

| Dominant                    | Excluded  | Oppression         | NYS DASA Covered Groups            |
|-----------------------------|---|--------------------|------------------------------------|
| White People                | People of Color   | Racism             | Race, Color                        |
| Magazine Look               | Everyone Else   | Lookism            | Weight                             |
| Citizen                     | Undocumented or Resident  | Nativism           | National Origin/<br>Ethnicity      |
| “Standard” English          | Non-English speaking, English with accent, dialect of English, low English literacy | Linguicism         | National Origin/Ethnicity          |
| Christian                   | All other Spiritual Beliefs   | Christian Hegemony | Religion<br>Religious Practice     |
| People without disAbilities | People with disAbilities  | Ableism            | Disability                         |
| Heterosexual                | Gay, Lesbian, Bisexual, Questioning...  | Heterosexism       | Sexual Orientation                 |
| Males                       | Females, Intersex, Non-binary...  | Sexism             | Gender, Sex                        |
| Cisgender People            | Transgender people, Gender Non-Conforming ...                                       | Cissexism          | Gender Identity, Gender Expression |