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Diversity, Equity, and Inclusion Glossary [1]

ONE GOAL: INCLUSIVITY.

Our former CU System Chief Diversity Officer, Theodosia Cook, has issued a glossary of Diversity, Equity, and Inclusion terms.

• Abelism: A system of superiority and discrimination that provides or denies resources, agency, and dignity based on one's abilities (mental/intellectual, emotional, and/or physical.) Ableism depends on a binary, and benefits ablebodied people at the expense of disabled people. Like other forms of oppression, ableism operates on individual, institutional and cultural levels.

• Ally: Someone who supports a group other than one's own (in terms of multiple identities such as race, gender, age, ethnicity, sexual orientation, religion, etc.). An ally acknowledges oppression and actively commits to reducing their own complicity, investing in strengthening their own knowledge and awareness of oppression.

• Anti-Racism: The work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, and set up in opposition to individual racist behaviors and impacts.

• 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.

• Bias: A form of prejudice that results from our tendency and needs to classify individuals into categories.

• Bigot: A person who is obstinately devoted to his or her own opinions and prejudices and intolerant towards other diverse social groups.

• BIPOC: A term that brings together Black, Indigenous, and People of Color. Highlights the unique relationship to whiteness that Indigenous and Black (African Americans) people have, which shapes the experiences of and relationship to white supremacy for all people of color within a U.S. context.

• Bisexual: A person whose primary sexual and affectional orientation is toward people of the same and other genders, or towards people regardless of their gender. Some people may use bisexual and pansexual interchangeably.

• Cisgender: A gender identity, or performance in a gender role, that society deems to match the person's assigned sex at birth. The prefix cis- means "on this side of" or "not across." A term used to highlight the privilege of people who are not transgender.

• Color Blind: The belief that everyone should be treated "equally" without respect to societal, economic, historical, racial or other difference. No differences are seen or acknowledged; everyone is the same.

• Cultural Appropriation: The non-consensual/misappropriation use of cultural elements for commodification or profit purposes – including symbols, art, language, customs, etc. — often without understanding, acknowledgment, or respect for its value in the original culture.

• Decolonize: The active and intentional process of unlearning values, beliefs, and conceptions that have caused physical, emotional, or mental harm to people through colonization. It requires a recognition of systems of oppression.

• Disability: Physical or mental impairment that affects a person's ability to carry out normal day-to-day activities.

• Diversity: Socially, it refers to the wide range of identities. A broad includes race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, veteran status, physical appearance, etc. It also involves different ideas, perspectives, and values.

• Discrimination: The unequal treatment of members of various groups, based on conscious or unconscious prejudice, which favor one group over others on differences of race, gender, economic class, sexual orientation, physical ability, religion, language, age, national identity, religion, and other categories.

• Equity: The fair treatment, access, opportunity and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist in the provision of adequate opportunities to all groups.

• Harassment: The use of comments or actions that can be offensive, embarrassing, humiliating, demeaning, and unwelcome.

• Implicit Bias: Negative associations expressed automatically that people unknowingly hold and that hat affect our understanding, actions, and decisions; also known as unconscious or hidden bias.

• Inclusion: The act of creating environments in which any individual or group can be and feel welcomed, respected, supported and valued as a fully participating member. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.

• Institutional Racism: Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes and opportunities for different groups based on racial discrimination.

• Intersectionality: A social construct that recognized the fluid diversity of identities that a person can hold such as gender, race, class, religion, professional status, marital status, socioeconomic status, etc.

• “Isms”: A way of describing any attitude, action or institutional structure that subordinates (oppresses) a person or group because of their target group. For example, color (racism), gender (sexism), economic status (classism), older age (ageism), religion (e.g., anti-Semitism), sexual orientation (heterosexism), language/immigrant status (xenophobism), etc.

• LGBTQIA: An inclusive term for those who identify as lesbian, gay, bisexual, transgender, queer, intersex and asexual.

• Microaggression: The verbal, nonverbal, and environmental slights, snubs, insults, or belittlement, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon discriminatory belief systems.

• Multicultural Competency: A process of embracing diversity and learning about people from other cultural backgrounds. The key element to becoming more culturally competent is respect for the ways that others live in and organize the world, and an openness to learn from them.

• 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.

• Patriarchy: Actions and beliefs that prioritizes masculinity. Patriarchy is practiced systemically in the ways and methods through which power is distributed in society (jobs and positions of power given to men in government, policy, criminal justice, etc.) while also influencing how we interact with one another interpersonally (gender expectations, sexual dynamics, space taking, etc.).

• People of Color: A collective term for men and women of Asian, African, Latin and Native American backgrounds; as opposed to the collective “White”.

• Prejudice: an inclination or preference, especially one that interferes with impartial judgment and can be rooted in stereotypes that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.

• Privilege: Exclusive access or availability to material and immaterial resources based on the membership to a dominant social group.

• Queer: An umbrella term that can refer to anyone who transgresses society’s view of gender or sexuality. The definitional indeterminacy of the word Queer, its elasticity, is one of its constituent characteristics: “A zone of possibilities.”

• Race: A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly color), ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the social, economic and political needs of a society at a given period of time

• Safe Space: Refers to an environment in which everyone feels comfortable in expressing themselves and participating fully, without fear of attack, ridicule or denial of experience.

• Social Justice: Social justice constitutes a form of activism, based on principles of equity and inclusion that encompasses 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 society as a whole.

• 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.

• Stereotype: A form of generalization rooted in blanket beliefs and false assumptions, a product of processes of categorization that can result in a prejudiced attitude, uncritical judgment, and intentional or unintentional discrimination. Stereotypes are typically negative, based on little information that does not recognize individualism and personal agency.

• Tokenism: Presence without meaningful participation. For example, a superficial invitation for the participation of members of a certain socially oppressed group, who are expected to speak for the whole group without giving this person a real opportunity to speak for her/himself.

• White Supremacy: A power system structured and maintained by persons who classify themselves as white, whether consciously or subconsciously determined; and who feel superior to those of other racial/ethnic identities.

The terms contained in this glossary have been reproduced from the following resources:

1. Anti-Violence Project. Glossary [2]. University of Victoria
2. Colors of Resistance. Definitions for the Revolution [3]
3. Cram, R. H. (2002). Teaching for diversity and social justice: A sourcebook
4. Equity and Inclusion. Glossary [4]. UC Davis
5. Potapchuk, M., Leiderman, S., et al. (2009). Glossary [5]. Center for Assessment and Policy Development
6. Center for Diversity & Inclusion. Glossary of Bias Terms [6]. Washington University in St. Louis
7. Ontario Human Rights Commission. Glossary of human rights terms [7]
8. Race Forward
9. W.K. Kellogg Foundation. Racial Resource Guide [8]
10. Ibram X Kendi, How to be an Antiracist, Random House, 2019
11. The BIPOC Project [9]
12. LGBTQIA Resource Center

Groups audience:
System Staff Council

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Links
[1] https://www.cu.edu/ssc/committees/diversity-inclusion-outreach-committee/glossary
[2] https://www.antiviolenceproject.org/glossary/#microaggressions
[3] http://www.coloursofresistance.org/definitions-for-the-revolution/
[4] https://diversity.ucdavis.edu/about/glossary [5] https://www.racialequitytools.org/glossary
[6] https://students.wustl.edu/glossary-bias-terms/ [7] http://www.ohrc.on.ca/en/teaching-human-rights-ontario-guide-ontario-schools/appendix-1-glossary-human-rights-terms
[8] http://www.racialequityresourceguide.org/about/glossary [9] https://www.thebipocproject.org/