

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