



<b>PRIVILEGED GROUP</b>		<b>MARGINALIZED GROUP</b>
Late 30's to late 50's/early 60's	<b>1. Age</b>	Younger; Older
White	<b>2. Race</b>	Person of Color; People who identify as Biracial/Multiracial
Male	<b>3. Sex Assigned at Birth</b>	Female; Intersex
Cisgender	<b>4. Gender Identity</b>	Transgender; Gender Nonconforming; Gender Queer
President, Vice Presidents, Deans, Directors, Faculty, Supervisors	<b>5. Hierarchical Level</b>	Students, Graduate Teaching Assistants, direct service staff
Heterosexual	<b>6. Sexual Orientation</b>	Gay; Lesbian; Bisexual; Queer; Questioning
Upper class; Upper middle class; Middle class	<b>7. Social Class</b>	Working class; Living in poverty
Graduate or 4-year degree; highly valued school; private school	<b>8. Educational Level; Credential; Certificate</b>	High school degree; 1 <sup>st</sup> generation to college; less valued school; public school
Christian (Protestant; Catholic)	<b>9. Religion/Spirituality</b>	Muslim, Jewish, Agnostic, Hindu, Atheist, Buddhist, Spiritual, LDS, Jehovah Witness, Pagan, ...
U.S. born	<b>10. National Origin</b>	"Foreign born;" Born in a country other than the U.S.
Not disabled	<b>11. Disability Status</b>	People with a physical, mental, emotional and/or learning disability; People living with AIDS/HIV+
"American;" Western European heritage	<b>12. Ethnicity/Culture</b>	Puerto Rican; Navajo; Mexican; Nigerian; Chinese; Iranian; Russian; Jewish...
Fit society's image of attractive, beautiful, handsome, athletic...	<b>13. Size, Appearance, Athleticism</b>	Perceived by others as too fat, tall, short, unattractive, not athletic...
Proficient in the use of "Standard" English	<b>14. English Literacy</b>	Use of "non-standard" English dialects; have an "accent"
Legally married in a heterosexual relationship	<b>15. Marital Status</b>	Single; divorced; widowed; same sex partnership; unmarried heterosexual partnership...
Parent of children born within a 2-parent heterosexual marriage	<b>16. Parental Status</b>	Unmarried parent; do not have children; non-residential parent; LGBTQ parents...
More years on campus	<b>17. Years of experience</b>	New; little experience on campus
U.S. citizen	<b>18. Immigration Status</b>	People who do not have U.S. citizenship, are undocumented
Suburban; valued region of U.S.	<b>19. Geographic region</b>	Rural; some urban areas...less valued region
Light skin; European/Caucasian features	<b>20. Skin color; phenotype</b>	Darker skin; African, Asian, Aboriginal features...
Nuclear family with 2 parents in a heterosexual relationship	<b>21. Family Status</b>	Blended family; single-parent household; grandparents raising grandchildren; foster family...
Extrovert; task-oriented; analytical; linear thinker	<b>22. Work Style</b>	Introvert; process-oriented; creative; circular thinker