16.7: Summary

Although research supports the value of diversity, it continues to be used to oppress those that are different. Individuals who possess qualities give preference by social values gain unearned privilege. This privilege can lead to power over those without privilege. Or it can be used to change the structure causing the oppression. The Privilege as a Practice And Culturally Responsive Strengths-Based Frameworks can both be used to create a paradigm shift in how we look at diversity and to mitigate oppression.