

Term	Definition	Source	Example
Ally	Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.	OpenSource Leadership Strategies, "The Dynamic System of Power, Privilege and Oppressions." Accessed through www.racialequitytools.org	
Bigotry	Intolerant prejudice that glorifies one's own group and denigrates members of other groups.	National Conference for Community and Justice - St Louis Region, unpublished handout used in the Dismantling Racism Institute program	
Collusion	When people act to perpetuate oppression or prevent others from working to eliminate oppression.	Teaching for Diversity and Social Justice: A Sourcebook. Maurianne Adams, Lee Anne Bell, and Pat Griffin, editors. Routledge, 1997. Accessed through www.racialequitytools.org	Example: Able-bodied people who object to strategies for making buildings accessible because of the expense.
Colonialism	Colonization can be defined as some form of invasion, dispossession and subjugation of a people. The invasion need not be military; it can begin—or continue—as geographical intrusion in the form of agricultural, urban or industrial encroachments. The result of such incursion is the dispossession of vast amounts of lands from the original inhabitants. This is often legalized after the fact. The long-term result of such massive dispossession is institutionalized inequality. The colonizer/colonized relationship is by nature an unequal one that benefits the colonizer at the expense of the colonized.	Colonization and Racism. Film Emma LaRocque, PhD Aboriginal Perspective. Accessed through www.racialequitytools.org	
Critical Race Theory	Critical Race Theory was developed out of legal scholarship. It provides a critical analysis of race and racism from a legal point of view. Since its inception within legal scholarship CRT has spread to many disciplines. CRT has basic tenets that guide its framework. These tenets are interdisciplinary and can be approached from different branches of learning. CRT recognizes that racism is engrained in the fabric and system of the American society. The individual racist need not exist to note that institutional racism is pervasive in the dominant culture. This is the analytical lens that CRT uses in examining existing power structures. CRT identifies that these power structures are based on white privilege and white supremacy, which perpetuates the marginalization of people of color. CRT also rejects the traditions of liberalism and meritocracy. Legal discourse says that the law is neutral and colorblind, however, CRT challenges this legal "truth" by examining liberalism and meritocracy as a vehicle for self-interest, power, and privilege. CRT also recognizes that liberalism and meritocracy are often stories heard from those with wealth, power, and privilege. These stories paint a false picture of meritocracy: everyone who works hard can attain wealth, power, and privilege while ignoring the systemic inequalities that institutional racism provides.	UCLA School of Public Affairs/ Critical Race Studies https://spacrs.wordpress.com/what-is-critical-race-theory/	
Cultural Appropriation	Theft of cultural elements for one's own use, commodification, or profit — including symbols, art, language, customs, etc. — often without understanding, acknowledgement, or respect for its value in the original culture. Results from the assumption of a dominant (i.e. white) culture's right to take other cultural elements.	"Colors of Resistance Archive" Accessed June 28 2013. Accessed through www.racialequitytools.org	

Cultural Racism	Cultural racism refers to representations, messages and stories conveying the idea that behaviors and values associated with white people or "whiteness" are automatically "better" or more "normal" than those associated with other racially defined groups. Cultural racism shows up in advertising, movies, history books, definitions of patriotism, and in policies and laws. Cultural racism is also a powerful force in maintaining systems of internalized supremacy and internalized racism. It does that by influencing collective beliefs about what constitutes appropriate behavior, what is seen as beautiful, and the value placed on various forms of expression.	www.racialequitytools.org website description	All of these cultural norms and values in the U.S. have explicitly or implicitly racialized ideals and assumptions (for example, what "nude" means as a color, which facial features and body types are considered beautiful, which child-rearing practices are considered appropriate.)
Culture	A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors and styles of communication.	Institute for Democratic Renewal and Project Change Anti-Racism Initiative. A Community Builder's Tool Kit. Accessed through www.racialequitytools.org	
Diaspora	Diaspora is the voluntary or forcible movement of peoples from their homelands into new regions...a common element in all forms of diaspora; these are people who live outside their native lands and recognize that their traditional homelands are reflected deeply in the languages they speak, religions they adopt, and the cultures they produce.	Modified from "The Culture of Diasporas in the Postcolonial Web" Leong Yew. Accessed through www.racialequitytools.org	
Discrimination	The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories.	Institute for Democratic Renewal and Project Change Anti-Racism Initiative. A Community Builder's Toolkit.	
Diversity	Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued.	UC Berkeley Center for Equity, Inclusion and Diversity, Glossary of Terms.	Examples include not only race, ethnicity, and gender — the groups that most often come to mind when the term "diversity" is used - but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.
Ethnicity	A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history and ancestral geographical base.	Teaching for Diversity and Social Justice: A Sourcebook. Maurianne Adams, Lee Anne Bell, and Pat Griffin, editors. Routledge, 1997. Accessed through www.racialequitytools.org	Examples of different ethnic groups are: Cape Verdean, Haitian, African American (Black); Chinese, Korean, Vietnamese (Asian); Cherokee, Mohawk, Navaho (Native American); Cuban, Mexican, Puerto Rican (Latino); Polish, Irish, and Swedish (White).

Health Disparity	a particular type of health difference that is closely linked with social, economic, and/or environmental disadvantage. Health disparities adversely affect groups of people who have systematically experienced greater obstacles to health based on their racial or ethnic group; religion; socioeconomic status; gender; age; mental health; cognitive, sensory, or physical disability; sexual orientation or gender identity; geographic location; or other characteristics historically linked to discrimination or exclusion.	Healthy People 2020	Not all health disparities are unjust or inequitable. Example: the difference in the mortality rate between genders where females live longer than males. In this case, a longer life for males is simply unattainable and it is unfortunate but not unjust, (http://www.bridgingthehealthgap.com/uploads/louisville_w hat_is_health_equity.pdf)
Health Equity	Health equity means that all people, regardless of race, ethnicity, socio-economic status, sex or age, have equal opportunity to develop and maintain health through equal access to resources	2016 Greater Worcester Community Health Improvement Plan	
Health Inequity	Avoidable inequalities in health between groups of people. Social and economic conditions and their effects on people's lives determine their risk of illness and the actions taken to prevent them becoming ill or treat illness when it occurs.	Modified from the World health Organization, 2017 (http://www.who.int/social_determinants/thecommission/finalreport/key_concepts/en/)	Examples: obesity rates between lower and upper income families. This is a health inequity where the health difference may be attributed to: (1) the state of lower income neighborhoods where they lack physical amenities conducive to exercise or (2) the lack of grocery store outlets that provide healthy, affordable, and accessible foods. Where obesity in the lower income families is attributable to a household income that does not provide discretionary funds to join a health club there is a health inequity. http://www.bridgingthehealthgap.com/uploads/louisville_w hat_is_health_equity.pdf

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.

State of Science Implicit Bias Review 2013 - Cheryl Staats, Kirwan Institute, Ohio State University.

Many studies have indicated that implicit biases affect individuals' attitudes and actions thus creating real-world implications, even though individuals may not be aware that those biases exist within themselves. Notably, implicit biases have been shown to trump individuals' stated commitment to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess. (The Implicit Association Test is often used to measure implicit biases with regard to race, gender, sexual orientation, age, religion and other topics.

Inclusion

Authentically bringing systematically/historically excluded individuals and/or groups into processes activities, and decision/policy making in a way that shares power.

Modified from Open Source Leadership Strategies **Some Working Definitions**

Individual Racism

Individual racism refers to the beliefs, attitudes, and actions of individuals that support or perpetuate racism. Individual racism can be deliberate, or the individual may act to perpetuate or support racism without knowing that is what they are doing.

Flipping the Script: White Privilege and Community Building. Maggie Potapchuk, Sally Leiderman, Donna Bivens and Barbara Major. 2005. Accessed through www.racialequitytools.org

Examples:

- Telling a racist joke, using a racial epithet, or believing in the inherent superiority of whites over other groups;
- Avoiding people of color whom you do not know personally, but not whites whom you do not know personally (e.g., white people crossing the street to avoid a group of Latino/a young people; locking their doors when they see African American families sitting on their doorsteps in a city neighborhood; or not hiring a person of color because "something doesn't feel right");
- Accepting things as they are (a form of collusion).

<p>Institutional Racism</p>	<p>Institutional racism refers specifically to the ways in which institutional policies 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.</p>	<p>Flipping the Script: White Privilege and Community Building. Maggie Potapchuk, Sally Leiderman, Donna Bivens and Barbara Major. 2005.</p>	<ul style="list-style-type: none"> • Government policies that explicitly restricted the ability of people to get loans to buy or improve their homes in neighborhoods with high concentrations of African Americans (also known as "red-lining"). • City sanitation department policies that concentrate trash transfer stations and other environmental hazards disproportionately in communities of color.
<p>Internalized Racism</p>	<p>Internalized racism is defined as acceptance by members of the stigmatized races of negative messages about their own abilities and intrinsic worth. It is characterized by their not believing in others who look like them, and not believing in themselves. It involves accepting limitations to one's own full humanity, including one's spectrum of dreams, one's right to self determination, and one's range of allowable self expression.</p>	<p>Camara Phyllis Jones, MD, MPH. PhD Levels of Racism; A Theoretic Framework and a Gardner's Tale http://ajph.aphapublications.org/doi/pdf/10.2105/AJPH.90.8.1212</p>	<p>It manifests as an embracing of "whiteness" (use of hair straighteners and bleaching creams, stratification by skin tone within communities of color, and "the white man's ice is colder" syndrome); self-devaluation (racial slurs as nicknames, rejection of ancestral culture, and fratricide); and resignation, helplessness, and hopelessness (dropping out of school, failing to vote, and engaging in risky health practices).</p>
<p>Interpersonal Racism</p>	<p>Interpersonal racism occurs between individuals. Once we bring our private beliefs into our interaction with others, racism is now in the interpersonal realm.</p>	<p>Tools and Concepts for Strengthening Racial Equity, Presentation to School District U-46 Terry Keleher, Applied Research Center, 2011. Accessed through www.racialequitytools.org</p>	<p>Examples: public expressions of racial prejudice, hate, bias and bigotry between individuals</p>
<p>Intersectionality</p>	<p>An approach largely advanced by women of color, arguing that classifications such as gender, race, class, and others cannot be examined in isolation from one another; they interact and intersect in individuals' lives, in society, in social systems, and are mutually constitutive.</p>	<p>WPC Glossary from 14th Annual White Privilege Conference Handbook. White Privilege Conference, 2013. Accessed through www.racialequitytools.org</p>	

Movement Building	<p>Movement building is the effort of social change agents to engage power holders and the broader society in addressing a systemic problem or injustice while promoting an alternative vision or solution. Movement building requires a range of intersecting approaches through a set of distinct stages over a long-term period of time.</p>	<p>Roots: Building the Power of Communities of Color to Challenge Structural Racism. Akonadi Foundation, 2010. (Definition from the Movement Strategy Center.) Accessed through www.racialequitytools.org</p>	<p>Through movement building, organizers can</p> <ul style="list-style-type: none"> □ Propose solutions to the root causes of social problems; □ Enable people to exercise their collective power; □ Humanize groups that have been denied basic human rights and improve conditions for the groups affected; □ Create structural change by building something larger than a particular organization or campaign; and □ Promote visions and values for society based on fairness, justice and democracy
Multicultural Competency	<p>A process of learning about and becoming allies with people from other cultures, thereby broadening our own understanding and ability to participate in a multicultural process. 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.</p>	<p>Multicultural Competence, Paul Kivel, 2007. Accessed through www.racialequitytools.org</p>	
Oppression	<p>Sytematic, devaluing, undermining, maginalization 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.</p>	<p>WPC glossary from 14th Annual White Privilege Conference Handbook, White Privilege Conference - 2013</p>	
Power	<p>Power is unequally distributed globally and in U.S. society, some individuals or groups wield greater power than others, thereby allowing them greater access and control over resources.</p>	<p>Intergroup Resources, 2012. Accessed through www.racialequitytools.org</p>	<p>Wealth, whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates. Although power is often conceptualized as power over other individuals or groups, other variations are power with (used in the context of building collective strength) and power within (which references an individual's internal strength). Learning to "see" and understand relations of power is vital to organizing for progressive social change.</p>

Prejudice	A pre-judgement or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.	Institute for Democratic Renewal and Project Change Anti-Racism Initiative. <i>A Community Builder's Toolkit</i> .	
Privilege	Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group.	Colors of Resistance Archive, accessed June 28, 2013	(e.g. white privilege, male privilege etc.). Privilege is usually invisible to those who have it because we're taught not to see it, but never the less it puts them at an advantage over those who do not have it.
Race	A political construction created to concentrate power with white people and legitimize dominance over non-white people.	OpenSource Leadership Strategies Some Working Definitions, Accessed through www.racialequitytools.org	
Racial and Ethnic Identity	An individual's awareness and experience of being a member of a racial and ethnic group; the racial and ethnic categories that an individual chooses to describe him or herself based on such factors as biological heritage, physical appearance, cultural affiliation, early socialization, and personal experience.	Teaching for Diversity and Social Justice: A Sourcebook. Maurianne Adams, Lee Anne Bell, and Pat Griffin, editors. Routledge, 1997. Accessed through www.racialequitytools.org	
Racial Equity	Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation.	Center for Assessment and Policy Development	This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.
Racial Healing	To restore to health or soundness; to repair or set right; to restore to spiritual Wholeness.	Racial Equity Resource Guide, W.K. Kellogg Foundation, Michael R. Wenger, 2012. Accessed through www.racialequitytools.org	
Racial Identity Development Theory	Racial Identity Development Theory discusses how people in various racial groups and with multiracial identities form their particular self- concept. It also describes some typical phases in remaking that identity based on learning and awareness of systems of privilege and structural racism, cultural and historical meanings attached to racial categories, and factors operating in the larger socio-historical level (e.g. globalization, technology, immigration, and increasing multiracial population).	New Perspective on Racial Identity Development: Integrating Emerging Frameworks, Charmaine L. Wijeyesinghe and Bailey W. Jackson, editors. NYU Press, 2012. Accessed through www.racialequitytools.org	
Racial Microaggressions	Racial microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults towards people of color. Those who inflict racial microaggressions are often unaware that they have done anything to harm another person.	Sue, D.W., Capodilupo, C., Torino, G, Bucceri, J., Holder, A., Nadal, K., & Equin, M. (2007). Racial Microaggressions in Everyday Life: Implications for Clinical Practice. <i>The American Psychologist</i> , 62 (4) 271-286. Accessed through http://www.div17.org/TAAR/media/topics/microaggressions.php	https://www.buzzfeed.com/hnigatu/racial-microaggressions-you-hear-on-a-daily-basis?utm_term=.kg4pmvmQB3#iqPVv0v2Ri
Racial Reconciliation	Reconciliation involves three ideas. First, it recognizes that racism in America is both systemic and institutionalized, with far-reaching effects on both political engagement and economic opportunities for minorities. Second, reconciliation is engendered by empowering local communities through relationship- building and truth-telling. Lastly, justice is the essential component of the conciliatory process—justice that is best termed as restorative rather than retributive, while still maintaining its vital punitive character.	Position Statement on Reconciliation, The William Winters Institute for Racial Reconciliation, 2007. Accessed through www.racialequitytools.org	

<p>Racism</p>	<p>For purposes of this site, we want users to know we are using the term "racism" specifically to refer to individual, cultural, institutional and systemic ways by which differential consequences are created for groups historically or currently defined as white being advantaged, and groups historically or currently defined as non-white (African, Asian, Hispanic, Native American, etc.) as disadvantaged. That idea align with those who define racism as prejudice plus power, a common phrase in the field. Combining the concepts of prejudice and power points out the mechanisms by which racism leads to different consequences for different groups. The relationship and behavior of these interdependent elements has allowed racism to recreate itself generation after generation, such that systems that perpetuate racial inequity no longer need racist actors or to explicitly promote racial differences in opportunities, outcomes and consequences to maintain those differences.</p>	<p>www.racialequitytools.org</p>	
<p>Reparations</p>	<p>States have a legal duty to acknowledge and address widespread or systematic human rights violations, in cases where the state caused the violations or did not seriously try to prevent them. Reparations initiatives seek to address the harms caused by these violations. They can take the form of compensating for the losses suffered, which helps overcome some of the consequences of abuse. They can also be future oriented—providing rehabilitation and a better life to victims—and help to change the underlying causes of abuse. Reparations publicly affirm that victims are rights-holders entitled to redress.</p>	<p>International Center for Transitional Justice. Accessed through www.racialequitytools.org</p>	<p>This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.</p>
<p>Social Determinants of Health</p>	<p>Conditions in the places where people live, learn, work, and play affect a wide range of health risks and outcomes.¹ These conditions are known as social determinants of health (SDOH).</p>	<p>https://www.cdc.gov/socialdeterminants/</p>	<p>Economic Stability, Education, Social and Community Context, Health and Health Care, Neighborhood, and Built Environment. https://www.cdc.gov/socialdeterminants/faqs/index.htm</p>
<p>Structural Racialization</p>	<p>Structural racialization connotes the dynamic process that creates cumulative and durable inequalities based on race. Interactions between individuals are shaped by and reflect underlying and often hidden structures that shape biases and create disparate outcomes even in the absence of racist actors or racist intentions. The presence of structural racialization is evidenced by consistent differences in outcomes in education attainment, family wealth and even life span.</p>	<p>Systems Thinking and Race Workshop Summary, John A. Powell, Connie Cagampang Heller, and Fayza Bundalli. The California Endowment, 2011. www.racialequitytools.org</p>	

Structural Racism

The structural racism lens allows us to see that, as a society, we more or less take for granted a context of white leadership, dominance and privilege. This dominant consensus on race is the frame that shapes our attitudes and judgments about social issues. It has come about as a result of the way that historically accumulated white privilege, national values and contemporary culture have interacted so as to preserve the gaps between white Americans and Americans of color

Racial Justice Action Education Manual. Applied Research Center, 2003.

For example, we can see structural racism in the many institutional, cultural and structural factors that contribute to lower life expectancy for African American and Native American men, compared to white men. These include higher exposure to environmental toxins, dangerous jobs and unhealthy housing stock, higher exposure and more lethal consequences for reacting to violence, stress and racism, lower rates of health care coverage, access and quality of care and systematic refusal by the nation to fix these things.

Flipping the Script: White Privilege and Community Building. Maggie Potapchuk, Sally Leiderman, Donna

Bivens and Barbara Major. 2005.

Structural White Privilege

A system of white domination that creates and maintains belief systems that make current racial advantages and disadvantages seem normal. The system includes powerful incentives for maintaining white privilege and its consequences, and powerful negative consequences for trying to interrupt white privilege or reduce its consequences in meaningful ways.

The system includes internal and external manifestations at the individual, interpersonal, cultural and institutional levels. The accumulated and interrelated advantages and disadvantages of white privilege that are reflected in racial/ethnic inequities in life-expectancy and other health outcomes, income and wealth and other outcomes, in part through different access to opportunities and resources. These differences are maintained in part by denying that these advantages and disadvantages exist at the structural, institutional, cultural, interpersonal and individual levels and by refusing to redress them or eliminate the systems, policies, practices, cultural norms and other behaviors and assumptions that maintain them.

White Privilege

Refers to the unquestioned and unearned set of advantages, entitlements, benefits, and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.

White Privilege and Male Privilege: A Personal Account of Coming to See Correspondences Through Work in Women Studies. Peggy McIntosh. 1988.

White Supremacy

White supremacy is a historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and peoples of color by white peoples and nations of the European continent; for the purpose of maintaining and defending a system of wealth, power and privilege.

Challenging White Supremacy Workshop, Sharon Martinas. Fourth Revision. 1995. Accessed through www.racialequitytools.org