

Ally	A person of one social identity group, typically a dominant group, who stands up to support members of another group (i.e., advocacy) or is standing beside members of targeted groups (i.e., solidarity).
Affinity Bias	It is the unconscious tendency to get along with others who are like us. It is easy to socialize and spend time with others who are not different.
Affirmation Bias	It is the tendency to search for, interpret, favor, and recall information in a way that confirms or strengthens one's prior personal beliefs or hypotheses.
Anti-bias	Opposing or prohibiting unfair discrimination against people based on race, religion, etc. It is also the act of preventing or counteracting bias. ¹ Anti-bias is an active/activist approach to challenging isms (a distinctive practice, system, or philosophy, typically a political ideology ²), prejudice and stereotyping.
Antiracism	Antiracism is the active process of identifying, challenging, and eliminating the values, policies, and behaviors within the interlocking systems of social oppression (sexism, classism, heterosexism, ableism) to redistribute power and transform racial disparity outcomes so that those factors are no longer a predictor of success or failure for People of Color at the structural level. ³
Antiracist	An antiracist is someone who is supporting an antiracist policy through their actions or expressing antiracist ideas. This includes the expression or ideas that racial groups are equals and do not need developing, and supporting policies that reduce racial inequity. ⁴
Anti-Blackness	A two-part formation that both voids Blackness of value, while systematically marginalizing Black people and their issues. The first form of anti-Blackness is overt racism. Beneath this anti-Black racism is the covert structural and systemic racism which categorically predetermines the socioeconomic status of Blacks in this country. The structure is held in place by anti-Black policies, institutions, and ideologies. ⁵

¹ Merriam-Webster. (n.d.). Antibias. In *Merriam-Webster.com Dictionary*. Retrieved February 3, 2020, from <https://www.merriam-webster.com/dictionary/antibias>

² Lexico: Powered by Oxford. (n.d.). Ism. Retrieved February 2, 2020, from <https://www.lexico.com/en/definition/ism>

³ <http://hsh.sfgov.org/wp-content/uploads/2018/12/SPARC-San-Francisco-FINAL.pdf>

⁴ <https://www.racialequitytools.org/glossary#anti-racist>

⁵ <https://www.racialequitytools.org/glossary#anti-black>

Bias	A subconsciously held and personal prejudice that is often activated at times when we need to make rapid decisions or take shortcuts in our thinking. ⁶ Specifically, implicit bias is the unconscious attribution of particular qualities to a member of a certain social group based on learned associations between particular qualities and social categories, including race, ethnicity and or gender, that can influence perceptions and behaviors, even if an individual is unaware/unintentionally hold such stereotypes. ⁷
Client	A person who engages the professional advice or services of another. ⁸
Colorism	A form of prejudice or discrimination, especially within a racial or ethnic group, that leads to the favoring of people with lighter skin or more over those with darker skin. ⁹
Customer	A person that purchases a commodity or service. ¹⁰ This language is also used to denote individuals who are understood as being at the center of a system's effort and may refer to those for whom a system's efforts are organized towards delivering something—goods, services, assistance, etc.—to them.
Empathy	The capacity and authenticity for experiencing the feelings, and thoughts of another without having those feelings, thoughts, and experience fully communicated in an objectively explicit manner. ¹¹
Ethnicity	A social construct that divides people into smaller social groups than race based on commonly held characteristics such as culture, language, political and or economic interests, history, and ancestral geographical base. The validity of this construction is debated within a U.S. context because of its narrow application to those of 'Hispanic' heritage as the only ethnicity.
Equality	In the context of social justice debates, there are three relatively distinct meanings of equality: equality before the law, equality of opportunity (e.g., meritocracy), and equality of results or condition (e.g., egalitarianism). Equality may also refer to the fair distribution of both opportunities and rewards. ¹²

⁶ Merriam-Webster. (n.d.). Bias. In *Merriam-Webster.com Dictionary*. Retrieved February 3, 2020, from <https://www.merriam-webster.com/dictionary/bias>

⁷ Wikipedia contributors. (2020, February 2). Implicit bias/Implicit stereotype. In *Wikipedia, The Free Encyclopedia*. Retrieved 22:21, February 3, 2020, from https://en.wikipedia.org/w/index.php?title=Implicit_stereotype&oldid=938813513

⁸ Merriam-Webster. (n.d.). Client. In *Merriam-Webster.com Dictionary*. Retrieved February 3, 2020, from <https://www.merriam-webster.com/dictionary/client>

⁹ Merriam-Webster. (n.d.). Colorism. In *Merriam-Webster.com Dictionary*. Retrieved February 3, 2020, from <https://www.merriam-webster.com/dictionary/colorism>

¹⁰ Merriam-Webster. (n.d.). Customer. In *Merriam-Webster.com Dictionary*. Retrieved February 3, 2020, from <https://www.merriam-webster.com/dictionary/customer>

¹¹ Merriam-Webster. (n.d.). Empathy. In *Merriam-Webster.com Dictionary*. Retrieved February 3, 2020, from <https://www.merriam-webster.com/dictionary/empathy>

¹² (2002). Equality. *Oxford Reference*. Ed. Calhoun, C. Retrieved 3 Feb. 2020, from <https://www-oxfordreference-com.ezp-prod1.hul.harvard.edu/view/10.1093/acref/9780195123715.001.0001/acref-9780195123715-e-550>.

Equity	A state in which belonging to a particular social group (e.g., class, race, ethnicity, gender, sexual orientation, disability, etc.) does not determine an individual's level of success. Rather, it exists where all groups have access to the resources and opportunities necessary to eliminate gaps and improve the quality of their lives.
Dignity-Centered	An approach that prioritizes the central tenet that human beings have an inherent value that resides within their essence that is an inalienable part of what makes a human being a person. ¹³
Disparities	Persistent differences in outcomes between groups; frequently expressed through statistical data.
Diversity	Diversity includes qualities and conditions that are different from one's own and outside the groups to which we belong, yet are present in other individuals and groups. These include but are not limited to age, ethnicity, class, gender, physical abilities/qualities, race, sexual orientation, as well as religious status, gender expression, educational background, geographical location, income, marital status, parental status, and work experiences. ¹⁴ Diversity is notably different from both inclusion and equity.
Dominant Culture	A dominant culture is one whose values, language, and ways of behaving are imposed on subordinate cultures through the deployment of economic or political power. This may be achieved through legal or political suppression of other sets of values and patterns of behavior, or by monopolizing the media of communication. ¹⁵
Fragility	A state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves, including an outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate racial equilibrium. ¹⁶
Historical Racial Trauma	A theory about how populations historically subjected to long-term, mass trauma—colonialism, slavery, war, genocide—exhibit a higher prevalence of disease and social suffering even several generations after the original trauma occurred. Historical trauma influences the social welfare of racial/ethnic populations in the U.S. and is a theory that can provide new directions and insights for

¹³ Mea, W., & Sims, R. (2019). Human Dignity-centered Business Ethics: A conceptual framework for business leaders. *Journal of Business Ethics*, 160(1), 53-69.

¹⁴ CUNY: Queensborough Community College. (2019). Definition for Diversity. Retrieved February 3, 2020, from <https://www.qcc.cuny.edu/diversity/definition.html>

¹⁵ Dominant culture. *Oxford Reference*. Retrieved 3 Feb. 2020, from <https://www.oxfordreference.com/view/10.1093/oi/authority.20110803095725838>

¹⁶ DiAngelo, R. (2011). White Fragility. *International Journal of Critical Pedagogy*, 3(3), 54–70. Retrieved from <http://libjournal.uncg.edu/ijcp/article/view/249/116>

eliminating disparities.¹⁷

Horned Effect Bias

It is a form of cognitive bias that causes one's perception of another to be unduly influenced by a single negative trait.

Housing Justice

The belief that housing is a human right and guarantees affordable, safe, accessible and stable housing opportunities for everyone. Housing justice is inclusive of homelessness prevention, tenants rights, home ownership, preservation of affordable housing and financing of alternative housing models.

Inclusion

Inclusion is an outcome of equitable processes, and can be seen as a tool for change.¹⁸ Inclusive environments encourage people to show up 'as their full selves' and recognize the inherent value that different experiences, cultures, and perspectives bring.

Inequities

Differences in outcomes between population groups that are rooted in unfairness or injustices and are a result of systemic social disadvantage.

Institutional Racism

The discriminatory treatment, unfair policies and practices, and differing levels of opportunities within single institutions, based on race. Individuals within institutions take on the power of the institution when they reinforce racial inequities, although not always intentionally, and regardless of their own racial affiliation or identity.

Internalized Racism

The set of private beliefs, prejudices, and ideas that individuals have 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. It is often subconscious.

Interpersonal Racism

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

Intersectionality

The complex and cumulative way in which the effects of multiple forms of discrimination—racism, sexism, classism, ableism, etc.—combine, overlap, or intersect, especially in the experiences of marginalized individuals or groups.¹⁹

Intersectional Racism

A particular type of racial oppression that intensifies with the intersection of numerous subjectivities assigned to each individual person as a result of their intersecting identities and collective

¹⁷ Sotero, M. (2006). A Conceptual Model of Historical Trauma: Implications for public health practice and research. *Journal of Health Disparities Research and Practice*, 1(1), 93-108.

¹⁸ Hodkinson, A. (2011). Inclusion: A Defining Definition? *Power and Education*, 3(2), 179–185. <https://doi.org/10.2304/power.2011.3.2.179>

¹⁹ Merriam-Webster. (n.d.). Intersectionality. In Merriam-Webster.com dictionary. Retrieved February 3, 2020, from <https://www.merriam-webster.com/dictionary/intersectionality>

being.²⁰

Liberation

The philosophy of liberation affirms cultural diversity, political sovereignty, gender and racial equality. As a meta-philosophy, liberation defines itself as a counter-philosophical discourse—whether it be as a critique of colonialism, imperialism, globalization, racism, and sexism—that is articulated from and out of the experience of exploitation, destitution, alienation, and reification, in the name of the projects of liberation, autonomy, and authenticity.²¹

Microaggressions

A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority).²²

Positionality

A recognition and declaration of one’s own position in the context of a body of work. This often specifically refers to one’s position with regard to race, class, and ability but can be expanded to include other identity points (e.g. gender, sexual orientation, cis or trans identity etc.).²³

Power

An ability to act or produce an effect. Power is often best understood as the ability to compel a certain result from a situation, independent of other factors that may be present. Power may also be understood as the possession of control, authority, or influence over others.

Prejudice

A preconceived judgment or opinion, usually based on limited information. Stereotypes, omissions, and distortions of facts all contribute to the development of prejudice.

Privilege

An unearned set of advantages and benefits that people experience because they belong to a dominant group. This can often be understood as having the world ‘normed’ around your range of experiences and set of concerns—which are therefore considered to be the ‘normal’ experiences. “White privilege” refers specifically to the historical and contemporary advantages associated with “whiteness.” Often, White people experience such privilege without being conscious of it.

Professionalism

A form of conduct, aims, or qualities that characterize or mark a profession or a professional person.²⁴ Professional standards in the

²⁰ Tourse, R., Hamilton-Mason, J., & Wewiorski, N. (2018). *Systemic Racism in the United States: Scaffolding as Social Construction*. Cham: Springer International Publishing.

²¹ Mendieta, E. (2016). "Philosophy of Liberation", *The Stanford Encyclopedia of Philosophy (Winter 2016 Edition)*. In E. Zalta (Ed.), *The Stanford Encyclopedia of Philosophy*. Retrieved from <https://plato.stanford.edu/entries/liberation/>

²² Merriam-Webster. (n.d.). Microaggression. In *Merriam-Webster.com Dictionary*. Retrieved February 3, 2020, from <https://www.merriam-webster.com/dictionary/microaggression>

²³ Mayhew, S. (2015). Positionality. In *A Dictionary of Geography: Oxford University Press*. Retrieved 3 Feb. 2020, from <https://www.oxfordreference.com/view/10.1093/acref/9780199680856.001.0001/acref-9780199680856-e-4060>

²⁴ Merriam-Webster. (n.d.). Professionalism. In *Merriam-Webster.com Dictionary*. Retrieved February 3, 2020, from <https://www.merriam-webster.com/dictionary/professionalism>

United States and many other countries are extensions of Eurocentric value systems that form a social bulwark that reinforces White privilege.

Race

A concept created in the 15th century by Europeans and later developed by White Americans seeking to categorize the physical differences of humans to establish power structures that favored them and to justify social inequalities as natural.

Racial Equity Lens

A way of viewing the world through an understanding of the system of racism, and a recognition that equity for all cannot be achieved without simultaneous work to dismantle racism.

Racism

A system of power/oppression based on race. Racism is exercised by a dominant racial group (Whites) over non-dominant racial groups (people of color). Racism is more than just prejudice.

Stereotype Threat

A stereotype threat is being at risk of confirming, as a self-characteristic, a negative stereotype about one's group.²⁵

Structural Racism

A system by which public policies, institutional practices, cultural representations, and other norms work in various, and often reinforcing ways, to perpetuate power disparities based on race. It involves the cumulative effects of history, culture, and ideology, and it systematically privileges White people and disadvantages people of color, in a way that allows the system to persist and adapt over time.

System

A set of elements or parts that is coherently organized and interconnected in a pattern that produces a set of behaviors, often classified as its “purpose.”

Systemic Racism

A social theory that explains how major societal institutions have been thoroughly pervaded by racial framing, ideas, stereotypes, images, emotions, and practices to perpetuate racial oppression not only on the surface level of society but also in its underlying permeations and interconnections through our major social groups, networks, and institutions.²⁶

Systems Thinking

A perspective that focuses on how the thing being studied interacts with the other elements of the system. This requires focusing on the outcomes of processes, rather than intentions.

Trauma-Informed

A trauma-informed approach emphasizes respecting and appropriately responding to the effects of trauma at all levels of organizational culture.²⁷

²⁵ Steele, C., & Aronson, J. (1995). Stereotype threat and the intellectual test performance of African Americans. *Journal of Personality and Social Psychology*, 69(5), 797–811. <https://doi.org/10.1037/0022-3514.69.5.797>

²⁶ Feagin, J. (2006). *Systemic Racism: A theory of oppression*. New York: Routledge.

²⁷ <http://socialwork.buffalo.edu/social-research/institutes-centers/institute-on-trauma-and-trauma-informed-care/what-is-trauma-informed-care.html>

Tropes	A common or overused theme or device, also known as a cliché. ²⁸
Whiteness	Signifies a comprehensive social positionality within a capitalist, racialized, patriarchal societies and is part of the structural equipment used to dominate, categorize, and order the world. Whiteness as a construct is used to mark the so-called ‘other’ without marking the so-called ‘self’ by casting that self as ‘neutral.’ By remaining unnamed in through this processes, Whiteness constructs both the racialized the ‘others’ and bearers of whiteness who benefit from discriminatory categories of differences. ²⁹
White Supremacy Culture	The explicit to subtle ways that the norms, preferences and fears of white European descended people overwhelmingly shape how we organize our work and institutions, see ourselves and others, interact with one another and with time, and make decisions. ³⁰ Because we all live in a white supremacy culture in the U.S., the attitudes and characteristics of white supremacy culture can show up in any group or organization, whether it is white-led or predominantly white, or people of color-led or predominantly people of color. ³¹

²⁸ Merriam-Webster. (n.d.). Trope. In *Merriam-Webster.com Dictionary*. Retrieved February 3, 2020, from <https://www.merriam-webster.com/dictionary/trope>

²⁹ Al-Samarai, N., & Piesche, P. (2018). Whiteness. *Krisis: Journal for Contemporary Philosophy*, (2), 170–171. Retrieved from <https://krisis.eu/wp-content/uploads/2018/07/Krisis-2018-2-Nicola-Lauré-al-Samarai-Peggy-Piesche-Whiteness.pdf>

³⁰ <https://www.cacgrants.org/assets/ce/Documents/2019/WhiteDominantCulture.pdf>

³¹ <https://www.dismantlingracism.org/uploads/4/3/5/7/43579015/okun - white sup culture.pdf>