

How Power and Context Impact How We Experience Identity

Target + Agent Identities



YOUR IDENTITIES

Target Identities: Experience marginality, outsider status

Agent Identities: Experience access to resources, power, insider status

We All Have Target AND Agent Identities Because of Social Constructions

Identity Categories	Your Identity	Target	Agent
Race/Ethnicity			
Gender/Gender Identity			
Immigration Experience			
Religion/Faith			
Visible/Hidden Disabilities			
Sexual Orientation			
Formal Education Level			
Class			
And More (insert)			

How Do We Notice + Feel Our Identities Differently Amongst Different Constellations of People?

Dominant + Non-Dominant Identities



- ◆ **Dominant** → my identity group created the culture, it was made my people like me, for people like me, with people like me in mind
- ◆ **Non-Dominant** → my identity group did not create the culture by/for/with me in mind

Consider Different Scenarios You Regularly Find Yourself In:

