

## Social Identity Groups

Handout adapted courtesy of The Program on Intergroup Relations (IGR) at the University of Michigan

Social identity groups are based on the physical, social, and mental characteristics of individuals. They are sometimes obvious and clear, sometimes not obvious and unclear, often self-claimed and frequently ascribed by others. For example, racial groupings are often ascribed as well as self-claimed. Government, schools, and employers often ask an individual to claim a racial identity group or simply ascribe one to an individual based on visual perception. Other social identities are personally claimed but not often announced or easily visually ascribed such as sexual orientation, religion, or disability status. *For the purpose of this self-examination please identify the memberships you claim or those ascribed to you. Below are examples of social identity groupings.*

### Examples

(Feel free to use your own language for your identities.)

Gender	Cis-Woman, Cis-Man, Trans-Woman, Trans-Man, Gender Non-Conforming, Post-Gender, etc.
Race	Asian Pacific Islander, Native American, Latinx, Black, White, Bi/Multiracial, etc.
Ethnicity	Irish, Chinese, Puerto Rican, Italian, Mohawk, Jewish, Guatemalan, Lebanese, European-American, etc.
Sexual Orientation	Lesbian, Gay, Bisexual, Pan-Attractional, Heterosexual, Queer, Questioning, etc.
Religion/Spirituality	Hindu, Muslim, Buddhist, Jewish, Christian, Agnostic, Faith/Meaning, Atheist, Secular Humanist, etc.
Social Class	Poor, Working Class, Lower-Middle Class, Upper-Middle Class, Owning Class, Ruling Class, etc.
Age	Child, Young Adult, Middle-Age Adult, Elderly, etc.
(Dis)Ability	People with disabilities (cognitive, physical, emotional, etc.), Temporarily able-bodied, Temporarily disabled, etc.
Nation(s) of Origin and/or Citizenship	United States, Nigeria, Korea, Turkey, Argentina, etc.
Tribal/Indigenous	Mohawk, Aboriginal, Navajo, Santal, etc.
Body Size/ Type	Fat, Person of Size, Underweight, Thin, etc.

**Target Group:** Social identity groups that are disenfranchised and exploited

**Agent Group:** Social identity groups that hold unearned privileged in society

**Discrimination:** Prejudicial treatment of an individual based on their actual or perceived group memberships.

**Oppression:** The systematic, socially supported mistreatment and exploitation of a group, category or individual.

# Social Identity Profile

Handout adapted courtesy of The Program on Intergroup Relations (IGR) at the University of Michigan

<b>SOCIAL IDENTITY</b>	<b>GROUP MEMBERSHIP</b>	I am most aware of...	I think about least...	Has greatest effect on how others see me... (positive or negative)	Matters most in my family or close circle of friends...	I am most proud of...	Makes me uncomfortable to talk about with others...	Gives me power and/or privilege in society...	Has strongest impact on my decision making...	Have the earliest memories of...
Gender										
Race										
Ethnicity										
Sexual Orientation										
Religion/ Spirituality/Faith/ Meaning										
Social Class										
Age										
(Dis)Ability										
Nation(s) of Origin and/or Citizenship										
Body size/type										
Additional										