



# Glossary of Terms for Racial Equity, Diversity, Inclusion, and Belonging – Diversity and Racial Equity Task Force

*“Definitions anchor us in principles. This is not a light point: If we don’t do the basic work of defining the kind of people we want to be in language that is stable and consistent, we can’t work toward stable, consistent goals.” – Ibram X. Kendi*

## Why do we need a glossary of terms for racial equity, diversity, and belonging?

This Glossary of Terms for Racial Equity, Diversity, and Belonging (Glossary) provides a common vocabulary for discussions concerning diversity, equity, inclusion, and belonging throughout the agency. The purpose of this Glossary is to provide a starting point to support the use of common language across equity efforts in the agency and to promote shared understanding of a framework on racial equity. Concepts such as racial equity, diversity, structural racism, and implicit bias are the building blocks of the framework; as is critical context such as the role of government in establishing and maintaining structural racism. The glossary also contains many other related terms to support continued learning throughout CARB as we normalize conversations about race and racism. The glossary also improves transparency for the public so they can see how we define these terms. This Glossary does not impose any binding interpretations of these terms for purposes of CARB’s work and depending on the context, there may be statutory or regulatory definitions or interpretations that may apply.

## How do I use the Glossary?

This Glossary provides a definition and important context for terms that may come up in conversations about race, equity, and social justice. This Glossary is not intended to limit communication or define the “only” or “right” way to talk about equity, these are basic working definitions to be used as a reference to help move diversity, equity, inclusion, and belonging forward within CARB. This Glossary is a living document and is not intended to be an exhaustive list of every word used in our work and conversation.

We recognize that these words may hold different meanings for different people so this Glossary will create a common baseline to guide our work and discussions. The terms in this glossary may evolve over time. For example, the word “minority” was

previously used to refer to non-white racial/ethnic groups. However, due to changing demographics in the United States, it has been replaced by terms like “emerging majority”, “Black, Indigenous, and people of color” (BIPOC), or simply “people of color”.

## How was this Glossary developed?

CARB’s Diversity and Racial Equity Task Force (DaRE) created this Glossary by compiling terms from a variety of existing resources developed by social justice organizations, organizational members of the [Government Alliance on Racial Equity \(GARE\)](#), such as the California Department of Public Health, and other individuals and institutions working on equity. These terms are also used in CARB’s training on structural racism: Advancing Racial Equity at CalEPA, which is heavily influenced by GARE. The sources for each of the terms in the Glossary are provided alongside each definition.

If there are additional terms or sources we should include, please email [watchusthrive@arb.ca.gov](mailto:watchusthrive@arb.ca.gov) and provide the term, the associated definition, and any relevant sources, so we can consider them for inclusion in the Glossary.

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## Glossary of Terms

Term	Definition	Sources
AAPI	<p>Acronym that stands for Asian Americans and Pacific Islanders. Asian-American has traditionally included all people having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent. Pacific Islander (also called Native Hawaiian and Other Pacific Islander) has traditionally included all Native Hawaiian, Samoan, Guamanian or Chamorro, Fijian, Tongan, or Marshallese peoples and encompasses the people within the United States jurisdictions of Melanesia, Micronesia and Polynesia.</p> <p>Together, the term "Asian American and Pacific Islander" includes all people of Asian, Asian American or Pacific Islander ancestry who trace their origins to the countries, states, jurisdictions and/or the diasporic communities of these geographic regions.</p>	<p>Asian Pacific Institute on Gender-Based Violence. <a href="#">Census Data and API Identities: Definitions.</a></p>
Ableism	<p>A system of oppression that includes discrimination and social prejudice against people with intellectual, emotional, and physical disabilities, their exclusion, and the valuing of people and groups that do not have disabilities.</p>	<p>Dalhousie University – Human Rights &amp; Equity Services. <a href="#">Social Justice Terms.</a></p>
Accountability	<p>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.</p> <p>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.”</p> <p>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.</p>	<p>(1) Racial Equity Tools. <a href="#">Glossary.</a>  (2) Accountability and White Anti-Racist Organizing: Stories from Our Work, Bonnie Berman Cushing with Lila Cabbil, Margery Freeman, Jeff Hitchcock, and Kimberly Richards (2010).</p>
Achievement Gap	<p>Refers to outputs; the unequal or inequitable distribution of educational results and benefits.</p>	<p>Carthage College. Equity and Inclusion. <a href="#">Glossary of Working Language for Conversation.</a></p>

Term	Definition	Sources
Active listening	A process of hearing and understanding what someone is saying by empathizing with the speaker(s) and considering their perspective(s).	Lewis & Clark College. Department of Inclusion and Multicultural Engagement (2014). <a href="#">ABC's of Social Justice – A Glossary of Working Language for Socially Conscious Conversation</a> .
Ageism	A system of oppression that works against the young and the old and values individuals of a particular age range.	Dalhousie University – Human Rights & Equity Services. <a href="#">Social Justice Terms</a> .
Ally	An Ally is someone who makes the commitment and effort to recognize their privilege (based on race, gender, class, etc.) and works in solidarity with oppressed groups in the struggle for justice. Allies commit to reducing their own complicity or collusion in the oppression of those groups and understand that it is in their own interest to end all forms of oppression, including those from which they may benefit from either directly or indirectly.	(1) Michael A, Conger MC (2009). Penn Graduate School of Education on Urban Education. <a href="#">Becoming an Anti-Racist White Ally: How a White Affinity Group Can Help</a> . (2) Morrison MS (2013). Yale University. Reflections. <a href="#">Becoming Trustworthy White Allies</a> . (3) WK Kellogg Foundation (2009). <a href="#">Racial Equity Resource Guide</a> (see Glossary of Terms for Racial Equity Work, pg 161-172).
Allyship	An active verb; leveraging personal positions of power and privilege to fight oppression by respecting, working with, and empowering marginalized voices and communities; using one's own voice to project others', less represented, voices.	Carthage College. Equity and Inclusion. <a href="#">Glossary of Working Language for Conversation</a> .
Anti-Black Racism	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.	(1) Center for the Study of Social Policy. September 2019. <a href="#">Key Equity Terms and Concepts: A Glossary for Shared Understanding</a> . (2) Kendi, Ibram X. Stamped From the Beginning: The Definitive History of Racist Ideas in America. New York: Nation Books, 2016, p.5.
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.	(1) Racial Equity Tools. <a href="#">Glossary</a> . (2) Race Forward (2015). <a href="#">"Race Reporting Guide"</a>
Anti-Racist	One who is supporting an antiracist policy through their actions or expressing an antiracist idea. One who is expressing the idea that racial groups are equals and none needs developing, and is supporting policy that reduces racial inequity.	Kendi, Ibram X. How to Be an Antiracist. New York: One World, 2019.

Term	Definition	Sources
Assimilation	<p>Assimilation is a process by which members of an immigrant or other marginalized racial or ethnic group lose cultural characteristics that distinguish them from the dominant cultural group or adopt cultural characteristics of the dominant cultural group. Assimilation can be forced or voluntary and can have positive or negative effects for the individuals who assimilate, including increased educational attainment or disrupted family patterns.</p> <p><a href="#">Learn more:</a> One controversial example of Assimilation in the United States is the federal government's history of forcing Native American children to attend assimilation boarding schools at which Native children were "were given new Anglo- American names, clothes, and haircuts, and told they must abandon their way of life because it was inferior to white people's." Little B (November 2018). History. <a href="#">How Boarding Schools Tried to 'Kill the Indian' Through Assimilation</a>; Blakemore E (December 2017). JSTOR Daily. <a href="#">How Native Americans Taught Both Assimilation and Resistance at Indian Schools</a>.</p>	<p>(1) Brown SK, Bean FD (October 2006). Migration Policy Institute. <a href="#">Assimilation Models, Old and New: Explaining a Long-Term Process</a>.</p> <p>(2) Misra, T (September 2015). Bloomberg CityLab. <a href="#">For Immigrants, the 'Melting Pot' is a Mixed Bag</a>.</p> <p>(3) University of Calgary – Calgary Anti- Racism Education Collective (June 2018). <a href="#">Our Glossary</a>.</p> <p>(4) University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a>.</p>
Belonging	<p>(1) Creating a culture of trust, where all voices are heard and we feel safe bringing our authentic selves to work. People with different identities feel and/or are valued, leveraged, and welcomed. I get to be me if I belong. I have to be like you to fit in.</p> <p>(2-3) Entails an unwavering commitment to not simply tolerating and respecting difference but to ensuring that all people are welcome and feel that they belong in the society. Belonging is relational and reciprocal; "a feeling that members matter to one another and to the group, and shared faith that members' needs will be met through their commitment to be together.</p>	<p>(1) <a href="#">Government Alliance on Race and Equity</a> – Advancing Racial Equity at CalEPA Training.</p> <p>(2) Carthage College. Equity and Inclusion. <a href="#">Glossary of Working Language for Conversation</a>.</p> <p>(3) Chicago Society of Human Resource Management. <a href="#">Leading through a Racial Crisis: Glossary of Commonly-Used Words and Ideas</a>.</p>
Bias	<p>Bias describes an inclination or preference that generally interferes with impartial judgment and decision-making. Bias can be implicit (subconscious and indirect) or explicit (conscious and direct).</p> <p><a href="#">See also:</a> Conscious Bias, Implicit Bias, Prejudice.</p>	<p>(1) City of Portland – Office of Equity and Human Rights. <a href="#">Shared City-Wide Definitions of Racial Equity Terms</a> (see Explicit Bias, Implicit Bias).</p> <p>(2) University of Calgary – Calgary Anti- Racism Education Collective (June 2018). <a href="#">Our Glossary</a>.</p> <p>(3) University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a>.</p>
Bigotry	Intolerant prejudice which glorifies one's own group and denigrates members of other groups.	National Conference for Community and Justice St. Louis Region — unpublished handout used in the Dismantling Racism Institute program.
BIPOC	Acronym representing Black, Indigenous, People of Color. This is a term commonly used to describe individuals who are not considered white.	Pacific University Oregon. <a href="#">Equity, Diversity &amp; Inclusion Glossary of Terms</a> .

Term	Definition	Sources
Black Lives Matter	<p>A political movement to address systemic and state violence against African Americans. Per the Black Lives Matter organizers: "In 2013, three radical Black organizers—Alicia Garza, Patrisse Cullors, and Opal Tometi—created a Black-centered political will and movement building project called #BlackLivesMatter. It was in response to the acquittal of Trayvon Martin’s murderer, George Zimmerman.</p> <p>The project is now a member-led global network of more than 40 chapters. [Black Lives Matter] members organize and build local power to intervene in violence inflicted on Black communities by the state and vigilantes. Black Lives Matter is an ideological and political intervention in a world where Black lives are systematically and intentionally targeted for demise. It is an affirmation of Black folks’ humanity, our contributions to this society, and our resilience in the face of deadly oppression."</p>	<p>(1) Racial Equity Tools. <a href="#">Glossary</a>.  (2) Black Lives Matter. <a href="#">Herstory</a></p>
Bullying	<p>(1) Bullying is a form of aggressive behavior in which someone intentionally and repeatedly causes another person injury or discomfort. Bullying can take the form of physical contact, words or more subtle actions. The bullied individual typically has trouble defending him or herself and does nothing to "cause" the bullying.</p> <p>(2-3) Workplace bullying is a persistent pattern of mistreatment from others in the workplace that causes either physical or emotional harm. It can include such tactics as verbal, nonverbal, psychological, and physical abuse, as well as humiliation. This type of workplace aggression is particularly difficult because, unlike the typical school bully, workplace bullies often operate within the established rules and policies of their organization and their society. In the majority of cases, bullying in the workplace is reported as having been done by someone who has authority over the victim. However, bullies can also be peers, and occasionally subordinates.</p> <p><a href="#">Learn more</a>: American Psychological Association. <a href="#">Ways to Stop Office Bullying</a></p>	<p>(1) American Psychological Association. <a href="#">Bullying</a>.  (2) Rayner, C., &amp; Cooper, C. L. (2006). American Psychological Association. <a href="#">Workplace Bullying</a>.  (3) Kelloway, E., Barling, J. &amp; Hurrell Jr., J. Handbook of workplace violence (pp. 47-90). Thousand Oaks, CA: Sage.</p>
Cisgender	<p>A term for people whose gender identity, expression or behavior aligns with those typically associated with their assigned sex at birth.</p>	<p>(1) University of Washington. College of the Environment. <a href="#">Diversity, Equity, and Inclusion Glossary</a>.  (2) Carthage College. Equity and Inclusion. <a href="#">Glossary of Working Language for Conversation</a>.</p>
Classism	<p>The institutional, cultural, and individual set of practices and beliefs that assign differential value to people according to their socioeconomic status. Classism also refers to the systematic oppression of poor and working-class people by those who control resources.</p>	<p>Center for the Study of Social Policy. September 2019. <a href="#">Key Equity Terms and Concepts: A Glossary for Shared Understanding</a>.  (2) "Classism." <a href="#">National Conference for Community and Justice</a>.</p>



Term	Definition	Sources
Code-switching	<p>(1) The conscious or unconscious act of ‘switching’ between two languages, dialects, or intonations depending on the specific situation of who one is speaking to, what is being discussed, and the relationship and power and/or community dynamics between those involved.</p> <p>(2) Code-switching is a survival technique, a tool to help someone seamlessly blend into different social and professional situations – particularly where you are a minority. Code-switching is a performative form of self-censorship and the point is to make life a little bit easier. It can be mentally taxing, exhausting, and demoralizing to feel as though you have to hide or adjust parts of who you are.</p> <p>Code-switching includes any behavior of adapting to fit a new set of rules – and it is not limited to speech. People of Color feel the need to code-switch in more situations than white people because the unwritten rules of many social situations are dictated by white experiences.</p> <p>Code-switching include can manifest as a Black woman removing her braids or changing her natural hairstyle before starting a new job, choosing to eat sandwiches at lunchtime rather than bringing traditional food from home, or changing the tone and volume of your voice and using different slang terms.</p>	<p>(1) Lewis &amp; Clark College. Department of Inclusion and Multicultural Engagement (2014). <a href="#">ABC's of Social Justice – A Glossary of Working Language for Socially Conscious Conversation</a>.</p> <p>(2) Morris, Natalie. Metro (2020). <a href="#">People of colour have to ‘code-switch’ to fit in with white norms</a>.</p>
Collusion	<p>When people act to perpetuate oppression or prevent others from working to eliminate oppression.</p> <p>Example: Able-bodied people who object to strategies for making buildings accessible because of the expense.</p>	<p>Maurianne Adams, Lee Anne Bell, and Pat Griffin, editors. Teaching for Diversity and Social Justice: A Sourcebook. New York: Routledge.</p>
Colonialism	<p>The exploitative historical, political, social, and economic system established when one group or force takes control over a colonized territory or group; the unequal relationship between colonizer and the colonized.</p>	<p>Lewis &amp; Clark College. Department of Inclusion and Multicultural Engagement (2014). <a href="#">ABC's of Social Justice – A Glossary of Working Language for Socially Conscious Conversation</a>.</p>
Color Blindness	<p>Color Blindness is the belief that the best way to end discrimination is by treating individuals as equally as possible without accounting for race, culture, or ethnicity. No racial or ethnic differences are seen or acknowledged.</p> <p>As a result, Color Blind beliefs fail to acknowledge the real-world consequences of membership or perceived membership in a particular racial or ethnic group, including the negative experiences of people of color. Examples of Color blind statements include “I don’t see color” and “I treat everybody the same.”</p>	<p>(1) Rivers C (June 2018). “When I Look at People, I Don’t See Race.” Curing Color-Blindness.</p> <p>(2) University of Calgary – Calgary Anti- Racism Education Collective (June 2018). <a href="#">Our Glossary</a> (see Colour-Blindness/Colour Evasion).</p> <p>(3) University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a>. (see Color Blind).</p> <p>(4) Williams, MT (December 2011). Psychology</p>

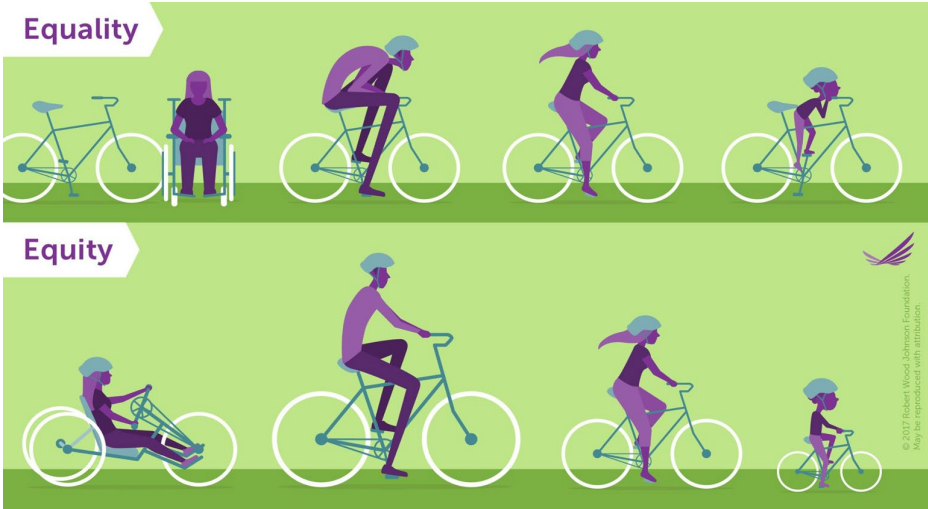
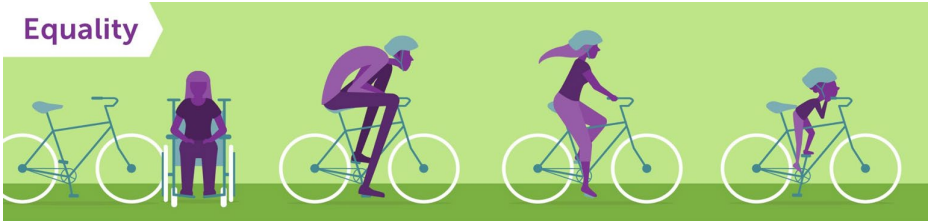
Term	Definition	Sources
		Today. <a href="#">Colorblind Ideology is a Form of Racism</a> .
Colorism	Using white skin color as the standard, colorism is the allocation of privilege and favor to lighter skin colors and disadvantage to darker skin colors. Colorism operates both within and across racial and ethnic groups.	(1) Center for the Study of Social Policy. September 2019. <a href="#">Key Equity Terms and Concepts: A Glossary for Shared Understanding</a> . (2) Burton, Linda M et al. "Critical Race Theories, Colorism, and the Decade's Research on Families of Color." Journal of Marriage and Family 72, 2010, pp. 440 -459.
Community Engagement	The process of working collaboratively with and through groups of people affiliated by geographic proximity, special interest, or similar situations to address issues affecting the well-being of those people. A strategy for advancing racial equity if done through a racial equity lens.	<a href="#">Government Alliance on Race and Equity</a> – Advancing Racial Equity at CalEPA Training
Community Indicator	The means by which we can measure socioeconomic conditions in the community. All community indicators should be disaggregated by race, if possible.  <a href="#">See also</a> : Indicator	Government Alliance on Race and Equity. <a href="#">Advancing Racial Equity &amp; Transforming Government   A Resource Guide to Put Ideas into Action</a>
Conscious Bias (also called Explicit Bias)	There is an awareness of the bias. It is expressed directly and operates consciously.  <a href="#">See also</a> : Bias, Implicit Bias, Explicit Bias	<a href="#">Government Alliance on Race and Equity</a> – Advancing Racial Equity at CalEPA Training
Cultural Appropriation	Cultural Appropriation, also known as Cultural Misappropriation, is the unacknowledged or inappropriate adoption of the customs, practices, symbols, ideas, etc. of one people or society by members of another, and typically more dominant, people or society. The existence of uneven power dynamics, and the use of another culture's customs, practices, symbols, or ideas without understanding or respecting their origins, are the main distinctions between Cultural Appropriation and cultural appreciation or exchange.  <a href="#">Learn more</a> : For a video on this topic, please see the PBS Web Series, <a href="#">What I Hear When You Say: Appropriation vs. Appreciation</a> (2017).	(1) Ramsey F, Warren J, A Owerka-Moore (2017). PBS Web Series. <a href="#">What I Hear When You Say   Viewing Guide: Cultural Appropriation</a> . (2) Springer D (September 2018). Medium. <a href="#">Resources on What 'Cultural Appropriation' Is and Isn't</a> . (3) Greenheart Club (2015). Greenheart International. <a href="#">Cultural Appreciation vs. Cultural Appropriation: Why it Matters</a> .
Cultural Competence	The ability to understand, communicate with, and effectively interact with people across cultures. Grounded in the respect and appreciation of cultural differences, cultural competence is demonstrated in the attitudes, behaviors, practices, and policies of people, organizations, and systems.	(1) Center for the Study of Social Policy. September 2019. <a href="#">Key Equity Terms and Concepts: A Glossary for Shared Understanding</a> . (2) Duke University Press: Transgender Studies Quarterly. May 1, 2014, pp. 68–73. Wilkinson, W. <a href="#">Cultural Competency</a> .

Term	Definition	Sources
Cultural Humility	Cultural Humility is a mindset for understanding the cultures of others and acknowledging differences. Cultural Humility requires a commitment to lifelong learning, continuous self-reflection on one's own assumptions and practices, respect for others' viewpoints, empathetic, and humble engagement with new perspectives, and recognition of the power and privilege imbalances that exist between groups.	(1) University of Calgary – Calgary Anti- Racism Education Collective (June 2018). <a href="#">Our Glossary</a> (see Cultural Sensitivity). (2) Waters A, Asbill L (August 2013). American Psychological Association. CYF News. <a href="#">Reflections on cultural humility.</a>
Cultural Pluralism	Recognition of the contribution of each group to a common civilization. It encourages the maintenance and development of different lifestyles, languages and convictions. It is a commitment to deal cooperatively with common concerns. It strives to create the conditions of harmony and respect within a culturally diverse society.	Institute for Democratic Renewal and Project Change Anti-Racism Initiative. <a href="#">A Community Builder's Tool Kit.</a>
Cultural Racism	Those aspects of society that overtly and covertly attribute value and normality to white people and whiteness, and devalue, stereotype, and label People of Color as "other," different, less than, or render them invisible. Examples of these norms include defining white skin tones as nude or flesh colored, having future time orientation, emphasizing individualism as opposed to a more collective ideology, defining one form of English as standard, and identifying only whites as the great writers or composers.	Maurianne Adams, Lee Anne Bell, and Pat Griffin, editors. Teaching for Diversity and Social Justice: A Sourcebook. New York: Routledge.
Culture	Culture refers to a system of shared meanings that is expressed through patterns of customs, practices, and thoughts. A person's Culture can come from any combination of his, her, or their: age; education level; ethnicity; geographic origin; gender; group history; language; life experiences; religious or spiritual beliefs and practices; sexual orientation; and socio-economic class.  Culture is dynamic, changes with time, and is learned and transmitted by members of a particular community.	(1) University of Calgary – Calgary Anti- Racism Education Collective (June 2018). <a href="#">Our Glossary.</a> (2) University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary.</a> (3) WK Kellogg Foundation (2009). <a href="#">Racial Equity Resource Guide</a> (see Glossary of Terms for Racial Equity Work, pg 161-172).
Denial	Refusal to acknowledge the societal privileges (see the term "privilege") that are granted or denied based on an individual's ethnicity or other grouping. Those who are in a stage of denial tend to believe, "People are people. We are all alike regardless of the color of our skin." In this way, the existence of a hierarchical system or privileges based on ethnicity or race can be ignored.	Institute for Democratic Renewal and Project Change Anti-Racism Initiative. <a href="#">A Community Builder's Tool Kit.</a>
Dialogue	"Communication that creates and recreates multiple understandings" (Wink, 1997); it is bidirectional, not zero-sum and may or may not end in agreement. It can be emotional and uncomfortable, but is safe, respectful and has greater understanding as its goal.	University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary.</a>
Disadvantaged Communities	Per the California Health and Safety Code, Disadvantaged Communities are defined as follows:  These communities shall be identified based on geographic, socioeconomic, public health, and	<a href="#">Chapter 4.1. Greenhouse Gas Reduction Fund Investment Plan and Communities Revitalization Act, Statutes of 2012, Chapter</a>

Term	Definition	Sources
	<p>environmental hazard criteria, and may include, but are not limited to, either of the following:</p> <p>(1) Areas disproportionately affected by environmental pollution and other hazards that can lead to negative public health effects, exposure, or environmental degradation.</p> <p>(2) Areas with concentrations of people that are of low income, high unemployment, low levels of homeownership, high rent burden, sensitive populations, or low levels of educational attainment.</p> <p>“Disadvantaged communities” has traditionally been used and is now included in statute. However, community members wanted something more positive and more descriptive, therefore the terms “priority community” or “resource-denied community” have become more accepted.</p> <p><b>Also called:</b> Priority Communities, Overburdened Communities, Resource-Denied Communities, or Low-Income Communities of Color (when applicable)</p> <p><b>See also:</b> Priority Communities</p>	<p><a href="#">807, in California Health and Safety Code § 39711.</a></p>
Discrimination	<p>Discrimination refers to the unequal treatment of individuals or groups due to conscious or unconscious prejudice based on race, gender, national origin, etc.</p> <p><b>See also:</b> Prejudice.</p>	<p>(1) WK Kellogg Foundation (2009). <a href="#">Racial Equity Resource Guide</a> (see Glossary of Terms for Racial Equity Work, pg 161-172).</p> <p>(2) Racial Equity Tools. <a href="#">Glossary</a>.</p> <p>(3) University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a>.</p>
Disenfranchised	<p>Being deprived of power and/or access to rights, opportunities, and services.</p>	<p>Carthage College. Equity and Inclusion. <a href="#">Glossary of Working Language for Conversation</a>.</p>
Disparity	<p>A Disparity is a difference in outcome between population groups. Disparities are not always due to Inequities, defined below, but can be. As an example, older adults have higher rates of skin cancer than children. This is a Disparity but not an Inequity because the difference in skin cancer rates are due to cumulative effects of sun exposure over time, and the exposure itself is not due to unfair or unjust circumstances.</p> <p>By contrast, the higher lead blood levels and resulting health problems among children exposed to public water in Flint, Michigan compared to children in cities with safe water systems is both a Disparity and an Inequity. This difference is an Inequity because there is difference in outcomes that is unfair and unjust.</p> <p><b>See also:</b> Health Disparity, Inequity.</p>	<p>(1) Meghani SH, Gallagher RM (July 2008). Pain Medicine. <a href="#">Disparity vs Inequity: Toward Reconceptualization of Pain Treatment Disparities</a>.</p> <p>(2) US Department of Health and Human Services, Office of Disease Prevention and Health Promotion. Healthy People 2020. <a href="#">Disparities</a>.</p> <p>(3) Talbot-Zorn J, Shank M (February 2016), TIME. <a href="#">What the Flint Crisis Reveals About Inequality in the US</a>.</p>

Term	Definition	Sources
	Learn more: Bloomberg CityLab. <a href="#">Mapping Racial Disparities in the Golden State</a> .	
Diversity	<p>(1) Everything that makes us unique – the seen and the unseen. A range of individual and social differences that are part of identity. Diversity is about a collective or a group and can only exist in relationship to others. A candidate is not diverse—they are a unique individual.</p> <p>(2 – 5) Diversity refers to the various characteristics and ways in which individuals or groups differ from one another. Diversity encompasses different races, ethnicities, sexual orientations, etc., as well as belief systems, ideas, and values. Diversity is necessary but not sufficient to achieve equity, which demands an ongoing commitment not just to include, but to value and empower, all people.</p> <p>See also: Equity, Inclusion.</p>	<p>(1) Meg Bolger, Same Team. <a href="#">What's the Difference between Equity, Diversity and Inclusion?</a></p> <p>(2) Chaney W (January 2017). Truman Media Network. Diversity is not enough to fix equity.</p> <p>(3) WK Kellogg Foundation (2009). <a href="#">Racial Equity Resource Guide</a> (see Glossary of Terms for Racial Equity Work, pg 161-172).</p> <p>(4) Racial Equity Tools. <a href="#">Glossary</a>.</p> <p>(5) University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a>.</p>
Diversity, Equity, Inclusion, and Belonging (DEIB)	<p>DEIB is the integration of diversity, equity, inclusion and belonging as it pertains to the workplace or any other community setting. Please see definitions of diversity and equity elsewhere in this glossary. Inclusion is the environment you foster for candidates and employees. An inclusive workplace is one where all candidates and employees feel welcome. It provides all candidates with equal opportunities for employment, success in the job, and advancement within the organization.</p> <p>Belonging is the emotional state that is the goal of diversity and inclusion efforts. Your organization's inclusive processes are there to make everyone feel welcome. For someone to feel truly welcome, they need to feel welcome exactly as they are. They should not have to consciously (or unconsciously, for that matter) check a part of themselves at the door. Everyone should be happy to have them there, as is.</p>	<p>Data People. Recruiting Basics – Diversity and Inclusion. <a href="#">What are Diversity and Inclusion, Equity, and Belonging?</a></p>
Dominant Culture	The cultural values, beliefs, practices, language and traditions that are assumed to be the most common, accepted, and influential within a given society.	University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a> .
Dominant Group	Not necessarily the majority, but the group within a society with the power, privilege, and social status to control and define societal resources and social, political, and economic systems and norms.	<p>(1) Center for the Study of Social Policy. September 2019. <a href="#">Key Equity Terms and Concepts: A Glossary for Shared Understanding</a>.</p> <p>(2) Knowles, E., &amp; Peng, K. (2005). Journal of Personality and Social Psychology, 89(2), 223–241. <a href="#">White Selves: Conceptualizing and Measuring a Dominant-Group Identity</a>.</p>

Term	Definition	Sources
Emerging Majority	<p>Given the changing demographic trends in the United States, the word “minority” no longer accurately reflects the four primary racial/ethnic groups. The term “emerging majority” has become a popular substitute.</p> <p><i>See also:</i> BIPOC, People of Color, Minority.</p>	Racial Equity Tools. <a href="#">Glossary</a> .
Empowerment	When target group members refuse to accept the dominant ideology and their subordinate status and take actions to redistribute social power more equitably.	Maurianne Adams, Lee Anne Bell, and Pat Griffin, editors. Teaching for Diversity and Social Justice: A Sourcebook. New York: Routledge.
Environmental Justice	<p>Per the California Health and Safety code, “Environmental justice” includes, but is not limited to, all of the following:</p> <p>(A) The availability of a healthy environment for all people.</p> <p>(B) The deterrence, reduction, and elimination of pollution burdens for populations and communities experiencing the adverse effects of that pollution, so that the effects of the pollution are not disproportionately borne by those populations and communities.</p> <p>(C) Governmental entities engaging and providing technical assistance to populations and communities most impacted by pollution to promote their meaningful participation in all phases of the environmental and land use decision-making process.</p> <p>(D) At a minimum, the meaningful consideration of recommendations from populations and communities most impacted by pollution into environmental and land use decisions.</p> <p>(E) “...the fair treatment and meaningful involvement of people of all races, cultures, incomes, and national origins with respect to the development, adoption, implementation, and enforcement of environmental laws, regulations, and policies.</p>	<p><a href="#">Assembly Bill 1628, Rivas, Statutes of 2019, Environmental Justice, Chapter 360, in California Health and Safety Code § 65040.12.</a></p>
Equality and Equity ( <i>see below for individual definitions</i> )	<p>(1) Equality is different than equity—equality is about sameness and equity is about fairness.</p> <p>(2 – 3) Equity is the process and equality is an outcome. In other words, equity is essential to achieve true equality.</p> <p>(2 &amp; 4) The route to achieving equity will not be accomplished through treating everyone equally. It will be achieved by treating everyone equitably, or justly according to their circumstances.</p>	<p>(1) Government Alliance on Race and Equity. <a href="#">Advancing Racial Equity and Transforming Government: A Resource Guide to Put Ideas into Action</a> (page 9).</p> <p>(2) Just Health Action. <a href="#">Introduction to Environmental Justice, Equity, and Health</a>.</p> <p>(3) The Glossary of Education Reform for Journalists, Parents, and Community Members. <a href="#">Equity</a>.</p> <p>(4) Race Matters Institute. <a href="#">Racial Equality or Racial Equity? The Difference it Makes</a>.</p>

Term	Definition	Sources
	<p>(5) In 2017, The Lancet published a Series, America: equity and equality in health, about US health and health care, which highlights how widening gaps of income inequality and other factors are driving increases in health inequity.</p>  <p>The illustration is divided into two horizontal panels. The top panel, labeled 'Equality', shows four people of different heights standing on a grassy field. Each person is holding a bicycle. The shortest person on the left cannot see over the horizon. The second person from the left can just see. The third person can see well. The tallest person on the right can see easily. The bottom panel, labeled 'Equity', shows the same four people. The tallest person has given their bicycle to the shortest person. Now all four can see over the horizon. The tallest person is standing without a bicycle. A small copyright notice is visible on the right side of the bottom panel: '© 2017 Robert Wood Johnson Foundation. May be reproduced with attribution.'</p>	<p>(5) Robert Wood Johnson Foundation (2017). Visualizing Health Equity: One Size Does Not Fit All.</p>
Equality	<p>(1) Equality is sameness. The condition of being the same in quality, measure, esteem, or value.</p> <p>(2 – 4) Equality describes circumstances in which each individual or group is given the same or equal treatment, including the same resources, opportunities, and support. However, because different individuals or groups have different histories, needs, and circumstances, they do not have equal positions in society or starting points. Providing the same resources, supports, or treatment does not guarantee that everyone will have fair or equal outcomes.</p>  <p>This illustration is the top panel of the one above, labeled 'Equality'. It shows four people of different heights, each holding a bicycle. The shortest person cannot see over the horizon. The text below explains that in this approach, everyone receives the same resource (a bicycle), but the outcome is unequal and unfair because three out of four people can see.</p> <p>For example, in the image above, using an equality approach means that the four individuals receive the same bike.</p> <p>Resources are distributed equally. However, the outcome is unequal and unfair: three out of four</p>	<p>(1) Government Alliance on Race and Equity. <a href="#">Advancing Racial Equity and Transforming Government: A Resource Guide to Put Ideas into Action</a> (page 9).</p> <p>(2) Smiley L (July 2017). The Society for Diversity Blog. Equality vs Equity.</p> <p>(3) University of Calgary – Calgary Anti- Racism Education Collective (June 2018). <a href="#">Our Glossary</a>.</p> <p>(4) Robert Wood Johnson Foundation (2017). Visualizing Health Equity: One Size Does Not Fit All.</p>



Term	Definition	Sources
	<p>people will have trouble riding the bike or cannot ride at all. The four individuals are different heights, have different abilities, and require different bikes, something an equality approach does not take into account.</p>	
Equity	<p>(1) Equity is fairness. It recognizes that advantages and barriers exist, and that, as a result, we do not all start from the same place. Equity is both a process and an outcome.</p> <p>(2 – 6) Equity begins by acknowledging that not everyone starts out from the same place. Equity outcomes address that imbalance. Equity recognizes that because different individuals or groups have different histories and circumstances, they have different needs and unequal starting points. Using an equity approach, individuals and groups receive different resources, opportunities, support, or treatment based on their specific needs. By providing what each individual or group needs, they can have equal or fair outcomes.</p>  <p>For example, in the image above, using an equity approach, the four individuals receive four different bikes based on their individual needs. The resulting outcome is fair and equal: everyone gets to ride.</p> <p>Research shows that when policies, systems, and environments are designed to meet the needs of the most vulnerable, everyone's outcomes improve.</p>	<p>(1) Government Alliance on Race and Equity. <a href="#">Advancing Racial Equity and Transforming Government: A Resource Guide to Put Ideas into Action</a> (page 9).</p> <p>(2) Smiley L (July 2017). Equality vs Equity. The Society for Diversity Blog.</p> <p>(3) University of Calgary – Calgary Anti- Racism Education Collective (June 2018). <a href="#">Our Glossary</a>.</p> <p>(4) Robert Wood Johnson Foundation (2017). Visualizing Health Equity: One Size Does Not Fit All.</p> <p>(5) Local and Regional Government Alliance on Race &amp; Equity. Why Working for Racial Equity Benefits Everyone.</p> <p>(6) Wilkinson R and Pickett K (2010), The Spirit Level: Why Equality is Better for Everyone. London: Penguin.</p>
Ethnicity	<p>Ethnicity is a term used to describe subgroups of a population that share characteristics such as language, values, behavioral patterns, history, and ancestral geographical base. Social scientists often use the terms Ethnicity and ethnic group to avoid the perception of biological significance associated with Race; however, feelings and perceptions about ethnic groups, like feelings and perceptions about racial ones, can have a strong influence over contemporary social relations.</p> <p>When used for census, data collection, and other statistical purposes, Race is framed as self-identification with one or more social groups, including: White; Black or African American; Asian; American Indian or Alaska Native; Native Hawaiian or Other Pacific Islander; other race; or multiple races. In the same contexts, Ethnicity is generally framed as self-identification as Hispanic/Latino or non-Hispanic/Latino.</p>	<p>(1) Bhopal R (2004). Glossary of terms relating to ethnicity and race: for reflection and debate. Journal of Epidemiology &amp; Community Health 58(6).</p> <p>(2) California Department of Public Health. About the Data. CDPH Safe and Active Communities Branch.</p> <p>(3) WK Kellogg Foundation (2009). <a href="#">Racial Equity Resource Guide</a> (see Glossary of Terms for Racial Equity Work, pg 161-172).</p> <p>(4) Racial Equity Tools. <a href="#">Glossary</a>.</p> <p>(5) University of Calgary – Calgary Anti- Racism Education Collective (June 2018). <a href="#">Our Glossary</a>.</p>



Term	Definition	Sources
	<p>Preferred language for describing one's Ethnicity varies widely. For example, some people with roots in Spanish- speaking countries identify using pan-ethnic terms like "Hispanic" or "Latino/a/x," while others identify themselves by their family's country of origin or the country of origin combined with their American identity, self-describing as "Cuban" or "Cuban American," "Mexican" or "Mexican American," etc.</p>	<p>(6) Barkan S (2016). Sociology: Understanding and Changing the Social World. Chapter 10.2: The Meaning of Race and Ethnicity. University of Minnesota Libraries.</p> <p>(7) University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a>.</p> <p>(8) Pew Research Center. Taylor P, et al. (April 2002). When Labels Don't Fit: Hispanics and Their Views of Identity.</p>
<p>Explicit Bias (also called Conscious Bias)</p>	<p>Refers to the attitudes and beliefs we have about a person or group on a conscious level. Much of the time, these biases and their expression arise as the direct result of a perceived threat.</p> <p><a href="#">See also</a>: Bias, Conscious Bias</p>	<p>Carthage College. Equity and Inclusion. <a href="#">Glossary of Working Language for Conversation</a>.</p>
<p>GARE Model of Change</p>	<p>(1) A theory about how change unfolds; the model of change used by hundreds of Government Alliance for Race and Equity (GARE) jurisdictions to advance racial equity.</p> <div data-bbox="422 706 1341 1216"> <p>The diagram illustrates the GARE Model of Change as a continuous cycle. At the center is a blue circle labeled 'MODEL OF CHANGE'. Surrounding this center are three blue curved arrows forming a circle, each pointing to the next stage. The stages are labeled as follows:</p> <ul style="list-style-type: none"> <li><b>NORMALIZE</b> (top-left): Includes 'Use a shared racial equity framework' and 'Operate with urgency and accountability'.</li> <li><b>ORGANIZE</b> (top-right): Includes 'Build organizational capacity' and 'Partner with stakeholders and community organizations'.</li> <li><b>OPERATIONALIZE</b> (bottom): Includes 'Use racial equity tools' and 'Be data-driven'.</li> </ul> </div> <p>(2)</p>	<p>(1) Government Alliance on Race and Equity. <a href="#">Advancing Racial Equity and Transforming Government: A Resource Guide to Put Ideas into Action</a>.</p> <p>(2) <a href="#">Government Alliance on Race and Equity</a> – Advancing Racial Equity at CalEPA Training</p>
<p>Gaslighting</p>	<p>Gaslighting is a form of psychological manipulation in which a person or a group covertly sows seeds of doubt in a targeted individual or group, making them question their own memory, perception, or judgment. People experiencing gaslighting often feel confused, anxious, and unable to trust themselves; making the victim additionally dependent on the gaslighter for</p>	<p>(1) "Gaslighting". <a href="#">Definition of Gaslighting: Encyclopedia Britannica</a>.</p> <p>(2) Huizen, J. (2020 June 14). Medical News Today. <a href="#">What is Gaslighting?</a></p>

Term	Definition	Sources
	emotional support and validation. Using denial, misdirection, contradiction and disinformation, gaslighting involves attempts to destabilize the victim and delegitimize the victim's beliefs.	
Gender	The socially constructed roles, behaviors, activities, and characteristics that a given society categorizes as 'masculine' and 'feminine'; not defined by one's biological sex.	Carthage College. Equity and Inclusion. <a href="#">Glossary of Working Language for Conversation.</a>
Gender Identity	A person's individual and subjective sense of their own gender; gender identities exist in a spectrum and are not just masculine and feminine.	Carthage College. Equity and Inclusion. <a href="#">Glossary of Working Language for Conversation.</a>
Gender Non-conforming	An individual whose gender expression is different from societal expectations related to gender.	University of Washington. College of the Environment. <a href="#">Diversity, Equity, and Inclusion Glossary.</a>
Gender Pronoun	The term one uses to identify themselves in place of their name (e.g. 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.	(1) Center for the Study of Social Policy. September 2019. <a href="#">Key Equity Terms and Concepts: A Glossary for Shared Understanding.</a> (2) University of California Davis. LGBTQIA Resource Center. <a href="#">Pronouns and Inclusive Language.</a>
Gentrification	Demographic shifts that usually occur in big cities in which upper-middle class and/or racially privileged individuals and businesses move into historically working class and poor and/or racially oppressed neighborhoods and communities.	Carthage College. Equity and Inclusion. <a href="#">Glossary of Working Language for Conversation.</a>
Hate Crime	Law or legislation that designates a crime as being motivated by hate for the actual or perceived race, color, religion, national origin, ethnicity, gender, disability, or sexual orientation of any person and assigns a greater penalty for conviction of such a crime.	University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary.</a>
Health Disparity	The simplest definition of a Health Disparity is a difference in physical or mental health status or outcomes between groups. A Health Equity analysis can help determine whether a Health Disparity—such as a difference in disease burden—is also a health Inequity.  <a href="#">See also:</a> Disparity, Health Equity, Inequity.  <a href="#">Learn more:</a> Mays VM (2006). <a href="#">Race, Race-Based Discrimination, and Health Outcomes Among African Americans</a> ; Zahnd E, Wyn R (January 2014). <a href="#">Racial/Ethnic Health Disparities Among Women in California.</a>	(1) American Psychological Association. <a href="#">Fact Sheet: Health Disparities.</a> (2) Centers for Disease Control and Prevention. <a href="#">Health Disparities.</a> (3) California Health & Safety Code, § 131019.5, subd. (a)(3).

Term	Definition	Sources
Health Equity	<p>Health Equity describes circumstances in which all people have the opportunities and resources necessary to lead healthy lives. Efforts to achieve Health Equity often require giving special attention to the needs of those at greatest risk of poor health, including historically oppressed or marginalized racial or ethnic groups.</p> <p><a href="#">See also:</a> Equity.</p>	<p>(1) Braverman P, et al. (May 2017). What is Health Equity? Robert Wood Johnson Foundation.</p> <p>(2) Health &amp; Saf. Code, § 131019.5, subd. a)(3).</p> <p>(3) World Health Organization. Health topics: Health equity.</p>
Heteronormativity	A socially constructed assumption that heterosexuality is the natural norm from which all other sexual preferences deviate; the assumption that everyone identifies as heterosexual until shown or proven otherwise	<p>Carthage College. Equity and Inclusion. <a href="#">Glossary of Working Language for Conversation</a>.</p>
Implicit Bias (also called <a href="#">Unconscious Bias</a> )	<p>(1) Biases people are usually unaware of and that operate at the subconscious level. Implicit bias is usually expressed indirectly.</p> <p>(2) Attitudes, beliefs, and stereotypes that impact our understanding, actions, and decisions in an unconscious manner.</p> <p>(3 – 5) Implicit Bias describes unconscious thoughts, attitudes, and feelings that result in preferences for or aversions to certain types of people, often associated with stereotypes based on characteristics such as race, gender, appearance, etc. Implicit Bias operates both on the individual level and on the institutional level, and can create real-world consequences even when biases are not consciously known or recognized.</p> <p>Institutional Implicit Bias occurs when certain policies, programs, or processes routinely benefit one group over another, even if they do so unintentionally.</p> <p>(6) “Implicit biases come from culture. I think of them as the thumbprint of the culture on our minds. Human beings have the ability to learn to associate two things together very quickly—that is innate. What we teach ourselves, what we choose to associate is up to us.”</p> <p><a href="#">See also:</a> Bias, Unconscious Bias.</p>	<p>(1) Government Alliance on Race and Equity. <a href="#">Racial Equity Toolkit: An Opportunity to Operationalize Equity</a>.</p> <p>(2) <a href="#">Government Alliance on Race and Equity</a> – Advancing Racial Equity at CalEPA Training</p> <p>(3) Racial Equity Tools. <a href="#">Glossary</a>.</p> <p>(4) University of Calgary – Calgary Anti- Racism Education Collective (June 2018). <a href="#">Our Glossary</a>.</p> <p>(5) University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a>.</p> <p>(6) Dr. Mahzarin R. Banaji, co-founder of Project Implicit</p>

Term	Definition	Sources
Inclusion	<p>(1) Being invited to contribute. Being valued for who we are, treated fairly, equitably and with respect. Inclusion is not a natural consequence of diversity. An organization can be diverse without being inclusive.</p> <p>(2 – 5) Inclusion means authentically bringing traditionally excluded individuals or groups into processes, activities, and decision- and policy-making in a way that shares power; values each individual's or group's heritage, contributions, and aspirations; and guarantees full belonging to all stakeholders and participants. Inclusion is related to, but distinct from, Diversity.</p>	<p>(1) <a href="#">Government Alliance on Race and Equity</a> – Advancing Racial Equity at CalEPA Training</p> <p>(2) National Center on Health, Physical Activity and Disability. Definition of Inclusion.</p> <p>(3) Racial Equity Tools. <a href="#">Glossary</a>.</p> <p>(4) University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a>.</p> <p>(5) WK Kellogg Foundation (2009). <a href="#">Racial Equity Resource Guide</a> (see Glossary of Terms for Racial Equity Work, pg 161-172).</p>
Indicator	<p>(Population) A measure that helps quantify the achievement of a result.</p> <p><a href="#">See also</a>: Community Indicator</p>	<p>(1) Bernabei, Erika. Government Alliance on Race and Equity. <a href="#">Racial Equity: Getting to Results</a>.</p>
Individual Racism	<p>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 and passive. Examples include telling a racist joke, using a racial epithet, or believing in the inherent superiority of whites.</p>	<p>Maurianne Adams, Lee Anne Bell, and Pat Griffin, editors. Teaching for Diversity and Social Justice: A Sourcebook. New York: Routledge.</p>
Inequity	<p>An Inequity is a difference in outcome between population groups that is unfair or unjust. This term is separate from, but related to, the term Disparity in that Inequities are generally Disparities—differences between groups—that are avoidable or warrant moral criticism and condemnation.</p> <p><a href="#">See also</a>: Disparity, Health Disparity.</p>	<p>(1) Meghani SH, Gallagher RM (July 2008). Disparity vs Inequity: Toward Reconceptualization of Pain Treatment Disparities. Pain Medicine 9(5):613-23.</p> <p>(2) Global Health Europe (August 2009). Inequity and inequality in health.</p>
In-Group Bias	<p>A form of favoritism. The tendency for groups to “favor” themselves by rewarding group members economically, socially, psychologically, and emotionally in order to uplift one group over another.</p>	<p>University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a>.</p>
Institutional Oppression	<p>The systematic mistreatment and dehumanization of any individual based solely on a social identity group with which they identify that is supported and enforced by society and its institutions; based on the belief that people of such a social identity group are inherently inferior.</p>	<p>Carthage College. Equity and Inclusion. <a href="#">Glossary of Working Language for Conversation</a>.</p>
Institutional Racism	<p>(1) Institutional racism includes policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.</p> <p>(2) Institutional Racism refers specifically to how institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group. Still, their effect is to create advantages for whites and oppression and disadvantage for people from groups classified as people of color. An example includes land use policies that concentrate</p>	<p>(1) Government Alliance on Race and Equity. <a href="#">Advancing Racial Equity and Transforming Government: A Resource Guide to Put Ideas into Action</a>.</p> <p>(2) <a href="#">Government Alliance on Race and Equity</a> – Advancing Racial Equity at CalEPA Training</p> <p>(3) GREENACTION for Health &amp; Environmental Justice. Environmental Justice &amp;</p>

Term	Definition	Sources
	<p>trash transfer stations and other environmental hazards disproportionately in communities of color.</p> <p>(3 – 9) Institutional Racism occurs within institutions and systems of power, and describes the ways in which policies and practices perpetuated by institutions, including governments and private groups, produce different outcomes for different racial groups in a manner that benefits the dominant group. In the United States, Institutional Racism includes policies that may not mention race, but still result in benefiting white people over people of color. Individuals within institutions take on the power of the institution when they reinforce racial inequities.</p> <p>Examples of Institutional Racism include: government policies that restrict the ability of people to obtain loans or improve their homes in neighborhoods with high concentrations of people of color (red-lining, which is now illegal) and government policies that concentrate trash transfer stations, highways, and other environmental hazards disproportionately in communities of color (also known as environmental racism, which occurs today)</p>	<p>Environmental Racism.</p> <p>(4) Jan T (March 2018). Redlining was banned 50 years ago. It's still hurting minorities today. The Washington Post.</p> <p>(5) Pike A (March 2016). Top infrastructure official explains how America Used highways to destroy black neighborhoods. Think Progress.</p> <p>(6) WK Kellogg Foundation (2009). <a href="#">Racial Equity Resource Guide</a> (see Glossary of Terms for Racial Equity Work, pg 161-172).</p> <p>(7) Racial Equity Tools. <a href="#">Glossary</a>.</p> <p>(8) University of Washington – Tacoma, Diversity Resource Center (September 2015). Diversity &amp; Social Justice Glossary.</p> <p>(9) Cuyahoga Arts &amp; Culture Grants. <a href="#">Four Levels of Racism</a>.</p>
Internalized Oppression	<p>A process by which people come to accept and internalize the inaccurate myths and stereotypes they have been exposed to.</p>	<p>University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a>.</p>
Internalized Racism	<p>Internalized racism lies within individuals and is the conscious and unconscious development of ideas, beliefs, actions, and behaviors that demonstrate one's acceptance of the dominant society's racist tropes and stereotypes about their own race. Internalized racism is an individual's system of oppression in response to any and all forms of racism. This can take many different forms including: prejudice towards others of a different race; internalized oppression—the negative beliefs about oneself by people of color; or internalized privilege—beliefs about superiority or entitlement by white people.</p> <p>Internalized racism involves the following four essential and interconnected elements: decision-making, resources, standards, and naming the problem.</p> <p><a href="#">Learn more:</a> To read more about each of these elements, see Internalized Racism in the <a href="#">Racial Equity Tools Glossary</a>.</p>	<p>(1) Center for the Study of Social Policy. September 2019. <a href="#">Key Equity Terms and Concepts: A Glossary for Shared Understanding</a>.</p> <p>(2) Multicultural Resource Center. <a href="#">"Levels of Racism."</a></p> <p>(3) Bivens, Donna K et al. Annie E. Casey Foundation, MP Associates, Inc., and Center for Assessment and Policy Development, 2010. <a href="#">"Flipping the Script: White Privilege and Community Building."</a> (see Section 2, Chapter 5 – Internalized Racism)</p> <p>(4) Donna Bivens, Women's Theological Center. <a href="#">"Internalized Racism: A Definition."</a></p> <p>(5) Cuyahoga Arts &amp; Culture Grants. <a href="#">Four Levels of Racism</a>.</p>
Interpersonal Racism	<p>Interpersonal Racism is personally mediated racism that occurs between individuals. This is the bias that occurs when individuals interact with others and their personal racial beliefs affect their public interactions.</p>	<p>Cuyahoga Arts &amp; Culture Grants. <a href="#">Four Levels of Racism</a>.</p>

Term	Definition	Sources
Intersectionality	<p>(1) The concept that race intersects with other identities, such as gender and class, and produces complex combinations of powerlessness and disadvantage.</p> <p>(2 – 4) Intersectionality is a term used to describe how people experience the interconnected nature of different facets of their identities—such as their race, gender, sexual orientation, and class—and how those identities are valued within existing systems of power. Intersectionality can also refer to the interconnected nature of all forms of discrimination or disadvantage against historically oppressed or marginalized groups.</p> <p>(5) “Intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects. It’s not simply that there’s a race problem here, a gender problem here, and a class or LGBTQ problem there. Many times that framework erases what happens to people who are subject to all of these things.”</p>	<p>(1) Advancing Racial Equity at CalEPA Training</p> <p>(2) Adewunmi B (April 2014). The New Statesman – UK Edition. <a href="#">Kimberle Crenshaw on intersectionality: “I wanted to come up with an everyday metaphor that anyone could use.”</a></p> <p>(3) YW Boston (March 2018). What is Intersectionality, and what does it have to do with me?</p> <p>(4) University of Calgary – Calgary Anti- Racism Education Collective (June 2018). <a href="#">Our Glossary</a>.</p> <p>(5) Columbia Law School. News from Columbia Law (2017). <a href="#">Kimberle Crenshaw on Intersectionality, More than Two Decades Later</a>.</p>
Isms	<p>A way of describing any attitude, action or institutional structure that oppresses a person or group because of their target group.</p> <p>For example, race (racism), gender (sexism), economic status (classism), older age (ageism), religion (e.g., anti-Semitism), sexual orientation (heterosexism), language/immigrant status (xenophobia), etc.</p>	<p>University of Washington. College of the Environment. <a href="#">Diversity, Equity, and Inclusion Glossary</a>.</p>
LGBTQIA+	<p>Acronym encompassing the diverse groups of lesbians, gay, bisexual, transgender, intersex, and asexual and/or corresponding queer alliances/associations. It is a common misconception that the "A" stands for allies/ally. The full acronym is "Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, with all other queer identities that are not encompassed by the letters themselves being represented by the "+".</p> <p><a href="#">See also</a>: Queer, Questioning.</p>	<p>Pacific University Oregon. <a href="#">Equity, Diversity &amp; Inclusion Glossary of Terms</a>.</p>
Liberation	<p>The progression toward or the conscious or unconscious state of being in which one can freely exist, think, dream, and thrive in a way which operates outside of traditional systems of oppression. Liberation acknowledges history but does not bind any person to disparate systems or outcomes. Liberation is a culture of solidarity, respect, and dignity.</p>	<p>(1) Center for the Study of Social Policy. September 2019. <a href="#">Key Equity Terms and Concepts: A Glossary for Shared Understanding</a>.</p> <p>(2) Kapitan, Alex. Radical Copy Editor, October 2, 2017. <a href="#">“Should I Use the Adjective ‘Diverse’?”</a></p>
Marginalization	<p>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.</p>	<p>(1) Center for the Study of Social Policy. September 2019. <a href="#">Key Equity Terms and Concepts: A Glossary for Shared Understanding</a>.</p> <p>(2) Merriam-Webster Definition. 2019.</p>

Term	Definition	Sources
		<a href="#">Marginalize.</a> (3) Adapted from the "Five Faces of Oppression." Young, I. 2004. <a href="#">What the Different Types of Oppression?</a> (see Marginalization)
Meritocracy	<p>Meritocracy is a widely-held but unsupported belief popular in the United States. The Meritocracy myth teaches that hard work and talent are enough to overcome any obstacles, challenges, and barriers that an individual might encounter and that everyone gets out of the system what they put in.</p> <p>One opinion associated with Meritocracy is that individuals who fail or struggle just need to pull themselves up by their bootstraps, but this belief fails to recognize the many forces beyond one's control that may hinder an individual's ability to succeed despite their best efforts.</p>	(1) Anderson MD (July 2017). Why the Myth of Meritocracy Hurts Kids of Color. The Atlantic. (2) Lawton A (2000). The Meritocracy Myth and the Illusion of Equal Employment Opportunity. Digital Commons at Michigan State University College of Law S87.
Microaggression	<p>(1) Subtle, intentional, and often unintentional interactions or behaviors that communicate bias toward historically marginalized groups.</p> <p>(2 – 5) Subtle, intentional, and often unintentional interactions or behaviors that communicate bias toward historically marginalized groups. A Microaggression is a subtle, nuanced, and indirect form of either verbal or non-verbal racism that communicates hostile, derogatory, or negative views about people of color.</p> <p>Microaggressions tend to be unconscious or automatic and are often made by white people who consider themselves non- racist. One example of a Microaggression is a white professor telling a student of color that she is "so articulate" with the implicit message being that it is surprising or unusual for a person of the student's racial or ethnic group to be intelligent or well-spoken. Microaggressions are "micro" because they are often brief and occur in private situations; however, this form of racism can have a significant, negative impact on people of color. Microaggressions are sometimes called "everyday racism."</p>	(1) Advancing Racial Equity at CalEPA Training (2) National Institutes of Health. Office of the Director, Scientific Workforce Diversity. <a href="#">Microaggressions.</a> (3) Jones B (June 2018). The Guardian. <a href="#">Growing up black in America: here's my story of everyday racism.</a> (4) Sue DW, et al. (2007). American Psychologist. <a href="#">Racial Microaggressions in Everyday Life.</a> (5) University of Minnesota – School of Public Health. Examples of Microaggressions.



Term	Definition	Sources
Minority	<p>A minority group, by its original by definition, refers to a group of people whose practices, and race, religion, ethnicity, or other characteristics are lesser in numbers than the main groups of those classifications. However, in present-day sociology, a minority group refers to a group of people who, because of their physical or cultural characteristics, are singled out from the others in the society in which they live for differential and unequal treatment.</p> <p>In terms of race and ethnicity, "minority" has traditionally been used to refer to non-white racial/ethnic groups. However, this has evolved over time and it has been replaced by terms like "emerging majority", "BIPOC", or "people of color".</p> <p><a href="#">See also:</a> BIPOC, Emerging Majority, People of Color.</p>	<p>(1) 1945-, Healey, Joseph F. (2018-03-02). Race, ethnicity, gender, &amp; class : the sociology of group conflict and change. Stepnick, Andi, O'Brien, Eileen, 1972- (Eighth ed.). Thousand Oaks, California. ISBN 9781506346946. OCLC 1006532841.</p> <p>(2) Racial Equity Tools. <a href="#">Glossary</a>.</p>
Misgender	To intentionally or unintentionally refer to a person, relate to a person, or use language to describe a person that does not align with their gender identity. This often occurs when people make assumptions about a person's gender.	<p>(1) Center for the Study of Social Policy. September 2019. <a href="#">Key Equity Terms and Concepts: A Glossary for Shared Understanding</a>.</p> <p>(2) Clements, KC. Healthline, October 19, 2017. <a href="#">"What Does it Mean to Misgender Someone?"</a></p>
Model Minority	Refers to a minority ethnic, racial, or religious group whose members achieve a higher degree of success than the population average and who are assumed by the dominant group to be a model of assimilation for other marginalized groups. This success is typically measured in income, education, and related factors such as low crime rate and high family stability.	University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a> .
Multicultural Competency	A process of learning about and becoming allies with people from other cultures, thereby broadening our own understanding and ability to participate in a multicultural process. The key element to becoming more culturally competent is respect for the ways that others live in and organize the world and an openness to learn from them.	Multicultural Competence, Paul Kivel, 2007.
Multiracial	<p>(1) Composed of, involving, or representing various races; having parents or ancestors of different races.</p> <p>(2) "Racial identity is far from a straightforward concept, and when multiple strands of identity come together this has the potential to increase the complexity. An individual's racial self-identity may take into account a range of factors beyond genealogy, including family ties, physical appearance, culture and how others perceive them. In other words, being multiracial is more than just a straightforward summation of the races in an individual's family tree."</p> <p>Other related terms and definitions include: biracial, mixed-race, non-white.</p>	<p>(1) Merriam-Webster Definition. <a href="#">Multiracial</a>.</p> <p>(2) Pew Research Center. Patten, E. 6 November 2015. <a href="#">"Who is Multiracial? Depends on How You Ask"</a></p>



Term	Definition	Sources
Naming	When a thought that traditionally has not been discussed due to its counter-culture nature is articulated.	University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a>
Nativism	Prejudiced thoughts or discriminatory actions that benefit or show preference to individuals born in a territory over those who have migrated into said territory.	Carthage College. Equity and Inclusion. <a href="#">Glossary of Working Language for Conversation</a> .
Non-Binary	An umbrella term to describe any gender identity that does not fit into the gender binary of male and female. Non-binary (also sometimes referred to as genderqueer) people may, for example, identify as having no gender, fall on a gender spectrum somewhere between male and female, or identify as totally outside binary gender identities.	Dictionary.com Definition. <a href="#">Non-Binary Gender</a> .
Opportunity Gap	Refers to inputs; the unequal or inequitable distribution of resources and opportunities.	Carthage College. Equity and Inclusion. <a href="#">Glossary of Working Language for Conversation</a> .
Oppression	The use of power to disenfranchise and marginalize groups of people, usually people of color, for the benefit of another, usually Whites, in order to dominate the culture and society. It may also be defined as the use of institutional power and privilege for domination.	University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a>
Othering	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.  <a href="#">See also</a> : Marginalization.	(1) Center for the Study of Social Policy. September 2019. <a href="#">Key Equity Terms and Concepts: A Glossary for Shared Understanding</a> . (2) Powell James A. " <a href="#">Us vs them: the sinister techniques of 'Othering' – and how to avoid them</a> ". The Guardian, 8 Nov 2017. (2) Oxford Reference. <a href="#">Definition of Other/Othering</a> .
Partnering	When doers and decision-makers from the public, private, nonprofit and philanthropic sectors agree to hold themselves jointly accountable for achieving the population change they seek—to advance racial equity.  Partnerships should reflect the diversity of the people they are aiming to impact, and not just to add a few people of color to the mix for the sake of diversity. Creating an equitable and inclusive partnership requires intentional effort to reach outside the typical social and professional circles from which partners are found.	Living Cities, <a href="#">Applying a Racial Equity and Inclusive Lens to Collective Impact</a> , Blog Post, JaNay Queen Nazair, March 15, 2016  Also see Government Alliance for Racial Equity. <a href="#">Advancing Racial Equity and Transforming Government (page 43): Partner with Others</a> for a description of governments partnering with others for collective impact in advancing equity.

Term	Definition	Sources
Passing	<p>Passing occurs when members of a racial, ethnic, or religious group present themselves as belonging to another such group. In order to pass, one must lack or be able to obscure characteristics or traits most often associated with a particular racial or ethnic group.</p> <p><i>See also:</i> White-Passing.</p>	<p>Nittle, NK. (2021 March 21). ThoughtCo. <a href="#">What is the Definition of Passing for White?</a></p>
Patriarchy	<p>The manifestation and institutionalization of men and/or masculinity as dominant over women and/or femininity in both the private and public spheres, such as the home, political, religious, and social institutions, sports, etc.</p>	<p>(1) Center for the Study of Social Policy. September 2019. <a href="#">Key Equity Terms and Concepts: A Glossary for Shared Understanding.</a>  (2) Anti-Oppression Network. <a href="#">"Terminologies of Oppression."</a></p>
People of Color	<p>Often the preferred collective term for referring to non-White racial groups. Racial justice advocates have been using the term "people of color" (not to be confused with the pejorative "colored people") since the late 1970s as an inclusive and unifying frame across different racial groups that are not White, to address racial inequities. While "people of color" can be a politically useful term, and describes people with their own attributes (as opposed to what they are not, e.g., "non-White"), it is also important whenever possible to identify people through their own racial/ethnic group, as each has its own distinct experience and meaning and may be more appropriate.</p>	<p>Race Forward, <a href="#">"Race Reporting Guide"</a>.</p>
Performance Measure	<p>(1) A measure of how well a program, agency, or service system is working.</p> <p>(2) Performance measures are at the county, department, or program level. Appropriate performance measures allow monitoring of the success of implementation of actions that have a reasonable chance of influencing indicators and contributing to results.</p> <p>Performance measures respond to three different levels:</p> <ol style="list-style-type: none"> <li>1. Quantity - how much did we do?</li> <li>2. Quality - how well did we do it?</li> <li>3. Is anyone better off?</li> </ol>	<p>(1) <a href="#">Government Alliance on Race and Equity – Advancing Racial Equity at CalEPA Training</a>  (2) Government Alliance on Race and Equity. <a href="#">Advancing Racial Equity &amp; Transforming Government   A Resource Guide to Put Ideas into Action</a></p>
Power	<p>Power is the ability to control others, events, or resources that enhance one's chances of influencing others or getting what one needs in order to lead a safe, productive, and fulfilling life.</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 to and control over resources. Wealth, Whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates.</p>	<p>(1) WK Kellogg Foundation (2009). <a href="#">Racial Equity Resource Guide</a> (see Glossary of Terms for Racial Equity Work, pg 161-172).  (2) Racial Equity Tools. <a href="#">Glossary.</a>  (3) University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a></p>

Term	Definition	Sources
Prejudice	<p>Prejudice is a negative, uninformed attitude that dictates actions toward an entire category of people such as a particular gender, class, or racial or ethnic group. These negative attitudes are typically based on unsupported generalizations (or stereotypes) that fail to recognize and treat members of these groups as individuals with unique characteristics.</p>	<p>(1) WK Kellogg Foundation (2009). <a href="#">Racial Equity Resource Guide</a> (see Glossary of Terms for Racial Equity Work, pg 161-172).  (2) Racial Equity Tools. <a href="#">Glossary</a>.  (3) University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a></p>
Priority Communities	<p>Priority communities include neighborhoods of California that disproportionately suffer from historic environmental, health, and other social burdens. These burdens include, but are not limited to, poverty, high unemployment, inadequate access to educational resources and training opportunities to secure high-road jobs, air and water pollution, presence of hazardous wastes, high incidence of asthma, heart disease, and other chronic illnesses.</p> <p>Due to historic discrimination, these communities often include high levels of residents and households with people of color, low-income status, seniors, people with disabilities, non-English speakers, and those who have limited awareness of or access to clean transportation and mobility options.</p> <p>This definition recognizes the need to be inclusive and deliberate in acknowledging past and current policies resulting in the accrual of these burdens and minimizing further harms as paramount in meeting the State’s equity goals and fostering actions that distribute community benefits intentionally and equitably.</p> <p>Priority communities include disadvantaged communities (DACs), low-income communities, and underserved communities, which are specific terms used in many of the statutes and regulations.</p> <p><b>Also called:</b> Disadvantaged Communities, Overburdened Communities, Resource-Denied Communities, or Low-Income Communities of Color (when applicable)</p> <p><b>See also:</b> Disadvantaged Communities</p>	<p>Senate Bill 535 (De León, 2012), Senate Bill 350 (De León, 2015), Assembly Bill 1550 (Gomez, 2016), Assembly Bill 841 (Ting, 2020)</p>
Privilege	<p>Privilege refers to unearned social power, advantage, or rights afforded by the formal and informal institutions of society to all members of a dominant group. Examples include white privilege and male privilege.</p> <p>Privilege is usually invisible to those who have it because:</p> <ul style="list-style-type: none"> <li>• They are taught not to see it, and</li> <li>• Hierarchies of privilege exist within the same group (for example, a rich white person has more power and advantage than a poor white person).</li> </ul>	<p>(1) WK Kellogg Foundation (2009). <a href="#">Racial Equity Resource Guide</a> (see Glossary of Terms for Racial Equity Work, pg 161-172).  (2) Racial Equity Tools. <a href="#">Glossary</a>.  (3) University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a></p>

Term	Definition	Sources
	Nonetheless, Privilege puts people who have it at an advantage over those who do not.	
Queer	An umbrella term that can refer to anyone who transgresses society's view of gender or sexuality. The definitional indeterminacy of the word Queer, its elasticity, is one of its constituent characteristics: "A zone of possibilities."  <a href="#">See also:</a> LGBTQIA+, Questioning.	University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a>
Questioning	A term used to refer to an individual who is uncertain of her/his sexual orientation or identity.  <a href="#">See also:</a> LGBTQIA+, Queer.	University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a>
Race	A social and political construction—with no inherent genetic or biological basis—used by social institutions to arbitrarily categorize and divide groups of individuals based on physical appearance (particularly skin color), ancestry, cultural history, and ethnic classification. The concept has been, and still is, used to justify the domination, exploitation, and violence against people who are racialized as non-White.  <a href="#">See also:</a> Racism.	University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a>
Racial Equity	(1) Racial equity is when race can no longer be used to predict life outcomes and outcomes for all groups are improved.  (2) Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.  (3) Racial equity is defined as transforming behaviors, institutions and systems that disproportionately harm people of color and increasing access to power, redistributing and providing additional resources, and eliminating barriers to opportunity in order to empower low-income communities of color to thrive and reach full potential.	(1) Government Alliance on Race and Equity. <a href="#">Racial Equity Toolkit: An Opportunity to Operationalize Equity</a> . (2) University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a> (3) "Making Racial Equity Real in Research," Hana Creger, Greenling Institute, 2020
Racial Equity Lens	The set of questions we ask ourselves throughout the decision-making process. The lens interrupts the impact of unintended consequences by taking into consideration the lived experiences and perspectives of the racially diverse communities we intend to serve.	Government Alliance on Race and Equity. <a href="#">Racial Equity Toolkit: An Opportunity to Operationalize Equity</a> .

Term	Definition	Sources
Racial Equity Tools	Racial equity tools are sets of questions that help integrate explicit consideration of racial equity in policies, programs, practices and budgets. Using racial equity tools is how we operationalize racial equity.	Government Alliance on Race and Equity. <a href="#">Racial Equity Toolkit: An Opportunity to Operationalize Equity</a> .
Racial Justice	The proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.	University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a>
Racial Profiling	Racial profiling is a form of stereotyping based on preconceived ideas about a person’s character.	Dalhousie University – Human Rights & Equity Services. <a href="#">Social Justice Terms</a> .
Racial Reconciliation	Reconciliation involves three ideas. First, it recognizes that racism in America is both systemic and institutionalized, with far-reaching effects on both political engagement and economic opportunities for minorities. Second, reconciliation is engendered by empowering local communities through relationship-building and truth-telling. Lastly, justice is the essential component of the conciliatory process—justice that is best termed as restorative rather than retributive, while still maintaining its vital punitive character.	(1) Racial Equity Tools. <a href="#">Glossary</a> . (2) The William Winter Institute for Racial Reconciliation, Position Statement on Reconciliation (2014).
Racially Coded Language	Language that is seemingly race-neutral but is actually a disguise for racial stereotypes without the stigma of explicit racism.	(1) Center for the Study of Social Policy. September 2019. <a href="#">Key Equity Terms and Concepts: A Glossary for Shared Understanding</a> . (2) Lopez, Ian Haney. New York: Oxford University Press, 2014. <a href="#">Dog Whistle Politics: How Coded Racial Appeals Have Reinvented Racism and Wrecked the Middle Class</a> .

Term	Definition	Sources
Racism	<p>(1) Racism is any prejudice against someone because of their race when systems of power reinforce those views.</p> <p>(2 – 6) Racism is a complex system of beliefs, behaviors, and historical conditions based on and resulting from the presumed superiority of a dominant race over all others. In the United States, these beliefs and behaviors can be conscious or unconscious, personal or institutional, and generally result in the oppression of non-white people to the benefit of white people.</p> <p>A simple definition of Racism is: (racial) prejudice + power = racism. Patricia Bidol-Padva first proposed this definition in a 1970 book, where she defined racism as “prejudice plus institutional power.” According to this definition, two elements are required in order for racism to exist: racial prejudice, and social power to codify and enforce this prejudice into an entire society.</p> <p>There are four levels of racism: internalized racism, interpersonal racism, institutional racism, and structural racism. The most common understanding of racism in our country is limited to the “interpersonal” level of racism.</p> <p>(7) Racism is any prejudice against someone because of their race. Racism is the marriage of racist policies and racist ideas that produces and normalizes racial inequities.</p> <p><a href="#">See also</a>: Internalized Racism, Interpersonal Racism, Institutional Racism, Structural Racism.</p>	<p>(1) So you want to talk about race, 2018, Ijeoma Oluo</p> <p>(2) WK Kellogg Foundation (2009). <a href="#">Racial Equity Resource Guide</a> (see Glossary of Terms for Racial Equity Work, pg 161-172).</p> <p>(3) Racial Equity Tools. <a href="#">Glossary</a>.</p> <p>(4) University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a>.</p> <p>(5) Cuyahoga Arts &amp; Culture Grants. <a href="#">Four Levels of Racism</a>.</p> <p>(6) Wikipedia. <a href="#">Prejudice plus power</a>.</p> <p>(7) How to be an Antiracist, 2019, Ibram X. Kendi.</p>
Racist	One who is supporting a racist policy through their actions or inaction or expressing a racist idea.	Kendi, Ibram X. How to Be an Antiracist. New York: One World, 2019.
Reparations	States have a legal duty to acknowledge and address widespread or systematic human rights violations, in cases where the state caused the violations or did not seriously try to prevent them. Reparations initiatives seek to address the harms caused by these violations. They can take the form of compensating for the losses suffered, which helps overcome some of the consequences of abuse. They can also be future oriented—providing rehabilitation and a better life to victims—and help to change the underlying causes of abuse. Reparations publicly affirm that victims are rights-holders entitled to redress.	<p>(1) Racial Equity Tools. <a href="#">Glossary</a>.</p> <p>(2) International Center for Transitional Justice. <a href="#">Reparations</a>.</p>
Result (or outcome)	A condition of well-being for children, adults, families, or communities.	<a href="#">Government Alliance on Race and Equity</a> – Advancing Racial Equity at CalEPA Training

Term	Definition	Sources
Results-Based Accountability	<p>A process that offers a disciplined way of thinking and taking action to improve the conditions of the people we serve and assess the performance of our programs. A tool and strategy for decision-making that advances racial equity.</p> <p><a href="#">Learn more:</a> Living Cities. <a href="#">A Beginner's Guide to Results Based Accountability</a></p>	<p>Government Alliance on Race and Equity. Bernabei, Erika. <a href="#">Racial Equity: Getting to Results</a>.</p>
Reverse Racism	<p>Reverse Racism is a misconception that racial prejudice directed at a dominant racial group is equivalent to the systemic, institutional racism experienced by a historically oppressed or marginalized racial or ethnic group.</p> <p>In the United States and other places where white people are the dominant racial group, concerns about Reverse Racism are often expressed as complaints that racially-inclusive policies and practices, including affirmative action and inclusive immigration policies, are unfair to white people and will cause white people to be passed over or given fewer resources compared to less qualified or less worthy people of color. There is no empirical evidence that Reverse Racism exists, in large part due to the entrenched Power and Privilege enjoyed by white Americans compared to people of color.</p> <p><a href="#">Learn more:</a> Norton M, Sommers S. Whites See Racism as a Zero-Sum Game That They Are Now Losing; Massie M. Americans are split on "reverse racism." That still doesn't mean it exists.</p>	<p>(1) Fish S (November 1993). Reverse Racism, or How the Pot Got to Call the Kettle Black. The Atlantic.  (2) Newkirk II VK (August 2017). The Myth of Reverse Racism. The Atlantic.  (3) University of Calgary – Calgary Anti- Racism Education Collective (June 2018). <a href="#">Our Glossary</a>.</p>
Right	A resource or position that everyone has equal access or availability to regardless of their social group memberships.	National Conference for Community and Justice—St. Louis Region. Unpublished handout used in the Dismantling Racism Institute program.
Root Cause	<p>Root Causes are the underlying reasons that create the differences seen in health outcomes. They are the conditions in a community that determine whether people have access to the opportunities and resources they need to thrive.</p> <p>For example, the root cause of unequal allocation of power and resources creates unequal social, economic, and environmental conditions. Those conditions then lead to poorer health outcomes (National Academies of Sciences, Engineering, and Medicine, 2017).</p>	<p>County Health Rankings and Roadmaps. Action Learning Guide. <a href="#">Understand and Identify Root Causes of Inequities</a>.</p>
Root Cause Analysis	A step in the use of the racial equity lens and Results Based Accountability. A way of interrogating a data pattern or trend that illustrates a racial or other inequity by asking "why". Requires skilled facilitation to move past superficial understandings of the sources of racial inequity to get to the underlying causes/histories.	<p>Government Alliance on Race and Equity. Bernabei, Erika. <a href="#">Racial Equity: Getting to Results</a>.</p>

Term	Definition	Sources
	Learn more: Tableau. <a href="#">Root Cause Analysis Explained: Definition, Examples, and Methods.</a>	
Safe Space	Refers to an environment in which everyone feels comfortable in expressing themselves and participating fully, without fear of attack, ridicule or denial of experience.	University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary.</a>
Sexual Orientation	An individual's enduring physical, romantic and/or emotional attraction to another person. Gender identity and sexual orientation are not the same. Transgender people may be straight, lesbian, gay or bisexual.	University of Washington. College of the Environment. <a href="#">Diversity, Equity, and Inclusion Glossary.</a>
Silencing	The conscious or unconscious processes by which the voice or participation of particular social identities is excluded or inhibited.	University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary.</a>
Social Identity	The ways in which an individual characterizes oneself, the affinities she/he has with other people, the ways she/he has learned to behave in stereotyped social settings, the things she/he values in oneself and in the world, and the norms that she/he recognizes or accepts governing everyday behavior.	University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary.</a>
Social Justice	Social justice includes 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.	Maurianne Adams, Lee Anne Bell, and Pat Griffin, editors. Teaching for Diversity and Social Justice: A Sourcebook. New York: Routledge
Spotlighting	The practice of inequitably calling attention to particular social groups in specific language, while leaving others as the invisible, de facto norm: for example, "black male suspect"(versus "male suspect," presumed White); "WNBA" (as opposed to "NBA," presumed male).	University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary.</a>
Stereotype	Stereotype refers to unreliable, exaggerated, and harmful generalizations ascribed to all people of a specific race, gender, etc. that oversimplifies members of the group and fails to account for individual differences.	(1) University of Calgary – Calgary Anti- Racism Education Collective (June 2018). <a href="#">Our Glossary</a> (see Stereotyping). (2) University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary.</a>
Stereotype Threat	(1) A phenomenon that occurs when there is the opportunity or perceived opportunity for an individual to satisfy or confirm a negative stereotype of a group of which they are a member. The threat of possibly satisfying or confirming the stereotype can interfere with the subject's performance in various tasks, including but not limited to academic performance.  (2 - 4) Stereotype Threat is a social-psychological phenomenon that occurs when people perceive	(1) <a href="#">Government Alliance on Race and Equity</a> – Advancing Racial Equity at CalEPA Training (2) Great Schools Partnership (August 2013). The Glossary of Education Reform. (3) National Institutes of Health. Stereotype Threat. Office of the Director, Scientific Workforce Diversity.



Term	Definition	Sources
	<p>themselves at risk of confirming a negative stereotype about the group to which they belong, such as a particular race, economic class, or gender. Stereotype Threat has been shown to contribute to the low performance— and high anxiety or apprehension—by individuals who belong to the negatively stereotyped group.</p>	<p>(4) Stroessner S, Good C, Stereotype Threat: An Overview.</p>
Strategies	<p>The six tactics under the Government Alliance for Race and Equity (GARE) Model of Change recommended for advancing racial equity. The strategies are:</p> <ol style="list-style-type: none"> <li>1. Use a shared Racial Equity Framework.</li> <li>2. Operate with urgency and accountability.</li> <li>3. Build organizational capacity.</li> <li>4. Partner with stakeholders and community organizations.</li> <li>5. Be data-driven.</li> <li>6. Implement Racial Equity Tools.</li> </ol>	<p>Government Alliance on Race and Equity. <a href="#">Advancing Racial Equity: A Resource Guide to Put Ideas into Action.</a></p>
Structural Racism	<p>(1) Structural racism encompasses a history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color. Structural racism is a racial bias among interlocking institutions and across society, causing cumulative and compounding effects systematically advantaging white people and disadvantaging people of color.</p> <p>(2) The normalization and legitimization of an array of historical, cultural, institutional, and interpersonal dynamics that routinely advantage whites while producing cumulative and chronic adverse outcomes for people of color. Structural racism encompasses the entire system of white domination, diffused, and infused in all aspects of society, including its history, culture, politics, economics, and whole social fabric. Structural racism is more difficult to locate in a particular institution because it involves the reinforcing effects of multiple institutions and cultural norms, past and present, continually reproducing old and producing new forms of racism. Structural racism is the most profound and pervasive form of racism; all other forms of racism emerge from structural racism.</p> <p>(3 – 4) Structural racism is racial bias among institutions and across society. It is the normalization and legitimization of an array of dynamics – historical, cultural, institutional and interpersonal – that routinely advantage whites while producing cumulative and chronic adverse outcomes for people of color. Structural racism is the most profound and pervasive form of racism – all other forms of racism emerge from structural racism.</p> <p>Structural racism encompasses the entire system of White domination, diffused and infused in all aspects of society including its history, culture, politics, economics and entire social fabric.</p>	<p>(1) Government Alliance on Race and Equity. <a href="#">Advancing Racial Equity: A Resource Guide to Put Ideas into Action.</a></p> <p>(2) Anne Arundel Community College. <a href="#">Racial Equity Vocabulary.</a></p> <p>(3) University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary.</a></p> <p>(4) Cuyahoga Arts &amp; Culture Grants. <a href="#">Four Levels of Racism.</a></p>

Term	Definition	Sources
	Structural racism is more difficult to locate in a particular institution because it involves the reinforcing effects of multiple institutions and cultural norms, past and present, continually reproducing old and producing new forms of racism.	
Systemic Racism	Policies and practices that exist throughout a whole society or organization, and that result in and support a continued unfair advantage to some people and unfair or harmful treatment of others based on race.	Cambridge Dictionary. <a href="#">Systemic Racism</a> .
Systems of Oppression	The ways in which history, culture, ideology, public policies, institutional practices, and personal behaviors and beliefs interact to maintain a hierarchy—based on race, class, gender, sexuality, and/or other group identities—that allows the privileges associated with the dominant group and the disadvantages associated with the targeted group to endure and adapt over time.	(1) Center for the Study of Social Policy. September 2019. <a href="#">Key Equity Terms and Concepts: A Glossary for Shared Understanding</a> .
Tokenism	(1) The practice of making only a perfunctory or symbolic effort to be inclusive to members of minority groups, especially by recruiting people from underrepresented groups to give the appearance of racial or gender equality. This is usually intended to create the impression of social inclusiveness and diversity (racial, religious, sexual, etc.) to deflect accusations of discrimination.  (2) Tokenism promotes the idea of performative presence/participation of members of a certain socially oppressed group, who are expected to speak for the whole group without giving them a real opportunity to speak for themselves.	(1) Definition in Oxford Dictionary Online. <a href="#">Tokenism</a> . (2) University of Washington. College of the Environment. <a href="#">Diversity, Equity, and Inclusion Glossary</a> .
Tolerance	An outdated term that alludes to the idea of acceptance and open-mindedness to different practices, attitudes, and cultures, but that does not mean agreement with the differences.	University of Massachusetts Lowell. Multicultural Affairs. <a href="#">Diversity and Social Justice Glossary</a> .

Term	Definition	Sources
Toxic Positivity	<p>(1) Toxic positivity is the concept or phenomenon in which individuals do not fully acknowledge, process, or manage the full spectrum of emotions, including anger or sadness.</p> <p>(2) This genre of criticism against positive psychology argues that the field of positive psychology places too much importance on "upbeat thinking, while shunting challenging and difficult experiences to the side".</p> <p>(3, 4) Individuals who engage in a constant chase for positive experiences or states of high subjective well-being may be inadvertently stigmatizing negative emotional conditions, such as depression, or may be suppressing natural emotional responses, such as sadness, regret, or stress. Furthermore, by not allowing negative emotional states to be experienced, or by suppressing and hiding negative emotional responses, individuals may experience harmful physical, cardiovascular, and respiratory consequences. Proponents of combating toxic positivity advocate for allowing oneself to accept and fully experience negative emotional states.</p> <p>(5 – 7) Positive psychologist Tim Lomas has studied how experiencing sadness, boredom, and anger enable individuals to gain perspective, understanding, and complexity on life and happiness, which in turns enhances their subjective well-being in the long term.</p>	<p>(1) Wikipedia. Toxic Positivity - <a href="#">Excerpt from entry on Positive Psychology</a></p> <p>(2) Psychology Today. <a href="#">"Toxic Positivity: Don't Always Look on the Bright Side"</a>. Retrieved 2020-11-29.</p> <p>[2] CNN. Smith, Jen Rose. <a href="#">"When does a good attitude become toxic positivity?"</a>. Retrieved 2020-11-29.</p> <p>(3) Journal of Abnormal Psychology. Gross, J. J.; Levenson, R. W. (1997). <a href="#">"Hiding feelings: the acute effects of inhibiting negative and positive emotion"</a>.</p> <p>(4) Campbell-Sills, Laura; Barlow, David H.; Brown, Timothy A.; Hofmann, Stefan G. (2006). Behaviour Research and Therapy. <a href="#">"Effects of suppression and acceptance on emotional responses of individuals with anxiety and mood disorders"</a>.</p> <p>(5) Lomas, Tim (2018). New Ideas in Psychology. <a href="#">"The quiet virtues of sadness: A selective theoretical and interpretative appreciation of its potential contribution to wellbeing"</a>.</p> <p>(6) Lomas, Tim (2017). <a href="#">"A meditation on boredom: re-appraising its value through introspective phenomenology"</a>.</p> <p>(7) Lomas, Tim (2019). Counselling Psychology Quarterly. <a href="#">"Anger as a moral emotion: A "bird's eye" systematic review"</a>.</p>
Unconscious Bias	<p>There is an unawareness of the bias. It's expressed indirectly and operates unconsciously.</p> <p><a href="#">See also</a>: Bias, Implicit Bias</p>	<p><a href="#">Government Alliance on Race and Equity</a> – Advancing Racial Equity at CalEPA Training</p>
White Fragility	<p>A state in which even a minimum amount of racial stress becomes intolerable [for white people], triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium.</p>	<p>(1) Racial Equity Tools. <a href="#">Glossary</a>.</p> <p>(2) Robin DiAngelo, "White Fragility" (International Journal of Critical Pedagogy, 2011).</p>
White Guilt	<p>The individual or collective guilt felt by some white people for the historical and current oppressions experienced by people of color; though white guilt has been described as being a detrimental consequence of racism, experiences associated with white guilt are not comparable to the experiences of systemic oppression faced by marginalized communities.</p>	<p>Carthage College. Equity and Inclusion. <a href="#">Glossary of Working Language for Conversation</a>.</p>

Term	Definition	Sources
White Normativity	<p>The often unconscious and invisible ideas and practices that make whiteness appear natural and right. By claiming the center for whites, white normativity allows the pressing concerns of minority groups to be marginalized, even while it simultaneously acknowledges their exceptional achievements.</p>	<p>(1) Ward, J. (2008). White normativity: The cultural dimensions of Whiteness in a racially diverse LGBT organization. <i>Sociological Perspectives</i>, 51(3), 563–586.  <a href="https://doi.org/10.1525/sop.2008.51.3.563">https://doi.org/10.1525/sop.2008.51.3.563</a>  (2) Morris, M. (2016). <i>California Law Review. Standard White: Dismantling White Normativity.</i></p>
White Privilege	<p>(1) A system of unearned and unquestioned advantages, benefits, or choices bestowed on people solely because they are White or white-passing. Generally white people who experience such privilege do so without being conscious of it. It is the corollary of the disadvantages that accrue to people of color due to racism. It gives white people unrivaled access to jobs, housing, schools, and other important resources based on race. By refusing to acknowledge White Privilege, white people perpetuate the system of advantages and disadvantages given to them by this privilege.</p> <p>(2 – 6) White Privilege is a system of unearned and unquestioned advantages, benefits, or choices bestowed on people solely because they are White or white-passing. Generally white people who experience such privilege do so without being conscious of it. It gives white people unrivaled access to jobs, housing, schools, and other important resources based on race. By refusing to acknowledge White Privilege, white people perpetuate the system of advantages and disadvantages given to them by this privilege.</p> <p>The system of white privilege includes internal and external manifestations at the individual, interpersonal, cultural and institutional levels. The advantages and disadvantages of White privilege are reflected in racial/ethnic inequities in life expectancy and other health outcomes, income and wealth and other outcomes, and through differential access to opportunities and resources.</p> <p>Examples of White Privilege include:</p> <ul style="list-style-type: none"> <li>• Having a higher likelihood of receiving a housing loan;</li> <li>• Having one’s own cultural experiences positively reflected in popular culture and history books;</li> <li>• Being able to attend a prestigious university or take a well- paying job without colleagues suspecting that the university or employer took one’s race or ethnicity into account.</li> </ul>	<p>(1) Reference Unknown.  (2) Collins C (2018). What is White Privilege, Really? <i>Teaching Tolerance Magazine</i>.  (3) WK Kellogg Foundation (2009). <a href="#">Racial Equity Resource Guide</a> (see Glossary of Terms for Racial Equity Work, pg 161-172).  (4) Racial Equity Tools. <a href="#">Glossary</a>.  (5) University of Calgary – Calgary Anti- Racism Education Collective (June 2018). <a href="#">Our Glossary</a>.  (6) University of Washington – Tacoma, Diversity Resource Center (September 2015). <a href="#">Diversity &amp; Social Justice Glossary</a>.</p>

Term	Definition	Sources
White Supremacy	<p>White Supremacy describes a belief in the superiority of white, Euro-American cultural heritage (including history, arts, language, traditions, values, religion, etc.) over the cultural heritage and experiences of people of color. White Supremacy is a historically-based, institutionally-perpetuated system of exploitation and oppression of nations and peoples of color by white people for the purpose of maintaining and defending a system of wealth, power, and privilege.</p> <p>In the United States, White Supremacy was used to justify the enslavement of Black people for white economic gain and the forced relocations of tens of thousands of Native Americans as part of the Trail of Tears to facilitate white resettlement. While White Supremacy culture—and the belief that being white is “normal” or “better” compared to being non-white—is a part of many people’s everyday lives in one way or another, more explicit or violent messages about White Supremacy are promoted by extremist groups like the Ku Klux Klan, Neo-Nazis, and other hate groups.</p> <p><a href="#">Learn more:</a> BBC News. White supremacy: Are US right-wing groups on the rise?; Dismantling Racism. White Supremacy Culture; Holloway K (September 2015). 10 Insidious Ways White Supremacy Shows Up in Our Everyday Lives. Everyday Feminism.</p>	<p>(1) Gardiner WJ (March 2009), Reflections on the History of White Supremacy in the United States.</p> <p>(2) Racial Equity Tools. <a href="#">Glossary</a>.</p> <p>(3) University of Calgary – Calgary Anti- Racism Education Collective (June 2018). <a href="#">Our Glossary</a>.</p>
White Supremacy(ist) Culture	<p>White Supremacy Culture refers to the dominant, unquestioned standards of behavior and ways of functioning embodied by the vast majority of institutions in the United States. These standards may be seen as mainstream, dominant cultural practices; they have evolved from the United States’ history of white supremacy. It operates in subtle ways, by actually defining what “normal” is – and likewise, what “professional,” “effective,” or even “good” is. In turn, white culture also defines what is not good, “at risk,” or “unsustainable.”</p> <p>White Supremacist Culture values some ways of thinking, behaving, deciding, and knowing – ways that are more familiar and come more naturally to those from a white, western tradition – while devaluing or rendering invisible other ways.</p>	<p>(1) Racial Equity Tools. <a href="#">Glossary</a>.</p> <p>(2) Gita Gulati-Partee and Maggie Potapchuk, “Paying Attention to White Culture and Privilege: A Missing Link to Advancing Racial Equity” (The Foundation Review vol. 6: issue 1, 2014).</p> <p>(3) Sharon Martinas and the Challenging White Supremacy Workshop, 4th revision (1995).</p>
Whiteness	Like race, whiteness is a social construct rather than an essential characteristic or biological fact; is used as cultural property, and can be seen to provide material and/or social privilege to those who are considered white, pass as white, or are given honorary white status.	Carthage College. Equity and Inclusion. <a href="#">Glossary of Working Language for Conversation</a> .
White-Passing	<p>White-passing is when someone perceives a BIPOC (Black, Indigenous, People of Color) person as a white person. Some BIPOC people who can pass as white are viewed as having more privilege than other individuals in their community.</p> <p>Historically, people have used white-passing to avoid the stigma associated with anti-BIPOC racial discrimination and social marginalization, as well as to uplift others in their community who might not have the space to speak out.</p>	<p>(1) Fikes, R. (2014 Dec 30). BlackPast. <a href="#">The Passing of Passing: A Peculiarly American Racial Tradition Approaches Irrelevance</a>. BlackPast.org.</p> <p>(2) Candelario, C. (2020 Dec 4). Purewow.com. <a href="#">What is White-Passing?</a></p>

Term	Definition	Sources
	<a href="#">See also:</a> Passing.	
Xenophobia	Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that immigrants are inferior to the dominant group of people. Xenophobia is reflected in interpersonal, institutional, and systemic levels oppression and is a function of White supremacy.	(1) Center for the Study of Social Policy. September 2019. <a href="#">Key Equity Terms and Concepts: A Glossary for Shared Understanding</a> . (2) Cokorinos, Lee. "The Racist Roots of the Anti-Immigration Movement."