



AISL JEDI Glossary
Common Language Terms
2022

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Below is a list of carefully researched and thoughtfully discussed key terms and definitions related to **justice, equity, diversity, and inclusion** at AIS Lagos. It is by no means a comprehensive list as, in every context, the meaning of these words may change and evolve. This glossary provides a starting point for engaging in open and honest communication, and learning, and is meant to build a shared language of understanding at our school.

If there is a term / language that you feel should be referenced in the glossary, please feel free to submit it to Rachel Cannon (rcannon@aislagos.org) and Mudi Logun (mlogun@aislagos.org) for consideration.

JEDI Glossary word	Definition	Reference
Abilism	The belief that individuals who have disabilities are inferior to non-disabled individuals, leading to discrimination toward and oppression of individuals with disabilities and physical differences. (Revised)	Equity, Diversity, Inclusion Pacific University Oregon
Acceptance	Acceptance of someone into a group means beginning to think of them as part of the group and to act in a friendly way towards them.	Collins English Dictionary
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./ Accessible design ensures both direct (unassisted) access and indirect access through assistive technology (e.g., computer screen readers). Universal design ensures that an environment can be accessed, understood, and used to the greatest extent possible by all people.	Equity, Diversity, Inclusion Pacific University Oregon/ Harvard DIB Glossary: Foundational Concepts & Affirming Language
Accommodation	The process of adapting or adjusting to someone or something. Accommodations can be religious, physical, or mental.	U. of Pittsburgh DEI Glossary
Achievement Gap	observed, persistent disparity in measures of educational performance among subgroups of the general student population, especially groups defined by socioeconomic status (SES), race/ethnicity, gender identity, sexual orientation, (dis)ability, immigration status, and other demographic measures.	University of Minnesota - Twin Cities (Abbreviated)
Advocate	A person who actively works to end intolerance, educate others, and support social equity for a marginalized group; to actively support or plea in favor of a particular cause, the action of working to end intolerance or educate others.	Pittsburgh University of Pittsburgh DEI Glossary

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JEDI Glossary word	Definition	Reference
Ageism	Prejudiced thoughts and discriminatory actions, such as referring to someone's age in a context in which age is not relevant, based on differences in age; usually those of younger persons against older persons.	Pittsburgh University of Pittsburgh DEI Glossary
Ally	Someone who supports a group other than one's own (in terms of multiple identities such as race, gender, age, ethnicity, sexual orientation, religion, etc.). An ally acknowledges oppression and actively commits to reducing their own complicity, investing in strengthening their own knowledge and awareness of oppression.	Washington Diversity, Equity, and Inclusion Glossary
Assimilation	The gradual process by which a person or group belonging to one culture adopts the practices of another, thereby, becoming a member of that culture. Assimilation can be voluntary or forced.	Pittsburgh University of Pittsburgh DEI Glossary
Belonging	Connotes full membership in the AISL community. This entails success in achieving not merely formal participation but also rewarding participation for all members of a diverse campus community in the opportunities, resources, and decision-making structures of the campus. Accountability to one another is important and essential to creating a sense of belonging.	Harvard DIB Glossary: Foundational Concepts & Affirming Language / AISL Common Language Committee
Bi-racial	A person who identifies as coming from two races. A person whose biological parents are of two different races.	Pittsburgh University of Pittsburgh DEI Glossary
BIPOC	An acronym used to refer to black, Indigenous and people of color. It is based on the recognition of collective experiences of systemic racism. As with any other identity term, it is up to individuals to use this term as an identifier.	Washington Diversity, Equity, and Inclusion Glossary
Brave space	Honors and invites full engagement from people 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.	Pittsburgh University of Pittsburgh DEI Glossary/Equity, Diversity &

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JEDI Glossary word	Definition	Reference
		Inclusion Glossary of Terms Pacific University Oregon
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.	Washington Diversity, Equity, and Inclusion Glossary
Colonialism	The exploitative historical, political, social, and economic system established when one group or force takes control over a colonized territory or group; the unequal relationship between colonizer and the colonized.	Pittsburgh University of Pittsburgh DEI Glossary
Colorism	A form of prejudice or discrimination in which people are treated differently based on the social meanings attached to skin color.	Pittsburgh University of Pittsburgh DEI Glossary/ Equity, Diversity & Inclusion Glossary of Terms Pacific University Oregon
Courage	We take on life's challenges with resilience and are confident in mind and spirit	AISL Definition
Cross-cultural kid	a person who has lived in—or meaningfully interacted with—two or more cultural environments for a significant period of time during developmental years.	Cross culture kids
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.	Pittsburgh University of Pittsburgh DEI Glossary

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JEDI Glossary word	Definition	Reference
Cultural sensitivity	Demonstration of respect for the cultural background of all individuals. Adapting the learning environment to different learning preferences that are influenced by cultural background.	University of Minnesota - Twin Cities/(Disability People's Association, 2019)
Decolonize	Decolonize: The active and intentional process of unlearning values, beliefs and conceptions that have caused physical, emotional or mental harm to people through colonization. It requires a recognition of systems of oppression.	Washington Diversity, Equity, and Inclusion Glossary
Digital Divide	he gaps in access to information and communications technology (ICT) between individuals, groups, countries and areas. (abbreviated)	University of Minnesota - Twin Cities/(Disability People's Association, 2019)
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.	Equity, Diversity, Inclusion Pacific University Oregon
Diversity	The awareness, acknowledgement, and acceptance of a wide range of identities. In practice, this entails involving, respecting, valuing, and honoring all individuals with different personal and group characteristics.	JEDI survey analysis
Dominant Culture	The cultural values, beliefs, and practices that are assumed to be the most common and influential within a given society.	Pittsburgh University of Pittsburgh DEI Glossary
Elitism	The belief that a select group of individuals with a certain ancestry, intrinsic quality, high intellect, wealth, special skill, or experience are more likely to be constructive to society, and therefore deserve influence or authority greater than that of others.	Pittsburgh University of Pittsburgh DEI Glossary
Emotional intelligence	The ability to acknowledge, value, and manage feelings so that they are expressed appropriately and effectively.	Pittsburgh University of Pittsburgh DEI Glossary
Empathy	We honor our diversity, treat one another with kindness and demonstrate compassion through service.	AISL Definition

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Ethics (AISL code for AISL staff)	The AISL Parents Association and the AISL Board of Directors expect the highest standards of personal and professional conduct from faculty and staff. The purpose of the AISL Faculty/Staff Code of Ethics is to communicate expectations upon which AISL faculty/staff are expected to base their conduct and professional practice in order to promote a productive and positive learning and working environment.	AISL Definition
Equality	Equality is commonly defined as providing the same opportunities for everyone. The problem is that equality does not take into consideration historical and contemporary forms of discrimination, such as racism, which privilege white people at the expense of people of color. We don't all start or exist on a level playing field, so having the same response or resources for everyone is actually not "equal".	The Conscious Kid Glossary
Equity	Impartially ensuring individuals have access to resources, opportunities and advancement they need to be successful based on their needs / circumstances to overcome barriers (e.g. unbiased differentiation to meet specific needs)	JEDI survey analysis
Ethnicity	A dynamic set of historically derived and institutionalized ideas and practices that (1) allows people to identify or to be identified with groupings of people on the basis of presumed (and usually claimed) commonalities including language, history, nation or region of origin, customs, ways of being, religion, names, physical appearance and/or genealogy or ancestry; (2) can be a source of meaning, action and identity; and (3) confers a sense of belonging, pride, and motivation.	Pittsburgh University of Pittsburgh DEI Glossary
Fair	Treating people equally without favoritism or discrimination.	Oxford Dictionary
Feminism	The advocacy of women's rights on the ground of the equality of the sexes.	Equity, Diversity, Inclusion Oregon
First generation	An individual, neither of whose parents completed a baccalaureate degree or first in their to navigate an unfamiliar higher education system.	University of Pittsburgh DEI Glossary / AISL Common Language Committee

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Gender	Refers to the socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate for boys and men or girls and women. While aspects of biological sex are similar across different cultures, aspects of gender may differ.	University of Pittsburgh DEI Glossary University of Pittsburgh DEI Glossary
Gender identity	One's internal sense of being male, female, neither, both, or another gender. A personal feeling that can fluctuate over a person's lifetime. Gender identity is self-identified.	Harvard DIB Glossary: Foundational Concepts & Affirming Language / AISL Common Language Committee
Gender neutral pronouns	Gender-neutral pronouns are words that don't specify whether the subject of the sentence is female or male. 'Pronouns that do not adhere to the he:she and his:her binary, and can refer to a number of different gender identities. Some examples are ze/hir/hirs, and they/them/their but there are many others. Gender neutral pronouns are recognized by the Chicago Style Manual and AP. (Amended)	University of Pittsburgh DEI Glossary / AISL Common Language Committee
Gendered	Having a distinct association with being masculine and/or feminine, man or woman.	Pittsburgh University of Pittsburgh DEI Glossary
Genocide	The intentional attempt to completely erase or destroy a peoples through structural oppression and/or open acts of physical violence.	Pittsburgh University of Pittsburgh DEI Glossary
Global competency	The AISL Global Competencies reflect our commitment to prepare future-ready students for life, work, and citizenship in a global society. They are designed to transform and provide relevance to academic learning, in school, by providing authentic transfer and application of learning to meaningful contexts beyond school- as desired learning outcomes, AISL Global Competencies aim to enhance, enrich and provide relevance to our students' ways of thinking, learning, and living in the world.	AISL

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Harassment	Unwanted conduct with the purpose or effect of violating the dignity of a person and of creating an intimidating, hostile, degrading, humiliating, or offensive environment based on their race, color, sex, sexual orientation, religion, national origin, disability, and/or age, among other things.	Pittsburgh University of Pittsburgh DEI Glossary
Hate crime	Hate crime US 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 the target.	University of Pittsburgh DEI Glossary/ AISL Common Language Committee
Homophobia	An aversion to lesbian or gay people that often manifests itself in the form of prejudice and bias. Homophobia is also a structural form of discrimination manifesting in policies and institutions. (abbreviated)	Harvard DIB Glossary: Foundational Concepts & Affirming Language
Identity (Social)	A person's sense of who they are based on their group memberships. Each person has multiple social identities associated with varying degrees of privilege.	Pittsburgh University of Pittsburgh DEI Glossary
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. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.	Pittsburgh University of Pittsburgh DEI Glossary
Imposter 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.	Pittsburgh University of Pittsburgh DEI Glossary
Inclusion	The act of creating an environment in which any individual or group will be welcomed, respected, supported and valued as a fully participating member. An inclusive and welcoming climate embraces and respects differences.	JEDI survey analysis/ University of Washington

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JEDI Glossary word	Definition	Reference
Intersectionality	The interconnected nature of social identities such as race, class, and gender that creates interdependent systems of privilege and disadvantage; 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..	Pittsburgh University of Pittsburgh DEI Glossary
Integrity	We act morally, tell the truth and feel good about what we do.	AISL definition
Justice	A fair and equitable process that results in action that achieves integrity, empathy, social responsibility, and accessible opportunities for systematically excluded, marginalized, and diverse people. Justice ensures an equitable distribution of resources and rights for all stakeholders.	JEDI survey analysis
Marginalized	Membership in a group or community that experiences discrimination and exclusion and has less power in society	The Conscious Kid Glossary
Microaggression	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. These messages may be sent verbally, ("You speak good English" "Where are you really from", "You are articulate." "When I look at you I don't see color"; "I'm not racist, I have black friends"; "I celebrate both men and women rights"), non-verbally (clutching one's purse more tightly around people from certain race/ethnicity) or environmentally (symbols like the swastika, using Native American mascots). Such communications are usually outside the level of conscious awareness of perpetrators.	University of Pittsburgh DEI Glossary/The Conscious Kid Glossary
Misogyny	Hatred of, aversion to, or prejudice against women. Misogyny can be manifested in numerous ways, including sexual discrimination, denigration of women, violence against women, and sexual objectification of women.	Pittsburgh University of Pittsburgh DEI Glossary

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Multi Ethnic	A person who identifies as coming from two or more ethnicities; a person whose parents are of two or more ethnicities. (abbreviated)	Harvard DIB Glossary: Foundational Concepts & Affirming Language/ AISL Common Language Committee
Multiculturalism	Multiculturalism is a context in which all the different cultural or racial groups in a society have equal rights and opportunities, and none is ignored or regarded as unimportant. (abbreviated)	Collins/ AISL Common Language Committee
Neurodiversity	When neurological differences are recognized and respected as are any other kind of human differences or variations. These differences can include Dyspraxia, Dyslexia, Attention Deficit Hyperactivity Disorder, Dyscalculia, Autistic Spectrum, and Tourette Syndrome.	Harvard DIB Glossary: Foundational Concepts & Affirming Language
Nonviolence	A strategy employed by social and civil advocates that stresses social and political change through acts that do not involve physical violence against oneself or others; nonviolent language is used to imply language that does not perpetuate structural inequalities.	Pittsburgh University of Pittsburgh DEI Glossary
Oppression	Results from the <systemic> 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.	Harvard DIB Glossary/ Equity, Diversity & Inclusion Glossary of Terms Pacific University Oregon
Patriarchy	Actions and beliefs that prioritizes masculinity. Patriarchy is practiced systemically in the ways and methods through which power is distributed in society (jobs and positions of power given to men in government, policy, criminal justice, etc.) while also influencing how we interact with one another interpersonally (gender expectations, sexual dynamics, space-taking, etc.).	Washington Diversity, Equity, and Inclusion Glossary
Prejudice	An opinion, prejudgment or attitude about a group or its individual members. A prejudice can be positive but usually refers to a negative attitude. Prejudices	Pittsburgh

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	are often accompanied by ignorance, fear, or hatred. Prejudices are formed by a complex psychological process that begins with attachment to a close circle of acquaintances or an in-group such as a family. Prejudice is often aimed at out-groups.	University of Pittsburgh DEI Glossary
Privilege	An unearned, sustained advantage that comes from race, gender, sexuality, ability, socioeconomic status, age, and other differences. (abbreviated)	Harvard DIB Glossary: Foundational Concepts & Affirming Language
Race	The categorizing of humans into different groups based on perceived physical differences. There is no biological foundation to "race". Race is an institution. Although race is not biologically grounded or natural, it has very real implications regarding the current and historical marginalization of Black and Brown communities because of institutional racism. Race is not to be confused with ethnicity; your race is determined by how you look, while your ethnicity is determined based on the social and cultural groups you belong to (Fanon, 1952). The fundamental difference is that race is socially imposed, hierarchical, and inequitable (Conely). (Abbreviated)	The Conscious Kid Glossary
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 identity of supposed racial characteristics. Racism confers certain privileges on and defends the dominant group, which in turn, sustains and perpetuates racism. There are different types of racism, including individual, systemic, institutional, and internalized.	Pacific University of Oregon / Conscious Kids
Refugee	A person that flees a country out of fear for their safety either for economic or political reasons, or due to a natural disaster, or because of persecution or a well-founded fear of persecution based	University of Pittsburgh DEI Glossary

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	on the person's race, religion, nationality, membership in a particular social group, or political opinion.	University of Pittsburgh DEI Glossary
Religion	A system of beliefs, usually spiritual in nature, and often in terms of a formal, organized denomination.	University of Pittsburgh DEI Glossary/ Harvard DIB Glossary: Foundational Concepts & Affirming Language/ Equity, Diversity & Inclusion Glossary of Terms Pacific University Oregon
Respect	We are considerate of ourselves and others in order to foster a closer and equitable environment.	AISL definition
Responsibility	We are accountable for ourselves, others and our community.	AISL definition
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.	Washington Diversity, Equity, and Inclusion Glossary / Equity, Diversity & Inclusion Glossary of Terms Pacific University Oregon
Segregation	To separate or set apart from others or from the main body or group; to isolate , often with force.	Collins English Dictionary
Sexual orientation	One's natural (not chosen) emotional, romantic, or sexual feelings toward other people or no one.	AISL Common Language Committee
Social Justice Standards	The Social Justice Standards are a set of anchor standards and age-appropriate learning outcomes divided into four domains—identity, diversity, justice and action (IDJA). The standards provide a common language and organizational structure: Teachers can use them to guide curriculum development, and administrators can use them to make schools more just, equitable and safe. The standards are leveled for every stage of K–12 education and include	Learning for Justice Standards

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	school-based scenarios to show what anti-bias attitudes and behavior may look like in the classroom.	
Socio-economic status (SES)	The social standing or class of an individual or group. It is often measured as a combination of education, income and occupation. Examinations of socioeconomic status often reveal inequities in access to resources, plus issues related to privilege, power and control.	Harvard DIB Glossary: Foundational Concepts & Affirming Language
Stereotype	A widely held, oversimplified idea about a type of person or group. Racial stereotypes are harmful, shape interpersonal interactions, impact policy, and can be internalized by people of color. They are based on an inaccurate understanding and generalization that all people with a particular characteristic are the same.	The Conscious Kid Glossary
Stereotype Threat	Stereotype threat is defined as a situational predicament in which individuals are at risk of confirming negative stereotypes about their group.	Oxford University Press
Stigma	a mark of disgrace associated with a particular circumstance, quality, or person.	Oxford Dictionary
Third Culture	Children of expatriates, missionaries, military personnel, and others who live outside their passport country	David Pollock and Ruth E Van Reken
Tolerance	the quality of allowing other people to say and do as they like, even if you do not agree or approve of it.	Collins English Dictionary