



A.M.D.G.

Diversity Discussion Group

January 29, 2015

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Agenda

- Prayer
- Power
- Oppression
- Discussion
- Reading: Smith, C. *The Cost of Privilege*. 207. 234 – 249, Print.

Power



- **Power:** the degree to which an individual and/or a collective group can control their circumstances

Notes:

Power Chart

Power Group	Target Group	System of Oppression
White People	People of Color	Racism
Men	Women	Sexism
U.S. Citizens	Foreign born/immigrants	Nativism
Able-bodied people	Disabled people	Ableism
Heterosexuals	LGBT people	Heterosexism
Christians	Non-Christians	Ex. Islamaphobia, anti-semitism
Rich people	Poor people	Classism

Oppression

- **Institutional Oppression:** Oppression that comes from institutions of power in our society such as government and corporations.
- **Interpersonal Oppression:** Oppression that happens during interactions between people. This can happen between people within the same oppressed group, between people from different oppressed groups or between people from an oppressed group and people from a power group.
- **Internalized Oppression:** When members of a target group believe the misconceptions primarily about the inferiority of their group.

Examples: Institutional, Interpersonal, Internalized
-In groups of 2 -3, discuss which of the three I's best describe the examples below.

- A school district adopting a US History textbook that does not do a thorough job of presenting the histories and experiences of Native Americans, African-Americans, Asian-Americans and Chican@s
- An African-American male committing a hate crime against a Latina
- African Americans participating in a "brown paper bag" party where only people who are lighter than a brown paper bag may enter.
- A mortgage loan policy that disproportionality disqualifies applicants of color through a racially biased algorithm
- A male science teacher underestimating the abilities of a female student in his classroom.
- A "From the Hood" college theme party held by a predominantly white fraternity where participants dressed as stereotypes about low-income communities of color