

Glossary

1. ALLY

- Someone 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.
- **SOURCE:** OpenSource Leadership Strategies, "[The Dynamic System of Power, Privilege and Oppressions.](#)" [Center for Assessment and Policy Development.](#)

2. BIAS

- A particular tendency, trend, inclination, feeling, or opinion, especially one that is preconceived or unreasoned: illegal bias against older job applicants; the magazine's bias toward art rather than photography;
- Unreasonably hostile feelings or opinions about a social group; prejudice.
- **SOURCE:** www.dictionary.com

3. 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. 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. Notably, implicit biases have been shown to trump individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess. The Implicit Association Test (IAT) is often used to measure implicit biases with regard to race, gender, sexual orientation, age, religion, and other topics.
- **SOURCE:** [State of the Science Implicit Bias Review 2013](#), Cheryl Staats, Kirwan Institute, The Ohio State University.

4. INTERSECTIONALITY

- An approach largely advanced by women of color, arguing that classifications such as gender, race, class, and others cannot be examined in isolation from one

another; they interact and intersect in individuals' lives, in society, in social systems, and are mutually constitutive.

- Exposing [one's] multiple identities can help clarify the ways in which a person can simultaneously experience privilege and oppression. For example, a Black woman in America does not experience gender inequalities in exactly the same way as a white woman, nor racial oppression identical to that experienced by a Black man. Each race and gender intersection produces a qualitatively distinct life.
- **SOURCE:** [WPC Glossary from 14th Annual White Privilege Conference Handbook](#), White Privilege Conference, 2013. [Intergroup Resources](#), 2012

5. 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.
- **SOURCE:** Institute for Democratic Renewal and Project Change Anti-Racism Initiative. [A Community Builder's Tool Kit](#).

6. PRIVILEGE

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.). 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.

SOURCE:

[Colors of Resistance Archive](#)
Accessed June 28 2013.

7. RACISM

- We are using the term "racism" specifically to refer to individual, cultural, institutional and systemic ways by which differential consequences are created for groups historically or currently defined as white being advantaged, and groups historically or currently defined as non-white (African, Asian, Hispanic, Native American, etc.) as disadvantaged.
- That idea aligns with those who define racism as prejudice plus power, a common phrase in the field. Combining the concepts of

prejudice and power points out the mechanisms by which racism leads to different consequences for different groups. The relationship and behavior of these interdependent elements has allowed racism to recreate itself generation after generation, such that systems that perpetuate racial inequity no longer need racist actors or to explicitly promote racial differences in opportunities, outcomes and consequences to maintain those differences.

- SOURCE: www.racialequitytools.org

8. DIVERSITY

- Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender — the groups that most often come to mind when the term "diversity" is used — but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.
- SOURCE: UC Berkeley Center for Equity, Inclusion and Diversity, [Glossary of Terms](#)

9. INCLUSION

- Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.
- SOURCE: OpenSource Leadership Strategies, [Some Working Definitions](#)

10. STEREOTYPES

- A *stereotype* is "...a fixed, over generalized belief about a particular group or class of people." (Cardwell,1996).
- For example, a "hells angel" biker dresses in leather.
- One advantage of a stereotype is that it enables us to respond rapidly to situations because we may have had a similar experience before.

- One disadvantage is that it makes us ignore differences between individuals; therefore we think things about people that might not be true (i.e. make generalizations).
- The use of stereotypes is a major way in which we simplify our social world; since they reduce the amount of processing (i.e. thinking) we have to do when we meet a new person.
- By stereotyping we infer that a person has a whole range of characteristics and abilities that we assume all members of that group have. Stereotypes lead to social categorization, which is one of the reasons for prejudice attitudes (i.e. “them” and “us” mentality) which leads to in-groups and out-groups.
- **SOURCE:** Simple Psychology; Article titled [Stereotypes by Saul McLeod](#)

11. SEXUAL ORIENTATION

- An identity that describes the gender and/or sex/es of the peoples one desires to have sexual intimacy with.

12. POWER:

- The ability to get what you want. This is a neutral term, neither good nor bad but a tool towards an end goal.

13. EQUITY:

- The proactive enforcement of policies, practices, attitudes, and actions that produce equitable access, opportunities, treatment, impacts and outcomes for all regardless of race or ethnicity.

14. MICRO-AGGRESSIONS

- Verbal and non-verbal cues that are hostile, negative or derogatory to reinforce dominant culture and minimize the target person’s experience.

15. WHITE

- People of European descent who benefit from the privilege to maintain dominant systems of power and white supremacy.

16. ETHNICITY

- Refers to groups of people that share some common ancestry, traditions, language, or dialect.

17. GENDER IDENTITY

- How a person feels inside about who they are in relation to systems of gender. EX: man, woman, non-binary, etc.

18. PEOPLE OF COLOR

- An umbrella term for people who share the common experience of being targeted and oppressed by racism.

19. TOKENISM

- Selecting a few people who are not in the majority group for participation in order to deflect criticism of oppression.

20. CULTURAL COMPETENCY

- The ability to interact effectively with people of different cultures and backgrounds.

21. RACIAL JUSTICE

- When everyone has access to opportunities necessary to satisfy essential needs, advance their well-being and achieve their full potential.