

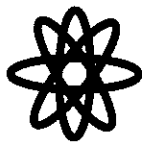
Agenda – July 28



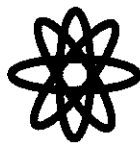
Introductions



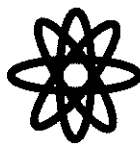
Homework: "I Remember"



"Target" and "Non-Target" Groups



Unnatural Causes: "Bad Sugar"



Homework for August 4

Guidelines for Learning and Dialogue



Listen with an open heart and an open mind.



Respect that our experiences and realities are different from one another.



It is okay to disagree.



It is not okay to blame, shame, or attack.



Practice “both/and” thinking.



Try on.



Practice self-focus.



Notice intent and impact.



Maintain confidentiality.

Homework

"I Remember"

Think of a time when you first realized that people sometimes treat people differently based on their race, ethnicity, or cultural background.

What happened to make you realize this?

How did it make you feel?

What did you do when this happened, and afterward?

Target / Non-Target Groups

Target Groups

Groups that are historically “targeted” as *less than* because of their race, gender, sexual orientation, role, class, ability or other type of difference.

Non-Target Groups

Groups most likely to receive unearned privileges and benefits because of group membership.

Target and Non-Target Identities

Type of Oppression	Target Group	Non-Target Group
Racial	People of color	White people
Class	Poor; working class.	Middle, owning class.
Gender	Women	Men
Sexual Orientation	Lesbian, gay, transgender, bisexual	Heterosexual people
Ability	People w/ disability	People w/o disability
Religion	Non-Christian	Christian
Age	People over 40	Young people
Youth	Children, youth, young adults	Older adults
Rank/Status	People w/or college deg.; low status in org.	People w/ college deg. High status in org.
Military Service	Vietnam Veterans	Veterans of other wars
Immigrant Status	Immigrant	U.S.-born
Language	Non-English	English

Think of a time when, as a Target Group member, you were treated as "less than" someone from a Non-Target Group

Now, think of a time when, as a Non-Target Group member, you were treated as "better than" someone from a Target Group, or you treated someone from a Target Group as "less than" you.