

Term	Definitions
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. Allies commit to reducing their own complicity or collusion in oppression of those groups and invest in strengthening their own knowledge and awareness of oppression.
Anti-Racism	Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life.
Asexual	An adjective used to describe people who do not experience sexual attraction (e.g., asexual person).
Bias	prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair. Source: https://en.oxforddictionaries.com/definition/bias
BIPOC	stands for “Black, Indigenous, and people of color. POC,” which stands for “people of color,” is a general umbrella term that collectively refers to all people of color — anyone who isn’t white.
Bisexual, Bi	Bisexuality is romantic attraction, sexual attraction, or sexual behavior toward both males and females, or to more than one sex or gender.
Cisgender	A person who identifies as the gender they were assigned at birth
Identity/Color Blindness	The belief in treating everyone "equally" by treating everyone the same and not seeing color/gender; based on the problematic presumption that differences are bad to acknowledge, and therefore ignored
Color Brave/Brave Conversations	having candid conversations about race/gender that can help us better understand each other’s perspectives and experiences so that we can make better decisions and secure better prospects for future generations.
Cultural appropriation	Theft of cultural elements—including symbols, art, language, customs, etc.—for one’s own use, commodification, or profit, 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.
Cultural Responsiveness Procedures & Practices	a teaching and learning practice that holds cultures in high esteem, implementing proactive and family-inclusive approaches that support children and families from diverse backgrounds at all levels. Source: School Readiness Consulting
Culture	Refers to the cumulative deposit of knowledge, experience, beliefs, values, attitudes, expressions, meanings, hierarchies, religion, notions of time, roles, concepts of the universe, and material objects and possessions acquired by a group of people in the course of generations through individual and group striving. Source: https://www.tamu.edu/faculty/choudhury/culture.html
*Disability (Differently Abled)	Physical or mental impairment that impacts a person’s ability to carry out activities of daily living.
Discrimination	The unequal treatment of members of various groups, based on conscious or unconscious prejudice, which favor one group over others on differences of race, gender, economic class, sexual orientation, physical ability, religion, language, age, national identity, religion, and other categories.
Diversity	Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender—the groups that most often come to mind when the term "diversity" is used—but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.
Equity	The fair treatment, access, opportunity and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist in the provision of adequate opportunities to all groups.

Educational Equity	Educational equity is the result of eliminating individual, organizational and institutional policies and practices that prevent the realization of children's lifelong learning and self-actualization, regardless of racial, cultural, economic or any other social factor. Source: School Readiness Consulting
Ethnicity	An ethnic group or ethnicity is a grouping of people who identify with each other on the basis of shared attributes that distinguish them from other groups such as a common set of traditions, ancestry, language, history, society, culture, nation, religion or social treatment within their residing area.
Gay	Gay is a term that primarily refers to a homosexual person or the trait of being homosexual.
Gender Identity	A person's internal, deeply held sense of their gender. For transgender people, their own internal gender identity does not match the sex they were assigned at birth.
Implicit Bias	An unconsciously held set of associations, about a social group. Can result in the attribution of particular qualities to all individuals from that group, also know as stereotyping. Implicit biases are the product of learned associations and social conditioning. Implicit biases are the product of learned associations and social conditioning. They usually begin at a young age, and these biases do not necessarily align with person identity. Its possible to unconsciously associate positive or negative traits with one's own race, gender, or another identity marker.
Inclusion	The act of creating environments in which any individual or group can be and feel welcomed, respected, supported and valued as a fully participating member. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.
Lesbian	A woman whose enduring physical, romantic, and/or emotional attraction is to other women.
LGBTQIA	Acronym for lesbian, gay, bisexual, transgender, and queer. It can also refer to questioning, intersexual, and asexual.
Microaggressions	The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.
Minoritized Groups	Racial, ethnic, religious, or social subdivisions of a society that is subordinate to the dominant group in plicitical, financial or social power without regard to the size of these groups
Oppression	The systemic and pervasive nature of social inequality woven throughout social institutions as well as embedded within individual consciousness. Oppression fuses institutional and systemic discrimination, personal bias, bigotry and social prejudice in a complex web of relationships and structures.
Privilege	a special right, advantage, or immunity granted or available only to a particular per-son or group of people. Gaining benefits, advantages, and rights by default at the expense of others, because one belongs to the perceived "us", "normal", or "natural" state of a "mainstream" or dominant culture. Privilege allows for active, persistent exclusion and devaluation of "them", those who are "othered" or "marginalized". Source: https://www.merriam-webster.com/dictionary/privilege
Queer	An adjective used by some people, particularly younger people, whose sexual orientation is not exclusively heterosexual. Typically, for those who identify as queer, the terms lesbian, gay, and bisexual are perceived to be too limiting and/or fraught with cultural connotations they feel don't apply to them.
Race	A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly race), ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the social, economic and political needs of a society at a given period of time
Racism	A system of oppression that emerges from beliefs that one race is superior to another based on biological characteristics to reproduce a racial hierarchy and social structure that yield superiority, power, and privilege for some, and discrimination and oppression for others. Racism takes representational, ideological, discursive, interactional, institutional, structural, and systemic forms.
Safe Space	Refers to an environment in which everyone feels comfortable in expressing themselves and participating fully, without fear of attack, ridicule or denial of experience.
Sexual Orientation	Describes a person's physical, romantic, and/or emotional attraction to another person.

Social Justice	Social justice is the relation of balance between individuals and society measured by comparing distribution of wealth differences, from personal liberties to fair privilege opportunities. Social justice constitutes a form of activism, based on principles of equity and inclusion.
Stereotype	The false idea that all members of a group are the same and think and behave in the same way.
Transgender	An umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth.
White Privilege	Unearned, and largely unacknowledged, advantages based on race, which can be observed both systemically and individually. We can also have unearned privilege related to class, religion, ethnicity, sexual orientation, age or ability.
	RESOURCES
	Racial Equity Tools
	https://www.glaad.org/reference/lgbtq
	Coaching for Equity Conversations that Change Practice
	University of Washington, College of the Environment