

**Figure 2**

**A Working Conceptualization of Historically Excluded (Target)  
And  
Historically Included (Non-Target) Groups\***

<b>Types of Oppression</b>	<b>Variable</b>	<b>Historically Included Groups</b>	<b>Historically Excluded Groups</b>
Racism	Race/Color/Ethnicity	White	People of Color (African, Asian, Native, Latino/a Americans)
Classism	Socio-Economic Status	Middle, Upper Class	Poor, Working Class
Elitism	Education Level	Formally Educated	Informally Educated
	Place In Hierarchy	Managers, Exempt, Faculty	Clerical, Non-Exempt, Students
Sexism	Gender	Men	Women/Transgender
Genderism	Gender Identity/ Gender Expression	Cisgender; Appearance and behaviors are congruent with the Gender Binary System	Transgender; Gender Non-conforming; Gender Queer; Androgynous
Heterosexism	Sexual Orientation	Heterosexuals	Gay, lesbian, Bisexual, Pansexual, Asexual, Queer, Questioning
Religious Oppression, Anti- Semitism	Religion	Christians/Protestant	Muslim, Jewish, Catholic, Agnostic, Hindu, Atheist, Buddhist, Spiritual, LDS, Jehovah's Witness, Pagan...
Militarism	Military Status	World War I & II, Gulf War Veterans	Vietnam, Iraq, Afghanistan Veterans, Pacifists
Ageism	Age	Young Adults	Elders (40+ by law)
Adultism		Adults	Children
Ableism	Physical, Mental, Emotional, Learning Ability	Currently "Able-Bodied"	People with a physical, mental, emotional and/or learning disability
Xenophobia	Immigrant Status	US Born	Immigrant
Linguistic Oppression	Language	English	English as a Second Language Non-English