

A Functional Framework for Historically/Currently: Included (Non-target) & Excluded (Target) Groups

Type of Oppression -ism or -phobia	Variable	Historically/Currently INCLUDED - <i>Mainstream</i>	Historically/Currently EXCLUDED - <i>Margins</i>
Racism	Race/Color/Ethnicity	White	People of Color (African, Asian, Native, Latinx Americans)
Classism	Socio-Economic Status	Middle, Upper-Class	Poor, Working-Class
Elitism	Education level	Formally Educated	Informally Educated
	Place in Hierarchy	Managers, Exempt, Faculty	Clerical, Non-exempt, students
Sexism	Gender	Men	Women/Transgender
Genderism	Gender Identity/ Gender expression	Cisgender; appearance and behaviors are congruent with the gender binary system	Transgender; Gender non-Conforming; Gender Queer; Androgynous
Heterosexism	Sexual Orientation	Heterosexuals	Queer; Gay; Lesbian; Bisexual; Pansexual; Asexual; Questioning
Religious Oppression, Anti-Semitism, Islamophobia	Religion	Christians	Jewish; Muslim; Agnostic; Hindu; Sikh; Atheist; Buddhist; Spiritual; LDS; Pagan...
Ageism	Age	Young Adults	Elders (60+ by law)
Adultism		Adults	Children/youth
Ableism	Physical, Mental, Emotional Ability	Currently “Able-Bodied”	People with a physical, mental, emotional and/or learning disability
Sizeism	Body size/appearance	Appearance and body size are congruent with society’s image of “fit,” attractive	Perceived by others as too tall, short, fat, thin, unattractive
Xenophobia	Immigrant Status	US Born	Immigrant
Linguistic Oppression	Language	English	English as a Second/Other Language; Non-English

* adapted from “A Working Conceptualization”, VISIONS, Inc.