

Unleashing Partnership Potential

How Are We Different?

race

gender

sexual
orientation

ability

Advantage and Disadvantage

white

male

“straight”

able bodied

race

gender

sexual
orientation

ability

people
of
color

female

LGBTQ

people
with
disabilities

The Historically Advantaged

adult	English	Anglo	white	heterosexual	able bodied mentally stable	Christian	middle & upper-middle class	college or higher, private or ivy league
age	first language	ethnic heritage	race	sexual orientation	ability	religion	income & wealth	education level & institution

- Adult
- English
- Anglo
- White
- Male
- Heterosexual
- Able Bodied
- Robust Health
- Mentally Stable
- Middle or Upper Middle Class
- Own Home(s) & Investments
- College or Higher Degree
- Ivy League or Private Education

the many who do not fit into the advantaged box

American Ideal

Floor Model
American

adult
English is first language
Anglo
white
male
heterosexual
able bodied
mentally stable
middle or upper-middle class
own home(s) & investments
college or higher degree
Ivy League or private education

“Normal”

Advantage → Power → Planning → Policies & Programs

Moving Towards Collaborative Competency

