

"Ism"	Agent	Statement	Why is this an example of oppression?	How is this internalized domination?
<b>Sexism</b>	Men	"That's a man's job. Shouldn't you be baking or something?"	The statement indicates that women should be caretakers and in the household versus out in the workforce. It also implies that women cannot do jobs that are viewed as dangerous, strenuous, etc.	Men are socialized to believe they are the "bread winners" and women are the "caretakers." Therefore, women are portrayed as weaker, more submissive and secondary. So, men are left with the feeling of over-importance.
		"You throw like a girl."	This implies that girls cannot throw well, which is tied to the stereotype that girls are weak.	Men are socialized to be strong, active, athletic and to believe that women are weak and nonathletic.
<b>Racism</b>	White people	"I don't see color, we're all humans."	When someone says they "don't see color," they are admitting that different races exist, yet consciously refusing to acknowledge a person for their multiple complexities. They are disregarding someone's race, culture and the oppression that they experience.	In our society, white people hold social power. By constantly seeing white people in high positions and through the media as role models, a message is sent that white people and white culture is the norm and something to strive towards. Therefore when you ignore the fact that someone is a person of color you are ignoring all the privileges that come along with you being white – denying your unearned advantages.
<b>Classism</b>	Upper class	"Oh, you shop <i>there</i> ?"	By judging someone based on where they shop or how much money their clothes cost shows unrecognized privilege because a person from an upper class upbringing is denying that the person doesn't have the resources to shop at other places, or makes the assumption that everyone has the ability to shop anywhere they would like.	People with upper class backgrounds have the privilege of being financially secure. The way a person from the upper class spends money is very different from the way working class poor people do. This is internalized dominance because of the assumption everyone has leftover spending money (after bills, etc.) to shop anywhere, and that working class people are simply ignorant of fashion or popular culture.
<b>Cissexism</b>	Cisgender people	"Are you getting 'the' surgery?"	Asking someone who is trans if they are getting "the" surgery, is making the assumption that the person wants surgery, which is a stereotype, and it is an assumption that you have a right to know very personal details about their life.	We've been socialized to believe that someone is either a 'boy' or a 'girl', and that this is determined by one's genitals. Assuming they want and can afford surgery is a way that cisgender people help themselves make sense of trans people, by assuming that in order for someone to be a man or a woman they should want or aspire towards having the "correct" body in order to

<p><b>Heterosexism</b></p>	<p>Heterosexual /Straight</p>	<p>“I don’t want to share a locker room with a gay man, he might try to check me out.”</p>	<p>This is the assumption that gay people are attracted EVERYONE of the same sex; that gay people will automatically be drawn sexually to anyone of the same sex. It is also the assumption that gay people are perverted or are sexual predators without regard for the boundaries of others.</p>	<p>meet a cis person’s conception of what a woman or a man should look like. Therefore, a cis person has internalized that they have the “correct” body that trans people can only aspire towards or get surgery in order to attain it. It also assumes that they want to share intimate details of their life with you – while you are most likely not willing to share the same with them.</p> <p>This is internalized domination because it is assumed that straight people <b>don’t</b> like EVERYONE of the opposite sex. Straight people are allowed to have “types” and it is not assumed that they are attracted to everyone of the “opposite” gender. However, because of heterosexism and homophobia some straight people believe that a gay person would automatically be attracted to them. It also assumes that if a gay person does have an attraction to someone, that they ‘can’t control themselves’ and would not respect that person’s boundaries and might harass or attack them.</p>
<p><b>Ableism</b></p>	<p>Able-Bodied people</p>	<p>“You are such an inspiration for being so active despite your challenges.”</p>	<p>Able-bodied people see the lives of people with disabilities as challenging, difficult, and feel the right to derive inspiration for their own lives from their assumptions about the experiences of people with disabilities.</p>	<p>This is internalized domination because society teaches able-bodied people that people with disabilities live difficult, tragic lives, and that when someone with a disability is able to function or is happy, this can be exploited for inspiration. Able-bodied people think, “If someone with a serious illness, physical disability, mental illness, etc. can do that, then I can, too.” This is harmful because able-bodied people are actively pitying people with disabilities and using them to feel more fortunate and capable than someone else. It also refers to a part of someone’s identity as a “challenge”, which assumes how someone feels about their experiences.</p>
<p><b>Ageism</b></p>	<p>Ages 25-55</p>	<p>“You’re too young to understand.”</p>	<p>Adults are not told they are “too young” to understand something, and are not treated as if their opinions do not matter, or as if they are not worthy of an explanation of something, simply because of their age.</p>	<p>Society usually places wisdom and age together. Being young is portrayed as being reckless, foolish and inexperienced in life which people in the agent group internalize themselves as being wiser or knowing more. When in reality, young people have experienced a lot in their short lives and understand very complex concepts, just often times are not exposed to them</p>

<b>Religion</b>	Christians	“It must be so sad not celebrating Christmas.”	People who are not Christian are often shamed or made to feel excluded and sad for not celebrating Christian traditions.	because of ageism. Internalized domination is exemplified through the assumption everyone shares one’s beliefs and holidays. It marginalizes other religions as well as reinforces Christian privilege. Marketing is targeted towards Christians, and Christians begin to accept that their traditions and religion are more important and more relevant than other religions.
-----------------	------------	--	--	---

“Ism”	Target	Statement	Why is this an example of oppression?	How is this an example of internalized oppression?
<b>Sexism</b>	Women	<p>“I’m not good at explaining things.”</p> <p>“I don’t like to talk in groups because I don’t want people to think I’m stupid if I’m wrong.”</p>	Women are stereotyped as passive and timid. Therefore when women use their voice they sometimes are viewed as “too aggressive,” “bossy,” “the B word,” etc. These assertions cause women to feel less confident in using their voice and often view themselves as being unintelligent.	Women believe that they shouldn’t have a voice and/or become scared to use their voices. Women start to also believe that they are not smart and hold no valid intelligence.
<b>Racism</b>	People of Color	<p>“I’m such an Oreo!”</p> <p>“I’m such a Twinkie!”</p>	The phrase “oreo” or “twinkie” are in reference to someone being black on the outside and white “on the inside” or Asian on the outside and white “on the inside.” These terms imply that the “whiter” you talk or act, the more intelligent you are. Which also implies that people of color cannot talk in intelligent ways without being “white” or act in “civilized” ways without being “white.” This is a function of white supremacy and racism in the U.S.	This is an example of internalization because it is the belief that the person is not “black enough” or “Asian enough” and therefore they don’t fit into one part of their culture. It is also the belief that they are “better” than the other people in their race. Or that speaking a certain way makes them not a “real” person of color.
<b>Classism</b>	Working/Poor Class	“I’m not going to college; I probably won’t graduate from high school, no one in my family	People coming from poor working class backgrounds often work very hard and never leave their situation because they don’t have the education they need or access to resources and jobs that pay more than minimum wage. People from the working and poor class often times have	This is internalized classism because the person is convinced that they will never succeed due to their financial circumstances and their family’s history. Because of their class, they feel they are not good or deserving enough to get a full

<b>Cissexism</b>		has.”	to forfeit their education for food and shelter – given that their basic needs have to be met, they choose survival.	education.
	Transgender and Non-Binary	“I prefer he/him pronouns, but you can use whatever pronouns you want.”	People have been taught what a “man” looks like and what a “woman” looks like, and based on those traits we choose which of these pronouns to use for someone. Transgender people often struggle with being misgendered, through others referring to them with the wrong name or pronouns, because others often look at people and decide what they think that person’s pronouns should be. We recommend using someone’s name until you know their pronouns.	This is an example of internalization because the person likely wants to avoid making the other person feel bad, uncomfortable, or making them put in the effort to use his preferred pronouns. He has internalized that it is better to make others as comfortable as possible rather than expect others to respect his identity.
<b>Heterosexism</b>	Lesbian, Gay, Bisexual	“I get why gay people shouldn’t be represented in children’s shows.”	This is a manifestation of the common idea that being gay is inherently inappropriate or sexual. Historically, LGB people have been portrayed as predatory, and stereotypes have arisen painting LGB people as sexual predators and dangers to children. In reality, the majority of sexual predators are not LGB, and same-gender relationships are just as natural and deserving of representation in all media as straight relationships.	This is an example of internalization because it is the belief that being gay is inherently sexual, inappropriate, and that it should be kept out of the view of children for their protection. In turn, LGB people reinforce a cycle of young LGB people not seeing people like them represented in the media, therefore feeling ostracized and unnatural as older people discover their sexual orientation.
	People with disabilities	<p>“I’m not normal like everyone else.”</p> <p>“No one would ever date someone like me.”</p>	People with disabilities in society do not receive adequate care and accessibility to resources to help them function in the same ways that able-bodied people are able to. For example, hooks on walls are placed very high up, so someone in a wheelchair could not reach it. There is a lack of ramps on buildings for wheelchair users, healthcare is very expensive for people with disabilities, and it is often very difficult to receive treatment for mental illnesses. Therefore, people with disabilities are led to believe that they are “abnormal”, that their bodies are a problem rather than the society that is unaccommodating of them.	This is an example of internalization because the person with a disability believes that they are “not normal” or “different” and they reduce themselves down to their disability. Also because they believe that no one would ever date them because of their disability, which means the rest of who they are doesn’t matter - their personality, intelligences, desires, hobbies, interest, etc.

<b>Ageism/Adultism</b>	<p>Under the age of 25 (adultism or ageism) or over the age of 55 (ageism)</p>	<p>“I don’t know, I’m just a teenager.”</p> <p>“My voice doesn’t mean anything in this society.”</p>	<p>We are socialized to believe that young people do not have enough experience in life to understand how society really works. Therefore, many young people feel their opinions and voices are invalid because of their age. In reality, young people are very smart and reflective, they are just not often given the space to be heard.</p> <p>In the case of elderly people, society sees them as incapable of coherent thought, out-of-date, and holds stereotypes about their abilities to contribute to intelligent conversation and society in general, assuming/invalidating their abilities to continually function at their age.</p>	<p>This is an example of internalization because the young/elderly person believes the stereotype that they don’t know anything because of their age, or that their voice does not matter because of their age. When in reality they know and have the capacity to understand a lot, though they are not given the space to voice their thoughts, be heard or to learn.</p>
<b>Religionism</b>	<p>Non-Christians</p>	<p>“I don’t mind that people say Jews are cheap, a lot of them are.”</p> <p>“I don’t wear a hijab because I don’t want people to know I’m Muslim.”</p>	<p>The stereotypes that are associated with Jews and Muslims in this country are very negative and harmful. Even though our country was founded on separation of church and state, there is a historical, legal and systematic support of Christianity at the expense of other religions.</p> <p>Therefore when someone believes stereotypes about their people and/or doesn’t feel they can express themselves freely because of their religion it is oppression.</p>	<p>This is internalization because the Jew is buying into the stereotype about their people and not recognizing the impact the stereotype has on individually. It also reinforces that the stereotype is okay to say or believe. For the Muslim, there are multiple reasons why one would choose not to hijab, but this person is choosing not to so no one knows they are Muslim, which is internalization because they are doing so to hide a part of their identity.</p>