

ANTI – RACISM

GLOSSARY OF TERMS

TERM/CONCEPT	DEFINITION
ALLY	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.
ANTI-RACISM	Anti-racism is a process of actively identifying and opposing racism. The goal of anti-racism is to challenge racism and actively change the policies, behaviors, and beliefs that perpetuate racist ideas and actions. Anti-racism is rooted in action. It is about taking steps to eliminate racism at the individual, institutional, and structural levels.
ANTI-RACIST	One who is supporting an antiracist policy through their actions or expressing an antiracist idea. The opposite of racist isn't "not racist." It is 'antiracist. One either allows racial inequities to persevere, as a racist, or confronts racial inequities, as an antiracist.
ANTI-RACIST IDEA	Any idea that suggests the racial groups are equals in all of their apparent difference and that there is nothing wrong with any racial group. Antiracists argue that that racist policies are the cause of racial injustices.
ASSIMILATIONIST	One who is expressing the racist idea that a racial group is culturally or behaviorally inferior and is supporting cultural or behavioral enrichment programs to develop that racial group.
BIGOTRY	Intolerant prejudice that glorifies one's own group and denigrates members of other groups.
B.I.P.O.C	An acronym for 'Black, Indigenous, People of Color,' it is meant to unite all people of color in the work for liberation while intentionally acknowledging that not all people of color face the same levels of injustice.
COLORISM	Using White skin color as the standard, colorism is the allocation of privilege and favor to lighter skin colors and disadvantage to darker skin colors. Colorism operates both within and across racial and ethnic groups.
CULTURE	The languages, customs, beliefs, rules, arts, knowledge, and collective identities and memories developed by members of all social groups that make their social environments meaningful.
CULTURAL APPROPRIATION	Theft of cultural elements for one's own use, commodification, or profit — including symbols, art, language, customs, etc. — often without understanding, acknowledgement, or respect for its value in the original culture.
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.

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 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".
INTERPERSONAL RACISM	The racism that occurs between individuals. It is when someone consciously or unconsciously employs or acts upon on racist thoughts, in ways that perpetuate stereotypes and harms people of color.
INTERSECTIONALITY	Describes the ways in which race, class, gender, sexuality, religion, disability, and other aspects of our identity "intersect" overlap and interact with one another, informing the way in which individuals simultaneously experience oppression and privilege in their daily lives interpersonally and systemically. Intersectionality promotes the idea that aspects of our identity do not work in a silo.
ISM	A social phenomenon and psychological state where prejudice is accompanied by the power to systemically enact it.
MARGINALIZATION	The treatment of a person, group, or concept as secondary, unimportant, inferior, or abnormal compared with those who hold more power in society.
MICRO-AGGRESSIONS	The everyday verbal (e.g. "You speak good English"), nonverbal (e.g. <i>clutching one's purse more tightly around people from certain race/ethnicity</i>), and environmental slights, snubs, or insults (e.g. <i>the confederate flag or using Native American mascots</i>), whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.
OPPRESSION	A system of mistreatment, exploitation, and abuse of a marginalized group(s) for the social, economic, or political benefit of a dominant group(s). This creates a lack of access, opportunity, safety, security, and resources for non-dominant populations (Oppression = Power + Prejudice).
PREJUDICE	A preconceived opinion or assumption about something or someone rooted in stereotypes, rather than reason or fact, leading to unfavorable bias or hostility toward another person or group of people. Literally a "pre-judgement."
PRIVILEGE	Unearned access to resources (social power) only readily available to some individuals as a result of their social group.
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.
RACIAL DISPARITY	An unequal outcome one racial group experiences as compared to the outcome for another racial group.

DENIAL	Refusal to acknowledge the societal privileges that are granted or denied based on an individual's ethnicity or other grouping. Those who are in a stage of denial tend to believe, "People are people. We are all alike regardless of the color of our skin." In this way, the existence of a hierarchical system or privileges based on ethnicity or race can be ignored.
DISCRIMINATION	The unequal treatment of members of various groups based on race, ethnicity, gender, gender expression, socioeconomic class, sexual orientation, physical or mental ability, religion, citizenship status, a combination of those identified, and/or other categories.
DOMINANT GROUP	Not necessarily the majority, but the group within a society with the power, privilege, and social status to control and define societal resources and social, political, and economic systems and norms.
EMOTIONAL TAX	The unseen mental work that people from marginalized backgrounds have to do every day to feel included, respected, and safe.
EQUALITY	The effort to treat everyone the same or to ensure that everyone has access to the same opportunities. However, only working to achieve equality ignores historical and structural factors that benefit some social groups and disadvantages other social groups in ways that create differential starting points.
EQUITY	The effort to provide different levels of support based on an individual's or group's needs in order to achieve fairness in outcomes. Working to achieve equity acknowledges unequal starting places and the need to correct the imbalance.
ETHNICITY	Refers to a person's identification with a group based on characteristics such as shared history, ancestry, geographic and language origin, and culture.
EXPLICIT BIAS	The conscious attitudes, stereotypes and overt intentional actions (positive or negative) toward members of a group merely because of their membership in that group.
IMPLICIT BIAS	A belief or attitude that affects our understanding, decision, and actions, and that exists without our conscious awareness.
INCLUSION	A state of belonging, when persons of different backgrounds and identities are valued, integrated, and welcomed equitably as decision-makers and collaborators. Diversity efforts alone do not create inclusive environments. Inclusion involves a sense of coming as you are and being accepted, rather than feeling the need to assimilate.
INSTITUTIONAL/SYSTEMIC RACISM	The practices that perpetuate racial disparities, uphold White supremacy, and serve to the detriment and harm of persons of color and keep them in negative cycles. Institutional/systemic racism also refers to policies that generate different outcomes for people of different races. These laws, policies, and practices are not necessarily explicit in mentioning any racial group but work to create advantages for White people and disadvantages for people of color.
INTERNALIZED DOMINANCE	When one believes the majority status quo and enforces it unknowingly on another group. For example, if someone says "That's just how I was raised" or "That's how it's always been."

RACIALLY CODED LANGUAGE	Language that is seemingly race-neutral but is actually a disguise for racial stereotypes without the stigma of explicit racism.
RACISM	<p>Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.</p> <ul style="list-style-type: none"> • Racism = race prejudice + social and institutional power • Racism = a system of advantage based on race • Racism = a system of oppression based on race • Racism = a white supremacy system
WHITE FRAGILITY	A state in which even a minimum amount of racial stress becomes intolerable [for white people], 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 PRIVILEGE	The unearned power and advantages that benefit people just by virtue of being White or being perceived as White.
WHITE SUPREMACY	An institutionally perpetuated and ever-evolving system of exploitation and domination that consolidates and maintains power and resources among White people. This system promotes the ideology of Whiteness as the standard and the belief that White people are superior to other races.

SOURCES

- <https://www.racialequitytools.org/glossary>
- <https://cssp.org/resource/key-equity-terms-and-concepts-a-glossary-for-shared-understanding/>
- <https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms>
- <https://www.adl.org/education/resources/glossary-terms/education-glossary-terms>