

**Ableist:** discrimination or prejudice against an individual or group with a disability.

**Accessibility:** refers to the degree to which materials, spaces, or experiences are designed to allow for an individual to participate and contribute equitably. Something is considered accessible if it allows for individuals to independently acquire the same information, engage in the same interactions, and enjoy the same services.

**Accommodations:** personalized supports or adjustments that remove specific barriers with the goal of ensuring an individual can meet essential requirements or perform their job duties. Accommodations are determined on a case-by-case basis through an interactive process.

**Ageist:** discrimination or prejudice against an individual or group on the basis of their age.

**American Indian (Native American):** A person having origin in any of the original tribes of North America who maintains cultural identification through tribal affiliation or community recognition.

**Bias:** a form of prejudice that results from our need to quickly classify individuals into categories. Biases, both explicit and implicit, actively influence both judgment and action.

**BIPoC:** An acronym used to refer to Black, Indigenous and People of Color. It is based on the recognition of collective experiences of systemic racism. As with any other identity term, it is up to individuals to use this term as an identifier.

**Bullied:** Being subjected to unwanted offensive and malicious behavior that undermines, patronizes, intimidates, or demeans.

**Classist:** discrimination or prejudice against an individual or group based on social or economic class.

**Colorblind:** the racial ideology that holds everyone should be treated "equally" without respect to societal, economic, historical, racial, or other differences. No differences are seen or acknowledged. Equity is defined as providing the same treatment to all individuals regardless of an individual's intersectional identities.

**Cultural Appropriation:** The non-consensual/misappropriate 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 context of its original culture.

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

**Diversity:** refers to the myriad ways in which an individual differs and the impact these differences may have on the given experience of an individual. It refers to the wide range of intersectional identities including but not limited to: race, ethnicity, class, gender, age, sexual orientation, country of origin, physical or cognitive abilities, marital status, language, religion, education, socioeconomic status, veteran status, size, etc., It also involves different ideas, perspectives and values.

**Equity:** The fair treatment, access, opportunity and advancement for all people, while at the same time actively striving to identify and eliminate barriers that prevent 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, and often systemic conditions is necessary to provide equal opportunities to all individuals

**Ethnic Identity:** A socially constructed category about a group of people based on their shared culture. This can be reflected in language, religion, material culture such as clothing and cuisine, and cultural products such as music and art.

**Ethnocentrism:** discrimination or prejudice against an individual or group's culture based solely by the values and standards of one's own culture. Ethnocentric individuals judge other groups relative to their own ethnic group or culture, especially with concern for language, behavior, customs, and religion.

**Harassment:** Unwelcomed behavior that demeans, threatens, or offends another person or group of people and results in a hostile environment for the targeted person/group.

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

**Inclusion:** The ongoing, iterative, and constructive process of creating an environment in which an individual or group is welcomed, respected, supported and valued as a fully participating member. While diversity is an important aspect of inclusion, diversity alone is not indicative of an inclusive environment. Rather, inclusion is an active and intentional process of reflection, change, and improvement with the goal of ensuring all individuals feel a sense of belonging.

**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.

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

**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.

**People of Color:** a collective term for people of Asian/Pacific islander, African, Latinx and Native American/Indigenous backgrounds as opposed to the collective "White, Non-White".

**Prejudice:** A preconceived judgment or preference, especially one that interferes with impartial judgment and can be rooted in stereotypes, that denies the right of individual members of certain groups to be recognized.

**Privilege:** Exclusive access or access 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 and its elasticity, is one of its characteristics: A zone of possibilities." Reclaimed by younger generations as an identity and less as a slur against LGBTQIA+ individuals.

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

**Racial Identity:** A socially constructed category about a group of people based on generalized physical features such as skin color, hair type, shape of eyes, physique, etc.

**Racism:** the systemic subordination of members of marginalized racial groups who have relatively little social power by members of a dominant racial group. This subordination is supported by the action of individuals, cultural norms and values, and institutional structures and practices of society.

**Sexist:** discrimination or prejudice against an individual or group based on their assigned birth sex.

**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.

**Socioeconomic Status:** The status one holds in society based on one's level of income, wealth, education, and familial background.

**Stereotype:** Blanket beliefs and expectations about members of certain groups that present an oversimplified opinion, prejudiced attitude, or uncritical judgment. They go beyond necessary and useful categorizations and generalizations in that they are typically negative, are based on little information and do not recognize individualism and personal agency.

**Structural Inequity:** 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 inequality is related to racial/ethnic discrimination, it is referred to as systemic or structural racism.

**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. Sometimes is used to refer to systemic racism.

**Tokenism:** performative 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 instead of providing a real opportunity to have this person speak for themselves.

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

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

Xenophobic: Fear of, or hostility directed toward people from other countries.