



## **Justice, Equity, and Belonging Collaborative**

### *Glossary of Terms and Acronyms*

#### **A**

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**Ability** – a person’s physical, mental, social, occupational, and emotional capabilities.

**Ableism** – the discrimination or oppression of individuals with disabilities or differences in physical, mental, social, occupational, and/or emotional ability.

**Abuse** – improper usage, treatment, or cruelty of a person or thing, especially regularly or repeatedly.

**Accessibility** – intentional design (or redesign) of environments, processes, services, technology, policies, etc. that increase the ability to access, use, and obtain respective items.

**Accommodation** – the process of adapting or adjusting to someone or something. Reasonable accommodation is an alteration in process or environment to provide equal opportunities to individuals with disabilities.

**Accountability** – the ways in which individuals, organizations, and communities hold themselves to their goals and actions and acknowledge the values and groups to which they serve or are responsible.

**Advocate** – a person who actively works to end intolerance, educate others, and support social justice.

**Advocacy** – actions that aim to support or influence a cause that works to end intolerance, educate others, and support social justice.

**AFAB/FAAB** – acronyms for “Assigned Female at Birth” and “Female Assigned at Birth” which describes a person who was assigned female at birth.

**Affirmative Action** – policies and practices designed to eliminate unlawful discrimination, remedy results to prior discrimination, and prevent future discrimination.

**Ageism** – the discrimination or oppression of individuals based on differences in age.

**Agender** – a person with little or no connection to the traditional gender binary of masculine or feminine; a person who sees themselves as existing without gender.

**Ally** – a person with power and privilege who takes action to support social justice and eliminate oppression; a person who supports a group other than one’s own in terms of race, gender, age, sexual orientation, etc.

**Allyship** – an active and consistent practice of taking action to support social justice and eliminate oppression; a person who actively and consistently supports a group other than one’s own in terms of race, gender, age, sexual orientation, etc.

**AMAB/MAAB** – acronyms for “Assigned Male at Birth” and “Male Assigned at Birth” which describes a person who was assigned male at birth.



**Antiracism** – a belief or doctrine that rejects the supremacy of one racial group over another and promotes racial equity. The policy or practice of opposing racism and promoting racial equity.

**Antiracist** – a person who supports anti-racist policy through actions or expressions of antiracist ideas.

**Antisemitism** – the fear or hatred of Jews, Judaism, or related symbols.

**Asexual** – a person who does not experience sexual attraction or has little interest in sexual activity.

## B

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**Belief** – the feeling of being certain that something is true or exists.

**Belonging** – the sense of connectedness, acceptance, and inclusion for members of a certain group; the centering, valuing, and amplifying of voices, perspectives, and experiences of those who experience more barriers based on their identities.

**Bias** – prejudice in favor of or against one thing, person, or group compared to another; affective feelings towards a person based on their perceived group membership; quick classification of individuals into categories.

**Bias (Explicit/Conscious)** – attitudes or beliefs someone knowingly holds or is conscious of; attitudes or beliefs directly expressed by someone who is aware that their bias exists.

**Bias (Implicit/Unconscious)** – unintentional or automatic negative mental associations an individual holds; attitudes or beliefs indirectly expressed by someone who is not aware their bias exists.

**Bigotry** – an unreasonable or irrational devotion to and expression of negative beliefs and prejudices towards other diverse social groups.

**Binary** – composed of or involving only two things that are often considered opposites (only male or female genders, only gay or straight sexual orientations, etc.).

**BIPOC** – an acronym for “Black, Indigenous, and People of Color” used to center the experiences of Black, Indigenous, and Communities of Color.

**Bisexual** – a term used to describe a person who experiences attraction to some men and women or identifies as experiencing an attraction to people of varying genders.

**Bystander Effect** – a social psychology theory stating that the greater number of people present, the less likely people are to intervene and help a person in distress.

## C

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**Cisgender/Cis** – a person whose assigned sex at birth aligns with their gender identity. Cis is a shortened version of Cisgender and the terms are used interchangeably.

**Cissexism** – the erasure of transgender people and their experiences, and/or expressing hatred and bigotry towards transgender people.



**Class** – an individual’s relative social rank (income, wealth, status, power); a category based on economic status; members of a class are theoretically assumed to possess similar cultural, political, and economic characteristics and principles.

**Classism** – the discrimination or oppression of individuals within a certain socioeconomic class (income, occupation, education, economic status); a system that keeps communities within a set class and prevents social and economic mobility.

**Closeted/In the Closet** – a term used to describe individuals who do not want to or cannot reveal their sexual orientation and/or gender identity.

**Codeswitching** – the conscious and unconscious act of altering one’s communication style or appearance depending on who one is speaking to, what is discussed, and the relationship of power between those involved; the practice of alternating between two or more languages of language in a conversation.

**Colonialism** – the exploitative historical, political, social, and economic system established when one group takes control over a territory. The unequal relationship between the colonizer and the colonized.

**Colonization** – the action or process of settling among and establishing control over the indigenous people of an area.

**Color-Blind** – a term referring to the disregard of racial characteristics; the belief in treating everyone “equally” by treating everyone the same without respect to societal, economic, historical, racial, or other differences which is based in presumptions that differences are bad or problematic and are therefore best ignored.

**Coming Out** – the process by which a person recognizes, accepts, typically appreciates, and often celebrates their sexual orientation, sexuality, or gender identity/expression; the process where individuals reveal their sexual orientation/sexuality or gender identity/expression to society, family, friends, communities, workplaces, etc. Coming out varies across communities and cultures.

**Critical Race Theory** – a framework or set of perspectives, methods, and pedagogy seeking to identify, analyze, and transform the structural and cultural aspects of society that maintain the subordination and marginalization of People of Color.

**Cross-Dresser** – a term for individuals who dress in clothing traditionally or stereotypically associated with a different gender, but who generally have no intent to live full-time as the other gender. This term was previously referred to as “Transvestite,” but this term is considered outdated and derogatory.

**Culture** – a set of learned and shared values, beliefs, habits, languages, patterns of thinking, behaviors, styles of communication, and customs of social groups; a social system of meaning and custom developed by a group of people to assure adaptation and survival.

**Cultural Appropriation** – the non-consensual/misappropriate use of cultural elements for commodification or profit purposes including symbols, art, language, customs, etc. often without



understanding, acknowledgement, or respect of its value in the context of its original culture; the adoption or theft of icons, rituals, aesthetic standards, or behavior from one culture by another.

**Cultural Competence** – the ability to interpret how values and beliefs influence conscious or unconscious behavior; the understanding of how inequity can be and has been perpetuated through socialized behaviors and the knowledge and determined disposition to disrupt inequitable practices.

## D

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**DACA/D.A.C.A.** – an American immigration policy that allows some individuals who were brought to the United States without inspection as children to receive a renewable two-year period of deferred action from deportation and become eligible for a work permit in the U.S.

**Decolonize/Decolonization** – the active and intentional process of undoing colonialism and unlearning values, beliefs, and conceptions that have caused physical, emotional, and mental harm to people through colonization.

**Dehumanization** – the process of depriving a person or group of positive human qualities, personality, or dignity.

**DEI** – an acronym for “Diversity, Equity, & Inclusion.”

**DEIA** – an acronym for “Diversity, Equity, Inclusion, & Accessibility.”

**DEIB** – an acronym for “Diversity, Equity, Inclusion, & Belonging.”

**Demigender** – a person who feels a partial connection to one or more gender identities. Examples of demigender identities include demigirl, demiboy, and demiandrogyne.

**Demisexual** – a person who does not experience sexual attraction to someone until a greater, often emotional bond is formed.

**DIB** – an acronym for “Diversity, Inclusion, & Belonging.”

**Dimensions of Diversity** – the specific traits viewed as distinguishing one person or group from another.

**Disability** – a physical or mental impairment that substantially limits one or more major life activities (caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, working, etc.) including major bodily functions (functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions).

**Discrimination** – the unjust, unequal, and/or prejudicial treatment of members of various groups which favors one group over others based on differences in dimensions of diversity.

**Discrimination (Traditional)** – openly negative treatment of a person based on differences in dimensions of diversity.



**Discrimination (Modern)** – subtle negative treatment of a person based on differences in dimensions of diversity.

**Diversity** – socially, it refers to the wide variety of shared and different personal and group characteristics among human beings. In organizations, it refers to the practice or quality of creating communities comprised of people with different dimensions of diversity.

**Domestic Partner** – either member of an unmarried, cohabiting, straight or same-sex couple that seeks benefits usually available only to spouses.

## E

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**Elitism** – the belief that a select group of people with certain ancestries, intrinsic qualities, high intellects, wealth, special skills, or experience are more likely to be constructive to society, and therefore deserve influence or authority greater than that of others. The advocacy or existence of an elite as a dominating element in a system or society.

**Emotional Tax** – the combination of being on guard to protect against bias, feeling different at work because of dimensions of diversity, and the associated effects on health, well-being, and ability to thrive at work.

**Emotional Labor** – expected and unpaid emotionally taxing work such as soothing, comforting, and easing the way for others in the workplace at the expense of one's own emotions.

**Empowerment** – the power, right, or authority to do something; the state of being empowered to do something.

**Equality** – providing all people within a society or group with the same status in certain respects including civil rights, freedom of speech, property rights, and equal access to social goods and services. As stated by The Avarna Group, "Equity is the approach. Equality is the outcome."

**Equity** – using resources to adapt to a broken or unjust system; fairness in terms of resources, opportunities, and treatment.

**ESL** – an acronym for "English as a Second Language;" a method for teaching English in the United States to non-English speaking people.

**Ethnic Identity** – identify formation in a person's self-categorization in, and psychological attachment to, an ethnic group.

**Ethnicity** – a set of historically derived and institutionalized ideas and practices that allows people to identify or be identified within groupings of people based on presumed (and usually claimed) commonalities (including language, history, nation or region of origin, customs, ways of being, religion, names, physical appearance, and/or genealogy or ancestry); a socially or politically constructed group based on criteria.



## F

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**Female-Bodied** – a person who was assigned female at birth.

**FTM/F2M/F to M/Female to Male** – abbreviations for a person who was assigned female at birth (AFAB) but identifies as male and transitioned to a masculine appearance that is consistent with their gender identity; FTM, F2M, and F to M are acronyms for “Female to Male.”

**Femme** – a person who expresses and/or identifies with femineity.

**Feminism** – the valuing of women and the belief in and advocacy for social, political, and economic equality and liberation for both women and men.

## G

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**Gay** – a term used to describe a person who is emotionally, romantically, and/or physically attracted to people of the same gender.

**Gender** – socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate for boys and men or girls and women; socially constructed categories of masculinity/manhood and femininity/womanhood.

**Gendered** – having a distinct association with being masculine and/or feminine or being a man or woman.

**Genderqueer** – a person who does not follow binary gender norms. They may be non-binary, agender, pangender, genderfluid, or another gender identity.

**Gender Affirming Surgery** – surgical procedures associated with altering the genitals or secondary sex characteristics to be consistent with a person’s gender identity. This term was formerly referred to as a “sex change” which is an outdated and offensive term.

**Gender Bias** – behaviors that show favoritism toward one gender over another. Favoring men/boys over women/girls or favoring women/girls over men/boys.

**Gender Binary** – the idea that there are only two genders (male and female).

**Gender Dysphoria** – the distress that a person experiences when the sex they were assigned at birth does not match their gender identity.

**Gender Expression** – external manifestations of gender expressed through a person’s name, pronouns, clothing, haircut, behavior, voice, and/or body characteristics.

**Gender Fluid** – a person whose gender identity fluctuates between masculine/feminine/other gender expression and/or man-ness/women-ness/other gender identity.



**Gender Identity** – a person’s internal (typically not visible) understanding and perception of their gender; a person’s internal sense of being male, female, or something else. Gender identity and sexual orientation are not the same.

**Gender-Neutral/Gender-Inclusive** – inclusive language to describe relationships (spouse/partner rather than boyfriend/girlfriend/husband/wife), spaces (gender-neutral/inclusive restrooms are for use by all genders), pronouns (they and ze and gender neutral/inclusive pronouns), among other things.

**Gender Non-Conforming** – a person whose gender expression is different from societal expectations related to gender; a person characterized by traits that do not conform to conventional gendered behavior, expression, or roles.

**Gender Roles** – a pattern of appearance, personality, and behavior that, in each culture, is associated with being a boy/man/male or being a girl/woman/female.

**Gender Variant/Non-Binary** – a spectrum of gender identities outside of the gender binary that are not exclusively masculine or exclusively feminine.

**Genocide** – the intentional attempt to completely erase or destroy a group of people through structural oppression or open acts of physical violence.

**Gentrification** – demographic shifts (usually occurring in big cities) in which upper-middle class and/or racially privileged individuals and businesses move into historically working class and poor and/or racially oppressed neighborhoods and communities.

## H

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**Harassment** – unwanted conduct with the purposes or effect of violating the dignity of a person and of creating an intimidating, hostile, degrading, humiliating, or offensive environment based on their dimensions of diversity; the use of comments or actions that can be perceived as offensive, embarrassing, humiliating, demeaning, and unwelcome.

**Hate Crime** – a prejudice-motivated crime based on the dimensions of diversity of the victim.

**He/Him/His** – gender-implied pronouns used to refer to or imply man/boy/male.

**Heteronormativity** – the societal assumption and norm that all people are heterosexual.

**Heterosexism** – the belief or assumption that everyone is, or should be, heterosexual; the idea that being heterosexual is normal, natural, and healthy, and all other people are somehow unnatural, abnormal, and unhealthy.

**Heterosexual** – a term used to describe a person who is emotionally, romantically, and/or physically attracted to a person of the opposite gender. Also referred to as Straight.

**Hispanic** – a person with ancestry from a country whose primary language is Spanish.



**Homophobia (Individual)** – the irrational fear, aversion, or dislike of homosexualities and people who identify as homosexual.

**Homophobia (Social)** – the ingrained structural discrimination against homosexuality and those who identify as homosexual that prevents access to certain resources or opportunities and prevents individuals from feeling safe or able to be socially recognized as homosexual.

**Homosexual** – a term used to describe a person who is emotionally, romantically, and/or physically attracted to a person of the same gender. This term is not preferred as homosexual men prefer the term “Gay” and homosexual women prefer the term “Lesbian.”

**HSI** – an acronym for “Hispanic Serving Institution;” an accredited, degree-granting, public or private nonprofit institution of higher education with 25% or higher total undergraduate Hispanic or Latinx full-time equivalent student enrollment.

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**Immigrant** – a person who moves out of their country of birth, supposedly for permanent residence in a new country.

**Imposter Syndrome** – a person’s feelings of not being as capable or adequate as others.

**Inclusion** – the process of authentically bringing traditionally excluded individuals or groups into processes, activities, and decision/policy making in a way that shares power; the invitation for someone to actively engage as their authentic self in their environment; valuing differences as a source of strength, innovation, and performance.

**Inclusive** – the inclusion of all topics, services, or items expected to be covered; to not exclude any parties or groups involved.

**Indigenous** – a person who shares ancestral relationships and ties to the physical land and resources they currently occupy or from which they were displaced due to historic colonization and conflict; ethnic groups who are the original inhabitants of a given region, in contrast to groups that have settled, occupied, or colonized the area more recently; a term used to describe groups traditionally termed Native Americans (American Indians), Alaska Natives, Native Hawaiians, and First Nations.

**Intent vs. Impact** – our intentions (what individuals want or hope to do) do not always align with what individuals say or do, which can impact how others receive what is said and done. Intent refers to what someone hopes or wants to do, whereas impact refers to the reality of their actions/behaviors. Resulting impacts may not always align with what one intended.

**Intersectionality** – the interconnected nature of social identities and dimensions of diversity that create interdependent systems of privilege and disadvantage; a social construct that recognizes the fluid diversity of identities that a person can hold.



**Intersex** – a person who is biologically between the medically expected definitions of male and female through variations in hormones, chromosomes, internal or external genitalia, or any combination of any or all primary and/or secondary sex characteristics.

**“Isms”** – a social phenomenon and psychological state where prejudice is accompanied by the power to systemically enact it; a way of describing any attitude, action, or structure that oppresses a person or group because of their target group. Examples include race (racism), gender (sexism, misogyny), economic status (classism), age (ageism), body shape or size (sizeism), religion (anti-Semitism, islamophobia), language (linguicism), sexual orientation (heterosexism), and language/immigration status (xenophobia, nativism).

**Islamophobia** – the irrational fear or hatred of Islam, Muslims, Islamic traditions and practices, and those who appear to be Muslim.

## J

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**JEB** – an acronym for “Justice, Equity, & Belonging.”

**JEDI** – an acronym for “Justice, Equity, Diversity, & Inclusion.”

**Justice** – dismantling barriers (racism, classism, sexism, ableism, and other “isms”) and rebuilding the system to make it equitable for everyone. Fairness in terms of the distribution of benefits and burdens in society.

## L

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**Latina/Latino** – a person with ancestry from Latin America. Latina describes women/girls/females with ancestry from Latin America and Latino describes men/boys/males with ancestry from Latin America.

**Latine/Latinx** – a person with ancestry from Latin America. Latine and Latinx are gender-neutral terms for Latino or Latina.

**Lesbian** – an identity term used to describe a female-identified person who is emotionally, romantically, and/or physically attracted to other female-identified people.

**Liberation** – a term used to describe activities connected with removing disadvantages and barriers experienced by particular groups within society.

**LBGT/LGBTQ/LGBTQIAA+** – acronyms used to refer to lesbian, gay, bisexual, transgender, queer, intersex, agender, asexual, and ally.

**Linguicism** – the discrimination or oppression of individuals based on the language(s) they speak.

## M

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**Male-Bodied** – a person who was assigned male at birth.



**Marginalize/Marginalization** – the systematic disempowerment of a person or community by denying access to necessary resources, enforcing prejudice through institutions, and/or not allowing for individuals or communities to have a voice, history, and/or perspectives to be heard; to relegate to an unimportant or powerless position within a society or group.

**Microaffirmation** – small actions that can clear the way for opportunity, gestures of inclusion and caring, and graceful acts of listening; small, subtle gestures to indicate that you have respect for and value another person.

**Microaggression** – verbal, nonverbal, behavioral, and environmental indignities, slights, snubs, insults, or actions (whether intentional or unintentional) which communicate hostile, derogatory, or negative racial, gender, sexual orientation, or religious messages to target persons based solely upon discriminatory belief systems.

**Microinsult** – verbal and nonverbal communications that subtly convey rudeness and insensitivity and demean a person’s racial heritage or identity.

**Microinvalidation** – communications that subtly exclude, negate, or nullify the thoughts, feelings, or experiences of a person of color.

**Misgender** – referring to someone (especially a transgender person) using a word (like a pronoun or form of address), that does not reflect their gender identity.

**Misogyny** – hatred of, aversion to, or prejudice against women including but not limited to sexual discrimination, denigration of women, violence against women, and sexual objectification of women.

**Mobility** – the ability to move through society physically and socioeconomically.

**Monoculturalism** – the policy or process of supporting, advocating, or allowing the expression of a culture of a single social or ethnic group.

**MTF/M2F/M to F/Male to Female** – abbreviations for a person who was assigned male at birth (AMAB) but identifies as female and transitioned to a feminine appearance that is consistent with their gender identity; MTF, M2F, and M to F are acronyms for “Male to Female.”

**Multiracial** – a person who identifies as coming from two or more racial groups; a person whose biological parents come from different racial backgrounds.

## **N**

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**Nativism** – prejudiced thoughts or discriminatory actions that benefit or show preference to individuals born in a territory over those who have migrated into said territory.

**Neopronouns** – a category of new (neo) pronouns that are increasingly used in place of she, he, or they when referring to a person.



**Neurodiversity** – a viewpoint that brain differences are normal, rather than deficits and can have benefits for people with learning and thinking differences; typically used in the context of autism spectrum disorders.

**Non-Binary/Gender Variant** – a spectrum of gender identities outside of the gender binary that are not exclusively masculine or exclusively feminine.

## O

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**Oppression** – the systemic use of institutional power and ideological cultural hegemony, resulting in one group benefiting at the expense of another; to treat with continual cruelty or injustice.

**Oppression (Institutionalized)** – the systematic mistreatment and dehumanization of any individual based solely on their dimensions of diversity with which they identify.

**Oppression (Internalized)** – the process by which individuals adopt oppression internally and personally by coming to believe that the lies, prejudices, and stereotypes about target groups are true.

**Oppressor** – a person or group that treats other persons or groups in a cruel or unjust manner.

**Ostracism** – the exclusion of an individual from a society of group.

## P

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**Pangender** – a person whose gender identity is comprised of all or many gender identities and expressions.

**Pansexual** – a term used to describe a person who is emotionally, romantically, and/or physically attracted to people regardless of their gender identity and biological sex.

**Patriarchy** – a social system and institution in which men have primary power and control in the political, social, economic, legal, and familial spheres; actions and beliefs that prioritize masculinity, favor male-dominated thought, and are centralized on the male narrative or perspective of how the world works and should work.

**People-/Person-First Language** – a way of describing disabilities that involve placing the word person or people before the word disability or the name of a disability, rather than placing the disability first and using it as an objective (i.e., “person with a disability” vs “disabled person,” etc.).

**Performative Allyship** – when an organization, group, or individual of power/majority/privilege (i.e., white, male, able-bodied, unqueer, etc.) loudly professes their actions in the name of “allyship,” while actively conducting harm to, taking focus away from, and generally being unhelpful towards the group they claim to support, often to receive praise and attention without taking critical action to dismantle systems of harm.



**POC/People of Color/Person of Color** – a collective term used for people of Asian, African, Latinx, and Native American backgrounds, as opposed to the collective “white.” POC is an acronym for “People or Person of Color.”

**Positionality** – social identities in relation to power, which influences the way individuals understand the world and their interactions with others. The place where an individual stands in relation to others in society.

**Power** – the ability to control or influence others to believe, behave, or value as those in power desire them to do.

**Power Dynamics** – the ways in which power can affect relationships between two or more people, usually when one side may be (or can) exert more power than the other.

**Prejudice** – an unreasonable opinion, like, dislike, prejudgment, or attitude about a group or its individual members often accompanied by ignorance, fear, or hatred and aimed at marginalized groups.

**Privilege** – benefit, advantage, or favor granted to individuals and communities by unequal social structures and institutions; systemic favoring, enriching, valuing, validating, and including of certain social identities over others.

**Privileged Identity** – groups that hold certain social advantages, benefits, access, or degrees of prestige and respect than an individual has by virtue of belonging to certain social identity groups; a member of an advantaged social group privileged by birth or acquisition.

**Pronoun** – a word that refers to something or someone that is being talked about (i.e., she, it, them, this, etc.). Some people go by multiple sets of pronouns or by certain sets of pronouns among only certain audiences. Individuals cannot always know what pronoun someone uses by looking at them and asking and correctly using someone’s preferred pronouns is a basic way to show respect for their gender identity. If someone shares their pronouns with you, it’s meant to disrupt the culture of making assumptions, and to provide you with the information you need to refer to them appropriately.

**Protected Status** – a characteristic that, in accordance with federal and state law, is protected from discrimination and harassment: age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, or veteran status. Individuals have the right to refuse to answer any questions about any of the above protected statuses.

## Q

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**Queer** – an umbrella identity term that is used to describe any person who transgresses society’s view of gender or sexuality. Queer was used by heterosexuals as an insult and some LGBT individuals find the word offensive and some queer-identified people may be offended if non-queer people use the term.

**Questioning** – an identity term that is used to describe a person who is exploring their sexual orientation or gender identity and is in a state of moratorium in terms of identity formation.



## R

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**Race** – a non-scientifically based social construct used to identify and define individuals as part of a distinct group based on physical characteristics and some cultural and historical commonalities.

**Racial Identity** – an individual’s awareness and experience of being a member of a racial or ethnic group; the racial and ethnic categories that an individual chooses to describe themselves based on such factors as biological heritage, physical appearance, cultural affiliation, early socialization, and personal experience.

**Racial Equity** – the condition achieved when one’s racial identity no longer predicts or determines one’s socioeconomic outcomes. This term may also imply work to address the root causes of inequities including the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

**Racial Profiling** – the use of race or ethnicity as grounds for suspecting someone of having committed an offense.

**Racial Slur** – a word or phrase that refers to members of racial and ethnic groups in a derogatory and harmful manner.

**Racism** – an ideology and institution that reflects the racial worldview in which humans are divided into racial groups and in which races are arranged in a hierarchy where some races are considered innately superior to others. The effect of domination of certain racial groups by other racial groups.

**Racism (Cultural)** – the representations, messages, and stories (including but not limited to advertising, movies, history books, definitions, laws, policies) conveying ideas, behaviors, and values associated with white people or “whiteness” are automatically “better” or more “normal” than those associated with other racially defined groups.

**Racism (Individual)** – the intentional or unintentional beliefs, attitudes, and actions of individuals that support or perpetuate racism.

**Racism (Institutional)** – the ways in which institutional policies and practices create different outcomes for different racial groups (whether specified or not).

**Racism (Internalized)** – the ways in which individuals from targeted racial groups internalize racist beliefs about themselves or members of their racial group.

**Racism (Structural/Systemic)** – a system in which all public policies, institutional practices, cultural representations, and other norms work in various often reinforcing ways to perpetuate racial group inequity. Structural racism is not something that a few people or institutions choose to practice. Instead, it has been a feature of the social, economic, and political systems in which we all exist.

**Racist** – a person who expresses racist ideas or supports racist policy through action or inaction.



**Refugee** – a person that flees a country out of fear for their safety (whether economically, politically, due to natural disasters, persecution, or a well-founded fear of persecution) because of the person’s dimensions of diversity or membership in a particular group or opinion.

## S

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**Screen Reader** – an assistive technology that converts texts, buttons, images, and other screen elements into speech or braille.

**Sex** – biological classification of male or female (based on genetic or physiological features) as opposed to gender which is social in nature; an identity category typically assigned to someone at birth based on their genitalia.

**Sex Assigned at Birth/Sex Assignment** – the initial categorization of an infant as a male or female.

**Sexual Orientation** – a person’s enduring emotional, romantic, and/or physical attraction to another person; a person’s preference in sexual partners. Sexual orientation and gender identity are not the same.

**She/Her/Hers** – gender-implied pronouns used to refer to or imply woman/girl/female.

**Silencing** – the conscious or unconscious processes by which the voices or participation of particular social identities are excluded or inhibited.

**Sizeism** - the discrimination or oppression of individuals based on their perceived (or self-perceived) body size or shape.

**Social/Socioeconomic/Financial Class** – a person’s lived experiences with economic and social systems, their socialization within those systems, the way others perceive them, and their cultural connections to those systems; a person’s experience and/or connection to a socioeconomic identity.

**Social Identity** – a person’s sense of who they are based on their group memberships.

**Socialization** – the process of learning to behave in ways that are acceptable to a society.

**Social Justice** – a broad term connotating practices of allyship and coalition work to promote equality, equity, respect, justice, and the assurance of rights within and between communities and social groups; active engagement in equity and inclusion work that addresses issues of institutional, structural, and environmental inequity, power, and privilege; a form of activism that encompasses a vision of society in which distribution of resources is equitable and all members are physically and psychologically safe and secure.

**Stereotype** – exaggerated beliefs, images, distorted truths, assumptions, generalizations, and standardized mental pictures made about people based on social groups to which they belong, typically influenced by mass media or representations passed on by parents, peers, or other members of society.



**Stigma** – the social phenomenon or process whereby individuals are taken to be different in some way and are rejected by the greater society in which they live based on that difference; labels that associate people with unfavorable or disapproved behavior and characteristics.

**Stigmatization** – the marking, labeling, or spoiling of an identity, which leads to ostracism, marginalization, discrimination, and abuse.

**Straight** – a term used to describe a person who is emotionally, romantically, and/or physically attracted to people of the opposite gender. Also referred to as Heterosexual.

**Structural Inequality** – systemic disadvantages of one social group compared to others rooted and perpetuated through discriminatory practices that are reinforced through institutions, ideologies, representations, policies/laws, and practices; the overarching system of racial bias across institutions and society that sustains inequality.

**Supremacy** – the superiority of one group over other groups through a system of domination and subordination.

## T

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**Target** – the selection of an individual or group as a subject of attention or attack.

**TCU** – an acronym for “Tribal Colleges and Universities” used to describe a category of higher education, minority-serving institutions that maintain, preserve, and restore Native languages and cultural traditions, offer a high-quality college education; provide career and technical education, job training, and other career building programs; and often serve as anchors in some of the country’s poorest and most remote areas.

**They/Them/Theirs** – gender-neutral pronouns used to refer to or imply individuals of an unknown gender, individuals who identify as non-binary, as well as some trans and gender non-conforming individuals.

**Third Gender** – a person whose gender identity is not a man or woman, but some other gender outside of the binary.

**Tokenism** – the hiring or seeking to have representation to appear inclusive while remaining mono-cultural.

**Tolerance** – the acceptance and open-mindedness to different practices, attitudes, and cultures.

**Trans** – an abbreviation used to refer to or imply Transgender individuals.

**Transgender** – an umbrella term for a person whose gender identity, gender expression, or behavior does not conform to that typically associated with the sex to which they were assigned at birth. Not everyone whose appearance or behavior is gender-nonconforming will identify as a transgender person.

**Transman/Trans Man** – a term used to describe a person who was assigned female at birth (AFAB) but identifies and lives as a male.



**Transwoman/Trans Woman** – a term used to describe a person who was assigned male at birth (AMAB) but identifies and lives as a female.

**Transition** – the process transgender people may go through to become comfortable with their gender identity. Transitioning may include social, physical, mental, and emotional components.

**Transmisogyny** – the intersection of transphobia and misogyny defined as the irrational fear, aversion to, and/or discrimination against transgender people, often transwomen in particular.

**Transphobia** – the fear and/or hatred of persons perceived to be transgender.

**Transsexual** – an older term originating from medical and psychological communities. Unlike transgender, transsexual is not an umbrella term and many transgender people do not identify as transsexual and prefer the term transgender. It is still preferred by some people who have permanently changed - or seek to change - their bodies through medical interventions, including but not limited to hormones and/or surgeries. It is best to ask which term a person prefers.

**Transvestite** – an outdated and derogatory term used to describe a person who dresses in a manner that is traditionally or stereotypically associated with a different gender. This term has since been replaced with “Cross Dresser.”

**Two Spirit/Two-Spirit/2Spirit/2S** – a modern, pan-Indian umbrella term used to describe Native individuals who identify as both male and female. In most tribes, two-spirit people occupy a distinct, alternative gender status. 2Spirit and 2S are commonly used abbreviations for Two-Spirit people.

## U

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**Underrepresented** – a subgroup of the population whose representation is disproportionately low relative to their numbers in the general population.

**Underserved** – groups that have limited or no access to resources, support, products, or services.

**Undocumented** – a foreign-born person living in the United States without legal citizenship status.

**Universal Design** – the process of creating products that are usable by people with the widest possible range of abilities, operating within the widest possible range of situations.

## W

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**White** - a collective term used for people of mostly European backgrounds, as opposed to the collective “POC/People of Color/Person of Color.”

**White Fragility** – the state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves in white people including outward displays of anger, fear, and guilt, and behaviors such as argumentation, silence, or exiting the situation.



**White Privilege** – the unquestioned and unearned set of advantages, entitlements, benefits, and choices given to people based solely on the fact that they are white; an exemption of social, political, and/or economic burdens placed on non-white people.

**White Supremacy** – a historically based, institutionally-perpetuated system of exploitation and oppression of continents, nations, and people of color by white people and nations of the European continent for the purposes of maintaining and defending a system of wealth, power, and privilege.

## X

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**Xenophobia** – a culturally-based fear of outsiders, often associated with the hostile reception given to those who immigrate into societies and communities.

**Xe/Xem/Xyr** – gender-neutral pronouns.

## Z

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**Ze/Hir/Hirs** – gender-implied pronouns used to refer to a person who could be a man, women, both, neither, or something else entirely.

**Zi/Zir/Zirs** – gender-implied pronouns used to refer to a person who could be a man, women, both, neither, or something else entirely.

## Sources

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