



Reflecting on Our Privileged and Marginalized Identities in SFS

JEDI ENGAGEMENT SESSION:
SFS ANNUAL MEETING 2021

Prepared by SFS JEDI Task Force

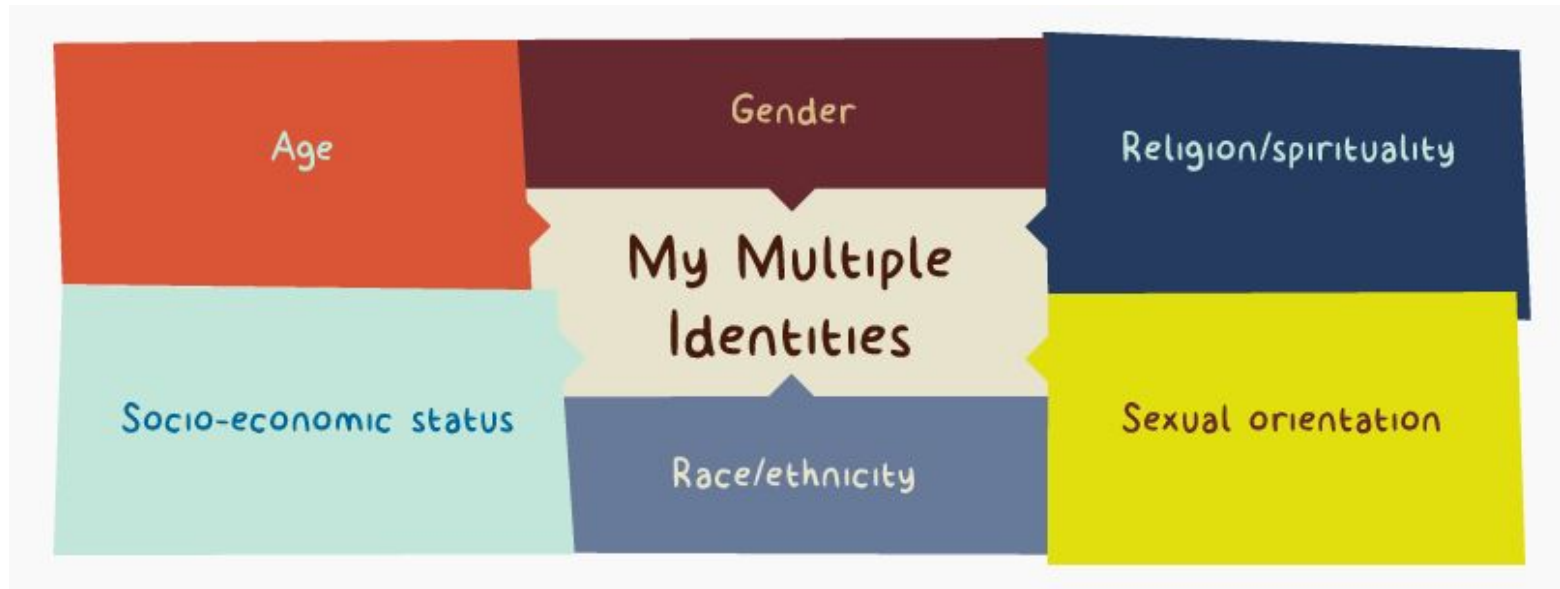
Overview

In the next ½ hour, you will be exploring important issues around identity and power with fellow SFSers. You will find that each of us has both privileged and marginalized identities. We hope you are comfortable sharing and “unpacking” these as we strive to build greater awareness of the challenges and opportunities to address in building a more equitable, diverse, and inclusive SFS.

Enjoy the activities and the camaraderie of your group members!

Materials for this SFS JEDI Engagement come in part from The MSW@USC, the online Master of Social Work program at the University of Southern California.

Multiple Identities



- Age, gender, religious or spiritual affiliation, sexual orientation, race, ethnicity and socioeconomic status are all identities.
- Some identities are visible (like race or assumed gender), while other identities are internalized and are not always easy to see (like a disability, socioeconomic status or education level).

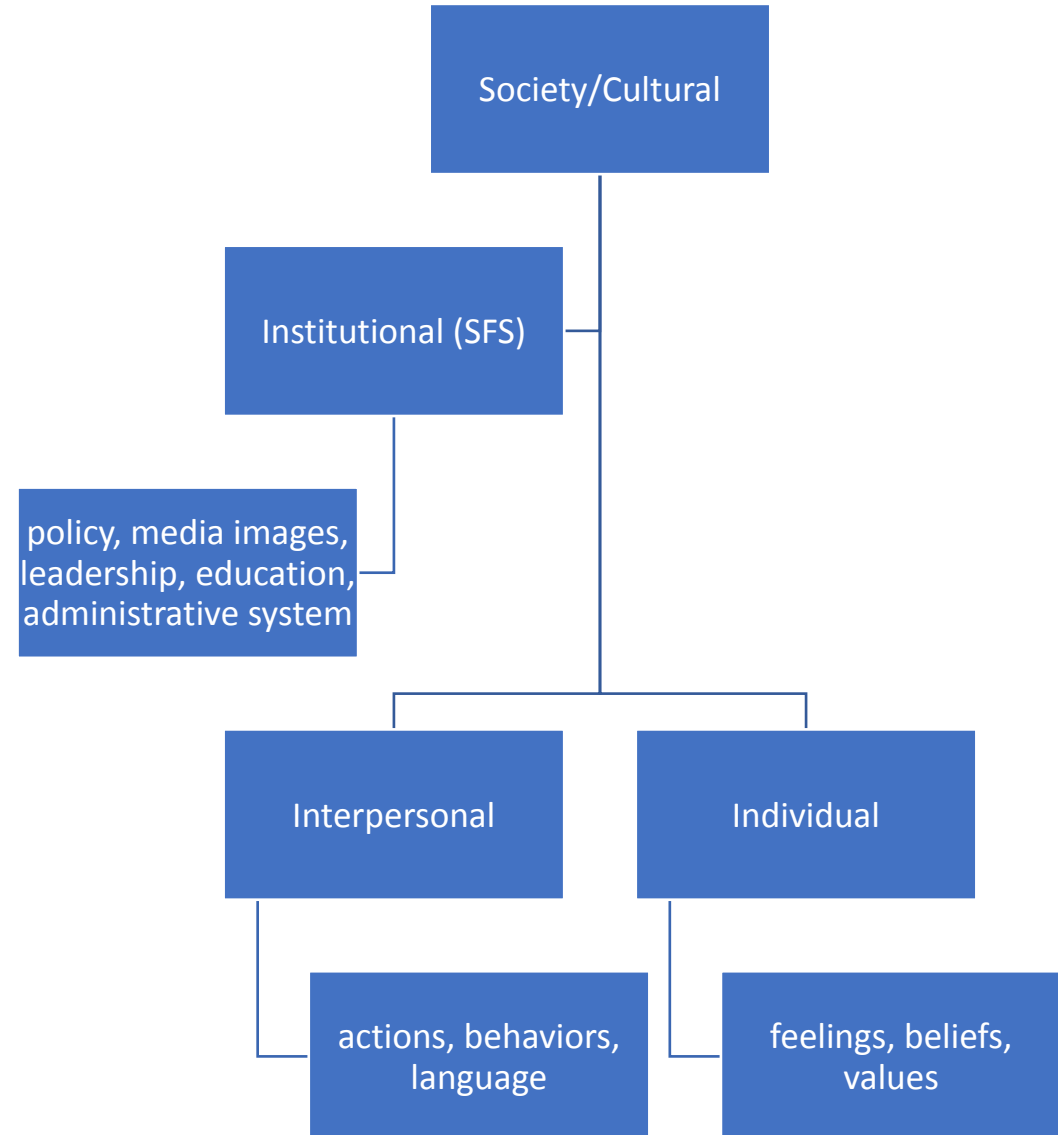
Agents & Targets



- **Agent:** Members of dominant social groups privileged by birth or acquisition who knowingly or unknowingly exploit and reap unfair advantage over members of the target groups.
- **Target:** Members of social identity groups that are discriminated against, marginalized, disenfranchised, oppressed, exploited by an oppressor and oppressor's system of institutions without identity apart from the target group, or compartmentalized in defined roles.

Marginalization happens at all levels, bolstered by societal norms, institutional biases, interpersonal interactions, and individual beliefs (and biases).

Oppression or Marginalization



Recognizing Privilege and Marginalization in Ourselves and our Society

- Most individuals are both a target and an agent of oppression/marginalization, due to:
 - Internalized subordination.
 - Internalized domination.
- Because of these internalized factors, individuals have “unearned privilege.”

OUR CHALLENGE: to recognize our marginalized and privileged identities, and how they contribute to promoting or stifling justice, equity, diversity and inclusion within SFS.

Privileged & Marginalized Identities

Privileged	Marginalized/Oppressed	Type of Oppression
Caucasian/Light-skinned	People of color	Racial
Middle, Upper/Owning class	Poor, working class	Class
Men	Women, transgender people	Gender
Heterosexual people	Lesbian, gay, bisexual	Sexual Orientation
English	Non-English	Language
Younger people	People over 40	Age
People with college or higher degree	People without college degree	Education
Christian	Non-Christian	Religion
U.S.-born	Immigrant (self or family, if recent)	Immigrant status
Veterans of other wars	Vietnam veterans	Military status
<i>Privileged Identities specific to SFS?</i>	<i>Marginalized Identities specific to SFS?</i>	

Each marginalized identity creates a burden on the individual and each has its own set of challenges to overcome.



Communal Agreements

RESPECT; ONE VOICE, ALL EARS; CONFIDENTIALITY

Please pause and take a moment to agree to respect each other, listen attentively when another is speaking, and to maintain a confidential space. Although you are encouraged to discuss what you have learned and share reflections on conversations, it is important to keep names and individual experiences private.

ACTIVITY

OBJECTIVE:
to explore our own privileged and marginalized identities, confront entrenched systems of power and privilege, and identify common situations when privilege is not acknowledged, to the detriment of the disadvantaged and oppressed/marginalized within SFS.

- Privilege is a right or exemption from liability or duty granted as a special benefit or advantage.
- Oppression or marginalization is the result of the use of privilege and power, wherein one person or group benefits at the expense of another.
- An individual can have both privileged and marginalized identities.

You are invited to create an autobiographical list of your privileged and marginalized identity. Please be prepared to share and discuss three of each with your group members.

Your Privileged Identities	Your Marginalized Identities

DISCUSSION QUESTIONS

Please use the remainder of the time to reflect on what you have learned. The guiding questions below may help frame your group's discussion.

- What are one or more ways in which you've had unearned disadvantage/marginalization in your life, career, or SFS?
- What are one or more ways in which you've had unearned privilege in your life, career, or SFS?
- What is it like for you to sit here and talk about and hear about experiences of privilege and marginalization of other SFS members?
- What can we do to create a more equitable SFS? Brainstorm about how to use unearned assets (i.e., privilege) to create and share opportunities, change behaviors, and create a more equitable society?



Thank you! ¡Gracias!

- Please take a moment during the next couple days to share your experience and take-aways from this exercise:
 - [SURVEY LINK](#)
 - The survey will close at 3pm EDT, Thursday, May 27th.