



Glossary of Equity, Diversity, and Inclusion Terms

Ability Terms

- **Ableism** - Discrimination against persons with mental and/or physical disabilities; social structures that favor able-bodied individuals.¹
- **Accessibility** - The "ability to access" the functionality of a system or entity and gain the related benefits; the degree to which a product, service, or environment is accessible by as many people as possible. Accessible design ensures both direct (unassisted) access and indirect access through assistive technology (e.g., computer screen readers). Universal design ensures that an environment can be accessed, understood, and used to the greatest extent possible by all people.²
- **Accommodation** - A change in the environment or in the way things are customarily done that enables an individual with a disability to have equal opportunity, access, and participation.²
- **Disability** - Physical or mental impairment, the perception of a physical or mental impairment, or a history of having had a physical or mental impairment that substantially limits one or more major life activities.³ Replaces the term *Handicap* or *The Handicapped*, which do not reflect the individuality, equality, or dignity of people with disabilities.
- **Identity-First Language** - Many people with disabilities embrace Identity-First Language, which positions disability as an identity category. In identity-first Language, the identifying word comes first in the sentence and highlights the person's embrace of their identity.⁴ In recent years, many self-advocates (particularly in the autism community) have expressed preference for identity-first language such as "autistic," "autistic person," or "autistic individual" comparing this phrasing to the way we refer to "Muslim" or "African American" or "LGBTQ" individuals.⁵
- **Invisible Disability (Hidden Disability)** - An umbrella term that captures a whole spectrum of hidden disabilities or challenges that are primarily neurological in nature. Invisible disability, or hidden disability, are defined as disabilities that are not immediately apparent.⁶
- **Neurodiversity** - Refers to the variation in the human brain regarding sociability, learning, attention, mood, and other mental functions.⁷ According to the UK-based Autism Awareness Centre, it recognizes that all variations of human neurological function need to be respected as

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just another way of being, and that neurological differences like autism and ADHD are the result of normal/natural variations in the human genome.

The **IIDC EDI Action Plan** definition of neurodiversity states: The following definition comes from *The Neurodiverse Workplace: An Employer’s Guide to Managing and Working with Neurodivergent Employees, Clients, and Customers* by Victoria Honeybourne. On page 13, Honeybourne writes, “Neurodiversity (a term coined by Judy Singer in the 1990s and short for ‘neurological diversity’) simply means that there is a range, or diversity, of ways in which human brains function, a range in which we think, learn, and relate to others. We do not all think, learn and process information in the same way.”

- **People/Person-First Language** - Emphasizes the individuality, equality, and dignity of people with disabilities. Rather than defining people primarily by their disability, people-first language conveys respect by emphasizing the fact that people with disabilities are first and foremost just that—people.⁸
- **People/Person with Disabilities** - refers to individuals with a disability. This term utilizes Person-First Language, which posits that a person isn’t a disability, condition, or diagnosis but rather, a person has a disability, condition or diagnosis⁹. Replaces the terms, *Handicap*, *The Handicapped*, *The Disabled*, *Wheelchair-bound*, *Cripple*, which do not reflect the individuality, equality, or dignity of people with disabilities.¹⁰



Culture Terms

- **Acculturation** - The process of learning and incorporating the language, values, beliefs, and behaviors that makes up a distinct culture. This concept is not to be confused with **assimilation**, where an individual or group may give up certain aspects of its culture to adapt to that of the prevailing culture. ¹¹
- **Culture** - A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors, and styles of communication. ¹²
- **Cultural Appropriation** - The non-consensual/misappropriate use of cultural elements for commodification or profit purposes – including symbols, art, language, customs, etc. – often without understanding, acknowledgment or respect for its value in the context of its original culture. ¹³
- **Cultural Assimilation** – When an individual, family, or group gives up certain aspects of its culture to adapt to the dominant culture. ¹¹
- **Cultural Competence** - Refers to an individual's or an organization's knowledge and understanding of different cultures and perspectives. It's a measure of an individual's or a workforce's ability to work with people of different nationalities, ethnicities, languages, and religions. ⁶ In short is the ability to interact effectively with people from different cultures. This ability depends on awareness of one's own cultural worldview, knowledge of other cultural practices and worldviews, tolerant attitudes towards cultural differences, and cross-cultural skills. ¹⁴ It involves knowledge, awareness and interpersonal skills that allow individuals to increase their understanding, sensitivity, appreciation and responsiveness to cultural differences and the interactions resulting from them. It is a process of learning that leads to the ability of an organization and/or employees to collaborate in a diverse work environment by effectively responding to the challenges and opportunities posed by the presence of social cultural diversity. ¹¹

***Cultural
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The **IIDC EDI Action Plan** definition of cultural competence states: Cultural competence is an ongoing process—guided by a defined set of values, behaviors, and policies—that enable individuals and organizations to effectively work and communicate with diverse linguistic and cultural groups. Culturally competent organizations should have the capacity to: 1) “acquire and institutionalize” the knowledge and skills needed to work within and beyond a diverse organization 2) (self-)assess their competency in policy, practice, and in service to communities.

*(Definition adapted from The National Center for Cultural Competence -

<https://nccc.georgetown.edu/documents/NCCC-CLCADO-Assessment.pdf>). Based on feedback

from the IIDC community, we challenge our colleagues to think of cultural competence as a dynamic and self-reflective process that moves beyond individual knowledge and seeks to address structural inequities at IIDC and in systems beyond the Institute. Our approach to cultural competence should also be inclusive of the spectrum of human characteristics and lived experiences at the intersections of race, culture, gender, sexuality, nationality, religion, ability, etc.

- **Cultural Intelligence (CQ)** - The capability to adapt, relate and work effectively across cultures. People with high CQ are not experts in every kind of culture. Instead, they have the skills to go into new environments with confidence, and to make informed judgments based on observations and evidence as opposed to stereotypes and biases. They recognize shared influences among groups. ⁶ Developing CQ allows one to be attuned to the values, beliefs, and attitudes of people from different cultures and to respond with informed empathy and real understanding. ¹⁵
- **Cultural Sensitivity** - Being aware that cultural differences and similarities between people exist without assigning them a value. Cultural sensitivity skills can ensure the ability to work effectively alongside people with different cultural attitudes and behaviors. ¹⁶
- **Cultural Pluralism** - Recognition of the contribution of each group to a common civilization. It encourages the maintenance and development of different lifestyles, languages and convictions. It strives to create the conditions of harmony and respect within a culturally diverse society. ¹⁷
- **Eurocentrism** - The practice of using Europe and European culture as a frame of reference or standard criteria from which to view the world. Eurocentrism favors European cultural norms and excludes the realities and experiences of other cultural groups. ¹¹
- **Multicultural** - Of or pertaining to more than one culture. ¹¹
- **Multiculturalism** - The practice of acknowledging and respecting the various cultures, religions, races, ethnicities, attitudes, and opinions within an environment. The theory and practice promotes peaceful coexistence of all identities and people. ¹⁸
- **Religious Persecution (Religionism)** – The individual, cultural and institutional beliefs and discrimination that systematically oppress non-Christians, which includes Anti-Semitism and Islamophobia. ¹⁹



Empowerment-Related Terms

- **Anti-Oppression** - Recognizing and deconstructing the systemic, institutional, and personal forms of disempowerment used by certain groups over others; actively challenging the different forms of oppression.²⁰
- **Belonging** - The feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group or place. For people to feel like they belong, the environment needs to be set up to be a diverse and inclusive place.²¹
- **Body Positivity** – A movement focused on the celebration of diverse body types, and the undermining of anti-fat biases and fat-shaming. Related to Health at Every Size, a movement that challenges social stigma based on weight, size, and shape.²²
- **Decolonize** - The active and intentional process of unlearning values, beliefs and conceptions that have caused physical, emotional, or mental harm to people through colonization. It requires a recognition of systems of oppression.²³
- **Diversity** - Psychological, physical, and social differences that occur among all individuals; including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning styles. A diverse group, community, or organization is one in which a variety of social and cultural characteristics exist.¹¹
 - *The IIDC EDI Action Plan definition of diversity states: The “Equity, Diversity & Inclusion Glossary of Terms” defines diversity as “The wide variety of shared and different personal and group characteristics among human beings.” We challenge our colleagues to expand on this definition by considering how ideas about diversity relate to current discussions about diversity initiatives in institutional settings. We approach this work assuming that drafting an organization plan, sharing statements of solidarity with marginalized communities, and diversifying*

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the staff and faculty at IIDC are part of a larger approach to creating an institutional work environment that cultivates a sense of belonging among our colleagues and seeks to acknowledge and address the systemic issues that render equity, diversity, and inclusion work necessary.

- **Diversity vs Inclusion vs Belonging** - Diversity typically means proportionate representation across all dimensions of human difference. Inclusion means that everyone is included, visible, heard and considered. Belonging means that everyone is treated and feels like a full member of the larger community and can thrive. ²
- **Empowerment** - When target group members refuse to accept the dominant ideology and take actions to redistribute social power more equitably. ²⁴
- **Human Rights** - The basic rights and freedoms to which all humans are entitled, often held to include the right to life and liberty, freedom of thought and expression, and equality before the law. ²⁵
- **Identity Group** - a particular group, culture, or community with which an individual identifies or shares a sense of belonging. Individual agency is crucial for identity development; no person should be pressured to identify with any existing group, but instead the freedom to self-identify on their own terms.¹¹
- **Inclusive Language** - Words or phrases that include all potential audiences from any identity group. Inclusive language does not assume or connote the absence of any group. An example of gender inclusive language is using “police officers” instead of “policemen”.¹¹
- **Inclusion** - The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. ²⁶
 - *The IIDC EDI Action Plan definition of inclusion states: The Institute for Community Inclusion at UMass Boston describes inclusion as a legal, ideological, and practical mandate that may require society to make changes by offering support and accommodations so that people with disabilities may participate fully in their communities and public life. See https://www.communityinclusion.org/article.php?article_id=213%C2%A0.*
- **Intent vs. Impact** - this distinction is an integral part of inclusive environments; intent is what a person meant to do, and impact is the effect it had on someone else. Regardless of intent, it is imperative to recognize how behaviors, language, actions, etc. affect or influence other people. An examination of what was said or done and how it was received is the focus, not necessarily what was intended. ²⁷
- **Intersectionality** - The ways in which oppressive institutions (racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined

separately from one another. 28 As coined by Kimberlé Crenshaw, it is a framework for understanding how different aspects of a person's social and political identities (e.g., gender, race, class, sexuality, ability, physical appearance, etc.) combine to create unique modes of discrimination and privilege. Intersectionality identifies advantages and disadvantages that are felt by people due to this combination of factors. 29

- **Psychological Safety** - A climate in which people are comfortable being (and expressing) themselves without repercussions.³⁰ It is about creating an environment where employees feel empowered to express an idea or contribution fully, without fear of negative consequences to themselves, their status, or their career. It includes being courageous enough to showcase their vulnerability, to own their mistakes and turn them into learning, and trust that their work environment and co-workers will not shame them for doing so.
- **Safe Space** - A space in which an individual or group may remain free of blame, ridicule, and persecution, and are in no danger of coming to mental or physical harm. ¹¹
- **Social Justice** - A vision of society in which the distribution of resources is equitable, and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others and the society. ³¹
- **Social Power** - Access to resources that enhance chances of getting what one needs or influencing others to lead a safe, productive, and fulfilling life. ³¹
- **Tolerance** - Acceptance and open-mindedness to different practices, attitudes, and cultures; does not necessarily mean agreement with the differences. ¹⁸
- **Upstander** - A person who speaks or acts in support of an individual or cause, particularly someone who intervenes on behalf of a person being attacked or bullied. ²



Equity-Related Terms

- **Intent vs. Impact** - this distinction is an integral part of inclusive environments; intent is what a person meant to do, and impact is the effect it had on someone else. Regardless of intent, it is imperative to recognize how behaviors, language, actions, etc. affect or influence other people. An examination of what was said or done and how it was received is the focus, not necessarily what was intended. ²⁷
- **Equality** - Evenly distributed access to resources and opportunity necessary for a safe and healthy life; uniform distribution of access to ensure fairness. ³²
- **Equity** - The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups. ²⁶ **Inequity** is, therefore, the lack of a guarantee of fair treatment, access, opportunity, and advancement, and a lack of effort to identify and eliminate barriers.
 - *The IIDC EDI Action Plan definition of equity states: “Equity is the ethical and human rights principle that serves as the motivator to eliminate disparities.” (AUCD “Equity, Diversity, and Inclusion Action Plan”, 2019, p. 7). We acknowledge that inequities in society are structural and deeply rooted. Our understanding of equity recognizes the role of power dynamics in shaping access and outcomes.*
- **Educational Equity Gap** - The condition where there is a significant and persistent **disparity** in educational attainment between different groups of students. ²³ **Disparity** is, therefore, a difference.
- **Environmental Equity** - Measures the amelioration of the myriad inequities and disproportionate impacts that groups in society have faced, especially in the realm of environmental protection and access to nature and the environmental goods that aren't equally shared. ²

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Gender & Sexuality Terms

- **Bisexuality** - Romantic and/or sexual attraction to people of more than one sex and/or gender, not necessarily at the same time, not necessarily in the same way, and not necessarily to the same degree. ³³
- **Cisgender** - A gender identity where an individual's self-perception of their gender aligns with their perceived sex. ¹¹
- **Feminism** - Theory and practice that advocates for educational and occupational equity between men and women; undermines traditional cultural practices that support the subjugation of women by men and the devaluation of women's contributions to society. ¹¹ Recent expansions of feminism advocates for undermining oppression of *all* subjugated and minoritized groups.
- **Gay** - People of the same sex who are attracted sexually and emotionally to each other. More commonly utilized to describe male attraction to other males. ¹¹
- **Gender** - The socially constructed ideas about behavior, actions, and roles a particular sex performs. ¹¹
- **Gender Identity** - A personal conception of one's own gender; often in relation to a gender opposition between masculinity and femininity. Gender expression is how people externally communicate or perform their gender identity to others. ¹¹
- **Gender-Neutral** - Used to denote a unisex or all-gender inclusive space, language, etc. Examples: a gender-neutral bathroom is a bathroom open to people of any gender identity and expression; gender-neutral job descriptions are used to attract qualified, diverse candidates. ²
- **Gender Expansive (Gender Non-Conforming, Gender Non-Binary)** - Used to describe those who view their gender identity as one of many possible genders beyond strictly man or woman. These individuals have expanded notions of gender expression and identity beyond what is perceived as the expected gender norms for their society or context. Some gender-expansive individuals identify as a man or a woman, some identify as neither, and others identify as a mix of both. ³⁴
- **Heterosexism (Heteronormative)** - Social structures and practices which serve to elevate and enforce heterosexuality while subordinating or suppressing other forms of sexuality. ¹⁸
- **Homophobia** - A fear of individuals who are not heterosexual. Often results in hostile, offensive, or discriminatory action against a person because they are gay, lesbian, bisexual, transgendered, queer identified, or because they are perceived to be. These actions may be verbal or physical and can include insulting or degrading comments; taunts or 'jokes'; and excluding or refusing to cooperate with others because of their sexuality. ¹¹

- **Lesbian** - A woman whose primary sexual attraction is to other women. ²⁶
- **LGBTQ (QIA)** - Acronym for “Lesbian Gay Bisexual Transgender Queer (Questioning Intersex Allies).” The description of the movement expanded from gay and lesbian to LGBTQ and some include questioning, intersex, allies, same-gender-loving, asexual, pansexual, and polyamorous ³⁵
- **Non-Binary** - An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. ³⁶
- **Pansexuality** - A term reflective of those who feel they are sexually, emotionally, and spiritually capable of falling in love with all genders. ³⁵
- **Patriarchy** - Actions and beliefs that prioritizes masculinity. Patriarchy is practiced systemically in the ways and methods through which power is distributed in society (jobs and positions of power given to men in government, policy, criminal justice, etc.) while also influencing how we interact with one another interpersonally (gender expectations, sexual dynamics, space-taking, etc.). ²³
- **Polyamory** - The practice or acceptance of having more than one intimate relationship at a time with the consent of all involved. ³⁵
- **Pronouns** - Words to refer to a person after initially using their name. Gendered pronouns include she and he, her and him, hers and his, and herself and himself. "Preferred gender pronouns" (or PGPs) are the pronouns that people ask others to use in reference to themselves. They may be plural gender-neutral pronouns such as they, them, their(s). Or they may be ze (rather than she or he) or hir (rather than her(s) and him/his). Some people state their pronoun preferences as a form of allyship. ²
- **Queer** - Term used to refer to people or culture of the lesbian, gay, bisexual, transgender community. A term once perceived as derogatory is now embraced by some members of the LGBTQ community. ¹¹
- **Sex** - System of classification based on biological and physical differences, such as primary and secondary sexual characteristics. Differentiated from gender, which is based on the social construction and expectations of the categories “men” and “women.” ¹⁸
- **Sexual Orientation** - The direction of one’s sexual attraction toward the same gender, opposite gender, or other genders. It is on a continuum and not necessarily a set of absolute categories.²⁶

- **Transgender** - An individual whose gender identity differs from the societal expectations of their physical sex. Transgender or “trans” does not imply any form of sexual orientation. Cisgender is a gender identity where an individual’s self-perception of their gender matches their sex. For example, a cisgendered female is a female with a female identity.¹¹
- **Two-Spirit** - A term used within some American Indian (AI) and Alaska Native (AN) communities to refer to a person who identifies as having both a male and a female essence or spirit. The term--which was created in 1990 by a group of AI/AN activists at an annual Native LGBTQ conference--encompasses sexual, cultural, gender, and spiritual identities, and provides unifying, positive, and encouraging language that emphasizes reconnecting to tribal traditions.³⁴



Language Terms

- **Bilingual** – Having the ability to speak two languages.
- **Emergent Bilingual** – While many in education refer to students in ESL/ELL programs as “ESLs” or “ELLs”, the term **emergent bilingual** can be preferable because it acknowledges the strength that the student has in being bilingual, as well as reduces the supremacy of English over other languages.
- **ESL/ELL** - (E)nglish as a (S)econd (L)anguage. (E)nglish (L)anguage (L)earner. Terms used to describe language learning programs in the United States for individuals for whom English is not their first or native language. 11
- **L1/L2** – L1 refers to an emergent bilingual’s first language, and L2 refers to an emergent bilingual’s second language. Using L1/L2 language further reduces the supremacy of English over other languages.
- **Multilingual** – Having the ability to speak multiple languages

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Oppression-Related Terms

- **Bias** - A positive or negative inclination towards a person, group, or community; can lead to stereotyping. ³⁷
- **Bigotry** - Intolerant prejudice which glorifies one's own group and denigrates members of other groups. ³⁸
- **Bullying** - Intimidating, exclusionary, threatening, or hostile behavior against an individual. ³⁹
- **Bystander** - A person who is present at an event or incident but does not take part. Like an onlooker, passerby, nonparticipant, observer, spectator. ²
- **Classism** - Biased attitudes and beliefs that result in, and help to justify, unfair treatment of individuals or groups because of their socioeconomic grouping. Classism can also be expressed as public policies and institutional practices that prevent people from breaking out of poverty rather than ensuring equal economic, social, and educational opportunity. ¹¹
- **Collusion** - When people act to perpetuate oppression or prevent others from working to eliminate oppression. Example: able-bodied people who object to strategies for making buildings accessible because of the expense. ²⁴
- **Colonialism** - Control by individuals or groups over the territory/behavior of other individuals or groups. (Horvath) Imperialism refers to the political or economic control, either formally or informally, and creating an empire. ²
- **Colonization (Neo-Colonization)** - Term for contemporary policies adopted by international and western "1st world" nations and organizations that exert regulation, power, and control over "3rd world" nations disguised as humanitarian help or aid. These policies are distinct but related to the "original" period of colonization of Africa, Asia, and the Americas by European nations. ¹⁴
- **Conscious Bias** - In its extreme is characterized by overt negative behavior that can be expressed through physical and verbal harassment or through more subtle means such as exclusion. ²
- **Discrimination** - Unfavorable or unfair treatment towards an individual or group based on their race, ethnicity, color, national origin or ancestry, religion, socioeconomic status, education, sex, marital status, parental status, veteran's status, political affiliation, language, age, gender, physical or mental abilities, sexual orientation, or gender identity. ³⁹
- **Gaslighting** - A form of psychological manipulation in which a person or a group covertly sows seeds of doubt in a targeted individual or group, making them question their own memory, perception, or judgment, often evoking in them cognitive dissonance and other changes, including low self-esteem. ²

- **Harassment** - Unwelcome, intimidating, exclusionary, threatening, or hostile behavior against an individual that is based on a category protected by law. ³⁹
- **Implicit Bias** - Implicit biases are negative associations that people unknowingly hold. They are expressed automatically and without conscious awareness. Many studies have indicated that implicit biases affect individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Implicit biases may be held by an individual, group, or institution and can have negative or positive consequences. ²
- **"-isms"** - A way of describing any attitude, action, or institutional structure that subordinates (oppresses) a person or group because of their target group: race (racism), gender (sexism), economic status (classism), age (ageism), religion, sexual orientation, language, etc. ⁵⁰
- **Marginalization (Minoritized)** - The placement of minority groups and cultures outside mainstream society. All that varies from the norm of the dominant culture is devalued and at times perceived as deviant and regressive. ¹¹
- **Microaggressions (Microinsults, Microinvalidations, Microinequities)** - The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. ⁴¹. A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (e.g., commenting that a Black person "talks white" if they are articulate and eloquent or moving to the opposite side of a street to avoid interacting with a particular racial group).
- **Norm** - An ideal standard binding upon the members of a group and serving to guide, control, or regulate power and acceptable behavior. ⁴² Related to oppression when norms disproportionately target marginalized/minoritized groups with the purpose of controlling them.
- **Oppression** - The systemic and pervasive nature of social inequality woven throughout social institutions as well as embedded within individual consciousness. Oppression signifies a hierarchical relationship in which dominant or privileged groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups. ²⁴
- **Power** - Is the ability to exercise one's will over others. Power occurs when some individuals or groups wield greater power than others, thereby allowing them greater access to and control over resources. There are six bases of power: reward power (i.e., the ability to mediate rewards), coercive power (i.e., the ability to mediate punishments), legitimate power (i.e., based on the perception that the person or group in power has the right to make demands and expects others to comply), referent power (i.e., the perceived attractiveness and worthiness of the individual or group in power), expert power (i.e., the level of skill and knowledge held by

the person or group in power) and informational power (i.e., the ability to control information). Wealth, Whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates. ²³

- **Prejudice** - A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics. ¹⁴
- **Privilege** - Power and advantages benefiting a group derived from the historical oppression and exploitation of other groups. ¹⁷
- **Stereotype** - A positive or negative set of beliefs held by an individual about the characteristics of a certain group. ¹¹
- **Structural Inequality** - Systemic disadvantage(s) of one social group compared to other groups, rooted and perpetuated through discriminatory practices (conscious or unconscious) that are reinforced through institutions, ideologies, representations, policies/laws and practices. When this kind of inequality is related to racial/ethnic discrimination, it is referred to as systemic or structural racism. ¹⁷
- **System of Oppression** - Conscious and unconscious, non-random, and organized harassment, discrimination, exploitation, discrimination, prejudice and other forms of unequal treatment that impact different groups. Sometimes is used to refer to systemic racism. ¹⁷
- **Tokenism** - Performative presence without meaningful participation. For example, a superficial invitation for the participation of members of a certain socially oppressed group, who are expected to speak for the whole group without giving this person a real opportunity to speak for her/himself. ¹⁷
- **Unconscious Bias** - The subliminal tendency to favor certain people or groups of people based upon learned stereotypes. It can be interchangeable with the term implicit bias. ⁴⁴. It refers to social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing. ⁴³

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Race/Ethnicity Terms

- **Ally** - A person who acts against oppression out of a belief that eliminating oppression will benefit members of targeted groups and advantage groups. Allies acknowledge disadvantage and oppression of other groups than their own, take supportive action on their behalf, commit to reducing their own complicity or collusion in oppression of these groups, and invest in strengthening their own knowledge and awareness of oppression. ¹⁸
- **Anti-Racism** - The work of actively opposing discrimination based on race by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, which is set up to counter an individual's racist behaviors and impact. (Time's Up; DBP, 2020) Today, anti-racism is perhaps most closely associated with Ibram X. Kendi, the founding director of American University's anti-racist research center who popularized the concept with his 2019 book "How to be an Anti-Racist." In it, he wrote: "The only way to undo racism is to consistently identify and describe it — and then dismantle it." ⁴⁶
- **BIPOC** - An acronym for Black, Indigenous and People of Color. The term has increased in use and awareness during 2020 after the Black Lives Matter resurgence against racism and police brutality in the wake of the George Floyd shooting. BIPOC is meant to emphasize the hardships faced by Black and Indigenous people in the US and Canada and is also meant to acknowledge that not all people of color face the same levels of injustice. ¹
- **Black Lives Matter:** Black Lives Matter is a human rights movement, originating in the African-American community, that campaigns against violence and systemic racism toward black people. The movement began with the use of the hashtag #BlackLivesMatter on social media after the acquittal of George Zimmerman in the shooting death of African-American teen Trayvon Martin in February 2012. ²
- **Colorblind (Color-Evasiveness)** - Term used to describe personal, group, and institutional policies or practices that do not consider race or ethnicity as a determining factor. The term "colorblind" de-emphasizes or ignores race and ethnicity as a large part of one's identity. ¹¹
- **Denial** - The refusal to acknowledge the societal privileges that are granted or denied based on an individual's identity components. Those who are in a stage of denial tend to believe, "People

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are people. We are alike regardless of the color of our skin.” In this way, the existence of a hierarchical system of privileges based on ethnicity or race are ignored. ⁴⁰

- **Emotional Tax (Weathering)** - The combination of being on guard to protect against bias and feeling different from peers at work because of gender, race, and/or ethnicity and the associated effects on health, well-being, and ability to thrive at work. It particularly affects BIPOC employees. ⁴⁷
- **Equity-Minded** - A schema that provides an alternative framework for understanding the causes of equity gaps in outcomes and the action needed to close them. Equity-mindedness encompasses being (1) race conscious, (2) institutionally focused, (3) evidence based, (4) systemically aware, and (5) action oriented. ²³
- **Ethnicity** - A social construct which divides people into smaller social groups based on characteristics such as values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base. ³¹
- **Ethnocentrism** - The practice of using a particular ethnic group as a frame of reference, basis of judgment, or standard criteria from which to view the world. Ethnocentrism favors one ethnic group’s cultural norms and excludes the realities and experiences of other ethnic groups. ¹¹
- **Hispanic** - The U.S. Census Bureau defines Hispanic as people who classified themselves as Spanish, Hispanic, or Latino categories, which also included the subgroups Mexican, Mexican American, Chicano, Puerto Rican, or Cuban. ¹¹
- **Indigenous** - Originating from a culture with ancient ties to the land in which a group resides. ¹⁸
- **Latino/a** - Individual living in the United States originating from or having a heritage relating to Latin America. (University of Maryland; DBP, 2020)
- **Latinx (Latiné)** - A gender-neutral or nonbinary alternative to Latino or Latina. ¹
- **People/Person of Color** - Is not a term that refers to real biological or scientific distinction between people, but the common experience of being targeted and oppressed by racism. While each oppressed group is affected by racism differently and each group maintains its own unique identity and culture, there is also the recognition that racism has the potential to unite oppressed people in a collective of resistance. For this reason, many individuals who identify as members of racially oppressed groups also claim the political identity of being People of Color. This in no way diminishes their specific cultural or racial identity; rather it is an affirmation of the multiple layers of identity of every individual. This term also refrains from the subordinate connotation of triggering labels like “non-White” and “minority.” ⁴⁸
- **Performative Allyship** - is when someone from a nonmarginalized group (white, able-bodied, etc.) professes support and solidarity with a marginalized group in a way that either isn't helpful or that actively harms that group. Performative allyship refuses to engage with the complexity

below the surface or say anything new. It refuses to acknowledge any personal responsibility for the systemic issues that provided the context for the relevant tragedy.⁴⁹

- **Race** - A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance, ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the political needs of a society at a given period.³¹
- **Racial and Ethnic Identity** - An individual's awareness and experience of being a member of a racial and ethnic group; the racial and the ethnic categories that an individual chooses to describe him or herself based on such factors as biological heritage, physical appearance, cultural affiliation, early socialization, and personal experience.³¹
- **Racial Equity** - The condition that would be achieved if one's racial identity no longer influenced how one fares. Racial equity is one part of racial justice and must be addressed at the root causes and not just the manifestations. This includes the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them.⁵⁰
- **Racial Justice** - The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice —with racial equity — goes beyond “antiracism.” It is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures. 23
- **Racism** - Individual and institutional practices and policies based on the belief that a particular race is superior to others. This often results in depriving certain individuals and groups of civil liberties, rights, and other resources, hindering opportunities for social, educational, and political advancement. **Also** - A system of advantage based on race. A system of oppression based on race. A way of organizing society based on dominance and subordination based on race. Penetrates every aspect of personal, cultural, and institutional life. Includes prejudice against people of color, as well as exclusion, discrimination against, suspicion of, and fear and hate of people of color. Racism = Prejudice + the POWER to implement that prejudice. (11;51;1)
 - **Racism** – Can be **overt, covert, individual, institutional, internalized, systemic, structural**

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- **Reverse Discrimination** - Unfair treatment of members of a dominant or majority group. (Society of Human Resources Management; DBP, 2020); according to the National Multicultural Institute, this term is often used by opponents of affirmative action who believe that these policies are causing members of traditionally dominant groups to be discriminated against. The Supreme Court considers it to be illegal to consider race and other demographic categories in hiring and other employment related decisions. 1
- **White Centering** - Putting your feelings as a White person above the Black and POC causes you're supposed to be helping. Layla F. Saad explains in her book, *Me and White Supremacy*, "White centering is the centering of White people, white values, white norms and white feelings over everything and everyone else." White centering can manifest as anything ranging from tone policing and white fragility to white exceptionalism and outright violence. 1
- **White Fragility** - Coined by Robin D'Angelo in this article, it is used to describe the privilege that accrues to white people living in a society that protects and insulates them from race-based stress. D'Angelo argues that this builds an expectation of always feeling comfortable and safe, which in turn lowers the ability to tolerate racial stress and triggers a range of defensive reactions. 2
- **White Privilege** - Refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are White. White people who experience such privilege may or may not be conscious of it. (51; 1)
- **White Supremacy** - A power system structured and maintained by persons who classify themselves as White, whether consciously or subconsciously determined; and who feel superior to those of other racial/ethnic identities. 23



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