

Glossary of Diversity, Equity, and Inclusion Terms

The glossary includes terms and definitions frequently connected to diversity, equity, inclusion, and social justice. It is not a comprehensive list but rather a resource to initiate open and honest dialogue. Because language constantly evolves, we will keep pace by providing periodic updates to the glossary.

To recommend a term or language that you feel should be added to the glossary, submit to diversity@lsua.edu for consideration.

The Difference Between Diversity, Equity and Inclusion

Diversity: All the ways in which people differ. Intentional representation of different underrepresented populations with considerations of race and ethnicity, gender, sexual orientation, and disability status.

Equity: Impartial and fair treatment, access to resources and opportunity and advancement for all people while striving to eliminate barriers that prevent full development and advancement of underrepresented populations.

Inclusion: Deliberate actions that create environments in which any individual or group can be and feel a sense of belonging, respected supported and valued to fully participate.

Ableism: The assumption that being able-bodied is “normal” while other states of being need to be “fixed” or altered. This can result in devaluing or discriminating against people with physical, intellectual or psychiatric disabilities. Institutionalized ableism may include or take the form of un/intentional organizational barriers that result in disparate treatment of people with disabilities (PWDs).

Accessibility: The “ability to access” and benefit from a system or entity and gain the related benefits. The degree to which a product, service, or environment is accessible by as many people as possible. Accessible design ensures both direct (unassisted) access and indirect access through assistive technology (e.g., computer screen readers). Universal design ensures that an environment can be accessed, understood, and used to the greatest extent possible by all people.

Advocate: A person who actively works to end intolerance, educate others, and support social equity for a marginalized group; to actively support or plea in favor of a particular cause, the action of working to end intolerance or educate others.

Ageism: Prejudiced thoughts and discriminatory actions, such as referring to someone’s age in a context in which age is not relevant, based on differences in age; usually those of younger persons against older persons.

Affirmative Action: A set of policies and practices designed to eliminate unlawful discrimination among applicants, remedy the results of such prior discrimination, and prevent such discrimination in the future.

Ally: A person who is not a member of a marginalized or disadvantaged group but actively promotes and aspires to advance the culture of inclusion through intentional, positive and conscious efforts that benefit people as a whole.

Allyship: Leveraging personal positions of power and privilege to fight oppression by respecting, working with, and empowering marginalized voices and communities; using one's own voice to project others', less represented, voices.

Androgynous: Someone who reflects an appearance that is both masculine and feminine, neither or both.

Anti-Racist: 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.

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

Bias: Prejudice in favor of or against one thing, person, or group compared with another, usually in an unfair or negative way. Unconscious bias, also known as implicit bias, is defined as "attitudes and stereotypes that influence judgment, decision-making, and behavior in ways that are outside of conscious awareness and/or control".

Bigotry: An unreasonable or irrational attachment to negative stereotypes and prejudices about other groups of people.

BIPOC: A person or group who identifies as Black, Indigenous, or Person of Color.

Biracial: A person who identifies coming from two races. A person whose biological parents are of two different races.

Cisgender: From the Latin cis-, meaning "on this side." A person whose gender identity corresponds with the sex the person had or was identified as having at birth. For example, a person identified as female at birth who identifies as a woman can be said to be a cisgender woman.

Class: Social rank in terms of income, wealth, status, or power. Category or division based on economic status. Members of a class are theoretically assumed to possess similar cultural, political, and economic characteristics and principles.

Climate: Refers to the way that an organization is perceived and experienced by its individual members. Climate influences whether individuals feel valued, listened to, personally safe and treated with fairness and dignity within an organization.

Code-Switching: The conscious or unconscious act of altering one's communication style and/or appearance depending on the specific situation of who one is speaking to, what is being discussed, and the relationship and power and/or community dynamics between those involved. Often members of target groups code-switch to minimize the impact of bias from the dominant group.

Critical Race Theory: A framework or set of basic perspectives, methods, and pedagogy that seeks to identify, analyze, and transform those structural and cultural aspects of society that maintain the subordination and marginalization of People of Color.

Cultural Appropriation: Cultural appropriation generally entails a majority group adopting cultural elements of a minority group in an exploitative, disrespectful, or stereotypical way that promotes disrespectful cultural or racial stereotypes that are particularly harmful and devoid of sufficient understanding of the meaning and value of the cultural context.

Cultural Competency: The ability of individuals and systems to respond respectfully and effectively to people of all cultures, classes, races, ethnic backgrounds, sexual orientations, and faiths or religions in a manner that recognizes, affirms, and values the worth of all individuals. It requires knowing and reflecting on one's own cultural values and world view and their implications for making respectful, reflective, and reasoned choices, including the capacity to imagine and collaborate in cross cultural contexts.

Cultural Encapsulation: A lack of contact with cultures outside of our own, which may promote insensitivity to cultural differences. Being encapsulated is akin to living in a cultural bubble. This bubble alters our view, making it difficult to transcend our cultural assumptions or even realize how culture shapes those assumptions.

Cultural Fluency: The ability to understand norms and perspectives of diverse cultures, recognize the context and cues, and respond in ways to achieve shared meaning.

Cultural Humility: A process of reflection and lifelong inquiry involving self-awareness of personal and societal biases as well as awareness of aspects of identity that are most important to others we encounter leading to continuous learning in an accepting and thoughtful manner.

Cultural Landscape: The different lifestyles, traditions, and perspectives that can be found in regions or countries.

Culturally Responsive Pedagogy: Culturally responsive pedagogy facilitates and supports the achievement of all students. In a culturally responsive classroom, reflective teaching and learning occur in a culturally supported, learner-centered context, whereby the strengths students bring to school are identified, nurtured, and utilized to promote student achievement.

D.A.C.A (Deferred Action for Childhood Arrivals): An American immigration policy that allows some individuals who were brought to the United States without inspection as children to receive a renewable two-year period of deferred action from deportation and become eligible for a work permit in the U.S.

Developmental Disability: Delayed development or functional limitations especially in learning, language, communication, cognition, behavior, socialization, or mobility.

Diaspora: A historical dispersion of a group of people deriving from similar origins.

Discrimination: Actions and behaviors, based on conscious or unconscious prejudice, which favor one group over others in the provision of goods, services, or opportunities. Discriminatory behavior, ranging from slights to hate crimes, often begins with negative stereotypes and prejudices.

Diversity: The wide variety of shared and different personal and group characteristics among human beings. The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

Diversity Awareness: The consciousness, understanding, and skills that allow us to think through and value human differences. As our awareness and understanding expand, so do our diversity skills. Similarly, developing and refining our diversity skills increases our awareness and understanding.

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: Promoting justice, impartiality and fairness within procedures, processes and distribution of resources by institutions or systems. Often confused with equality, equity refers to outcomes while equality means equal treatment. More directly, equity is when an individual's race, gender, socio-economic status, sexual orientation, etc. do not determine their educational, economic, social, or political opportunities.

Ethnicity: A dynamic set of historically derived and institutionalized ideas and practices that allows people to identify or to be identified with groupings of people on the basis of presumed commonalities including language, history, nation or region of origin, customs, ways of being, religion, names, physical appearance and/or genealogy or ancestry. This can be a source of meaning, action and identity and bestows a sense of belonging, pride, and motivation.

Ethnocentrism: The emotional attitude that one's own race, nation, or culture is superior to all others.

Euro-Centric: The inclination to consider European culture as normative. While the term does not imply an attitude of superiority, most use the term with a clear awareness of the historic oppressiveness of Eurocentric tendencies in U.S and European society.

Feminism: The valuing of women and the belief in and advocacy for social, political, and economic equality and liberation for both women and men. Feminism questions and challenges patriarchal social values and structures that serve to enforce and maintain men's dominance and women's subordination.

First Generation: An individual, neither of whose parents completed a baccalaureate degree.

Fluid(ity): Describes an identity that may change or shift over time between; generally attached with another term, like gender-fluid or fluid-sexuality.

Gatekeeping: When an individual or group controls access to goods and services but particularly to information and people with power.

Gender: Refers to the socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate for boys and men or girls and women. While aspects of biological sex are similar across different cultures, aspects of gender may differ.

Gender Nonconforming or Gender Non-Binary: A way of identifying and/or expressing oneself outside the binary gender categories of male/masculine and female/feminine.

Gentrification: Demographic shifts that usually occur in big cities in which upper-middle class and/or racially privileged individuals and businesses move into historically working class and poor and/or racially oppressed neighborhoods and communities.

Glass Ceiling: Barriers, either real or perceived, that affect the promotion or hiring of protected group members.

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 the victim.

Hegemony: One group or community holding all authoritative power or dominance over other groups in a given society, geographical region, and/or political system.

Heterosexual: Refers to a person who is emotionally, romantically, and/or physically attracted to a person of the opposite gender. Also referred to as straight.

Homophobia: A fear, aversion, or dislike of people who identify as homosexual. Discrimination against homosexuality and those who identify as homosexual that prevents access to certain resources or opportunities and inhibits individuals from feeling safe or able to be socially recognized as homosexual.

Horizontal Hostility and Oppression: When people from targeted groups believe, act on, or enforce dominant systems of oppression against other members of targeted groups.

HUGS (Historically Under-Represented Groups): This term refers to groups who have been denied access and/or suffered past institutional discrimination in the United States and, according to the Census and other federal measuring tools, includes African Americans, Asian Americans, Hispanics or Chicanos/Latinos, and Native Americans. Other groups in the United States have been marginalized and are currently underrepresented such as but not limited to: Veterans, people with disabilities, religious groups, and different economic backgrounds.

Implicit Bias: Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.

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. Inclusion promotes broad engagement, shared participation, and advances authentic sense of belonging through safe, positive, and nurturing environments. Inclusion is key to eliminating systemic inequality.

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.

Indigenous Peoples: Ethnic groups who are the original inhabitants of a given region, in contrast to groups that have settled, occupied, or colonized the area more recently. In the United States, this can refer to groups traditionally termed Native Americans (American Indians), Alaska Natives, and Native Hawaiians. In Canada, it can refer to the groups typically termed First Nations.

Individual with a Disability: Has a physical, intellectual, or developmental disability that substantially limits one or more major life activities. Has a record of such impairment, or is regarded as having such an impairment.

In-groups and Out-groups: An in-group is a social group to which a person psychologically identifies as being a member. By contrast, an out-group is a social group with which an individual does not identify.

Intellectual Disability: Mild to severe impairment in intellectual ability equivalent to an IQ of 70 to 75 or below that is accompanied by significant limitations in social, practical, and conceptual skills (as in interpersonal communication, reasoning, or self-care) necessary for independent daily functioning.

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.

Intersectionality: The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect, and their multiple effects on the same individuals or groups. Also refers to the view that overlapping and interdependent systems of discrimination and inequality can more effectively be addressed together.

Islamophobia: The fear or hatred of Islam, Muslims, Islamic traditions, and practices, and, more broadly, those who appear to be Muslim.

Ism: Social phenomenon and psychological state where prejudice is accompanied by the power to systemically enact it.

Latinx: Used as a gender-neutral or non-binary alternative to Latino or Latina to describe a person of Latin American origin or descent.

LGBTQ+: An abbreviation for lesbian, gay, bisexual, transgender, and queer.

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.

Marginalization: The systematic disempowerment of a person or community by denying access to necessary resources, enforcing prejudice through society’s institutions, and/or not allowing for that individual or community’s voice, history, and perspective to be heard. A tactic used to devalue those that vary from the norm of the mainstream, sometimes to the point of denigrating them as deviant and regressive.

Micro-Affirmation: Micro-affirmation is a small gesture of inclusion, caring or kindness. They include listening, providing comfort and support, being an ally and explicitly valuing the contributions and presence of all. It is particularly helpful for those with greater power or seniority to “model” affirming behavior.

Micro-Aggression: A comment or action that unconsciously or unintentionally expresses or reveals a prejudiced attitude toward a member of a marginalized group. These small, common occurrences include insults, slights, stereotyping, undermining, devaluing, delegitimizing, overlooking or excluding someone. Over time, microaggressions can isolate and alienate those on the receiving end, and affect their health and wellbeing.

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.

Misogyny: Hatred of, aversion to, or prejudice against women. Misogyny can be manifested in numerous ways, including sexual discrimination, denigration of women, violence against women, and sexual objectification of women.

Multicultural: 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.”

Multiracial: A person who identifies as coming from two or more racial groups; a person whose biological parents come from different racial groups.

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

Nativism: Prejudiced thoughts or discriminatory actions that benefit or show preference to individuals born in a territory over those who have migrated into said territory.

Neurodiversity: When neurological differences are recognized and respected as are any other kind of human differences or variations. These differences can include Dyspraxia, Dyslexia, Attention Deficit Hyperactivity Disorder, Dyscalculia, Autistic Spectrum, and Tourette Syndrome.

Non-Binary: A spectrum of gender identities that are not exclusively masculine or exclusively feminine—identities that are outside the gender binary.

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.

Oppression: The systemic use of institutional power and ideological and cultural hegemony, resulting in one group benefiting at the expense of another; the use of power and the effects of domination.

Oppression Institutionalized: The systematic mistreatment and dehumanization of any individual based solely on a social identity group with which they identify that is supported and enforced by society and its institutions; based on the belief that people of such a social identity group are inherently inferior.

Oppression Internalized: 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.

Patriarchy: A social system and institution in which men have primary power in the political, social, economic, legal, and familial spheres; patriarchy favors male-dominated thought, and is centralized on the male narrative or perspective of how the world works and should work.

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

Physical Disability: A physical condition that limits a person's movements, senses, or activities.

Pluralism: A situation in which people of different social classes, religions, races, etc., are together in a society but continue to have different traditions and interests.

Prejudice: An opinion, prejudgment or attitude about a group or its individual members. A prejudice can be positive but usually refers to a negative attitude. Prejudices are often accompanied by ignorance, fear, or hatred. Prejudices are formed by a complex psychological process that begins with attachment to a close circle of acquaintances or an in-group such as a family. Prejudice is often aimed at out-groups.

Privilege: An unearned, sustained advantage that comes from race, gender, sexuality, ability, socioeconomic status, age, and other differences.

Pronouns: Gender pronouns are gender identifiers. In times past, gender pronouns were separated into masculine (*he/him/his*) and feminine (*she/her/hers*). This separation of masculine and feminine is called gender binary and only recognizes men and women. Many people identify outside of the gender binary. Gender-neutral pronouns such as *they/them/theirs* or *xe/xer/xers* allow individuals to use pronouns they feel fit with their identities. Some people state their pronoun preferences as a form of allyship.

Protected Status: A characteristic that, in accordance with federal and state law, is protected from discrimination and harassment: age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, or veteran status.

Psychological Safety: An environment in which people believe that they can speak up candidly with ideas, questions, concerns, and mistakes without the fear of punishment or humiliation.

Pyramiding Effect: The cumulative impact of encounters with social barriers (i.e., ethnocentrism, limited perceptions, stereotypes, prejudice, and discrimination).

Queer: An umbrella term used by people who wish to describe themselves as neither heterosexual nor cisgender.

Questioning: Identity for a person who is exploring their sexual orientation or gender identity and is in a state of moratorium in terms of identity formation.

Race: A term used to identify and define individuals as part of a distinct group based on physical characteristics and some cultural and historical commonalities; once used to denote differentiations in humankind based on physiology and biology, race is now understood as a social construct that is not scientifically based, though is still commonly associated with notions of biological difference; race is still sometimes perceived as innate and inalterable.

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: A belief that racial differences produce or are associated with inherent superiority or inferiority. Racially-based prejudice, discrimination, hostility or hatred. Institutionalized racism, also known as systemic racism, refers to forms of racism that are engrained in society or organizations. It is when entire racial groups are discriminated against, or consistently disadvantaged, by larger social systems, practices, choices or policies.

Racism Institutional: 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.

Racism Internalized: 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*).

Racist Policy: Any measure that produces or sustains racial inequity between or among racial groups. Policies are written and unwritten laws, rules, procedures, processes, regulations and guidelines that govern people. There is no such thing as a nonracist or race-neutral policy. Every policy in every institution in every community in every nation is producing or sustaining either racial inequity or equity between racial groups. (Kendi, 2019)

Rankism: Abuse, discrimination, or exploitation based on rank; abusive, discriminatory, or exploitative behavior towards people who have less power because of their lower rank in a particular hierarchy.

Reasonable Accommodation: Any modification or adjustment to a job or the work environment that will enable a qualified applicant or employee with a disability to participate in the application process or to perform essential job functions. Reasonable accommodation also includes adjustments to assure that a qualified individual with a disability has rights and privileges in employment equal to those of employees without disabilities.

Reclaim: To take back or demand the return of something that was lost or taken away; to restore to a previous state.

Refugee: A person that flees a country out of fear for their safety either for economic or political reasons, or due to a natural disaster, or because of persecution or a well-founded fear of persecution based on the person's race, religion, nationality, membership in a particular social group, or political opinion.

Re-fencing/Making Exceptions: 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.

Respect: Giving consideration and attention to a given person, group, or situation that takes another's perspective and experiences into account.

Restorative justice: A theory of justice that emphasizes repairing the harm caused by crime and conflict. It places decisions in the hands of those who have been most affected by a wrongdoing, and gives equal concern to the victim, the offender, and the surrounding community. Restorative responses are meant to repair harm, heal broken relationships, and address the underlying reasons for the offense. Restorative Justice emphasizes individual and collective accountability. Crime and conflict generate opportunities to build community and increase grassroots power when restorative practices are employed.

Safe Space: A place where anyone can relax and be fully self-expressed, without fear of being made to feel uncomfortable, unwelcome, or unsafe on account of biological sex, race/ethnicity, sexual orientation, gender identity or expression, cultural background, age or physical or mental ability; a place where the rules guard each person's self-respect and dignity and strongly encourage everyone to respect others.

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

Sexism: Refers to the range of attitudes, beliefs, policies, laws and behaviors that discriminate on the basis of sex or gender.

Sexual Orientation: One's natural (not chosen) preference in sexual partners.

Silencing: The conscious or unconscious processes by which the voice or participation of particular social identities is excluded or inhibited.

Sizeism: The mistreatment of or discrimination against people based upon their perceived (or self-perceived) body size or shape.

Social Construction: The notion that patterns of human interaction (often deemed to be normal, natural, or universal) are, in fact, humanly produced and constructed by social expectation and coercion but is presented as “objective.” For example, the erroneous assumption of women being better at housework is not at all connected to their female anatomy, but to social expectations and pressures imposed on women.

Social Forces: The omnipresent social influences that surround us and help shape our attitudes, character, knowledge, feelings, and other individual attributes.

Social Identity: A person’s sense of who they are based on their group memberships. Each person has multiple social identities associated with varying degrees of privilege.

Social Inequality: When resources in a given society are distributed unevenly, typically through norms of allocation, that engender specific patterns along lines of socially defined categories of persons. It is the differentiation preference of access of social goods in the society brought about by power, religion, kinship, prestige, race, ethnicity, gender, age, sexual orientation, and class. Social inequality usually implies the lack of equality of outcome but may alternatively be conceptualized in terms of the lack of equality of access to opportunity.

Social Justice: A broad term that connotes the practice of allyship and coalition work in order to promote equality, equity, respect, and the assurance of rights within and between communities and social groups. Social justice includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others and the society as a whole.

Social Movement: A collective action by a group of people with a shared or collective identity based on a set of beliefs and opinions that intend to change or maintain some aspect of the social order.

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

Social Self-View: An individual's perception of to which social identity groups he/she belongs.

Socialization: The process through which we become accustomed to societal norms, i.e., rules about appropriate or acceptable social identities, beliefs, and behaviors. We are bombarded by these messages even before we are born. These messages are offered by a widening social network (interpersonal, institutional, structural). Through socialization, we learn about social identity categories, such as socioeconomic status, race, assigned sex, gender, religion, health status, sexual orientation, many other social identity categories, as well as the boundaries of human worth and value.

Solidarity: Unity or agreement based on shared interests and objectives; long-term mutual support within and between groups.

Spotlighting: The practice of inequitably calling attention to particular social groups in language, while leaving others as the invisible, de facto norm. For example: "black male suspect" (versus "male suspect," presumed white); "WNBA" (as opposed to "NBA," presumed male); “female senator” (versus “senator”, presumed male).

Status: An individual’s position, often relative to others, in a group or society as characterized by certain benefits and responsibilities as determined by an individual’s rank and role.

Stereotype: An exaggerated belief, image, or distorted truth about a person or group that is widespread - a generalization that allows for little or no individual differences or social variation. Stereotypes are based on images in mass media or representations passed on by parents, peers, and other members of society. Though stereotypes can be positive and negative, they all have negative effects because they support institutionalized oppression by validating oversimplified beliefs that are often not based on facts.

Stereotype threat: A situational predicament in which a people are or feel themselves to be at risk of confirming a stereotype about their social group.

Stigma: The social phenomenon or process whereby individuals that are taken to be different in some way are rejected by the greater society in with they live based on that difference; 2. (noun) Labels that associate people with unfavorable or disapproved behavior and characteristics.

Stigmatization: The marking, labeling, or spoiling of an identity, which leads to ostracism, marginalization, discrimination, and abuse.

Structural Inequality: Systemic disadvantage(s) of one social group compared to other groups, rooted and perpetuated through discriminatory practices (conscious or unconscious) that are reinforced through institutions, ideologies, representations, policies/laws, and practices. When this kind of inequalities is related to racial/ethnic discrimination is referred to as systemic or structural racism.

Subordination: The experience of social dispossession, dislocation, and disempowerment relative to a dominant social group. This experience of being seen as “less than” or “minoritized” can often be rendered invisible and seen as a “natural order.”

Substantially Limiting: The determination of whether an impairment substantially limits a major life activity requires an individualized assessment, and an impairment that is episodic or in remission may also meet the definition of disability if it would substantially limit a major life activity when active.

Survivor: A term used to refer to someone who has gone through the recovery process, or when discussing the short- or long-term effects of sexual violence. Some people identify as a victim, while others prefer the term survivor. The best way to be respectful is to ask for their preference.

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.

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

Tokenism: 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.

Transculturation: The process by which a person adjusts to another cultural environment without sacrificing their own cultural identity.

Transformative Learning: The expansion of awareness through the evolution of individual worldviews and perceptions of oneself. Transformative learning is facilitated through consciously directed processes such as accessing new information and frameworks and critically analyzing underlying premises.

Transgender: A term that describes the many ways that a person's gender identity can be different from the sex they were assigned at birth. It is important to note that being transgender is not dependent upon physical appearance. A person can call themselves transgender the moment they realize that their gender identity is different than the sex they were assigned at birth.

Transmisogyny: The intersection of transphobia and misogyny. Defined as the irrational fear of, aversion to, or discrimination against transgender people. Transmisogyny is often directed at transwomen in particular.

Transphobia: The fear or hatred of persons perceived to be transgender and/or transsexual.

Two Spirit: A Native American term for individuals who identify both as male and female. In western culture these individuals are identified as lesbian, gay, bisexual, or transgendered.

Underprivileged: Not having the same standard of living or rights as the majority of people in a society.

Underrepresented communities: Consist of individuals holding identities broadly underrepresented or underserved within an institution or field.

Underutilization - The condition of having fewer protected group members in a particular job classification than would be reasonably expected by their availability in the labor force.

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.

Universal Design: The process of creating products that are usable by people with the widest possible range of abilities, operating within the widest possible range of situations; whereas, accessibility primarily refers to design for people with disabilities.

UP Stander: A person who chooses to take positive action in the face of injustice in society or in situations in which individuals need personal assistance; the opposite of a bystander.

Upward Mobility: An individual's or group's (e.g., family) rise within the hierarchy that increases their level of class, power, or status.

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

White Fragility: Coined by author Robin D'Angelo, it is used to describe the privilege that accrues to white people living in a society that protects and insulates them from race-based stress. D'Angelo argues that this builds an expectation of always feeling comfortable and safe, which in turn lowers the ability to tolerate racial stress and triggers a range of defensive reactions.

White Privilege: Refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white; an exemption of social, political, and/or economic burdens placed on non-white people; benefitting from societal structuring that prioritizes white people and whiteness. Generally, white people who experience such privilege do so without being conscious of it.

White Supremacy: A historically-based, institutionally-perpetuated system of exploitation and oppression of continents, nations, and people of color by white people 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.

Xenophobia: A culturally based fear of outsiders. It has often been associated with the hostile reception given to those who immigrate into societies and communities. It could result from genuine fear of strangers or it could be based on things such as competition for jobs, or ethnic, racial, or religious prejudice.

Yes Means Yes: A phrase that defines sexual consent as an “affirmative, unambiguous, and conscious decision by each participant to engage in mutually agreed-upon sexual activity” according to California state legislation; ‘yes means yes’ shifts the responsibility of confirming consent from just one party to all parties involved. This is the update to No Means No which meant nothing other than “no” needs to be said to convey one’s unwillingness to participate in a sexual encounter.

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This glossary was compiled from resources provided by the National Conference for Community and Justice, Harvard University, Oregon State University, Arizona State University Intergroup Relations Center, The National Center for Transgender Equality, University of Michigan, Indiana University, and Louisiana State University.

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