

is the marginalization and/or oppression of people who are Muslim based on the belief in stereotypes and myths about Muslim people, Islam and countries with predominantly Muslim populations. (Often called Islamophobia to describe a fear of anyone or anything that is perceived to be of Islamic religion or culture. Anti-Muslim bias is supported by racism, anti-immigrant bias and religious bias. People who are not Muslim may be racialized as Muslim and experience prejudice and/or discrimination.)¹⁴

An **anti-oppression organization** is an organization that actively recognizes and mitigates the oppressive effects of white dominant culture and power dynamics, striving to equalize that power imbalance internally and for the communities with which they work.⁴

An **anti-racist** is one who is supporting an antiracist policy through their actions or expressing an antiracist idea to reduce racial inequities. It is an ongoing journey and process that is not static. A person can move from anti-racist to racist at any given moment.⁵

Antisemitism is the marginalization and/or oppression of people who are Jewish based on the belief in stereotypes and myths about Jewish people, Judaism and Israel.¹⁴

Anti-trans bias is the marginalization and/or oppression of people who are transgender and/or nonbinary (identifying as neither a man nor a woman) based on the belief that cisgender (gender identity that corresponds with the sex one was assigned at birth) is the norm. (Often called transphobia to describe a fear of anyone who is perceived to be transgender. Other related, specific terms include cissexism, transmisogyny and binarism.)¹⁴

Assimilation is the phenomenon that occurs when people belonging to the non-dominant group understand dominant culture norms and take on their characteristics either by choice or by force. Many people of color are asked to “check their identities at the door” in professional settings to make their white peers comfortable. By doing so, many people of color find it easier to get promotions and professional opportunities, as well as to gain access to informal networks typically accessible only to whites.⁴

Bigotry is an unreasonable or irrational attachment to negative stereotypes and prejudices of individuals and groups belonging to one or more social identities.¹⁴

Bisexual is a person who is emotionally, physically and/or romantically attracted to some people of more than one gender.¹⁴

Bullying are repeated actions or threats of action directed toward a person by one or more people who have (or are perceived to have) more power or status than their target in order to cause fear, distress or harm. Bullying can be physical, verbal, psychological or any combination of these three. Bullying behaviors can include name-calling, obscene gesturing, malicious teasing, rumors, slander, social exclusion, damaging a person’s belongings, threats and physical violence.

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Bystander is someone who sees bias or bullying happening and does not say or do anything.¹⁴

Cisgender is a term for people whose gender identity is the same as the sex they were assigned at birth. ¹⁴

Classism is the marginalization and/or oppression of people who are from low-income or working-class households based on a social hierarchy in which people are ranked according to socioeconomic status. ¹⁴

Coming out “of the closet”: to be “in the closet” means to not share a part of one’s identity. Some LGBTQ people choose to disclose that part of their identity in some situations (to be “out”) and not in others (to be “closeted”). To “come out” is to publicly declare one’s identity, sometimes to one person in conversation, sometimes to a group or in a public setting. Coming out is a lifelong process. In each situation, a person must decide where they are at that point in time with their identity and whether or not to come out. ¹⁴

Courageous conversations were developed by Glenn Singleton in 2003 to encourage schools and educators to have challenging, open and honest dialogues about race with the goal of helping to shift racial disparities and outcomes for students of color. He saw this dialogue as an “educational necessity” so that obstacles can be properly identified and addressed. These conversations use agreements, conditions and a compass to engage, sustain, and deepen interracial dialogue about race in order to improve outcomes for youth and families. It specifically engages those who won’t talk, sustains the conversations when it gets uncomfortable or diverted and deepens the conversation to the point where authentic understanding and meaningful actions occur. ¹¹

Critical consciousness is the practice between theory, self-reflection and action. ⁹

Cultural appropriation is when people use specific elements of a culture (e.g., ideas, symbols, images, clothing) that misrepresents and/or disrespects the culture of that marginalized group of people. It usually happens when one group exploits the culture of another group, often with little understanding of the group’s history, experience and traditions. ¹⁴

Cultural humility is a process of self-reflection and discovery to understand oneself and then others in order to build honest and trustworthy relationships. It is a lifelong process of self-reflection and self-critique whereby the individual starts with learning about their own beliefs and cultural identities and then engages in learning about others. This critical consciousness is more than just self-awareness but requires one to step back to understand one’s own assumptions, biases and values. The more you are exposed to different cultures different from your own, the more you realize how much you don’t know about others. Humility requires flexibility and limits projection of stereotypes onto other groups. Whereas, cultural competence is very much focused on learning about other people’s identities and beliefs. ¹⁰

Culture is the language, customs, ideas, beliefs, traditions and attitudes shared by a group of people and passed down over generations both by language and symbolic media but also by experience. ¹³

Cyberbullying is the intentional and repeated mistreatment of others through the use of technology, such as computers, cell phones and other electronic devices. Cyberbullying includes, but is not limited to, sending mean, hurtful or threatening messages or images about another person; posting sensitive, private information about another person for the purpose of hurting or embarrassing the person; and pretending to be someone else in order to make that person look bad and/or to intentionally exclude someone from an online group.¹⁴

Disability is a mental or physical condition that restricts an individual's ability to engage in one or more major life activities (e.g., seeing, hearing, speaking, walking, communicating, sensing, breathing, performing manual tasks, learning, working or caring for oneself).¹⁴

Discrimination is a behavior of unequal treatment of people based on their membership in a group. Discriminating against a person is to treat a person based on prejudice about them.¹³

Diversity Means different or varied. The population of the United States is made up of people belonging to diverse groups characterized by culture, race, ethnicity, nationality, gender, sexual orientation, ability, etc.¹⁴

Equality relies on equally distributed resources and opportunities but does not account for historical and systemic oppression. Equality is about equal opportunity to participate in society.

Equity acknowledges that oppressive institutions and systems created unequal outcomes for historically marginalized communities, and, therefore, seeks to provide a *fair* distribution of resources and opportunities to marginalized communities. Equity aims to ensure individuals can equally participate in society, it is not about equal inputs.^{1,3} In order to achieve equality, equity must exist.

Ethnicity refers to a person's identification with a group based on characteristics such as shared history, ancestry, geographic and language origin, and culture.¹⁴

Explicit bias is the conscious attitudes, stereotypes and overt intentional actions (positive or negative) toward members of a group merely because of their membership in that group.¹⁴

Gatekeeping is practiced by any person who works in institutions. They often function as gatekeepers to ensure that the institution perpetuates itself. Perpetuating the institution can also be done by gatekeeping information, limiting people's access to knowledge. By operating with anti-racist values and networking with those who share those values and maintaining accountability in the community, the gatekeeper becomes an agent of institutional transformation.⁸

Gay refers to a person who is emotionally, physically and/or romantically attracted to some other people of the same gender. Can be used to refer to people of all genders, though it is used most commonly to refer to males. Some women and girls choose not to identify as gay, but as lesbian.

Gender expression refers to how people communicate their gender to oneself and others through appearance, behavior, dress, etc. ¹⁴

Gender identity relates to a person's internal sense of their own gender. Since gender identity is internal, one's gender identity is not necessarily visible to others. ¹⁴

Gender is the socially-defined "rules" and roles for men and women in a society. The attitudes, customs and values associated with gender are socially constructed; however, individuals develop their gender identities in two primary ways: through an innate sense of their own identity and through their life experiences and interactions with others. Dominant western society generally defines gender as a binary system—men and women—but many cultures define gender as more fluid and existing along a continuum. ¹⁴

Gender role is the set of roles and behaviors expected of people based on gender assigned at birth. ¹⁴

Genocide is the act of or intent to deliberately and systematically annihilate an entire religious, racial, national or cultural group. ¹⁴

Hate crime is a criminal act against property, a person or group where the victim is intentionally targeted because of their actual or perceived race, religion, sexual orientation, national origin, disability, gender/gender identity or ethnicity. ¹⁴

Hate is an extreme dislike for something, someone or a group. Hate that is based on an aspect of someone's identity (e.g., race, religion, sex, gender expression or identity, ability, sexual orientation, etc.) can result in interpersonal bias, discrimination, hate incidents, hate crimes and/or involvement in an organized hate group. ¹⁴

Heterosexism is the marginalization and/or oppression of people who are lesbian, gay, bisexual, queer and/or asexual, based on the belief that heterosexuality is the norm. (Often called homophobia to describe a fear of anyone or anything that is perceived to be LGBTQ. Other related terms include anti-LGBTQ bias, cissexism, biphobia and transphobia.) ¹⁴

Heterosexual/straight refers to a person who is emotionally, physically, and/or romantically attracted to some members of another gender. ¹⁴

Identity is the qualities, beliefs, etc. that make a particular person or group different from others. ¹⁴

Identity-based bullying refers to any form of bullying related to the characteristics considered unique to a person's identity, such as their race, religion, sexual orientation or physical appearance. ¹⁴

Ideology is a collection of beliefs, ideas and/or values that are not based on factual evidence and form the basis of economic, sociological or political policy.¹⁴

Implicit bias is the unconscious attitudes and stereotypes and unintentional actions (positive or negative) toward members of a group merely because of their membership in that group.¹⁴

Imposter syndrome is a fear of not being worthy, not belonging or being good enough. It assumes that one's success is not based on skill but rather luck or fraud (this is a way internalized inferiority can show up; it is not a term exclusively reserved for racialized inferiority).

Inclusion is the action or state of including or being included within a group or structure and involves the authentic and empowered participation of people. It promotes a true sense of belonging and shared decision making.⁶

Inequality is an unjust situation or condition when some people have more rights or better opportunities than other people.¹⁴

Inequity Refers to a lack of fairness or justice; unfair and avoidable differences in treatment or experience.¹⁴

Injustice is a situation in which the rights of a person or a group of people are ignored, disrespected or discriminated against.¹⁴

Institutional racism is discriminatory treatment, unfair policies and practices, inequitable opportunities and impacts within organizations and institutions, based on race, that routinely produce racially inequitable outcomes for people of color and advantages for white people. Individuals within institutions take on the power of the institution when they reinforce racial inequities.⁷

Intergroup dialogue is a form of democratic engagement that fosters communication, critical reflection, and collaborative action across social and cultural divides; it involves two or more groups from different social identities.¹²

Internalized inferiority is the acceptance of and acting out of an inferior definition of self, given by the oppressor. For people of color it occurs when they believe and/or act on negative stereotypes about themselves and their group as less capable, not as entitled, or more violent than whites. Internalized racism may be conscious or unconscious. A person of color who is repeatedly pass over for promotion may blame themselves for not working harder, rather than recognizing the possibility that this may be a manifestation of racist attitudes or an insider white network from which they are excluded. It may also take the form of denying one's ethnic or cultural background – not speaking one's native language or not eating ethnic food – in an effort

to conform to white norms. Internalizing these messages lead to manifesting physical illness and can lead to generations of passed on trauma. ¹

Internalized racism develops within all racialized individuals and groups and is learned through the process of socialization. It is behaviors, attitudes, and messages that people have internalized about themselves, about their identity groups and about other groups based on dominant (white) cultural narratives. It shows up in conscious and unconscious ways. For people of color, it can show up as believing and/or acting on negative stereotypes about themselves or their own groups or conforming to white norms, also known as internalized inferiority. For white people it can show up as internalized superiority. ¹

Internalized superiority (or dominance) occurs among white people when they believe and/or act on and accept that they are superior to, more capable, intelligent, or entitled than people of color. It happens when members of the dominant white group take their group's socially advantaged status as normal and deserved, rather than recognizing it is created through racialized systems of inequality. Over many generations, this process of empowerment and access expresses itself as unearned privileges, access to institutional power and invisible advantages based upon race. In the United States, the dominant group is white people. ¹

Interpersonal racism is the expression of racism between individuals, it occurs when individuals interact and their private beliefs affect their interactions. ⁷

Intersectionality is the examination of overlapping and connected social systems that compound oppression for individuals who belong to multiple marginalized social groups based on their race, gender, class, gender identity, religion, sexual orientation, disability, etc. ¹⁴

Intersex is a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male. ¹⁴

Learning disability is a cognitive impairment in comprehension or in using language, spoken or written, that manifests itself in a person's ability to listen, think, speak, read, write, spell, or to do mathematical calculations (e.g., Dyslexia, Dysnomia, Dysgraphia). The term does not include persons who have learning difficulties that are primarily the result of mental retardation, emotional disability, or environmental, cultural or economic disadvantage. ¹⁴

Lesbian refers to a woman who is emotionally, physically and/or romantically attracted to some other women. ¹⁴

LGBTQ is an acronym that groups lesbian, gay, bisexual, transgender and queer/questioning individuals into one group based on their common experience as targets of heterosexism and

transphobia and their common, yet complex, struggle for sexual and gender freedom. This term is generally considered a more inclusive and affirming descriptor than the more limited “gay” or the outdated “homosexual.”¹⁴

Marginalization is the treatment of a person, group or concept as secondary, unimportant, inferior or abnormal compared with those who hold more power in society.¹⁴

Microaggressions are the everyday slights, indignities, put-downs and insults that people of color, women, LGBTQ populations and other marginalized people experience in their day-to-day interactions. Microaggressions can appear to be compliments but often contain a “metacommunication” or hidden insult to the target group. Microaggressions are often outside the level of conscious awareness of the people who say them, which means they can be unintentional. Microaggressions may be communicated verbally and/or nonverbally.¹⁵

Multicultural means many or multiple cultures. The United States is multicultural because its population consists of people from many different cultures.¹⁴

Name calling is the use of language to defame, demean or degrade individuals or groups.¹⁴

Nationality solely refers to a person’s citizenship by origin, birth, or naturalization.¹⁴

Nonverbal communication is aspects of communication, such as gestures and facial expressions, which do not involve speaking but can also include nonverbal aspects of speech (tone and volume of voice, etc.).¹⁴

Online hate is an attack against people or groups based on their actual or perceived race, ethnicity, national origin, religion, gender, gender identity, sexual orientation, (dis)ability, immigration status, etc. that occurs in digital social spaces through the use of technology, such as computers, cell phones and other electronic and digital devices. (Some examples of digital spaces include internet-based platforms such as apps and websites, work/business communication platforms, social networking sites, dating sites, blogs, online games, direct and instant messages and email.)¹⁴

Oppression is a system of mistreatment, exploitation and abuse of a marginalized group(s) for the social, economic or political benefit of a dominant group(s). This happens within a social hierarchy where people are ranked according to status, often based on aspects of social identity.¹⁴

People first acknowledges the personhood of individuals with disabilities before their disability (e.g., “people with disabilities”, “person who uses a wheelchair”, “person with cerebral palsy”, “person has a physical disability”, etc.).¹⁴

Prejudice is negative or hostile attitude toward a person or group, formed without just grounds or sufficient knowledge. Prejudice is an attitude.¹³

Privilege is an invisible package of unearned assets that people receive from society, but about which they are usually unaware, which acts as the opposite of discrimination. Because not suffering from a form of oppression is their reality of “normal” people who have privilege feel that is not because of special circumstances, but are conditions to which they are entitled because of birth or citizenship, or by virtue of being conscientious, and are simply “normal” people of good will. ¹³

Queer is an umbrella term used to refer to lesbian, gay, bisexual and transgender people. Some use as an alternative to “LGBT” in an effort to be more inclusive. Depending on the user, the term has either a derogatory or an affirming connotation, as many within the LGBT community have sought to reclaim the term that was once widely used in a negative way. ¹⁴

Questioning refers to people who are in the process of understanding and exploring their sexual orientation or gender identity. They are often seeking information and support during this stage of their identity development. ¹⁴

Race is a socially constructed system of categorizing humans largely based on observable physical features (phenotypes) such as skin color, hair texture, facial features, and on ancestry, with no scientific basis for or discernible distinction between racial categories. The ideology of race has become embedded in our identities, institutions and culture and is used as a basis for discrimination and domination. ⁴

Racial categories are imposed on people from the outside for the purpose of ranking and hierarchy. ¹

Racial equity is the condition where one’s racial identity has no influence on how one fares in society. ⁴

Racial microaggressions are acts of disregard or subtle insults stemming from, often unconscious, attitudes of white superiority. Microaggressions include the commonplace experiences of people of color being ignored by a sales clerk or followed in a store by security guards, hearing white people argue against affirmative action by saying “the most qualified person should get the job” (as if affirmative action ignores or undermines qualified applicants), or being complimented for speaking “good English.” Microaggressions reflect denigrating hidden messages: “You are not important enough to be noticed”; or “You are a foreigner, not a true American.” ¹

Racism is a complex system of advantage and disadvantage based on the socially constructed category of race that is exercised against a racial group by those in a position of power. Racism is enacted on multiple levels simultaneously institutional, cultural, interpersonal, and individual. Institutional structures, policies, and practices interlock with cultural assumptions about what is right and proper to justify racism. Individuals internalize and enact these assumptions through individual behavior and institutional participation. Woven together, these interactions create and

sustain systemic benefits for whites as a group, and structure discrimination, oppression, dispossession, and exclusion for people from targeted racial groups. ¹

Radicalization is the process where a vulnerable young person or adult changes their perception and beliefs due to exposure of an extremist influence (which may be online, cyberbullying, social media, publication or one to one direct contact) to become more extremist in nature which may result in extremist actions that can lead to violent extremist behavior.

Religion is an organized system of beliefs, observances, rituals and rules used to worship a god or group of gods. ¹⁴

Religious bias is the marginalization and/or oppression of people who belong to one or more religious groups or no religious group based on the belief in a correct or sanctioned faith system. ¹⁴

Scapegoating is blaming an individual or group for something based on that person or group's identity when the person or group is not responsible. Bias, prejudicial thinking and discriminatory acts can lead to scapegoating. ¹⁴

Segregation is the separation or isolation of a race, class or other group by enforced or voluntary restriction of their access to housing, schools, etc. or by other discriminatory means. ¹⁴

Sexism is the marginalization and/or oppression of women, based on the belief in a natural order based on sex that privileges men. ¹⁴

Sexual identity labels include "lesbian," "gay," "bisexual," "bi," "queer," "questioning," "heterosexual," "straight," and others. Sexual identity evolves through a developmental process that varies depending on the individual. Sexual behavior and identity (self-definition) can be chosen. Though some people claim their sexual orientation is also a choice, for others this does not seem to be the case. ¹⁴

Sexual orientation determined by one's emotional, physical and/or romantic attractions. Categories of sexual orientation include, but are not limited to, gay, lesbian (attracted to some members of the same gender), bisexual (attracted to some members of more than one gender) and heterosexual (attracted to some members of another gender). ¹⁴

Social justice is a goal and process that aims to eliminate inequities, abuses of power and institutionalized oppression created by racism, classism and other intersecting oppressive systems of power. It "reconstructs society in accordance with principles of equity, recognition, and inclusion." ¹ The goal is a collective liberation for all people so they can live with dignity, self-determination and equally and fully participate in society and democracy. It relies on inclusive and democratic participation in decision-making, diverse representation, recognition and

celebration of people's diversity, and a fair and equitable distribution of ecologically sustainable social, economic, political, symbolic and educational resources and opportunities.^{2,3}

Social power is the capacity to control, access and/or influence people, institutions and resources.¹⁴

Socioeconomic status is an individual's or family's economic and social position in relation to others, as measured by factors such as income, wealth and occupation.¹⁴

Stereotype is fixed generalization about a group of people in the form of widely-held images, beliefs or assumptions made without regard to individual differences held by a large number of people in a population.¹³

Straight ally is any person outside the LGBTQ community who supports and stands up for the rights of LGBTQ people.¹⁴

Structural racism is a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequality. It is racial bias among institutions and across society. It involves the cumulative and compounding effects of an array of societal factors including the history, culture, ideology and interactions of institutions and policies that systematically privilege white people and disadvantage people of color.⁷

Systemic racism is a combination of systems, institutions and factors that advantage white people and for people of color, cause widespread harm and disadvantages in access and opportunity. One person or even one group of people did not create systemic racism, rather it:¹⁴

1. is grounded in the history of our laws and institutions which were created on a foundation of white supremacy;
2. exists in the institutions and policies that advantage white people and disadvantage people of color; and
3. takes places in interpersonal communication and behavior (e.g., slurs, bullying, offensive language) that maintains and supports systemic inequities and systemic racism

A **target** is someone against whom mistreatment is directed.¹⁴

Teasing is when you laugh at and put someone down in a way that is either friendly and playful or mean and unkind.¹⁴

Transgender is an umbrella term for people whose gender identity differs from the sex they were assigned at birth.¹⁴

Transsexual is an older term for people whose gender identity is different from their assigned sex at birth who seek to transition from male to female or female to male. Many do not prefer this term because it is thought to sound overly clinical. ¹⁴

Violent extremism refers to the activity of individuals or groups conducting acts by any means to express views which justify or glorify terrorist violence. This includes those that encourage others to commit terrorist acts or provoke others into terrorist related activity. It also includes those whom foster hatred which may lead to inter-community tensions and violence within the U.S. Local is domestic.

Weightism is the marginalization and/or oppression of people who are larger than the socially constructed norm for body size. ¹⁴

White supremacy is an ideology that reproduces and rationalizes white advantage in the political, social, and cultural institutions of society. It holds that white people, white culture, and things associated with whiteness are superior to those of other racial groups. It assumes itself as normal and rational that the interests and perceptions of white individuals are central in society. This belief system can be upheld unconsciously or consciously. Relations of white dominance and subordination of others are reenacted daily throughout institutions and social settings in a society where whites overwhelmingly control material resources, and ideas about entitlement are widespread. ¹ Organizations that are led by people of color or have a majority of people of color can also demonstrate characteristics of **white supremacy culture**. Kenneth Jones and Tema Okun identified twelve characteristics of white supremacy culture in organizations: Perfectionism, Sense of Urgency, Defensiveness, Quantity over Quality, Worship of the Written Word, Paternalism, Power Hoarding, Fear of Open Conflict, Individualism, Progress is Bigger/More, Objectivity, and Right to Comfort. ⁴

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Disclaimer: The definitions included are foundational to the work of anti-racism and equity. These are not all inclusive and this is a draft document that is in-progress.