



What's Your Frame?



Instructions (can be used with clients or other staff):

Look at the list of categories below related to identity (e.g. gender, sexual identity, race, age, etc.). Go through each identity category, think about how you identify within that category, and write how you would categorize your answer on the T-Chart below.

For example: If you identify as “male” in the category of “gender,” would you put “male” in the “socially normative/favored” column or would you put it in the “not socially normative/not favored column”? The definition of “socially normative” will not be provided for you. This activity is based on YOUR understanding of what is socially normative/favored.

<ul style="list-style-type: none"> • What is your gender identity? Consider how your gender identity matches your birth sex. 	<ul style="list-style-type: none"> • What is your physical ability? Are you able to move around without assistance? 	<ul style="list-style-type: none"> • What is your racial identity? 	<ul style="list-style-type: none"> • Describe your income level (DON'T write a salary here, instead, write your level of financial comfort)?
<ul style="list-style-type: none"> • What is your age? 	<ul style="list-style-type: none"> • What's your ethnicity? 	<ul style="list-style-type: none"> • Were you born in the U.S.? 	<ul style="list-style-type: none"> • What's your employment status?
<ul style="list-style-type: none"> • What's your marital status? 	<ul style="list-style-type: none"> • What's your level of education? 	<ul style="list-style-type: none"> • What's your religion? 	<ul style="list-style-type: none"> • What region of the country do you live in?
<ul style="list-style-type: none"> • What is your sexual orientation? 	<ul style="list-style-type: none"> • Are you a smoker? 		

Chart:

Socially Normative/Favored	Not Socially Normative / Not favored column



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Processing Questions

Take a look at your chart and think about these questions:

- Where has society favored you?
- Can you think of examples when you were privileged because of certain aspects of your identity?
- Where have you faced barriers, obstacles, or oppression because you don't fall into the group that our society favors?
- Can you think of specific examples when you faced barriers or experienced oppression because of a certain aspect of your identity?
- How is your REALITY impacted by these different areas of identity?

Take some time to reflect on this, discuss with a partner or in small groups.