

Glossary of Terms

A

Able-ism: The belief that disabled individuals are inferior to non-disabled individuals, leading to discrimination toward and oppression of individuals with disabilities and physical differences.

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. the quality of being easily reached, entered, or used by people who have a disability.

Accomplice(s): The actions of an accomplice are meant to directly challenge institutionalized racism, colonization, and white supremacy by blocking or impeding racist people, policies and structures.

Acculturation: The general phenomenon of persons learning the nuances of or being initiated into a culture. It may also carry a negative connotation when referring to the attempt by dominant cultural groups to acculturate members of other cultural groups into the dominant culture in an assimilation fashion.

Actor [Actions]: Do not disrupt the status quo, much the same as a spectator at a game, both have only a nominal effect in shifting an overall outcome.

Adult-ism: Prejudiced thoughts and discriminatory actions against young people, in favor of the older person(s).

Advocate: Someone who speaks up for themselves and members of their identity group; e.g. a person who lobbies for equal pay for a specific group.

Age-ism: Prejudiced thoughts and discriminatory actions based on differences in age; usually that of younger persons against older.

A-Gender: Not identifying with any gender, the feeling of having no gender.

Affinity: A group of people who share interests, issues, and a common bond or background and offer support for each other. These groups can be formed between friends or people from the same community, workplace, or organization. Affinity groups can represent a narrow or broad definition of a dimension of diversity: African ancestry or black employees, Asian Indian, Chinese, gay and lesbian, Hispanic or Latino, people with disabilities, Mideast and Southeast Asian, veterans, and women, to name just a few.

Ally: Someone who uses their power to advocate on behalf of someone who otherwise would not have an equal voice; someone who uses his or her platform to help move the discussion of diversity and inclusion forward.

Allyship: One's position to stand for and drive outcomes that many lack the positional power or social capital to lead.

Androgynous: A person whose identity is between the two traditional genders.

Androgyny: A person who rejects gender roles entirely.

Anti-Semitism: The fear or hatred of Jews, Judaism, and related symbols.

A-Sexuality: Little or no romantic, emotional and/or sexual attraction toward other persons. Asexual could be described as non-sexual, but asexuality is different from celibacy, which is a choice to not engage in sexual behaviors with another person.

Assigned Sex: What a doctor determines to be your physical sex birth based on the appearance of one's primary sex characteristics.

Attributional Ambiguity: The sense of anxiety created when someone with a marginalized identity is unable to discern whether something happened because of said identity or some other random factors.

B

B Corp: For-profit companies certified by the nonprofit B Lab to meet rigorous standards of social and environmental performance, accountability, and transparency.

Belonging: The feeling as an employee that one's authentic self is welcomed and celebrated so one can thrive.

Bias: Favor toward or prejudice against one thing, person, or group.

Bigotry: An unreasonable or irrational attachment to negative stereotypes and prejudices.

Bi-Phobia: The fear or hatred of homosexuality (*and other non-heterosexual identities*), and persons perceived to be bisexual.

Bi-Racial: A person who identifies as coming from two races. A person whose biological parents are of two different races.

Bi-Sexual: A romantic, sexual, or/and emotional attraction toward people of all sexes. A person who identifies as bisexual is understood to have attraction to male and female identified persons. However, it can also mean female attraction and non-binary, or other identifiers. It is not restricted to only CIS identifiers.

Brave Space: Honors and invites full engagement from folks 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.

Business Resource Group (BRG): A concept that is gaining popularity as companies begin to recognize more fully the potential business impacts of Employee Resource Groups (ERGs) and

want those employees to be associated with driving real business results. There are a variety of other names for these groups beyond BRG and ERG.

Bystander: In the context of micro-aggressions/inequities/insults or “subtle acts of exclusion”, an observer who chooses not to speak up.

C

Categorization: The natural cognitive process of grouping and labeling people, things, etc. based on their similarities. Categorization becomes problematic when the groupings become oversimplified and rigid (*e.g. stereotypes*).

Change agent: Related to diversity and inclusion, an individual who helps an organization convert itself into a more inclusive workplace, from whatever level in the organization.

Cis-Gender: A person who identifies as the gender they were assigned at birth.

Class-ism: Prejudiced thoughts and discriminatory actions based on a difference in socioeconomic status, income, class; usually by upper classes against lower.

Coalition: A collection of different people or groups, working toward a common goal.

Codification: The capture and expression of a complex concept in a simple symbol, sign or prop; for example, symbolizing “community” (*equity, connection, unity*) with a circle.

Cognitive Diversity: Cognitive diversity is the inclusion of people who have different styles of problem-solving and can offer unique perspectives because they think differently. Unlike demographic diversity, which focuses on achieving a mixture of statistical characteristics such as gender or age, cognitive diversity focuses on achieving a mixture of how people carry out intellectual activities, such as making associations or drawing conclusions.

Collusion: Willing participation in the discrimination against and/or oppression of one’s own group (*e.g., a woman who enforces dominant body ideals through her comments and actions*).

Colonization: The action or process of settling among and establishing control over the indigenous people of an area. The action of appropriating a place or domain for one's own use.

Color Blind: The belief in treating everyone “equally” by treating everyone the same; based on the presumption that differences are by definition bad or problematic, and therefore best ignored (*i.e., “I don’t see race, gender, etc.”*).

Color-ism: A form of prejudice or discrimination in which people are treated differently based on the social meanings attached to skin color.

Co-Mentoring: The act of pairing talent and senior leaders of different backgrounds.

Conscious Bias (Explicit Bias): Refers to the attitudes and beliefs we have about a person or group on a conscious level. Much of the time, these biases and their expression arise as the

direct result of a perceived threat. When people feel threatened, they are more likely to draw group boundaries to distinguish themselves from others.

Conscious Capitalism: A business strategy focused on the interests of its customers, employees, investors, communities, suppliers, and the environment.

Co-Option: A process of appointing members to a group, or an act of absorbing or assimilating.

Co-Optation: Various processes by which members of the dominant cultures or groups assimilate members of target groups, reward them, and hold them up as models for other members of the target groups. Tokenism is a form of co-optation.

Corporate Philanthropy: Any act in which a corporation promotes the welfare of others.

Corporate Social Responsibility: A business strategy prioritizing the sustainable expansion or reinforcement of economic, social, and environmental benefits for all its stakeholders.

Covering: Downplaying a known stigmatized identity.

Culture: The pattern of daily life learned consciously and unconsciously by a group of people. These patterns can be seen in language, governing practices, arts, customs, holiday celebrations, food, religion, dating rituals, and clothing.

Cultural Fluency: Understanding of cultural context that allows one to communicate cross-culturally or with those who are different from oneself.

Cultural Competency: The ability of a person to effectively interact, work, and develop meaningful relationships with people of various cultural backgrounds.

Customer Bias: Any interpersonal bias that supports valuing some customers over others.

D

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.

Discrimination: The denial of justice and fair treatment by both individuals and institutions in many areas, including employment, education, housing, banking, and political rights. Discrimination is an action that can follow prejudiced thinking.

Diversity: The wide variety of shared and different personal and group characteristics among human beings.

Diversity of Thought: A function of an individual's physical and experiential identities and the impact they have on work and life experience in terms of problem solving and bringing new thoughts to the workplace.

Domestic Partner: Either member of an unmarried, cohabiting, straight and same-sex couple that seeks benefits usually available only to spouses.

Dominant Culture: The cultural values, beliefs, and practices that are assumed to be the most common and influential within a given society.

E

Emotional Intelligence: The ability to identify, use, understand, and manage emotions in positive ways.

Emotional Labor: Managing or stifling your own (or others') emotions to maintain a healthy environment.

Employee Resource Group: Any employee-led group with the purpose of supporting its members and organizations by cultivating a diverse, inclusive workplace aligned with organizational mission, values, goals, business practices, and objectives.

Ethnicity: A social construct which divides individuals into smaller social groups based on characteristics such as a shared sense of group membership, values, behavioral patterns, language, political and economic interests, history and ancestral geographical base.

Examples of different ethnic groups are but not limited to: Haitian, African American (Black), Chinese, Korean, Vietnamese (Asian), Cherokee, Mohawk, Navajo (Native American), Cuban, Mexican, Puerto Rican (Latino), Polish, Irish, Swedish (White).

A social construct about where people think their ancestors came from that forms their ideas about heritage/culture.

Ethnocentricity: Considered by some to be an attitude that views one's own culture as superior. Others cast it as "seeing things from the point of view of one's own ethnic group" without the necessary connotation of superiority.

Euro-Centric: The inclination to consider European culture as normative. While the term does not imply an attitude of superiority (*since all cultural groups have the initial right to understand their own culture as normative*), most use the term with a clear awareness of the historic oppressiveness of Eurocentric tendencies in U.S and European society.

Equality: A state of affairs in which all people within a specific society or isolated group have the same status in certain respects, including civil rights, freedom of speech, property rights and equal access to certain social goods and services.

Equity: Takes into consideration the fact that the social identifiers (*race, gender, socioeconomic status, etc.*) do, in fact, affect equality. In an equitable environment, an individual or a group would be given what was needed to give them equal advantage. This would not necessarily be equal to what others were receiving. It could be more or different. Equity is an ideal and a goal, not a process. It ensures that everyone has the resources they need to succeed.

Executive Sponsor: A member of the executive level who serves as a mentor for an individual or group, particularly an ERG, especially when advocating for them in the C-suite and other organizational management levels.

Explicit acts of exclusion: Things people do purposely to exclude, including acts that can be objectively labeled as racist, or hate crimes, or intimidation.

F

Feminism: The advocacy of women's rights on the ground of the equality of the sexes.

Femme: A person who expresses and/or identifies with femininity.

First Nation People: Individuals who identify as those who were the first people to live on the Western Hemisphere continent. People also identified as Native Americans.

Fundamental Attribution Error: A common cognitive action in which one attributes their own success and positive actions to their own innate characteristics (*'I'm a good person'*) and failure to external influences (*'I lost it in the sun'*), while attributing others' success to external influences (*'He had help and got lucky'*) and failure to others' innate characteristics (*'They're bad people'*). This operates on group levels as well, with the in-group giving itself favorable attributions, while giving the out-group unfavorable attributions, as a way of maintaining a feeling of superiority, i.e. "double standard."

G

Gay: A person who is emotionally, romantically or sexually attracted to members of the same gender.

Gender: The socially constructed concepts of masculinity and femininity; the "appropriate" qualities accompanying biological sex.

Gender Bending: Dressing or behaving in such a way as to question the traditional feminine or masculine qualities assigned to articles of clothing, jewelry, mannerisms, activities, etc.

Gender Bias: An implicit bias that assigns fixed attributes by gender and/or privileges one gender over another.

Gender Dysphoria (Gender Identity Disorder): Significant, clinical distress caused when a person's assigned birth gender is not the same as the one with which they identify. The American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders (DSM) consider Gender Identity Disorder as "intended to better characterize the experiences of affected children, adolescents, and adults."

Gender Expression: External manifestations of gender, expressed through a person's name, pronouns, clothing, haircut, behavior, voice, and/or body characteristics.

Gender Fluid: A person who does not identify with a single fixed gender; of or relating to a person having or expressing a fluid or unfixed gender identity.

Gender Identity: Your internal sense of self; how you relate to your gender(s).

Gender Nonbinary: People who experience their gender identity and/or gender expression as falling outside the binary categories of man and woman. They may define their gender as falling somewhere in between man and woman, or they may define it as wholly different from these terms.

Gender Non-Conforming: A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit into a category.

Gender Queer: Gender queer people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as “gender queer” may see themselves as both male or female aligned, neither male or female or as falling completely outside these categories.

H

Hate Crime: Hate crime 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 any person.

Hermaphrodite: An individual having the reproductive organs and many of the secondary sex characteristics of both sexes. *(Not a preferred term.)*

Heteronormative: Relating to the view that heterosexuality is the normal, or at least preferred, sexual orientation.

Hetero-sexism: The presumption that everyone is, and should be, heterosexual.

Heterosexuality: An enduring romantic, emotional and/or sexual attraction toward people of the other sex. The term “straight” is commonly used to refer to heterosexual people.

Hiring/Advancement Bias: Any implicit preference that creates hiring and advancement opportunities that privilege one group over another.

Homophobia: The fear or hatred of homosexuality *(and other non-heterosexual identities)*, and persons perceived to be gay or lesbian.

Homosexual: Attracted to members of the same sex. *(Not a preferred term.)*

Human Capital: The skills, knowledge, and experience possessed by an individual or population, viewed in terms of their value or cost to an organization or country.

Humility: A modest or low view of one's own importance; humbleness.

Impostor 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.

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

Inclusive Language: Refers to non-sexist language or language that “includes” all persons in its references. For example, “a writer needs to proofread his work” excludes females due to the masculine reference of the pronoun. Likewise, “a nurse must disinfect her hands” is exclusive of males and stereotypes nurses as females.

In-Group Bias (Favoritism): The tendency for groups to “favor” themselves by rewarding group members economically, socially, psychologically, and emotionally in order to uplift one group over another.

Institutional Racism: It is widely accepted that racism is, by definition, institutional. Institutions have greater power to reward and penalize. They reward by providing career opportunities for some people and foreclosing them for others. They reward as well by the way social goods are distributed, by deciding who receives institutional benefits.

Intentional Acts of Inclusion: Consciously making the effort to act in a way that promotes inclusion.

Intercultural Competency: A process of learning about and becoming allies with people from other cultures, thereby broadening our own understanding and ability to participate in a multicultural process. The key element to becoming more culturally competent is respect for the ways that others live in and organize the world and an openness to learn from them.

Inter-Group Conflict: Tension and conflict which exists between social groups and which may be enacted by individual members of these groups.

Internalized Homophobia: Among lesbians, gay men, and bisexuals, internalized sexual stigma (*also called internalized homophobia*) refers to the personal acceptance and endorsement of sexual stigma as part of the individual's value system and self-concept. It is the counterpart to sexual prejudice among heterosexuals.

Internalized Marginalization: Hearing a negative stereotype about your own identity so often that you adopt or affirm that stereotype.

Internalized Oppression: The process whereby individuals in the target group make oppression internal and personal by coming to believe that the lies, prejudices, and stereotypes about them are true. Members of target groups exhibit internalized oppression when they alter their

attitudes, behaviors, speech, and self-confidence to reflect the stereotypes and norms of the dominant group. Internalized oppression can create low self-esteem, self-doubt, and even self-loathing. It can also be projected outward as fear, criticism, and distrust of members of one's target group.

Internalized Racism: When individuals from targeted racial groups internalize racist beliefs about themselves or members of their racial group. Examples include using creams to lighten one's skin, believing that white leaders are inherently more competent, asserting that individuals of color are not as intelligent as white individuals, believing that racial inequality is the result of individuals of color not raising themselves up "by their bootstraps". (*Jackson & Hardiman, 1997*)

Intersectionality: An approach that someone can be privileged in some ways but not in others, or have multiple identities that intersect, including gender, race, and sexual orientation.

Intersex: An umbrella term describing people born with reproductive or sexual anatomy and/or chromosome pattern that can't be classified as typically male or female.

L

Lesbian: A woman who is attracted to other women. Also used as an adjective describing such women.

LGBTQIA+: Acronym encompassing the diverse groups of lesbians, gay, bisexual, transgender populations and allies and/or lesbian, gay, bisexual, and transgender alliances/associations.

Lines of Difference: A person who operates across lines of difference is one who welcomes and honors perspectives from others in different racial, gender, socioeconomic, generational, regional groups than their own. [*Listing is not exhaustive*]

Look-ism: Discrimination or prejudice based upon an individual's appearance.

M

Majority: Those who hold the majority of positions, particularly positions of power, in a company or society: often an identity group that comprises the majority of workforce or social demographics.

Marginalized: Excluded, ignored, or relegated to the outer edge of a group/society/community.

Micro-Aggressions: Commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory racial slights. These messages may be sent verbally, ("*You speak good English*"), non-verbally (*clutching one's purse more tightly around people from certain race/ethnicity*) or environmentally (*symbols like the confederate flag or using Native American mascots*). Such communications are usually outside the level of conscious awareness of perpetrators.

Micro-Inequities: The casual degradation of any socially marginalized group.

Micro-Insults: Verbal and nonverbal communications that subtly convey rudeness and insensitivity and demean a person's racial heritage or identity. An example is an employee who asks a colleague of color how she got her job, implying she may have landed it through an affirmative action or quota system.

Micro-Invalidation: Communications that subtly exclude, negate or nullify the thoughts, feelings or experiential reality of a person of color. For instance, white individuals often ask Asian-Americans where they were born, conveying the message that they are perpetual foreigners in their own land.

Minority: Any group or member of a group whose social identity is underrepresented in the workplace, especially relative to its general population.

Model Minority: Refers to a minority ethnic, racial, or religious group whose members achieve a higher degree of success than the population average. This success is typically measured in income, education, and related factors such as low crime rate and high family stability.

Mono-Racial: To be of only one race (*composed of or involving members of one race only; (of a person) not of mixed race.*)

Multi-Cultural: This term is used in a variety of ways and is less often defined by its users than terms such as multiculturalism or multicultural education.

One common use of the term refers to the raw fact of cultural diversity: "multicultural education ... responds to a multicultural population." Another use of the term refers to an ideological awareness of diversity: "[multicultural theorists] have a clear recognition of a pluralistic society." Still others go beyond this and understand multicultural as reflecting a specific ideology of inclusion and openness toward "others." Perhaps the most common use of this term in the literature is in reference simultaneously to a context of cultural pluralism and an ideology of inclusion or "mutual exchange of and respect for diverse cultures."

Multi-Ethnic: An individual that comes from more than one ethnicity. An individual whose parents are born with more than one ethnicity.

Multiplicity: The quality of having multiple, simultaneous social identities (e.g., being male and Buddhist and working-class).

Multi-Racial: An individual that comes from more than one race.

N

Naming: When one articulates a thought that traditionally has not been discussed.

National Origin: The political state from which an individual hails; may or may not be the same as that person's current location or citizenship.

Neo-Liberalism: A substantial subjugation and marginalization of policies and practices informed by the values of social justice and equity.

Non-Binary/Gender Queer/Gender Variant: Terms used by some people who experience their gender identity and/or gender expression as falling outside the categories of man and woman.

Non-White: Used at times to reference all persons or groups outside of the white culture, often in the clear consciousness that white culture should be seen as an alternative to various non-white cultures and not as normative.

O

Occupational Bias: An implicit bias that assigns fixed human or demographic attributes to a particular job or career.

Oppression: Results from the 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.

P

Pan-Sexual: A term referring to the potential for sexual attractions or romantic love toward people of all gender identities and biological sexes. The concept of pan-sexuality deliberately rejects the gender binary and derives its origin from the transgender movement.

Personal Brand: The experience of someone having a relationship with who you are and what you represent as an individual and as a leader.

Personal Identity: Our identities as individuals including our personal characteristics, history, personality, name, and other characteristics that make us unique and different from other individuals.

Persons of Color: A collective term for men and women of Asian, African, Latin and Native American backgrounds; as opposed to the collective "White" for those of European ancestry. (POC)

Prejudice: A prejudgment or preconceived opinion, feeling, or belief, usually negative, often based on stereotypes, that includes feelings such as dislike or contempt and is often enacted as discrimination or other negative behavior; OR, a set of negative personal beliefs about a social group that leads individuals to prejudge individuals from that group or the group in general, regardless of individual differences among members of that group.

Privilege: Unearned access to resources (social power) only readily available to some individuals as a result of their social group.

Privileged Group Member: A member of an advantaged social group privileged by birth or acquisition, i.e. Whites, men, owning class, upper-middle-class, heterosexuals, gentiles, Christians, non-disabled individuals.

Post-Racial: A theoretical term to describe an environment free from racial preference, discrimination, and prejudice.

Psychological Safety: A shared belief held by members of a team that the team is safe for interpersonal risk taking.

Q

Queer: An umbrella term that can refer to anyone who transgresses society's view of gender or sexuality. The definition indeterminacy of the word Queer, its elasticity, is one of its constituent characteristics: "A zone of possibilities."

Questioning: A term used to refer to an individual who is uncertain of their sexual orientation or identity.

R

Race: A social construct that artificially divides individuals into distinct groups based on characteristics such as physical appearance (particularly skin color), ancestral heritage, cultural affiliation or history, ethnic classification, and/or the social, economic, and political needs of a society at a given period of time. Scientists agree that there is no biological or genetic basis for racial categories.

A social construct about groups of people that are assumed to have common biology.

Racial Bias: An implicit preference of one race over another.

Racial Equity: Racial equity is the condition that would be achieved if one's racial identity is no longer predicted, in a statistical sense, how one fares. When this term is used, the term may imply that racial equity is one part of racial justice, and thus also includes work to address the root causes of inequities, not just their manifestations. This includes the elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

Racial Profiling: The use of race or ethnicity as grounds for suspecting someone of having committed an offense.

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.

Rainbow Flag: The Rainbow Freedom Flag was designed in 1978 by Gilbert Baker to designate the great diversity of the LGBTIQ community. It has been recognized by the International Flag Makers Association as the official flag of the LGBTIQ civil rights movement.

Re-Fencing (Exception-Making): A cognitive process for protecting stereotypes by explaining any evidence/example to the contrary as an isolated exception.

Religion: A system of beliefs, usually spiritual in nature, and often in terms of a formal, organized denomination.

Resilience: The ability to recover from some shock or disturbance

Reverse Mentoring: The generation-based pairing of older executives with younger employees to be mentored on topics such as technology, social media, and current trends.

S

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.

Safer Space: A supportive, non-threatening environment that encourages open-mindedness, respect, a willingness to learn from others, as well as physical and mental safety.

Saliency: The quality of a group identity in which an individual is more conscious, and plays a larger role in that individual's day-to-day life; for example, a man's awareness of his "maleness" in an elevator with only women.

Scapegoating: The action of blaming an individual or group for something when, in reality, there is no one person or group responsible for the problem. It targets another person or group as responsible for problems in society because of that person's group identity.

Sex: Biological classification of male or female (based on genetic or physiological features); as opposed to gender.

Sexism: Prejudiced thoughts and discriminatory actions based on a difference in sex/gender; usually by men against women.

Sexual Orientation: One's natural preference in sexual partners; examples include homosexuality, heterosexuality, or bisexuality. Sexual orientation is not a choice, it is determined by a complex interaction of biological, genetic, and environmental factors.

Slate: Individuals the organization intends to interview for an open position. Diverse slates include women and minorities; inclusion of diverse candidates often has to be done intentionally.

Social Identity: Involves the ways in which one characterizes oneself, the affinities one has with other people, the ways one has learned to behave in stereotyped social settings, the things one values in oneself and in the world, and the norms that one recognizes or accepts governing everyday behavior.

Social Identity Development: The stages or phases that a person's group identity follows as it matures or develops.

Social Justice: A broad term for action intended to create genuine equality, fairness, and respect among peoples.

Social Oppression: This condition exists when one social group, whether knowingly or unconsciously, exploits another group for its own benefit.

Social Self-Esteem: The degree of positive/negative evaluation an individual holds about their particular situation in regard to their social identities.

Social Self-View: An individual's perception about which social identity group(s) they belong.

Sponsorship: The act of using executive influence to advocate for an individual or group, usually by initiating introductions, funneling opportunities, and offering invitations to decision-making discussions and meetings.

Stereotype: Blanket beliefs and expectations about members of certain groups that present an oversimplified opinion, prejudiced attitude, or uncritical judgment. They go beyond necessary and useful categorizations and generalizations in that they are typically negative, are based on little information and are highly generalized.

Stereotype Expectation: The assumption and expectation that people will behave according to the stereotype or trope associated with their identities.

Stereotype Threat: The sense that one might be judged in terms of negative stereotypes about one's group instead of on personal merit.

Structural Exclusion: Inequality that is perpetuated because it is written into laws and policies.

Subtle Acts of Exclusion: A new term for "microaggressions". The subtle things that people say and do, perhaps unintentionally, that have the effect of excluding others based on their marginalized dimensions of identity.

System of Oppression: Conscious and unconscious, non-random, and organized harassment, discrimination, exploitation, discrimination, prejudice and other forms of unequal treatment that impact different groups.

T

Tolerance: Acceptance, and open-mindedness to different practices, attitudes, and cultures; does not necessarily mean agreement with the differences.

Token-ism: Hiring or seeking to have representation such as a few women and/or racial or ethnic minority persons so as to appear inclusive while remaining mono-cultural.

Transgender/Trans: An umbrella term for people whose gender identity differs from the sex they were assigned at birth. The term transgender is not indicative of gender expression, sexual orientation, hormonal makeup, physical anatomy, or how one is perceived in daily life.

Transgressive: Challenging the accepted expectations and/or rules of the appropriateness of “polite society”.

Trans Misogyny: The negative attitudes, expressed through cultural hate, individual and state violence, and discrimination directed toward trans women and transfeminine people.

Transphobia: Fear or hatred of transgender people; transphobia is manifested in a number of ways, including violence, harassment, and discrimination. This phobia can exist in LGB and straight communities.

Transexual: One who identifies as a gender other than that of their biological sex.

Trigger Warning: A heads-up that is given (usually to students) about material they are going to see, read, or discuss that might trigger strong negative or upsetting reactions. It allows people to prepare themselves emotionally or to even remove themselves from the situation.

Triple Bottom Line: Centers on three main components: people, plant, and profits.

Two Spirit: An umbrella term for a wide range of non-binary culturally recognized gender identities and expressions among Indigenous people.

A Native American term for individuals who identify both as male and female. In western culture, these individuals are identified as lesbian, gay, bi-sexual or trans-gendered.

U

Unconscious Bias (Implicit Bias): An unknown, automatic preference for, or against, a person, a group of people, or an entire demographic group. Though unaware you have it, unconscious (or implicit) bias can influence the way you think and behave.

Undocumented: A foreign-born person living in the United States without legal citizenship status.

Undocumented Student: School-aged immigrants who entered the United States without inspection/overstayed their visas and are present in the United States with or without their parents. They face unique legal uncertainties and limitations within the United States educational system.

V

Victim Culture: The idea that people are too sensitive and claim victimhood whenever possible.

Virtual Worker: An employee or team of employees who work(s) outside the physical workplace, sometimes across time zones and countries, but connect through various forms of technology to perform work-related tasks.

Veteran Status: Whether or not an individual has served in a nation's armed forces (or other uniformed service).

W

Whiteness: A broad social construction that embraces the white culture, history, ideology, racialization, expressions, and economic, experiences, epistemology, and emotions and behaviors and nonetheless reaps material, political, economic, and structural benefits for those socially deemed white.

White Fragility: Discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice.

White Privilege: White Privilege is the spillover effect of racial prejudice and White institutional power. It means, for example, that a White person in the United States has privilege, simply because one is White. It means that as a member of the dominant group a White person has greater access or availability to resources because of being White. It means that White ways of thinking and living are seen as the norm against which all people of color are compared. Life is structured around those norms for the benefit of White people. White privilege is the ability to grow up thinking that race doesn't matter. It is not having to daily think about skin color and the questions, looks, and hurdles that need to be overcome because of one's color. White Privilege may be less recognizable to some White people because of gender, age, sexual orientation, economic class or physical or mental ability, but it remains a reality because of one's membership in the White dominant group.

White Supremacy: White supremacy is a historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and individuals of color by white individuals and nations of the European continent for the purpose of maintaining and defending a system of wealth, power and privilege.

Worldview: The perspective through which individuals view the world; comprised of their history, experiences, culture, family history, and other influences.

X

Xenophobia: Hatred or fear of foreigners/strangers or of their politics or culture.

*Many of these terms were adopted from Pacific University's Office of Equity, Diversity & Inclusion, Tiffany Jana and Michael Baran's book, *Subtle Acts of Exclusion*, and Jennifer Brown's book, *Inclusion*.*