

Exercise: With a partner, discuss your answers to the questions below

Doak Bloss slides excerpts—RootsofHealthInequity.org

- 1.What part(s) of the two slides below stand out for you as particularly surprising or important?
- 2.How would you describe your own “unearned privileges”? To which target and non-target groups do you belong? What are your unearned privileges and what types of oppression do you face?
- 3.How would you describe your influence within your organization’s culture and structure? Do you have the space and support to do work that addresses the root causes? Why or why not?

Revealing Oppression: Definitions

(Target / Nontarget Groups)

Target Groups

Groups that are historically “targeted” as *less than* because of their race, gender, sexual orientation, role, class, ability or other type of difference.

Non-Target Groups

Groups most likely to receive unearned privileges and benefits because of group membership.

Target and Non-Target Identities

Type of Oppression	Target Group	Non-Target Group
Racial	People of color	White people
Class	Poor; working class.	Middle, owning class.
Gender	Women	Men
Sexual Orientation	Lesbian, gay, transgender, bisexual	Heterosexual people
Ability	People w/ disability	People w/o disability
Religion	Non-Christian	Christian
Age	People over 40	Young people
Youth	Children, youth, young adults	Older adults
Rank/Status	People w/or college deg.; low status in org.	People w/ college deg. High status in org.
Military Service	Vietnam Veterans	Veterans of other wars
Immigrant Status	Immigrant	U.S.-born
Language	Non-English	English

Adapted from Dr. Valerie Batts, “Is Reconciliation Possible? Lessons from Combating Modern Racism”