

PRIVILEGED GROUP		MARGINALIZED GROUP
Late 30s to early 60s	Age	Younger; Older
White	Race	People of Color; People who identify as Biracial/Multiracial
Cisgender	Gender	Transgender; Gender fluid; Gender Non-binary; Gender queer; Gender nonconforming
President, Deans, Directors, Faculty; Supervisors	Hierarchical Level	Students; Graduate teaching assistants; Direct service staff
Heterosexual	Sexuality	Gay; Lesbian; Bisexual; Queer; Questioning; Pansexual; Asexual
Upper class; Upper middle class; Middle class; Professional	Class	Working class; Lower-class, Poor; Blue-collar; Laborer
Graduate or 4-year degree; Highly valued school; Private schooling	Educational Attainment; Credential; Certification	High school degree; 1st generation to college; Less valued school; Public school
Christian	Religion; Faith; Spirituality	Muslim; Buddhist; Jewish; Agnostic; Hindu; Atheist; Pagan; Spiritual; Jehovah Witness...
U.S. born	Nationality	Born in a country other than the U.S.
Non-disabled; Neurotypical	Ability/Disability	People with a physical, mental, emotional and/or learning disability; Disabled; Neurodivergent; People living chronic illness
"American;" Western European heritage	Ethnicity; Culture	Navajo; Puerto Rican; Chinese, Palestinian; Iranian; Russian; Nigerian; Hmong; Mexican; Korean; Russian; Armenian; Jewish; Brazilian...
Fits society's image of beauty; handsome; athletic	Size; Appearance	Perceived by others as too fat, tall, short, small, unattractive, non-athletic...
Proficient in the use of "standard" English	English Literacy	Use of non-standard English dialects, have an "accent"
Legally married in a heterosexual relationship	Marital Status	Single; Divorced; Widowed; Same sex partnership; in an unmarried heterosexual partnership...
Parents of children within a 2-parent heterosexual marriage	Parental Status	Unmarried parent; Do not have children; LGBTQ parent(s)
U.S. citizen	Immigration Status	People who do not have U.S. citizenship, are undocumented
Suburban; valued region of U.S.	Geographical Location	Rural; Urban; Less valued region of the U.S.
Nuclear family with 2 parents in a heterosexual relationship	Family Status	Blended family; Single-parent household; Grandparents raising grandchildren; Foster family...
Extroverted; task-oriented; analytical; linear thinker	Work Style	Introverted; process-oriented; creative; circular thinker