

GLOSSARY OF COMMON TERMS IN EQUITY WORK:

Equality: Each person receives the same amount of resources, attention and supports.

Equity: Each person receives the amount they need in the way of resources, attention and supports.

Culture: The ways that we each live our lives, including: values; language; customs; behaviors; expectations; ideals governing child-rearing; the nature of friendship; patterns of handling emotions; social interaction rate; notions of leadership; etc.

Implicit Bias: Beliefs or associations that a person makes between an object and it's evaluation that are automatically activated by the presence (actual or symbolic) of the object. Often operates at a level below conscious awareness.

Stereotype/Identity Threat: A situational predicament in which people are, or feel themselves to be, at risk of conforming to stereotypes about their social group. One of the most widely studied topics in social psychology.

Micro-aggressions: The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership (i.e. gender, disability, race, ethnicity, age, etc.)

Race: A powerful social idea that gives people different access to opportunities and resources. Race is not biological, but affects everyone – whether we are aware of it or not.

Racism: Any program or practice of discrimination, segregation, persecution or mistreatment based on membership in a race or ethnic group.

Interpersonal Racism: Pre-judgment, bias, or stereotypes about an individual or group based on race.

Internalized Racism: The conscious or unconscious acceptance of the dominant society's views, stereotypes or biases of one's own ethnic group.

Institutional Racism: When organizational programs or policies work to the benefit of certain racial groups to the detriment of people of color, usually unintentionally or inadvertently.

Structural Racism: The interplay of policies, practices and programs of multiple institutions which leads to adverse outcomes and conditions for people of color compared to members of other racial groups.

Racial Inequity: When communities of color do not have access to opportunities, and a person's race can predict their social, economic and political opportunities and outcomes.

Racial and Educational Equity: Providing equitable access to opportunities, resources and support for each and every child by intentionally recognizing and eliminating historical barriers, as well as the predictability of personal and academic success based on race, background and/or circumstance.

White Privilege: A set of advantages and/or immunities that white people benefit from on a daily basis beyond those common to all others. White privilege can exist without white people's conscious knowledge of its presence and it helps to maintain the racial hierarchy in this country.

White Fragility: A state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the situation. These behaviors, in turn, function to reinstate white racial equilibrium. Racial stress results from an interruption to what is racially familiar.