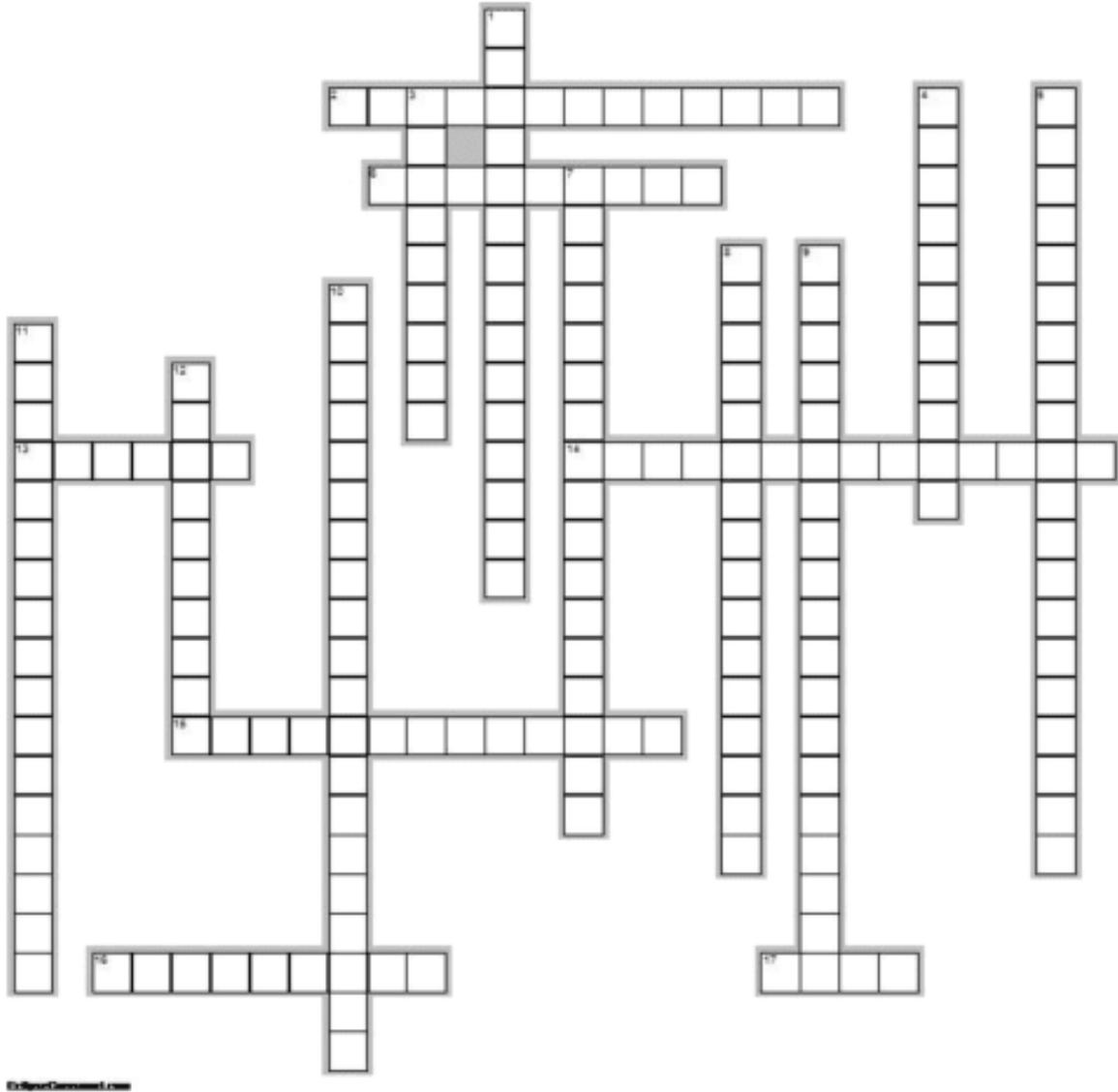


**January Equity, Diversity, & Inclusion Project.**

Complete the crossword puzzle.



**GLOSSARY WORDS**

Inclusion, Institutional Racism, Intersectionality, Gatekeeper, Ally, Cultural Competence, Racial Justice, Anti-Racism, Power Institutional, Microaggressions, Diversity, Implicit Bias, Privilege, White Privilege, Structural Racism, Equity

Across

2. Also known as unconscious or hidden biases, it held negative associations about any given social group. It undercuts conscious commitments to inclusion and fairness.

6. A multiplicity of races, genders, sexual orientations, classes, ages, countries of origin, educational status, religions, physical, or cognitive abilities, documentation status, etc. within a community, organization or grouping of some kind.

13. Fairness and justice in policy, practice and opportunity consciously designed to address the distinct challenges of non-dominant social groups, with an eye to equitable outcomes. See also: Racial Equity.

14. The work of eliminating racial disparities born of individual, institutional and structural racism.

15. Fairness and justice in policy, practice and opportunity consciously designed to address the impacts of historic racial discrimination and inequity, with an eye to equitable outcomes.

16. Being included within a grouping or structure with an authentic sense of belonging. Organizationally, expressed through practices and policies that empower employees across the board.

17. A member of a dominant or privileged (race, gender, class, citizenship, etc.) social group who works for justice and equity with members of non-dominant social groups for those with less privilege within a social grouping. Pop wisdom: the social group of less privilege that you work with might label you "an ally" but it is bad form for you to claim the label for yourself.

#### Down

1. Historical and contemporary unearned advantages that enable white people to collectively have easier and better access to quality healthcare and education, wealth-building opportunities, political power, etc. (Peggy Macintosh, "Unpacking the Invisible Knapsack").

3. Advantages and benefits systemically bestowed, often by default, to a person or group. This is best understood as intersectionality because colorism, documentation, status, economic class, and education, for example, can all grant distinct privilege within racial and ethnic groups. See also: White privilege.

4. Actively opposing institutional or structural racism by advancing changes in political, economic and social policies.

5. Used most frequently in the context of healthcare and education and is loosely defined as organizational practices that are responsive to the cultural beliefs, language, interpersonal styles, etc., of those receiving services as well as of those providing them.

7. Public policies, institutional practices, cultural representations, and societal conventions that individually and collectively reinforce racial inequity and codify the advantage of "whiteness".

8. Commonplace verbal, behavioral or situational actions --intentional or unintentional—that show or produce evince hostility or are insulting and/or derogatory toward people with less privilege.

9. Social, political and economic access to resources and decision makers, and the ability to influence others via this access. Pop wisdom: Social media, for all its ills, has somewhat reshaped the ability to influence.

10. Institutional racism refers to organizational policies and practices--based on explicit and/or implicit biases --that produce outcomes consistently advantaging or disadvantaging one racial group.

11. A term coined by Black lawyer and scholar Kimberle Williams Crenshaw to describe how race, class, gender, and other aspects of identity intersect and inform social inequities and are experienced by individuals or groups of people.

12. Anyone in a position of power that can grant or deny access to institutional resources.