

The context for this worksheet is the United States. Critical Race Theory states that racism (specifically anti-blackness) is endemic to U.S society (Delgado & Stefancic, 2012) Adapted from: The Social Justice Training Institute (www.sjti.org) & Caridad Consulting (<https://www.caridadconsulting.com/>)

Privileged Groups		Marginalized Groups
Late 30s to 50s/early 60s	Age	Younger; Older
White	Race	Person of Color: Biracial/ Multiracial, Latinx, Black Asian, Pacific Islander, First Nations
Cisgender, Appearance and behavior are congruent with the gender binary system- either masculine OR feminine	Gender Identity and Gender Expression	Transgender; Gender nonconforming; Gender queer; Androgynous
Male	Sex	Female; Intersex
Heterosexual	Sexuality	Gay; Lesbian; Bisexual; Queer, Questioning
Upper class; Upper middle class; Middle class	Class	Working class; Living in poverty
Christian (Protestant; Catholic)	Religion/Spirituality	Muslim, Jewish, Agnostic, Hindu, Atheist, Buddhist, Spiritual, LDS, Jehovah Witness, Pagan...

U.S. Born	National Origin	“Foreign born;” Born in a country other than the U.S.
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Currently “able-bodied”	Ableness/Disability	People with a physical, mental, emotional, and/or learning disability; People living with AIDS/HIV+
Western European heritage White “American”	Ethnicity/ Culture	Puerto Rican; Navajo; Mexican; Nigerian; Chinese; Iranian; Russian; Brazilian; Jewish... Latinx; African American...
Fit society’s* image of attractive, beautiful, handsome, athletic... *white America	Size, Appearance, Athleticism	Perceived by others as too fat, tall, short, unattractive, not athletic...
Proficient in the use of “Standard” English	English Literacy	Use of “non-standard” English dialects; have an “accent”
U.S. citizen	Immigration Status	People who do not have U.S. citizenship, are undocumented
Suburban; valued region of U.S.	Geographic Location	Rural; urban...less valued region of U.S.
Light skin; European/Caucasian features	Skin Color/Phenotype	Darker skin; African, Asian, Aboriginal features...

Nuclear family with 2 parents in a heterosexual relationship	Family Status	Blended family; Single parent household; Grandparents raising grandchildren; Foster family...
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4-year college degree; advanced higher education degree	Education Level	High School Graduate, GED, Technical College/Associates Degree, Did not complete high school
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