

OPPRESSION

LINE OF POWER

DISCRIMINATION

PREJUDICE

BIAS

WHAT IS

**THE LINE OF
POWER?**





BIAS

Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. Many studies have indicated that implicit biases affect individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Notably, implicit biases have been shown to trump individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess. The Implicit Association Test (IAT) is often used to measure implicit biases with regard to race, gender, sexual orientation, age, religion, and other topics.

SOURCE: Project Change's "The Power of Words."

PREJUDICE

A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.

SOURCE: Project Change's "The Power of Words."





DISCRIMINATION

- 1. The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion, and other categories.*
- 2. [In the United States] the law makes it illegal to discriminate against someone on the basis of race, color, religion, national origin, or sex. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. The law also requires that employers reasonably accommodate applicants' and employees' sincerely held religious practices, unless doing so would impose an undue hardship on the operation of the employer's business.*

OPPRESSION

1. Systemic devaluing, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something of value, while others have ready access.

2. The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group. Rita Hardiman and Bailey Jackson state that oppression exists when the following 4 conditions are found:

- the oppressor group has the power to define reality for themselves and others,*
- the target groups take in and internalize the negative messages about them and end*
- up cooperating with the oppressors (thinking and acting like them),*
- genocide, harassment, and discrimination are systematic and institutionalized, so that individuals are not necessary to keep it going, and*
- members of both the oppressor and target groups are socialized to play their roles as normal and correct.*

Oppression = Power + Prejudice



OPPRESSION

"Most people now watch Netflix. Let's come together to make rules that say Netflix viewers can have faster bandwidth than people who use other streaming platforms. It makes sense because Netflix is superior."

LINE OF POWER: *The ability for a dominant group to make rules about a non-dominant group.*



DISCRIMINATION

"I will not hire someone who discloses they prefer another streaming platform. It indicates poor judgement."



PREJUDICE

"I like watching Netflix and people who watch other streaming platforms do not have good taste like I do. They probably eat dinner in front of their TV away from their family."



BIAS

"I like watching Netflix and prefer hanging out with other people who also like watching Netflix."





OPPRESSION

Actual oppression can only occur when one dominant group has the ability to make rules about another group, who does not have the power to stop them. (Racism, sexism, xenophobia, homophobia...)

LINE OF POWER: *The ability for a dominant group to make rules about a non-dominant group.*



DISCRIMINATION

Making exclusionary decisions about individuals because of their membership to a certain identity group. (Can be individual or systemic.)



PREJUDICE

Making negative assumptions about individuals because of their membership to a certain identity group. (Intentional or unintentional. Can be individuals or groups.)



BIAS

Automatic thought patterns about certain identity groups. (Individual. Can be conscious or unconscious.)

