

Race Equity Glossary

Ableism	Equity	Othering
Accessibility	Ethnicity	Power
Accountability	Gender	Prejudice
Ageism	Gender Expression	Privilege
Agender	Gender Identity	Race
Ally	Gender Pronoun	Race Equity
Anti-bias	Gender-expansive	Race Equity Culture
Anti-Black Racism	Health Equity	Race Equity Lens
Anti-Oppression	Health inequities	Racial Trauma
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Antisemitism	Implicit Bias	Racism
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Cisgender	Intersectionality	SOGIE
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Diversity	Oppression (Ideological)	White Privilege
Dominant Culture	Oppression (Institutional)	White Supremacy
Empathy	Oppression (Internalized)	White Supremacy Culture
Equality	Oppression (Systemic)	Xenophobia

Term	Definition	Source
Ableism	A set of beliefs or practices at the individual, community, or systemic level that devalue and discriminate against people with physical, intellectual, or psychiatric disabilities and often rests on the assumption that disabled people need to be 'fixed' in one form or the other.	Center for the Study of Social Policy, Key Equity Terms and Concepts: A Glossary for Shared Understanding, https://cssp.org/resource/key-equity-terms-and-concepts-a-glossary-for-shared-understanding/
Accessibility	The extent to which a space is readily approachable and usable by people with disabilities. A space can be described as a physical or literal space, such as a facility, website, conference room, office, or bathroom, or a figurative space, such as a conversation or activity	Center for the Study of Social Policy, Key Equity Terms and Concepts: A Glossary for Shared Understanding, https://cssp.org/resource/key-equity-terms-and-concepts-a-glossary-for-shared-understanding/
Accountability	In the context of racial equity work, accountability refers to the ways in which individuals and communities hold themselves to their goals and actions, and acknowledge the values and groups to which they are responsible. To be accountable, one must be visible, with a transparent agenda and process. Invisibility defies examination; it is, in fact, employed in order to avoid detection and examination. Accountability demands commitment. It might be defined as "what kicks in when convenience runs out." Accountability requires some sense of urgency and becoming a true stakeholder in the outcome. Accountability can be externally imposed (legal or organizational requirements), or internally applied (moral, relational, faith-based, or recognized as some combination of the two) on a continuum from the institutional and organizational level to the individual level. From a relational point of view, accountability is not always doing it right. Sometimes it's really about what happens after it's done wrong.	Racial Equity Tools. Glossary. https://www.racialequitytools.org/glossary
Ageism	Oppression, prejudice, stereotyping or discrimination based on a person's actual or perceived age. The dominant culture assigns value based on a person's actual or perceived age.	https://ofm.wa.gov/sites/default/files/public/sr/Diversity/SubCommit/DEI-Glossary%20of%20Equity%20-%20Related%20Terms.pdf
Agender	An adjective that can describe a person who does not identify as any gender.	A Guide to Gender Identity Terms https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq

Ally	Someone of a social identity group, typically a dominant group, who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways. Allies commit to reducing their own complicity or collusion in oppression of those groups and invest in strengthening their own knowledge and awareness of oppression.	Adapted from From Racial Equity Tools. Glossary. https://www.racialequitytools.org/glossary#ally
Anti-bias	Opposing or prohibiting unfair discrimination against people based on race, religion, etc. It is also the act of preventing or counteracting bias. Anti-bias is an active/activist approach to challenging isms (a distinctive practice, system, or philosophy, typically a political ideology ²), prejudice and stereotyping.	NIS Via Merriam-Webster. (n.d.). Antibias. In Merriam-Webster.com Dictionary . Retrieved February 3, 2020, from https://www.merriam-webster.com/dictionary/antibias 2 Lexico: Powered by Oxford. (n.d.). Ism. Retrieved February 2, 2020, from https://www.lexico.com/en/definition/ism
Anti-Black Racism	Anti-Black Racism is any attitude behavior, practice, or policy that explicitly or implicitly reflects the belief that Black people are inferior to another racial group. Anti-Black racism is reflected in interpersonal, institutional, and systemic levels of racism and is a function of White supremacy	Center for the Study of Social Policy, Key Equity Terms and Concepts: A Glossary for Shared Understanding. https://cssp.org/resource/key-equity-terms-and-concepts-a-glossary-for-shared-understanding/
Anti- Oppression Organization	An organization that actively recognizes and mitigates the oppressive effects of white dominant culture and power dynamics, striving to equalize that power imbalance internally and for the communities with which they work.	https://static1.squarespace.com/static/56b910ccb6aa60c971d5f98a/t/5adf3de1352f530132863c37/1524579817415/ProInspire-Equity-in-Center-publication.pdf
Anti-Racism	Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, and set up in opposition to individual racist behaviors and impacts.	Racial Equity Tools. Glossary. https://www.racialequitytools.org/glossary#Anti-Racism
Antisemitism	A certain perception of Jews, which may be expressed as hatred toward Jews. The belief or behavior hostile toward Jews just because they are Jewish. It may take the form of religious teachings that proclaim the inferiority of Jews, for instance, or political efforts to isolate, oppress, or otherwise injure them. It may also include prejudiced or stereotyped views about Jews.	US State Department https://www.state.gov/defining-anti-semitism/ ; ADL https://www.adl.org/anti-semitism

Assimilate	The phenomenon that occurs when people belonging to the non-dominant group understand dominant culture norms and take on their characteristics either by choice or by force. Many people of color are asked to “check their identities at the door” in professional settings to make their white peers comfortable. By doing so, many people of color find it easier to get promotions and professional opportunities, as well as to gain access to informal networks typically accessible only to whites.	Equity in the Center: Awake to Work to Work Glossary of Terms https://equityinthecenter.org/wp-content/uploads/2020/09/Awake-to-Woke-to-Work-Glossary-of-Terms-.pdf
Belonging	Belonging is defined as 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. Belonging means more than having access, it means having a meaningful voice, and being afforded the opportunity to co-create in the design of things. In order for people to feel like they belong, the environment (in this case the workplace) needs to be set up to be a diverse and inclusive place. Belonging is an emotional outcome from being respected at a basic level that includes the right to both contribute and make demands upon society and institutions. Belonging fuels a sense of purpose and a sense of community.	Adapted from SHRM Why Does Belonging Matter at Work? https://blog.shrm.org/blog/why-does-belonging-matter-at-work ; the Othering & Belonging institute, LaFawn Davis, VP of Diversity, Inclusion and Belonging at Indeed.com
Bias	A subconsciously held and personal prejudice that is often activated at times when we need to make rapid decisions or take shortcuts in our thinking. Specifically, implicit bias is the unconscious attribution of particular qualities to a member of a certain social group based on learned associations between particular qualities and social categories, including race, ethnicity and or gender, that can influence perceptions and behaviors, even if an individual is unaware/unintentionally hold such stereotypes.	NIS via Merriam-Webster. (n.d.). Bias. In Merriam-Webster.com Dictionary. https://www.merriam-webster.com/dictionary/bias Wikipedia contributors. (2020, February 2). Implicit bias/Implicit stereotype. In Wikipedia, The Free Encyclopedia https://en.wikipedia.org/w/index.php?title=Implicit_stereotype&oldid=938813513
Bigotry	Intolerant prejudice that glorifies one's own group and denigrates members of other groups. Expressions of often unreasonable beliefs and dislikes towards a group.	Racial Equity Tools. Glossary. https://www.racialequitytools.org/glossary#Bigotry

BIPOC	An acronym that means Black, Indigenous, People of Color. People are using the term to acknowledge that not all people of color face equal levels of injustice. They say BIPOC is significant in recognizing that Black and Indigenous people are severely impacted by systemic racial injustices. BIPOC is valuable as a way of thinking about how violence against Black and Indigenous people is foundational to the United States, a country founded on the enslavement of Black people and the genocide of Indigenous people and the ways in which those acts of violence continue to persist today in systems like mass incarceration, but according to Jonathan Rosa, a sociocultural and linguistic anthropologist at Stanford, the term can also blur the differences between the two groups it is meant to center.	Merriam-Webster https://www.merriam-webster.com/dictionary/BIPOC ; Vox Why the term “BIPOC” is so complicated, explained by linguists https://www.vox.com/2020/6/30/21300294/bi-poc-what-does-it-mean-critical-race-linguistics-jonathan-rosa-deandra-miles-hercules
Center Equity	To center equity is to prioritize an explicit focus on eliminating inequities experienced by Black people, Indigenous people, people of color, and other groups highly impacted by structural racism and oppression, using a process that involves the people most impacted by structural inequity in leadership and partnership, both internally (within organizations) and externally (within and across sectors).	CSH. Centering Equity in Health and Housing Partnerships in Times of Crisis and Beyond: https://d155kunxf1aozz.cloudfront.net/wp-content/uploads/2020/08/CSH_Centering-Equity-in-Health-and-Housing-Partnerships-in-Times-of-Crisis.pdf
Cisgender	Or simply cis, is an adjective that describes a person whose gender identity aligns with the sex they were assigned at birth.	A Guide to Gender Identity Terms https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq
Color Blind	The belief that everyone should be treated “equally” without respect to societal, economic, historical, racial or other difference. Differences are purposely ignored; everyone is the same.	Center for the Study of Social Policy, Key Equity Terms and Concepts: A Glossary for Shared Understanding, https://cssp.org/resource/key-equity-terms-and-concepts-a-glossary-for-shared-understanding/
Colorism	A form of prejudice or discrimination, especially within a racial or ethnic group, that leads to the favoring of people with lighter skin or more over those with darker skin.	NIS via Merriam-Webster. (n.d.). Colorism. In Merriam-Webster.com Dictionary. https://www.merriam-webster.com/dictionary/colorism

<p>Critical Race Theory</p>	<p>A theory that explicitly states and recognizes that racism is ingrained in the fabric and system of American society. Even without overt racists present, institutional racism is pervasive in dominant culture. Critical Race Theory examines existing power structures, and identifies these structures as based on white privilege and white supremacy, which perpetuate the marginalization of people of color. Overall, Critical Race Theory examines what the legal and social landscape would look like today if people of color were the decision-makers.</p>	<p>Equity in the Center: Awake to Work to Work Glossary of Terms https://equityinthecenter.org/wp-content/uploads/2020/09/Awake-to-Woke-to-Work-Glossary-of-Terms-.pdf</p>
<p>Cultural Appropriation</p>	<p>Theft of cultural elements for one’s own use, commodification, or profit — including symbols, art, language, customs, etc. — often without understanding, acknowledgement, or respect for its value in the original culture. Results from the assumption of a dominant (i.e. white) culture’s right to take other cultural elements.</p>	<p>Racial Equity Tools. Glossary. https://www.racialequitytools.org/glossary#CulturalAppropriation</p>
<p>Cultural Competence</p>	<p>Culture is “a set of congruent behaviors, attitudes, and policies that come together in a system, agency, or among professionals that enables effective work in cross-cultural situations.” “Competence” in the term cultural competence implies that an individual or organization has the capacity to function effectively “within the context of the cultural beliefs, behaviors, and needs presented by consumers and their communities.”</p>	<p>Centers for Disease Control and Prevention. Definitions http://medbox.iiab.me/modules/en-cdc/www.cdc.gov/nchhstp/socialdeterminants/definitions.html</p>
<p>Cultural Humility</p>	<p>Incorporates a lifelong commitment to self-evaluation and self critique to redress the power imbalances in the client/employee dynamic and to develop mutually beneficial and non-paternalistic practices and advocacy partnerships with communities on behalf of individuals and the defined population.</p>	<p>Tervalon, M., & Murray-Garcia, J. (1998). Cultural humility versus cultural competence: A critical distinction in defining physician training outcomes in multicultural education. <i>Journal of Health Care for the Poor and Underserved</i>, 9, 117-125.</p>
<p>Culture</p>	<p>Culture refers to the traditions, beliefs, patterns of behavior and creative productions of a particular identity group, particularly those that are considered important by that group. A concept of ‘culture’ can be developed for any identity group, not just those relating to ethnicity, nationality or religion.</p>	<p>Useful Concepts in Anti-oppression. Definitions. https://www.sagepub.com/sites/default/files/upm-binaries/24815_9781412922688_Ch2.pdf</p>

Disability	An actual, perceived, or non-apparent physical, sensory, mental, or cognitive condition that has an adverse effect on a person's ability to carry out day-to-day life functions. Environmental barriers may hinder persons with disabilities from fully and effectively participating on an equitable basis.	https://ofm.wa.gov/sites/default/files/public/sr/Diversity/SubCommit/DEI-Glossary%20of%20Equity%20-%20Related%20Terms.pdf
Discrimination	The unequal treatment of individuals or groups of people by individuals or groups of people based on arbitrary and baseless categories such as race, gender, social class, sexual orientation, physical ability, religion and other categories.	Racial Equity Tools. Glossary. https://www.racialequitytools.org/glossary
Disparity	Persistent differences in outcomes between groups; frequently expressed through statistical data. Also refers to imbalances of treatment between groups of people.	Adapted from the Children's Bureau, Child Welfare Practice to Address Racial Disproportionality and Disparity https://www.childwelfare.gov/pubPDFs/racial-disproportionality.pdf#page=1&view=Introduction
Disparity (Racial)	The unequal outcomes of one racial or ethnic group as compared to outcomes for another racial/ethnic group	The National Conference of State Legislatures. Disproportionality and Race Equity in Child Welfare https://www.ncsl.org/research/human-services/disproportionality-and-race-equity-in-child-welfare.aspx
Disproportionality (Racial)	The underrepresentation or overrepresentation of a racial or ethnic group compared to its percentage in the total population.	The National Conference of State Legislatures. Disproportionality and Race Equity in Child Welfare https://www.ncsl.org/research/human-services/disproportionality-and-race-equity-in-child-welfare.aspx
Diversity	The experience of psychological, physical, and social differences that occur among any and 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. The experience of having people who identify from varying demographics.	Diversity Best Practices. Glossary of Diversity, Equity and Inclusion Terms. https://www.diversitybestpractices.com/sites/diversitybestpractices.com/files/attachments/2020/10/dei_glossary_of_inclusive_terms_updated_for_2020_1.pdf

Dominant Culture	Dominant culture in a society refers to the established language, religion, values, rituals, and social customs on which the society was built. It has the most power, is widespread, and influential within a social entity, such as an organization, in which multiple cultures are present. An organization’s dominant culture is heavily influenced by the leadership and management standards and preferences of those at the top of the hierarchy. In the American context, organizational culture is predominantly defined by white men and white women in positional power. See also “White Dominant Culture.”	Equity in the Center: Awake to Work to Work Glossary of Terms https://equityinthecenter.org/wp-content/uploads/2020/09/Awake-to-Woke-to-Work-Glossary-of-Terms-.pdf
Empathy	The capacity and authenticity for experiencing the feelings, and thoughts of another without having those feelings, thoughts, and experience fully communicated in an objectively explicit manner. Empathy alone is not enough; it should be used as a stepping-stone to compassionate, human-centered approaches and actions.	NIS via Merriam-Webster. (n.d.). Empathy. In Merriam-Webster.com Dictionary. Retrieved February 3, 2020, from https://www.merriam-webster.com/dictionary/empathy
Equality	Equality aims to ensure that everyone gets the same things in order to thrive with three general applications, equality before the law, equality of opportunity and equality of results or condition Equality may also refer to the fair distribution of both opportunities and rewards by ensuring everyone is treated the same. This is different than equity as equity involved understanding and giving people what they need to thrive.	Racial Equity Tools. Glossary. https://www.racialequitytools.org/glossary
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. Equity is the absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, or geographically. Equity exists where all groups have access to the resources and opportunities necessary to eliminate gaps and improve the quality of their lives.	Equity in the Center: Awake to Work to Work Glossary of Terms https://equityinthecenter.org/wp-content/uploads/2020/09/Awake-to-Woke-to-Work-Glossary-of-Terms-.pdf
Ethnicity	A social construct that divides people into smaller social groups based on on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base. The validity of ethnicity is debated due to the limited allowance of options across census and demographic forms, for example only allowing ‘Hispanic’ heritage as the only ethnicity for a broad and varied population with diverse cultural expressions and place of origins.	Racial Equity Tools. Glossary. https://www.racialequitytools.org/glossary#Ethnicity

Gender	Gender is often defined as a social construct of norms, behaviors and roles that varies between societies and over time. Gender is often categorized as male, female or nonbinary.	A Guide to Gender Identity Terms https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq
Gender Expression	Gender expression is how a person presents gender outwardly, through behavior, clothing, voice or other perceived characteristics. Society identifies these cues as masculine or feminine, although what is considered masculine or feminine changes over time and varies by culture.	A Guide to Gender Identity Terms https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq
Gender Identity	Gender identity is one's own internal sense of self and their gender, whether that is man, woman, neither or both. Unlike gender expression, gender identity is not outwardly visible to others. For most people, gender identity aligns with the sex assigned at birth, the American Psychological Association notes. For transgender people, gender identity differs in varying degrees from the sex assigned at birth.	A Guide to Gender Identity Terms https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq
Gender Pronoun	The term one uses to identify themselves in place of their name (i.e. ze/ hir/hirs, ey/em/eirs, they/them/theirs, she/her/hers, he/him/his, etc.). The use of the specific gender pronoun identified by each individual should be respected and should not be regarded as optional. To understand when and why we should use pronouns visit: https://www.mypronouns.org/what-and-why	Center for the Study of Social Policy, Key Equity Terms and Concepts: A Glossary for Shared Understanding, https://cssp.org/resource/key-equity-terms-and-concepts-a-glossary-for-shared-understanding/
Gender-expansive	An adjective that can describe someone with a more flexible gender identity than might be associated with a typical gender binary.	A Guide to Gender Identity Terms https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq
Health Equity	Health equity refers to the state where race, income, neighborhood or community, housing status, or other characteristics do not contribute to whether a group is more or less likely to be healthy than other groups.	http://www.who.int/topics/health_equity/en/ ; https://www.apha.org/topics-and-issues/health-equity ;
Health inequities	Health inequities are differences in health outcomes or in the distribution of health resources between different population groups, arising from the conditions in which people are born, grow, live, and age. Unlike the term 'health disparity, 'health inequities' recognizes that differences between groups are rooted in injustice and unfairness, because structural racism and other forces shape the conditions that give rise to disparate outcomes.	Braveman P. Health disparities and health equity: Concepts and measurement. Annual Review of Public Health. 2006;27:167–194. [PubMed]

Historical Racial Trauma	A theory about how populations historically subjected to long-term, mass trauma—colonialism, slavery, war, genocide—exhibit a higher prevalence of disease and social suffering even several generations after the original trauma occurred. Historical trauma influences the social welfare of racial/ethnic populations in the U.S. and is a theory that can provide new directions and insights for eliminating disparities.	A Conceptual Model of Historical Trauma: Implications for Public Health Practice and Research http://www.ressources-actuarielles.net/EXT/ISFA/1226.nsf/769998e0a65ea348c1257052003eb94f/bbd469e12b2d9eb2c12576000032b289/\$FILE/Sotero_2006.pdf
Homophobia	The fear and hatred of or discomfort with people who are attracted to members of the same gender. Homophobia occurs in a broader heterosexist social context that systematically disadvantages LGBTQ+ people and promotes and rewards anti-LGBTQ+ sentiment.	Center for the Study of Social Policy, Key Equity Terms and Concepts: A Glossary for Shared Understanding, https://cssp.org/resource/key-equity-terms-and-concepts-a-glossary-for-shared-understanding/
Implicit Bias	Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. We have a bias when, rather than being neutral, we have a preference for (or aversion to) a person or group of people.	Adapted from Racial Equity Tools. Glossary. https://www.racialequitytools.org/glossary/#ImplicitBias and the Perception Institute, Implicit Bias https://perception.org/research/implicit-bias/
Inclusion	The act of creating environments in which any individual or group can be their authentic self and feel respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and recognizes the inherent value that different experiences, cultures, and perspectives bring.	https://www.racialequitytools.org/glossary https://equityinthecenter.org/wp-content/uploads/2020/09/Awake-to-Woke-to-Work-Glossary-of-Terms-.pdf
Inequities	Differences in outcomes between population groups that are rooted in unfairness or injustices.	NIS glossary of terms
Institutional racism	Institutional racism refers to the policies and cultural practices within institutions that perpetuate racial inequality, regardless of whether or not these harmful practices are individualist or intentional, or of one’s own racial affiliation or identity. Benefits are structured to advantage powerful groups when racial inequities are reinforced, resulting in differing levels of opportunities that are based on race.	https://www.racialequitytools.org/glossary/#institutionalracism

Internalized or Individual racism	This is racism that exists within individuals. It is when one holds negative ideas about his/her own culture, even if unknowingly. It is the set of beliefs, prejudices, and ideas that individuals have about the superiority of white people and the inferiority of people of color. These beliefs can be publicly or privately expressed, and are often subconscious- and can manifest as internalized oppression or internalized racial superiority.	Intergroup resources: http://www.intergroupresources.com/race-and-racism/ Adapted from Racial Equity Tools. Glossary. https://www.racialequitytools.org/glossary#Individualracism
Interpersonal racism	The expression of racism between individuals. It occurs when individuals interact, and their private beliefs and prejudices affect their interactions.	Intergroup resources: http://www.intergroupresources.com/race-and-racism/ Adapted from Racial Equity Tools. Glossary. https://www.racialequitytools.org/glossary
Intersectionality	Intersectionality is a term coined by Kimberle Crenshaw, and is described as ""Intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects." Kimberle Crenshaw. It promotes the understanding that individuals have multiple identity factors and are "shaped by the interactions and intersections of these different social [identity factors] (e.g., race, ethnicity, Indigeneity, gender, class, sexuality, geography, age, (dis)ability, migration status, religion, etc.)." This means that Inequities do not result from the social devaluing of a single identity factor in isolation, but rather from the intersections of different parts of an individual's identity, power relations, and experience. Mainstream identities garner agency and power in our society. Our society was built to ensure the success of those holding mainstream identities.	Columbia Law School https://www.law.columbia.edu/news/archive/kimberle-crenshaw-intersectionality-more-two-decades-later#:~:text=Crenshaw%3A%20Intersectionality%20is%20a%20lens,class%20or%20LGBTQ%20problem%20there.
Intersex	An umbrella term used to describe people with differences in reproductive anatomy, chromosomes or hormones that don't fit typical definitions of male and female.	A Guide to Gender Identity Terms https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq
Islamophobia	Islamophobia is the fear of, hatred of, or prejudice against the religion of Islam or Muslims in general,[1][2][3] especially when seen as a geopolitical force or a source of terrorism.	https://en.wikipedia.org/wiki/Islamophobia

<p>Liberation</p>	<p>"The philosophy of liberation affirms cultural diversity, political sovereignty, gender and racial equality" (NIS). It embodies equal rights or full social or economic opportunities for a particu specific group and requires protections from abuse or exploitation.</p>	<p>NIS via Mendieta, E. (2016). "Philosophy of Liberation", The Stanford Encyclopedia of Philosophy (Winter 2016 Edition). In E. Zalta (Ed.), The Stanford Encyclopedia of Philosophy. Retrieved from https://plato.stanford.edu/entries/liberation Equity Design Collaborative via http://www.coloradoinclusivefunders.org/uploads/1/1/5/0/11506731/the_four_is_of_oppre ssion.pdf</p>
<p>Liberation (Ideological)</p>	<p>Ideological Liberation is a state in which we have fully transcended and have no need for social constructs such as race; a reality where we are unbound by identity defined in contrast to others; individuals are unconflicted and feel a full and authentic sense of belonging in all spaces.</p>	<p>Equity Design Collaborative via http://www.coloradoinclusivefunders.org/uploads/1/1/5/0/11506731/the_four_is_of_oppre ssion.pdf</p>
<p>Liberation (Institutional)</p>	<p>Institutional Liberation is a state of radical inclusion, where all organizations see equity as their work, and use an equitable process framework in perpetuity, seeking always to design from the margins, to examine self, to cede power, make the invisible visible, and always look toward and rely on the future.</p>	<p>Equity Design Collaborative via http://www.coloradoinclusivefunders.org/uploads/1/1/5/0/11506731/the_four_is_of_oppre ssion.pdf</p>
<p>Liberation (Internalized)</p>	<p>Internalized Liberation is a state of radical self-love.</p>	<p>Equity Design Collaborative via http://www.coloradoinclusivefunders.org/uploads/1/1/5/0/11506731/the_four_is_of_oppre ssion.pdf</p>
<p>Liberation (Interpersonal)</p>	<p>Interpersonal Liberation is a state in which love is fully and freely given to all others. Individuals have identified and successfully interrupted their biases and live integrated lives.</p>	<p>Equity Design Collaborative via http://www.coloradoinclusivefunders.org/uploads/1/1/5/0/11506731/the_four_is_of_oppre ssion.pdf</p>
<p>Liberation: Systemic</p>	<p>Systemic Liberation is a state in which we have reconfigured societal relationships to resources to allow for ingenuity and social protections to coexist, creating the interconnected circumstances under which all people have the resources, access, and opportunity to thrive (education, housing, etc. etc.). Systems work to support all individuals regardless of their identities, through a focus on a better and stronger whole, today and tomorrow. Ex. Universal Health Care, Universal Basic Income, Gift Economies</p>	<p>Equity Design Collaborative via http://www.coloradoinclusivefunders.org/uploads/1/1/5/0/11506731/the_four_is_of_oppre ssion.pdf</p>

Marginalization	The process that occurs when members of a dominant group relegate a particular group to the edge of society by not allowing them an active voice, identity, or place for the purpose of maintaining power.	Center for the Study of Social Policy, Key Equity Terms and Concepts: A Glossary for Shared Understanding, https://cssp.org/resource/key-equity-terms-and-concepts-a-glossary-for-shared-understanding/
Micro-aggression	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.	https://www.racialequitytools.org/glossary
Nonbinary	Nonbinary is a term that can be used by people who do not describe themselves or their genders as fitting into the categories of man or woman. A range of terms are used to refer to these experiences; nonbinary and genderqueer are among the terms that are sometimes used.	A Guide to Gender Identity Terms https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq
Oppression	The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group. Rita Hardiman and Bailey Jackson state that oppression exists when the following 4 conditions are found: <ul style="list-style-type: none"> - the oppressor group has the power to define reality for themselves and others, - the target groups take in and internalize the negative messages about them and end up cooperating with the oppressors (thinking and acting like them), - genocide, harassment, and discrimination are systematic and institutionalized, so that individuals are not necessary to keep it going, and - members of both the oppressor and target groups are socialized to play their roles as normal and correct. Oppression = Power + Prejudice	https://www.racialequitytools.org/glossary
Oppression (Ideological)	The idea at the core of any oppressive system is that one group is somehow better than another, and in some measure has the right to control the other group. Oppressive ideas are rooted in habitual mistreatment of people such that it is normalized. Ex: racism, sexism, classism etc.	Equity Design Collaborative via http://www.coloradoinclusivefunders.org/uploads/1/1/5/0/11506731/the_four_is_of_oppression.pdf

<p>Oppression (Institutional)</p>	<p>Refers to the policies and practices within and across institutions that, intentionally or not, systematically mistreat people within a social identity group, solely based on the person's membership in the social identity group. ... Institutionalized oppression is a matter of result regardless of intent. Refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites, and oppression and disadvantage for people from other racial groups. Institutional racism shifts our focus from motives and actions of individuals to the practices and procedures within an institution. Ex. Schools remain segregated and parent choice is made policy. Institution (policies and practices)</p>	<p>Equity Design Collaborative via http://www.coloradoinclusivefund.org/uploads/1/1/5/0/11506731/the four is of oppression.pdf</p>
<p>Oppression (Internalized)</p>	<p>original Definition</p>	<p>Equity Design Collaborative via http://www.coloradoinclusivefund.org/uploads/1/1/5/0/11506731/the four is of oppression.pdf</p>
<p>Oppression (Systemic)</p>	<p>A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate group inequity. Refers to the ways in which history, ideology, public policies, institutional practices, and culture interact to maintain a racial hierarchy that allows the privileges associated with whiteness and the disadvantages associated with color to endure and adapt over time. Structural racism acknowledges that all complex societies feature institutional arrangements that help to create and distribute the society's benefits, burdens, and interests. Ex: racism plays out across education, health care, incarceration, unemployment, etc. for groups of people fitting the out social identity group. Systems (education, transportation, health, economy), more than just the sum of individual prejudices.</p>	<p>Equity Design Collaborative via http://www.coloradoinclusivefund.org/uploads/1/1/5/0/11506731/the four is of oppression.pdf</p>
<p>Othering</p>	<p>The perception or placing of a person or a group outside and/or in opposition to what is considered to be the norm. Othering is based on a conscious or unconscious assumption that a certain identified group poses a threat to the favored or dominant group.</p>	<p>Center for the Study of Social Policy, Key Equity Terms and Concepts: A Glossary for Shared Understanding, https://cssp.org/resource/key-equity-terms-and-concepts-a-glossary-for-shared-understanding/</p>

<p>Power</p>	<p>Power is unequally distributed globally and in U.S. society; some individuals or groups wield greater power than others, thereby allowing them greater access and control over resources. Wealth, whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates. Although power is often conceptualized as power over other individuals or groups, other variations are power with (used in the context of building collective strength) and power within (which references an individual’s internal strength). Learning to “see” and understand relations of power is vital to organizing for progressive social change. Power may also be understood as the ability to influence others and impose one’s beliefs. All power is relational, and the different relationships either reinforce or disrupt one another. The importance of the concept of power to anti-racism is clear: racism cannot be understood without understanding that power is not only an individual relationship but a cultural one, and that power relationships are shifting constantly. Power can be used malignantly and intentionally, but need not be, and individuals within a culture may benefit from power of which they are unaware.</p>	<p>https://www.racialequitytools.org/glossary</p>
<p>Prejudice</p>	<p>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</p>	<p>https://www.racialequitytools.org/glossary</p>
<p>Privilege</p>	<p>Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.). This an often be understood as having the world ‘normed’ around your range of experiences and set of concerns—which are therefore considered to be the ‘normal’ experiences. Privilege is usually invisible to those who have it because we’re taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.</p>	<p>Adapted from https://www.racialequitytools.org/glossary</p>
<p>Race</p>	<p>An artificially created social and power construct designed to divide people and carries very real implications that shape outcomes for all. The concept of race was created by Europeans during colonial expansion for the purpose of creating, assigning and maintaining access to power and privilege for white identifying people.</p>	<p>Crossroads-Interfaith Ministry for Social Justice https://crossroadsantiracism.org/</p>

Race Equity	The condition where one’s racial identity has no influence on how one fares in society. Race equity is one part of race 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 and structural racism.	Equity in the Center: Awake to Work to Work Glossary of Terms https://equityinthecenter.org/wp-content/uploads/2020/09/Awake-to-Woke-to-Work-Glossary-of-Terms-.pdf
Race Equity Culture	A culture focused on proactive counteraction of social and race inequities including the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race and structural racism. Applies both to organizations and more broadly to society.	Equity in the Center: Awake to Work to Work Glossary of Terms https://equityinthecenter.org/wp-content/uploads/2020/09/Awake-to-Woke-to-Work-Glossary-of-Terms-.pdf
Race Equity Lens	The process of paying disciplined attention to race and ethnicity while analyzing problems, looking for solutions, and defining success. A race equity lens critiques a “color blind” approach, arguing that color blindness perpetuates systems of disadvantage in that it prevents structural racism from being acknowledged. Application of a race equity lens helps to illuminate disparate outcomes, patterns of disadvantage, and root cause.	Equity in the Center: Awake to Work to Work Glossary of Terms https://equityinthecenter.org/wp-content/uploads/2020/09/Awake-to-Woke-to-Work-Glossary-of-Terms-.pdf
Racial Trauma	Racial trauma, or race-based traumatic stress (RBTS), refers to the mental and emotional injury caused by encounters with racial bias and ethnic discrimination, racism, and hate crimes	Mental Health America (MHA) https://www.mhanational.org/racial-trauma via Helms, J. E., Nicolas, G., & Green, C. E. (2010). Racism and ethnoviolence as trauma: Enhancing professional training. Traumatology, 16(4), 53-62. doi:10.1177/1534765610389595
Racial Trauma Informed Intervention	Effective therapeutic interventions that address racial trauma and treat it as just that: trauma. At assessment, social workers can incorporate questions to gain information regarding the quantity and nature of the trauma and learn about the relationship between the client and the perpetrator.	Social Work Today. Understanding Racial Trauma-Informed Interventions https://www.socialworktoday.com/news/pp_020619.shtml By Alexandra Pajak, LCSW
Racism	A system of power/oppression based on race. Racism is exercised by a dominant racial group (Whites) over non-dominant racial groups (people of color). Racism is more than just prejudice. It includes prejudice against people of color, as well as exclusion, discrimination against, suspicion of, and fear and hate of people of color.	Equity in the Center: Awake to Work to Work Glossary of Terms https://equityinthecenter.org/wp-content/uploads/2020/09/Awake-to-Woke-to-Work-Glossary-of-Terms-.pdf

Sex	Sex refers to a person's biological status and is typically assigned at birth, usually on the basis of external anatomy. Sex is typically categorized as male, female or intersex.	A Guide to Gender Identity Terms https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq
Sexism	Discrimination or prejudice against a particular sex or gender on the assumption that another sex or gender is the social and cultural norm. It typically has the most negative impact on women.	https://ofm.wa.gov/sites/default/files/public/sr/Diversity/SubCommit/DEI-Glossary%20of%20Equity%20-%20Related%20Terms.pdf
Sexual orientation	Refers to the enduring physical, romantic and/or emotional attraction to members of the same and/or other genders, including lesbian, gay, bisexual and straight orientations. People don't need to have had specific sexual experiences to know their own sexual orientation. They need not have had any sexual experience at all. They need not be in a relationship, dating or partnered with anyone for their sexual orientation to be validated. For example, if a bisexual woman is partnered with a man, that does not mean she is not still bisexual. Sexual orientation is separate from gender identity. As GLAAD notes, "Transgender people may be straight, lesbian, gay, bisexual or queer. For example, a person who transitions from male to female and is attracted solely to men would typically identify as a straight woman. A person who transitions from female to male and is attracted solely to men would typically identify as a gay man."	A Guide to Gender Identity Terms https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq
Social Determinants of Health	The social determinants of health are the conditions in which people are born, grow, live, work and age as well as the complex, interrelated social structures and economic systems that shape these conditions.	WHO: About social determinants of health. https://www.who.int/social_determinants/sdh_definition/en/ NCHHSTP: Establishing a Holistic Framework to Reduce Inequities in HIV, Viral Hepatitis, STDs, and Tuberculosis in the United States https://www.cdc.gov/nchhstp/socialdeterminants/docs/SDH-White-Paper-2010.pdf

Social Justice	A concept of fair and just relations between the individual and society. This is measured by the explicit and tacit terms for the distribution of power, wealth, education, healthcare, and other opportunities for personal activity and social privileges.	U.S.Climate Action Network https://www.usclimatenetwork.org/justice_equality_diversity_and_inclusion#:~:text=SOCIAL%20JUSTICE%20A%20concept%20of,personal%20activity%20and%20social%20privileges.
SOGIE	An acronym that was created by the United Nations to honor the fluidity of numerous and ever expanding identities related to sexual orientation (SO), gender identity (GI), and expression (E).	Center for the Study of Social Policy, Key Equity Terms and Concepts: A Glossary for Shared Understanding, https://cssp.org/resource/key-equity-terms-and-concepts-a-glossary-for-shared-understanding/
Stereotype Threat	The threat of being stereotyped or the fear of doing something that would inadvertently confirm that stereotype. The resulting apprehension often causes the individual to behave in ways that reinforce that stereotype.	Center for the Study of Social Policy, Key Equity Terms and Concepts: A Glossary for Shared Understanding, https://cssp.org/resource/key-equity-terms-and-concepts-a-glossary-for-shared-understanding/
Structural racism	A system by which public policies, institutional practices, cultural representations, and other norms work in various, and often reinforcing ways, to perpetuate power disparities based on race. It involves the cumulative effects of history, culture, and ideology, and it systematically privileges White people and disadvantages people of color, in a way that allows the system to persist and adapt over time.	NIS Definition, Aspen Institute https://www.aspeninstitute.org/blog-posts/structural-racism-definition/
System	A set of elements or parts that is coherently organized and interconnected in a pattern that produces a set of behaviors, often classified as its "purpose."	NIS via Meadows, D. & Wright. (2009). Thinking in systems: A primer. Routledge. https://www.skybrary.aero/index.php/Toolkit:Systems_Thinking_for_Safety/System_Focus#cite_note-meadows-1
Systemic Equity	Systemic equity is a complex combination of interrelated elements consciously designed to create, support and sustain social justice. It is a dynamic process that reinforces and replicates equitable ideas, power, resources, strategies, conditions, habits and outcomes.	The Annie E Casey Foundation https://www.aecf.org/blog/racial-justice-definitions/

<p>Systemic Racism</p>	<p>A social theory that explains how major societal institutions have been thoroughly pervaded by racial framing, ideas, stereotypes, images, emotions, and practices to perpetuate racial oppression not only on the surface level of society but also in its underlying permeations and interconnections through our major social groups, networks, and institutions. In many ways "systemic racism" and "structural racism" are synonymous.</p>	<p>NIS via eagin, J. (2006). Systemic Racism: A theory of oppression. New York: Routledge.</p>
<p>Targeted Universalism or "Targeted Universal Strategy"</p>	<p>Targeted universalism means setting universal goals pursued by targeted processes to achieve those goals. Targeted Universal Strategy is one that is inclusive of the needs of both the dominant and the marginal groups, but pays particular attention to the situation of the marginal group. Targeted universalism rejects a blanket universal which is likely to be indifferent to the reality that different groups are situated differently relative to the institutions and resources of society. It also rejects the claim of formal equality that would treat all people the same as a way of denying difference.</p>	<p>https://blog.nationalequityproject.org/2011/06/22/targeted-universalism/; https://www.racialequitytools.org/glossary</p>
<p>Tokenism</p>	<p>The practice of making only a perfunctory or symbolic effort to do a particular thing. Examples of tokenism include but aren't limited to, asking a person of color to be on a hiring panel for the appearance of diverse perspectives, but they don't actually have a connection to the position or voice in the decisions related to the hiring process; you ask a community member to join a meeting to give input and you don't use their input, but talk about how you had representation from that community.</p>	<p>https://ofm.wa.gov/sites/default/files/public/sr/Diversity/SubCommit/DEI-Glossary%20of%20Equity%20-%20Related%20Terms.pdf</p>
<p>Transgender</p>	<p>Or simply trans, is an adjective used to describe someone whose gender identity differs from the sex assigned at birth. A transgender man, for example, is someone who was listed as female at birth but whose gender identity is male. Cisgender and transgender have their origins in Latin-derived prefixes of "cis" and "trans" — cis, meaning "on this side of" and trans, meaning "across from" or "on the other side of." Both adjectives are used to describe experiences of someone's gender identity.</p>	<p>A Guide to Gender Identity Terms https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq</p>
<p>Transphobia</p>	<p>The fear and hatred of, or discomfort with, transgender people. Transphobia occurs in a broader cisgenderist social context that systematically disadvantages trans people and promotes and rewards anti-trans sentiment.</p>	<p>Center for the Study of Social Policy, Key Equity Terms and Concepts: A Glossary for Shared Understanding, https://cssp.org/resource/key-equity-terms-and-concepts-a-glossary-for-shared-understanding/</p>

<p>Tropes</p>	<p>A common or overused theme or device, also known as a cliché.</p>	<p>NIS via Merriam-Webster. (n.d.). Trope. In Merriam-Webster.com Dictionary. Retrieved February 3, 2020, from https://www.merriam-webster.com/dictionary/trope</p>
<p>Unconscious Bias</p>	<p>Attitudes and beliefs that accumulate over our lives that influence our decision-making, particularly when we must decide quickly. Hence, these biases rely on faulty assumptions and lead to misinformed outcomes and occur typically outside of our awareness.</p> <p>Types of Bias:</p> <p><u>Halo</u>: A bias that occurs when we perceive a great/favorable thing about a person extends to all parts/facets of that person.</p> <p><u>Horned</u>: A bias that occurs when we perceive that a negative trait about a person unduly extends to all parts/facets of a persons' life and being.</p> <p><u>Confirmation</u>: A bias premised upon a tendency to search for, interpret, focus on and remember information that aligns and does not confront our preconceived opinions.</p> <p><u>Affinity</u>: A bias that leads us to favor people with whom we feel we have a connection to or are similar to.</p> <p><u>Attribution</u>: A bias that affects how we assess people and their achievements without considering external factors beyond our knowledge.</p>	<p>NIS via Al-Samarai, N., & Piesche, P. (2018). Whiteness. <i>Krisis: Journal for Contemporary Philosophy</i>, (2), 170–171. Retrieved from https://krisis.eu/wp-content/uploads/2018/07/Krisis-2018-2-Nicola-Lauré-al-Samarai-Peggy-Piesche-Whiteness.pdf</p>
<p>Violence</p>	<p>A primary tool of oppression used to acquire and/or maintain power at the expense of the physical, psychological, social, cultural, political, and/or economic safety of others.</p>	<p>Center for the Study of Social Policy, Key Equity Terms and Concepts: A Glossary for Shared Understanding, https://cssp.org/resource/key-equity-terms-and-concepts-a-glossary-for-shared-understanding/</p>

<p>White Dominant Culture</p>	<p>Culture defined by those with social and positional power (white men and white women), enacted both broadly in society and within the context of social entities such as organizations. The cultural values, beliefs, practices, language and traditions that are normed around white people and are assumed to be the most common, accepted, desired and influential within a given society. See also "Dominant Culture" and "White Supremacy Culture."</p>	<p>https://ofm.wa.gov/sites/default/files/public/sr/Diversity/SubCommit/DEI-Glossary%20of%20Equity%20-%20Related%20Terms.pdf</p>
<p>White Privilege</p>	<p>The power and set of unearned advantages that people enjoy by virtue of their perceived 'whiteness' and that are least visible to the people whom they benefit the most. These privileges are derived from the historical oppression and exploitation of other non-white groups.</p> <p>(This is the added part...)Structural White Privilege: A system of white domination that creates and maintains belief systems that make current racial advantages and disadvantages seem normal. The system includes powerful incentives for maintaining white privilege and its consequences, and powerful negative consequences for trying to interrupt white privilege or reduce its consequences in meaningful ways. The system includes internal and external manifestations at the individual, interpersonal, cultural and institutional levels.Transforming White Privilege: A 21st Century Leadership Capacity, CAPD, MP Associates, World Trust Educational Services, 2012.</p>	<p>https://www.racialequitytools.org/glossary</p>
<p>White Supremacy</p>	<p>The existence of racial power that denotes a system of structural or societal racism which privileges white people over others, regardless of the presence or the absence of racial hatred. White racial advantages occur at both a collective and an individual level, and both people of color and white people can perpetuate white dominant culture, resulting in the overall disenfranchisement of people of color in many aspects of society.</p>	<p>Equity in the Center: Awake to Work to Work Glossary of Terms https://equityinthecenter.org/wp-content/uploads/2020/09/Awake-to-Woke-to-Work-Glossary-of-Terms-.pdf</p>

<p>White Supremacy Culture</p>	<p>Characteristics of white supremacy that manifest in organizational culture, and are used as norms and standards without being proactively named or chosen by the full group. The characteristics are damaging to both people of color and white people in that they elevate the values, preferences, and experiences of one racial group above all others. Organizations that are led by people of color or have a majority of people of color can also demonstrate characteristics of white supremacy culture. Kenneth Jones and Team Okun identified twelve characteristics of white supremacy culture in organizations: Perfectionism, Sense of Urgency, Defensiveness, Quantity of Quality, Worship of the Written Word, Paternalism, Power Hoarding, Fear of Open Conflict, Individualism, Progress is Bigger/More, Objectivity, and Right to Comfort.</p>	<p>Equity in the Center: Awake to Work to Work Glossary of Terms https://equityinthecenter.org/wp-content/uploads/2020/09/Awake-to-Woke-to-Work-Glossary-of-Terms-.pdf</p>
<p>Xenophobia</p>	<p>A term for fear, anger, intolerance, resentment, hatred, discomfort, or mistrust that one may have toward people from other countries. The term can also connote a fear, disgust, or dislike of being perceived a person is from other countries.</p>	<p>https://ofm.wa.gov/sites/default/files/public/sr/Diversity/SubCommit/DEI-Glossary%20of%20Equity%20-%20Related%20Terms.pdf+A1:C103</p>