# Navigating Privilege & Marginalization in Building Social Justice Competence

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# Purpose

The purpose of this session is to encourage participants to confront the privileged aspects of their identities and backgrounds, while building competence in navigating and advocating for social justice issues.
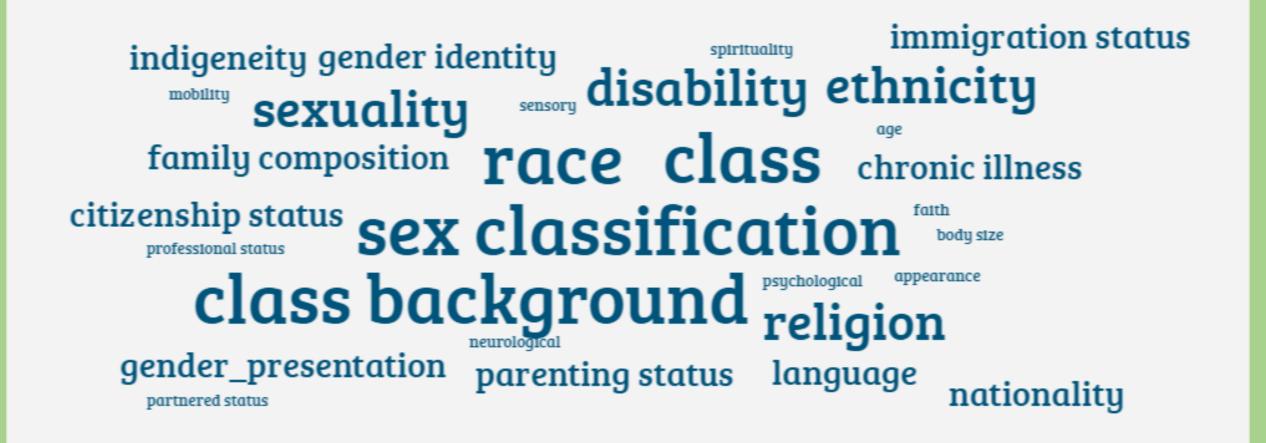
# Rationale

This session is important because too often identity-based spaces and organizations are compromised by the prevalence of oppressive attitudes and practices that further marginalize individuals who have multiple marginalized identities. Rectifying this means needing to confront our privileges and how they might enable and hinder our competence with social justice awareness, knowledge, and skills.

# Learning Outcomes

1.  Be able to identify your privileged/advantaged and marginalized/disadvantaged social identities.

2.  Understand the ways your privileged/advantaged identities shape or influence your understanding of your own marginalized/disadvantaged identities, as well as marginalized/disadvantaged identities you do not share.

3.  Identify practices and actions that perpetuate privilege/advantage in identity-based spaces and organizations.

4.  Develop an action plan for dismantling personal internalized dominance and disrupting its manifestation in group and organizational spaces.

# Identifying Advantage & Disadvantage

# Interactions of Advantage & Disadvantage

- Challenge to think about ourselves here:

  **How do the spaces in which we have advantage shape how we think about and respond to the spaces in which we are disadvantaged?**

  **How do our disadvantaged identities show up to hinder or deflect attention from our advantaged identities?**

- Share one story of each with a partner.

# Advantage & Disadvantage in Activist & Identity-Based Community Spaces

Brainstorm:


What practices and actions work to maintain or reproduce social advantage against minoritized people in activist and identity-based community spaces?

# All the Isms in the Room Rise Up

- Ableism

- Settler colonialism

- Racism

- Queer-antagonism

- Trans-antagonism

- Fatphobia

- Christian hegemony

- Classism

# A Personal Action Plan

Questions for personal reflection:

- Where do you go from here?

- How can you work to dismantle internalized dominance and advantage?

- Where can you work to disrupt dominance and advantage in activist and identity-based community spaces?

Start, stop, continue…

# Questions & Further Discussion

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