

DIVERSITY, EQUITY & INCLUSION (DEI), SOCIAL JUSTICE & RACIAL EQUITY GLOSSARY 2021

Compiled by Adrienne Luce

Contact info: luceinla.com / (310) 405-2715 / luceinla@gmail.com

Updated 2/24/21

“The dialogue around diversity, equity and inclusion is broad and still growing. Therefore, the need for a common vocabulary to avoid misunderstandings and misinterpretations. Words often have different meanings; depending on lived experiences words might hold different meanings for different people. The purpose of this glossary is to promote dialogue around equity and inclusion. This glossary is not meant to be exhaustive, since language is continuously evolving. The main goal is to provide a basic framework around this conversation.” ([University of Washington](#))

AAPI or API: “Asian Americans & Pacific Islanders” or “Asian-Pacific Americans”. This label has widespread usage across educational and political contexts and was intended to cast off the derogatory “oriental” term in the 1960s. Asian Americans and Pacific Islanders share a number of intersecting histories and issues. Still, it can be considered reductive or tough to relate to and unions and groups may prefer different terminology. ([Hive Learning](#))

ABLEISM: A system of superiority and discrimination that provides or denies resources, agency, and dignity based on one’s abilities (mental/intellectual, emotional, and/or physical.) Ableism depends on a binary, and benefits able-bodied people at the expense of disabled people. Like other forms of oppression, ableism operates on individual, institutional and cultural levels. ([Anti-Violence Project](#))

ACCENT: A distinctive manner of expression in reference to the inflection, tone, or emphasis on pronunciation that is distinctly different from the listeners, and is taken to be unique. Characterizing an individual as having a thick accent, could be defining them as “other” or “less than” and could be seen as stereotyping. ([Glossary of EQUID Terms](#))

ACCESSIBILITY: The design, development or state of physical or digital environments, resources and services that are easy to reach, enter, use, see, etc. for all users. ([Hive Learning](#))

ACCULTURATION: The process of learning and incorporating the language, values, beliefs, and behaviors that makes up a distinct culture. This concept is not to be confused with assimilation, where an individual or group may give up certain aspects of its culture in order to adapt to that of the prevailing culture. ([The National Multicultural Institute](#))

ACHIEVING RACIAL EQUITY: The condition where one’s racial identity has no influence on how one fares in society — is a fundamental element of social change across every issue area in the social sector. ([Awake to Woke to Work: Building a Race Equity Culture](#))

ACTIVIST: One who has a record of power or policy change. ([How to be an Antiracist](#))

ADA: Acronym for American Disabilities Act, federal civil rights legislation dealing with discrimination in employment, public accommodations, transportation, and telecommunications on the basis of disability. ([Glossary of EQUID Terms](#))

AFFINITY BIAS: The tendency to warm up to people who are similar to ourselves; favoring those who have things in common with us. ([LinkedIn Learning course, “Unconscious Bias with Stacey Gordon”](#))

AFFIRMATIVE ACTION: Proactive policies and procedures for remedying the effect of past discrimination and ensuring the implementation of equal employment and educational opportunities, for recruiting, hiring, training and promoting women, minorities, people with disabilities and veterans in compliance with the federal requirements

enforced by the Office of Federal Contract Compliance Programs (OFCCP). ([Society for Human Resources Management](#))

AFRICAN AMERICAN: Americans of African origin. *Black* is also acceptable. ([Glossary of EQUID Terms](#))

AGEISM: Discrimination against individuals because of their age, often based on stereotypes. ([The National Multicultural Institute](#))

AGENDER: A term to describe a person who does not have a gender. See also Transgender/Trans* ([Glossary of EQUID Terms](#))

AGNOSTICISM: The belief that one cannot know the existence of God without physical evidence. Not a religion. ([Glossary of EQUID Terms](#))

AIDS: Acronym for Acquired Immune Deficiency Syndrome. Individuals diagnosed with AIDS prefer to be identified as people with AIDS (PWAs) rather than as AIDS victims. ([Glossary of EQUID Terms](#))

ALIEN: Used to describe a foreign-born U.S. resident who is not a citizen. Those who enter legally are known as “resident aliens” and are issued “alien registration cards” or “green cards.” Those who enter illegally are classified as “illegal aliens.” These terms can be considered derogatory and should be avoided outside the legal context. These terms can be isolating and demeaning to immigrants. Use legal immigrant or legal resident instead of resident alien. Use undocumented immigrant instead of illegal alien. ([Glossary of EQUID Terms](#))

ALLY: A person who takes action against oppression out of a belief that eliminating oppression will benefit members of targeted groups and advantage groups. Allies acknowledge disadvantage and oppression of other groups than their own, take supportive action on their behalf, commit to reducing their own complicity or collusion in oppression of these groups, and invest in strengthening their own knowledge and awareness of oppression. (Center for Assessment and Policy Development / [Diversity Best Practices Glossary](#))

ALLYSHIP: Allyship is using your position of privilege to make a more inclusive workplace. ([Hive Learning](#))

ANTI-BIAS: An active commitment to challenging prejudice, stereotyping, and all forms of discrimination. ([Glossary of EQUID Terms](#))

ANTI-OPPRESSION: The process of making one’s views of the world large enough to include everyone—looking for ways to make connections among different people’s struggles and finding ways to think about how issues affect different people in different ways. It means not just not accepting ‘norms,’ ‘isms’ and oppressive dynamics, but actively working to make the invisible visible, and challenging the systems that hold them in place. Also, an anti-oppression analysis acknowledges that all forms of oppression are linked and that the best way to organize against oppression is to take into account that all oppressions are linked. ([Anti-Violence Project](#))

ANTI-RACISM: The work of actively opposing discrimination based on race by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, which is set up to counter an individual’s racist behaviors and impact. ([Time’s Up](#))

*Today, anti-racism is perhaps most closely associated with [Ibram X. Kendi](#), the founding director of [American University's anti-racist research center](#) who popularized the concept with his 2019 book "[How to be an Anti-Racist.](#)" In it, he wrote: "The only way to undo racism is to consistently identify and describe it — and then dismantle it." (Business Insider)

ANTI-SEMITISM: Hostility toward or discrimination against Jews. ([Glossary of EQUID Terms](#))

ANTIRACIST: One who is expressing the idea that racial groups are equal and none needs developing, and is supporting policy that reduces racial inequity. ([How to be an Antiracist](#))

ARAB: Any native of 22 Arab countries or one who claims ancestry of the Arab world. Not all Middle Easterners or Middle Eastern Americans are Arab. Not all Arabs are Muslim; many are Christian. Further, not all Muslims are Arab, and most live in other places including Asia, Indonesia, Africa, and North America. ([Glossary of EQUID Terms](#))

ASEXUAL: A person who does not experience sexual attraction. Being asexual does not mean that you have never or will never engage in sexual behaviors. (Remember that identity does not necessarily determine behavior.) ([Glossary of EQUID Terms](#))

ASIAN AMERICAN: Used to designate U.S. citizens of Asian origin. ([Glossary of EQUID Terms](#))

ASSIMILATE: The phenomenon that occurs when people belonging to the nondominant group understand dominant culture norms and take on their characteristics either by choice or by force. Many people of color are asked to “check their identities at the door” in professional settings to make their white peers comfortable. By doing so, many people of color find it easier to get promotions and professional opportunities, as well as to gain access to informal networks typically accessible only to whites. ([Awake to Woke to Work: Building a Race Equity Culture](#))

ASEXUAL: Refers to a person who doesn’t experience sexual attraction. ([Hive Learning](#))

ASSIMILATIONIST: One who is expressing the racist idea that a racial group is culturally or behaviorally inferior and is supporting cultural or behavioral enrichment programs to develop that racial group. ([How to be an Antiracist](#))

ASSUMPTION: Something taken for granted or accepted as true without proof. A supposition. ([Glossary of EQUID Terms](#))

ATHEISM/ATHEIST: The belief that there is no God. A person who denies the existence of God. Not a religion. ([Glossary of EQUID Terms](#))

ATTRIBUTE: The individual traits that combine to make individuals unique, like gender, hair color, and ethnicity. ([LinkedIn Learning course, “Unconscious Bias with Stacey Gordon”](#))

BAHA’I: A religion that emphasizes the spiritual unity of humankind, and the oneness of God. Baha’i believe in the equality of men and women. Founded by Mirza Husayn-’Ali Nuri, who took the name Baha’u’llah while in exile in Baghdad. ([Glossary of EQUID Terms](#))

BEHAVIORAL DIVERSITY: Behavioral Diversity relates to personal experiences that help shape our world view to be more open-minded and accepting of others who are different than us. ([Hive Learning](#))

BELONGING: The feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group or place. In order for people to feel like they belong, the environment (in this case the workplace) needs to be set up to be a diverse and inclusive place. ([SHRM](#))

BI: An attraction towards more than one gender. Bi people may also describe themselves as bisexual, pansexual, bi-curious, queer, and other non-monosexual identities. ([Hive Learning](#))

BIAS: A prejudice in favor or against something or someone when compared to another; an inclination to think one way about a group of people or individuals. ([LinkedIn Learning course, “Unconscious Bias with Stacey Gordon”](#))

BI-CULTURAL: Bicultural identity is the condition of being oneself regarding the combination of two cultures. ([Hive Learning](#))

BIGOTRY: Intolerant prejudice which glorifies one’s own group and denigrates members of other groups. ([Dismantling Racism Institute](#) / [Diversity Best Practices Glossary](#))

BINDI: Hindi name for decoration worn by some Asian women between the eyebrows. ([Glossary of EQUID Terms](#))

BIPOC: An acronym for Black, Indigenous and People of Color. The term has increased in use and awareness during 2020 after the Black Lives Matter resurgence against racism and police brutality in the wake of the George Floyd shooting. BIPOC is meant to emphasize the particular hardships faced by Black and Indigenous people in the US and Canada and is also meant to acknowledge that not all people of color face the same levels of injustice. ([Diversity Best Practices Glossary](#))

BIRTH DEFECT: Derogatory term used for disability since birth. Use congenital disability or disability since birth. ([Glossary of EQUID Terms](#))

BISEXUALITY: Romantic and/or sexual attraction to people of more than one sex and/or gender, not necessarily at the same time, not necessarily in the same way, and not necessarily to the same degree. (Ochs / [Diversity Best Practices Glossary](#))

BLACK: A broad term for all people with ethnic origins in the African continent. Less commonly this term is used to refer to all people around the world who are not of white European descent. Note that we encourage capitalising Black (when you’re talking about race) — this is consistent with usage for other ethnic groups like Asian, Arab, Latinx. In the US, the term Black or Black American is typically preferred over African-American for two reasons: it better describes folks who are many generations removed from African ancestors and don’t identify with Africa, and the term African-American has been criticised by some for being an overly politically correct alternative or even a euphemism for Black. ([Hive Learning](#))

BLIND: Use only for a person with total loss of sight. Many people who are legally blind have partial sight. Use visually impaired, partially sighted, or people with low vision in those instances, or whatever term that person prefers. ([Glossary of EQUID Terms](#))

BME or BAME: An acronym that stands for black [and Asian] & minority ethnic. Though generally accepted, as with people of color (see below), there’s been some pushback to these terms in recent years for being too reductionist and too inclusive. By reductionist we mean it reduces the nuanced and complex experiences of an individual to an overly simplistic, broad term. ([Hive Learning](#))

BRaille: A system for writing and printing for people who are visually impaired. When characters and letters are formed by raised dots felt with the fingers, not limited to English. Always capitalize. ([Glossary of EQUID Terms](#))

BRAIN INJURY: Describes a condition where there is long term or temporary disruption in brain function resulting from injury to the brain. Do not say brain damaged. ([Glossary of EQUID Terms](#))

BUDDHISM: A religion of eastern and central Asia growing out of the teaching of Gautama Buddha that suffering is inherent in life and that one can be liberated from it by mental and moral purification. ([Glossary of EQUID Terms](#))

BULLYING: Intimidating, exclusionary, threatening or hostile behavior against an individual. (Sierra Club Employee Handbook / [Diversity Best Practices Glossary](#))

BYSTANDER: A person who is present at an event or incident but does not take part. Similar to an onlooker, passerby, nonparticipant, observer, spectator. ([Diversity Best Practices Glossary](#))

BULLYING: Intimidating, exclusionary, threatening or hostile behavior against an individual. (Sierra Club Employee Handbook / [Diversity Best Practices Glossary](#) / [Diversity Best Practices Glossary](#))

BYSTANDER: A person who is present at an event or incident but does not take part. Similar to an onlooker, passerby, nonparticipant, observer, spectator. ([Diversity Best Practices Glossary](#))

CANTONESE: Dialect spoken in the Canton province of China and Hong Kong by many 19th century immigrants to the U.S. Still spoken in several Chinese American communities today. ([Glossary of EQUID Terms](#))

CASTE: *noun*

1. *Sociology.*
 - a. an endogamous and hereditary social group limited to persons of the same rank, occupation, economic position, etc., and having mores distinguishing it from other such groups.
 - b. any rigid system of social distinctions.
2. *Hinduism.* any of the social divisions into which Hindu society is traditionally divided, each caste having its own privileges and limitations, transferred by inheritance from one generation to the next; jati. Compare [class \(def. 13\)](#).
3. any class or group of society sharing common cultural features: *low caste; high caste.*
4. social position conferred upon one by a caste system: *to lose caste.*

([dictionary.com](#))

CATHOLIC: Usually refers to the Roman Catholic church, but can also refer to other Catholic Christian denominations such as the Eastern Orthodox churches. ([Glossary of EQUID Terms](#))

CAUCASIAN: Often incorrectly used as a synonym for white people. Derived from the erroneous notion that the origin of the Indo-Europeans was the Russian Caucasus Mountains. Was once used to designate one of the geographical types of human beings including people from Europe, Africa, and India, characterized by tall stature, and straight or wavy hair, etc. Loosely called the “white race” although it embraced many peoples of dark skin color. It is now generally discredited as an anthropological and scientific term. ([Glossary of EQUID Terms](#))

CHICANO/CHICANA: Derived from Mexicano. Refers to people of Mexican American origin, used by some members of the younger Mexican American generation. ([Glossary of EQUID Terms](#))

CHINESE: A person from China, or the written language of China and Taiwan. The spoken language is Mandarin. Is not a synonym for a Chinese American. ([Glossary of EQUID Terms](#))

CHRISTIANITY: Began as a breakaway sect of Judaism about 2000 years ago. The two religions share the same history up to the time of Jesus Christ. Christians believe in original sin and that Jesus died in the place of humanity to save

humans from that sin. They believe in heaven and that those who repent their sins before God will join him in heaven. ([Glossary of EQUID Terms](#))

CISGENDER OR CIS: Someone who is cis or cisgender identifies with the gender that they were assigned at birth. Typically, cis men are men who were assigned male at birth and feel that the words “man” and “male” accurately describe their gender. Likewise, cis women are typically women who were assigned female at birth and feel that the words “woman” and “female” accurately describe their gender. ([Anti-Violence Project](#))

CIVIL RIGHTS: Political, social and economic legal rights are responsibilities guaranteed by the government. The rights of personal liberty guaranteed to U.S. citizens by the 13th and 14th amendments to the Constitution and by acts of congress. The Civil Rights Movement refers to the struggles of African Americans. Do not use special rights. ([Glossary of EQUID Terms](#))

CIVIL UNION: Legal recognition of same-sex couples that provides many of the legal rights of married couples, although different from a marriage or domestic partnership. ([Glossary of EQUID Terms](#))

CLASS: A group identity usually based on economic or social status. ([Glossary of EQUID Terms](#))

CLASSISM: A hierarchical system that provides or denies resources, agency, and dignity based on one’s, or one’s perceived, socioeconomic class (poor/working class, middle/upper class, upper class, etc.). ([Anti-Violence Project](#))

CLOSETED, IN THE CLOSET: A term used to describe gender and sexual minorities who do not want to reveal their sexual orientation and/or gender identity. ([Glossary of EQUID Terms](#))

CODE SWITCHING: When a person switches between languages or dialects (codes) while speaking. Switching may occur for several reasons. The speaker may be unable to express themselves adequately in one language/dialect, the speaker may switch unconsciously when upset, tired, or excited, or the speaker may switch in order to express solidarity with a particular group. ([Glossary of EQUID Terms](#))

COGNITIVE DISABILITY: A disability that affects learning and similar brain functions. Do not use mental retardation and use specific disabilities when possible. ([Glossary of EQUID Terms](#))

COGNITIVE DIVERSITY: Cognitive diversity accounts for differences in our perspective and the way we process information. ([Hive Learning](#))

COLLUSION: When people act to perpetuate oppression or prevent others from working to eliminate oppression. Example: able-bodied people who object to strategies for making buildings accessible because of the expense. (Adams, Bell and Griffin / [Diversity Best Practices Glossary](#))

COLONIALISM: Control by individuals or groups over the territory/behavior of other individuals or groups. (Horvath) Imperialism refers to the political or economic control, either formally or informally, and creating an empire. ([Diversity Best Practices Glossary](#))

COLONIZATION: Emma LaRocque has defined colonization as a “form of invasion, dispossession and subjugation of a peoples...The result of such incursion is the dispossession of vast amounts of lands from the original inhabitants. This is often legalized after the fact...The long-term result of such massive dispossession is institutionalized inequality. The colonizer/colonized relationship is by nature an unequal one that benefits the colonizer at the expense of the colonized”. Colonization provides colonizers with political power and control, economic gain through the exploitation of peoples and resources, and social power with the dominance of colonizer cultural practices and beliefs. Colonization is an ongoing process which continues to provide political/economic/social benefits to the colonizers of lands. ([Anti-Violence Project](#))

COLORBLIND: Term used to describe personal, group, and institutional policies or practices that do not consider race or ethnicity as a determining factor. The term “colorblind” de-emphasizes or ignores race and ethnicity as a large part of one’s identity. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

COMING OUT: Abbreviated from “coming out of the closet,” meaning to reveal one’s formerly hidden sexual orientation or gender identity. Refers to the overall developmental process that gender and sexual minorities experience as they come to terms with their sexuality and/or gender identity. ([Glossary of EQUID Terms](#))

CONFUCIANISM: Founded in the 5th and 6th centuries B.C. by the philosopher Confucius, one of the Chinese traditional religions, whose followers recorded his sayings and dialogues. Confucianism, which grew out of a tumultuous time in Chinese history, stresses the relationship between individuals, their families, and social, based on “li” (proper behavior) and “jen” (sympathetic attitude). ([Glossary of EQUID Terms](#))

CONGENITAL DISABILITY: A disability since birth or born with a disability. Do not use *birth defect*. ([Glossary of EQUID Terms](#))

CONSCIOUS BIAS: In its extreme is characterized by overt negative behavior that can be expressed through physical and verbal harassment or through more subtle means such as exclusion. ([Diversity Best Practices Glossary](#))

CONFIRMATION BIAS: Seeking out evidence that confirms our initial perceptions, ignoring contrary information. ([LinkedIn Learning course, “Unconscious Bias with Stacey Gordon”](#))

COVER: An action where an individual intentionally downplays or omits disclosure of known stigmatized identity to fit in with the dominant culture. ([Hive Learning](#))

CREATIVE ABRASION: A culture and a practice where ideas are productively challenged. It’s about having heated, yet healthy, arguments to generate a portfolio of alternative ideas. ([Hive Learning](#))

CROSS-DRESSER: Person who wears clothing associated with another gender and is not indicative of sexual orientation. Not synonymous with transgender. ([Glossary of EQUID Terms](#))

CULTURAL ASSIMILATION: When an individual, family, or group gives up certain aspects of its culture in order to adapt to the dominant culture. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

CULTURAL COMPETENCE: Refers to an individual's or an organization’s knowledge and understanding of different cultures and perspectives. It’s a measure of an individual's or a workforce’s ability to work with people of different nationalities, ethnicities, languages, and religions. In short is the ability to interact effectively with people from different cultures. This ability depends on awareness of one’s own cultural worldview, knowledge of other cultural practices and worldviews, tolerant attitudes towards cultural differences, and cross-cultural skills. (Dr. Richard T. Alpert, Ph.D.) It involves knowledge, awareness and interpersonal skills that allow individuals to increase their understanding, sensitivity, appreciation and responsiveness to cultural differences and the interactions resulting from them. It is a process of learning that leads to the ability of an organization and/or employees to collaborate in a diverse work environment by effectively responding to the challenges and opportunities posed by the presence of social cultural diversity. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

CULTURE: The patterns of daily life learned consciously and unconsciously by a group of people. These patterns can be seen in language, governing practices, arts, customs, food, religion, holiday celebrations, dating, clothing, and more. ([Glossary of EQUID Terms](#))

CULTURE FIT: Individual attitudes, values, behaviors, and beliefs being in line with the core values and culture of an organization. ([Hive Learning](#))

CULTURAL INTELLIGENCE (CQ): The capability to adapt, relate and work effectively across cultures. People with high CQ are not experts in every kind of culture. Instead they have the skills to go into new environments with confidence, and to make informed judgments based on observations and evidence as opposed to stereotypes and biases. They recognize shared influences among particular groups. Developing CQ allows one to be attuned to the values, beliefs and attitudes of people from different cultures and to respond with informed empathy and real understanding. (Cultural Intelligence by Christopher Earley and Soon Ang / [Diversity Best Practices Glossary](#))

CULTURAL MYOPIA: The belief that one's particular culture is appropriate to all situations and relevant to all other individuals. ([Glossary of EQUID Terms](#))

CULTURAL SENSITIVITY: Being aware that cultural differences and similarities between people exist without assigning them a value. (Southeastern University) Cultural sensitivity skills can ensure the ability to work effectively alongside people with different cultural attitudes and behaviors. ([Diversity Best Practices Glossary](#))

CULTURAL PLURALISM: Recognition of the contribution of each group to a common civilization. It encourages the maintenance and development of different life styles, languages and convictions. It strives to create the conditions of harmony and respect within a culturally diverse society. (Institute for Democratic Renewal and Project Change / [Diversity Best Practices Glossary](#))

CULTURE: A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors and styles of communication. (Institute for Democratic Renewal and Project Change / [Diversity Best Practices Glossary](#))

DEAF: Used to describe a person with total or profound hearing loss. Many only have mild or partial loss of hearing. Use *person with hearing loss*, *partially deaf*, or *hearing impaired*. Do not use deaf-dumb or deaf-mute. ([Glossary of EQUID Terms](#))

DEI: An acronym that stands for diversity, equity, and inclusion. ([Hive Learning](#))

DENIAL: The refusal to acknowledge the societal privileges that are granted or denied based on an individual's identity components. 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 of privileges based on ethnicity or race are ignored. (Institute for Democratic Renewal and Project Change / [Diversity Best Practices Glossary](#))

DECOLONIZE: The active unlearning of values, beliefs and behaviours that have caused physical, emotional, spiritual or mental harm to the people or the land through colonization. These values and behaviours emerged out of the Colonial Process in Canada, and became normalized through settler society. In western culture people are targeted for gender-based violence based on intersections of vulnerabilities and identities. Some of these ideas include: the absence of the sacred, perfectionism, power hoarding, either/or thinking, the scarcity model — all ideas that emerged out of the colonial process. ([Anti-Violence Project](#))

DEROGATORY TERM: Offensive words or phrases that should be avoided. ([Glossary of EQUID Terms](#))

DEVELOPMENTAL DISABILITY: Federal, local, and legal definitions vary, but the term can include conditions such as autism and epilepsy. Use specific terms when possible. ([Glossary of EQUID Terms](#))

DISABILITY: Physical or mental impairment, the perception of a physical or mental impairment, or a history of having had a physical or mental impairment that substantially limits one or more major life activities. (The Department of Justice) Replaces the term Handicap or The Handicapped, which do not reflect the individuality, equality or dignity of people with disabilities. ([Diversity Best Practices Glossary](#))

DISADVANTAGED: A historically oppressed group having less than sufficient resources to meet basic needs or a lack of access to the full benefits of economic, social, and political opportunity. ([Glossary of EQUID Terms](#))

DISCRIMINATION: Unfavorable or unfair treatment towards an individual or group based on their race, ethnicity, color, national origin or ancestry, religion, socioeconomic status, education, sex, marital status, parental status, veteran's status, political affiliation, language, age, gender, physical or mental abilities, sexual orientation or gender identity. (Sierra Club Employment Policy, Employee Handbook / [Diversity Best Practices Glossary](#))

DIASPORA: A scattered population which originated from a different geographical area. ([Hive Learning](#))

DIVERSITY: The demographic mix of a specific collection of people, taking into account elements of human difference, but focusing particularly on race and ethnicity, LGBTQ populations, people with disabilities and women. ([D5 Coalition](#))

DIVERSITY AS INCLUSION: Human capital is the greatest asset of an organization and key to its effectiveness. Diversity is an organizational asset because differences enhance work practices by redefining markets, products, and strategies. A healthy, diverse workplace also listens to the needs of its constituents and does not view diversity as merely a public relations or marketing strategy. ([Glossary of EQUID Terms](#))

DIVERSITY AS REPRESENTATION: Having representation of diverse groups (particularly race and gender) in the workforce promotes equal opportunity recruitment and compliance with federal Equal Employment Opportunity requirements. ([Glossary of EQUID Terms](#))

DIVERSITY AS SOCIAL JUSTICE: Eliminating oppression or the ways in which inequitable practices of power is used. Eradicating the “-isms” or destructive beliefs and attitudes that are based solely on group identity. ([Glossary of EQUID Terms](#))

DIVERSITY COMPETENCE: The capacity to function effectively with differences and to successfully utilize a diverse workforce. ([Glossary of EQUID Terms](#))

DOMESTIC PARTNER: Unmarried same-sex partners who share living quarters. Not the same as marriages or civil unions. ([Glossary of EQUID Terms](#))

DOMINANT: A group having power or control over key aspects of a culture or a political system. Members of the dominant group derive benefits and privilege from the formal and informal societal structures, process, and practices. Not synonymous with “majority” as a majority refers to numbers and not power dynamics. Dominant groups view themselves as superior, ideal, or model people and view others as flawed, inferior, or less than themselves. ([Glossary of EQUID Terms](#))

DOMINANT CULTURE: Organizational culture that is heavily influenced by the leadership, management, and organizational development as defined by white men and women. ([Awake to Woke to Work: Building a Race Equity Culture](#))

DRAG QUEEN: A man who dresses in what is considered traditional women's clothing for show, often in order to perform for others. ([Glossary of EQUID Terms](#))

DRED SCOTT DECISION: A ruling by Supreme Court Chief Justice Taney in 1857 which helped institutionalized racism by defining black slaves. Freed men and women as having no right as humans. ([Glossary of EQUID Terms](#))

DWARF: A person whose limbs and features are often proportioned differently when compared to the average human anatomy. Derogatory term for a person of short stature. Derived from dwarfism, a medical term. Use *Little Person* or *Person of Short Stature*. ([Glossary of EQUID Terms](#))

EEOC: Acronym for Equal Employment Opportunity Commission, a federal agency that enforces civil rights laws. ([Glossary of EQUID Terms](#))

EQUAL EMPLOYMENT OPPORTUNITY - (EEO): Title VII of the Civil Rights Act of 1964 prohibit discrimination in any aspect of employment based on an individual's race, color, religion, sex, or national origin. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

EQUALITY: Evenly distributed access to resources and opportunity necessary for a safe and healthy life; uniform distribution of access to ensure fairness. (Kranich / [Diversity Best Practices Glossary](#))

EQUITY: The promotion of justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the underlying or root causes of outcome disparities within our society. ([D5 Coalition](#))

EQUITY VS. EQUALITY: Equity involves trying to understand and give people what they need to enjoy full, healthy lives. Equality, in contrast, aims to ensure that everyone gets the same things in order to enjoy full, healthy lives. Like equity, equality aims to promote fairness and justice, but it can only work if everyone starts from the same place and needs the same things. ([The Annie E. Casey Foundation](#))

EMIGRANT: Person who leaves their country of origin to reside in a foreign country. ([Glossary of EQUID Terms](#))

EMOTIONAL TAX: The combination of being on guard to protect against bias and feeling different from peers at work because of gender, race, and/or ethnicity and the associated effects on health, well-being, and ability to thrive at work. It particularly affects BIPOC employees. (Catalyst / [Diversity Best Practices Glossary](#))

EMPOWERMENT: When target group members refuse to accept the dominant ideology and take actions to redistribute social power more equitably. (Adams, Bell and Griffin / [Diversity Best Practices Glossary](#))

ENVIRONMENTAL EQUITY: Measures the amelioration of the myriad inequities and disproportionate impacts that groups in society have faced, especially in the realm of environmental protection and access to nature and the environmental goods that aren't equally shared. ([Diversity Best Practices Glossary](#))

ESKIMOS: People inhabiting the arctic coastal regions of North America and parts of Greenland and northeast Siberia. Generally considered Native American People in Alaska and Canada. Appropriate for Inupiat Eskimos or Yupik Eskimos. Not relevant for Aleutians or Inuits. ([Glossary of EQUID Terms](#))

ESL - (E)nglish as a (S)econd (L)anguage. A term used to describe language learning programs in the United States for individuals for whom English is not their first or native language. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

ESSENTIALISM - the practice of categorizing an entire group based on assumptions about what constitutes the "essence" of that group. Essentialism prevents individuals from remaining open to individual differences within groups. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

ETHNIC GROUPS: The fact or state of belonging to a social group that has a shared cultural tradition. ([Hive Learning](#))

ETHNICITY: A social construct which divides people into smaller social groups based on characteristics such as values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base. (Adams, Bell and Griffin / [Diversity Best Practices Glossary](#))

ETHNOCENTRISM: The practice of using a particular ethnic group as a frame of reference, basis of judgment, or standard criteria from which to view the world. Ethnocentrism favors one ethnic group's cultural norms and excludes the realities and experiences of other ethnic groups. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

EUROCENTRISM: The practice of using Europe and European culture as a frame of reference or standard criteria from which to view the world. Eurocentrism favors European cultural norms and excludes the realities and experiences of other cultural groups. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

FEMALE: Biological adjectives that refers to humans, animals plants etc., but can tend to be dehumanizing when inappropriately used as a synonym for woman or women. ([Glossary of EQUID Terms](#))

FEMINIST/FEMINISM: A social movement advocating equal rights and opportunity based on the belief that women are equal to men. The term is often applied in a derogatory way to people who support this belief. Has many subsets, such as intersectional feminism and radical feminism. Though feminist movements have often focused solely on gender and sex, they can also include other types of identities, such as race, class, and ability. ([Glossary of EQUID Terms](#))

FEMME: Femme is a term used in LGBT community to describe someone who expresses themselves in a typically feminine way. ([Hive Learning](#))

FILIPINO: Person from the Philippines. ([Glossary of EQUID Terms](#))

FIRST NATIONS PEOPLE: Individuals who identify as those who were the first people to live on the Western Hemisphere continent; people also identified as Native Americans. ([Villanova School of Business DEI](#))

FTM: Acronym for female to male. Describes a transgender person, designated female at birth, who identifies as a man. ([Glossary of EQUID Terms](#))

FUNDAMENTALISM/FUNDAMENTALIST: A movement or point of view, usually religious, characterized by a return to fundamental principles, by rigid adherence to those principles, and often by intolerance of other views. ([Glossary of EQUID Terms](#))

GASLIGHTING: 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, often evoking in them cognitive dissonance and other changes, including low self-esteem. ([Diversity Best Practices Glossary](#))

GAY: People of the same sex who are attracted sexually and emotionally to each other. More commonly utilized to describe male attraction to other males. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

GAY MARRIAGE: Marriage for same-sex couples. Same-sex marriage is more appropriate. ([Glossary of EQUID Terms](#))

GENDER: The socially constructed ideas about behavior, actions, and roles a particular sex performs. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

GENDER-BASED VIOLENCE: Violence rooted in gender-based oppression and power inequalities based on gender identity, perceived gender identity and/or gender expression, such as sexism, cissexism, misogyny, and transmisogyny. Any act of interpersonal, institutional or systemic act of violence (physical, sexual, economic, emotional, spiritual, social) that devalues and/or reinforces expected entitlement to women, girls, and trans, Two-Spirit, genderqueer, non-binary, and gender non-conforming bodies and lives. ([Anti-Violence Project](#))

GENDER BINARY: The disproven concept that there are only two genders, man and woman, and that everyone must be one or the other. Also implies that gender is biologically determined. ([Villanova Business School DEI](#))

GENDER DYSPHORIA: Gender dysphoria often occurs in transgender or genderqueer people. Gender dysphoria is often used to describe when a person feels uncomfortable identifying as the gender they were born with, and feeling distress with their gender identity. ([Hive Learning](#))

GENDER EXPRESSION: How a person chooses to outwardly express their gender, within the context of societal expectations of gender. A person who does not conform to societal expectations of gender may not, however, identify as trans. ([Hive Learning](#))

GENDER IDENTITY: The sense of “being” male, female, genderqueer, agender, etc. For some people, gender identity is in accord with physical anatomy. For transgender people, gender identity may differ from physical anatomy or expected social roles. It is important to note that gender identity, biological sex, and sexual orientation are separate and that you cannot assume how someone identifies in one category based on how they identify in another category. ([Anti-Violence Project](#))

GENDER-NEUTRAL TERMS: Terms, such as pronouns, that do not designate the gender of the subject. In general use gender neutral terms (e.g. “police officer,” not “policeman”) when possible. ([Glossary of EQUID Terms](#))

GENDER NORMS: Refers to the different roles that women and men, and non-binary/gendernonconforming people play in society. The behavioral, cultural, and psychological traits typically associated with one’s biological sex. Usually refers to those aspects of life that are shaped by social forces or to the meaning that society gives to biological differences. ([Glossary of EQUID Terms](#))

GENDER EXPANSIVE (GENDER NON-CONFIRMING): Used to describe those who view their gender identity as one of many possible genders beyond strictly man or woman. These individuals have expanded notions of gender expression and identity beyond what is perceived as the expected gender norms for their society or context. Some gender-expansive individuals identify as a man or a woman, some identify as neither, and others identify as a mix of both. ([PFLAG / Diversity Best Practices Glossary](#))

GENDER EXPRESSION: Describes how gender identity is expressed, through external characteristics and behavior that are socially defined as feminine or masculine, regardless of sexual orientation. ([Glossary of EQUID Terms](#))

GENDERFLUID: Gender identity that is mutable (liable to change) or that that is not fixed/static. ([Anti-Violence Project](#))

GENDER IDENTITY: Gender identity is personal: it’s how we see and define ourselves. ([Hive Learning](#))

GENDER-NEUTRAL: Used to denote a unisex or all-gender inclusive space, language, etc. Examples: a gender-neutral bathroom is a bathroom open to people of any gender identity and expression; gender-neutral job descriptions are used to attract qualified, diverse candidates. ([Diversity Best Practices Glossary](#))

GENDER-NEUTRAL PRONOUNS: Pronouns that do not designate gender. Singular “they/them” is considered grammatically correct and should be the default pronouns used until a person expresses their preferred pronouns. Other examples include “xe/xem” (pronounced zee/zem). ([Glossary of EQUID Terms](#))

GENDER NON-CONFORMING: Gender that does not adhere to gender expectations within the binary model. ([Anti-Violence Project](#))

GENDER PRIVILEGE: Gender privilege usually refers to male privilege, meaning a set of privileges granted to men on the basis of their gender. ([Hive Learning](#))

GENDERQUEER: A term which refers to individuals or groups who “queer” or problematize the hegemonic notions of sex, gender and desire in a given society. Genderqueer people possess identities which fall outside of the widely accepted sexual binary (i.e. “men” and “women”). Genderqueer may also refer to people who identify as both transgendered AND queer, i.e. individuals who challenge both gender and sexuality regimes and see gender identity and sexual orientation as overlapping and interconnected. ([Anti-Violence Project](#))

GENOCIDE: The systematic and planned extermination of an entire national, racial, political or ethnic group. ([Glossary of EQUID Terms](#))

GHETTO: An area or section of the city where groups live based on class, race, ethnicity, or religion, and can be derogatory when used by someone outside of the community. Often offensively used to refer to predominantly black neighborhoods. Do not use ghetto when describing a particular area; use the name of the neighborhood. Similarly pejorative terms include sketchy or ratchet. ([Glossary of EQUID Terms](#))

GLASS CEILING: Term for the maximum position and/or salary women and other underrepresented persons are allowed to reach without any chance of further promotion or advancement. ([Glossary of EQUID Terms](#))

GLOBAL ENVIRONMENTAL RACISM: Race is a potent factor in sorting people into their physical environment and explaining social inequality, political exploitation, social isolation, and quality of life. Racism influences land use, industrial facility siting, housing patterns, infrastructure development, and “who gets what, when, where, and how much.” Environmental racism refers to any policy, practice, or directive that differentially affects or disadvantages (whether intended or unintended) individuals, groups, or communities based on race or color. ([Second National People of Color Environmental Leadership Summit / Diversity Best Practices Glossary](#))

GROUPTHINK: When the desire for harmony or conformity in the group results in incorrect decision-making. ([LinkedIn Learning course, “Unconscious Bias with Stacey Gordon”](#))

GROUP IDENTITY: A category of differences that describes a set of common physical traits, characteristics, or attributes. Everyone has multiple group identities including, age, ability, class, education level, ethnicity, gender, nationality, race, language, religion, and sexual orientation. In organizations and society, the extent to which one is aware of the meaning and impact of these identities is key to understanding the impact of diversity and changing the status quo. ([Glossary of EQUID Terms](#))

GSD: Acronym for Gender and Sexual Diversity. ([Hive Learning](#))

GENDER BINARY: The most common classification system used in our society to categorize sex and gender. The model asserts a binary in that there are two distinct and opposite labels (female/male), qualifiers (vagina/penis), and behavioural expectations (e.g., caretaker/provider, emotional/rational). ([Anti-Violence Project](#))

HANDICAPPED: Although not derogatory, “disabled” or “differently-abled” are preferred. ([Glossary of EQUID Terms](#))

HALO EFFECT: The tendency to think everything about a person is good because our first impression of them was good. ([LinkedIn Learning course, “Unconscious Bias with Stacey Gordon”](#))

HARASSMENT: Unwelcome, intimidating, exclusionary, threatening or hostile behavior against an individual that is based on a category protected by law. (Sierra Club Employee Handbook / [Diversity Best Practices Glossary](#))

HATE CRIME: An act by any person or group against the person or property of another which constitutes an expression of hostility because of race, religion, sexual orientation, national origin, disability, gender, or ethnicity. ([Glossary of EQUID Terms](#))

HBCU: Acronym for Historically Black Colleges and Universities. Established to provide higher education to African Americans during a time in U.S. history when access was limited. ([Glossary of EQUID Terms](#))

HEPEATING: A situation where a man appropriates or repeats a woman’s comments or ideas and then is praised for them being his own. ([Hive Learning](#))

HERMAPHRODITE: A medical term for an entity with both male and female reproductive organs. A derogatory term for an intersex person. ([Glossary of EQUID Terms](#))

HETERONORMATIVE: A worldview which frames heterosexuality as the standard sexuality. This is created through repetitive representations of heterosexuality and heterosexual relationships in our society. An example of heteronormativity is the assumption that people are heterosexual unless they “come out”. Another example is how non-heterosexual relationships are expected to be similar to traditional “heterosexual” relationships (i.e., labeling one partner as the “man” of the relationship, expecting couples to want marriage/children, etc). ([Anti-Violence Project](#))

HETEROPATRIARCHY: A colonial construct and concept that defines both masculinity and femininity in narrow and limiting ways in order to maintain a binary distinction between male and female, dominant and subordinate. It operates from the assertion that the earth is inherently female and is therefore seen as inherently subservient/available to be consumed and utilized. Heteropatriarchy serves to naturalize all other social hierarchies, such as white supremacy and settler colonialism. When colonists first came to this land they saw the necessity of instilling patriarchy in Native communities because they realized that indigenous peoples would not accept colonial domination if their own indigenous societies were not structured on the basis of social hierarchy. ([Anti-Violence Project](#))

HETEROSEXISM: Social structures and practices which serve to elevate and enforce heterosexuality while subordinating or suppressing other forms of sexuality. (University of Maryland / [Diversity Best Practices Glossary](#))

HETEROSEXUAL/STRAIGHT: A person who is sexually attracted to people of the opposite sex. Also referred to as straight. ([Hive Learning](#))

HINDI: Official language of India. Not synonymous with Hindu, an adherent of Hinduism. ([Glossary of EQUID Terms](#))

HINDUISM: The dominant religion in India emphasizing dharma, basic principles of cosmic or individual existence within nature, with its resulting ritual, social observances, mystic contemplations, and ascetic practices. ([Glossary of EQUID Terms](#))

HISPANIC: The U.S. Census Bureau defines Hispanic as people who classified themselves as Spanish, Hispanic, or Latino categories, which also included the subgroups Mexican, Mexican American, Chicano, Puerto Rican or Cuban. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

HIV/AIDS: Acronym for Human Immunodeficiency Virus, a retrovirus identified as the main cause of AIDS. *HIV virus* is redundant. Do not use *HIV-infected*. ([Glossary of EQUID Terms](#))

HOMOANTAGONISM: Active hostility or opposition towards people whose sexuality is not heteronormative. This is often based on the assumption that monogamous relationships between one man and one woman is the traditional, superior, and only legitimate form of sexuality. The language has shifted from the use of “phobia” (as in homophobia), to the use of antagonism to better encompass the violence that is perpetrated. ([Anti-Violence Project](#))

HOMOPHOBIA: A fear of individuals who are not heterosexual. Often results in hostile, offensive, or discriminatory action against a person because they are gay, lesbian, bisexual, transgendered, queer identified, or because they are perceived to be. These actions may be verbal or physical and can include insulting or degrading comments; taunts or ‘jokes’; and excluding or refusing to cooperate with others because of their sexuality. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

HOMOSEXUAL: Refers to a person who is sexually attracted to people of the same sex. Also see Gay, Lesbian, Bi. ([Hive Learning](#))

HORIZONTAL HOSTILITY: The act of oppressed groups policing their own community’s actions, appearances, and beliefs to uphold mainstream ideologies. For example, traditionally masculine gay men who are contemptible of effeminate gay men. Similar to *respectability politics*. ([Glossary of EQUID Terms](#))

HSI: Acronym for Hispanic Serving Institution, a term created by the federal government. HSI’s must have at least 25% Latinos, half of which are low income. Universities that earn this classification become eligible for additional funding. ([Glossary of EQUID Terms](#))

HUMAN RIGHTS: The basic rights and freedoms to which all humans are entitled, often held to include the right to life and liberty, freedom of thought and expression, and equality before the law. (The American Heritage Dictionary of the English Language / [Diversity Best Practices Glossary](#))

IDENTITY-FIRST LANGUAGE: Many people with disabilities embrace Identity-First Language, which positions disability as an identity category. In identity-first Language, the identifying word comes first in the sentence and highlights the person’s embrace of their identity. (PWD Australia) In recent years, many self-advocates (particularly in the autism community) have expressed preference for identity-first language such as “autistic,” “autistic person,” or “autistic individual” comparing this phrasing to the way we refer to “Muslim” or “African American” or “LGBTQ” individuals. (University of Kansas Department of Special Education, [AutisticAdvocacy.org](#) / [Diversity Best Practices Glossary](#))

IDENTITY GROUP: A particular group, culture, or community with which an individual identifies or shares a sense of belonging. Individual agency is crucial for identity development; no person should be pressured to identify with any existing group, but instead the freedom to self-identify on their own terms. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

IMPLICIT BIAS: Implicit biases are negative associations that people unknowingly hold. They are expressed automatically and without conscious awareness. Many studies have indicated that implicit biases affect individuals’

attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Implicit biases may be held by an individual, group, or institution and can have negative or positive consequences. ([Diversity Best Practices Glossary](#))

IMPOSTER SYNDROME: A psychological pattern in which an individual doubts their accomplishments and has a persistent internalized fear of being exposed as a “fraud”. ([Hive Learning](#))

IMMIGRANT: Person who resides in a nation, country, or region, other than of their origin. ([Glossary of EQUID Terms](#))

INCLUSION: Inclusion is the action or state of including or of being included within a group or structure. More than simply diversity and numerical representation, inclusion involves authentic and empowered participation and a true sense of belonging. ([The Annie E. Casey Foundation](#))

INCLUSIVE LANGUAGE: Words or phrases that include all potential audiences from any identity group. Inclusive language does not assume or connote the absence of any group. An example of gender inclusive language is using “police officers” instead of “policemen”. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

INCLUSIVE LEADER: A form of leadership that intentionally welcomes and incorporates the contributions of all stakeholders within an organization to encourage teams to voice different perspectives, discuss differences of opinion, and inform the overall business strategy. ([Hive Learning](#))

INDIAN/EAST INDIAN: Accurately defined as one who originates from the Indian continent or East Indies. Use Indian American if referring to someone born in the U.S. of Eastern Indian descent. The term has inaccurately been applied to Native people who inhabited North America before it became the United States; the preferred term for that group is American Indian. ([Glossary of EQUID Terms](#))

INDIGENOUS: Originating from a culture with ancient ties to the land in which a group resides. (University of Maryland / [Diversity Best Practices Glossary](#))

INDIVIDUAL RACISM: The beliefs, attitudes, and actions of individuals that support or perpetuate racism; can occur at both a conscious and unconscious level, and can be active or passive. Examples include telling a racist joke, using a racial epithet, or believing in the inherent superiority of Whites. (Adams, Bell and Griffin / [Diversity Best Practices Glossary](#))

IN-GROUP BIAS: The tendency to respond more positively to people from our in-groups than we do to people from our outgroups. ([Hive Learning](#))

INSTITUTIONAL RACISM: Institutional racism is racial inequity within institutions and systems of power, such as places of employment, government agencies and social services. It can take the form of unfair policies and practices, discriminatory treatment and inequitable opportunities and outcomes. A school system that concentrates people of color in the most overcrowded and under-resourced schools with the least qualified teachers compared to the educational opportunities of white students is an example of institutional racism. ([The Annie E. Casey Foundation](#))

INTEGRATION: The bringing of different racial or ethnic groups into free and equal association. ([Glossary of EQUID Terms](#))

INTENT VS. IMPACT: This distinction is an integral part of inclusive environments; intent is what a person meant to do and impact is the effect it had on someone else. Regardless of intent, it is imperative to recognize how behaviors, language, actions, etc. affect or influence other people. An examination of what was said or done and how it was

received is the focus, not necessarily what was intended. (Workforce Diversity Network / [Diversity Best Practices Glossary](#))

INTERNALIZED RACISM: Internalized racism describes the private racial beliefs held by and within individuals. The way we absorb social messages about race and adopt them as personal beliefs, biases and prejudices are all within the realm of internalized racism. For people of color, internalized oppression can involve believing in negative messages about oneself or one's racial group. For white people, internalized privilege can involve feeling a sense of superiority and entitlement, or holding negative beliefs about people of color. ([The Annie E. Casey Foundation](#))

INTERPERSONAL RACISM: Interpersonal racism is how our private beliefs about race become public when we interact with others. When we act upon our prejudices or unconscious bias — whether intentionally, visibly, verbally or not — we engage in interpersonal racism. Interpersonal racism also can be willful and overt, taking the form of bigotry, hate speech or racial violence. ([The Annie E. Casey Foundation](#))

INTERSECTIONALITY: A concept used to describe the ways in which different kinds of oppression (racism, sexism, homoantagonism, transantagonism, ableism, classism, etc.) are interconnected and cannot be examined separately from one another. For example: two people who have a disability or are differently abled (one intersection) may come from different class backgrounds (another intersection). One person may be working class, while the other comes from the middle class. The way that disability affects their lives would be vastly different because of their relationship with the class system that they come from (access to money, education, resources, therapy, etc.). Inversely, that disability can affect their relationship to class (ability to find work, finding educational institutions that can accommodate their abilities, etc.). Other intersections such as race, gender, citizenship, and many others directly affect these relationships and understandings of oppression. For example: women do not all experience sexism in the same way. Their/our race, class, ability, citizenship status, body. ([Anti-Violence Project](#))

INTERSECTIONALITY (Definition #2): Coined by legal scholar Kimberlé Crenshaw in 1989, this concept describes the ways in which multiple identities intersect and cannot be disentangled. It also posits that oppressive institutions, such as sexism and racism, work in tandem; as such, these forces should be analyzed together. A classic example of intersectionality is the combined effects of racism and sexism on black women. In the mid-19th century when women and black people were vying for the right to vote, black women faced a unique struggle: they would have to wait for both groups to receive suffrage before they could use that right. A more timely example is the gender/racial wage gap: while white women on average make less than white men (78% of white men's earnings in 2013), Hispanic men earn less than white women (67.2%), and Hispanic women even less than black men (54%). ([Glossary of EQUID Terms](#))

INTERSEX: "Intersex" is a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that is outside the medical system's binary classification of 'female' or 'male'. For example, a person may be born with a noticeably large clitoris, or not having a vaginal opening, or a notably small penis, or with a scrotum that is divided so that it has formed more like labia. Or a person may be born with mosaic genetics, so that some of their cells have XX chromosomes and some of them have XY, or may be born with XXY chromosomes. Intersex is a socially constructed category that reflects real biological variation. Physical attributes considered markers of 'sex' — e.g., breasts, penises, clitorises, scrotums, labia, gonads, and sex chromosomes — all naturally vary, but in the dominant culture sex categories have been simplified into male and female, and people with intersex conditions subjected to shame, secrecy, and unwanted genital surgeries or hormonal treatments aimed at making bodies fit into a sex binary. ([Anti-Violence Project](#))

INVISIBLE DISABILITY (HIDDEN DISABILITY): An umbrella term that captures a whole spectrum of hidden disabilities or challenges that are primarily neurological in nature. Invisible disability, or hidden disability, are defined as disabilities that are not immediately apparent. ([Diversity Best Practices Glossary](#))

ISLAM: Religion founded by the prophet Muhammed who is believed to be the last in a long line of holy prophets, preceded by Adam, Abraham, Moses and Jesus. Being devoted to the Koran, followers worship Allah. They respect the earlier prophets but regard the concept of the divinity of Jesus as blasphemous. There are two main divisions: the Sunnis and the Shiite. They are divided over the succession after the prophet. The Shi'a believe the prophet explicitly appointed Imam Ali as his successor. The Sunnis do not believe that Ali was appointed; rather, they adhere to the orthodox tradition and acknowledge the first four caliphs are rightful successors. Islam is the religion, while Muslim refers to an adherent of Islam. ([Glossary of EQUID Terms](#))

JIHAD: Arabic word for struggle or striving. It can refer to internal as well as external efforts to be a good Muslims or believer, as well as working to inform people about the faith of Islam. Jihad does not refer to violence and is not a declaration of war against other religions. ([Glossary of EQUID Terms](#))

JUDAISM/JEWISH/JEW: Founded 2000 B.C. by Abraham, Isaac and Jacob, espouses belief in a monotheistic God who leads his people by speaking through prophets. His word is revealed in the Torah (Old Testament). They believe that a messiah will eventually bring the world to a state of paradise. The term Jew can be both religious and ethnic. Jews can be of any race or nationality. ([Glossary of EQUID Terms](#))

LATIN AMERICA: Includes all countries in North and South America that are primarily Spanish and Portuguese speaking. ([Glossary of EQUID Terms](#))

LATINO/A: Individual living in the United States originating from, or having a heritage relating to Latin America. (University of Maryland / [Diversity Best Practices Glossary](#))

LATINX: A gender-neutral or nonbinary alternative to Latino or Latina. Lesbian - a woman whose primary sexual attraction is to other women. (UC Berkeley Gender Equity Resource Center / [Diversity Best Practices Glossary](#))

LESBIAN: Refers to a woman who is attracted to women. NB: some women define themselves as gay rather than lesbian. ([Hive Learning](#))

LEVERAGING DIVERSITY: Making use of the different perspectives, experiences, and abilities that people bring to the workplace to enhance organizational effectiveness and performance. ([Glossary of EQUID Terms](#))

LGBTQ (QIA): Acronym for “Lesbian Gay Bisexual Transgender Queer (Questioning Intersex Allies).” The description of the movement expanded from gay and lesbian to LGBTQ and some include questioning, intersex, allies, same-gender-loving, asexual, pansexual, and polyamorous. (Queers United Activists / [Diversity Best Practices Glossary](#))

LIFESTYLE: Incorrectly used as a synonym for sexual minorities (i.e. the notion that not being straight is a “lifestyle choice”). ([Glossary of EQUID Terms](#))

MACHO: The Spanish word for male. It is often used in Latino and Latin American cultures to mean sexist. ([Glossary of EQUID Terms](#))

MANDARIN: Official language of China and Taiwan, not a dialect. Refers to spoken language only. Written language is Chinese. ([Glossary of EQUID Terms](#))

MANSPLAIN: Mansplain is a combination of two words – “man” and “explain”. Mansplaining refers to a man explaining something to someone, typically a woman, in a manner regarded as condescending or patronizing. ([Hive Learning](#))

MARGINALIZATION: The placement of minority groups and cultures outside mainstream society. All that varies from the norm of the dominant culture is devalued and at times perceived as deviant and regressive. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

MBE: Acronym for Minority Business Enterprise. MBE certification allows companies to compete for certain businesses. ([Glossary of EQUID Terms](#))

MICRO ADVANTAGES: Micro Advantages are facial expressions, gestures, tone of voice and choice of words that are even more subtle than micro-affirmations, but equally as important in making a person feel appreciated and valued. ([Hive Learning](#))

MICRO AFFIRMATIONS: Micro Affirmations are subtle acknowledgments of a person's importance and accomplishments, which creates a feeling of being valued and a sense of belonging. ([Hive Learning](#))

MICROAGGRESSIONS: Brief everyday exchanges that send denigrating messages to certain individuals because of their group membership. ([How to be an Antiracist](#))

MICROAGGRESSIONS (Definition #2): The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. In many cases, these hidden messages may invalidate the group identity or experiential reality of target persons, demean them on a personal or group level, communicate they are lesser human beings, suggest they do not belong with the majority group, threaten and intimidate, or relegate them to inferior status and treatment. Microaggressions are rooted in ideologies such as racism, classism, sexism, cissexism, ableism, ageism, heterosexism, colonialism, as well as other discriminatory belief systems. ([Anti-Violence Project](#))

MICRO-INEQUITY: Subtle, often unconscious, messages and behavior that devalue, discourage and impair workplace performance. It can appear as individuals who are overlooked, singled out or ignored and is based on characteristics such as race, gender, ability, etc. Micro-inequities can be conveyed through facial expressions, gestures, tone of voice/choice of words. The term was coined in 1973 by MIT professor Mary Rowe. (Maryville.edu / [Diversity Best Practices Glossary](#))

MICROINSULTS: Communications that subtly exclude, negate or nullify the thoughts, feelings or experiential reality of a marginalized individual. (Diversity in the Classroom, UCLA Diversity & Faculty Development / [Diversity Best Practices Glossary](#))

MICROINVALIDATIONS: Verbal and nonverbal communications that subtly convey rudeness and insensitivity and demean a person's racial heritage or identity. (Diversity in the Classroom, UCLA Diversity & Faculty Development / [Diversity Best Practices Glossary](#))

MIGRANT: A person who migrates. Frequently refers to farm laborers who move often to different locations to harvest seasonal crops. Not a synonym for immigrant or emigrant. ([Glossary of EQUID Terms](#))

MINORITY: Segment of the population not in the majority based on certain characteristics and is often subject to differential treatment. ([Glossary of EQUID Terms](#))

MISCEGENATION: Term referring to sexual relations between women and men of different races that produce multiracial children. Can also refer to interracial marriage or cohabitation. Sprang from the white supremacist desire to keep the white race "pure" after traditional forms of slavery were illegalized. Anti-miscegenation laws were legal in the U.S. until the 1967 Supreme Court case *Loving v. Virginia*. ([Glossary of EQUID Terms](#))

MISOGYNY: The hatred or dislike of women, girls, or femininity; the denigration of women and characteristics deemed feminine. Misogyny functions as an ideology or belief system that has accompanied patriarchal, or male-dominated societies for thousands of years and continues to place women and people who identify and express themselves in feminine ways in subordinate positions with limited access to power and decision making. Misogyny can be manifested in numerous ways, including sexual discrimination, violence, and the sexual objectification of women. Though commonly associated with men, misogyny also exists in and is practiced by women against other women or even themselves. ([Anti-Violence Project](#))

MODEL MINORITY: Stereotyping description of a particular subordinated group that is being favored at any given time by the majority culture. The model group is chosen based on how well they are perceived to uphold majority group behaviors. In America, Asians are often viewed as the model minority. ([Glossary of EQUID Terms](#))

MSM: Acronym for men who have sex with men. Clinical label that often refers to gay, bisexual, or pansexual cisgender men, but could refer to straight cisgender men. Is not exclusive of men who have sex with women. Patients will rarely use it to describe themselves. Do not call people MSMs; instead, use one's stated sexual identity. ([Glossary of EQUID Terms](#))

MTF: Acronym for male to female. Describes a transgender person designated male at birth who is transitioning, has transitioned, or who identifies as a woman. ([Glossary of EQUID Terms](#))

MULTICULTURAL: Of or pertaining to more than one culture. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

MULTICULTURALISM: The practice of acknowledging and respecting the various cultures, religions, races, ethnicities, attitudes, and opinions within an environment. The theory and practice promotes peaceful coexistence of all identities and people. (University of Maryland / [Diversity Best Practices Glossary](#))

MULTIRACIAL, MIXED HERITAGE, DUAL HERITAGE, MIXED-RACE, MIXED-ETHNICITY – OR SIMPLY “MIXED”: Terms describing a person who has parentage or ancestors from more than one ethnic and/or racial group. Some people can get confused between interracial and biracial. An individual can be described as biracial if their heritage is mixed; interracial, on the other hand, is used to describe relationships or interactions between individuals from different racial groups. ([Hive Learning](#))

MUSLIM: Follower of the Islamic religion. ([Glossary of EQUID Terms](#))

NATIONAL ORIGIN: A group identity based on the nation from which a person originates, regardless of the nation in which they reside. ([Glossary of EQUID Terms](#))

NATIVE AMERICAN: Descendants of native inhabitants of the United States. Often used interchangeably with American Indian. First people can also be acceptable. The best practice is to refer to the specific tribal affiliation or nation. When in doubt, ask. ([Glossary of EQUID Terms](#))

NAZI/NAZISM: “National Socialist German Workers Party” brought to power in 1933 under Adolph Hitler. *Nazism* is the ideology and practice of the Nazis, who have a policy of racist national expression and state control of the economy. The term has also recently been applied to other movements. Feminazi incorrectly and negatively connects the feminist and the Nazi movements. A *Neo-Nazi* is a supporter of the new outgrowth of the original Nazi movement. ([Glossary of EQUID Terms](#))

NEO-COLONIZATION: Term for contemporary policies adopted by international and western “1st world” nations and organizations that exert regulation, power and control over “3rd world” nations disguised as humanitarian help or aid. These policies are distinct but related to the “original” period of colonization of Africa, Asia, and the Americas by European nations. (University of Maryland / [Diversity Best Practices Glossary](#))

NEURODIVERSITY: The concept that there is great diversity in how people’s brains are wired and work, and that neurological differences should be valued in the same way we value any other human variation. ([Catalyst blog](#))

NON-BINARY: An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. (Human Rights Campaign / [Diversity Best Practices Glossary](#))

NON-DISABLED: Person without a disability. Able-bodied is also acceptable. ([Glossary of EQUID Terms](#))

NON-DISPOSABILITY: The belief and actions that treat all folks as worthy of care, support, community, and accountability. Non-disposability upholds that we are indispensable in the web of humans – we are all needed! This is a lens commonly used by folks in transformative justice and anti-prison work. We all have the capacity to cause harm and while we must hold ourselves and others accountable to harm caused, causing harm doesn’t make us bad people. ([Anti-Violence Project](#))

NORM: An ideal standard binding upon the members of a group and serving to guide, control, or regulate power and acceptable behavior. (Effective Philanthropy / [Diversity Best Practices Glossary](#))

OPPRESSION: Institutionalised power that is historically formed and perpetuated over time that allows certain ‘groups’ of people to assume a dominant position over ‘other groups’ and this dominance is maintained and continued at an institutional level. This means oppression is built into institutions like government and education systems. It gives power and positions of dominance to some groups of people over other groups of people. Systems of oppression are built around what are understood to be “norms” in our societies. A norm signifies what is “normal,” acceptable, and desirable. “The norm” is something that is valued and supported in a society. It is also given a position of dominance, privilege and power over what is defined as non-dominant, abnormal and therefore invaluable or marginal. Norms are also considered to be stable or unchanging over time. ([Anti-Violence Project](#))

ORGANIZATIONAL CULTURAL COMPETENCE: A goal toward which all organizations strive; it is the capacity to function effectively with all cultures and to creatively utilize a diverse workforce. ([Glossary of EQUID Terms](#))

OUT: For lesbian, gay, bisexual, and transgender people, it is the state of having one’s sexual orientation or gender identity being known. ([Glossary of EQUID Terms](#))

OUTGROUP BIAS: The tendency to view people from outside our own group as less similar and, as a result, have negative biases against them. ([Hive Learning](#))

OUTING (SOMEONE): When someone reveals another person’s sexuality or gender identity to an individual or group, often without the person’s consent or approval. ([Anti-Violence Project](#))

PACIFIC ISLANDER: Used by the U.S. Census Bureau to describe people from Fiji, Guam, Hawaii, Northern Mariana islands, Palau, Samoa, Tahiti, and Tonga. Use specific countries when possible. ([Glossary of EQUID Terms](#))

PACIFIC RIM: Imaginary line that frames the Pacific Ocean. Primarily bordering the U.S., Canada, China, Japan, and Australia. Use specific countries and regions instead. ([Glossary of EQUID Terms](#))

PANSEXUALITY: A term reflective of those who feel they are sexually, emotionally, and spiritually capable of falling in love with all genders. (Queers United Activists / [Diversity Best Practices Glossary](#))

PARAPLEGIA: Paralysis of the lower half of the body involving both legs. ([Glossary of EQUID Terms](#))

PARTNER: Used to identify someone in a romantic relationship with another, typically same-sex relationships, but becoming more common to use in heterosexual relationships. ([Glossary of EQUID Terms](#))

PATRIARCHY: One of the most influential systems of power in our society that centres, privileges, and prioritizes masculinity. Patriarchy is practiced systemically in the ways and methods through which power is distributed in society (jobs and positions of power given to men in government, policy, criminal justice, etc.) while also influencing how we interact with one another interpersonally (gender expectations, sexual dynamics, space taking, etc.). As a colonial construct, patriarchy operates powerfully and hierarchically through exercising and enforcing the gender binary and white supremacy. We see this, for example, in the way that white cis masculinity exercises power over not only women, trans folks, and children, but also other forms of masculinity (trans, racialized, poor, disabled, etc.). ([Anti-Violence Project](#))

PAY EQUITY: Compensating employees the same when they perform the same or similar job duties, while accounting for other factors, such as their experience level, job performance and tenure with the employer. (SHRM) It ensures the fairness of compensation paid to employees for performing comparable work, without regard to gender or race or other categories protected by law (such as national origin or sexual orientation). It includes fairness both in terms of base pay and in total compensation, including bonuses, overtime, employee benefits, and opportunities for advancement. Pay equity does not mean that all employees are paid the same. Generally, pay equity focuses on ensuring those employees performing comparable work are receiving comparable compensation. (Trusaic / [Diversity Best Practices Glossary](#))

PEOPLE/PERSON-FIRST LANGUAGE: Emphasizes the individuality, equality and dignity of people with disabilities. Rather than defining people primarily by their disability, people-first language conveys respect by emphasizing the fact that people with disabilities are first and foremost just that—people. (The Employer Assistance and Resource Network on Disability Inclusion (EARN / [Diversity Best Practices Glossary](#)))

PEOPLE/PERSON OF COLOR: Is not a term that refers to real biological or scientific distinction between people, but the common experience of being targeted and oppressed by racism. While each oppressed group is affected by racism differently and each group maintains its own unique identity and culture, there is also the recognition that racism has the potential to unite oppressed people in a collective of resistance. For this reason, many individuals who identify as members of racially oppressed groups also claim the political identity of being People of Color. This in no way diminishes their specific cultural or racial identity; rather it is an affirmation of the multiple layers of identity of every individual. This term also refrains from the subordinate connotation of triggering labels like “non-White” and “minority.” (Office of Racial and Ethnic Concerns of Unitarian Universalist Association / [Diversity Best Practices Glossary](#))

PEOPLE/PERSON WITH DISABILITIES: Refers to individuals with a disability. This term utilizes Person-First Language, which posits that a person isn't a disability, condition or diagnosis but rather, a person has a disability, condition or diagnosis. (ADA) Replaces the terms, Handicap, The Handicapped, The Disabled, Wheelchair-bound, Cripple, which do not reflect the individuality, equality or dignity of people with disabilities. (NDA Ireland/ [Diversity Best Practices Glossary](#))

PERCEPTION BIAS: The Tendency to form stereotypes and assumptions about certain groups that makes it difficult to make an objective judgement about individual members of those groups. ([LinkedIn Learning course, “Unconscious Bias with Stacey Gordon”](#))

PERFORMATIVE ALLYSHIP - (VERSUS ALLYSHIP): Is when someone from a non marginalized group (white, able-bodied, etc.) professes support and solidarity with a marginalized group in a way that either isn't helpful or that actively harms that group. Performative allyship refuses to engage with the complexity below the surface or say anything new. It refuses to acknowledge any personal responsibility for the systemic issues that provided the context for the relevant tragedy. (Policy Exchange / [Diversity Best Practices Glossary](#))

PERSONAL GENDER PRONOUN: The pronoun or set of pronouns that an individual personally uses and would like others to use when referring to them. Replaces the term Preferred Gender Pronoun, which incorrectly implies that their use is optional. (PFLAG / [Diversity Best Practices Glossary](#))

PREJUDICE: A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics. (Institute for Democratic Renewal and Project Change / [Diversity Best Practices Glossary](#))

PINK TRIANGLE: Symbol gay men were required to wear in Nazi concentration camps. Reclaimed in the late 1970s as a symbol of gay pride. ([Glossary of EQUID Terms](#))

PLURALISM: A culture that incorporates mutual respect, acceptance, teamwork, and productivity among diverse individuals. ([Glossary of EQUID Terms](#))

POLITICAL CORRECTNESS: Relating to or supporting broad social, political, and educational change, to redress historical injustices in matters such as race, class, gender, sexual orientation, and ability. In practice, people attempting political correctness try to avoid offending others by taking measures or using language they perceive as safe. At the root of political correctness are compassion, respect, and empathy. ([Glossary of EQUID Terms](#))

PREJUDICE: A preconceived judgment or opinion regarding a person or a group based on insufficient or incorrect evidence. Can be positive or negative. ([Glossary of EQUID Terms](#))

PRISON INDUSTRIAL COMPLEX (PIC): A term we use to describe the overlapping interests of government and industry that use surveillance, policing, and imprisonment as solutions to economic, social and political problems. Through its reach and impact, the PIC helps and maintains the authority of people who get their power through racial, economic and other privileges. There are many ways this power is collected and maintained through the PIC, including creating mass media images that keep alive stereotypes of people of color, poor people, queer people, immigrants, youth, and other oppressed communities as criminal, delinquent, or deviant. ([Anti-Violence Project](#))

PRIVILEGE: Privilege is an unearned, special advantage or right that a person is born into or acquires during their lifetime. It is supported by the formal and informal institutions of society and conferred to all members of a dominant group, by virtue of their group membership. Privilege implies that wherever there is a system of oppression (such as capitalism, patriarchy, or white supremacy) there is an oppressed group and also a privileged group, who benefit from the oppressions that this system puts in place. Privilege and power are closely related: privilege often gives a person or group power over others. ([Anti-Violence Project](#))

PROTESTANTISM: Religious denominations which broke from the Roman Catholic Church in the 16th century. Includes Anglican, Baptist, Methodist, Lutheran, Presbyterian, and Quaker. Not appropriate use for Jehovah's Witnesses, Christian Scientist, Mormons, or Eastern Orthodox churches. ([Glossary of EQUID Terms](#))

PRONOUN: Words we use to refer to people's gender in conversation – for example, 'he' or 'she'. Some people may prefer others to refer to them in gender-neutral language and use pronouns such as they/their and ze/zir. ([Hive Learning](#))

PSYCHIATRIC DISABILITY: Acute or chronic mental illness. Psychotic, schizophrenic, neurotic and similar words should only be used in the appropriate clinical context. Crazy, manic, lunatic, demented, insane, psycho, and schizo are offensive. Use psychiatric disability, psychiatric illness, emotional disorder, or mental disorder. ([Glossary of EQUID Terms](#))

PSYCHOLOGICAL SAFETY: A climate in which people are comfortable being (and expressing) themselves without repercussions. (Amy Edmonson) It is about creating an environment where employees feel empowered to express an idea or contribution fully, without fear of negative consequences to themselves, their status or their career. It includes being courageous enough to showcase their vulnerability, to own their mistakes and turn them into

learning, and trust that their work environment and co-workers will not shame them for doing so. ([Diversity Best Practices Glossary](#))

QUADRIPLEGIA: A physical impairment where a person cannot use their arms or legs. ([Glossary of EQUID Terms](#))

QUEEN: An effeminate gay man. Considered derogatory when used by someone outside of the gay community. ([Glossary of EQUID Terms](#))

QUEER: Queer has many meanings and definitions for all kinds of people. It is commonly used as an umbrella term by folks who feel that they personally don't fit into dominant norms due to their own gender identity/expression, their sexual practices, their relationship style, their politics, etc. It is a term that has been reclaimed by many folks, as it was one time considered a derogatory slur towards the gay and lesbian community. For this reason, some folks do not wish to identify with it and it should be recognized as one option for folks to identify with if they find it fitting. ([Anti-Violence Project](#))

QURAN: Muslim holy book. Alternately spelled Koran. ([Glossary of EQUID Terms](#))

RACE: Race is a socially constructed system of categorizing humans largely based on observable physical features (phenotypes), such as skin color, and on ancestry. There is no scientific basis for or discernible distinction between racial categories. The ideology of race has become embedded in our identities, institutions and culture and is used as a basis for discrimination and domination. ([The Annie E. Casey Foundation](#))

RACE EQUITY: The condition where one's race identity has no influence on how one fares in society. Race equity is one part of race justice and must be addressed at the root causes and not just the manifestations. This includes the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race. ([Awake to Woke to Work: Building a Race Equity Culture](#))

RACE EQUITY LENS: The process of paying disciplined attention to race and ethnicity while analyzing problems, looking for solutions, and defining success. A race equity lens critiques a "color blind" approach, arguing that color blindness perpetuates systems of disadvantage in that it prevents structural racism from being acknowledged. Application of a race equity lens helps to illuminate disparate outcomes, patterns of disadvantage, and root cause. ([Awake to Woke to Work: Building a Race Equity Culture](#))

RACIAL AND ETHNIC IDENTITY: An individual's awareness and experience of being a member of a racial and ethnic group; the racial and the ethnic categories that an individual chooses to describe him or herself based on such factors as biological heritage, physical appearance, cultural affiliation, early socialization, and personal experience. (Adams, Bell and Griffin / [Diversity Best Practices Glossary](#))

RACIAL JUSTICE: Racial justice is the systematic fair treatment of people of all races that results in equitable opportunities and outcomes for everyone. All people are able to achieve their full potential in life, regardless of race, ethnicity or the community in which they live. A "racial justice" framework can move us from a reactive posture to a more powerful, proactive and even preventive approach. ([The Annie E. Casey Foundation](#))

RACIAL PRIVILEGE AND RACIAL OPPRESSION: Like two sides of the same coin, racial privilege describes race-based advantages and preferential treatment based on skin color, while racial oppression refers to race-based disadvantages, discrimination and exploitation based on skin color. ([The Annie E. Casey Foundation](#))

RACISM: A system of advantage and oppression based on race. A way of organizing society based on dominance and subordination based on race. Racism penetrates every aspect of personal, cultural, and institutional life. It includes prejudice against people of color, as well as exclusion, discrimination against, suspicion of, and fear and hate of people of color. ([Awake to Woke to Work: Building a Race Equity Culture](#))

RACISM (Definition #2): Racism is a white supremacist ideology backed by systemic power, and reinforced through violence. It is a system of power that privileges those people who are defined and socially constructed as “White”. Racism treats all races as inferior to white people, and also subordinates each race to each other. Racism is often understood as an individual state of being, as in someone is or isn’t racist. Racism, however, is not merely a personal attitude, it is a racialized system of power maintained by violence. An individual can be perpetuating this system without even being conscious of their actions. ([Anti-Violence Project](#))

RACIST: One who is supporting a racist policy through their actions or inaction or expressing a racist idea. ([How to be an Antiracist](#))

RAINBOW FLAG: Flag adopted by the LGBT community to symbolize gay or LGBT pride or safe spaces for LGBT people. ([Glossary of EQUID Terms](#))

RELIGION: An organized belief system based on certain doctrines of faith or a belief in a supreme being or God. Organized religion suggests the manner in which people should live and the beliefs that they should accept or reject. ([Glossary of EQUID Terms](#))

RELIGIONISM: The individual, cultural and institutional beliefs and discrimination that systematically oppress non-Christians, which includes Anti-Semitism and Islamophobia. (National Coalition of Christians and Jews / [Diversity Best Practices Glossary](#))

RESERVATION: A section of land set aside by the federal government for Native Americans, or for a special purpose. ([Glossary of EQUID Terms](#))

REVERSE DISCRIMINATION: Unfair treatment of members of a dominant or majority group. (Society of Human Resources Management); according to the National Multicultural Institute, this term is often used by opponents of affirmative action who believe that these policies are causing members of traditionally dominant groups to be discriminated against. The Supreme Court considers it to be illegal to consider race and other demographic categories in hiring and other employment related decisions. ([Diversity Best Practices Glossary](#))

REVERSE RACISM: Does NOT exist. There are assumptions and stereotypes about white people. However, such assumptions and stereotypes are examples of racial prejudice. Expressions of such assumptions do not constitute racism because they do not have power or authority behind them to affect widespread beliefs about the group, or to affect the authority, privileges and access to resources and power of white people. ([Anti-Violence Project](#))

ROMANTIC ORIENTATION: An individual’s pattern of romantic attraction to men, women, neither gender, either gender, or another gender. For many sexuals, their romantic orientation and their sexual orientation are in alignment, so the gender(s) of the people they fall in love with are also the gender(s) they are sexually attracted to. For an asexual, who does not experience sexual attraction, it is their romantic orientation that determines which gender(s), if any, they are inclined to form romantic relationships with. A person may be aromantic or romantic, or somewhere in between. ([Anti-Violence Project](#))

SAME-SEX COUPLE: Couple comprised of partners of the same sex. ([Glossary of EQUID Terms](#))

SAME-SEX UNION: Union between two people of the same sex that the state does not recognize as a marriage. ([Glossary of EQUID Terms](#))

SCAPEGOATING: Blaming an individual or group for something when, in reality, there is no one person or group responsible. Scapegoating has often been used to blame racial groups responsible as a means to discredit that group. ([Glossary of EQUID Terms](#))

SAFE SPACE: A space in which an individual or group may remain free of blame, ridicule and persecution, and are in no danger of coming to mental or physical harm. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

SEMITE: A member of any of the peoples speaking Semitic languages, e.g. Hebrew, Arabic. ([Glossary of EQUID Terms](#))

SEX: System of classification based on biological and physical differences, such as primary and secondary sexual characteristics. Differentiated from gender, which is based on the social construction and expectations of the categories “men” and “women.” (University of Maryland / [Diversity Best Practices Glossary](#))

SEXISM: Systemic oppression based on sex and/or gender. Gendered prejudice + power = sexism, therefore cisgender men cannot experience sexism. ([Glossary of EQUID Terms](#))

SEXUAL ATTRACTION: Innate sexual desire towards a particular gender(s). A component of sexuality. While sexual attraction is innate, it can be fluid. ([Glossary of EQUID Terms](#))

SEXUAL IDENTITY/ORIENTATION: An identity based on emotional, romantic, and sexual desires, often determined by a person’s sexual attraction. A component of sexuality. Do not use *sexual preference*. ([Glossary of EQUID Terms](#))

SEXUAL ORIENTATION: The direction of one’s sexual attraction toward the same gender, opposite gender, or other genders. It is on a continuum and not necessarily a set of absolute categories. (UC Berkeley Initiative for Equity, Inclusion, and Diversity / [Diversity Best Practices Glossary](#))

SEXUAL PREFERENCE: A term that is often based on the incorrect assumption that people choose their sexual orientation. This term is also connected with the term *lifestyle* as it is assumed in both cases that the person or group chooses to behave in a particular manner. Use *sexual identity* or *sexual orientation*. ([Glossary of EQUID Terms](#))

SHINTO/SHINTOIST: The ancient native religion of Japan. Stresses belief in spiritual beings and reverence for ancestors. Adherents are expected to celebrate their gods, or kami. Support the societies in which kami are patron, remain pure and sincere, and enjoy life. ([Glossary of EQUID Terms](#))

SIKHISM/SIHK: Religion founded by Shri Guru Nanek Dev Ji in the Punjab area, now in Pakistan. Sikhs believe in a single formless God with many names who can be known through meditation. They pray several times a day and are not allowed to worship icons or idols. They believe in samsara, karma and reincarnation as Hindus do, but reject the caste system. They believe that everyone has equal status in the eyes of God. Although elements of Islam have been incorporated, it is not Islamic. ([Glossary of EQUID Terms](#))

SKINHEAD: Originated in Great Britain as a non-racist working class movement of pride. Factory workers would shave their heads to prevent their hair from getting caught in the machinery. In the 1960s when the movement began head shaving became an emblem of the working class. Current associations include: various groups of American and British young people who shave their heads, attend rock concerts and sports events, and sometimes participate in white supremacist and anti-immigrant activities. Not synonymous with racism and Neo-Nazism, though many skinheads are both racist and Neo-Nazi. ([Glossary of EQUID Terms](#))

SLANG TERMS: Words or language peculiar to particular group. Slang should be avoided and can be considered derogatory, vulgar, or abusive, especially when used by an outsider of the group to which the slang term belongs. ([Glossary of EQUID Terms](#))

SOCIAL CONSTRUCT: A perception of a person, group, or idea has been constructed through cultural and social practice and norms but appears to be natural. For example, gender is a social construct. Any perceived difference among genders is not universally true and is a result of socially constructed/fabricated notions of what any one gender is and how people of that gender should act. Though social constructs do not have a basis in physical reality, they have real implications because their existence is socially upheld and enforced. ([Glossary of EQUID Terms](#))

SOCIAL JUSTICE: A concept of fair and just relations between the individual and society. This is measured by the explicit and tacit terms for the distribution of power, wealth, education, healthcare, and other opportunities for personal activity and social privileges. Definition from [Awake to Woke to Work: Building a Race Equity Culture](#)

SOCIAL POWER: Access to resources that enhance chances of getting what one needs or influencing others in order to lead a safe, productive, and fulfilling life. (Adams, Bell and Griffin / [Diversity Best Practices Glossary](#))

SOCIOECONOMIC PRIVILEGE: One or a set of advantages held by a person or group owing to their experience and their individual or family's social and economic status. ([Hive Learning](#))

SPANGLISH: Spanish characterized by words borrowed from the English language. Not a language or a dialect. ([Glossary of EQUID Terms](#))

SPANISH: Language primarily spoken in Spain and Latin America, or a person from Spain. Not a synonym for *Latino* or *Hispanic*. ([Glossary of EQUID Terms](#))

STEREOTYPE: A positive or negative set of beliefs held by an individual about the characteristics of a certain group. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

STRAIGHT: Refers to a person who is emotionally, romantically, and/or physically attracted to someone of the opposite sex. ([Hive Learning](#))

STRUCTURAL RACISM: Structural racism (or structural racialization) is the racial bias across institutions and society. It describes the cumulative and compounding effects of an array of factors that systematically privilege white people and disadvantage people of color. Since the word "racism" often is understood as a conscious belief, "racialization" may be a better way to describe a process that does not require intentionality. Race equity expert John A. Powell writes: "'Racialization' connotes a process rather than a static event. It underscores the fluid and dynamic nature of race... 'Structural racialization' is a set of processes that may generate disparities or depress life outcomes without any racist actors." ([The Annie E. Casey Foundation](#))

SUPPLIER DIVERSITY: A corporate program which encourages and ensures the use of minority owned, women-owned, veteran-owned, LGBT-owned, veteran-owned, and other historically underutilized business determined by the U.S. Small Business Administration (SBA) in the procurement of goods and services for any business or organization. The Supplier Diversity program concept first introduced in 1953 with the establishment of the Small Business Administration. (SBA.gov / [Diversity Best Practices Glossary](#))

SYSTEMIC DISCRIMINATION: Patterns of discrimination embedded in the policies and practices of an organization, institution, and/or society. ([Glossary of EQUID Terms](#))

SYSTEMIC EQUITY: Systemic equity is a complex combination of interrelated elements consciously designed to create, support and sustain social justice. It is a dynamic process that reinforces and replicates equitable ideas, power, resources, strategies, conditions, habits and outcomes. ([The Annie E. Casey Foundation](#))

SYSTEMIC RACISM: Racism is a system of power and privilege based on perceived race and/or ethnicity that defines one group as dominant to and more deserving than all other groups. In this system, there is a dominant group (e.g., whites) and there are subordinate groups, including Native Americans, Black Americans, Latino and Asian Americans. Racism is rooted in historical oppression (e.g., genocide of Native Americans, enslavement of Africans) such that subordinate groups were and are defined as “inferior” to the “superior” dominant white group. The dominant group created and currently maintains societal privilege through values, behaviors and institutions. This privilege results in subordinate groups lacking access to power, status and resources. ([Understanding systemic racism and how to combat it.](#))

TAOISM/TAOIST: Both a philosophy and a religion. Founded in China in 604 B.C. by Lau-tzu, derived primarily from the Tao-te-ching, which claims that an ever changing universe follows the Tao or path. Taoism prescribes that people live simply, spontaneously, and in close touch with nature. Meditation allows people to achieve contact with the Tao. It has been discouraged since the Communist revolution in China but flourishes in Taiwan. ([Glossary of EQUID Terms](#))

THIRD WORLD: Used during the Cold War to describe countries in Africa, Asia, and Latin America still developing economically. *Developing country* is preferred. ([Glossary of EQUID Terms](#))

TOEFL: Acronym for Teaching of English as a Foreign Language, a method of teaching English in other countries to non-English speaking people. ([Glossary of EQUID Terms](#))

TOLERANCE: Acceptance and open-mindedness to different practices, attitudes, and cultures; does not necessarily mean agreement with the differences. (University of Maryland / [Diversity Best Practices Glossary](#))

TRANSGENDER: An individual whose gender identity differs from the societal expectations of their physical sex. Transgender or “trans” does not imply any form of sexual orientation. Cisgender is a gender identity where an individual’s self-perception of their gender matches their sex. For example, a cisgendered female is a female with a female identity. (The National Multicultural Institute / [Diversity Best Practices Glossary](#))

TRANSANTAGONISM: Active hostility, opposition, aggression and/or violence towards trans people. Transantagonism reflects a hatred of those who do not fit easily into the gender binary. The language has shifted from the use of “phobia” (as in transphobia), to the use of antagonism to better encompass the violence that is perpetrated. ([Anti-Violence Project](#))

TRANSITIONING: The steps a trans person takes to live in the gender with which they identify. For some it could involve medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this. ([Hive Learning](#))

TRANSPHOBIA: The fear or dislike of someone based on the fact they are trans, including the denial/refusal to accept their gender identity. ([Hive Learning](#))

TRANSSEXUAL: This was used in the past as a more medical term (similarly to homosexual) to refer to someone whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. ([Hive Learning](#))

TRIBE: A unit of social organization consisting of families, clans, or other groups who share a common ancestry, culture and leadership. Many Native Americans prefer Nation. In various African countries tribe may be offensive and ethnic groups are preferred. ([Glossary of EQUID Terms](#))

TWO-SPIRIT: A term used within some American Indian (AI) and Alaska Native (AN) communities to refer to a person who identifies as having both a male and a female essence or spirit. The term--which was created in 1990 by a group of AI/AN activists at an annual Native LGBTQ conference--encompasses sexual, cultural, gender, and spiritual identities, and provides unifying, positive, and encouraging language that emphasizes reconnecting to tribal traditions. (PFLAG / [Diversity Best Practices Glossary](#))

UNCONSCIOUS BIAS: The attitudes or stereotypes that affect our views, our actions, and our decision-making ability; an automatically-activated brain process that affects how people think. ([LinkedIn Learning course, "Unconscious Bias with Stacey Gordon"](#))

UNDERREPRESENTED GROUPS (URG): A group that is less represented in one subset (e.g., employees in a particular sector, such as IT) than in the general population. This can refer to gender, race/ethnicity, physical or mental ability, LGBTQ+ status, and many more. The term also refers to populations who are not represented in STEM professions in proportions equal to White STEM workers. (IGI Global) Replaces the term Underrepresented Minorities (URM), as minority groups will soon be the majority in the U.S. Underrepresented Groups is inclusive of LGBTQ+ individuals as well as Veterans and People with Disabilities. ([Diversity Best Practices Glossary](#))

UPSTANDER: A person who speaks or acts in support of an individual or cause, particularly someone who intervenes on behalf of a person being attacked or bullied. ([Diversity Best Practices Glossary](#))

VETERAN: A person who served in the Armed Forces of the United States during a period specified and was honorably discharged or released under honorable circumstances. The Armed Forces is defined as the Army, Navy, Marine Corps, Air Force, and Coast Guard, including all components thereof, and the National Guard. (Emory University / [Diversity Best Practices Glossary](#))

WBE: Acronym for "Women's Business Enterprise." WBE certification by the federal government allows companies to compete for certain businesses. ([Glossary of EQUID Terms](#))

WHITE: People of European origin. The term is not synonymous with Caucasian. In the U.S., European American can also be used. Some prefer terms that identify their country or origin, such as Italian American, Greek American, etc. ([Glossary of EQUID Terms](#))

WHITE CENTERING: Putting your feelings as a White person above the Black and POC causes you're supposed to be helping. Layla F. Saad explains in her book, *Me and White Supremacy*, "White centering is the centering of White people, white values, white norms and white feelings over everything and everyone else." White centering can manifest as anything ranging from tone policing and white fragility to white exceptionalism and outright violence. ([Diversity Best Practices Glossary](#))

WHITE PRIVILEGE: The power and advantages benefiting perceived white people, derived from the historical oppression and exploitation of other non-white groups. ([Awake to Woke to Work: Building a Race Equity Culture](#))

WHITE SUPREMACY: An historically based, institutionally perpetuated system of exploitation and oppression of continents, nations, and peoples of colour by white peoples and nations of the European continent, for the purpose of maintaining and defending a system of wealth, power, and privilege. ([Anti-Violence Project](#))

WORKPLACE INCLUSION: An atmosphere where all employees belong, contribute and can thrive. It requires deliberate and intentional action. ([Hive Learning](#))

WSW: Acronym for women who have sex with women. Clinical label that often refers to gay, bisexual, or pansexual cisgender women, but could refer to straight cisgender women. Is not exclusive of women who have sex with

women. Patients will rarely use it to describe themselves. Do not use call patients WSWs; instead, use their given sexual identity. ([Glossary of EQUID Terms](#))

XENOPHOBIA: Dislike of or prejudice against people from other countries. ([Hive Learning](#))

ZERO SUM GAME: The idea that if one person gains something, another person loses something. When doing D&I work, sometimes dominant groups believe that an organization helps make underrepresented groups feel more included, they lose power, influence, and clout. ([Hive Learning](#))