/Oppression Matrix.

It provides an equity lens to view one's identity and the space each one of us occupy.

The goal of the matrix is to help us identify where we are in our social hierarchy for the purpose of

(1) reminding us that privilege also exists on a spectrum;

(2) that forms of oppression exist and are more visible to those oppressed; and

(3) that we should all use our privilege to create laws, rules, policies, and processes to remove barriers and obstacles to address the needs for those of us that are the most oppressed (or those with the least privilege).

What I want to ask all of us to do will require bravery and discomfort.

There is a tendency to feel guilt and shame when talking about privilege.

And sometimes a total denial of recognizing privilege.

This is where bravery comes in, we must actively push aside those feelings.

These feelings are normal but act to de-center the conversation and create obstacles to real movement towards racial equity.

Instead, I ask that we accept that we are all experiencing this discomfort, and all are feeling some level of shame or guilt around the privilege we have.

The point is that we're all people, there is no universal human experience, that each one of us comes to this table with a different complex identity, and the privilege each of us receive is based on the socially constructed value of each part of our identities.

It's not about tolerating identities it's about embracing them.

By embracing our identity, we work toward a common purpose – to make the UTC an anti-racist agency.

Notes:

Aporophobia - "negative attitudes and feelings towards poverty and poor people... disgust and hostility toward poor people, those without resources or who are helpless."