

An aerial photograph of a university courtyard. The courtyard features a brick building on the left, a paved walkway, and several circular tables with chairs where people are sitting and talking. There are trees and green spaces throughout the area. The text "Fostering an Inclusive Community: Oppression Learning Byte" is overlaid in the center.

Fostering an Inclusive Community: Oppression Learning Byte

Naropa
UNIVERSITY

Transform Yourself, Transform the World



What is Oppression?

“Attitudes, behaviors, and pervasive and systematic social arrangements by which members of one group are exploited and subordinated while members of another group are granted privileges”

Source: Bohmer, Susanne and Joyce L. Briggs. (1991). "Teaching Privileged Students about Gender, Race, and Class Oppression." *Teaching Sociology* 19:154-63.



The Four I's of Oppression

- Ideological
- Institutional
- Interpersonal
- Internalized

These four types of oppression function together to create systemic oppression.

Source: Colorado Funders for Inclusiveness and Equity.

<http://www.coloradoinclusivefunders.org/meeting-materials.html>



Why Are We Often Unaware

How are we able to be unaware of systemic oppression that may be part of our daily lives?

“Dominant group members may be unaware that they are the recipients of privileged treatment and that it is at the expense of others. They therefore believe that their achievements are based on their own merit, not on systematic advantage. They are less likely to realize how “business as usual” could still cause injustice.”

Source: Goodman, D. (2001). *Promoting diversity and social justice: Educating people from privileged groups*. Thousand Oaks, Calif: Sage Publications.



Addressing Oppression

- Learn about the four “I’s” of oppression
- Use this knowledge to explore how you are oppressed and an oppressor in the cycle of systemic oppression present in our lives.
 - Although this can be a difficult exercise, remember, “lack of consciousness allows for the unintentional perpetuation of injustice.” (Goodman – see citation on previous slide)
- Encourage the recognition of internalized oppression. Read ‘Healing from the Effects of Internalized Oppression’ in the University of Kansas Community Toolbox (<http://ctb.ku.edu/en/table-of-contents/culture/cultural-competence/healing-from-internalized-oppression/main>)

Want More Information?

Goodman, D. (2001). Promoting diversity and social justice: Educating people from privileged groups. Thousand Oaks, Calif: Sage Publications.

Oppression and Privilege: Toward a Relational Conceptualization of Race." Teaching Sociology 24:245-255.

