



**Challenging ideas about difference through  
research and education**

# Critical Diversity Literacy

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# Critical Diversity Literacy (CDL)

An informed analytical orientation that enables a person to read prevailing social relations as one would a text, recognising the ways in which possibilities are being opened up or closed down for those differently positioned within the unfolding dynamics of specific social contexts.

1

An understanding of the role of power in the  
construction of differences that make a  
difference

# 2

Recognition of the unequal symbolic and material value of different social locations. This includes acknowledging hegemonic positionalities and concomitant identities and how these position non-hegemonic others.

# 3

Analytical skills at unpacking how systems of of oppression intersect/interlock/co-constitute and co-construct each other; and how they are reproduced, resisted, and reframed.

4.

A recognition of race, racism etc as current social problems, as well as, but not only, historical legacies.

# 5

Understanding social identities as the outcomes  
of social practices



6

The possession of a grammar and vocabulary  
that facilitates a discussion of privilege and  
oppression

7

The ability to translate ("see through") and interpret coded hegemonic practices.

# 8

An analysis of the ways in which diversity hierarchies and institutionalised oppressions are inflected through specific social contexts and material arrangements

# 9

Understanding the role of emotions, including our own emotional investments, in all of the above.

10

An engagement with transformation of these  
oppressive systems towards deepening social  
justice at all levels of social organization