Appendix: Identity Groups Resource List

Adapted from the Interim Equitable Decision-Making Framework – Clackamas Community College (2020)

Systemically Non-Dominant Groups*

People with Disabilities	• Mobile and Physical Accessibility • Invisible disabilities • Neurodiversity
Black, Indigenous, and People of Color (BIPOC)	• Black/African American • Pacific Islander • Native American • Latinx • Asian
People from the LGBTQ+ Community	• Transgender individuals

*Source: Jenkins, D. (2018). A Critical Lens to Rethinking Power, Privilege, and Inequity Language: "Systemically Dominant" and "Systemically Non-Dominant." *Share the Flame, LLC: Camas WA,* www.shareframe.com

Other Identities Marginalized and/or Targeted for Contempt

CCC Student and Employee Groups	• International students • ESOL (English for Speakers of Other Languages) • Immigration status • Employment status • Students/employees in rural areas • GED • Certificate/Degree-seeking • Continuing Education • First-generation college students • Nontraditional college students • Working students • Caretakers (children or others) • Part-time • Full-time

	- Fully online students - Current or past involvement with the criminal justice system - People with resource insecurities - Veterans - Athletes - Prospective students - Physical health - Mental health - Trauma survivors
Other Identities to Consider	- Age - Disability status - Educational background - Ethnicity/culture - Family status - Foster youth - Gender expression (e.g., visible signals of gender such as hair, clothing, and pronouns) - Gender identity (e.g., non-binary, transgender, cisgender) - Geographic region - Home/homelessness - Language proficiency/use of English - Learning style e.g., visual, auditory, experiential - Nationality/citizenship - Position and level in the hierarchy - Race - Relationship/marital status - Religion/Spirituality - Sex assigned at birth (e.g., male, female, intersex) - Sexual orientation - Size/appearance/athleticism - Skin color - Socio-economic status - Veteran status - Work style - Years of experience - Personality/social style (e.g., introvert, extrovert)