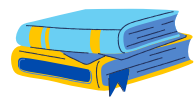


UNDERSTANDING IDENTITY, PRIVILEGE, AND MARGINALIZATION: A LOOK INTO THE PAST

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INTRODUCTION

Individuals with the privilege of not being marginalized are seldom motivated to understand identity, privilege, and marginalization. This guide gives you resources to begin the discussion in your community. It is important to start by defining terms such as identity, marginalization, intersectionality, and privilege.

IDENTITY	The unique traits and characteristics that define an individual. An individual has many aspects of identity, some common ones are race, ethnicity, sexual orientation, gender, religious or non-religious affiliation, ability or disability, and so on.
INTERSECTIONALITY	Intersectionality acknowledges that individuals' lived experiences are molded by the intricate connections between their various social identities, such as race, class, gender, and ability. Visualize these identities as overlapping circles in a Venn diagram; the overlapping regions depict intersectionality. For example, a Black woman confronts unique obstacles due to the compounded effects of racism and sexism. By recognizing and understanding these intersections, we can develop targeted interventions and advance more inclusive initiatives within the realm of social justice.
MARGINALIZATION	Systematic disadvantages experienced by specific groups because of their social identities. It stems from power dynamics within a society, where dominant groups establish and uphold systems that benefit themselves while disadvantaging others.
PRIVILEGE	Unearned advantages or benefits that some groups receive based on their social identity, allowing them to live without facing certain disadvantages.



ACTIVITY 1: IDENTITY, MARGINALIZATION, AND PRIVILEGE:

Write down aspects of your identity in the first column and then associate that aspect with a privilege it brings you or how it marginalizes you.



IDENTITY

- E.g.: Cis Gendered
- E.g.: Female

PRIVILEGE

- E.g.: My gender identity is not constantly scrutinized by the public.

MARGINALIZATION

- Eg: I get paid only about 80 cents to a dollar a man in my same position makes.



IMPACT OF MARGINALIZATION

Once these terms are understood, illustrate how marginalization affects individuals. Use examples of hate crimes and systemic oppression prevalent in our society, such as police violence against the Black community and violence against people due to their gender or sexuality.

BLACK WALL STREET (1921)

In 1921, Tulsa, Oklahoma's Greenwood District, known as Black Wall Street, was one of the most prosperous African-American communities in the U.S. On May 31, 1921, the Tulsa Tribune reported that a Black man, Dick Rowland, attempted to rape a white woman, Sarah Page. This false accusation led to two days of unprecedented racial violence by white residents, who burned 35 city blocks, killed 300 people, injured 800, and left 9,000 homeless.

The Greenwood District had been intentionally built by African-Americans to escape oppression. However, the police arrested Black residents and interned them in detention camps while no white perpetrators faced justice. Survivors never received the recommended reparations, and the community's economic revitalization initiatives never materialized.

Source: <https://www.history.com/news/tulsa-massacre-black-wall-street-before-and-after-photos>



STONEWALL RIOTS (1969)

In the early hours of June 28, 1969, New York City police raided the Stonewall Inn, a gay club in Greenwich Village. The raid sparked a riot among bar patrons and neighborhood residents as police roughly hauled employees and patrons out of the bar. This led to six days of protests and violent clashes with law enforcement outside the bar on Christopher Street, in neighboring streets, and in nearby Christopher Park.

The Stonewall Riots served as a catalyst for the gay rights movement in the United States and worldwide. During the 1960s, solicitation of homosexual relations was illegal in New York City and several other parts of America. A criminal statute allowed police to arrest people wearing less than three gender-appropriate articles of clothing. LGBTQ individuals often faced purges from public employment and societal discrimination. The New York State Liquor Authority penalized establishments that served alcohol to known or suspected LGBTQ individuals, arguing that their mere gathering was “disorderly.”

Police entered the club, roughed up patrons, and arrested 13 people. Female officers took suspected cross-dressers to the bathroom to check their sex. The crowd outside, agitated by the police aggression, began throwing objects at the police, leading to a full-blown riot. The protests continued for five more days, marking a significant turning point in LGBTQ political activism.

Source: <https://www.history.com/topics/gay-rights/the-stonewall-riots>



UPSTAIRS LOUNGE ARSON ATTACK (1973)

On June 24, 1973, an arson attack at the Upstairs Lounge in New Orleans killed 32 people. This was the largest massacre of LGBTQ individuals in the United States prior to the Pulse Nightclub shooting in 2016. The Upstairs Lounge catered to less affluent gay and lesbian individuals and was a home for the Metropolitan Community Church (MCC), the first openly gay church in the U.S.

That night, after a worship service, the MCC hosted a social event at the Upstairs Lounge. Around 8:00 pm, someone doused the wooden staircase with lighter fluid and threw a lighted torch into the stairwell. The flames quickly engulfed the lounge, killing many. Witnesses believed the arsonist was familiar with the bar. The media and local reaction were largely disgraceful, but the tragedy galvanized the LGBTQ community.

Source: <https://www.history.com/topics/gay-rights/the-stonewall-riots>

SIKH TEMPLE SHOOTING IN OAK CREEK (2012)

A lone gunman, Wade Michael Page, armed with a 9mm semi-automatic pistol, attacked the Sikh Temple of Wisconsin during Sunday morning services. He shot and killed six Sikh worshippers and injured four others, including a police officer who responded to the scene. Page, a white supremacist and Army veteran, targeted the Sikh temple because of his racist and xenophobic beliefs, mistaking the Sikh community for Muslims due to their appearance. Wade Michael Page died from a self-inflicted gunshot wound during a shootout with police officers who responded to the attack. The incident shocked the nation and underscored the persistence of hate crimes and xenophobia in the United States. It also prompted discussions about the need for greater understanding and solidarity among diverse communities and renewed efforts to combat hate crimes and white supremacist ideologies.

Source: <https://rememberoakcreek.org/story-of-oak-creek/>



CHARLESTON CHURCH SHOOTING (2015)

During a Bible study at the Emanuel African Methodist Episcopal Church, a historic Black church in Charleston, a gunman, Dylann Roof, opened fire, killing nine people and injuring one other. Roof, a white supremacist, targeted the church because of its significance to the African American community and his desire to start a race war. The victims, including the church's pastor, Clementa C. Pinckney, were beloved members of the congregation. Dylann Roof was apprehended the following day in North Carolina and charged with multiple counts of murder and hate crimes. In 2016, he was convicted on all counts and sentenced to death. The Charleston church shooting ignited discussions about racism, gun control, and the continued struggle for racial equality in the United States. It also led to renewed efforts to remove Confederate symbols and monuments from public spaces.

Source: <https://www.history.com/this-day-in-history/charleston-ame-church-shooting>

WALTER SCOTT (2015)

On April 4, 2015, in North Charleston, SC, a video captured Officer Michael Slager fatally shooting unarmed 50-year-old father of four Walter Scott during a routine traffic stop. Walter, fleeing from the officer, was shot eight times in the back from a distance of 15 to 20 feet, as captured in an eyewitness video. The aftermath revealed disturbing details, with the officer seen on video appearing to plant evidence near Walter's body after the shooting, raising concerns of evidence tampering. Walter Scott's tragic death sparked protests and shed light on longstanding issues of discriminatory policing practices, particularly affecting Black communities. The officer involved faced murder charges, ultimately reaching a plea deal for a federal charge of depriving civil rights under color of law, and was sentenced to 20 years in prison.

Source: <https://exhibits.stanford.edu/saytheirnames/feature/walter-scott>



TONY ROBINSON (2015)

Tony Terrell Robinson's life came to a tragic end on March 6, 2015, in Madison, WI. Officer Matt Kenny responded to reports of erratic behavior and entered the apartment where Robinson was staying. Within minutes, shots were fired, leaving Robinson fatally wounded. Witnesses described chaos, and questions arose about the necessity of lethal force against an unarmed young man of color. Robinson's death sparked protests, highlighting tensions between law enforcement and minority communities. A memorial serves as a somber reminder of the loss. Raised in adversity, Robinson aspired to turn his life around, discussing plans for education and a fresh start. Investigations into the circumstances surrounding Robinson's death continue, emphasizing the need for systemic change and accountability in policing. Officer Kenny faced no charges in Robinson's death, a decision that further fueled public outcry and calls for justice.

Source: <https://www.history.com/this-day-in-history/charleston-ame-church-shooting>

PULSE NIGHTCLUB SHOOTING (2016)

June 12, 2016, in Orlando, FL, A gunman, Omar Mateen, entered the Pulse nightclub, a popular LGBTQ+ venue, and opened fire with a semi-automatic rifle, killing 49 people and injuring 53 others. The attack, which lasted for several hours, became the deadliest mass shooting in U.S. history at the time. Mateen claimed allegiance to ISIS during the attack. [Homophobic Past: The parents of Omar Mateen stated that he was outraged after seeing two men kiss in public, which may have contributed to his motivation for targeting the LGBTQ+ community.] The conclusion: Omar Mateen was killed by police during a standoff. The incident prompted widespread calls for gun control reform and increased security measures at public venues. The Pulse nightclub shooting also became a pivotal moment in LGBTQ+ advocacy, highlighting the community's vulnerability to hate crimes.

Source: <https://www.npr.org/2016/06/16/482322488/orlando-shooting-what-happened-update>



TERRENCE CRUTCHER (2016)

On September 16, 2016, in Tulsa, OK, Betty Shelby, a white police officer, fatally shot Terrence Crutcher, an unarmed Black man, who had his hands up near his vehicle. Shelby described Crutcher as a "bad dude" before the shooting. She was acquitted of first-degree manslaughter in 2017 and later resigned from the department.

Source: <https://www.nytimes.com/2019/03/01/us/betty-shelby-terence-crutcher-tulsa.html>

PHILANDO CASTILE (2016)

On July 6, 2016, in Falcon Heights, MN, Officer Jeronimo Yanez shot Philando Castile during a traffic stop. The stop was unequivocally influenced by racial profiling, with the officer citing Castile's resemblance to armed robbery suspects as the reason for the encounter.

As Castile reached for his driver's license, he promptly informed the officer of his legally licensed firearm in the car. Despite complying with the officer's instructions and assurances from both Castile and his partner Diamond Reynolds that he was not reaching for the weapon, Castile was shot seven times at close range, resulting in his tragic death.

Reynolds bravely livestreamed the aftermath on Facebook, exposing the shocking reality of police violence against Black individuals. The officer faced charges of second-degree manslaughter and dangerous discharge of a firearm but was ultimately acquitted of all charges in a jury trial on June 16, 2017. Subsequently, he was terminated by the City of Saint Anthony.

Reynolds and Castile's family pursued justice through wrongful death lawsuits against the city, ultimately securing a settlement of \$3.8 million. Despite the NRA's vocal defense of legal gun-owners' rights, the organization notably remained conspicuously silent on Castile's case, underscoring broader disparities in the treatment of gun-related incidents and racial injustice.

Source: <https://exhibits.stanford.edu/saytheirnames/feature/philando-castile>



SYNAGOGUE MASSACRE IN PITTSBURGH (2018)

October 27, 2018 in Pittsburgh, PA during a Shabbat morning service at the Tree of Life synagogue in Pittsburgh, a gunman, Robert Bowers, armed with an AR-15-style rifle and three handguns, opened fire, killing 11 people and injuring six others. Bowers expressed anti-Semitic sentiments online and targeted the synagogue due to its association with Jewish charity events aiding refugees and immigrants. Robert Bowers was apprehended by police and charged with 63 federal crimes, including hate crimes, obstruction of religious beliefs resulting in death, and firearm offenses. In 2020, he pleaded guilty to 29 counts to avoid the death penalty, and in 2021, he was sentenced to life in prison without the possibility of parole. The incident sparked national and international condemnation and renewed discussions about the rise of anti-Semitism and hate crimes.

Source: <https://www.nytimes.com/2018/10/27/us/active-shooter-pittsburgh-synagogue-shooting.html>

GEORGE FLOYD (2020)

On May 25, 2020, in Minneapolis, MN, George Floyd, a Black man, was arrested after allegedly using a counterfeit \$20 bill. Seventeen minutes later, he was unconscious and pinned beneath three officers, showing no signs of life. Officer Derek Chauvin kept his knee on Floyd's neck for over nine minutes, despite Floyd's repeated pleas that he couldn't breathe and calls for help. Chauvin's actions, even after Floyd lost consciousness, sparked global protests against police brutality and systemic racism. Chauvin was sentenced to 22 1/2 years in prison for second-degree murder, third-degree murder, and second-degree manslaughter.

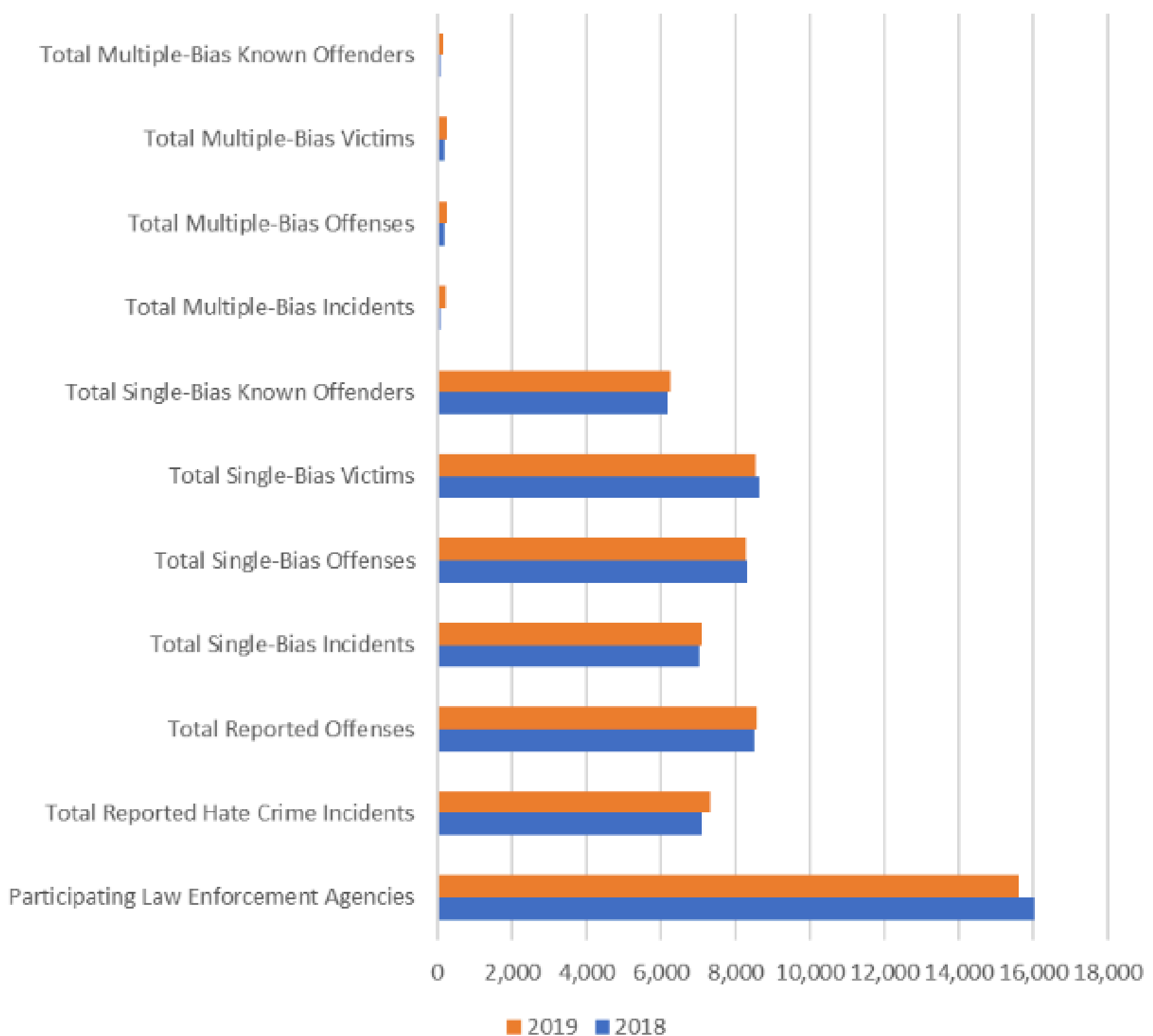
Source: <https://www.history.com/this-day-in-history/george-floyd-killed-by-police-officer>



PREVALENCE OF HATE AND BIAS

- Hate and Bias is prevalent in our society, the FBI's Uniform Crime Reporting Program took reports submitted by law enforcement agencies and of these agencies.
- **NOTE THESE ARE THE ONES THAT WERE REPORTED!! A LOT OF HATE CRIMES GO UNREPORTED.**

Comparison of 2018 vs 2019 FBI Hate Crime Statistics



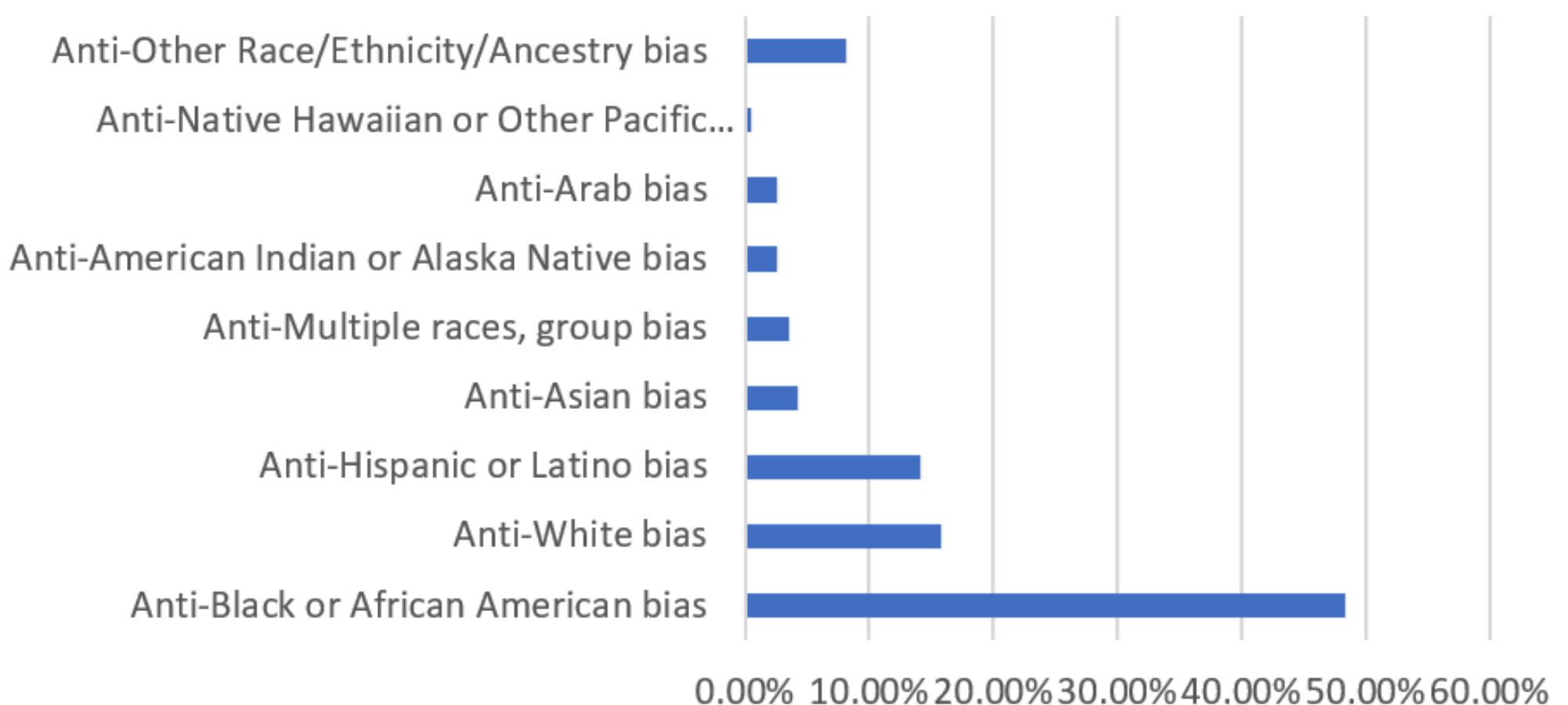
- Even with a decrease in number of participating law enforcement agencies there was an increase in the number of hate crimes.



BREAKDOWN OF HATE AND BIAS INCIDENTS

- 48.4% were motivated by anti-Black or African American bias.
- 15.8% stemmed from anti-White bias.
- 14.1% were classified as anti-Hispanic or Latino bias.
- 4.3% resulted from anti-Asian bias.
- 3.6% were a result of bias against groups of individuals consisting of more than one race (anti-multiple races, group).
- 2.6% were motivated by anti-American Indian or Alaska Native bias.
- 2.6% were classified as anti-Arab bias.
- 0.5% (25 offenses) were motivated by bias of anti-Native Hawaiian or Other Pacific Islander.
- 8.2% were the result of an anti-Other Race/Ethnicity/Ancestry bias.

Race/ethnicity/ancestry bias from the 2019 FBI Hate Crime Statistics



Citation: FBI Hate Crime Statistics, <https://ucr.fbi.gov/hate-crime>



GENDER, SEXUALITY, AND MENTAL HEALTH

- LGBTQ community faces higher rates of mental health conditions due to prejudice and biases.
- LGBTQ individuals are nearly 3 times more likely to experience conditions like major depression or generalized anxiety disorder.
- Fear of discrimination and stigma related to sexual orientation and gender identity can lead to depression, PTSD, suicidal thoughts, and substance abuse.
- LGBTQ people face both societal bias against mental health and stigma based on sexual orientation or gender identity.
- Some LGBTQ individuals hide their sexual orientation from mental health professionals for fear of ridicule or rejection, while others conceal their mental health conditions from LGBTQ peers.
- Lack of awareness and discussion about mental health within the LGBTQ community can hinder access to treatment and support.

Source: National Alliance on Mental Illness

<https://www.nami.org/your-journey/identity-and-cultural-dimensions/lgbtq/>

MARGINALIZATION AND TRAUMA

Marginalization inflicts trauma upon individuals. Those marginalized not only contend with the everyday challenges encountered by everyone but also grapple with the perilous realities of hate and bias directed at their identity. Whether navigating public spaces or seeking refuge in supposedly safe social or religious settings, they endure a persistent state of vigilance and anxiety, even within spaces intended to provide solace and security.



CONCLUDING THE ACTIVITY

These examples can be used to help the audience understand that hate crimes and marginalization are fatal dangers that are faced by many communities. People who are marginalized have to not only deal with the pressures faced by all people during their day to day life but also have to worry about the dangers associated with hate and bias that is directed towards their identity. From when they leave their house and even when they go to social or religious spaces that are supposed to be safe they are constantly under stress and on guard.

When wrapping up your discussion about this topic, it is important to leave your audience with action items/suggestions on how they can help. If your audience was receptive they will most likely feel motivated to do something about the issue at hand. We usually end with the section “How can you end this cycle?”.



How Can You End This Cycle?

1. **Check Your Biases:** Take a critical look at both your conscious and unconscious biases that may impact your actions and perceptions. You can find tools to do this below.
2. **Understand and Acknowledge Privilege:** Reflect on the privilege you possess and actively work towards utilizing it to foster a more inclusive and equitable community for all. You can find tools to do this below.
3. **Apologize and Learn:** If you make a mistake, own up to it, apologize, and commit to learning from the experience. Education and growth go hand in hand.
4. **Educate Yourself:** Dive into the history and challenges faced by marginalized communities. Listen to their stories, understand their struggles, and amplify their voices.
5. **Be an Ally:** Equip yourself with the knowledge and tools to be an effective ally to marginalized groups. Strive to become an accomplice in advocating for anti-racist and inclusive practices in your community.
6. **Take Action:** Beyond awareness, take concrete steps to challenge systems of oppression and discrimination. Get involved in initiatives, organizations, or campaigns that promote social justice and equality, and actively support policies that dismantle structural barriers. Every action, no matter how small, contributes to creating a more just and inclusive society.



EXTERNAL RESOURCE

Implicit Association Test (IAT)

Citation: Implicit Association Test. *Project Implicit*. <https://implicit.harvard.edu/implicit/takeatest.html>.

This resource can be used to identify your implicit biases.

You can find this resource by scanning the QR code on the right or by visiting:
<https://implicit.harvard.edu/implicit/takeatest.html>

EXTERNAL RESOURCE

Education Resources on Privilege

Citation: Education Resources- Privilege. *Indiana University Indianapolis*.
<https://diversity.indianapolis.iu.edu/resources/education-resources/privilege.html>.

This resource can be used to identify your implicit biases.

You can find this resource by scanning the QR code on the right or by visiting:
<https://diversity.indianapolis.iu.edu/resources/education-resources/privilege.html>





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DIVERSITY, EQUITY, AND INCLUSION GLOSSARY

ACCESSIBILITY	The process of ensuring that information, environments, and experiences are designed to be usable by individuals of all abilities. Its objective is to facilitate full participation and engagement for everyone, eliminating any barriers that may hinder access or interaction.
CULTURE	The collection of shared attitudes, values, goals, and practices that define a specific group of people, encompassing their knowledge, beliefs, art, laws, customs, and habits.
DIVERSITY	Diversity with regard to people refers to a group of individuals with varying characteristics. Diversity encompasses different dimensions, including visible aspects such as race, age, and ethnicity, as well as invisible aspects such as religion, skills, abilities, socio-economic status, and culture.
EMPOWERMENT	The journey towards obtaining greater autonomy, control, and influence in one's life and decision-making processes. It involves acquiring the necessary knowledge, skills, and resources to autonomously make choices and pursue personal goals.
EQUITY	Equity pertains to fairness and justice, recognizing that individuals come from diverse backgrounds with varying needs. It aims to establish a level playing field where everyone has an equal opportunity to succeed, acknowledging that some may require additional support to achieve true equality of opportunity.
INCLUSION	Creating an environment where everyone feels welcome, valued, and supported, regardless of their background or characteristics. It ensures that everyone has the opportunity to participate and contribute fully.
IDENTITY	The unique traits and characteristics that define an individual.
INTERSECTIONALITY	Intersectionality acknowledges that individuals' lived experiences are molded by the intricate connections between their various social identities, such as race, class, gender, and ability. Visualize these identities as overlapping circles in a Venn diagram; the overlapping regions depict intersectionality. For example, a Black woman confronts unique obstacles due to the compounded effects of racism and sexism. By recognizing and understanding these intersections, we can develop targeted interventions and advance more inclusive initiatives within the realm of social justice.
LIBERATION	Breaking free from different limitations. It involves fighting for equal rights and opportunities for a specific group, representing their ongoing struggle for equality against historical oppression.





DIFFICULT-DISCUSSIONS INC. DIVERSITY, EQUITY, AND INCLUSION GLOSSARY

MARGINALIZATION	Systematic disadvantages experienced by specific groups because of their social identities. It stems from power dynamics within a society, where dominant groups establish and uphold systems that benefit themselves while disadvantaging others.
MICROAGGRESSION	Subtle insults, slights, or invalidations directed at individuals or groups due to their marginalized identity. These seemingly small interactions can convey negative messages and have a cumulative impact on the recipient. They are often unconscious or unintentional expressions of prejudice towards marginalized groups, like racial minorities.
MISINFORMATION	Inaccurate or misleading information spread unintentionally. Unlike disinformation, which is intentionally deceptive, misinformation is shared without malicious intent. Those spreading misinformation may genuinely believe it to be true.
PRIVILEGE	Unearned advantages or benefits that some groups receive based on their social identity, allowing them to live without facing certain disadvantages.
SAVIOUR COMPLEX	A psychological tendency where someone feels a strong urge to help others, sometimes to the extent of neglecting their own needs or becoming overly intrusive. Despite appearing positive, it can create issues in relationships and for the person themselves. People with a savior complex seek to fix others' problems and often see themselves as heroes, but this can result in little impact on challenging oppressive systems effectively.
IMPLICIT BIAS	The attitudes and stereotypes that impact our judgments and actions without our awareness. These biases are shaped throughout our lives, representing social stereotypes about certain groups that individuals form without conscious realization.

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