Diversity, Equity and Inclusion – Glossary of Equity-Related Terms

Version 3

What changed in this version?

The DEI Glossary is reviewed annually or when necessary to maintain a shared understanding of definitions across all state agencies. This includes instances when a definition or absence presents a concern for a community or entity. Also, if other minor discrepancies are identified during a review, they will also be corrected. Minor discrepancies include grammar, punctuation, or the insertion or omission of words to improve readability.

Version 3 reflects of the absence of two essential terms that are needed to establish common words for state employees. The two terms, Anti-racism and Pro-equity are used in the Employee Engagement Survey and are needed to ensure state employees answering questions share a common understanding of the terms. Both terms are also essential for the implementation of Pro-Equity Anti-Racism (PEAR) plans across the enterprise.

Version 3 Changes

Page 1 – Updated "What *Changed in this version?*"

Page 3 – Added the terms Anti-racism and Pro-Equity to the Glossary table

Page 4 – Added Anti-racism definition

Page 13 – Added Pro-equity definition

Diversity Equity and Inclusion – Glossary of Equity – Related Terms

Glossary of Terms

Ability	Diversity	Communities of Color
Ability privilege	Dominant Culture	Power
Ableism	Environmental Justice	Power-over
Access	Ethnocentrism	Power-with
Acculturation	Equity	Prejudice
Adultism	Ethnicity	Privilege
Ageism	Gender Identity	Pro-Equity
Ally	Gender-Expansive	Questioning
Antisemitism	Gender Expression	Race
Anti-racism	Gender Pronouns	Race Equity
Assimilate	Genetic Information	Racism
Authentic-Self	Heterosexism	Respect
Belonging (ness)	Homophobia	Sexism
Bias	Identity	Sexual Orientation
Biological Sex	Inclusion	Social Construct
Biphobia	Intersectionality	Social Justice
Classism	LGBTQ+	SOGIE
Color	Marginalization	Stereotype
Colorism	Microaggression	Tokenism
Culture	Military Status	Transphobia
Cultural Appropriation	Misogyny	Two-Spirit
Cultural Competence	Nationality	Western-centrism
Cultural Humility	National Origin	White Dominant Culture
Disability	Oppression/Anti-Oppression	White Supremacy
Disablism	Othering	Workforce Diversity
Discrimination	People of Color or	Xenophobia

Ability

Having the qualities, skills, competence, or capacity to perform an action, or perceived as having the qualities, skills, competence, or capacity to perform an action.

Ability privilege

Unearned benefits, rights or advantages enjoyed by individuals who do not have or are perceived not to have a disability.

Ableism

The belief that people without disabilities are superior, have a better quality of life or have lives more valuable or worth living than people with an actual, perceived, or non-apparent disability resulting in othering, oppression, prejudice, stereotyping, or discrimination. *See Disablism.*

Access

Creating and advancing barrier-free design, standards, systems, processes, and environments to provideall individuals, regardless of ability, background, identity or situation, an effective opportunity to take part in, use and enjoy the benefits of: employment, programs, services, activities, communication, facilities, electronic/information technology, and business opportunities.

Acculturation

Process through which a person or group from one culture comes to adopt the practices and values of different cultures, while still retaining their own distinct culture[1].

Adultism

Prejudice and discrimination against young people in favor of older people.

Ageism

Oppression, prejudice, stereotyping, or discrimination based on a person's actual or perceived age. The dominant culture assigns value based on a person's actual or perceived age.

Ally

A person of one social identity group who advocates with and supports members of another group: typically, a member of the dominant identity advocating with and supporting a marginalized group[2].

Antisemitism

This term is under revision.
The antisemitism definition used by Anti-Defamation League - ADL was recommended by multiple organizations representing the Jewish Community. Antisemitism definition[3].

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[1] Cole, Nicki Lisa. "Understanding Acculturation and Why It Happens," November 08, 2019. Accessed September 16, 2022. https://www.thoughtco.com/acculturation-definition-3026039

[2] "Articles - Diversity and Inclusion Resources - Center for Diversity and Inclusion (CDI) - University of Houston." University of Houston. Accessed September 16, 2022. https://www.uh.edu/cdi/resources/student-resources/terms/

[3] "Education Glossary Terms - Anti-Defamation League." Accessed September 16, 2022. https://www.adl.org/education/resources/glossary-terms/education-glossary-terms

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Anti-racism

Anti-racism is a process of actively identifying and opposing racism … rooted in action … taking steps to eliminate racism at the individual, institutional, and structural level.[4]

Assimilate

The phenomenon that occurs when people belonging to the non-dominant group adjust or integrate their behaviors or attitudes in an attempt to be accepted into the dominant group's culture norms either willingly or forcibly, for the sake of personal and/or professional survival (i.e., to gain/sustain access to the same opportunities and resources as the dominant group).

Authentic-Self

Acting in alignment with your identity. Based on varied circumstances, may be expressed, or suppressed.

Belonging (ness)

Your well-being is considered and your ability to design and give meaning to society's structures and institutions is realized. More than tolerating and respecting differences, belonging requires that all people are welcome with membership and agency in the society. Belonging is vital to have a thriving and engaged populace, which informs distributive and restorative decision-making.[5] *See Othering*.

Bias

Judgment or preference toward or against one group over another.

Implicit or Unconscious Bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness.

Explicit or Conscious Bias are biases we know we have and may use on purpose[6].

Biological Sex

Biological sex involves a combination of four elements: external genitalia, internal reproductive organs, chromosomes, and hormones.

Female - Born with XX chromosomes, a uterus, female genitalia, and produces female hormones in puberty.

Intersex - Born with one or more of the four elements of biological sex in a combination that is not female or male. Examples are people who are born with internal genitalia complicating the assignment of sex at birth; people born with both male and female genitalia; people born without genitalia; people born with an extra chromosome (XXX, XXY, and XYY); people with genitalia suggesting one gender while the hormones produced in puberty are more consistent with the other gender. Intersexuality occurs as often as every 1 in 100 births.

Male - Born with XY chromosomes, male gonad tissue and genitalia, and produces male hormones in puberty.

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[4] Cherry, Kendra. "What Is Anti-Racism?" Accessed September 16, 2022. https://www.verywellmind.com/what-is-anti-racism-5071426

[5] "An Evolutionary Roadmap for Belonging and Co-Liberation." Othering and Belonging (blog), Accessed September 16, 2022. https://www.verywellmind.com/what-is-anti-racism-5071426.

[6] "Equity Language Guide." Office of Financial Management. Accessed September 16, 2022. https://ofm.wa.gov/sites/default/files/public/shr/Diversity/SubCommit/EquityLanguageGuide_Final.pdf

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Many transgender people use the acronyms AFAB (assigned female at birth) or AMAB (assigned male at birth) to refer to their given gender or biological sex.

Biphobia

A term for fear, anger, intolerance, resentment, hatred, discomfort, or mistrust that one may havetoward bisexual people. The term can also connote a fear, disgust, or dislike of being perceived as bisexual.

Classism

Oppression, prejudice, stereotyping, or discrimination based on a person's actual or perceived class to advantage and strengthen the dominant class.

Color

Pigmentation, complexion, or skin shade or tone. Skin color can be, but it not necessarily, a characteristic of race[7]. *See Colorism*.

Colorism

The belief that a person's skin color, tone, shade, pigmentation, or complexion is superior to another's within a specific racial or ethnic group and includes discrimination based on the perceived lightness, darkness, or other color characteristic of a person[8]. *See Color.*

Culture

A set of values, beliefs, customs, norms, perceptions, and experiences shared by a group of people. An individual may identify with or belong to many different cultural groups. Culture is passed to others through communication, learning, and imitation.

Cultural Appropriation

Theft, exploitation, or mimicry of cultural elements for one's own personal use or profit – including symbols, dress, art, music, dance, language, land, customs, medicine, etc. – often without understanding, acknowledgment, or respect for its value in the original culture. In the United States, itresults from the assumption of a white dominant culture's right to take other cultural elements[9] [10]. *SeeWhite-Dominant Culture.*

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[7] "What Is the Difference between 'Race' Discrimination and 'Color' Discrimination?" Greenwald Doherty LLP. Accessed September 16, 2022. http://www.greenwaldllp.com/law-clips/difference-race-discrimination-color-discrimination/

[8] Ibid.

[9] Resistance, Colours of. "Colours of Resistance Archive." Colours of Resistance Archive (blog). Accessed September 16, 2022. http://www.coloursofresistance.org/definitions/cultural-appropriation/

[10] "What Is Cultural Appropriation?" Philosophy Talk. Accessed September 16, 2022. https://www.philosophytalk.org/blog/what-cultural-appropriation

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Cultural Competence

An ability to interact effectively with people of all cultures and understand many cultural frameworks,values, and norms. Cultural competence comprises four components:

Awareness of one's own cultural worldview,

Attitude towards cultural differences,

Knowledge of different cultural practices and worldviews, and

Cross-cultural skills.

A key component of cultural competence is respectfully engaging others with cultural dimensions and perceptions different from our own and recognizing that none is superior to another. Cultural competence is a developmental process that evolves over an extended period.

Cultural Humility

Approach to respectfully engaging others with cultural identities different from your own and recognizing that no cultural perspective is superior to another. Cultural humility may look different for different people or groups. For example, in a white dominant culture the practice of cultural humility for white people includes acknowledging systems of oppression and involves critical self-reflection, lifelong learning and growth, a commitment to recognizing and sharing power, and a desire to work toward institutional accountability. The practice of cultural humility for people of color includes accepting that the dominant culture does exist, that institutional racism is in place, to recognize one's own response to the oppression within it, to work toward dismantling it through the balanced process of calling it out and taking care of one's self[11].

Disability

An actual, perceived, or non-apparent physical, sensory, mental, or cognitive condition that has an adverse effect on a person's ability to carry out day-to-day life functions. Environmental barriers may hinder persons with disabilities from fully and effectively participating on an equitable basis.

Disablism

A set of assumptions (conscious or unconscious) and practices that promote the differential or unequal treatment of people because of actual, perceived, or non-apparent disabilities[12]. *See Ableism.*

Discrimination

Inequitable treatment of an individual or group based on their actual or perceived membership in a specific group.

[11] "Equity Language Guide." Office of Financial Management. Accessed September 16, 2022.
https://ofm.wa.gov/sites/default/files/public/shr/Diversity/SubCommit/EquityLanguageGuide_Final.pdf

[12] "What Is Ableism?" Stop Ableism. Accessed September 16, 2022. http://www.stopableism.org/p/what-is-ableism.html

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Diversity

Describes the presence of differences within a given setting, collective, or group. An individual is not diverse – a person is unique. Diversity is about a collective or a group and exists in relationship to others. A team, an organization, a family, a neighborhood, and a community can be diverse. A person can bring diversity of thought, experience, and trait, (seen and unseen) to a team — and the person is still an individual[13]. S*ee Workforce Diversity and Workplace Diversity.*

Dominant Culture

The most institutionally normalized power is widespread, and influential across societal structures and entities in which multiple cultures are present. *See Culture and White Dominant Culture.*

Environmental Justice

Environmental justice means the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income in the development, implementation, and enforcement of environmental laws, regulations, and policies. It recognizes that there are communities that are under-resourced, marginalized and oppressed across Washington that are disproportionately affected. Justice will be achieved when everyone enjoys the same degree of protection from environmental and health hazards, access to the decision-making process, and benefits of a healthy environment in which to live, learn, and work[14].

Ethnocentrism

The belief that one's own ethnic group or culture is superior to other ethnic groups and cultures.

Equity

The act of developing, strengthening, and supporting procedural and outcome fairness in systems, procedures, and resource distribution mechanisms to create equitable (not equal) opportunity for all people. Equity is distinct from equality which refers to everyone having the same treatment without accounting for differing needs or circumstances. Equity has a focus on eliminating barriers that have prevented the full participation of historically and currently oppressed groups.

Ethnicity

A social construct that divides people into smaller social groups based on characteristics such as values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base[15,16].

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[13] "Diversity & Inclusion." U.S. Office of Personnel Management. Accessed September 16, 2022. https://www.opm.gov/policy-data-oversight/diversity-and-inclusion/

[14] US EPA, OA. "Environmental Justice." Vocabulary Catalog. Accessed September 16, 2022. https://sor.epa.gov/sor_internet/registry/termreg/searchandretrieve/glossariesandkeywordlists/search.do?details=&glossaryName=Environmental%20Issues%20Glossary

[15] "Our Research – ProInspire." Equity In The Center. Accessed September 16, 2022. https://equityinthecenter.org/resources/

[16] "Articles - Diversity and Inclusion Resources - Center for Diversity and Inclusion (CDI) - University of Houston." University of Houston. Accessed September 16, 2022. https://www.uh.edu/cdi/resources/student-resources/terms/

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Gender Identity

A person's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. A person's gender identity can be the same or different from their biological sex.

Agender - Without gender. When a person feels they have no gender at all and have no connection to any gender.

Cisgender - Describes a person whose gender identity and gender expression matches the gender typically associated with their biological sex. Often abbreviated to "Cis".

Gender Non-Binary - A term of self-identification for people who do not identify within the limited and binary terms that have described gender identity: male or man, female or woman.

Genderfluid - Individuals whose gender varies over time. A gender fluid person may at any time identify as male, female, agender, any other non-binary identity, or some combination of identities.

Genderqueer - Describes a person who identifies outside of the binary of male/man and female/woman. It is also used as an umbrella term for many gender non-conforming or non- binary identities (i.e., agender, bi-gender, genderfluid).

Transgender - An umbrella term used to describe a person whose gender identity and sex assigned at birth do not correspond.

Gender-Expansive

An umbrella term used for individuals that broaden their own culture's commonly held definitions of gender, including expectations for its expression, identities, roles, and/or other perceived gender norms. Gender-expansive individuals include those with transgender and non-binary identities, as well as those whose gender in some way is seen to be stretching society's notions of gender[17]. *See Gender Identity and Gender Expression.*

Gender Expression

External appearance of one's gender, usually expressed through behavior, clothing, haircut or intonation, and which may or may not conform to societal expectations of a person's sex assigned at birth or their gender identity.

Gender Non-Conforming - A way to describe a person whose gender expression does not correspond with their sex assigned at birth. It is not used as a personal identifier[18].

Gender Pronouns

A pronoun that a person chooses to refer to themselves. These include, but aren't limited to: she, her, hers, herself; he, him, his, himself; they, them, theirs, themselves; and ze, hir or zir, hirs or zirs, hirself or zirself.

Genetic Information

Genetic information includes information about an individual's genetic tests and the genetic tests of an individual's family members, as well as information about the manifestation of a disease or disorder in an individual's family members[19,20].

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[17] "Gender-Expansive." Gender Spectrum (blog). Accessed September 16, 2022. https://www.genderspectrum.org/articles/language-of-gender

[18] "What's the Difference between 'Gender Identity' and 'Gender Expression'? – The LGBTQ+ Experiment." Accessed October 9, 2019. https://lgbtqexperiment.com/2018/11/08/whats-the-difference-between-gender-identity-and-gender-expression/

[19] "Our Research – ProInspire." Equity In The Center. Accessed September 16, 2022. https://equityinthecenter.org/resources/

[20] "Genetic Information Discrimination." U.S. Equal Employment Opportunity Commission. Accessed September 16, 2022. https://www.eeoc.gov/genetic-information-discrimination

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Heterosexism

Discrimination or prejudice against LGBTQ+ people on the assumption that heterosexuality is the cultural norm and the prejudiced belief that heterosexuals are socially and culturally superior.

Homophobia

A term for fear, anger, intolerance, resentment, hatred, discomfort, or mistrust that one may have toward LGBTQ+ people. Can also connote a fear, disgust, or dislike of being perceived as LGBTQ+.

Identity

A person's innermost concept of self. How an individual perceives themselves and what they call themselves.

Inclusion

Intentionally designed, active, and ongoing engagement with people that ensures opportunities and pathways for participation in all aspects of group, organization, or community, including decision-making processes. Inclusion is not a natural consequence of diversity. There must be intentional and consistent efforts to create and sustain a participative environment. Inclusion refers to how groups show that people are valued as respected members of the group, team, organization, or community. Inclusion is often created through progressive, consistent, actions to expand, include, and share.

Intersectionality

Intersectionality is a framework for understanding the interaction of cultures and identities held by an individual. Intersectionality explains how an individual with multiple identities that may have been marginalized can experience compounded oppression (such as racism, sexism, and classism) or how an individual can experience privilege in some areas and disadvantage in other areas. It takes into account people's overlapping identities to understand the complexity of their life outcomes and experiences[21,22].

LGBTQ+

An acronym that describes individuals who identify as Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, and Asexual. The "+" respectively includes, but is not limited to, two-spirit and pansexual. The term queer is sometimes used within the community as an umbrella term to refer to all LGBTQ+ people. It may also be used as a political statement which advocates breaking binary thinking and seeing sexual orientation, gender identity and gender expression as fluid.

Marginalization

The social process of relegating a particular person, groups, or groups of people to an unimportant or powerless position. This use of power prevents a particular person, group, or groups of people from participating fully in decisions affecting their lived experiences, rendering them insignificant or peripheral. Some individuals identify with multiple groups that have been marginalized. People may experience further marginalization because of their intersecting identities.

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[21] Crenshaw, Kimberlé, ed. Critical Race Theory: The Key Writings That Formed the Movement. New York: New Press, 1995.

[22] Crenshaw, Kimberlé. On Intersectionality: Essential Writings. New York: New Press, 2019.

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Microaggression

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[23,24].

Military Status

A person's connection to the military in the categories listed below:

Disabled Veterans - A veteran who is entitled to compensation under laws administered by the Department of Veteran Affairs or a person who was discharged or released from active duty because of a service-connected disability. This includes veterans who would be entitled to disability compensation if they were not receiving military retirement pay instead.

> Reference: Title 38 U.S.C. Section 4211 (3)

Military Spouse - Washington state recognizes military spouse as any person currently or previously married to a military service member during the service member's time of active, reserve, or or National Guard duty.

> Reference: Executive Order 19-01

National Guard & Reserve Service - The Armed Forces reserve component includes the Army Reserve, Navy Reserve, Marine Corps Reserve, Air Force Reserve, Coast Guard Reserve, Army National Guard of the United States, and the Air National Guard of the United States. The individuals are currently serving in a reserve component capacity contributing to the national security and military readiness.

> Reference: Title 38 U.S.C. Section 101 (27)

Special Disabled Veterans - A veteran who is entitled to compensation under laws administered by the Department of Veteran Affairs

> a disability rated at 30 percent or more; or
>
> a disability rated at 10 or 20 percent in the case of a veteran who has been determined under 38 U.S.C. 3106 to have a serious employment handicap; or
>
> a discharge or release from active duty because of a service-connected disability.
>
> > Reference: Title 38 U.S.C. Section 4211 (1)

Veteran: includes every person who has received a discharge or was released from active military service under conditions other than dishonorable or is in receipt of a United States department of defense discharge document that characterizes their military service as other than dishonorable (RCW 41.04.007 & Title 38 U.S.C.).

Misogyny

The dislike of, contempt for, or engraved prejudice against women/females.

Nationality

A specific legal relationship between a person and a state, whether by birth or naturalization in the case of an immigrant.

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[23] "Microaggressions: More Than Just Race." Psychology Today. Accessed September 16, 2022.
https://www.psychologytoday.com/us/blog/microaggressions-in-everyday-life/201011/microaggressions-more-just-race

[24] "Our Research – ProInspire." Equity In The Center. Accessed September 16, 2022. https://equityinthecenter.org/resources/

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National Origin

System of classification based on the nation from which a person originates regardless of the nation they currently live. National origin is not something an individual can change, though origin can change through the generations of family.

Oppression/Anti-Oppression

Oppression - Systemic devaluing, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something of value, while others have ready access. This can occur, intentionally and unintentionally, on individual, institutional, and cultural levels.

Individual - attitudes and actions that reflect prejudice against a social group. Institutional - policies, laws, rules, norms, and customs enacted by organizations andsocial institutions that disadvantage some social groups and advantage other social groups.

Institutional - policies, laws, rules, norms, and customs enacted by organizations and social institutions that disadvantage some social groups and advantage other social groups.

Societal/cultural - social norms, roles, rituals, language, music, and art that reflect and reinforce the belief that one social group is superior to another.

Anti-oppression - The act of shifting power to people who have been marginalized by recognizing, mitigating, and eliminating the oppressive effects of the individual, institutional and societal elements of the dominant culture.

Othering

Othering encompasses the systematically expressed prejudice on the basis of group identities or membership. It is a common set of dynamics, processes, and structures that produces marginality and persistent inequality across any of the full range of human differences. It is a strategy of the dominant culture to prevent belonging. Dimensions of othering include, but are not limited to, religion, sex, race, ethnicity, socioeconomic status (class), disability, sexual orientation, citizenship/immigration status, and skin tone[25,26]. *See Belonging.*

People of Color or Communities of Color

Collective term for referring to non-white racial groups[27].

Power

The ability to decide who will have access to opportunity and resources; the capacity to direct or influence the behavior of others, oneself, and/or the course of events.

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[25] "Implicit Bias and Structural Racialization." National Equity Project. Accessed September 16, 2022. https://www.nationalequityproject.org/frameworks/implicit-bias-structural-racialization?rq=Implicit%20Bias%20and%20Structural%20Racialization%20

[26] "The Problem of Othering: Towards Inclusiveness and Belonging." Othering and Belonging (blog), June 29, 2017. Accessed September 16, 2022. http://www.otheringandbelonging.org/the-problem-of-othering/

[27] WA Governor's Interagency Council on Health Disparities, Equity Language Guide, 2018. Accessed September 16, 2022. https://ofm.wa.gov/sites/default/files/public/shr/Diversity/SubCommit/EquityLanguageGuide_Final.pdf

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Power-over

The ability to impact others without respect or their permission. Exercising control over another person or people through the use of force, authority, or position, and the dissemination of punishment and reward.

Power-with

Using or exercising one's power to work with others equitably for common good, showing respect, leveraging strengths and providing guidance.

Prejudice

Prejudice is an idea or opinion that is not based on fact, logic, or actual experience. Prejudice may be formed by a person's previous experience, learning, and observations.

Privilege

Privilege is any unearned benefit, position, power, right, or advantage one receives in society because of their identity. In the United States, privilege is prevalent in the following areas:

> Ability privilege;
> Age privilege;
> Christian privilege;
> Cis Privilege;
> Class or economic privilege;
> Hetero privilege;
> Male privilege;
> National origin; and
> White privilege.

Pro-Equity

The proactive way of doing equity work the knowledge that we live in a society permeated by racism and bigotry, combat or control in every action[28].

Questioning

A term to describe a person who is exploring their sexual orientation, gender identity, or gender expression.

Race

A social construct that divides people into smaller social groups based on characteristics most typically skin color. Racial categories were socially constructed, and artificially created whiteness as one of the elements of the dominant culture. Race was created to concentrate power and advantage people who are defined as white and justify dominance over non-white people. The idea of race has become embedded in our identities, institutions, and culture, and influences life opportunities, outcomes, and experiences. Racial categories change based on the political convenience of the dominant society at a given period of time. *See Nationality/National Origin, Color, Colorism, and Ethnicity.*

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[28] Hill, Caroline. "*Designing the Future: The Power of a Proactive Equity Practice*". Accessed September 16, 2022.
 https://medium.com/228accelerator/designing-the-future-the-power-of-a-proactive-equity-practice-feb63d52ada5

Race Equity

The vision or existence of a community, society, or world in which race or color does not predict the amount and quality of opportunities, services, and benefits. The condition where one's race identity has no influence on how one fares in society[29].

Racism

A way of representing or describing race that creates or reproduces structures of domination based on racial categories[30].

In other words, racism is racial prejudice plus power. In the United States, it is grounded in the creation of a white dominant culture that reinforces the use of power to create privilege for white people while marginalizing people of color, whether intentional or not.

It is perpetuated in many forms of racism that include:

Individual racism - An individual's beliefs, attitudes, and actions that perpetuates racism.

Interpersonal racism - When individuals express their beliefs and attitudes with another person that perpetuates racism.

Internalized racism - When people of color, knowingly or unknowingly, accept and integrate negative racist images, beliefs, and identities to their detriment.

Institutional racism - Intentional or unintentional, laws, organizational practices, policies, and programs that work to the benefit of white people and to the detriment of people of color.

Systemic racism: The way an entire system collectively contributes to racial inequities. This includes the health, environmental, education, justice, government, economic, financial, transportation, and political systems.

Structural racism - The interplay of laws, practices, policies, programs, and institutions of multiple systems, which leads to adverse outcomes and conditions for communities of color compared to white communities[31].

Respect

A feeling or understanding that someone or something is important, valued and should be treated in a dignified way[32].

Sexism

Discrimination or prejudice against a particular sex or gender on the assumption that another sex or gender is the social and cultural norm. It typically has the most negative impact on women.

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[29] "Human Rights Commission." Accessed September 16, 2022. https://sf.gov/departments/human-rights-commission

[30] Omi, Michael, and Howard Winant. Racial Formation in the United States: From the 1960s to the 1990s. 2nd ed. New York: Routledge, 1994.

[31] "Racial Equity Tools Glossary." Racial Equity Tools. Accessed September 16, 2022. https://www.racialequitytools.org/glossary

[32] "Articles - Diversity and Inclusion Resources - Center for Diversity and Inclusion (CDI) - University of Houston." University of Houston. Accessed September 16, 2022. https://www.uh.edu/cdi/resources/student-resources/terms/

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Sexual Orientation

A person's physical, romantic, emotional, aesthetic, and/or other form of attraction to others. Gender identity and sexual orientation are not the same. For instance, transgender people can be straight, bisexual, lesbian, gay, asexual, pansexual, queer, etc., like anyone else.

Aromantic - A person who experiences little to no emotional or romantic attraction to other people. Sometimes aromantic people abbreviate the term to Ace.

Asexual - A person who experiences little to no physical attraction to other people. Sometimes asexual people abbreviate the term to Ace.

Bisexual - A person who has an emotional and physical attraction to persons of the same and different genders.

Gay - A person who is emotionally and physically attracted to someone of the same gender. It is more commonly associated with males or men.

Heterosexual - A person who is emotionally and physically attracted to people of the opposite sex.

Lesbian - A female or woman who has an emotional and physical attraction for other females or women.

Pansexual - A person who is emotionally and physically attracted to individuals of all gender identities and expressions.

Queer - A person who expresses fluid identities and/or orientations in their emotional and physical attraction to others. The term is sometimes used as an umbrella term to refer to all LGBTQ+ people.

Social Construct

A social phenomenon or convention originating within and cultivated by society or a particular social group, as opposed to existing inherently or naturally.

Social Justice

A practice within a society based on principles of equality and solidarity that understands and values human rights and recognizes the dignity of every human being. Such a practice would strive to provide basic human needs and comforts to all members of the society regardless of class, race, religion, or any other characteristic.

SOGIE

An acronym, usually used in data collection, for addressing Sexual Orientation, Gender Identity and Expression, which captures all the ways people self-identify. SOGIE includes LGBTQ+ as well as heterosexual, cisgender, and non-questioning individuals.

Stereotype

Characteristics attributed to an individual or group based on generalization, over simplification, or exaggeration that may result in stigmatization and discrimination[33].

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[33] "Diversity & Inclusion." U.S. Office of Personnel Management. Accessed September 16, 2022. https://www.opm.gov/policy-data-oversight/diversity-and-inclusion/

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Tokenism

The practice of making only a perfunctory or symbolic effort to do a particular thing. Examples of tokenism include but aren't limited to, asking a person of color to be on a hiring panel for the appearance of diverse perspectives, but they don't actually have a connection to the position or voice in the decisions related to the hiring process; you ask a community member to join a meeting to give input and you don't use their input but talk about how you had representation from that community.

Transphobia

A term for fear, anger, intolerance, resentment, hatred, discomfort, or mistrust that one may have toward people who are transgender or gender non-conforming. The term can also connote a fear, disgust, or dislike of being perceived as transgender or gender non-conforming.

Two-Spirit

A term sometimes used to describe Indigenous individuals who have a gender identity or gender expression that does not align with their sex assigned at birth or have a culturally distinct gender, apart from male or man and female or woman.

Western-centrism

The tendency to believe that Western society values, standards and norms are superior to those of other cultures.

White Dominant Culture

Culture defined by white men and white women with social and positional power, enacted both broadly in society and within the context of social entities such as organizations. *See Dominant Culture and White Supremacy.*

White Supremacy

A political, economic, and cultural system in which white people are believed to be the normal, better, smarter, and holier race over all other races. This system entitles whites with overwhelming control, power, and material resources. Conscious and unconscious ideas of white superiority and entitlement are widespread. White dominance and non-white subordination are daily reenacted across a broad array of institutions and social settings. A white supremacy mindset is perpetuated when elements of this system are not named, agreed to, or actively undone[34, 35, 36].

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[34] Okun, Tema. The Emperor Has No Clothes: Teaching about Race and Racism to People Who Don't Want to Know. Educational Leadership for Social Justice. Charlotte, N.C: Information Age Pub, 2010.

[35] Crenshaw, Kimberlé, ed. Critical Race Theory: The Key Writings That Formed the Movement. New York: New Press, 1995.

[36] "Dismantling Racism Works Web Workbook." dRworksbook. Accessed September 16, 2022. https://www.dismantlingracism.org/

Workforce Diversity

Workforce Diversity means a collection of individual attributes that together help agencies pursue organizational objectives efficiently and effectively. These include, but are not limited to, characteristics such as national origin, language, race, color, disability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran status, political beliefs, communication styles, and family structures. The concept also encompasses differences among people about where they are from, where they have lived and their differences of thought and life experiences[37]. *See Diversity.*

Xenophobia

A term for fear, anger, intolerance, resentment, hatred, discomfort, or mistrust that one may have toward people from other countries. The term can also connote a fear, disgust, or dislike of being perceived a person is from other countries.

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