



Research shows that even the most frequently used words in any discussion on race can easily cause confusion, controversy and hostility. A common vocabulary is essential to avoid misunderstandings and misinterpretations. This is a working document of terms to consider and understand when having conversations about race, diversity, and inclusion. Many of the terms in this glossary may change over time.

Term:	Definition:
Ableism	A set of beliefs or practices that devalue and discriminate against people with physical, intellectual, or psychiatric disabilities and often rests on the assumption that disabled people need to be 'fixed' in one form or the other.
Abolition	A fundamentally different approach to safety that calls for the elimination of and divestment from traditional forms of punishment and confinement and invest in communities as an alternative. It is a reimagining and rebuilding of current institutions to center people over the state.
Accountability	Refers to the ways in which individuals and communities hold themselves to their goals and actions, and acknowledge the values and groups to which they are responsible.

	<p>Accountability requires some sense of urgency and becoming a true stakeholder in the outcome. Accountability can be externally imposed or internally applied. To be accountable, one must be visible, with a transparent agenda and process.</p> <p>Accountability demands commitment. Accountability can be externally imposed (legal or organizational requirements), or internally applied (moral, relational, faith-based, or recognized as some combination thereof) on a continuum from the institutional and organizational level to the individual level. From a relational point of view, accountability is not about doing it right; sometimes it's really about what happens after it's done wrong.</p>
Affinity Group (Caucusing)	<p>Affinity Groups provide spaces for people to work within their own racial/ethnic groups. For white people, a caucus provides time and space to work explicitly and intentionally on understanding white culture and white privilege and to increase one's critical analysis around these concepts. A white caucus also puts the onus on white people to teach each other about these ideas, rather than constantly relying on people of color to teach them. For people of color, a caucus is a place to work with their peers on their experiences of internalized racism, for healing and to work on liberation.</p>
Ageism	<p>Prejudice against a person or people because of their age; any idea, attitude, action or mental or institutional structure that subordinates or discriminates against a group or person because of age.</p>
Agency	<p>The ability to act independently and make free choices; the ability to make conscious decisions for oneself.</p>
Allyship	<p>Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.</p>
Angry Black Woman	<p>In the aftermath of slavery and the resulting social, economic, and political effects, Black women have become the victims of negative stereotyping in mainstream American culture. Such stereotypes include the myth of the angry Black woman that characterizes these women as aggressive, ill tempered, illogical, overbearing, hostile, and ignorant without provocation.</p>
Anti-Bias education	<p>Anti-bias education involves creating a community that supports all dimensions of human differences, including culture, race, language, ability, learning styles, ethnicity, family structure, religion, sexual orientation, gender, age, and socioeconomic differences.</p>

Anti-Black	Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that Black people are inferior to another racial group. Anti-Black racism is reflected in interpersonal, institutional, and systemic levels of racism and is a function of White supremacy.
Anti-Racism	Anti-racism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.
Assimilation	The process of adapting or adjusting to the culture or behaviors of a dominant or majority group or nation.
Bias	A prejudice in favor of or against one thing, person, or group compared with another usually in a way that's considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences.
BIPOC	An acronym to refer to Black, Indigenous, People of Color
Belonging	Belonging is how we actually organize our economy, our structures, our schools, our faiths so that everyone belongs, and recognizing we still have differences.
Black Tax	A term that describes the racial dimensions that perpetuate a cycle of inequality such as lower pay and a lower standard of education for Black people. That means fewer opportunities to save for the future, reach financial goals such as buying a house, and create generational wealth. For many black Americans, this tax begins in childhood.
Bystander Effect	The bystander effect occurs when the presence of others discourages an individual from intervening in an emergency situation, against a bully, or during an assault or other crime. The greater the number of bystanders, the less likely it is for any one of them to provide help to a person in distress. People are more likely to take action in a crisis when there are few or no other witnesses present.
Capitalism / Anti-Capitalism	An economic system in which products are produced and distributed for profit using privately owned capital goods and wage labor. Many feminists assert that a critique of capitalism is essential for understanding the full nature of inequality, as global economic restructuring based on capitalism reflects a particular ideology that celebrates individual wealth and accumulation at the lowest cost to the investor, with little regard for the societal costs and exploitation
Care Economy	An unpaid economy sometimes called the "domestic" or "reproductive" sector or "social reproduction" in which women do most of the work of maintaining the labor force and keeping the social framework in good order – both vital services for government and the commercial economy. The care economy produces and reproduces family and

	provides community-oriented goods and services such as healthcare, childcare, education and the like as a part of the process of caring for people and often outside the money economy. The care economy overwhelmingly depends on women's labor.
Cisgender	A term used to describe a person whose gender identity aligns with those typically associated with the sex assigned to them at birth.
Class	Definitions vary; a working definition is that class is "a relative social ranking based on income, wealth, family lineage, education, status and/or power.
Classism	Any attitude or institutional practice which subordinates people of a certain socioeconomic class due to income, occupation, education, and/or their economic status; a system that works to keep certain communities within a set socioeconomic class and prevents social and economic mobility.
Co-Conspirator	People who are actively fighting against the system of white supremacy and in particular the benefits they receive from it. A co-conspirator is about what one does in action, not just in language. It is about moving through guilt and shame and recognizing that we did not create.
Code-Switching	The conscious or unconscious act of 'switching' between two languages, dialects, or intonations depending on the specific situation of who one is speaking to, what is being discussed, and the relationship and power and/or community dynamics between those involved.
Colonialism	Colonialism is a power relationship in which an external nation state directly controls the political and economic system of another nation state and/or people. It normally involves the presence of a military force to crush dissent and the migration of people from the colony to the nation state of the colonizer. Colonialism can also occur within geographic boundaries of a colonizer nation state.
Colonization	The process of assuming control of someone else's territory and applying one's own systems of law, government, and religion. In practice, colonization is when one country violently invades and takes control of another country, claims the land as its own, and sends people — "settlers" — to live on that land.
Color-Blindness	A term referring to the disregard of racial characteristics. Proponents of color-blind practices believe that treating people equally inherently leads to a more equal society and/or that racism and race privilege no longer exercise the power they once did, while opponents of color-blind practices believe that color-blindness allows those in power to disregard or ignore the history of oppression and how it is experienced today.

Color-Conscious Casting	Color-blind casting (or non-traditional casting) is the practice of casting without considering the actor's ethnicity, skin color, body shape, sex, and/or gender. <i>Color-conscious casting</i> , then, is the opposite of color-blind casting: taking into consideration the actor's skin color, body shape, and other characteristics.
Colorism	Discrimination based on skin color, also known as colorism, is a form of prejudice or discrimination usually from members of the same race in which people are treated differently based on the social implications from cultural meanings attached to skin color.
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.
Cultural Appropriation	The act of members of dominant/powerful/privileged groups claiming ownership of, or the rights to, less powerful/privileged groups' cultural and/or religious symbols, dress, and ceremonies.
Cultural Assimilation	Assimilation describes the process by which a minority integrates socially, culturally, and/or politically into a larger, dominant culture, and society. The term assimilation is often used in reference to immigrants and ethnic groups settling in a new land. Immigrants acquire new customs and attitudes through contact and communication with a new society, while they also introduce some of their own cultural traits to that society.
Cultural Bias	The tendency to interpret and judge phenomena in terms of the distinctive values, beliefs, and other characteristics of the society or community to which one belongs. This sometimes leads people to form opinions and make decisions about others in advance of any actual experience with them.
Cultural Competence	The ability to effectively and empathetically work and engage with people of different cultural identities and backgrounds in order to provide safe and accountable spaces for dialogue and discourse; cultural competence is relevant in all fields of work, education, and informal social interactions.
Cultural Imperialism	Imperialism describes the ways that one nation asserts its power over another. Cultural imperialism tends to describe the United States' role as a cultural superpower throughout the world.

Cultural Racism	Cultural racism refers to representations, messages and stories conveying the idea that behaviors and values associated with white people or “whiteness” are automatically “better” or more “normal” than those associated with other racially defined groups. Cultural racism shows up in advertising, movies, history books, definitions of patriotism, and in policies and laws. Cultural racism is also a powerful force in maintaining systems of internalized supremacy and internalized racism. It does that by influencing collective beliefs about what constitutes appropriate behavior, what is seen as beautiful, and the value placed on various forms of expression.
Damage Imagery	Perpetuating stereotypes through the use of visuals, text/narratives, or data (e.g. statistics) to highlight inequities without the appropriate historical and sociopolitical context. This can be remedied by leading with an explanation of historical and systemic barriers, and by focusing on strengths and solutions within the communities that are the subject of the visuals, text/narratives, or data.
Decolonization	Challenging and shifting colonial influence such as the language we speak, the narratives we retell, and the approaches we take. The active resistance against colonial powers and a shifting of power towards acquisition of our own political, economic, educational, cultural, psychic independence and power. This process occurs politically and also applies to personal and societal psychic, cultural, political, agricultural, and educational deconstruction of colonial oppression.
Demonizing	The process of how distorted portrayals of racial groups can lead to problematic understandings and attitudes. For example, the synonymy of Blackness with criminality is a result of misconceptions and prejudices manufactured and disseminated through various channels such as the media.
Disability	Disability is defined within specific contexts and depends on historical and cultural issues. A person with a disability is defined as someone who experiences a physical or mental condition that limits the ability to perform a major life activity such as walking, breathing, seeing, hearing, thinking or working. Major types of disabilities include: perceptual, illness-related, physical, developmental, mental/emotional, chronic/acute, and environmental.
Discrimination	Actions or thoughts, based on conscious or unconscious bias, that favor one group over others.
Diversity	Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that

	should be valued. A broad definition includes not only race, ethnicity, and gender — the groups that most often come to mind when the term "diversity" is used — but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.
Economic Violence	A tool in the spectrum of violence used to exploit the most vulnerable people and communities in our society. The targeted coercive or abusive use of economic systems, policies and/or practices in the service of acquiring, maintaining, and/ or building power (institutional or structural) for a majoritized community.
Emergent Strategy	Emergent Strategy is a way of describing adaptive and relational leadership. It is personal practice, plans of action, and strategies for social justice that (1) accounts for constant change and rely on the strength of relationship for adaptation; (2) leverages relatively simple interactions to grow a compelling future together; and (3) practices being in the right relationship to our spaces and each other. Emergent Strategy is how we intentionally change in ways that grow our capacity to embody the just world we want.
Empathy	A learned skill that allows one to recognize and deeply listen to another's story or experiences and connect them to common understandings and emotions; differs from sympathy.
Ethnicity	A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history and ancestral geographical base. Examples of different ethnic groups are: Haitian, African American (Black); Chinese, Korean, Vietnamese (Asian); Cherokee, Mohawk, Navaho (Native American); Cuban, Mexican, Puerto Rican (Latino); Polish, Irish, and Swedish (White).
Ethnocentrism	Consciously or unconsciously privileging one's own ethnic group over others; assuming or judging other groups according to one's own group values.
Equality	To treat everyone exactly the same. An equality emphasis often ignores historical and structural factors that benefit some social groups/ communities and harms other social groups/communities. Often as a response to racism, people will claim a "colorblind" orientation or seek to create "colorblind" policies that will treat all people equally. However, "colorblindness" often leads to inequity because it does not acknowledge the

	historical and contemporary systemic forces of oppression that do not allow all of us to be our full selves equally.
Equity	To treat everyone fairly. An equity emphasis seeks to render justice by deeply considering structural factors that benefit some social groups/communities and harms other social groups/communities. Sometimes justice demands, for the purpose of equity, an unequal response.
Explicit Bias (conscious bias)	The attitudes and beliefs we have about a person or group on a conscious level.
Feminism	The pursuit of the social, economic, and political equality of all people, regardless of sex, gender, sexuality, race, geographical location, body size, socioeconomic status, physical and mental ability, and religion.
Gender	Relates to the characteristics – ranging from gender roles to physical appearance – that societies attribute to the notions of “masculine” and “feminine.” We learn gender roles through socialization which begins very early and is reinforced constantly throughout our lives through education, the media, families, religion, public policy and other social institutions. Gender roles are different in different cultures and can change over time.
Gender Expression	External appearance of one's gender identity, usually expressed through behavior, clothing, body characteristics or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.
Gender Fluid	A person who does not identify with a single fixed gender or has a fluid or unfixed gender identity.
Gender Identity	A person's individual and subjective sense of their own gender; gender identities exist in a spectrum and are not just masculine and feminine.
Gender Non-Conforming	A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category. While many also identify as transgender, not all gender non-conforming people do.
Gender Neutral Pronouns	Pronouns that do not adhere to the he: she and his: her binary and can refer to a number of different gender identities.
Gender Queer	Gender queer people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see themselves as being both male and female, neither male nor female or as falling completely outside these categories.

Gender Oppression	Is the individual acts of abuse and violence, patterns of power and control, and systems of abuse and violence perpetrated against women and girls due to their gender.
Gentrification	Demographic shifts that usually occur in big cities in which upper-middle class and/or racially privileged individuals and businesses move into historically working class and poor and/or racially oppressed neighborhoods and communities.
Global Majority	White people are, in fact, not the demographic majority of humans on the planet; White is not "majority" and people who do not identify as White are not "minority". Additionally, folks who do not identify as White should not be described by what they aren't ("non-White"). In instances where we are referring to people who do not identify as White, we use the term "global-majority."
Heteronormativity	A socially constructed assumption that heterosexuality is the natural norm from which all other sexual preferences deviate; the assumption that everyone identifies as heterosexual until shown or proven otherwise.
Hispanic	Hispanic refers to people who speak Spanish or who are descendants of those from Spanish-speaking countries. In other words, Hispanic refers to the language that a person speaks or that their ancestors spoke. For this reason, people who are Hispanic may vary in their race and also where they live or originate. For example, a White person from the Dominican Republic and a brown-skinned person from Mexico might both call themselves Hispanic, even though the only thing they may have in common is their spoken language.
Homophobia	On a personal level, homophobia is an irrational fear, aversion, or dislike of people who identify as homosexual; on a social level, homophobia is the ingrained structural discrimination against homosexuality and those who identify as homosexual that prevents access to certain resources or opportunities and inhibits individuals from feeling safe or able to be socially recognized as homosexual.
Ideological Oppression	Any oppressive system has at its core the idea that one group is somehow better than another, and in some measure has the right to control the other group. This idea gets elaborated in many ways-- more intelligent, harder working, stronger, more capable, more noble, more deserving, more advanced, chosen, normal, superior, and so on. The dominant group holds this idea about itself. And, of course, the opposite qualities are attributed to the other group--stupid, lazy, weak, incompetent, worthless, less deserving, backward, abnormal, inferior, and so on.
Implicit bias (also known as unconscious bias)	Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious

	<p>awareness. Many studies have indicated that implicit biases affect individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Notably, implicit biases have been shown to trump individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess.</p>
Inclusion	<p>Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.</p>
Indigeneity	<p>Indigenous populations are composed of the existing descendants of the peoples who inhabited the present territory of a country wholly or partially at the time when persons of a different culture or ethnic origin arrived there from other parts of the world, overcame them by conquest, settlement or other means, and reduced them to a non-dominant or colonial condition; who today live more in conformity with their particular social, economic and cultural customs and traditions than with the institutions of the country of which they now form part, under a state structure which incorporates mainly national, social and cultural characteristics of other segments of the population which are predominant.</p>
Institutional Oppression	<p>The systematic mistreatment and dehumanization of any individual based solely on a social identity group with which they identify that is supported and enforced by society and its institutions; based on the belief that people of such a social identity group are inherently inferior.</p>
Institutional Racism	<p>Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and oppression and disadvantage for people from groups classified as people of color.</p>
Internalized Racism	<p>The conscious and unconscious development of ideas, beliefs, actions, and behaviors that demonstrate one's acceptance of the dominant society's racist tropes and stereotypes about their own race. Internalized racism is the simultaneous hating of oneself and/or one's own race and valuing of the dominant race. Internalized racism is an individual's system of oppression in response to any and all forms of racism.</p>
Intersectionality	<p>The intersection of race, class, gender, and ability identities within each individual that informs how one views, discusses, and navigates through the world the way each of us views and discusses the world.</p>
Islamophobia	<p>A form of racism rooted in stereotypes that label all Muslim or Muslim "appearing" people as "terrorist." This form of racism manifests itself in hate crimes, federal actions</p>

	such as the "Patriot Act" and increased surveillance or racial profiling of Muslims, Arab-Americans or anyone who "appears" to be either.
Justice	The establishment or determination of rights according to rules of law and standards of equity; the process or result of using laws to fairly judge crimes and criminality.
Latino/a	Latino refers to individuals from a specific geography: specifically, people from Latin America including Central America, South America, and the Caribbean. Like being Hispanic, being Latino says nothing about your race; Latinos may be White, Black, Indigenous, Asian, etc. (Latino (masculine)/ Latina (feminine))
Latinx	The gender-neutral alternative to Latino, Latina and even Latin@. It's part of a "linguistic revolution" that aims to move beyond gender binaries and is inclusive of the intersecting identities of Latin American descendants. In addition to men and women from all racial backgrounds, Latinx also makes room for people who are transgender, queer, agender, non-binary, gender non-conforming or gender fluid. Despite the growing popularity of the term, Latinx has been faced with criticism. Many opponents of the term have suggested that using an un-gendered noun like Latinx is disrespectful to the Spanish language and some have even called the term "a blatant form of linguistic imperialism."
LGBTQQIA	The umbrella community of people who identify as lesbian, gay, bisexual, trans*, two-spirited, queer, questioning, intersex, and/or asexual.
Liberation	The progression toward or the conscious or unconscious state of being in which one can freely exist, think, dream, and thrive in a way which operates outside of traditional systems of oppression. Liberation acknowledges history, but does not bind any person to disparate systems or outcomes. Liberation is a culture of solidarity, respect, and dignity.
Marginalized Community	Communities that are confined to the lower or peripheral edge of the society. Such a group is denied involvement in mainstream economic, political, cultural and social activities due to their living conditions, lifestyles or exclusion.
Microaggression	Subconscious and often well-meaning actions or remarks that convey an unconscious bias and hurt the person at the receiving end.
Misogyny	An extreme form of sexism that is often defined as the hatred of women.
Misogynoir	Misogyny is an extreme form of sexism that is often defined as the hatred of women. A related concept, misogynoir, involves a specific type of misogyny that has roots in racism.

Mutual Aid	In mutual-aid systems, people work cooperatively to meet the needs of everyone in the community. It's different from charity, which features a one-way relationship between an organization and recipients, and often responds to the effects of inequality but not its causes. Mutual aid is an act of solidarity that builds sustained networks between neighbors.
Neoliberalism	A set of economic and political theories that posit the centrality of a "free-market" system under which market forces, rather than governments, determine key aspects of the economy, with governments acting to support globalized markets, market-oriented processes and the interests of capital Neo-liberal economic reforms over the past three decades have expanded and deepened the influence of capitalism, especially consumerism and the use of credit, on social and political institutions and on culture. This agenda includes free trade, privatization, reduced government spending on social programs, huge increases in spending on subsidies to business and security, deregulation of businesses, no curbs on foreign investors, low taxes on the wealthy and corporations, minimal labor and environmental protections, no subsidies or supports for poor people and sectors, etc.
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. While many also identify as transgender, not all non-binary people do. Non-binary can also be used as an umbrella term encompassing identities such as agender, bigender, genderqueer or gender-fluid.
Oppression	The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group. Rita Hardiman and Bailey Jackson state that oppression exists when the following 4 conditions are found: 1)the oppressor group has the power to define reality for themselves and others, 2) the target groups take in and internalize the negative messages about them and end up cooperating with the oppressors (thinking and acting like them), 3) genocide, harassment, and discrimination are systematic and institutionalized, so that individuals are not necessary to keep it going, and 4) members of both the oppressor and target groups are socialized to play their roles as normal and correct.

Othering	The process by which social exclusion occurs, where a dominant group claims normative status, and everyone outside of that group is defined in relation to the dominant group. "Othering" is also described as what happens when a person, group or category is treated as an object by another group. This objectification allows dominant actors to rationalize or justify the subordination of individuals and groups of people based on arbitrarily defined characteristics.
Patriarchy	Patriarchy is about the social relations of power between men and women, women and women, and men and men. It is a system for maintaining class, gender, racial, and heterosexual privilege and the status quo of power – relying both on crude forms of oppression, like violence; and subtle ones, like laws; to perpetuate inequality. Patriarchal beliefs of male, heterosexual dominance and the devaluation of girls and women lie at the root of gender-based violence. Patriarchy is a structural force that influences power relations, whether they are abusive or not.
People of Color	An umbrella term for any person or peoples that is considered by the society in which they live to be non-white.
Post Racial	A belief that we as a society have moved beyond race; that race and racism are no longer relevant because as a society we have addressed all of the racialized barriers to full and equal participation in American society.
Privilege	Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.). Privilege is usually invisible to those who have it because we're taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.
Prejudice	A preconceived, often unconscious, judgment or opinion about a person or group; usually a negative bias.
Poverty	Poverty is a state or condition in which a person or community lacks the financial resources and essentials for a minimum standard of living. Poverty means that the income level from employment is so low that basic human needs can't be met.
Power	The ability to set the rule, standard, or policy; The ability to change the rule, standard, or policy to serve your needs, wants or desires; The ability to influence decision makers to make choices in favor of your cause, issue or concern. The degree of control over material, human, intellectual, and financial natural resources exercised by different sections of society or individuals. The control of these resources becomes a source of individual and social power.

Queer	An umbrella term within the LGBTQQIA community that refers to anyone who doesn't prescribe to societal views of gender and sexuality; implies elasticity and a resistance to the notion of a predetermined gender and sexual identity based on biology.
Race	A term used to identify and define individuals as part of a distinct group based on physical characteristics and some cultural and historical commonalities; once used to denote differentiations in humankind based on physiology and biology, race is now understood as a social construct that is not scientifically based, though is still commonly associated with notions of biological difference; race is still sometimes perceived as innate and inalterable.
Racial Anxiety	The fear of being judged, based on an individual's race, when interacting with people of other races. White people fear assumptions of being racist, while people of color fear being the victim of discriminatory behavior and violence.
Racially Coded Language	Language that is seemingly race-neutral but is actually a disguise for racial stereotypes without the stigma of explicit racism.
Racist Discipline Practice	There are substantial gaps in educational outcomes between black and white students in the United States. Recently, increased attention has focused on differences in the rates at which black and white students are disciplined, finding that black students are more likely to be seen as problematic and more likely to be punished than white students are for the same offense.
Racial Equity	Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation. This includes elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or that fail to eliminate them.
Racial Health Disparities	A difference in which disadvantaged social groups such as the poor, racial/ethnic minorities, women and other groups who have persistently experienced social disadvantage or discrimination systematically experience worse health or greater health risks than more advantaged social groups.
Racial Justice	Racial justice is a proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.

Racial Profiling	The systemic targeting, surveillance, policing, and harassment of people of color that begins with the assumption that people of color are more likely to be criminals. At the community level, the discriminatory practice of racial profiling has emerged as a national concern. African-Americans, Native Americans, Latinos, Asian Americans, and Arab-Americans, have reported being unfairly targeted by police who use race, ethnicity, national origin, religion and even gender when choosing which individuals should be subjected to stops, searches, seizures, and frisks on the streets, during routine traffic stops, at national borders and in airports.
Racism	An ideology and institution that reflects the racial worldview in which humans are divided into racial groups and in which races are arranged in a hierarchy where some races are considered innately superior to others; racism is the effect of domination of certain racial groups by other racial groups, historically the domination of people of color by white/European peoples.
Racialization	Racialization is the very complex and contradictory process through which groups come to be designated as being of a particular "race" and on that basis subjected to differential and/or unequal treatment. Put simply, "racialization [is] the process of manufacturing and utilizing the notion of race in any capacity" (Dalal, 2002, p. 27). While white people are also racialized, this process is often rendered invisible or normative to those designated as white. As a result, white people may not see themselves as part of a race but still maintain the authority to name and racialize "others."
Redlining	The illegal practice of refusing to offer mortgages, credit or insurance in a particular community on a discriminatory basis (as because of the race or ethnicity of its residents).
Reparations	A concept that argues for compensation from the US government for the free labor blacks were forced to render during 250 years of slavery. The making of amends for a wrong that has been done – whether by individuals, corporations, government or other major institutions – by paying money, control of land, housing, jobs, health care, transportation and even finance and trade.
Resistance	The act of challenging the dominant power structure. There are every day acts of resistance, for example, challenging rigid gender roles within the family or calling out discrimination within the workplace. Alternately, organized, collective forms of resistance range from subtle, symbolic gestures, such as silent protests, to highly visible demonstrations such as marches, strikes, or boycotts.

Respectability Politics	Defined as what happens when minority and/or marginalized groups are told (or teach themselves) that in order to receive better treatment from the group in power, they must behave better.
Restorative Justice	Restorative Justice is a theory of justice that emphasizes repairing the harm caused by crime and conflict. It places decisions in the hands of those who have been most affected by wrongdoing, and gives equal concern to the victim, the offender, and the surrounding community. Restorative responses are meant to repair harm, heal broken relationships, and address the underlying reasons for the offense. Restorative Justice emphasizes individual and collective accountability. Crime and conflict generate opportunities to build community and increase grassroots power when restorative practices are employed.
Reverse Racism	"The 'reverse racism' card is often pulled by white people when people of color call out racism and discrimination, or create spaces for themselves ... that white people aren't a part of. The impulse behind the reverse racism argument seems to be a desire to prove that people of color don't have it that bad, they're not the only ones that are put at a disadvantage or targeted because of their race. While assumptions and stereotypes about white people do exist, this is considered racial prejudice, not racism. Racial prejudice refers to a set of discriminatory or derogatory attitudes based on assumptions derived from perceptions about race and/or skin color.
Righteous Anger	When individuals channel their anger into moral anger and subsequently into activism. It is a reactive emotion of anger over mistreatment, insult, or malice of another. It is akin to what is called the sense of injustice. Examples: Social and political movements have been fueled because of righteous anger at the lynching of fathers and sons. Prophetic rage sparked activists like Rosa Parks to fight against the systematic rape of black women. Holy indignation at political disenfranchisement led to legal challenges against voting restrictions and school segregation.
Safe Space	Spaces in which people, often of marginalized or underrepresented social groups, can say, be, and share their experiences without fear or judgment.
Settler Colonialism	Settler colonialism refers to colonization in which colonizing powers create permanent or long-term settlement on land owned and/or occupied by other peoples, often by force. This contrasts with colonialism where colonizer's focus only on extracting resources back to their countries of origin, for example. Settler Colonialism typically includes oppressive governance, dismantling of indigenous cultural forms, and enforcement of codes of superiority (such as white supremacy). Examples include white

	European occupations of land in what is now the United States, Spain's settlements throughout Latin America, and the Apartheid government established by White Europeans in South Africa.
Social Exclusion	A framework that has been used and expanded upon by feminists and disability and queer rights activists to deepen analyses of poverty and inequality to address the multiple ways that people are excluded from full participation in society, based not only on material deprivation, but also on noneconomic factors such as mental health, gender, physical ability, caste, sexual orientation, and age.
Social Inequality	The condition of unequal access to the benefits of belonging to any society. In a purely equal society, every citizen is equally able to contribute to the overall well being of that society, and they are equally able to benefit from their membership within that society.
Social Justice	The practice of allyship and coalition work in order to promote equality, equity, respect, and the assurance of rights within and between communities and social groups.
Social Location	The groups people belong to because of their place or position in history and society. All people have a social location that is defined by their gender, race, social class, age, ability, religion, sexual orientation, and geographic location. Each group membership confers a certain set of social roles and rules, power, and privilege (or lack of), which heavily influence our identity and how we see the world.
Socioeconomic Status	One's social position as determined by income, wealth, occupational prestige, and educational attainment.
Solidarity	Unity or agreement based on shared interests and objectives; long-term mutual support within and between groups.
Stereotype	A category, or a group, that we put people into. ... We usually view stereotypes as being negative because they make assumptions about all the people in one group.
Stereotype Threat	Stereotype threat is defined as a "socially premised psychological threat that arises when one is in a situation or doing something for which a negative stereotype about one's group applies" (Steele & Aronson, 1995). According to stereotype threat, members of a marginalized group acknowledge that a negative stereotype exists in reference to their group, and they demonstrate apprehension about confirming the negative stereotype by engaging in particular activities.
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.

Systemic Discrimination	Systemic discrimination involves a pattern or practice, policy, or class case where the alleged discrimination has a broad impact on an industry, profession, company or geographic area.
Systemic Oppression	The intentional disadvantaging of groups of people based on their identity while advantaging members of the dominant group (gender, race, class, sexual orientation, language, etc.).
Tolerance	Toleration is the allowing, permitting, or acceptance of an action, idea, object, or person which one dislikes or disagrees with. Political scientist Andrew R. Murphy explains that "We can improve our understanding by defining "toleration" as a set of social or political practices and "tolerance" as a set of attitudes.
Trans Misogynoir	Transmisogynoir (or trans-misogynoir) is the oppression of trans women of color, and trans feminine people of color, more generally. It exists at the intersection between transphobia, misogyny, and antiblackness. This oppressive force is caused by a combination of cisnormativity, the gender binary, white supremacy, and other forces. Importantly, cis Whiteness, a chiefly Western concept, is at the root of this form of transmisogynoir.
Transphobia	Transphobia is the fear, hatred, disbelief, or mistrust of people who are transgender, thought to be transgender, or whose gender expression doesn't conform to traditional gender roles. Transphobia can prevent transgender and gender nonconforming people from living full lives free from harm.
Transformative Justice	Transformative justice is a theory and approach to violence...[which] seeks safety and accountability without relying on alienation, punishment, or State or systemic violence, including incarceration or policing. Three core beliefs: 1) Individual justice and collective liberation are equally important, mutually supportive, and fundamentally intertwined—the achievement of one is impossible without the achievement of the other; 2) The conditions that allow violence to occur must be transformed in order to achieve justice in individual instances of violence. Therefore, Transformative Justice is both a liberating politic and an approach for securing justice. 3) State and systemic responses to violence, including the criminal legal system and child welfare agencies, not only fail to advance individual and collective justice but also condone and perpetuate cycles of violence. The main goal of transformative justice is to repair the harm done as much as possible. Ideally, transformative justice seeks the transformation of individuals, communities, and society as a whole. Also, transformative justice at its best places the power to respond to harm back into the

	hands of the people most affected by harm. The institutions of the state and of white supremacy would no longer control and dictate responses to acts of harm.
Truth and Reconciliation Process	Truth and reconciliation commissions have become commonplace since the 1970s. They reflect a global trend of paying more attention to mass violations of human rights. Most such commissions (if not all) focus on crimes carried out by a government against its own citizens.
Virtual Signaling	Virtue signalling is an expression used to call out an individual, company, or organisation - suggesting they are only backing an idea to look good in the eyes of others. The term implies that they don't truly believe in the cause they publicly support. They are acting out of bad faith, because they have an ulterior motive.
Wealth Inequality	The unequal distribution of assets among residents of the United States. Wealth is equated with "net worth," the sum total of one's assets minus liabilities. Assets can include everything from an owned personal residence and cash in savings accounts to investments in stocks and bonds, real estate, and retirement accounts. Liabilities cover what a household owes: a car loan, credit card balance, student loan, mortgage, or any other bill yet to be paid.
White Fragility	White Fragility is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium.
White Guilt	The feelings of shame and remorse some white people experience when they recognize the legacy of racism and racial injustice and perceive the ways they have benefited from it.
White Privilege	The right or advantage provided to people who are considered white; an exemption of social, political, and/or economic burdens placed on non-white people; benefitting from societal structuring that prioritizes white people and whiteness.
White Supremacy Culture	The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions.
White Supremacy	A historically based, institutionally perpetuated system of exploitation and oppression of continents, nations, and peoples of color by white peoples and nations of the European continent, for the purpose of maintaining and defending a system of wealth, power, and privilege.

Xenophobia	The unreasonable fear or dislike of things, cultures, forms of expression, or people that are different from oneself and one's own experiences of the everyday; fear of that which seems foreign or strange.
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