

Diversity, Equity, Inclusion, Belonging

Definitions

Abelism- the discrimination of and social prejudice against people with disabilities based on the belief that typical abilities are superior. It is rooted in the assumption that disabled people require 'fixing' and defines people by their disability.

Adultism- the power adults have over children. Prejudice and accompanying systematic discrimination against young people.

Ageism- prejudice and/or discrimination of individuals on the grounds of a person's age.

Ally- A person who actively works to eliminate the oppression and marginalization of people within an identity group of which they do not self-identify. This includes educating oneself and others, providing support, and challenging oppressive remarks, behaviors, policies and institutional structures. Being an ally to one member of a group does not mean that all members of the group will see you as such. Generally, you should not self-identify as an ally, but wait to be seen as such by the identity group.

Anti-Semitism- prejudice and/or discrimination of individuals who are Jewish.

Belonging- be a member or part of (a particular group, organization, or class).

BIPOC- Black, Indigenous, People of Color. A term born out of antiracism used to describe nonwhites.

Classism- discrimination against people because of their real or perceived economic status or background. Power and privilege in the hands of middle and wealthy class people as the expense of working class and poor people.

Collusion- Thinking and acting in ways which supports systems of oppression. This may be active or passive.

Culture- Language, traditions, history and ancestry people have in common. People who share a common culture are "ethnic" groups. All people have a culture, it is fluid and dynamic.

Discrimination- Unequal treatment of a person based on their membership in a group. In contrast to prejudice, discrimination is behavior.

Diversity- the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientation, etc.

Dominant Culture- Common beliefs, values, and behaviors of privileged groups that go unnamed and are considered the "norm" against which others are measured. (In the US: white, male, heterosexual, cisgender, wealthy, etc).



Equality- each individual or group of people is given the same resources or opportunities.

Equity- recognizes that each person has different circumstances and allocates the resources and opportunities needed to reach an equal outcome.

Ethnicity- A social construction that indicates identification with a particular group that is often descended from common ancestors. Members of the group share common cultural traits, such as language, religion and dress.

Feminism- the advocacy of women's rights on the basis of the equality of the sexes.

Gender Binary- A system of oppression that requires everyone to be raised as either male or female. Eliminates the possibility for other gender expressions, and gives power to people whose genders do not break the norms.

Gender-fluid- Term used by people who identify their gender as fluid within a spectrum of gender identities and expression. Gender-fluid people may or may not also identify as transgender.

Gender Non-conforming- Behaving in a way that does not match social stereotypes about female or male gender, usually through dress or physical appearance.

Heterosexism- The assumption that sexuality between people of different sexes is normal, standard, superior or universal and other sexual orientations are substandard, inferior, abnormal, marginal or invalid.

Homophobia- A fear of or hostility toward lesbian, gay, and/or bisexual people, often expressed as discrimination, harassment and violence.

Inclusion- The action or state of including or of being included within a group or structure. the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups.

Intersex- An umbrella term used to describe a wide range of natural bodily variations. Intersex people are born with sex characteristics that do not fit typical binary notions of bodies designated "male" or "female." In some cases, intersex traits are visible at birth, while in others they are not apparent until puberty. Some intersex variations may not be visibly apparent at all. Some people who are intersex identify as binary; others do not. People with intersex conditions should not be assumed to be transgender.

Institutional Racism- The network of institutional structures, policies and practices that create advantages and benefits for whites, and discrimination, oppression and disadvantages for people from targeted racial groups.

Internalized Oppression- When members of a target group believe, act on, or enforce the dominant system of beliefs about themselves and members of their own group. (i.e. internalized sexism involved women applying principles of male dominance and oppression to themselves or other women).



Intersectionality- an approach arguing that classifications such as gender, race, class and others cannot be examined in isolation from one another. They interact and intersect in individuals' lives and in society.

Microaggressions- a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

Oppression- Prejudice + Power. Systemic devaluing, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm. Some are denied something of value, while others have ready access.

Pan-sexual- not limited in sexual choice with regard to biological sex, gender, or gender identity.

Prejudice- a set of negative beliefs about a social group that leads individuals to prejudge people from that group regardless of individual differences among members of that target group. Can be a subconscious understanding one gains from stereotypes in media or other contexts.

Racism- Race Prejudice + Power. Institutional power and prejudice against subordinated members of targeted racial groups by members of the dominant racial group. This happens at the individual, cultural and institutional level. Racism can involve both conscious, intentional action and unconscious, unintentional collusion.

Sexism- Prejudice or discrimination based on one's sex or gender. Sexism can affect anyone, but it primarily affects women and girls. It has been linked to stereotypes and gender roles, and may include the belief that one sex or gender is intrinsically superior to another.

Transgender- Refers to people whose gender identity, one's inner sense of being male, female, or something else, differs from their assigned or presumed sex at birth.

Transphobia- The fear or hatred of transgender people, often expressed as discrimination, harassment and violence.

White Privilege- A system of unearned benefits afforded to those people classified as white. These advantages are personal, cultural and institutional and provide greater access to resources and systemic power.

White Supremacy Culture- The systemic dominance of white culture based on the assumption or theory that whites are inherently superior to all other races and should be in power and control.

Xenophobia- dislike of or prejudice against people from other countries.

