

Costs of Oppression to People from Privileged Groups

Psychological Costs: Loss of Mental Health and Authentic Sense of Self.

- Socialized into limited roles and patterns of behavior
- Denial of emotions and empathy
- Limited self-knowledge and distorted view of self
- Discrepancy between others' perceptions and internal reality
- Pain and fears (of doing and saying wrong thing, of retaliation from oppressed groups, of revealing self for fear of judgment, of different people and experiences)
- Diminished mental health (distorted view of self and reality, denial, projection)

Social Costs: Loss and Diminishment of Relationships

- Isolation from people who are different
- Barriers to deeper, more authentic relationships
- Disconnection, distance and ostracism within own group/family if act differently

Moral and Spiritual Costs: Loss of Moral and Spiritual Integrity

- Guilt and shame
- Moral ambivalence (doing right thing vs. social pressures and realities)
- Spiritual emptiness or pain

Intellectual Costs: Loss of Developing Full Range of Knowledge

- Distorted and limited view of other people's culture and history
- Ignorance of own culture and history

Material and Physical Costs: Loss of Safety, Resources, and Quality of Life

- Social violence and unrest
- Higher costs (e.g. for good and safe schools and homes, for qualified employees)
- Waste of resources (to deal with effects of inequality)
- Loss of valuable employees, clients and customers
- Loss of knowledge to foster societal growth and well-being
- Diminished collective action for common concerns
- Negative health implications

Benefits of Social Justice for People from Privileged Groups

- Fuller, more authentic sense of self
- More authentic relationships and human connection
- Moral integrity and consistency
- Freedom from fears
- Improved work and living conditions
- Access to other cultures and wisdom
- More resources to address common concerns
- Greater opportunity for real democracy and justice