



Train the Trainer Program

August 27-31, 2018
4 H National Center
Chevy Chase, MD

Day 2 Goals



Day 2

- Explore our earliest learning about human differences
- Learn about issues of power, privilege and change at four levels—personal, interpersonal, institutional and cultural
- Build an understanding of our target and non-target identities
- Learn about systems that have been constructed historically and currently to support oppression across racial differences
- Explore how we have or have not used our voice to address issues of prejudice, discrimination or other forms of oppression
- Become more competent and committed to creating and supporting more inclusive and racially equitable environments for all

Four Realms of Oppression and Change



- **Personal**
 - ❖ values, beliefs, feelings
- **Interpersonal**
 - ❖ actions, behaviors, language
- **Institutional**
 - ❖ rules, policies, procedures, practices
- **Cultural**
 - ❖ beauty, truth, right, normal

Target and Non-Target Groups

Types of Oppression	Target Group	Non-Target Group
Racism	People of Color	White people
Classism	People who are poor, working class; role in organization	Middle, owning class, role in organization
Sexism	Women	Men
Heterosexism	Lesbian, gay, bisexual, queer, questioning, intersex, asexual	Heterosexuals
Cissexism	People who are transgender	People who are cisgender
Ableism	People with disabilities	People without disabilities
Lookism	Size, weight, height, appearance	Size, weight, height, appearance ("magazine look")
Religious Oppression	Jews, Muslims, atheists, Native spirituality, other spiritual paths	Christians
Ageism	People over 40, "elderly"/ elders	Younger adults
Adultism	Children, youth, young adults	Middle-aged people
Rankism/Elitism	People without college degrees; rank in organization	People with college degrees; rank in organization
Immigrant Status	Immigrants	U.S. born
Language	Non-English speakers, English with accent, limited English proficiency	"Standard" English

Pace 4 Change—MSU Extension
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As you view the DVD



- What feelings are coming up for you?
- What examples of oppression or change are you seeing at the:
 - Personal Realm
 - Interpersonal Realm
 - Institutional Realm
 - Cultural Realm

Please jot down these examples on your Four Realms Worksheet