

# Oppression Action Continuum

There are 8 stages of response described on this continuum. The action moves from being extremely oppressive on one end of the continuum, to extremely anti-oppressive on the other.

Actively Participating	Denying or Ignoring	Recognizing, but no action	Recognizing & interrupting	Education Self	Questioning & Discussing	Supporting & Encouraging	Initiating & Preventing
This stage of response includes actions that directly support the oppression of targeted people. these actions include laughing at or telling jokes that put down people, making fun or engaging in verbal or physical harassment of these individuals.	This stage of response includes inaction that supports the oppression of targeted people coupled with an unwillingness or inability to understand the effects of oppressive actions. Responses are not actively or directly oppressive, but offers passive acceptance to support the system.	This stage of response is characterized by recognition of oppressive actions, and the harmful effects of these actions. However, this recognition doesn't result in action, resulting from fear or lack of knowledge of what actions to take. Listening to a gay joke, recognizing the homophobia, not laughing, but not saying anything to confront is an example.	This stage of response includes taking action to learn more about people who are oppressed and how they are oppressed. Actions may include reading books, attending workshops, talking to others and generally increasing knowledge. This step is a prerequisite for the last 3 stages.	This stage of response includes actions that educate others about oppression. this stage goes beyond interrupting to engaging others in discussion. This response attempts to help others increase awareness of and knowledge about oppression.	This stage of response includes actions that support and encourage anti-oppressive actions of others. Overcoming the fear that keeps people from interrupting this form of oppression even when they are offended by it is difficult. Supporting others willing to take this risk is an important part.	This stage of response includes actions that actively anticipate and identify oppressive institutional practices or individual actions and work to change them. Examples may be teachers that include a gay "family life" perspective in their curriculum or RA's inviting a speaker to discuss homophobia on campus.	