

Glossary of Terms

Accountable – Responsive to the needs and concerns of those most impacted by the issues you are working on, particularly communities of color and those historically underrepresented.

Adverse Impacts – Refers to the practices or policies that appear neutral but have a discriminatory effect on a protected group.

Bias – Prejudice toward one group and its members relative to another group.

Civil Rights Title VI – Refers to Federal law. No person in the United States, on the grounds of Race, Color or National Origin, shall be excluded from participation in, denied the benefits of, or subjected to discrimination under any program, service or activity of a public entity that receives federal assistance.

Class – Relative social status based on income, wealth, race, power, position, occupation and education.

Communities of Color – A term used primarily in the U.S. to describe communities of people who are not identified as Caucasian, emphasizing common experiences of racism.

Community Indicator – The means by which we can measure socioeconomic conditions in the community. All community indicators should be disaggregated by race, if possible.

Community Outcomes – The specific result you are seeking to achieve that advances racial equity.

Contracting Equity – Investments in contracting, consulting and procurement should benefit the communities an organization serves, proportionate to the community's demographics.

Discrimination – Refers to practices or policies that may be considered discriminatory and illegal if they have a disproportionate 'adverse impact' on persons in a protected class.

Disparate Impacts – Refers to practices or policies that may be considered discriminatory and illegal if they have a disproportionate 'adverse impact' on persons in a protected class.

Diversity – Includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from one another.

Dominant Culture – Refers to the established language, religion, values, rituals and social customs on which society was built. In organizations, dominant culture refers to culture that is predominantly defined by white men and white women in positional power.

Ethnicity – Identifies groups that share a common identity-based ancestry, language, social, cultural or national experiences. It is often based on religion, beliefs, customs or memories of migration or colonization, and current shared experiences.

Equity – When one's identity cannot predict the outcome.

Equity vs. Equality – In the context of societal systems, equality and equity refer to similar but slightly different concepts. Equality generally refers to equal opportunity and the same levels of support for all segments of society. Equity goes a step further and refers to offering varying levels of support depending upon the need to achieve greater fairness of outcomes.

Equity Result – The condition we aim to achieve in the community.

Explicit Bias – Biases that people are aware of and that operate consciously. They are expressed directly.

Implicit Bias – Biases people are usually unaware of and that operate at the subconscious level. Implicit bias is usually expressed indirectly.

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

Inclusive Outreach and Public Engagement – Processes inclusive of people of diverse races, cultures, gender identities, sexual orientations and socioeconomic status. Access to information, resources and civic processes so community members can effectively engage in the design and delivery of public services.

Individual Racism – Pre-judgment, bias, stereotypes about an individual or group based on race. The impacts of racism on individuals including white people internalizing privilege and people of color internalizing oppression.

Institutional Racism – Discriminatory treatment, unfair policies and practices, inequitable opportunities and impacts within organizations and institutions, all based on race, that routinely produce racially inequitable outcomes for people of color and advantages for white people. Individuals within institutions take on the power of the institution when they reinforce racial inequities.

Internalized Racism – A set of privately held beliefs, prejudices and ideas about the superiority of whites and the inferiority of people of color. Among people of color, it manifests as internalized oppression. Among whites, it manifests as internalized racial superiority.

Interpersonal Racism – The expression of racism between individuals. It occurs when individuals interact, and their private beliefs affect their interactions.

Intersectionality – An analysis of the connections between systems of oppression (i.e., racism and classism, racism and sexism) and how individuals experience those intersecting or compounding systems of oppression or privilege.

Micro-aggressions – Brief and commonplace verbal, behavioral or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory or negative racial slights and insults toward African Americans, Indigenous and other people of color.

Micro-assault – Verbal or nonverbal attack meant to hurt the intended victim through name-calling, avoidant behavior, or purposefully discriminatory actions. Holds notions of minority inferiority privately and only display publicly when they lose control or feel safe to engage in micro-assault (*conscious & deliberate, but level of conscious can vary*).

Micro-insult – Communication that conveys rudeness, insensitivity, and is demeaning of a person's heritage or identity. Can occur non-verbally (i.e., *failing to acknowledge person in the space, or seeming distracted or uninterested in person*). This can be a conscious or unconscious action.

Micro-invalidating – Communication that excludes, negates, or nullifies the psychological thoughts, feelings, or experiential reality of a person (i.e., *"Where are you really from?" "That didn't really happen."*)

Performance Measures – Appropriate performance measures allow monitoring of the success of implementation of actions that have a reasonable chance of influencing indicators and contributing to results. Performance measures respond to three different levels: 1) Quantity – how much did we do?; 2) Quality – how well did we do it?; and 3) Is anyone better off?

Power – The ability to define or change situations. Power can manifest as personal or collective self-determination. Power is the ability to influence others to believe or adopt similar values that those in power desire.

Privilege – The obstacles placed or removed from your path and the chances and choices other people will give you or take away based on things they believe about you that have nothing to do with you at all. The distinction of privilege is the breaks you get or don't get along the way because of the things that have nothing to do with you, your dreams or your abilities, and have everything to do with what other people see and perceive about you.

Race – A non-scientific classification of human beings created by Europeans (whites) which assigns human worth and social status for the purpose of establishing and maintaining privilege and power.

Racial Disparity – A significant difference in conditions between a racial group and the Caucasian population that is avoidable and unjust. For example, the number of a particular race represented in management positions when compared to the percentage of that same population in the general population.

Racial Equity – When social, economic and political opportunities are not predicted based upon a person's race. When race can no longer be used to predict life outcomes and outcomes for all groups are improved.

Racial Equity Framework – An understanding of the root causes of racial disparities, an analysis of the structures that perpetuate these disparities, and the ability to deploy critical strategies to undo those structures in order to replace them with structures that produce equitable outcomes.

Racial Inequity – Race can be used to predict life outcomes (i.e., disproportionality in education, jobs, criminal justice involvement, etc.).

Racial Justice – The systemic, fair treatment of people of all races resulting in equitable opportunities and outcomes for everyone. All people can achieve their full potential in life, regardless of race, ethnicity or the community in which they live. A racial justice framework can move us from a reactive posture to a more powerful, proactive and even preventative approach.

Stakeholders – Those impacted by proposed policy, program, practice or budget issues who have potential concerns or issue expertise. Examples might include: specific racial/ethnic groups, other institutions/organizations, schools, businesses, unions, etc.

Stereotype – A standardized mental picture that is held in common about members of a group that represents an oversimplified opinion, attitude or unexamined judgment, without regard to individual differences.

Structural Racism – The interplay of policies, practices and programs of multiple organizations/institutions, which leads to adverse outcomes and conditions for communities of color compared to white communities, that occurs within the context of racialized historical and cultural conditions.

Unconscious Bias/Implicit Association – The attitudes or stereotypes that affect our understanding, actions and decisions unconsciously. They are activated involuntarily, without conscious awareness or intentional control. They can be either positive or negative, and everyone is susceptible.

White Supremacy – The existence of racial power that denotes a system of structural or societal racism that privileges white people over others, regardless of the presence or absence of racial hatred. White racial advantages occur at both the collective and individual levels. Both people of color and white people can perpetuate white-dominant culture, resulting in the overall disenfranchisement of African Americans, Indigenous and other people of color in many aspects of society.

Workforce Equity – The workforce of a community reflects the diversity of its residents, including across the breadth (functions and departments) and depth (hierarchy) of businesses, government, CBOs, etc.