

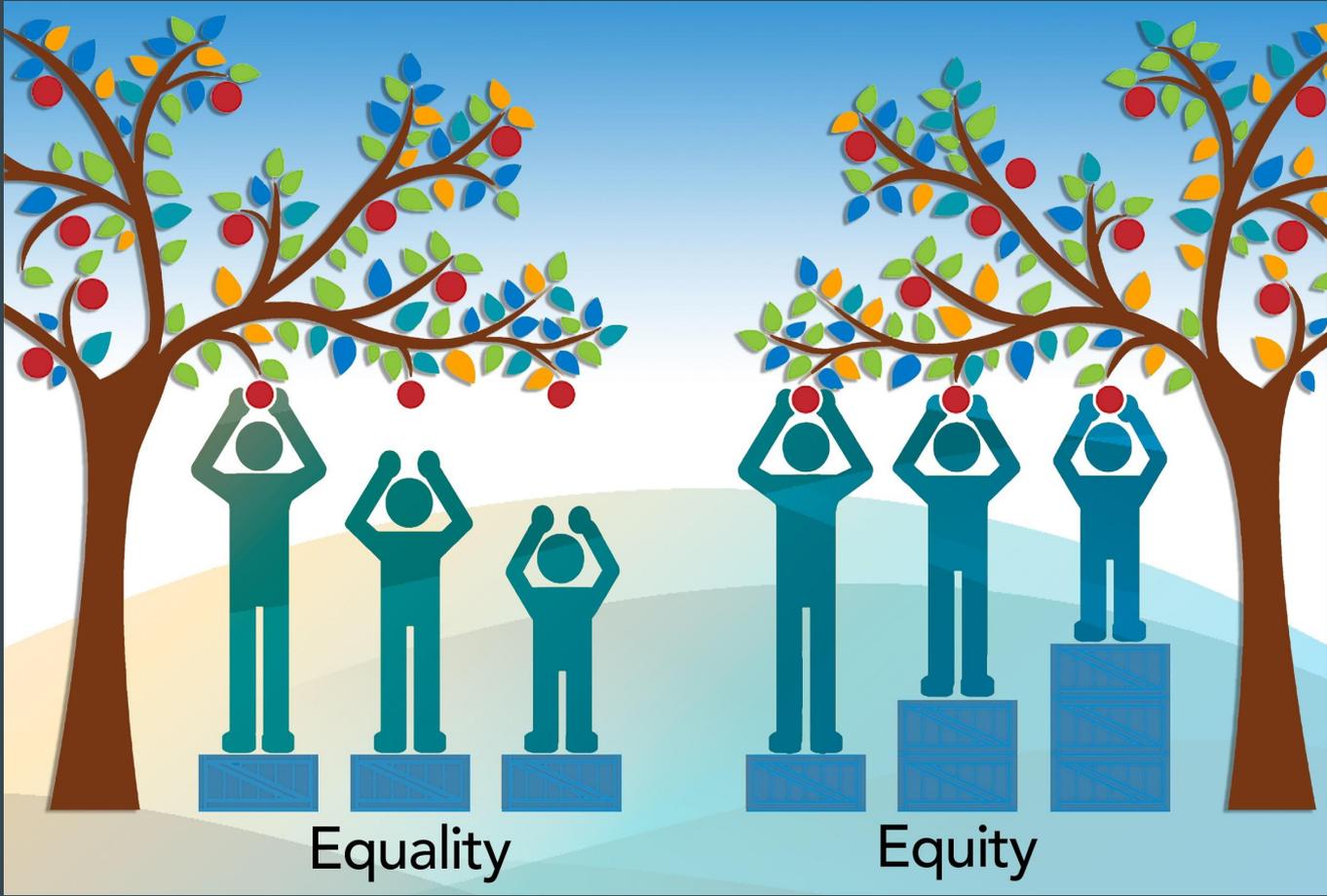
Social Justice 101



International Student Orientation 2019

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WHAT IS SOCIAL JUSTICE?



Equality

Equity

OXFORD DICTIONARY

Creating justice in terms of wealth, opportunities, and **privileges** within a society.

Privileged identity: social identities (race, gender, ethnicity, sexual orientation, etc) that historically have not faced oppression or have received unearned advantages.

Social Justice and U.S. Historical Context (Major Events)

13th Amendment - Abolishment of Slavery (1865)

15th Amendment - Voting rights for all races (1870)

19th Amendment - Women's right to vote (1920)

Brown v. Board of Education - Desegregation of school systems (1954)

Civil Rights Act - Banned discrimination based on race, religion, sex or national origin in employment practices and public accommodations (1964)

Obergefell v. Hodges - Legalization of Same-Sex Marriage (2015)

Social Justice vs. Diversity/Multiculturalism

Social Justice

- Privilege
- Oppression
- Recognizes Inequality
- Action Oriented

Diversity/Multiculturalism

- Tolerance
- Acceptance
- Celebration of Difference
- Awareness

Diversity, Equity and Inclusion @ U-M:

“At the University of Michigan, our dedication to academic excellence for public good is inseparable from our commitment to diversity, equity and inclusion. It is central to our mission as an educational institution to ensure that each member of our community has full opportunity to thrive in our environment, for we believe that diversity is key to individual flourishing, educational excellence and the advancement of knowledge.”

How might this affect you?

Social Identities (U.S. Definitions)

Sex: Assigned at birth, and usually characterized by reproductive organs (male, female, intersex).

Gender: An internal sense of being a woman, man, neither, both or another gender. This can be expressed through clothing, hairstyles, voice, body shape, etc. Most people make their **gender expression** match their gender identity. **Cis-gender** is when someone's gender expression matches their assigned sex at birth.

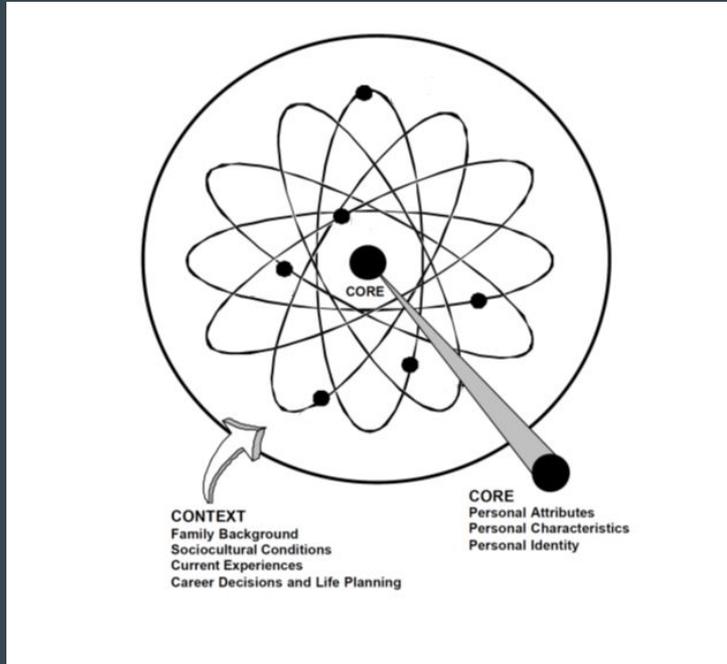
Sexual Orientation: The leaning of one's sexual attraction, or lack of attraction (**asexuality**). There is a spectrum where someone can land regarding their sexual attraction (**homosexual, heterosexual, bisexual, pansexual**).

Race: term used to identify people based on physical traits (Asian, Middle Eastern, Latinx, Black, White, Native American, Multiracial, etc.)

Ethnicity: term used to identify a group of people who share cultural heritage (Irish, Puerto Rican, White, African-American, European-American, Chinese, Indian).

Able-Bodied: someone without a physical disability. To be inclusive, you could say "I am a temporarily able-bodied person" to imply that some loss of physical function will happen to everyone.

Power, Privilege and Social Identity



Citizenship

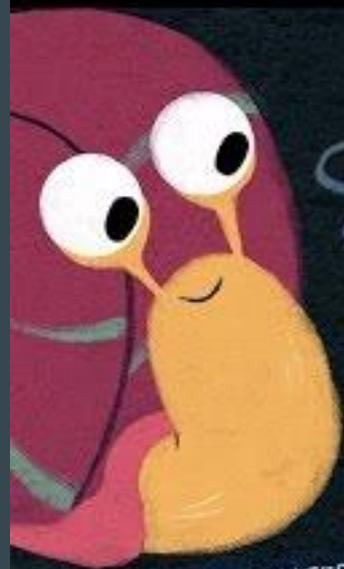
Sexual Orientation

Gender Expression

Sex

Race/Ethnicity

Physical Abilities



ANIMATED
by
KAT BLAQUE



WRITTEN
BY
CHESCALEIGH

SOMETIMES YOU'RE
A
CATERPILLAR



MICROAGGRESSIONS

An everyday exchange/comment/question that is interpreted as a sense of bias/oppression due to a person's social identities: race, gender, sexual orientation, nationality, religion, disability, socioeconomic status. These exchanges are not made with conscious intent to harm/offend the other person.

“Wow! Your English is so good!”

“You know a lot about sports for a girl.”

“You're from China? Tell me what it's like to be Chinese.”

PRONOUNS AND GENDER INCLUSION

Pronouns are the way someone wishes to be referred to in speech when their name is not being used. Pronouns traditionally have reflected the gender of the person (he/she), but that is quickly changing to be more inclusive to a spectrum of gender expression/identity.

At U-M, you will often hear people introduce themselves with their pronoun: “Hi, I’m Kelly, and I go by she/her/hers pronouns.” This creates a safe environment for someone to state their pronoun, which is especially helpful if their pronoun does not match their biological sex or visual gender expression.

Common pronouns:

- He/Him/His
- She/Her/Hers
- They/Their/Theirs (gender neutral)
- Ze/Hir/Hirs (gender neutral)

PRONOUNS AND GENDER INCLUSION

When/How do I ask someone their pronoun?

Because it may be unsafe or uncomfortable for someone to share their pronouns, only ask when necessary - such as a colleague, classmate, or it is someone that you know you will be interacting with again.

If you are in a group and others may know that person well, you could listen for what pronoun they use to refer to that person.

If you don't feel comfortable asking/asking could affect that person's safety, "they" is a safe option since it is gender-neutral.

What happens if I use the wrong pronoun?

Correct the mistake, apologize and move on (unless they want to talk about it).

University Resources

On-Campus Resources:

[Center for the Education of Women](#)

[Office for Diversity, Equity and Inclusion \(ODEI\)](#)

[The Office of Multi-Ethnic Student Affairs \(MESA\)](#)

[The Program on Intergroup Relations](#)

[The Spectrum Center](#)

[Services for Students with Disabilities](#)

[The Office of Student Conflict Resolution \(OSCR\)](#)

[Sexual Assault Prevention and Awareness Center \(SAPAC\)](#)