

Bias: An inclination or preference either for or against an individual or group that interferes with impartial judgment.

Bigotry: An unreasonable or irrational attachment to negative stereotypes and prejudices.

Discrimination: The denial of justice and fair treatment by both individuals and institution in many arenas, including employment, education, housing, banking and political rights. Discrimination is an action that can follow prejudicial thinking.

Diversity: Having a variety of social identities (sex, race, gender, class, religion, ability, health, ethnicity, migration history and many others) that spend time in shared spaces, communities, institutions or society.

Equity: The notion of being fair and impartial. It reflects processes and practices that both acknowledge that we live in a world where everyone has not been afforded the same resources and treatment while also working to remedy this fact. “Equity” is often conflated with the term “Equality” which means sameness and assumes, incorrectly, that we all have had equal access, treatment, and outcomes. In fact, true equity implies that an individual may need to experience or receive something different (not equal) in order to maintain fairness and access.

Ethnicity: affiliation with a group of people united or classified together on the basis of common history, nationality, or geographic distribution;

Identity: A sense of self, of who one is. In the context of diversity, the term *identity* relates to the various cultural and social group memberships used by people to define, describe, or categorize themselves or others, including race, gender, religion, ethnicity, sexual orientations, abilities, and age.

Inclusion: The notion that an organization or system is welcoming to new populations and/or identities. This new presence is not merely tolerated but expected to contribute meaningfully into the system in a positive, mutually beneficial way. Inclusive processes and practices are ones that strive to bring groups together to make decisions in collaborative, mutual, equitable ways.

Microaggressions: The everyday verbal, nonverbal, and environmental slights, snubs or insults whether intentional or unintentional which communicate hostile, derogatory, or negative messages to target persons based on their membership in historically marginalized group membership

- Microassault: Overt discrimination.
- Microinsult: Comment that communicates the demographic group is not respected.
- Microinvalidation: Comment or action that dismisses the historically disadvantaged group members.

Multicultural: Means many or multiple cultures. The United States is multicultural because its population consists of people from many different cultures.

Name-Calling: The act of using words, including labels, jokes or other expressions, to describe, demean, taunt or verbally harass a person or group of people.

National Origin: related to the country in which a person was born or from which the person's ancestors came;

Oppression: A system of disadvantage based on social identity. Oppression maintains advantages and disadvantages based on social group memberships and operates intentionally and unintentionally, on individual, institutional and cultural levels. Privilege and oppression exist when one group has something of value that is denied to others simply because of the groups they belong to, rather than because of anything they've done or failed to do.

Prejudice: Prejudging or making a decision about a person or group of people without sufficient knowledge. Prejudicial thinking is frequently based on stereotypes.

Privilege: A system of advantage based on social identity. It is the unearned social, financial, cultural, and psychological advantages that individuals receive based solely on their membership in a dominant identity group. These advantages confer social advantage over non-dominant groups, but about which its members are "meant" to remain oblivious. Akin to an invisible, weightless knapsack of special provisions readily

available to dominant group members. (Not the same as “luck” because these advantages are not assigned by chance, but by identity).

Race: a group of people united or classified together on the basis of the color of their skin, facial features, hair texture, etc.

Racism: Prejudice, discrimination, or antagonism directed against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalized. Racism impacts every single one of us, whether we recognize it or not. It is in our news, exemplified by the overcriminalization of whole groups of people; in our entertainment, demonstrated by every stereotype and movie based on a story written by history’s winners. Its ideologies have been ingrained in our society, surrounding citizens on all sides.

Personally mediated: lives in individual people as the devaluation and dehumanization of others based on race. It is usually the most recognizable kind of racism, existing in the form of stereotypes, bias, and selective exposure.

Internalized: Internalized racism is the acceptance of racist attitudes by members of a stigmatized race and the adoption of negative messages about their own abilities and values as a person.

Institutional/Systemic: Institutional racism means that social and political institutions provide unequal opportunity to people based on their race.

Scapegoating: Blaming an individual or group for something based on that person or group’s identity when, in reality, the person or group is not responsible. Prejudicial thinking and discriminatory acts can lead to scapegoating.

Social Construction: A concept or perception of something based on the collective views developed and maintained within a society or social group; a social phenomenon or convention originating within and cultivated by society or a particular social group, as opposed to existing inherently or naturally.

Socialization: The process through which we become accustomed to societal norms, i.e. rules about appropriate or acceptable social identities, beliefs and behaviors. We are bombarded by these messages even before we are born. These messages are offered by a widening social network (interpersonal, institutional, structural). Through socialization, we learn about social identity categories, such as socioeconomic status, race, assigned sex, gender, religion, health status, sexual orientation, and many other social identity categories, as well as the boundaries of human worth and value. We then use this framework to guide our behaviors, beliefs, and professional practices.

Social Justice: Social justice is the principle that every individual and group is entitled to fair and equitable rights and participation in all aspects of society. The social justice movement seeks to ensure equity and the fair distribution of advantages, including social, educational, economic, civil, and political opportunities. Its focus is to increase understanding of oppression and inequality and to take action to overcome them.