

RACE EQUITY – GLOSSARY OF TERMS

TERM	DEFINITION	SOURCE
Acculturation	A process in which members of one cultural group adopt the beliefs, patterns, and behaviors of another group.	Schaefer, R. T. (2008). <i>Encyclopedia of race, ethnicity, and society</i> . Los Angeles: SAGE Publications.
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.	http://www.racialequitytools.org/glossary#ally OpenSource Leadership Strategies, “The Dynamic System of Power, Privilege and Oppressions.” Center for Assessment and Policy Development.
Anti-Racist	A person who identifies and challenges the values, structures and behaviors that perpetuate systemic racism.	National Conference for Community and Justice—St. Louis Region. Unpublished handout used in the <i>Dismantling Racism Institute</i> program.
Bigotry	Intolerant prejudice that glorifies one's own group and denigrates members of other groups.	http://www.racialequitytools.org/glossary#bigotry National Conference for Community and Justice—St. Louis Region. Unpublished handout used in the <i>Dismantling Racism Institute</i> program.
Class	A group of people with similar levels of wealth, influence, and status.	Manza, J., & Sauder, M. (2009). <i>Inequality and society: social science perspectives on social stratification</i> . New York, NY: Norton.
Classism	Differential treatment based on social class or perceived social class. Classism is the systematic oppression of subordinated class groups to advantage and strengthen the dominant class groups. It's the systematic assignment of characteristics of worth and ability based on social class.	Manza, J., & Sauder, M. (2009). <i>Inequality and society: social science perspectives on social stratification</i> . New York, NY: Norton.

Collusion	The perpetuation of oppression or prevention of others from working to eliminate oppression	http://www.racialequitytools.org/glossary#collusion Adams, M., Bell, L.A., and Griffin, P (1997) <i>Teaching for Diversity and Social Justice: A Sourcebook</i> . Routledge.
Color Blindness	The racial ideology that posits the best way to end discrimination is by treating individuals as equally as possible, without regard to race, culture, or ethnicity. It focuses on commonalities between people, such as their shared humanity.	Wise, T. J. (2010). <i>Colorblind: the rise of post-racial politics and the retreat from racial equity</i> . San Francisco, CA: City Lights Books.
Colorism	A practice of discrimination by which those with lighter skin are treated more favorably than those with darker skin.	Institute for Democratic Renewal and Project Change Anti-Racism Initiative. (2004). <i>A Community Builder's Tool Kit</i> .
Covert Racism	Expresses racist ideas, attitudes or beliefs in subtle, hidden or secret forms. Often unchallenged, this type of racism doesn't appear to be racist because it is indirect behavior.	New South Wales Department of Education and Training (2005) <i>Understanding racism: What is racism?</i> Retrieved from http://www.racismnoway.com.au/library/understanding/index-What.html .
Cross-Cultural Communication	The ability to form, foster, and improve relationships with members of a culture different from one's own. It is based on knowledge of many factors, such as the other culture's values, perceptions, manners, social structure, and decision-making practices, and an understanding of how members of the group communicate--verbally, non-verbally, in person, in writing, and in various social contexts.	Institute for Democratic Renewal and Project Change Anti-Racism Initiative. <i>A Community Builder's Tool Kit</i> .
Cultural Assimilation	A process by which members of an ethnic minority group lose cultural characteristics that distinguish them from the dominant cultural group or take on the cultural characteristics of another group.	Schaefer, R. T. (2008). <i>Encyclopedia of race, ethnicity, and society</i> . Los Angeles: SAGE Publications.
Cultural Competence	The integration and transformation of knowledge about individuals and groups of people into specific standards, policies, practices, and attitudes used in appropriate cultural settings to increase the quality of services; thereby producing better outcomes,	Davis, K. (1997). <i>Exploring the intersection between cultural competency and managed behavioral health care policy: Implications for state and county mental health agencies</i> . Alexandria, VA: National Technical Assistance Center for State Mental Health Planning.

Cultural Deprivation	The absence of certain norms, values, skills and attitudes in the society which affects an individual's ability to communicate and respond appropriately.	Spencer, J. P. (2012). From 'Cultural Deprivation' to Cultural Capital: The Roots and Continued Relevance of Compensatory Education. <i>Rethinking Compensatory Education: Historical Perspectives on Race, Class, Culture, Language, and the Discourse of the 'Disadvantaged Child,'</i> ed. Barbara Beatty, special issue, <i>Teachers College Record</i> , 114.
Cultural Diversity	The makeup of various social structures, belief systems and strategies that other cultures use to adapt to life situations in all parts of the world.	Schaefer, R. T. (2008). <i>Encyclopedia of race, ethnicity, and society</i> . Los Angeles: SAGE Publications.
Cultural Humility	A lifelong process of self-reflection, self-critique and commitment to understanding and respecting different points of view, and engaging with others humbly, authentically and from a place of learning.	Gallardo, M. E. (2013). <i>Developing cultural humility: embracing race, privilege and power</i> . Los Angeles : SAGE Publications.
Cultural Imperialism	The practice of promoting a more powerful culture over a least known or desirable culture.	Schaefer, R. T. (2008). <i>Encyclopedia of race, ethnicity, and society</i> . Los Angeles: SAGE Publications.
Cultural Pluralism	Recognition of the contribution of each group to a common civilization. It encourages the maintenance and development of different life styles, languages and convictions. It is a commitment to deal cooperatively with common concerns. It strives to create the conditions of harmony and respect within a culturally diverse society.	Schaefer, R. T. (2008). <i>Encyclopedia of race, ethnicity, and society</i> . Los Angeles: SAGE Publications.
Cultural Racism	Representations, messages and stories conveying the idea that behaviors and values associated with white people or "whiteness" are automatically "better" or more "normal" than those associated with other racially defined groups.	http://www.racialequitytools.org/glossary#cultural-racism

Cultural Sensitivity	The awareness and sensitivity of other practices and cultures. Cultural sensitivity skills can include assessing different cultures, how they should be properly approached and how to communicate accordingly.	Davis, K. (1997). <i>Exploring the intersection between cultural competency and managed behavioral health care policy: Implications for state and county mental health agencies</i> . Alexandria, VA: National Technical Assistance Center for State Mental Health Planning.
Culture/Cultural Group	A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors and styles of communication.	http://www.racialequitytools.org/glossary#culture Institute for Democratic Renewal and Project Change Anti-Racism Initiative. <i>A Community Builder's Tool Kit</i> .
Denial	Refusal to acknowledge the societal privileges that are granted or denied based on an individual's ethnicity or other grouping.	http://od.msue.msu.edu/uploads/files/Multiculturalism_Diversity/Racial_Equity_Resource_Guide1.pdf Racial Equity Resource Guide. (2012). American Healing. W. K Kellogg Foundation.
Desegregation	To eliminate any law, provision, or practice requiring isolation of the members of a particular group.	Malik, H. (2009). <i>A practical guide to equal opportunities</i> (3rd ed.). Cheltenham: Nelson Thornes.
Discrimination	The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories.	http://www.racialequitytools.org/glossary#discrimination Institute for Democratic Renewal and Project Change Anti-Racism Initiative. <i>A Community Builder's Tool Kit</i> .
Double Consciousness	An internal conflict when a member of an ethnic minority group feels caught between their membership in the dominate culture and their membership in their ethnic group.	Gilroy, P. (2002). <i>The black Atlantic: modernity and double consciousness</i> (7th printing. ed.). Cambridge (Massachusetts): Harvard University Press.

Emerging Majority	Comprises of non-White ethnic groups who are expected to make up the majority of the US population by 2042. Blacks, Latinos, Asians, Native Americans, Pacific Islanders, and other non-Whites are all included in this description.	Sullivan, T., Mwangi, W., Miller, B., Muhammed, D., and Harris, C. (2012). <i>State of the Dream: The Emerging Majority</i> . United for a Fair Economy.
Empowerment	When target group members refuse to accept the dominant ideology and their subordinate status and take actions to redistribute social power more equitably.	http://od.msue.msu.edu/uploads/files/Multiculturalism_Diversity/Racial_Equity_Resource_Guide1.pdf Racial Equity Resource Guide. (2012). American Healing. W. K Kellogg Foundation.
Equality	Access or provision of equal opportunities, where individuals are protected from being discriminated against.	Manza, J., & Sauder, M. (2009). <i>Inequality and society: social science perspectives on social stratification</i> . New York, NY: Norton.
Equal Opportunity	Principle of non-discrimination which emphasizes that opportunities in education, employment, advancement, benefits and resource distribution, and other areas should be freely available to all citizens irrespective of their age, race, sex, religion, political association, ethnic origin, or any other individual or group characteristic unrelated to ability, performance, and qualification.	Malik, H. (2003). <i>A practical guide to equal opportunities</i> (2nd ed.). Cheltenham: Nelson Thornes.
Equity	A state in which all people in a given society share equal rights and opportunities.	Manza, J., & Sauder, M. (2009). <i>Inequality and society: social science perspectives on social stratification</i> . New York, NY: Norton.
Ethnic Minority	Comprises of non-White ethnic groups who historically made up a smaller percentage of the US population than Whites. Blacks, Latinos, Asians, Native Americans, Pacific Islanders, and other non-Whites are all included in this description.	Sullivan, T., Mwangi, W., Miller, B., Muhammed, D., and Harris, C. (2012). <i>State of the Dream: The Emerging Majority</i> . United for a Fair Economy.

Ethnicity/Ethnic Group	A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history and ancestral geographical base.	Sullivan, T., Mwangi, W., Miller, B., Muhammed, D., and Harris, C. (2012). <i>State of the Dream: The Emerging Majority</i> . United for a Fair Economy.
Ethnocentrism	The tendency to believe that one's ethnic or cultural group is centrally important and that all other groups are measured in relation to one's own.	Manza, J., & Sauder, M. (2009). <i>Inequality and society: social science perspectives on social stratification</i> . New York, NY: Norton.
Exploitation	The act of using someone or something in an unjust or cruel manner.	Chang, R. S. (1995-1996). <i>Reverse Racism: Affirmative Action, the Family, and the Dream That Is America</i> . 23 <i>Hastings Const. L.Q.</i> 1115.
Inclusion/ Inlusiveness	Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.	http://www.racialequitytools.org/glossary#inclusion OpenSource Leadership Strategies, Some Working Definitions
Individual/ Person Racism	Refers to the beliefs, attitudes, and actions of individuals that support or perpetuate racism. Individual racism can be deliberate, or the individual may act to perpetuate or support racism without knowing that is what he or she is doing.	http://www.racialequitytools.org/glossary#individual-racism Potapchuk, M., Leiderman, S., Bivens, D., and Major, B. (2005). <i>Flipping the Script: White Privilege and Community Building</i> .
Injustice	The practice of being unfair or unjust. The word injustice generally refers to abuse, misuse, neglect or malfeasance that is sanctioned by a legal system.	Dorling, D. (2010). <i>Injustice: why social inequality persists</i> . Bristol: Policy Press.
Institutional Racism	Refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and oppression and disadvantage for people from groups classified as people of color.	http://www.racialequitytools.org/glossary#institutional-racism Potapchuk, M., Leiderman, S., Bivens, D., and Major, B. (2005). <i>Flipping the Script: White Privilege and Community Building</i> .

Internalized racism	When a racial group oppressed by racism supports the supremacy and dominance of the dominating group by maintaining or participating in the set of attitudes, behaviors, social structures and ideologies that undergird the dominating group's power.	http://www.racialequitytools.org/glossary#internalized-racism Bivens, D. (1995). Internalized Racism: A Definition. <i>Women's Theological Center</i> .
Interpersonal Racism	Interpersonal racism occurs between individuals. Once we bring our private beliefs into our interaction with others, racism is now in the interpersonal realm.	http://www.racialequitytools.org/glossary#interpersonal-racism Keleher, T. (2011). <u>Tools and Concepts for Strengthening Racial Equity, Presentation to School District U-46</u> . Applied Research Center.
Intersectionality	The idea that various biological, social, and cultural categories-- including gender, race, class, and ethnicity-- interact and contribute towards systematic social inequality.	McCall, L. (2005). The Complexity Of Intersectionality. <i>Signs: Journal of Women in Culture and Society</i> , 30(3), 1771-1800.
Jim Crow	The systematic practice of discriminating against and segregating African Americans, especially as practiced in the American South from the end of Reconstruction to the mid-20th century.	Dorling, D. (2010). <i>Injustice: why social inequality persists</i> . Bristol: Policy Pres.
Marginalization	The process in which groups of people are excluded by the wider society. Marginalization is often used in an economic or political sense to refer to the rendering of an individual, an ethnic or national group, or a nation-state powerless by a more powerful individual.	National Conference for Community and Justice—St. Louis Region. Unpublished handout used in the <i>Dismantling Racism Institute</i> program.
Multicultural	Consisting of several different cultural or ethnic groups.	Hall, L. E. (2005) <i>Dictionary of multicultural psychology: issues, terms, and concepts</i> . Thousand Oaks, Calif.: Sage Publications.
Multiracial	This term pertains to people with heritage of two or more races. Multiracial people do not fit into a well-defined racial/ethnic category.	Hall, L. E. (2005) <i>Dictionary of multicultural psychology: issues, terms, and concepts</i> . Thousand Oaks, Calif.: Sage Publications.

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 that saturate most aspects of life in our society.	Adams, M., Bell, L.A., and Griffin, P (1997) <i>Teaching for Diversity and Social Justice: A Sourcebook</i> . Routledge.
Overt Racism	A public, conscious act intended to harm or damage a person or a group of people of another race, because of the race of the victimized person or group of people.	Schaefer, R. T. (2008). <i>Encyclopedia of race, ethnicity, and society</i> . Los Angeles: SAGE Publications.
Person of Color	The phrase person of color refers to someone who belongs to a racial and ethnic minority group. Although historically the term has been used elsewhere, it is much more localized in contemporary popular, activist, and academic debates in the United States.	Schaefer, R. T. (2008). <i>Encyclopedia of race, ethnicity, and society</i> . Los Angeles: SAGE Publications.
Post-Racial	A theoretical assertion that states that the United States is devoid of racial preference, discrimination, and prejudice.	Wise, T. J. (2010). <i>Colorblind: the rise of post-racial politics and the retreat from racial equity</i> . San Francisco, CA: City Lights Books.
Power	The ability to control others, events, or resources.	Manza, J., & Sauder, M. (2009). <i>Inequality and society: social science perspectives on social stratification</i> . New York, NY: Norton.
Prejudice	A prejudgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members.	http://od.msue.msu.edu/uploads/files/Multiculturalism_Diversity/Racial_Equity_Resource_Guide1.pdf Racial Equity Resource Guide. (2012). American Healing. W. K Kellogg Foundation.
Privilege	A special advantage, immunity, permission, right, or benefit granted to or enjoyed by an individual because of their class, caste, gender, or racial/ethnic group.	McIntosh, P. (1988). <i>White Privilege and Male Privilege: A Personal Account of Coming to See Correspondences Through Work in Women Studies</i> .

Race	A political construction created to concentrate power with white people and legitimize dominance over non-white people.	http://www.racialequitytools.org/glossary#race OpenSource Leadership Strategies, Some Working Definitions
Racial Equality	Access or provision of equal opportunities for people from all racial and ethnic backgrounds. Racial equality refers to social equality for people of different races.	Manza, J., & Sauder, M. (2009). Inequality and society: social science perspectives on social stratification. New York, NY: Norton.
Racial Equity	The condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares.	http://od.msue.msu.edu/uploads/files/Multiculturalism_Diversity/Racial_Equity_Resource_Guide1.pdf Racial Equity Resource Guide. (2012). American Healing. W. K Kellogg Foundation.
Racial/Ethnic Identity	An individual's awareness and experience of being a member of a racial and ethnic group; the racial and ethnic categories that an individual chooses to describe him or herself based on such factors as biological heritage, physical appearance, cultural affiliation, early socialization and personal experience.	http://od.msue.msu.edu/uploads/files/Multiculturalism_Diversity/Racial_Equity_Resource_Guide1.pdf Racial Equity Resource Guide. (2012). American Healing. W. K Kellogg Foundation.
Racial Justice	A proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.	Chang, R. S. (1995-1996). Reverse Racism: Affirmative Action, the Family, and the Dream That Is America. 23 Hastings Const. L.Q. 1115.
Racialism	A belief in the existence and significance of racial differences, but not necessarily that any hierarchy between the races exists. Racialists typically reject claims of racial superiority.	Cho, S. (2009). Post-Racialism. <i>Iowa Law Review</i> , 94 (5), 1589-1645.

Racial Profiling	The discriminatory practice by law enforcement officials of targeting individuals for suspicion of crime based on the individual's race, ethnicity, religion or national origin.	American Civil Liberties Union. (n.d.). <i>American Civil Liberties Union</i> : Retrieved from February 27, 2014, from https://www.aclu.org/racial-justice/racial-profiling-definition .
Racism	A complex system of beliefs and behaviors, grounded in a presumed superiority of the white race. These beliefs and behaviors are conscious and unconscious; personal and institutional; and result in the oppression of people of color and benefit the dominant group, whites. A simpler definition is racial prejudice +power = racism.	National Conference for Community and Justice—St. Louis Region. Unpublished handout used in the <i>Dismantling Racism Institute</i> program.
Reverse Racism	Perceived discrimination against a dominant group or political majority.	Chang, R. S. (1995-1996). Reverse Racism: Affirmative Action, the Family, and the Dream That Is America. 23 <i>Hastings Const. L.Q.</i> 1115.
Scientific Racism	The use of scientific techniques, theories, and hypotheses to sanction the belief of racial superiority, inferiority, or racism.	Fairchild, H.H. (1991). Scientific Racism – The Clock of Objectivity. <i>Journal of Social Issues</i> , 47(3), 101-115.
Segregation	A system that keeps different groups separate from each other through physical dividers, social pressures, or laws.	National Conference for Community and Justice—St. Louis Region. Unpublished handout used in the <i>Dismantling Racism Institute</i> program.
Self-Determination	A characteristic of a person that leads them to make choices and decisions based on their own preference and interests, to monitor and regulate their own actions and to be goal-oriented and self-directing.	Deci, E. L., & Ryan, R. M. (2002). <i>Handbook of self-determination research</i> . Rochester, NY: University of Rochester Press.
Social Justice	Access to resources that enhance one's chances of getting what one needs or influencing others in order to lead a safe, productive, fulfilling life.	http://od.msue.msu.edu/uploads/files/Multiculturalism_Diversity/Racial_Equity_Resource_Guide1.pdf Racial Equity Resource Guide. (2012). American Healing. W. K Kellogg Foundation.

Social Power	Access to resources that enhance one's chances of getting what one needs or influencing others in order to lead a safe, productive, fulfilling life.	Racial Equity Tools :: Glossary. (n.d.). Racial Equity Tools :: Glossary. Retrieved March 1, 2014, from https://secure40.securewebsession.com/racialequity.site.aplus.net/glossary.htm
Socioeconomic Status (SES)	Socioeconomic status (SES) is often measured as a combination of education, income, and occupation. It is commonly conceptualized as the social standing or class of an individual or group.	Children, Youth and Families & Socioeconomic Status. (n.d.). http://www.apa.org . Retrieved February 28, 2014, from http://www.apa.org/pi/ses/resources/publications/factsheet-cyf.aspx
Stereotype	Characteristics ascribed to groups of people involving gender, race, national origin and other factors. These characteristics tend to be oversimplifications of the groups involved.	Hall, L. E. (2005) <i>Dictionary of multicultural psychology: issues, terms, and concepts</i> . Thousand Oaks, Calif.: Sage Publications.
Stereotype Threat	The experience of anxiety in a situation in which a person has the potential to confirm a negative stereotype about his or her social group.	Inzlicht, M. (2012). <i>Stereotype threat: theory, process, and application</i> . New York, N.Y.: Oxford University Press.
Structural Racism	The structural racism lens allows us to see that, as a society, we more or less take for granted a context of white leadership, dominance and privilege. This dominant consensus on race is the frame that shapes our attitudes and judgments about social issues. It has come about as a result of the way that historically accumulated white privilege, national values and contemporary culture have interacted so as to preserve the gaps between White Americans and Americans of color.	http://od.msue.msu.edu/uploads/files/Multiculturalism_Diversity/Racial_Equity_Resource_Guide1.pdf Racial Equity Resource Guide. (2012). American Healing. W. K Kellogg Foundation.
White Privilege	Refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.	http://www.racialequitytools.org/glossary#white-privilege McIntosh, P. (1988). <i>White Privilege and Male Privilege: A Personal Account of Coming to See Correspondences Through Work in Women Studies</i> .

White Supremacy	White supremacy is a historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and peoples of color by white peoples and nations of the European continent; for the purpose of maintaining and defending a system of wealth, power and privilege.	http://www.racialequitytools.org/glossary#white-supremacy Martinas, S. (1995). <i>Challenging White Supremacy Workshop</i> , Sharon Martinas. Fourth Revision.
Xenophobia	A culturally based fear of outsiders. Xenophobia has often been associated with the hostile reception given to those who immigrate into societies and communities.	Bordeau, J. (2010). <i>Xenophobia: the violence of fear and hate</i> . New York: Rosen Pub.