

## Additional lens questions when an activity has a culturally specific component or focus:

- Does this activity positively portray and communicate about the culture from which it originates?
- Have the planners vetted the cultural content through a lens of equity and from the viewpoint of one in that culture?
- Have the planners eliminated components of the activity that are cultural stereotypes, cultural appropriations, and have they eliminated token representations of that culture in the activity?

Quick definitions from Wikipedia, Dictionary.com and Cambridge Dictionary:

**Cultural Stereotyping:** Gerund (a verb that functions as a noun)

1. Any thought widely adopted about specific types of individuals or certain ways of behaving intended to represent the entire group of those individuals or behaviors as a whole.
2. These thoughts or beliefs may or may not accurately reflect reality and are often over generalizations about a group of people, (class, race, language, gender, sexuality, age, ability, etc).

**Cultural Appropriation:** Verb

1. taking or using things from a culture that is not your own.
2. Cultural appropriation is a concept in sociology dealing with the adoption of the elements of a minority **culture** by members of the dominant **culture**. It entails taking from a marginalized group without permission, and usually with little respect for or knowledge about the **culture**, (music, food, fashion, language/ vocabulary)

**Tokenism:** Noun

1. the practice or policy of making no more than a token effort or gesture, as in offering opportunities to minorities equal to those of the majority.
2. any legislation, admissions policy, hiring practice, etc., that demonstrates only minimal compliance with rules, laws, or public pressure:  
*Admitting one woman to the men's club was merely tokenism.*