CBHA Workgroup on Equity
Glossary of Terms

A

Able-ism | The belief that disabled individuals are inferior to non-disabled individuals, leading to discrimination toward and oppression of individuals with disabilities and physical differences.

Access | The elimination of discrimination and other barriers that contribute to inequitable opportunities to join and be a part of a work group, organization, community, or services.

Accessibility | The extent to which a facility is readily approachable and usable by individuals with disabilities, particularly such areas as the residence halls, classrooms, and public areas.

Accomplice(s) | Encompasses allyship but goes beyond to advocacy. An accomplice uses their privilege to challenge existing conditions at the risk of their own comfort and well-being. Whereas an ally might work to make changes on an individual level, an accomplice aims to tackle injustices such as racial injustices on an institutional level (M. Akbar, 2020; Schafranek, 2021, Definitions section). They aim to alter the structures and policies within society that place marginalized groups at a disadvantage.

Acculturation | The general phenomenon of persons learning the nuances of or being initiated into a culture. It may also carry a negative connotation when referring to the attempt by dominant cultural groups to acculturate members of other cultural groups into the dominant culture in an assimilation fashion.

Actor [Actions] | Do not disrupt the status quo, much the same as a spectator at a game, both have only a nominal effect in shifting an overall outcome.

Adult-ism | Prejudiced thoughts and discriminatory actions against young people, in favor of the older person(s).

Advocate | Someone who speaks up for themselves and members of their identity group; e.g. a person who lobbies for equal pay for a specific group.

Age-ism | Prejudiced thoughts and discriminatory actions based on differences in age; usually that of younger persons against older.

A-Gender | Not identifying with any gender, the feeling of having no gender.

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Agent | The perpetrator of oppression and/or discrimination; usually a member of the dominant, non-target identity group.

Ally | People who recognize the unearned privilege they receive from society's privileging of Whiteness, male gender, Christianity, heterosexuality, ableism, and other identities and take responsibility for advancing equity. It is important to be intersectional when considering how overlapping systems of oppression affect people's lives (Adames et al., 2023). Although you may experience discrimination due to one or more identities, you may simultaneously experience privilege in others. For example, White women may experience discrimination based on their gender but may also benefit from Whiteness and have privilege as a result. Being an ally is more than just being sympathetic and feeling bad for those who experience discrimination. An ally is willing to act with and for others in pursuit of ending oppression and creating equality. Allyship is not a label you give yourself. How you can serve as an ally is defined and determined by the community you are advocating for. Authentic and transparent allies are willing to step out of their comfort zones. Those who decide to undertake the ally role must recognize and understand the power and privileges that they receive, accept, and experience, and they must use that position to act for justice by centering marginalized voices (M. Akbar, 2020).

Androgyne | A person whose biological sex is not readily apparent, whether intentionally or unintentionally.

Androgynous | A person whose identity is between the two traditional genders.

Androgyny | A person who rejects gender roles entirely.

Androgynous | Someone who reflects an appearance that is both masculine and feminine, or who appears to be neither or both a male and a female.

Anti-Semitism | Prejudice against, hostility toward, or hatred of Jews. Antisemitism has taken various forms and has been perpetrated by many groups throughout history (APA, 2007a; U.S. Holocaust Memorial Museum, n.d.). Hate crimes, including those derived from antisemitism, can have dangerous physical, psychological, and societal consequences. It is important to spell "antisemitism" without a hyphen (for more, see the explanation for the appropriate spelling of antisemitism; Anti-Defamation League, n.d.).

A-Sexuality | Little or no romantic, emotional and/or sexual attraction toward other persons. Asexual could be described as non-sexual, but asexuality is different from celibacy, which is a choice to not engage in sexual behaviors with another person.

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Assigned Sex | What a doctor determines to be your physical sex birth based on the appearance of one's primary sex characteristics.

Assimilation | A process by which outsiders (*persons who are others by virtue of cultural heritage, gender, age, religious background, and so forth*) are brought into, or made to take on the existing identity of the group into which they are being assimilated. The term has had a negative connotation in recent educational literature, imposing coercion and a failure to recognize and value diversity. It is also understood as a survival technique for individuals or groups.

B

Bias | Partiality, or an inclination or predisposition for or against something. Motivational and cognitive biases are two main categories studied in decision-making analysis. Motivational biases are conclusions drawn due to self-interest, social pressures, or organization-based needs, whereas cognitive biases are judgments that are contrary to evidence, and some of these are attributed to implicit reasoning (APA, 2021c).

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

Bi-Phobia | The fear or hatred of homosexuality (*and other non-heterosexual identities*), and persons perceived to be bisexual.

Bi-Racial | A person who identifies as coming from two races. A person whose biological parents are of two different races.

Bi-Sexual | A romantic, sexual, or/and emotional attraction toward people of all sexes. A person who identifies as bisexual is understood to have attraction to male and female identified persons. However, it can also mean female attraction and non-binary, or other identifiers. It is not restricted to only CIS identifiers.

Brave Space | Honors and invites full engagement from folks who are vulnerable while also setting the expectation that there could be an oppressive moment that the facilitator and allies have a responsibility to address.

C

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Categorization | The natural cognitive process of grouping and labeling people, things, etc. based on their similarities. Categorization becomes problematic when the groupings become oversimplified and rigid (*e.g. stereotypes*).

Cis-Gender | A person who identifies as the gender they were assigned at birth.

Cis-Sexism | Oppression based assumption that transgender identities and sex embodiments are less legitimate than cis-gender ones.

Class-ism | Prejudiced thoughts and discriminatory actions based on a difference in socioeconomic status, income, class; usually by upper classes against lower.

Climate | The degree to which community members feel included, affirmed, or excluded in the work group, organization, or community (APA, 2021c). Climates are shaped by organizational practices; interactions among members of the work group, organization, or community; and objective characteristics of the setting (Nishii & Rich, 2014). Please note that in the context of this guide, geophysical climate is not meant by this term.

Coalition | A collection of different people or groups, working toward a common goal.

Codification | The capture and expression of a complex concept in a simple symbol, sign or prop; for example, symbolizing "community" (*equity, connection, unity*) with a circle.

Collusion | Willing participation in the discrimination against and/or oppression of one's own group (*e.g., a woman who enforces dominant body ideals through her comments and actions*).

Colonization | The action or process of settling among and establishing control over the indigenous people of an area. The action of appropriating a place or domain for one's own use.

Color Blind | The belief in treating everyone "equally" by treating everyone the same; based on the presumption that differences are by definition bad or problematic, and therefore best ignored (*i.e., "I don't see race, gender, etc."*).

Color-ism | A form of prejudice or discrimination in which people are treated differently based on the social meanings attached to skin color.

Co-Option | A process of appointing members to a group, or an act of absorbing or assimilating.

Co-Optation | Various processes by which members of the dominant cultures or groups assimilate members of target groups, reward them, and hold them up as models for other members of the target groups. Tokenism is a form of co-optation.

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Conscious Bias (Explicit Bias) | Refers to the attitudes and beliefs we have about a person or group on a conscious level. Much of the time, these biases and their expression arise as the direct result of a perceived threat. When people feel threatened, they are more likely to draw group boundaries to distinguish themselves from others.

Corporate Social Responsibility
Practicing good corporate citizenship by going beyond profit maximization to make a positive impact on communities and societies.

Critical Race Theory | Critical race theory in education challenges the dominant discourse on race and racism as they relate to education by examining how educational theory, policy, and practice are used to subordinate certain racial and ethnic groups. There are at least five themes that form the basic perspectives, research methods, and pedagogy of critical race theory in education:

> ➢ The centrality and intersectionality of race and racism
> ➢ The challenge to dominant ideology
> ➢ The commitment to social justice
> ➢ The centrality of experiential knowledge
> ➢ The interdisciplinary perspective

Culture | Culture is the pattern of daily life learned consciously and unconsciously by a group of people. These patterns can be seen in language, governing practices, arts, customs, holiday celebrations, food, religion, dating rituals, and clothing.

Cultural Appropriation | The adoption or theft of icons, rituals, aesthetic standards, and behavior from one culture or subculture by another. It is generally applied when the subject culture is a minority culture or somehow subordinate in social, political, economic, or military status to appropriating culture. This "appropriation" often occurs without any real understanding of why the original culture took part in these activities, often converting culturally significant artifacts, practices, and beliefs into "meaningless" pop-culture or giving them a significance that is completely different/less nuanced than they would originally have had.

Cultural Competence | The ability to collaborate effectively with individuals from different cultures; such competence improves experiences and outcomes in health care, consulting with clients, and working with students and trainees in a variety of disciplines (Nair & Adetayo, 2019). "Cultural competence does not refer to a process that ends simply because the

psychologist" or other health professional is deemed competent or because the professional is from the culture in question (APA, 2017b, p. 8). Rather, "cultural competence incorporates the role of cultural humility" and is considered a "lifelong process of reflection and commitment" (APA, 2017b, p. 8; see also Sue et al., 2022; Waters & Asbill, 2013). One can commit to the process of lifelong reflection to be aware, responsive, and accountable to the communities one is serving or working with.

Cultural Humility | A lifelong commitment to learning, self-reflection, and challenging your own biases about diverse cultures that are different from yours (Tervalon & Murray-García, 1998). Cultural humility acknowledges that identity is complex, and that each person's experiences are unique, diverse, and varied. Cultural humility seeks to redress power imbalances and to develop mutually beneficial and equitable partnerships with communities on behalf of individuals and defined populations.

Cultural Responsiveness | Understanding and responding appropriately to the different aspects of culture and diversity that an individual brings to interactions. It requires valuing diversity, desiring to increase knowledge about other cultures, and striving to create spaces where diversity is integrated (American Speech-Language-Hearing Association, n.d.; Hopf et al., 2021).

Culturally Responsive Pedagogy | Culturally responsive pedagogy facilitates and supports the achievement of all students. In a culturally responsive classroom, reflective teaching and learning occur in a culturally supported, learner-centered context, whereby the strengths students bring to school are identified, nurtured and utilized to promote student achievement.

D

D.A.C.A (Deferred Action for Childhood Arrivals) | An American immigration policy that allows some individuals who were brought to the United States without inspection as children to receive a renewable two-year period of deferred action from deportation and become eligible for a work permit in the U.S.

Decolonization | The process of "undoing the impacts of historical domination on subordinated populations by powerful outsiders" (Gone, 2021, p. 259). Colonization requires the dehumanization of peoples who are Indigenous to an area so that their land is stolen, their culture is erased, and peoples are eliminated for the economic benefit of empire building. The

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practice of colonizing is "when a country or clan claims the resources of another without permission or just compensation," in certain cases abusing treaties or disregarding initial agreements.. Decolonization is a process of examining and undoing the epistemological injustice, harm, and exclusion that resulted from these historical and present-day processes (Silva & Students for Diversity Now, 2018) and a demand for "land-back" and other forms of economic and cultural justice.

Dialogue | "Communication that creates and recreates multiple understandings" (Wink, 1997). It is bi-directional, not zero-sum and may or may not end in agreement. It can be emotional and uncomfortable, but is safe, respectful and has greater understanding as its goal.

Disability | An impairment that may be cognitive, developmental, intellectual, mental, physical, sensory, or some combination of these. It substantially affects a person's life activities and may be present from birth or occur during a person's lifetime.

Discrimination | The unjust and differential treatment of members of different identities (such as age, gender, gender identity and expression, race, ethnicity, religion, national origin, immigration status, language, disability, sexual orientation, socioeconomic status) and other groups at the individual and institutional or structural level. This unjust treatment favors certain groups over others, restricting opportunities for other groups. Identities can be actual or perceived; for example, a person may be discriminated against for a perception of disability or other marginalized status. At the individual level, discrimination may manifest as prejudice involving negative, hostile, and injurious treatment of the members of marginalized groups (APA, 2021c). At the institutional or structural level, discrimination may manifest as operating procedures, laws, and policies that favor one group over another.

Diversity |Involving the representation or composition of various social identity groups in a work group, organization, or community. The focus is on social identities that correspond to societal differences in power and privilege and thus to the marginalization of some groups based on specific attributes—for example, age, gender, gender identity and expression, race, ethnicity, religion, national origin, immigration status, language, disability, sexual orientation, and socioeconomic status. There is a recognition that people have multiple identities and that social identities are intersectional and have different salience and impact in different contexts (APA, 2021c).

Domestic Partner | Either member of an unmarried, cohabiting, straight and same-sex couple that seeks benefits usually available only to spouses.

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Dominant Culture | The cultural values, beliefs, and practices that are assumed to be the most common and influential within a given society.

Drag Queen / King | A man or woman dressed as the opposite gender, usually for the purpose of performance or entertainment. Many times, overdone or outrageous and may present a "stereotyped image."

E

Emotional Tax |The combination of being on guard to protect against bias, feeling different at work because of gender, race, and/or ethnicity, and the associated effects on health, well-being, and ability to thrive at work.

English Language Learners (ELLs) | Multilingual learners in the process of learning English who need additional or modified supports, "who often come from bilingual or non-English-speaking homes and backgrounds, and who might require specialized or modified instruction in both the English language and their academic courses" (The Glossary of Education Reform, 2013, para. 1), although this may not be the case for all ELLs. In most industrialized nations, speaking two or more languages is desirable. Many ELLs encounter bias and national origin discrimination in the United States because English is not their dominant language.

Ethnicity | A social construct which divides individuals into smaller social groups based on characteristics such as a shared sense of group membership, values, behavioral patterns, language, political and economic interests, history and ancestral geographical base.

Examples of different ethnic groups are but not limited to:

 - ➢ Haitian
 - ➢ African American (Black)
 - ➢ Chinese
 - ➢ Korean
 - ➢ Vietnamese (Asian)
 - ➢ Cherokee, Mohawk
 - ➢ Navajo (Native American)
 - ➢ Cuban

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- ➢ Mexican
- ➢ Puerto Rican (Latino)
- ➢ Polish
- ➢ Irish
- ➢ Swedish (White)

Ethnocentricity | Considered by some to be an attitude that views one's own culture as superior. Others cast it as "seeing things from the point of view of one's own ethnic group" without the necessary connotation of superiority.

Euro-Centric | The inclination to consider European culture as normative. While the term does not imply an attitude of superiority (*since all cultural groups have the initial right to understand their own culture as normative*), most use the term with a clear awareness of the historic oppressiveness of Eurocentric tendencies in U.S and European society.

Equality | A state of affairs in which all people within a specific society or isolated group have the same status in certain respects, including civil rights, freedom of speech, property rights and equal access to certain social goods and services.

Equity | "An ongoing process of assessing needs, correcting historical inequalities, and creating conditions for optimal outcomes by members of all social identity groups" (APA, 2021c, p. 12). Equity also consists of providing resources according to the need to help diverse populations achieve their highest state of health and other functioning and identifying and breaking down barriers to achievement of fair outcomes.

F

Feminism | The advocacy of women's rights on the ground of the equality of the sexes.

Femme | A person who expresses and/or identifies with femininity.

First Nation People | Individuals who identify as those who were the first people to live on the Western Hemisphere continent. People also identified as Native Americans.

Fundamental Attribution Error | A common cognitive action in which one attributes their own success and positive actions to their own innate characteristics *('I'm a good person')* and failure to external influences *('I lost it in the sun'),* while attributing others' success to external influences *('He had help and got lucky')* and failure to others' innate characteristics (*'They're bad people'*). This operates on group levels as well, with the in-group giving itself favorable

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attributions, while giving the out-group unfavorable attributions, as a way of maintaining a feeling of superiority, i.e. "double standard.".

G

Gay | A person who is emotionally, romantically or sexually attracted to members of the same gender.

Gender | The socially constructed concepts of masculinity and femininity; the "appropriate" qualities accompanying biological sex.

Gender Bending | Dressing or behaving in such a way as to question the traditional feminine or masculine qualities assigned to articles of clothing, jewelry, mannerisms, activities, etc.

Gender Creative | A term coined by clinical and developmental psychologist Diane Ehrensaft to describe a child or adolescent who rejects expected gender roles and stereotypes.

Gender Dysphoria (Gender Identity Disorder) | Significant, clinical distress caused when a person's assigned birth gender is not the same as the one with which they identify. The American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders (DSM) consider Gender Identity Disorder as "intended to better characterize the experiences of affected children, adolescents, and adults."

Gender Expression | External manifestations of gender, expressed through a person's name, pronouns, clothing, haircut, behavior, voice, and/or body characteristics.

Gender Fluid | A person who does not identify with a single fixed gender; of or relating to a person having or expressing a fluid or unfixed gender identity.

Gender Identity | Your internal sense of self; how you relate to your gender(s).

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 into a category.

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 "gender queer" may see themselves as both male or female aligned, neither male or female or as falling completely outside these categories.

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Generalizations | "The process of deriving a concept, judgment, principle, or theory from a limited number of specific cases and applying it more widely, often to an entire class of objects, events, or people, which can lead to mischaracterizations and <u>stereotypes</u>" (APA, n.d., Generalization Definition 1).

Global Citizenship | The umbrella term for "social, political, environmental, and economic actions of globally minded individuals and communities on a worldwide scale" (United Nations, n.d., para. 1). The term may also refer to "the belief that individuals are members of multiple, diverse, local and non-local networks rather than single actors affecting isolated societies" (United Nations, n.d., para. 1).

Global Majority | Also known as people of the global majority (PGM), a collective term that encourages those of African, Asian, Latin American, and Arab descent to recognize that together they comprise the vast majority (around 80%) of people in the world. Understanding the truth that Whiteness is not the global norm has the power to disrupt and reframe conversations on race (Maharaj & Campbell-Stephens, 2021). Countries that tend to have less economic power and wealth are also sometimes referred to as "majority world" nations instead of "third world" or "developing" countries, terms that are no longer accurate in categorizing countries (Machado, 2016).

Global South | "Refers broadly to the regions of Latin America, Asia, Africa, and Oceania that are mostly (although not all) low-income and often politically or culturally marginalized. The use of the phrase 'Global South' marks a shift from a central focus on development or cultural difference toward an emphasis on geopolitical relations of power" (Dados & Connell, 2012, p. 12). "It has been used to discuss systemic inequalities stemming from the 'colonial encounter,' the continuing reverberations of (mostly) European colonialism and imperialism, and the potential of alternative sources of power and knowledge" (Haug et al., 2021, p. 1928).

H

Hate Crime | Hate crime legislation often defines a hate crime as a crime motivated by the actual or perceived race, color, religion, national origin, ethnicity, gender, disability, or sexual orientation of any person.

Health Equity | Ensuring that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care (Braveman et al., 2017). For

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example, individuals with disabilities encounter multiple obstacles to equitably access health care, including the lack of government-funded and/or insurance-covered aids, transportation, and medical equipment; the disproportionate level of poverty associated with having a disability; and the difficulty of obtaining and/or maintaining gainful employment, which could create further barriers to health care.

Hermaphrodite | An individual having the reproductive organs and many of the secondary sex characteristics of both sexes. (*Not a preferred term. See: Intersex)*

Hetero-sexism | The presumption that everyone is, and should be, heterosexual.

Heterosexuality | An enduring romantic, emotional and/or sexual attraction toward people of the other sex. The term "straight" is commonly used to refer to heterosexual people.

Heterosexual | Attracted to members of other or the opposite sex.

Historical Trauma | "Multigenerational trauma experienced by a specific cultural, racial, or ethnic group. It is related to major events that oppressed a specific group of people, such as slavery; the Holocaust; forced migration; and the violent colonization" of Indigenous populations, including Native Americans, Alaska Natives, and Native Hawaiians (Administration for Children and Families, n.d., para. 1). Some people with historical trauma may experience "poor overall physical and behavioral health, including low self-esteem, depression, self-destructive behavior, marked propensity for violent or aggressive behavior, substance misuse and addiction, and cardiovascular disease. Acute problems of domestic violence or alcohol misuse may be exacerbated by living in a community" with historical trauma (Administration for Children and Families, n.d., para. 1) . Multigenerational trauma has also been linked to high rates of suicide. Parents' and caregivers/caretakers' experiences of historical "trauma may disrupt typical parenting skills and contribute to behavior problems in children. Compounding this familial or intergenerational trauma, historical trauma often involves the additional challenge of a damaged cultural identity" (Administration for Children and Families, n.d., para. 1; see also Sotero, 2006).

Homophobia | The fear or hatred of homosexuality (*and other non-heterosexual identities*), and persons perceived to be gay or lesbian.

Homosexual | Attracted to members of the same sex. *(Not a preferred term. See Gay, Lesbian)*

Human Rights | Rights to which all human beings are inherently entitled. The international community has established The Universal Declaration of Human Rights (United Nations, 1948/n.d.), the U.N. Declaration on the Rights of Indigenous Peoples (United Nations, 2007),

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and other international human rights laws that codify the obligations of governments to respect, protect, fulfill, and promote human rights (APA, 2015b). Human rights are defined by the United Nations as "universal legal rights that protect individuals and groups from those behaviors that interfere with freedom and human dignity" (as cited in APA, 2021c, p. 12). Human rights include "rights to life, freedom from torture, freedom of information and expression," health, housing, education, and freedom to access the benefits of science and culture (APA Task Force on Human Rights, 2021, p. 3).

Humility | A modest or low view of one's own importance; humbleness.

I

Impostor Syndrome | Refers to individuals' feelings of not being as capable or adequate as others. Common symptoms of the impostor phenomenon include feelings of phoniness, self-doubt, and inability to take credit for one's accomplishments. The literature has shown that such impostor feelings influence a person's self-esteem, professional goal directed-ness, locus of control, mood, and relationships with others.

Implicit Bias | An attitude, of which one is not consciously aware, against a specific social group, also known as implicit prejudice or implicit attitude. Implicit bias is thought to be shaped by experience and based on learned associations between particular qualities and social categories, including race and/or gender. Individuals' perceptions and behaviors may be influenced by the implicit biases they hold, even if they are unaware, they hold such biases. Implicit bias is an aspect of implicit social cognition: the phenomenon that perceptions, attitudes, and stereotypes can operate before conscious intention or endorsement (APA, 2022b).

Inclusion | An environment that offers affirmation, celebration, and appreciation of different approaches, styles, perspectives, and experiences, thus allowing all individuals to express their whole selves (and all their identities) and to demonstrate their strengths and capacity (APA, 2021c).

Inclusive Language | Refers to non-sexist language or language that "includes" all persons in its references. For example, "a writer needs to proofread his work" excludes females due to the masculine reference of the pronoun. Likewise, "a nurse must disinfect her hands" is exclusive of males and stereotypes nurses as females.

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In-Group Bias (Favoritism) | The tendency for groups to "favor" themselves by rewarding group members economically, socially, psychologically, and emotionally in order to uplift one group over another.

Institutional Racism | It is widely accepted that racism is, by definition, institutional. Institutions have greater power to reward and penalize. They reward by providing career opportunities for some people and foreclosing them for others. They reward as well by the way social goods are distributed, by deciding who receives institutional benefits.

Intercultural Competency | A process of learning about and becoming allies with people from other cultures, thereby broadening our own understanding and ability to participate in a multicultural process. The key element to becoming more culturally competent is respect for the ways that others live in and organize the world and an openness to learn from them.

Intergenerational Trauma | The transmission of trauma or its legacy, in the form of a psychological consequence of an injury, attack, or poverty, from the generation experiencing the trauma to subsequent generations. An example that researchers often cite is posttraumatic slave syndrome, first coined by Na'im Akbar in 1996. Joy DeGruy Leary (2005) further conceptualized this idea by suggesting enslavement of African Americans creates intergenerational psychological trauma. The transference of this effect is believed to be epigenetic—that is, the transmission affects the chemical marker for a gene rather than the gene itself. The trauma experienced by the older generation is translated into a genetic adaptation that may be passed to successive generations (M. Akbar, 2017; APA, 2017a; Menakem, 2017; Whitbeck et al., 2004). Empirical evidence also points to "epigenetic inheritance" suggesting that epigenetic changes can be stimulated by changes to our environment and transmitted from generation to generation (Ekmekci & Muftareviç, 2023). Research suggests that biological or molecular representation of intergenerational experiences may validate the experiences of children who feel the effects of trauma exposure from previous generations (Yehuda & Lehrner, 2018). Also called historical trauma, multigenerational trauma, and secondary traumatization.

Inter-Group Conflict | Tension and conflict which exists between social groups and which may be enacted by individual members of these groups.

Internalized Homophobia | Among lesbians, gay men, and bisexuals, internalized sexual stigma (*also called internalized homophobia*) refers to the personal acceptance and endorsement of sexual stigma as part of the individual's value system and self-concept. It is the counterpart to sexual prejudice among heterosexuals.

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Internalized Oppression | The process whereby individuals in the target group make oppression internal and personal by coming to believe that the lies, prejudices, and stereotypes about them are true. Members of target groups exhibit internalized oppression when they alter their attitudes, behaviors, speech, and self-confidence to reflect the stereotypes and norms of the dominant group. Internalized oppression can create low self-esteem, self-doubt, and even self-loathing. It can also be projected outward as fear, criticism, and distrust of members of one's target group.

Internalized Racism | When individuals from targeted racial groups internalize racist beliefs about themselves or members of their racial group. Examples include using creams to lighten one's skin, believing that white leaders are inherently more competent, asserting that individuals of color are not as intelligent as white individuals, believing that racial inequality is the result of individuals of color not raising themselves up "by their bootstraps". (*Jackson & Hardiman, 1997*)

Intersectionality | The complex, cumulative way in which the effects of multiple forms of <u>discrimination</u> combine, overlap, or intersect—especially in the experiences of marginalized individuals or groups—to produce and sustain complex inequities. The theory of intersectionality, as introduced by Kimberlé Crenshaw in an article for the *University of Chicago Legal Forum* (Crenshaw, 1989), is the idea that when thinking about how inequalities persist, categories like gender, race, and class are best understood as overlapping and mutually constitutive rather than isolated and distinct. At the time, Crenshaw's work was focused on Black women's experiences with racism and sexism. The Combahee River Collective (1977/1995), a group of Black feminists, wrote a statement that is cited as one of the earliest expressions of intersectionality.

Intersex | An umbrella term describing people born with reproductive or sexual anatomy and/or chromosome pattern that can't be classified as typically male or female.

Islamophobia | "Prejudice, negative sentiments, and hostility toward Islam and Muslims. Islamophobia may be based on ideas about Islam as a religion and on ideas about Muslims as a cultural and ethnic group. Islamophobic ideas portray Islam and Muslims as a threat to non-Muslims" (Berntzen & Rambøl, 2020, Key Definition section). Hateful rhetoric often leads to discriminatory behavior toward Muslims. In addition, Muslims with overlapping gender and other demographic characteristics may experience intersectional discrimination and stereotyping. For example, Muslim men may be stereotyped as terrorists and violent, whereas Muslim women may be stereotyped as lacking control over their own lives (Clay, 2017). People

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who present as being from Arab, Middle Eastern, and North African countries may experience Islamophobia regardless of whether they identify as Muslim.

ISM | A social phenomenon and psychological state where prejudice is accompanied by the power to systemically enact it.

L

Lesbian | A woman who is attracted to other women. Also used as an adjective describing such women.

LGBTQIA+ | Acronym encompassing the diverse groups of lesbians, gay, bisexual, transgender populations and allies and/or lesbian, gay, bisexual, and transgender alliances/associations.

Lines of Difference | A person who operates across lines of difference is one who welcomes and honors perspectives from others in different racial, gender, socioeconomic, generational, regional groups than their own. *[Listing is not exhaustive]*

Look-ism | Discrimination or prejudice based upon an individual's appearance.

M

Marginalization | "Marginalized communities are those excluded from dominant social, economic, educational, and/or cultural life" (Sevelius et al., 2020, p. 2009). Examples of marginalized populations include, but are not limited to, groups excluded because of age, gender, gender identity and expression, race, ethnicity, religion, national origin, immigration status, language, disability, sexual orientation, and socioeconomic status. Marginalization occurs because of "unequal power relationships between social groups" that perpetuate and sustain inequities (Sevelius et al., 2020, p. 2009).

Marginalized | Excluded, ignored, or relegated to the outer edge of a group/society/community.

Microaggressions | Commonly occurring brief, verbal or nonverbal, behavioral, and environmental indignities that communicate derogatory attitudes or notions toward a different "other" (Sue et al., 2007). Microaggressions may be intentional or unintentional (APA, 2017b). Microaggressions may accumulate over time and lead to severe harm. The prefix "micro" does not indicate that the aggression is small but rather that it occurs on a person-to-person or "micro" level. The term "microaggression" was coined by Chester Pierce of Harvard University

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in the 1970s (Pierce et al., 1977). Types of microaggressions include microassaults, microinsults, and microinvalidations (Sue et al., 2007).

Micro-Insults | Verbal and nonverbal communications that subtly convey rudeness and insensitivity and demean a person's racial heritage or identity. An example is an employee who asks a colleague of color how she got her job, implying she may have landed it through an affirmative action or quota system.

Micro-Invalidation | Communications that subtly exclude, negate or nullify the thoughts, feelings or experiential reality of a person of color. For instance, white individuals often ask Asian-Americans where they were born, conveying the message that they are perpetual foreigners in their own land.

Minority | A minority group is a population subgroup (e.g., ethnic, racial, religious, or other group) with differential power than those who hold the majority power in the population. The relevance of this term with regard to race and ethnicity is outdated given the changing demographics of the U.S. population. Thus, refrain from using the term "minority." Instead, use the specific name of the group or groups to which you refer, or use broader terms such as "people of color" or "communities of color" as opposed to "ethnic and racial minorities" (APA, 2020b, 2022a), or you may describe the population as being "minoritized." You may also consider using the phrase "individuals from underrepresented groups," "historically marginalized communities," or "individuals with marginalized identities." It is still permissible to refer to the <u>sexual and gender populations as minority populations</u>.

Minoritized | Groups that are different in race, religious creed, nation of origin, sexuality, and gender and as a result of social constructs have less power or representation compared to other members or groups in society. Another use of the term is to be a person forced into a group that is mistreated or faces prejudices such as ableism, racism, homophobia, and islamophobia.

Model Minority | Refers to a minority ethnic, racial, or religious group whose members achieve a higher degree of success than the population average. This success is typically measured in income, education, and related factors such as low crime rate and high family stability.

Mono-Racial | To be of only one race (*composed of or involving members of one race only; (of a person) not of mixed race.*)

Multi-Cultural | This term is used in a variety of ways and is less often defined by its users than terms such as multiculturalism or multicultural education.

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One common use of the term refers to the raw fact of cultural diversity: "multicultural education … responds to a multicultural population." Another use of the term refers to an ideological awareness of diversity: "[multicultural theorists] have a clear recognition of a pluralistic society." Still others go beyond this and understand multicultural as reflecting a specific ideology of inclusion and openness toward "others." Perhaps the most common use of this term in the literature is in reference simultaneously to a context of cultural pluralism and an ideology of inclusion or "mutual exchange of and respect for diverse cultures."

When the term is used to refer to a group of persons *(or an organization or institution)*, it most often refers to the presence of and mutual interaction among diverse persons *(in terms of race, class, gender, and so forth)* of significant representation in the group. In other words, a few African Americans in a predominantly European American congregation would not make the congregation "multicultural." Some, however, do use the term to refer to the mere presence of some non-majority persons somewhere in the designated institution *(or group or society)*, even if there is neither significant interaction nor substantial numerical representation.

Multi-Cultural Feminism | The advocacy of women's rights on the ground of the equality of the sexes within cultural/ethnic groups within a society.

Multi-Ethnic | An individual that comes from more than one ethnicity. An individual whose parents are born with more than one ethnicity.

Multiplicity | The quality of having multiple, simultaneous social identities (e.g., being male and Buddhist and working-class).

Multi-Racial | An individual that comes from more than one race.

N

Naming | When one articulates a thought that traditionally has not been discussed.

National Origin | The political state from which an individual hails; may or may not be the same as that person's current location or citizenship.

Neo-Liberalism | A substantial subjugation and marginalization of policies and practices informed by the values of social justice and equity.

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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.

Neurodivergent | When a person's neurology differs from the neurological "majority"; these differences include autism, attention-deficit/hyperactivity disorder/condition, dyslexia, and dyspraxia (Azevedo et al., 2022).

Non-Binary/Gender Queer/Gender Variant | Terms used by some people who experience their gender identity and/or gender expression as falling outside the categories of man and woman.

Non-White | Used at times to reference all persons or groups outside of the white culture, often in the clear consciousness that white culture should be seen as an alternative to various non-white cultures and not as normative.

O

Oppression | Results from the use of institutional power and privilege where one person or group benefits at the expense of another. Oppression is the use of power and the effects of domination.

P

Pan-Sexual | A term referring to the potential for sexual attractions or romantic love toward people of all gender identities and biological sexes. The concept of pan-sexuality deliberately rejects the gender binary and derives its origin from the transgender movement.

Pathway Programs | Programs (e.g., in secondary schools and colleges) that foster increased access or reduce barriers for marginalized groups to education, training, or a profession.

Performative Allyship | This term refers to someone from a nonmarginalized group professing support and solidarity with a marginalized group but in a way that is not helpful. Worse yet, the allyship is done in a way that may actually harm "the cause." In many cases, the "ally" may be motivated by some type of reward, such as praise or positive feedback on social media (Kalina, 2020).

Persons of Color | A collective term for men and women of Asian, African, Latin and Native American backgrounds; as opposed to the collective "White" for those of European ancestry.

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Personal Identity | Our identities as individuals including our personal characteristics, history, personality, name, and other characteristics that make us unique and different from other individuals.

Prejudice | A prejudgment or preconceived opinion, feeling, or belief, usually negative, often based on stereotypes, that includes feelings such as dislike or contempt and is often enacted as discrimination or other negative behavior; OR, a set of negative personal beliefs about a social group that leads individuals to prejudge individuals from that group or the group in general, regardless of individual differences among members of that group.

Privilege | Unearned access to resources (social power) only readily available to some individuals as a result of their social group.

Privileged Group Member | A member of an advantaged social group privileged by birth or acquisition, i.e. Whites, men, owning class, upper-middle-class, heterosexuals, gentiles, Christians, non-disabled individuals.

Post-Racial | A theoretical term to describe an environment free from racial preference, discrimination, and prejudice.

Positionality | A term that refers to individual identities and the intersection of those identities and statuses with systems of privilege and oppression. Positionality shapes a person's psychological experiences, worldview, perceptions others have of them, social relationships, and access to resources (Muhammad et al., 2015).

Powwow | A celebration and display of Indigenous food, music, dance, and traditional clothing. During a powwow, families and friends eat and share their culture. It is incorrect to use "powwow" to refer to a quick or impromptu meeting because real powwows are carefully planned events. Instead of "powwow," use "huddle" or "quick meeting" (Kojo Institute, 2020).

Q

Queer | An umbrella term that can refer to anyone who transgresses society's view of gender or sexuality. The definition indeterminacy of the word Queer, its elasticity, is one of its constituent characteristics: "A zone of possibilities."

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Questioning | A term used to refer to an individual who is uncertain of their sexual orientation or identity.

R

Race | A social construct that artificially divides individuals into distinct groups based on characteristics such as physical appearance (particularly skin color), ancestral heritage, cultural affiliation or history, ethnic classification, and/or the social, economic, and political needs of a society at a given period of time. Scientists agree that there is no biological or genetic basis for racial categories.

Race-based trauma | A form of race-based stress, referring to people of color and Indigenous individuals' reactions to dangerous events and experiences of racial discrimination. Such experiences may include threats of harm and injury, humiliating and shaming events, and witnessing racial discrimination toward other people of color.

Racial Equity | Racial equity is the condition that would be achieved if one's racial identity is no longer predicted, in a statistical sense, how one fares. When this term is used, the term may imply that racial equity is one part of racial justice, and thus also includes work to address the root causes of inequities, not just their manifestations. This includes the elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

Racial Identity | An individual's psychological sense of being defined, in part, by membership in a particular racial group

Racial Profiling | The use of race or ethnicity as grounds for suspecting someone of having committed an offense.

Racial Socialization | Refers to the developmental process by which race-related messages about the meaning of race and racism are transmitted by parents and caregivers, peers, and extended families intergenerationally. It consists of various kinds of parental messages, activities, and behaviors; teaching children about their racial–ethnic heritage and history and promoting racial pride.

Racism | Prejudiced thoughts and discriminatory actions based on a difference in race/ethnicity; usually by white/European descent groups against persons of color. Racism is racial prejudice plus power. It is the intentional or unintentional use of power to isolate, separate and exploit others. The use of power is based on a belief in superior origin, the

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identity of supposed racial characteristics. Racism confers certain privileges on and defends the dominant group, which in turn, sustains and perpetuates racism.

Rainbow Flag | The Rainbow Freedom Flag was designed in 1978 by Gilbert Baker to designate the great diversity of the LGBTIQ community. It has been recognized by the International Flag Makers Association as the official flag of the LGBTIQ civil rights movement.

Re-Fencing (Exception-Making) | A cognitive process for protecting stereotypes by explaining any evidence/example to the contrary as an isolated exception.

Religion | A system of beliefs, usually spiritual in nature, and often in terms of a formal, organized denomination.

Religious Discrimination | Prejudice and biased actions against individuals and groups based on their religious, and/or spiritual beliefs, practice, adherence, identification, and/or affiliation.

Resilience | The ability to recover from some shock or disturbance

S

Safe Space | Refers to an environment in which everyone feels comfortable expressing themselves and participating fully, without fear of attack, ridicule or denial of experience.

Safer Space | A supportive, non-threatening environment that encourages open-mindedness, respect, a willingness to learn from others, as well as physical and mental safety.

Saliency | The quality of a group identity in which an individual is more conscious, and plays a larger role in that individual's day-to-day life; for example, a man's awareness of his "maleness" in an elevator with only women.

Scapegoating | The action of blaming an individual or group for something when, in reality, there is no one person or group responsible for the problem. It targets another person or group as responsible for problems in society because of that person's group identity.

Sex | Biological classification of male or female (based on genetic or physiological features); as opposed to gender.

Sexism | Prejudiced thoughts and discriminatory actions based on a difference in sex/gender; usually by men against women.

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Sexual Orientation | One's natural preference in sexual partners; examples include homosexuality, heterosexuality, or bisexuality. Sexual orientation is not a choice, it is determined by a complex interaction of biological, genetic, and environmental factors.

Social Class | The social standing or class of a group or individual, often measured as a combination of education, income, and occupation.

Social Identity | Involves the ways in which one characterizes oneself, the affinities one has with other people, the ways one has learned to behave in stereotyped social settings, the things one values in oneself and in the world, and the norms that one recognizes or accepts governing everyday behavior.

Social Identity Development | The stages or phases that a person's group identity follows as it matures or develops.

Social Justice | A broad term for action intended to create genuine equality, fairness, and respect among peoples.

Social Oppression | This condition exists when one social group, whether knowingly or unconsciously, exploits another group for its own benefit.

Social Self-Esteem | The degree of positive/negative evaluation an individual holds about their particular situation in regard to their social identities.

Social Self-View | An individual's perception about which social identity group(s) they belong.

"Sold down the river" | This expression belittles the painful history of millions of enslaved people sold and literally transported via the Mississippi or Ohio rivers to perform brutal manual labor on cotton plantations further south during the 19th century.

Spirit Animal | Considered culturally appropriative and disrespectful when used outside of Indigenous communities (Office of Human Rights & Mayor's Office of Racial Equity, 2022). A possible alternative term is "kindred spirit."

Stereotype | Blanket beliefs and expectations about members of certain groups that present an oversimplified opinion, prejudiced attitude, or uncritical judgment. They go beyond necessary and useful categorizations and generalizations in that they are typically negative, are based on little information and are highly generalized.

Structural Competency | The ability to discern how issues defined clinically as symptoms, attitudes, or diseases (e.g., depression, hypertension, obesity, smoking, medication

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noncompliance or nonadherence, trauma, psychosis) are influenced by upstream decisions (e.g., access to education, health care and food-delivery systems, zoning laws, and urban and rural infrastructures) or even the very definitions of illness and health (Metzl & Hansen, 2014).

Structural Racism | Results from interconnected and synergistic effects of institutional racism. That is the laws, policies, and practices across institutions that maintain White supremacy, thereby producing harmful cumulative, durable, race-based disparities.

System of Oppression | Conscious and unconscious, non-random, and organized harassment, discrimination, exploitation, discrimination, prejudice and other forms of unequal treatment that impact different groups.

T

Texturism |Discrimination based on hair texture often directed at people of African descent. Curls that are smaller, coarser, or kinkier in texture are often less prized, whereas looser curls and straight hair that adheres to Eurocentric beauty standards are considered more ideal (Awad et al., 2015).

Tolerance | Acceptance, and open-mindedness to different practices, attitudes, and cultures; does not necessarily mean agreement with the differences.

Token-ism | Hiring or seeking to have representation such as a few women and/or racial or ethnic minority persons so as to appear inclusive while remaining mono-cultural.

Transgender/Trans | An umbrella term for people whose gender identity differs from the sex they were assigned at birth. The term transgender is not indicative of gender expression, sexual orientation, hormonal makeup, physical anatomy, or how one is perceived in daily life.

Transgressive | Challenging the accepted expectations and/or rules of the appropriateness of "polite society".

Trans Misogyny | The negative attitudes, expressed through cultural hate, individual and state violence, and discrimination directed toward trans women and transfeminine people.

Transphobia | Fear or hatred of transgender people; transphobia is manifested in a number of ways, including violence, harassment, and discrimination. This phobia can exist in LGB and straight communities.

Transexual | One who identifies as a gender other than that of their biological sex.

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Two Spirit | An umbrella term for a wide range of non-binary culturally recognized gender identities and expressions among Indigenous people.

A Native American term for individuals who identify both as male and female. In western culture, these individuals are identified as lesbian, gay, bi-sexual or trans-gendered.

U

Unconscious Bias (Implicit Bias) | Social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.

Undocumented | A foreign-born person living in the United States without legal citizenship status.

Undocumented Student | School-aged immigrants who entered the United States without inspection/overstayed their visas and are present in the United States with or without their parents. They face unique legal uncertainties and limitations within the United States educational system.

Universal Design | The process of creating products and built environments to be usable by all people, to the greatest extent possible, without the need for adaptation (APA, 2019).

V

Veteran Status | Whether or not an individual has served in a nation's armed forces (or other uniformed service).

W

Weight Stigma | Bias against individuals because of their body size. Like other forms of bias and discrimination, weight stigma, also called sizeism, leads to emotional suffering and psychological distress.

Whiteness | A broad social construction that embraces the white culture, history, ideology, racialization, expressions, and economic, experiences, epistemology, and emotions and behaviors and nonetheless reaps material, political, economic, and structural benefits for those socially deemed white.

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White Fragility | Discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice.

White Privilege | White Privilege is the spillover effect of racial prejudice and White institutional power. It means, for example, that a White person in the United States has privilege, simply because one is White. It means that as a member of the dominant group a White person has greater access or availability to resources because of being White. It means that White ways of thinking and living are seen as the norm against which all people of color are compared. Life is structured around those norms for the benefit of White people. White privilege is the ability to grow up thinking that race doesn't matter. It is not having to daily think about skin color and the questions, looks, and hurdles that need to be overcome because of one's color. White Privilege may be less recognizable to some White people because of gender, age, sexual orientation, economic class or physical or mental ability, but it remains a reality because of one's membership in the White dominant group.

White Supremacy | White supremacy is a historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and individuals of color by white individuals and nations of the European continent for the purpose of maintaining and defending a system of wealth, power and privilege.

Worldview | The perspective through which individuals view the world; comprised of their history, experiences, culture, family history, and other influences.

Work-Life Effectiveness
A talent management strategy that focuses on doing the best work at the best time with the best talent. It helps businesses create flexibility, enhance agility, and drive mutually beneficial solutions for both employers and employees.

Workplace Inclusion
An atmosphere where all employees belong, contribute, and can thrive. Requires deliberate and intentional action.

X

Xenophobia | Hatred or fear of foreigners/strangers or of their politics or culture.

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