

Power Relationships Among Social Identity Groups

Social Identity	Dominant (Agent) Groups	Subordinate (Target) Groups
Race	<input type="checkbox"/> White	<input type="checkbox"/> People of Color, Multi-racial, etc.
Sex/Gender	<input type="checkbox"/> Male	<input type="checkbox"/> Female, Transgender, Intersex
Socio-Economic Class	<input type="checkbox"/> Upper, Middle, Wealthy	<input type="checkbox"/> Working, Lower, Poor
Sexual Orientation	<input type="checkbox"/> Heterosexual	<input type="checkbox"/> Lesbian, Gay, Bisexual, Asexual
Age	<input type="checkbox"/> 30's to Early 50's	<input type="checkbox"/> Below 30's, Older than 50's
Ability/Disability	<input type="checkbox"/> Able-bodied	<input type="checkbox"/> Physical, Mental, Emotional, Learning Disability
Education	<input type="checkbox"/> Graduate, College	<input type="checkbox"/> High School or Less
Religion/Spirituality	<input type="checkbox"/> Christian (Protest./Catholic)	<input type="checkbox"/> Pagan, Muslim, Jewish, Buddhist, Sikh, Atheist, Shinto, Yoruban, Agnostic, etc.
Nationality	<input type="checkbox"/> U.S. Born	<input type="checkbox"/> Born Elsewhere, Foreign
Ethnicity	<input type="checkbox"/> Western European	<input type="checkbox"/> Mexican, Nigerian, Russian, Chinese, Navajo, Iranian, Cambodian, etc.
Language Use	<input type="checkbox"/> "Proper"/King's English	<input type="checkbox"/> Accents, English as 2nd Language, etc.
Size/Appearance	<input type="checkbox"/> Attractive, Cute, etc.	<input type="checkbox"/> Fat, Too Tall/Short, Unattractive
Occupation	<input type="checkbox"/> Top/Mid Mgmt., Professional	<input type="checkbox"/> Service worker, Student, etc.
Marital/Parental Status	<input type="checkbox"/> Married, Heterosexual, Kids	<input type="checkbox"/> Single Parent, Divorced, Single, "Unwed Mother," Lesbian Mother, etc.
Other	<input type="checkbox"/> Dominant / Agent	<input type="checkbox"/> Subordinate / Target

TOTALS

Instructions

1. For each Social Identity Group above, check the column that most closely matches your own particular identity. Count the number of Dominant and Subordinate Identities you have and total them at the bottom of the columns.
2. **After** steps 1 and 2, go back to the Social Identity Group Column. Circle the Identity (ies) that are most salient for you. (Salient: adj. prominent, standing out conspicuously, notable, of significance).

Is there a correlation between Dominant and Subordinate status and Salience? Why might this be the case?

Adapted from Gisella Zuniga, 2001 and the SJTI 2001 Manual. Mark Brimhall-Vargas, OHRP, University of Maryland