**GLOSSARY OF TERMS**

**Diversity, Equity, & Inclusivity**

1. **Ally:** Someone with relative power and privilege (based on ethnicity, class, gender, sexual identity, etc.) who stands in solidarity with, and is supportive of, marginalized groups and communities.

***Allyship****:*An active verb; leveraging personal positions of power and privilege to fight oppression by respecting, working with, and empowering marginalized voices and communities; using one’s own voice to project others’ less represented voices.

1. **Bias (including implicit/unconscious bias):** An inclination or preference, especially one that interferes with impartial judgment. Biases can be negative or positive (affinity bias). People may develop biases for or against an individual, a group, or a belief.

***Implicit bias****:* Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness.

1. **BIPOC:** A term primarily used in the United States and Canada, frequently pronounced “bye-pock,” which refers to non-white groups, including Black, Indigenous, and People (or Persons) of Color.
2. **Broaching:** Raising a sensitive topic for discussion; a strategy utilized to introduce a discussion of cultural factors and bring them into the clinical or workplace context.
3. **Cultural Humility:** A process of reflection and lifelong inquiry involving self-awareness of personal and societal biases, awareness of aspects of identity that are most important to others we encounter, and continuous learning in an accepting and thoughtful manner.
4. **Diversity:** The wide range of differences among human beings. These differences can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.
5. **Equity and Equality:**

***Equity****:* The proportional distribution of desirable outcomes across groups. Sometimes confused with equality, equity refers to outcomes while equality connotes equal treatment. More directly, equity is when an individual’s race, gender, socio-economic status, sexual orientation, etc. do not determine their educational, economic, social, or political opportunities

***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.

Put more simply, equality assumes everyone should be treated in the same way and given the same resources and opportunities, whereas equity assumes some will need more than others because they started from a different place.

1. **Gender expression, gender identity, sex, sexual attraction, sexual orientation:**

***Gender expression***: the way a person communicates gender identity to others through behavior, clothing, hairstyles, voice, or body characteristics.

***Gender identity***: refers to a person’s deeply felt, inherent sense of being a girl, woman, or female; a boy, a man, or male; a blend of male or female; or an alternative gender.

***Sex*:** assigned at birth, refers to one’s biological status as either male or female, and is associated primarily with physical attributes such as chromosomes, hormone prevalence, and external and internal anatomy.

***Sexual attraction***: attraction on the basis of sexual desire or the quality of arousing such interest.

***Sexual orientation***: component of identity including a person’s sexual and emotional attraction to another person and the behavior and/or social affiliation that may result from this attraction. A person may be attracted to men, women, both, neither, or to people who identify as genderqueer, androgynous, or have other gender identities. Individuals may identify as lesbian, gay, heterosexual, bisexual, queer, pansexual, or asexual, among others.

**9. Inclusion and Inclusivity:**

***Inclusion****:* Authentically bringing traditionally excluded individuals and/or groups into processes, activities and decision/policy making in a way that shares power. Inclusion promotes broad engagement, shared participation, and advances authentic sense of belonging through safe, positive, and nurturing environments. Inclusion is key to eliminating systemic inequality.

***Inclusivity****:* The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those having physical or intellectual disabilities or belonging to other minority groups.

**10. Intersectionality:** A framework taking into account people’s overlapping social identities and experiences, including race, class, and gender, that informs how one views, discusses, and navigates the world. *This term was first coined by law professor and social theorist, Kimberle Crenshaw in 1989 in her paper "Demarginalizing The Intersection Of Race And Sex: A Black Feminist Critique Of Antidiscrimination Doctrine, Feminist Theory And Antiracist Politics."*

**11. Justice (Social and Racial):**

***Social justice****:* The assurance of equity, respect, and rights within and between communities and social groups.

***Racial justice****:* Systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all.

*Justice is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain equity through proactive and preventative measures.*

**12. Microaggressions:** Brief and commonplace daily verbal, behavioral and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial, gender, sexual orientation and religious slights and insults to the target person or group.

**13. Race, Racism and Anti-Racism:**

***Race:***A socially constructed concept originally used to rationalize enslavement by stratifying humans into groups based on skin color.

***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.

***Anti-racism****:* Active support of policies and actions that eliminate racial inequity. An anti-racist supports antiracist policy through their actions and/or by expressing antiracist ideas, including expression of ideas that racial groups are equal.

"To be antiracist is to think nothing is behaviorally wrong or right -- inferior or superior -- with any of the racial groups. Whenever the antiracist sees individuals behaving positively or negatively, the antiracist sees exactly that: individuals behaving positively or negatively, not representatives of whole races. To be antiracist is to deracialize behavior, to remove the tattooed stereotype from every racialized body. Behavior is something humans do, not races do." - Ibram X. Kendi, How to Be an Anti-Racist

**14. Specific types of racism (Cultural, Individual, Institutional, Internalized, Structural):**

***Cultural racism***: Representations, messages and stories that convey 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; often appears in advertising, movies, history books, definitions of patriotism, policies and laws. Cultural racism is also a powerful force in maintaining systems of internalized supremacy and internalized racism, by influencing collective beliefs about what constitutes appropriate behavior, what is seen as beautiful, and the value placed on various forms of expression.

***Individual racism***: Refers to beliefs, attitudes, and actions of individuals that support or perpetuate racism. This may perpetuate or support racism without being consciously aware of doing so, or may be intentional.

***Institutional racism***: Refers to the ways in which institutional policies and practices create different outcomes for different racial groups. These policies may never mention any racial group, but the effect is to create advantages for white people and disadvantages for people from groups classified as people of color.

***Internalized racism***: When individuals from targeted racial groups internalize racist beliefs about themselves or members of their racial group.

***Structural racism***: A system in which public policies, institutional practices, cultural representations, and other norms work in reinforcing ways to perpetuate racial group inequity and produce racialized outcomes.

**15. Upstander:** A person who chooses to take positive action in the face of injustice in society or in situations in which individuals need personal assistance; the opposite of a bystander.

**16.** **White Privilege:** The unquestioned and unearned set of advantages, entitlements, benefits, and choices bestowed on people solely because they are 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. Generally, white people who experience such privilege do so without being conscious of it.

***References:***

Demarginalizing The Intersection Of Race And Sex: A Black Feminist Critique Of Antidiscrimination Doctrine, Feminist Theory And Antiracist Politics. Crenshaw K (1989). <https://chicagounbound.uchicago.edu/cgi/viewcontent.cgi?referer=&httpsredir=1&article=1052&context=uclf> University of Chicago Legal Forum, Volume 1989, Issue 1, Article 8.

[Diversity, Equity, and Inclusion Glossary | Office for Equity, Diversity, and Inclusion | University of Pittsburgh](https://www.diversity.pitt.edu/education/diversity-equity-and-inclusion-glossary) Day-Vines, N.L., et al. (2007). Broaching the subjects of race, ethnicity, and culture during the counseling process. *Journal of Counseling & Development*, 85, 401-409.

How to Be an Antiracist. Kendi, Ibram X. (2019). New York, NY: One World.

[Understanding Racial Terms and Differences](https://www.edi.nih.gov/blog/communities/understanding-racial-terms-and-differences) Mcleod J. March 11, 2021. <https://www.edi.nih.gov/blog/communities/understanding-racial-terms-and-differences> National Institutes of Health Office of Equity, Diversity, and Inclusion. Accessed October 29, 2021.