

GLOSSARY

Ally

Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and works in solidarity with marginalized groups in efforts toward 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.

Adapted from OpenSource Leadership Strategies, "The Dynamic System of Power, Privilege and Oppressions."

Bigotry

Intolerant prejudice that glorifies one's own group and denigrates members of other groups.

National Conference for Community and Justice - St. Louis Region. unpublished handout used in the Dismantling Racism Institute program.

Collusion

When people act to perpetuate oppression or prevent others from working to eliminate oppression. Example: able-bodied people who object to strategies for making buildings accessible because of the expense.

Teaching for Diversity and Social Justice: A Sourcebook. Maurianne Adams, Lee Anne Bell, and Pat Griffin, editors. Routledge, 1997.

Colonialism

Colonization can be defined as some form of invasion, dispossession, and subjugation of a people. The invasion need not be military; it can begin—or continue—as geographical intrusion in the form of agricultural, urban, or industrial encroachments. The long-term result of such massive dispossession is institutionalized inequality. The colonizer/colonized relationship is by nature an unequal one that benefits the colonizer at the expense of the colonized.

Colonization and Racism. Film Emma LaRocque, PhD Aboriginal Perspective

Color-blindness

To partially or totally ignore or distinguish racial differences. Colorblindness negates the cultural values, norms, expectations, and life experiences of people of color, and most importantly, their experience as a target of racism.

Adapted from "Detour Spotting" Jona Olsson

Colorism

Prejudice or discrimination against individuals with a dark skin tone, typically among people of the same ethnic or racial groups.

Oxford Dictionary

Commitment

a: an agreement or pledge to do something in the future.

b: the state or an instance of being obligated or emotionally impelled.

Merriam Webster

Consciousness

The quality or state of being aware, especially of something within oneself.

Merriam Webster

Conviction

A strong persuasion or belief.

Merriam Webster

Critical Race Theory

The Critical Race Theory [...] movement considers many of the same issues that conventional civil rights and ethnic studies take up, but places them in a broader perspective that includes economics, history, and even feelings and the unconscious. Unlike traditional civil rights, which embraces incrementalism and step-by-step progress, Critical Race Theory questions the very foundations of the liberal order, including equality theory, legal reasoning, Enlightenment rationalism, and principles of constitutional law.

Critical Race Theory: An Introduction, By Richard Delgado, Jean Stefancic. NYU Press, 2001

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. Results from the assumption of a dominant (i.e. white) culture's right to take other cultural elements.

"Colors of Resistance Archive" Accessed June 28 2013.

Cultural Competency

Ability to stand, appreciate, and interact with people from cultures or belief systems different from one's own.

American Psychological Association

Cultural Racism

Cultural racism refers to 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. Cultural racism is also a powerful force in maintaining systems of internalized supremacy and internalized racism. All of these cultural norms and values in the United States have explicitly or implicitly racialized ideals and assumptions (for example, what “nude” means as a color, which facial features and body types are considered beautiful, which child-rearing practices are considered appropriate).

www.racialequitytools.org website description

Culture

What a group of people have, think and do.

Dr. Eric Buffalohead

Diaspora

The voluntary or forcible movement of peoples from their homelands into new regions; people who live outside their natal (or imagined natal) territories and recognize that their traditional homelands are reflected deeply in the languages they speak, religions they adopt, and cultures they produce.

“The Culture of Diasporas in the Postcolonial Web” Leong Yew

Discrimination

The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion, and other categories.

Institute for Democratic Renewal and Project Change Anti-Racism Initiative.

Diversity

The ways in which people differ; this encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group has value.

UC Berkeley Center for Equity, Inclusion and Diversity, Glossary of Terms.

Ethnicity

A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values,

behavioral patterns, language, political and economic interests, history, and ancestral geographical base. Examples of different ethnic groups are Cape Verdean, Haitian, African American (Black); Chinese, Korean, Vietnamese (Asian); Cherokee, Mohawk, Navajo (Native American); Cuban, Mexican, Puerto Rican (Latino); Polish, Irish, and Swedish (White).

Teaching for Diversity and Social Justice: A Sourcebook. Maurianne Adams, Lee Anne Bell, and Pat Griffin, editors. Routledge, 1997.

Implicit Bias

Associations that people unknowingly hold (also known as “unconscious” or “hidden” bias). These are influenced by experience and are based on learned associations between various qualities and social categories, including race, gender, sexual orientation, age, religion, and other topics. Many studies have indicated that implicit biases affect individuals’ attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Notably, implicit biases have been shown to override individuals’ stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess.

Adapted from State of the Science Implicit Bias Review 2013, Cheryl Staats, Kirwan Institute, The Ohio State University.

Inclusion

Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision- and policy-making in a way that shares power.

OpenSource Leadership Strategies Some Working Definitions

Indigeneity

Populations that are composed of the existing descendants of the peoples who inhabited the present territory of a country wholly or partially at the time when persons of a different culture or ethnic origin arrived there from other parts of the world; overcame them by conquest, settlement or other means; and reduced them to a non-dominant or colonial condition -- who today live more in conformity with their particular social, economic, and cultural customs and traditions than with the institutions of the country of which they now form part, under a state structure which incorporates mainly national, social and cultural characteristics of other segments of the population which are predominant.

(Example: Maori in territory now defined as New Zealand; Mexicans in territory now defined as Texas, California, New Mexico, Arizona, Utah, Nevada and parts of Colorado, Wyoming, Kansas, and Oklahoma; Native American tribes in territory now defined as the United States.)

United Nations Working Group for Indigenous Peoples

Institutional Racism

The ways in which system policies and practices contribute to different outcomes for different racial groups. Power and privilege play a direct role in institutional racism and its components.

Osseo Area Schools Department of Educational Equity

Internalized Racism

The situation that occurs in a racist system when an oppressed racial group supports the supremacy of the dominating group by maintaining or participating in the set of attitudes, behaviors, social structures, and ideologies that undergird the dominating group's power.

Internalized Racism: A Definition, Donna Bivens, Women's Theological Center. 1995

Interpersonal Racism

Racism occurring between individuals. Once we bring our private beliefs into our interaction with others, racism is now in the interpersonal realm. Examples: public expressions of racial prejudice, hate, bias, and bigotry between individuals

Tools and Concepts for Strengthening Racial Equity, Presentation to School District U-46 Terry Keleher, Applied Research Center, 2011.

Intersectionality

Classifications such as gender, race, class, and others cannot be examined in isolation from one another. They interact and intersect in individuals' lives, in society, in social systems, and are mutually constitutive.

WPC Glossary from 14th Annual White Privilege Conference Handbook, White Privilege Conference, 2013.

(Example: a Black woman in America does not experience gender inequalities in exactly the same way as a white woman, nor racial oppression identical to that experienced by a Black man. Each race and gender intersection produces a qualitatively distinct life.)

Intergroup Resources, 2012.

Oppression

- a: unjust or cruel exercise of authority or power.
- b: something that oppresses, especially in being an unjust or excessive exercise of power.

Merriam Webster

Power

- a: ability to act or produce and effect.
- b: possession of control, authority, or influence over others.

Merriam Webster

Power can operate through multiple dominant agents, such as wealth, hierarchy, whiteness, patriarchy, or heterosexism.

Prejudice

- a: injury or damage resulting from some judgment or action of another in disregard of one's rights, *especially* detriment in regard to one's legal rights or claims.
- b: preconceived judgment or opinion.
- c: an adverse opinion or leaning formed without just grounds or before sufficient knowledge.

Merriam Webster

Privilege

Unearned advantage.

Intercultural Innovations, Inc

Race

A socially-constructed identity that places a perceived value, ability, or worth of a person or group, primarily based on skin color.

Osseo Area Schools Department of Educational Equity

Racial Identity

An individual's awareness and experience of being a member of a racial group; the racial categories that describe him or herself based on such factors as biological heritage, physical appearance, cultural affiliation, early socialization, and personal experience.

Adapted from Teaching for Diversity and Social Justice: A Sourcebook. Maurianne Adams, Lee Anne Bell, and Pat Griffin, editors. Routledge, 1997.

Racial Equity

A process, an outcome, or a condition that can be achieved by addressing power structures and systems to eliminate predictable outcomes by race.

The work of racial equity includes the transformation of policies, practices, attitudes, and cultural messages that reinforce or fail to eliminate differential outcomes by race.

Osseo Area Schools Department of Educational Equity

Racial Identity Development

The differentiated process in which a person recognizes their own racial experiences and racial groups' experiences through multiple stages. It is a process to understand, recognize, and critically reflect upon oneself and others as racialized being(s). This is relevant to members of all racial groups.

Osseo Area Schools Department of Educational Equity

Racial Healing

To restore to health or soundness, to wholeness and authenticity, from the negative impacts of race. This can occur individually/personally or as a collective.

Osseo Area Schools Department of Educational Equity

Racial Reconciliation

Involves three key ideas:

- 1) It can begin if and when there is recognition that racism in America is systemic and institutionalized.
- 2) It is ignited by empowering communities through relationship-building and truth-telling.
- 3) It requires justice, and this justice needs to be restorative rather than retributive (an eye-for-an-eye mentality).

Adapted from Position Statement on Reconciliation, The William Winters Institute for Racial Reconciliation, 2007.

Racism

The individual, cultural, institutional, and systemic ways by which people are discriminated against based on skin color. It is Racial Prejudice + Power.

Osseo Area Schools Department of Educational Equity

Reparations

In situations of injustice and discrimination to non-dominant groups, addressing and acknowledging where human rights have been violated by

the dominant group. This declaration is known as making reparations. Reparations can be in the form of monetary compensation or future-oriented actions, such as providing rehabilitation to the community harmed. Reparations publicly affirm the wrongdoings of the dominant group.

Adapted from International Center for Transitional Justice

Social Construct

A social mechanism, phenomenon, or category created and developed by society; a perception of an individual, group, or idea that is constructed through cultural or social practice.

Racial Equity Tools Glossary

Structural // Systemic Racism

A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time. Structural racism is not something that a few people or institutions choose to practice. Instead it has been a feature of the social, economic, and political systems in which individuals exist.

In many ways “systemic racism” and “structural racism” are synonymous. If there is a difference between the terms, Structural Racism analysis pays more attention to the historical, cultural, and social psychological aspects of the current racialized society.

<https://assets.aspeninstitute.org/content/uploads/files/content/docs/rcc/RCC-Structural-Racism-Glossary.pdf>

Whiteness

A normative set of values and beliefs that determines access and opportunities with the strongest variable being the white race.

Intercultural Innovations, Inc

White Privilege

The unquestioned and unearned set of advantages, entitlements, benefits, and choices bestowed on people solely because they are white. These privileges are often received in an unconscious manner.

White Privilege and Male Privilege: A Personal Account of Coming to See Correspondences Through Work in Women Studies. Peggy McIntosh. 1988.

Structural White Privilege: a system of white domination that creates and maintains belief systems that make current racial advantages and disadvantages seem normal.

Interpersonal White Privilege: behavior between people that consciously or unconsciously reflects white superiority or entitlement.

Cultural White Privilege: a set of dominant cultural assumptions about what is good, normal, or appropriate, that reflects Western European white world views and dismisses or demonizes other world views.

Institutional White Privilege: policies, practices and behaviors of institutions -- such as schools, banks, non-profits or the Justice System -- that have the effect of maintaining or increasing accumulated advantages for those groups currently defined as white, and maintaining or increasing disadvantages for those racial or ethnic groups not defined as white.

Transforming White Privilege: A 21st Century Leadership Capacity, CAPD, MP Associates, World Trust Educational Services, 2012.

White Supremacy

A historically-based, institutionally-perpetuated system of exploitation and oppression of continents, nations, and peoples of color by white peoples and nations of the European continent -- for the purpose of maintaining and defending a system of wealth, power, and privilege. Challenging White Supremacy Workshop, Sharon Martinas. Fourth Revision. 1995.

Many of these definitions can be found in the following source:

http://www.racialequitytools.org/resourcefiles/Racial_Equity_Tools_Glossary.pdf