

## **Glossary of Terms**

**Equity** The unequal distribution of time, resource or focus with the explicit intention of creating equal outcomes. 2. An inclusive practice, process or system.

**Equality** Values “equal inputs” and assumes everyone starts/begins from the same place

**Inclusion** An environment that engages multiple perspectives, differing ideas and backgrounds to help define organizational policies, practices, procedures and structures. This requires intentional redistribution of power so people experiencing disparities are in a position to make decisions to close the disparity gaps and redefine organizational culture.

**Diversity** Variation of, or difference in, characteristics of an individual, group or people\*

**Accessibility** A process of negotiation between an individual, institutional practices, and physical infrastructure which ensures that people can use a product, place or service regardless of race, age, disability, education, ethnicity, gender and sexual identity, geographic barriers, language or socioeconomic status.

**Intersectionality** As defined by Kimberlé Crenshaw, it is a metaphor for understanding the ways that multiple forms of inequality or disadvantage sometimes compound themselves and create obstacles that often are not understood under conventional ways of thinking about anti-racism, feminism or other social justice advocacy structures. Intersectionality is a framework that attempts to identify how interlocking systems of power impact those who are most marginalized in society. It considers the various forms of social stratification such as race, age, class, disability, gender or sexual orientation do not exist separately from each other but are interwoven together. Race intersects with other identities.

**Discrimination** Prejudice + Action

**Privilege** Advantage based on social identity

**Prejudice** Judging before knowing

**Ableism** Discrimination that favors people labeled as able-bodied or able-minded\*

**Ageism** Discrimination based on a persons actual or perceived age\*

**Classism** Discrimination against those who lack access to material goods, including money\*

**Gender discrimination** Discrimination based on perceived gender identity\*

**Heteronormativity** System that shapes behaviors/expectations around heterosexual identity and the gender binary (man/woman)\*

**Xenophobia** Discrimination toward people perceived to be from other communities or nations.\*

**Race** Assigned membership to a (socially constructed) group based on physical characteristics such as hair texture, bone structure, skin color.

**Racism (individual)** Pre-judgment, bias and/or stereotypes about an individual or group based on race. The impact of racism on individuals including white people internalizing privilege and people of color internalizing oppression.

**Racism (structural)** The interplay of policies, practices and programs of multiple institutions which leads to adverse outcomes and conditions for communities of color compared to white communities. Occurs within the context of racialized historical and cultural conditions.

**Racism (institutional)** Organizational programs, policies or procedures that work to the benefit of white people and to the detriment of people of color, usually unintentionally or inadvertently.

**Racial equity** When social, economic and political opportunities are not predicted based upon a person's race.

**Racial inequity** When a person's race can predict their social, economic and political outcomes

**Anti-Racism** Active interrogation and dismantlement of racism, with the intention for equitable redistribution of power. It considers the economic, sociological, historical and political frameworks enabling racism.

**Positionality** How our own identities shape and inform how we see the world.\*

*\* Anti-Racist Education Terminology as compiled by Keonna Hendrick and Marit Dewhurst*

## **Forms of Oppression**

**Internalized oppression** How you think about and what you do to yourself based on your own identity markers.

**Internalized Superiority** A complex multigenerational socialization process that teaches people in dominant social groups to believe, accept and/or live out superior societal definitions of self and fit into and/or live out superior societal roles. We can see this play out in terms of gender, sexuality, religion, nationality, ability, language and more.

**Internalized Inferiority** A complex, multigenerational socialization process in which oppressed people accept, believe and live out negative societal definitions. These behaviors support and help maintain the construct of identity. We can see this play out in terms of gender, sexuality, religion, nationality, ability, language and more.

**Interpersonal Oppression** How you think about and/or treat others based on their identity markers

**Institutional Oppression** Organizational policies, practices, codes.

**Systemic/Structural Oppression** Systems of hierarchy and inequity that privilege and empower those in power at the expense of oppressed people.

*Taken from Anti-Racist Education Terminology as compiled by Keonna Hendrick and Marit Dewhurst*