

Glossary on Equity, Diversity, Inclusion

(Adapted from multiple sources)

Affirmative Action- proactive policies and procedures for remedying the effect of past discrimination and ensuring the implementation of equal employment and educational opportunities, for recruiting, hiring, training and promoting women, minorities, people with disabilities and veterans in compliance with the federal requirements enforced by the Office of Federal Contract Compliance Programs (OFCCP). (Society for Human Resources Management)

Ally- a person who takes action 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. (Center for Assessment and Policy Development)

Bias - a positive or negative inclination towards a person, group, or community; can lead to stereotyping. (Thiederman)

Climate Justice - The impacts of climate change are not borne equally or fairly, between rich and poor, women and men, older and younger generations, and between white communities and communities of color. Climate justice looks at the climate crisis through a human rights and racial justice lens and on the belief that by working together we can create a better future for present and future generations. NAACP [Environmental and Climate Justice Program](#). **Sunrise Movement** - [Youth-Led Climate Revolution](#)

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. (Institute for Democratic Renewal and Project Change)

Cultural Competence - **1)** 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. The particulars of acquiring cultural competency vary among different groups, and they involve ongoing relational process tending to inclusion and trust-building. (UC Berkeley Initiative for Equity, Inclusion, and Diversity) **2)** A process of learning that leads to the ability to effectively respond to the challenges and opportunities posed by the presence of social cultural diversity in a defined social system. (The National Multicultural Institute)

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. (Sierra Club Employment Policy, Employee Handbook)

Diversity - 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. A diverse group, community, or organization is one in which a variety of social and cultural characteristics exist. (The National Multicultural Institute)

Empowerment - when target group members refuse to accept the dominant ideology and take actions to redistribute social power more equitably. (Adams, Bell and Griffin)

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.

Equality - evenly distributed access to resources and opportunity necessary for a safe and healthy life; uniform distribution of access to ensure fairness. (Kranich)

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. (UC Berkeley Initiative for Equity, Inclusion, and Diversity).

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. (Adams, Bell and Griffin)

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. (The National Multicultural Institute)

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. (The National Multicultural Institute)

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. (UC Berkeley Initiative for Equity, Inclusion, and Diversity)

Indigenous - originating from a culture with ancient ties to the land in which a group resides. (University of Maryland)

Individual Racism - the beliefs, attitudes, and actions of individuals that support or perpetuate racism; can occur at both a conscious and unconscious level, and can be active or passive. Examples include telling a racist joke, using a racial epithet, or believing in the inherent superiority of Whites. (Adams, Bell and Griffin)

Institutional Racism - 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 groups classified as People of Color. An example includes City sanitation department policies that concentrate trash transfer stations and other environmental hazards disproportionately in communities of color. (Potapchuk, Leiderman, Bivens and Major)

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. (Workforce Diversity Network)

Internalized Racism - occurs in a racist system when a racial group oppressed by racism supports the supremacy and dominance of the dominating group by maintaining or participating in the set of attitudes, behaviors, social structures and ideologies that undergird the dominating group's power. (Bivens)

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. (African American Policy Forum)

Marginalization - 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. (The National Multicultural Institute)

Microaggression - 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. (Wing Sue)

Multicultural - of or pertaining to more than one culture. (The National Multicultural Institute)

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. (University of Maryland)

Norm - an ideal standard binding upon the members of a group and serving to guide, control, or regulate power and acceptable behavior. (Effective Philanthropy)

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 privilege groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups. (Adams, Bell and Griffin)

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." (Office of Racial and Ethnic Concerns of Unitarian Universalist Association)

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. (Institute for Democratic Renewal and Project Change)

Privilege - power and advantages benefiting a group derived from the historical oppression and exploitation of other groups. (University of Maryland)

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 of time. (Adams, Bell and Griffin)

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. (Adams, Bell and Griffin)

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. (Center for Assessment and Policy Development)

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. (The National Multicultural Institute)

Racism (endorsed by Dismantling Racism Training) - 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. (Exchange Project of the Peace & Development Fund)

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 as a whole (Adams, Bell and Griffin)

Social Power - access to resources that enhance chances of getting what one needs or influencing others in order to lead a safe, productive, and fulfilling life. (Adams, Bell and Griffin)

Stereotype - a positive or negative set of beliefs held by an individual about the characteristics of a certain group. (The National Multicultural Institute)

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. (McIntosh)