# Privileged and Marginalized Group Patterns

**Privileged Groups**

* Greater access to power and resources
* Make the rules
* Define what is normal, “right,” the “Truth”
* Assumed to be leader, smarter, competent...
* Given the benefit of the doubt
* Often unaware of privileged group membership and privilege
* Less aware about uninclusive and discriminatory treatment of marginalized groups
* Are more comfortable with members of marginalized groups who share similar behaviors, appearance, and values to them
* Hold to privileged group cultural beliefs, often without examination
* Collude, and if challenge the status quo, risk being ostracized/punished
* Focus on “how far we’ve come”

**Marginalized Groups**

* Less access to power and resources
* Often seen as less than, inferior, deficient, deficit...
* Often assimilate, collude, abide by the rules, try to fit in, etc., to try to survive...
* Track the daily indignities they experience, very aware of oppression
* Punished if challenge the status quo
* Have their truth and experiences questioned and often invalidated
* Know more about members of privileged groups than privileged group members know about them
* Often struggle with finding a balance between who they are and who they are told they need to be to be “acceptable”
* Often struggle with finding their voice and speaking up to challenge the status quo
* Focus on “how far we need to go”

**Key Concepts of Privileged/Marginalized Group Dynamics**

* Not always about numbers
* Visible and invisible; Innate and chosen
* Multiple group memberships
* Not always about individual behaviors or feelings
* You didn’t ask for it and you can’t give it back

**Source: Materials developed by Elsie Y. Cross Associates, Inc.**