

# SOCIETAL POWER ASSESSMENT

For each identity group category (age, race, skin color, etc) reflect on the extent to which you experience privilege or marginalization. It might be different depending on what context you happen to be in, then complete the journal questions below.

PRIVILEGED GROUP	IDENTITY GROUP	MARGINALIZED GROUP
30's to early 50's	Age	Younger, Older
White	Race	POC: People who identify as Biracial/Multiracial
Light Skin; European/ Caucasian Features	Skin Color / Phenotype	Darker Skin: African, Asian, Latinx, Aboriginal Features
Cisgender*	Gender Identity*	Transgender, Gender Nonconforming, Gender Queer, Gender-Fluid, Gender expansive
Appearance and behaviors are congruent with the Gender Binary System - either masculine or feminine	Gender Expression*	Behavior, clothing, haircut or voice, which may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.
Heterosexual	Sexual Orientation	Gay, Lesbian, Bisexual, Queer, Questioning
Executive Director, Director, Manager, Supervisor	Hierarchical Level	Non-Supervisor, Non-Management, Not in a traditional leadership position
Many, More years of work experience	Years of Work Experience	New, Few years of work experience
Graduate degree, 4-Year Degree; Private schooling	Education Level	2-Year degree, Public schooling, 1st generation to college
U.S. Born	National Origin	Non-US Born, Born in a country or territory other than the US
Currently "able-bodied"	Ableness/Disability	People with a physical, mental, emotional, and/or learning disability; People living with debilitating chronic disease, HIV+/AIDS

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"American;" Western European heritage	Ethnicity/Culture	Latine/Hispanic, Native American, South American, African, Asian, Eastern European
Fit society's image of attractive, beautiful, handsome, athletic	Size/Appearance	Perceived by others as too fat, too tall, too short, unattractive, not athletic appearing
Proficient in the use of "Standard" English	English Language	Use of "non-standard" English dialects; have an "accent"
Married in a heterosexual marriage	Marital Status	Single; divorced; widowed; Same gender or queer identified partnership / marriage; unmarried heterosexual partnership
Parents of children within a 2-parent heterosexual marriage	Parental Status	Unmarried parent; do not have children; LGBTQ parents
Upper class; Upper middle class; Middle class	Social Economic Class	Working Class; Experiencing poverty
Very Athletic	Athleticism	Not very athletic
Suburban valued region of US	Geographic Location	Rural; urban; less valued region of US

\* <https://www.hrc.org/resources/glossary-of-terms>

**Gender Identity:** One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

**Gender Expression:** External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

**Cisgender:** A term used to describe a person whose gender identity aligns with those typically associated with the sex assigned to them at birth.

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For each identity group category (age, race, skin color, etc) reflect on the extent to which you experience privilege or marginalization. It might be different depending on what context you happen to be in, then complete the journal questions below.

Think about a specific situation in your work for change or your personal life where you experienced marginalization. Jot down not only what happened, but also what body sensations you remember, what you were feeling, what stories you told yourself about what that experience meant about you and the world:

In areas where you experience marginalization, reflect on the additional efforts required to keep yourself safe, whole, and in a space to move forward:

Now think about a specific situation in your work for change or your personal life where you experienced privilege. Jot down not only what happened but also what body sensations you remember, what you were feeling, what stories you told yourself about what that experience meant about you and the world:

In areas where you experience privilege, how can you lean into your humanity to take even greater risks for the whole of the web of life?

What can you learn from both of these spaces (where you are privileged and marginalized) to inform the other, in turn making yourself whole and leading with agency in all spaces?