



PATHWAYS TO LEADERSHIP

Foundational Session III: Discovering Self Part II - *Social Identities, Power, Privilege, & Oppression*



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**WELCOME &
INTRODUCTIONS**



COMMUNITY AGREEMENTS

- Model generosity
 - Participate, engage, and be present as much as you can
- Respect
 - Practice one mic
 - Own your story
 - intent /impact - calling out or in is a gift
 - Take responsibility for and repairing harm (restorative justice practice)
- Trust is a gift, respect and honor it
 - What's shared stays behind, what's learned may go with you
- Brave space approach
 - Controversy with civility
 - Judgement free listening



Personal & Social Identities

Who am I?

Personal Identity categories

- Birth order
- Personality traits
- Geographic identification (ex. New Yorker, Texan, etc)
- Hobbies
- Talents/Skills/Abilities
- Political affiliation
- Favorite book/music/foods/etc.

Social Identity – Flower Power

Who am I?

Personal Identity

Individual traits that make up who you are, including your birth order, hobbies, interests, experiences, and personal choices

Social Identity

Primarily group identities, aspects of ourselves where we belong to a particular group. Social identities are shaped by common history, shared experiences, legal and historical decisions, and day-to-day interactions.

Discussion Questions

- Which identities do you think the most about? Which identities do you think the least about?
- Did you notice any common themes between or among students in your group?
- Were there any aspects of your identities that you felt especially proud of?
- Were there any aspects that you felt nervous about sharing?
- Was it helpful to learn about other people's personal identities? If so, why?
- How was it for you doing this activity?
- Were there any identifiers missing for you?

Oppression Definitions

Common Definitions

Privilege = Unearned benefits conferred upon members of mainstream or dominant groups (in the US, these include cis-gender male, white, heterosexual, affluent, young, able-bodied, and/or Christian) at the expenses of others. Privilege exists when one group has something of value that is denied to others simply because of the groups they belong to, rather than because of anything they've done or failed to do (Peggy McIntosh). Privilege can manifest through visible advantages such as access to wealth, professional opportunities, and social status, as well as more subtly through, for example, freedom of behavior and setting the standard of normality against which others are judged. Dominant group members may be unaware of their privilege or take it for granted.

Common Definitions

Power = Access to resources and to decision makers. Power to get what you want done, the ability to influence others, the ability to define reality for yourself and potentially for others. Power can be visible, hidden, or invisible. Power can show up as power over others, power with others, and/or power within.

QUESTION:

As student leaders, where do you have power?

Common Definitions

Oppression = Prejudice + Power. The systematic targeting or marginalization of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group. Oppression can manifest through racism, classism, sexism, heterosexism, and other isms.

“I sometimes visualize the ongoing cycle of [oppression] as **a moving walkway at the airport**. Active [oppressive] behavior is equivalent to walking fast on the conveyor belt. The person engaged in active [oppressive] behavior has identified with the ideology of our [oppressive] system and is moving with it. Passive [oppressive] behavior is equivalent to standing still on the walkway. No overt effort is being made, but the conveyor belt moves the bystanders along to the same destination as those who are actively walking. But **unless they are walking actively in the opposite direction at a speed faster than the conveyor belt** – unless they are actively anti-oppressive– they will find themselves carried along with the others.”

– Beverly Tatum

Common Definitions

Intersectionality refers to the ways in which oppressive institutions (racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined separately from one another. As individuals holding multiple, intersecting identities, we do not experience each identity category individually or additively; rather, lived experiences are informed by the interconnected institutions of power and oppression.

Crenshaw, K. (1991). Mapping the margins: Intersectionality, identity politics, and violence against women of color. *Stanford Law Review*, 43(6), 1241-1299.

The Four I's of Oppression

- Ideological oppression
- Institutional oppression
- Interpersonal oppression
- Internalized oppression

QUESTIONS?
