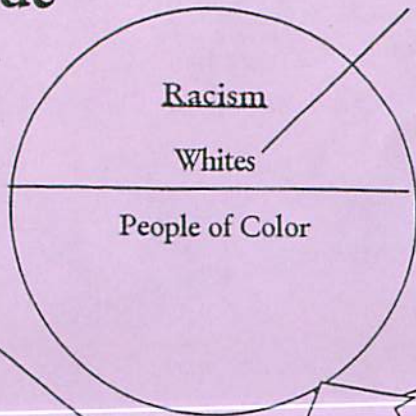


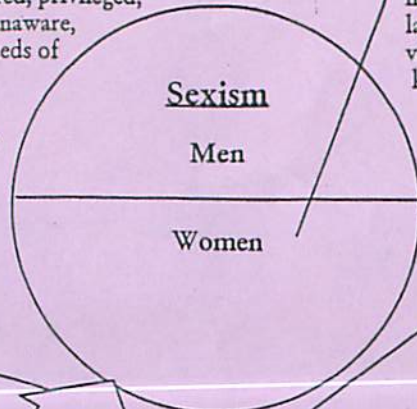
Understanding Oppression

..a quick guide

Institutional Types:
 housing
 accessibility
 employment
 education
 media
 health services
 government
 legal system
 law enforcement
 religious system
 family system
 taxation system
 welfare system

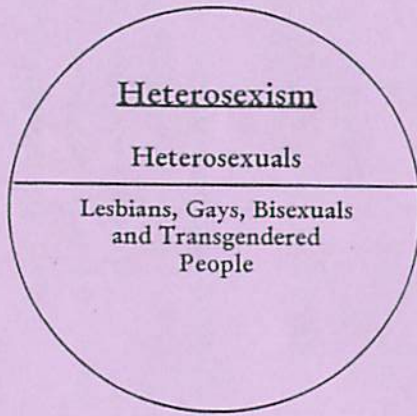


Agents: Empowered, privileged, namers/normal, unaware, unconscious of needs of targets, often unconscious of inequality, visible, accepted

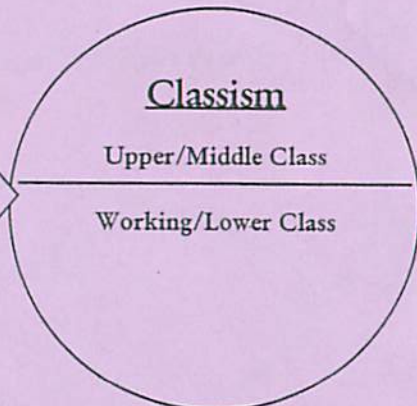
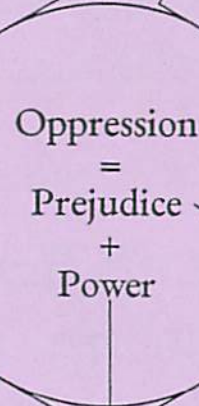


Targets: Disempowered, disenfranchised, named, devalued, different/other, stereotyped/labeled, excluded, invisible, suspect, very aware of self, conscious of inequalities, knowledgeable about agents

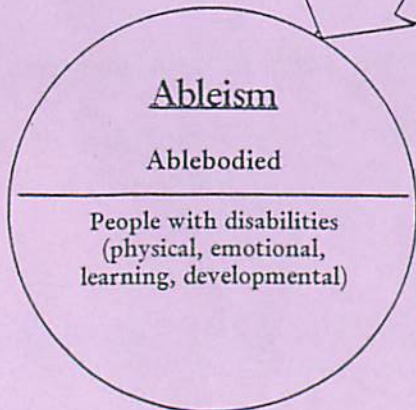
Individual Types:
 prejudices
 stereotypes
 attitudes
 behaviors
 beliefs
 jokes
 slurs
 harassment
 rape
 murder
 assault
 threats of violence



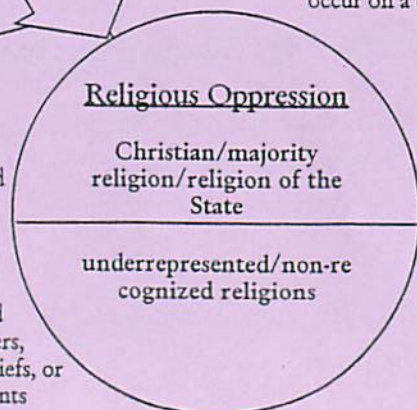
Institutional
 Cultural
 Individual



Cultural Types:
 values
 standards of beauty
 language
 TV/movies
 arts/music
 publications
 religion
 concept of family
 societal values/norms
 dress
 orientation to time
 relationship to work
 historical events
 traditions/celebrations
 communication style
 epistemology



Social Power:
 The access to and availability of social goods, services, and the other social sanctions needed to influence others, enforce one's beliefs, or get what one wants



Prejudice: Inaccurate and/or negative beliefs about another social group and its members without basis in fact. Prejudice is often based on stereotypes and can occur on a conscious and unconscious level

**Note: this diagram could not possibly take into account every form of oppression (for example, age and national origin are not discussed) Rather, it is intended to show the system of oppression and some of its manifestations.*

Sources:
 Katz, J.H. White Awareness
 Diversity Works, Amherst, MA
 Culture Wheel, Dr. Bailey Jackson
 J.J. Scott

*Compiled and adapted by Sara Hinkel, LGBT Issues Coordinator, Dean of Students Office
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 December, 1999*