



## Advocate

A person who actively works to end intolerance, educate others, and support social equity for a marginalized group.<sup>1</sup>

## Ally

A person who supports a group other than one's own (in terms of racial identity, gender, faith identity, sexual orientation, etc.).<sup>2</sup> Allies acknowledge disadvantage and oppression of other groups than their own; take risks and supportive action on their behalf, commit to reducing their own complicity or collusion in oppression of those groups and invest in strengthening their own knowledge and awareness of oppression.<sup>3</sup>

## Anti-racism

The work of actively opposing racism by advocating for changes in political, economic, and social life.<sup>4</sup>

## Bigotry

Intolerant prejudice which glorifies one's own group and denigrates members of other groups.<sup>3</sup>

## BIPOC

BIPOC is an acronym which stands for Black, Indigenous, and People of color. BIPOC is significant in the acknowledgement of Black and Indigenous people being particularly and severely impacted by systemic racial injustices in America.

## Cisgender

A gender description for when someone's sex assigned at birth and gender identity correspond in the expected way.<sup>1</sup>

## Class

Relative social rank in terms of income, wealth, education, occupational status and/or power.<sup>5</sup>

## Classism

The institutional, cultural, and individual set of practices and beliefs that assign value to people according to their socioeconomic class.

## 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.<sup>2</sup>

## Diversity

Each individual is unique, and groups of individuals reflect multiple dimensions of difference including race, ethnicity, gender, class, sexual orientation, age, physical abilities, religious beliefs, political beliefs, and cognitive styles.<sup>5</sup>

## Disability

A person who has a physical or mental impairment that substantially limits one or more major life activity.<sup>5</sup>

## Discrimination

The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion, and other categories.<sup>2</sup>

## Dominant culture

The established language, religion, values, rituals, and social customs on which society was built. It has the most power and is widespread and influential within a social entity such as an organization, in which multiple cultures are present. In this framework, dominant culture refers specifically to the American context in which organizational culture is predominantly defined by white men and white women in positional power.<sup>5</sup>

## Economic privilege

Social advantages that are received based on one's wealth of income, capital, and resources.

## Equality

Equal opportunity and same levels of support for all segments of society. Often synonymized, but in reality differentiates from equity.

## Equity

Equity is the intentional inclusion of everyone in society. Equity is achieved when systemic, institutional, and historical barriers based on race, gender, sexual orientation, and other identities are dismantled and no longer determine socioeconomic, education, and health outcomes.<sup>5</sup>

## Ethnicity

Identifies groups that share a common identity-based ancestry, language, or culture. It is often based on religion, beliefs, customs, memories of migration or colonization, and current shared experiences.<sup>5</sup>

## Gender binary

The idea that there are only two genders and that every person is one of those two.<sup>1</sup>

## Gender expression

The external display of one's gender, through a combination of clothing, grooming, demeanor, social behavior, and other factors, generally made sense of on scales of masculinity and femininity. Also referred to as "gender presentation."<sup>1</sup>

## Gender identity

The internal perception of an one's gender, and how they label themselves, based on how much they align or don't align with what they understand their options for gender to be.<sup>1</sup>

## Gender nonconforming

A gender expression descriptor that indicates a non-traditional gender representation.<sup>1</sup>

## Gender normative

Someone whose gender presentation, whether by nature or by choice, aligns with society's gender-based expectations.<sup>1</sup>

## Hidden rules

The unspoken rules or cues of a group.<sup>6</sup>

## Implicit bias

Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.<sup>7</sup>

## Inclusion

A value and practice of ensuring that people feel they belong and that their input is valued by the whole (group, organization, society, system, etc.), particularly regarding decisions that affect their lives.<sup>5</sup>

## Institutional oppression

The idea that one group is better than another group and has the right to control the other gets embedded in the institutions of the society—the laws, the legal system and police practice, the education system and schools, hiring policies, public policies, housing development, media images, political power, etc.<sup>5</sup>

## Internalized classism

Internalized feelings towards people who are higher or lower on the class spectrum.

## Interpersonal oppression

The idea that one group is better than another and has the right to control the other, which gets structured into institutions, gives permission and reinforcement for individual members of the dominant group to personally disrespect or mistreat individuals in the oppressed group.<sup>5</sup>



## Intersectionality

The overlapping of vulnerabilities that create specific kinds of challenges to various forms of discrimination and/or disempowerment.

## “Isms”

A way of describing any attitude, action, or institutional structure that subordinates (oppresses) a person or group because of target group, color (racism), gender (sexism), economic status (classism), older age (ageism), religion (anti-Semitism), sexual orientation (heterosexism), language/immigrant status (xenophobia), etc.<sup>2</sup>

## LGBTQ

Shorthand or umbrella terms for all individuals who have a non-normative gender or sexuality, there are many different initialisms people prefer. LGBTQ is Lesbian Gay Bisexual Transgender and Queer and/or Questioning.<sup>1</sup>

## Meritocracy

System in which individuals are rewarded based on merit, talent, efforts, and achievement rather than wealth, social class or capital.

## Marginalized

Social groups who are usually targeted, excluded, and treated as peripheral in social/societal settings.

## Microaggressions

The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional that communicate derogatory or negative messages against members of a marginalized group.

## Middle class

Largest US socioeconomic class whose household incomes generally fall between \$35,000 - \$100,000. Usually marked by signs of stability such as stable employment, access to assets, etc.

## People of color

Often the preferred collective term for referring to non-White racial groups, rather than “minorities”.<sup>3</sup>

## Poverty

Conditions in which individuals and households struggle with resources needed to meet the basic essentials of life. Household income generally falls below 100% of the U.S. Federal Poverty guideline.

## Power

The ability to define or change situations. Power can manifest as personal or collective self-determination.<sup>5</sup> Power may also be understood as the ability to influence others and impose one’s beliefs.<sup>3</sup>

## Prejudice

A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members.<sup>2</sup>

## Privilege

Special rights, advantages, or immunities granted or available only to a particular person or group of people.

## Race

A created social construct which categorizes and designates classifications of individuals based on skin color and other apparent physical features.<sup>2</sup> Race has no genetic and scientific basis.

## Racial justice

The systemic, fair treatment of people of all races resulting in equitable opportunities and outcomes for everyone.<sup>3</sup>

## Racial privilege

Race-based advantages and preferential treatment based on skin color (often experienced without any conscious effort or awareness).<sup>5</sup>

## Racism

Racism involves prejudice, advantages, and oppressions based on one’s race.

### • Individual racism

The beliefs, attitudes and actions of individuals that support or perpetuate racism. Individual racism can occur at both a conscious and unconscious level and can be both active or passive.<sup>3</sup>

### • Internalized racism

A set of privately held beliefs, prejudices, and ideas about the superiority of whites and the inferiority of people of color.<sup>3</sup>

### • Interpersonal racism

The expression of racism between individuals. It occurs when individuals interact, and their private beliefs affect their interactions.<sup>3</sup>

### • Institutional racism

Discriminatory treatment, unfair policies and practices, inequitable opportunities, and impacts within organizations and institutions, all based on race, that routinely produce racially inequitable outcomes for people of color and advantages for white people.

## • Structural racism

The normalization and legitimization of an array of dynamics - historical, cultural, institutional, and interpersonal - that routinely advantage white people while producing cumulative and chronic adverse outcomes for people of color.<sup>3</sup>

## Rankism

An assertion of superiority. Abusive, discriminatory, or exploitative behavior towards people based on their rank in a particular hierarchy.

## Sexual orientation

The type of sexual, romantic, emotional/spiritual attraction one has the capacity to feel for some others, generally labeled based on the gender relationship between the person and the people they are attracted to.<sup>1</sup>

## Socioeconomic status

The social standing or class of an individual or group composed of social and economic positioning.

## Social norm

Standards or patterns, especially of social behavior, that is considered typical or expected of a group.

## Stereotype

A standard mental picture that is held in common about members of a group that represents an oversimplified opinion, attitude, or unexamined judgment, without regard to individual differences.<sup>5</sup>

## Wealth/Owning class

The top 1-5% segment of the US population that generally earns or amasses large amounts of income and wealth-- over \$250,000 per year.

## White supremacy

The existence of racial power that denotes a system of structural or societal racism that privileges white people over others, regardless of the presence or absence of racial hatred. Both people of color and white people can perpetuate white-dominant culture, resulting in the overall disenfranchisement of African-Americans, Indigenous, and other people of color in many aspects of society.<sup>5</sup>

## Working poor (ALICE)

Struggles to afford basic cost of living expenses, despite working.<sup>5</sup>

Sources: <sup>1</sup>Safe Zone Project, <sup>2</sup>W.K. Kellogg Foundation, <sup>3</sup>Racial Equity Tools, <sup>4</sup>Race Forward, <sup>5</sup>United Way Worldwide, <sup>6</sup>aha!Process, <sup>7</sup>Kirwan Institute