

Marginalized and Privilege Self-Assessment Tool

Take some time to read through these areas, circling those that apply to you. As you go through the statements, identifying the areas in which you have privilege or find yourself at an intersection of marginalized, be kind to yourself. The more we deepen our understanding of ways in which we can advocate for spaces to advance racial and health equity, the more we learn about ourselves and this can result in some personal discomfort. We invite you to lean into this discomfort, allowing these feelings to provide a space for genuine understanding and empathy.

Your current self:

Privileged Group(s)		Marginalized Group(s)
30s to early 50s	1. Age	Younger; older
White	2. Race	Person of color; biracial and multiracial people
Male	3. Biological Sex	Female; intersex
Cisgender; appearance and behaviors are congruent with the gender binary	4. Gender Identity and Gender Expression	Transgender; gender-nonconforming; genderqueer
President, board member, elected officials, executive director, senior leadership	5. Hierarchical Level	Citizens, community organizers, worker, clients
Heterosexual	6. Sexual Orientation	Queer, lesbian, bisexual, gay, questioning
Upper, upper-middle, or middle class	7. Social Class	Working class; living in poverty
Graduate or college degree; private schooling	8. Educational Level	GED; public school: 1 st generation college student
Christian (Protestant, Catholic)	9. Religious / Spirituality	Muslim, Jewish, agnostic, Hindu, atheist, Buddhist, LDS, Jehovah's Witness, pagan.
U.S Born	10. National Origin	Born in a country other than the US
Currently able-bodied and not experiencing any mental/emotional/learning disabilities; HIV negative	11. Ability /Disability	People with physical, mental, emotional, and/or learning disabilities; people living with HIV/AIDS+
American; Western European Heritage	12. Ethnicity/ Culture	African, Asian or Middle Eastern Heritage. Ex: Somali, Hmong, Puerto Rican; Navajo; Mexican; Nigerian; Chinese, Iranian, Russian, Jewish
Fits society's image of attractive, beautiful, handsome...	13. Size/ Appearance	Perceived by others as too fat, short, tall, unattractive.
Proficient in "Standard" English	14. English Literacy	Use of "non-standard" English dialects; have an "accent"
Legally married in a heterosexual relationship	15. Marital Status	Single; divorced; widowed; same sex marriage or partnership; unmarried partnership
More years on the board, in the organization, department, and/or community	16. Years of Experience	New; little experience on the board, in the organization and/or community
Very athletic-runner, yogis, plays, sport.	17. Athleticism	Not very athletic-sedentary, couch potato, etc.
Suburban; valued region of the U.S.	18. Geographic Region	Rural; urban; less valued region of the US
Light skin; European features.	19. Skin color; Phenotype	Darker skin; African, Asian, or Aboriginal features

Your upbringing:

Privileged Group(s)		Marginalized Group(s)
Upper, upper-middle, or middle class	20. Social Class	Working class; living in poverty
Parents of children born within a 2-parent heterosexual marriage	21. Parental Status	Unmarried parent; do not have children; non-residential parents; LGBTQ parents
Stable and long-term housing; home ownership	22. Living Situation	Renting, living in transitions
Household had no problems or anxiety about constantly accessing adequate, food	23. Food security	Eating patterns of one or more household members were disrupted and food intake was reduced because family lacked money or other resources for foods
Household has no problems attaining and preparing healthy, nutrient-dense foods for family	24. Healthy food	Household had limited or no access to healthy, nutrient-dense foods and eating options at home
Household had adequate neighborhood resources to access healthy fresh foods	25. Healthy food access	Household is located in area with more convenience stores and fast food restaurants
Household has transportation to nearby grocery stores	26. Grocery store access	Limited or no access to larger grocery stores in the area of household
Household has adequate kitchen, appliances and other supplies to cook safe and healthy meals	27. Food preparation spaces	Household has limited or no adequate kitchen, appliances or other supplies to cook safe and healthy meals
Household has access to ingredients to prepare foods that are culturally-relevant to their family's traditional foods	28. Culturally appropriate foods	Household has limited access or no access to culturally-relevant foods for their family's traditional foods
Household has family member who has time and ability to prepare healthy meals	29. Food prep time	Household has limited time and ability to prepare healthy meals, rely on prepared and fast foods
Household has enough income to purchase healthy food	30. Cost of Food	Household has limited income to purchase healthy foods
Families eat meals together at least 5 or more times per week	31. Family meals	Families eat less than 3 meals a week together or meals are eaten alone