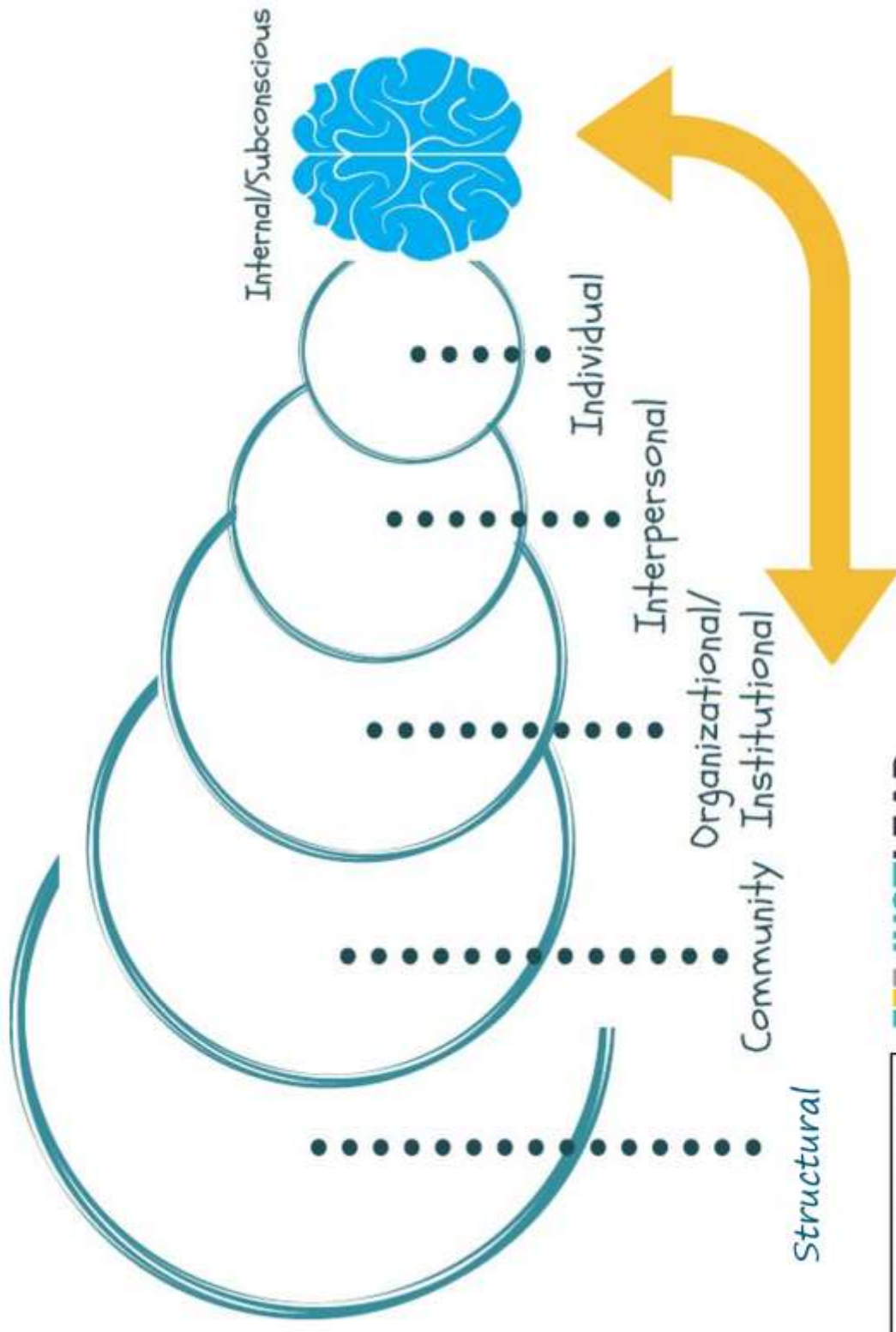


The Five Levels of Race Equity Work



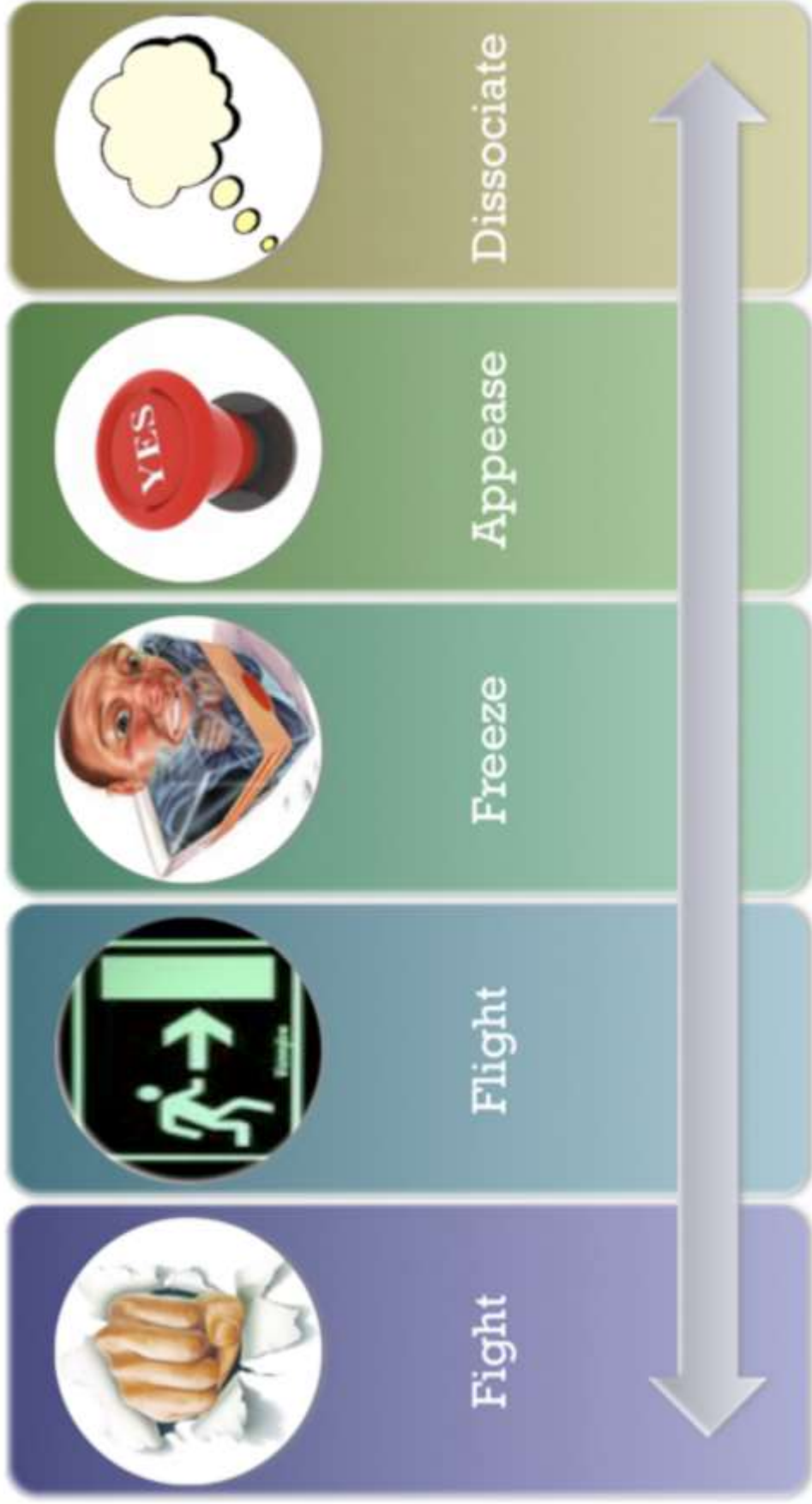


We use the acronym "ADDRESSING," developed by Pamela A. Hays, to remember the Social Rank categories, as follows:

SOCIAL RANK CATEGORY	AGENT RANK	TARGET RANK
Age	Adults (18-64)	Children, Adolescents, Elders
Disability *	Able-Persons	Persons with Disabilities
Religion ** (relates to religious culture)	Cultural Christians, Agnostics and Atheists	Jews, Muslims, and members of all other non-Christian religions
Ethnicity	White Euro-Americans	People of Color
Social Class Culture	Middle and Owning Class Persons (Access to Higher Education)	Poor and Working Class Persons (No Access to Higher Education)
Sexual Orientation	Heterosexuals	Lesbian, Gay, Bisexual, Questioning
Indigenous Heritage	Non-Native	Native
National Origin	US-Born	Immigrants and Refugees
Gender	Cisgender Men	Intersex and Transgender Persons, Cisgender Women, Questioning

* Now identified by Hays as "Developmental and Acquired Disabilities"

** Now Identified by Hays as "Religion and Spiritual Orientation"



CORE EMBODIED COPING STRATEGIES

