

PRIVILEGE, OPPRESSION, AND RACE

RACE

On Privilege

“Privilege exists when one group has something of value that is denied to others simply because of the groups they belong to, rather than because of anything they’ve done or failed to do. Access to privilege doesn’t determine one’s outcomes, but it is definitely an asset that makes it more likely that whatever talent, ability, and aspirations a person with privilege has will result in something positive for them.”

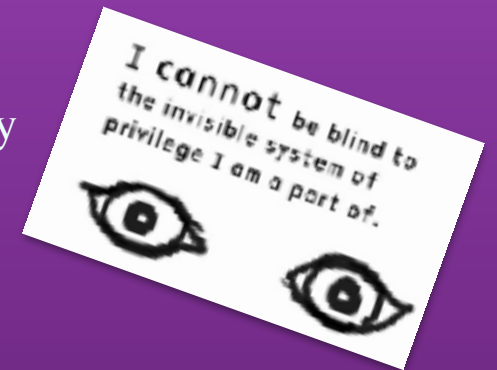
–Peggy McIntosh



Understanding Privilege

What does it mean to have **privilege**?

- It is defined as “unearned access to resources (social power) only readily available to some people as a result of their advantaged social group membership”.
- Determining who has privilege or disadvantage is complex because cultural, social, and historical changes affect which groups are privileged and which groups are not.
 - Some may **pass** as members of an advantaged group:
 - For example, some people may change their names to protect themselves from discrimination.
 - Some may be given privileged because they are **assumed** to be members of an advantaged group.
 - For example: a bisexual person in a heterosexual relationship may be assumed to be heterosexual and thus treated differently.



On Oppression

“All, too, will bear in mind this sacred principle, that though the will of the majority is in all cases to prevail, that will to be rightful must be reasonable; that the minority possess their equal rights, which equal law must protect, and to violate would be oppression.”

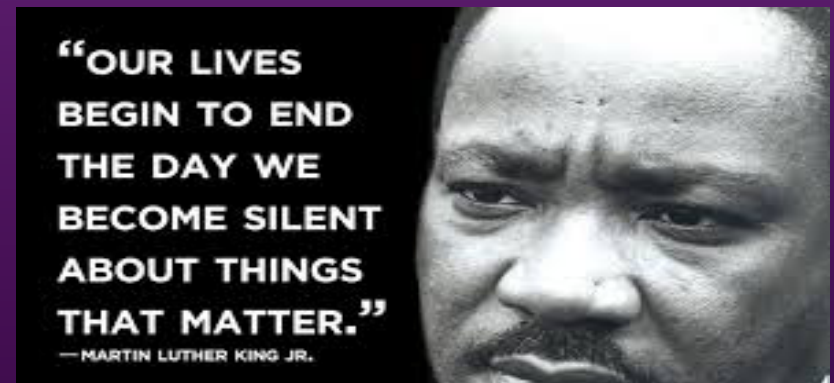
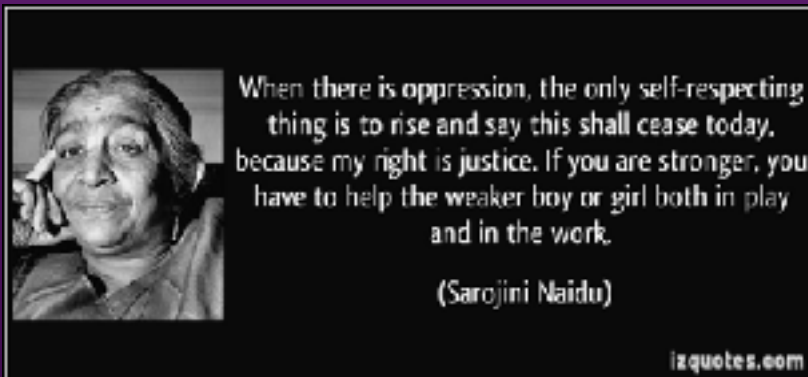
–Thomas Jefferson



Understanding Oppression

A system that maintains advantage and disadvantage based on social group memberships, and operates, intentionally and unintentionally, on individual, institutional, and cultural levels.

- **Individual:** attitudes and actions that reflect prejudice against a social group (unintentional and intentional).
- **Institution:** policies, laws, rules, norms, and customs enacted by organizations and social institutions that disadvantage some social groups and advantage other social groups (intentional and unintentional).
- **Societal/cultural:** social norms, roles, rituals, language, music, and art that reflect and reinforce the belief that one social group is superior to another (intentional and unintentional).



The Cycle Of Oppression

Oppression: describes policies, practices, norms, and traditions that systemically exploit one social group (the target group) by another (the dominant group) for the dominant groups' benefit. Who is benefitting?

Stereotypes: Beliefs about attributes that are thought to be characteristic of all members of a particular group

Where do we get these stereotypes?

Internalization: To take in and make an integral part of one's attitudes or beliefs

Institutionalization: To make part of a structured and usually well-established system

WHAT IS THE CORE THAT KEEPS US IN THIS CYCLE?

HOW DO WE BREAK THIS CYCLE?

Prejudice: A negative or positive (usually negative) attitude or affective response toward a certain group and its individual members

Discrimination: Actual negative or positive actions or treatment towards members of a particular group based on their membership of that group



On Race

“Whether the color of your skin is black, white, yellow, brown or purple -- the extent of this tragedy is so incredibly devastating that we had to do something.”

- *Bart McCracken*



Understanding Race

Biological Definition:

- A group or population that shares common genetic characteristics physical features

Sociological Definition:

- Socially constructed category of people who share certain inherited physical biological traits
- Race is both a myth and a reality



THAT'S A WRAP!

THANK YOU FOR PARTICIPATING ! KEEP MAKING CHANGE AND AS
ALWAYS BONNER LOVE!

