# Division *of*

DIVERSITY, EQUITY, *and* INCLUSION

**Diversity, Equity, and Inclusion Glossary**

Welcome to our Diversity, Equity, and Inclusion Glossary page. This glossary is not intended to be an exhaustive list of every word and term used in conversations about diversity, equity, and inclusion. Because of the way language and understanding changes, especially around these concepts, many of these words and terms will continue to evolve. These definitions were compiled and adapted from existing resources provided by the National Conference for Community and Justice, Oregon State University, Arizona State University – Intergroup Relations Center, the Ohio State University, Texas A&M University, and The National Center for Transgender Equality. The glossary of terms and their basic definitions are a resource for the campus and community. To make a submission or revision to the glossary, please email Allison Hyde at ddei@una.edu. Thank you for helping keep this resource current and relevant.

**A**

**Able-bodied:** A person who does not have a disability. The term implies that all people with disabilities lack “able bodies” or the ability to use their bodies well.

**Ableism:** Prejudiced thoughts and discriminatory actions based on differences in physical, mental, and/or emotional ability; usually that of able‐bodied/minded persons against people with illness, disabilities, or less developed skills/ talents.

**Access:** Creating the necessary conditions so that individuals and organizations desiring to, and who are eligible to, use services, facilities, programs and employment opportunities.

**Accessibility:** The extent to which a facility is readily approachable and usable by individuals with disabilities, such as classrooms, residence halls, offices, and public areas.

**Acculturation:** The general phenomenon of persons learning the nuances of or being initiated into a culture. It may also carry a negative connotation when referring to the attempt by dominant cultural groups to acculturate members of other cultural groups into the dominant culture in an assimilation fashion.

**Achievement Gap:** The achievement gap is commonly used shorthand for the racial achievement gap and refers to the widespread disparities that exist between African Americans and Latinos and White and many Asian students in such educational outcomes as test scores; retention, completion, and college going-rates; and placement in special education, gifted, and advanced placement courses.

**Active Racism:** Actions with a stated or explicit goal to maintain a system of racism and the oppression of those in the targeted racial groups. People who participate in active racism advocate the continued subjugation of members of the targeted groups and protection of "the rights" of members of the dominant group. These goals are often supported by a belief in the inferiority of people of color and the superiority of White people, culture, and values.

**ADA:** Acronym for “American Disabilities Act,” federal civil rights legislation dealing with discrimination in employment, public accommodations, transportation, and telecommunications, on the basis of disability.

**Adrogyne/Androgynous/Androgyny:** Someone who reflects an appearance that is both masculine and feminine, or who appears to be neither or both a boy and a girl, whether intentionally or unintentionally; a person whose identity is between the two traditional genders; or a person who rejects gender roles entirely.

**Adultism:** Prejudiced thoughts and discriminatory actions against young people, in favor of older person(s).

**Adverse Impact:** Impact may be found when a selection process for a particular job or group of jobs results in the selection of members of any racial, ethnic, or sex group at a lower rate than members of other groups. The enforcement agencies will generally regard a selection rate for any group that is less than four-fifths or eighty percent of the rate for the group with the highest selection rate as constituting evidence of adverse impact.

**Advocate:** Someone who publicly and actively supports a particular cause. Can be related to their or another identity group.

**Affinity Group:** A group of faculty, staff, or students linked by a common purpose, identity, ideology, or interest. Affinity Groups play a vital role in ensuring an inclusive environment where all are valued, included, and empowered to succeed.

**Affirmative Action:** Actions or range of programs intended to overcome the effects of past or present discrimination practices, policies, or other barriers to equal opportunities that have been historically denied to traditionally disadvantaged groups such as people of color and women.

**African American:** An ethnic group in the United States whose ancestors, usually in predominant part, were indigenous to West and sub-Saharan Africa. Many African Americans also have European and/or Native American ancestors. This also refers to Black individuals living in the United States with African ancestry and individuals of African heritage living in the United States having similar experiences, cultural heritage, and ancestry of former slaves.

**Age Discrimination in Employment Act (ADEA):** The 1967 act prohibits employment discrimination against persons 40 years of age or older.

**Ageism:** Prejudiced thoughts and discriminatory actions based on differences in age; usually that of younger persons against older.

**Agender:** A gender identity that involves the lack of feelings associated with man-ness or woman-ness.

**Agnostic:**Someone who neither believes nor disbelieves in the existence of a deity;  the view that human reason is incapable of providing sufficient rational grounds to justify either the belief that a deity exists or the belief that a deity does not exist.

**Alaska Native:** Umbrella term for the indigenous peoples of Alaska, a diverse group consisting of over 200 federally recognized tribes, and speaking 20 indigenous languages. This is a general term; Alaska Native people may prefer to define or identify themselves by their specific tribal affiliation(s). The term “Eskimo” is considered derogatory by some Alaska Native people, and should be avoided.

**Ally:** A person of one identity group (e.g., heterosexual, cisgender) who stands up in support of members of another group (e.g., lesbians, transgender people); typically, a member of a dominant group allying for a member or members of a targeted group (e.g., a male arguing for equal pay for women).

**American:** A native or inhabitant of any of the countries of North, South, or Central America. Widely used to denote a native or citizen of the United States.

**Anglo or Anglo-Saxton:** Of or related to the descendants of Germanic peoples (Angles, Saxons, and Jutes) who reigned in Britain until the Norman conquest in 1066. Often refers to White English-speaking persons of European descent in England or North America, not of Hispanic or French origin.

**Anti-bias:** An active commitment to challenging prejudice, stereotyping, and all forms of discrimination.

**Anti-racism:** A person who identifies and challenges the values, structures and behaviors that perpetuate systemic racism.

**Anti‐Semitism:** Systematic discrimination, denigration, or oppression of Jews, Judaism, and the cultural, intellectual, and religious heritage of the Jewish people.

**Arab American:** Refers to immigrants (and their descendants) from the Arabic-speaking countries of the Middle East and North Africa including the members of the Arab League ranging from Morocco in the west to Iraq in the east (this includes Algeria, Bahrain, Comoros, Djibouti, Egypt, Iraq, Jordan, Kuwait, Lebanon, Libya, Mauritania, Morocco, Oman, Palestine, Qatar, Saudi Arabia, Somalia, Sudan, Syria, Tunisia, United Arab Emirates, Yemen). Despite the diversity among these countries, they share a common historical experience, linguistic and cultural background, and political tradition that make them a distinct ethnic group.

**Aromantic:** Experiencing little or no romantic attraction to other people. Aromanticism exists on a continuum.

**Asian American:** Refers to individuals living in the United States with Asian ancestry. The U.S. Census Bureau defines “Asian” as “people having origins in any of the original peoples of Asia or the Indian subcontinent. It includes people who indicated their race or races as ‘Asian,’ ‘Indian,’ ‘Chinese,’ ‘Filipino,’ ‘Korean,’ ‘Japanese,’ ‘Vietnamese,’ or ‘Other Asian.’ Asian Americans are approximately 3.6 percent of the total U.S. population, and 4.2% including persons of mixed race.

**AsianCrit Theory:** An analytical framework, based in Critical Race Theory, used for examining and understanding the ways in which racism affects the lives of Asian Americans in the United States.

**Asexual:** Refers to a person who is not sexually active, or not sexually attracted to other people. Sometimes referred to as “Ace”.

**Assimilation:** A process by which outsiders (persons who are others by virtue of cultural heritage, gender, age, religious background, and so forth) are brought into, or made to take on the existing identity of the group into which they are being assimilated. The term has had a negative connotation in recent educational literature, imposing coercion and a failure to recognize and value diversity. It is also understood as a survival technique for individuals or groups.

**Atheist:** Rejection of the belief in the existence of deities.

**Autism:** Also known as autism spectrum disorder (ASD). Refers to a broad range of conditions characterized by challenges with social skills, repetitive behaviors, speech and nonverbal communication.

**B**

**Bias:** An inclination or preference, especially one that interferes with impartial judgment. Can be negative or positive (affinity bias).

**Bias Incident:** A discriminatory or hurtful act that appears to be motivated or is perceived by the victim to be motivated all or in part by race, ethnicity, color, religion, age, national origin, sex, disability, gender identity, or sexual orientation. To be considered an incident, the act is not required to be a crime under any federal, state, or local statutes.

**Bicultural:** Of or related to an individual who possesses the languages, values, beliefs, and behaviors of two distinct racial or ethnic groups.

**Bigendered/Dual Gendered:** A person who possesses and expresses a distinctly masculine persona and a distinctly feminine persona. Is comfortable in and enjoys presenting in both gender roles either simultaneously or alternately.

**Bigotry:** An unreasonable or irrational attachment to negative stereotypes and prejudices.

**Binding/Binder:** Binders are used by individuals, typically female-bodied, to give the outward appearance of a flat chest (called “binding”). A binder may be specially designed for this purpose or some other item (e.g., sports bra or Ace bandage).

**Biphobia:** The fear or hatred of persons perceived to be bisexual.

**BIPOC: Used to refer to** Black, Indigenous and People of Color

**Biracial:** A person who identifies coming from two races. A person whose biological parents are of two different races.

**Bisexual:** A romantic, sexual, or/and emotional attraction toward people of all sexes. A person who identifies as bisexual is understood to have attraction to male and female identified persons. It is not restricted to only CIS identifiers.

**Black:** Of or related to persons having ethnic origins in the African continent; persons belonging to the African Diaspora. Some individuals have adopted the term to represent all people around the world who are not of White European descent, although this usage is not common. “Black” is often used interchangeably with “African American” in the United States.

**Brave Space:** Honors and invites full engagement from folks who are vulnerable while also setting the expectation that there could be an oppressive moment that the facilitator and allies have a responsibility to address.

**C**

**Campus Climate:** Refers to the current attitudes, behaviors, and standards of faculty, staff, administrators, and students concerning the level of respect for individual needs, abilities, and potential. This is sometimes used referencing diversity and/or Title IX efforts. The institutional climate can be conceptualized as a product of various elements that include the historical (e.g., the institution’s history of access and exclusion), structural (e.g., institutional characteristics such as size, control, selectivity, and racial composition of the college), perceptual (e.g., the ideology of the institutions and the intent of the institution), and behavioral. Perceptions of the campus climate can vary reflecting the background and actual experiences of student, faculty, staff, and administrators across institutions.

**Categorization:** The natural cognitive process of grouping and labeling people, things, etc. based on their similarities. Categorization becomes problematic when the groupings become oversimplified and rigid (e.g., stereotypes).

**Christian Privilege:** This is the system of advantages bestowed upon Christians in some societies and is based on the presumption that Christian beliefs are the dominant social norm, leading to the exclusion of secular individuals and members of other religions through institutional religious discrimination. **Cisgender:** Not transgender. Refers to the condition of having a gender identity that is consistent with sex assigned at birth (e.g., someone assigned female at birth who identifies as a woman).

**Cisnormativity:** The belief that being cisgender is normal. This belief feeds into a system of oppression that privileges cisgender individuals and denies equality to transgender people.

**Cissexism:** The assumption that all people are cisgender. Because this assumption is so deeply ingrained in our society through socialization, many people say and do things that are cissexist without realizing it or intending to.

**Citizen:** A legally recognized subject or national of a state or commonwealth, either native or naturalized.

**Civil Rights:** Personal liberties that belong to an individual, owing to his or her status as a citizen or resident of a particular country or community.

**Civil Rights Act of 1964:** Prohibits discrimination in programs receiving federal funds. Title VI prohibits discrimination on the basis of race or national origin in federally-financially assisted programs. Title VII prohibits discrimination in employment on the basis of race, color, religion, national origin, or sex (including pregnancy).

**Civil Rights Act of 1991:** Amends the Civil Rights Act of 1964 by adding the protected category of “disability” and provides for appropriate remedies for intentional discrimination and unlawful harassment in the work place. The 1991 Act does not affect court-ordered remedies, affirmative action, or conciliation agreements, which are in accordance with the law.

**Class:** Refers to a relative social rank in terms of income, wealth, status, and/or power. This is a category or division based on economic status where members of a class are theoretically assumed to possess similar cultural, political, and economic characteristics and principles.

**Classism:** Prejudiced thoughts and discriminatory actions based on difference in socio‐economic status, income, or class; usually by upper classes against lower.

**Coalition:** A collection of different people or groups working toward a common goal.

**Code Switching:** The act of altering one's communication style and/or appearance in different situations. Often members of target groups code-switch to minimize the impact of bias from the dominant group.

**Codification: The capture and expression of a complex concept in a simple symbol, sign or prop; for example, symbolizing “community” (equity, connection, unity) with a circle.**

**Collusion:** Willing participation in the discrimination against and/or oppression of one’s own group (e.g., a woman who enforces dominant body ideals through her comments and actions).

**Color Blind:** The belief in treating everyone “equally” by treating everyone the same; based in the presumption that differences are by definition bad or problematic, and therefore best ignored (i.e., “I don’t see race, gender, etc.”). A type of microaggression that negates a person's experience as a member of their race.

**Colonization:** The action or process of settling among and establishing control over the indigenous people of an area. The action of appropriating a place or domain for one's own use.

**Colorism:** Prejudice or discrimination especially within a racial or ethnic group favoring people with lighter skin over those with darker skin.

**Co-Optation: Various processes by which members of the dominant cultures or groups assimilate members of target groups, reward them, and hold them up as models for other members of the target groups. Tokenism is a form of co-optation.**

**Critical Race Feminism (CRF):** An analytical framework that stems from several legal traditions including Critical Race Theory. CRF is anti-essentialist, arguing for a deeper understanding of the lives of women of color based on the multiplicity of their identities. CRF also emphasizes and integrates the ways in which race and gender function together to structure the lives of women of color.

**Critical Race Theory:** Critical race theory (CRT) is theoretical framework focused on the critical examination of society and culture and the intersections of race, law, and power.

**Cross-dressing:** The act of dressing in clothes typically associated with another gender.

**Culture:** Aspects of a social environment that are used to communicate values such as what is considered good and desirable, right and wrong, normal, different, appropriate, or attractive. The means through which society creates context from which individuals derive meaning and prescriptions for successful living within that culture (language and speech patterns, orientation toward time, standards of beauty, holidays that are celebrated, images of a "normal family," etc.).

**Cultural Appropriation:** The adoption or theft of icons, rituals, aesthetic standards, and behavior from one culture or subculture by another. It is generally applied when the subject culture is a minoritized culture or somehow subordinate in social, political, economic, or military status to the appropriating culture. This “appropriation” often occurs without any real understanding of why the original culture took part in these activities, often converting culturally significant artifacts, practices, and beliefs into “meaningless” pop-culture or giving them a significance that is completely different/less nuanced than they would originally have had.

**Cultural Competence:** Refers to self-awareness of one’s own cultural identity and views about difference, and gaining new knowledge and skills to improve one’s ability to effectively interact with different cultural groups.

**Cultural Humility:** This is an approach to cultural competency trainings that proposes change through a lifelong process of learning, including self-examination and refinement of one’s own awareness, knowledge, behavior, and attitudes on the interplay of power, privilege, and social contexts.

**Cultural Sensitivity:** Basic and obvious respect and appreciation of various cultures that may differ from your own.

**Culturally Responsive Pedagogy:** Culturally responsive pedagogy facilitates and supports the achievement of all students. In a culturally responsive classroom, reflective teaching and learning occur in a culturally supported, learner-centered context, whereby the strengths that students bring to the classroom are identified, nurtured, and utilized to promote student achievement.

**D**

**DACA: Acronym for “Deferred Action for Childhood Arrivals,” 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 Unite States**

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

**Dialogue:** Communication that creates and recreates multiple understandings; it is bidirectional, not zero‐sum and may or may not end in agreement; it can be emotional and uncomfortable, but is safe, respectful and has greater understanding as its goal.

**Diaspora:** A historical dispersion of a group of people deriving from similar origins (e.g., the African Diaspora includes African Americans, Africans, Caribbeans, Afro-Russians, Black Brazilians, Afro-Latinos etc.).

**Disability:** A physical or mental condition that limits movements, senses, or activities.

**Disadvantaged:** A historically oppressed group having less than sufficient financial, political and social resources to meet all of basic needs or a group characterized by disproportionate economic, social, and political disadvantages.

**Discrimination:** Actions, based on conscious or unconscious prejudice, which favor one group over others in the provision of goods, services, or opportunities.

**DisCrit Theory: An intersectional analysis that integrates Disability Studies and Critical Race Theory to explore ableism and racism as interlocking systems of oppression.**

**Disparities: Commonly refers to group differences in educational, health, economic, legal, and other outcomes. Disparities highlight the salience of social group membership in structuring privilege and inequality. Disparities stem from intentional discrimination as well as from unconscious bias.**

**Diversity:** Individual differences (e.g., personality, prior knowledge, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations).

**Doing Gender: The notion that gender emerges not as an individual attribute but as something that is accomplished in interaction with others.**

**Domestic Partner: Either member of an unmarried, cohabiting, straight and same-sex couple that seeks benefits usually available only to spouses.**

**Dominant Culture:** The cultural values, beliefs, and practices that are assumed to be the most common and influential within a given society.

**Drag Queen/King:** A man or woman dressed as the opposite gender, usually for the purpose of performance or entertainment.

**Dysmorphism:** A dysmorphic feature is a difference in body structure. It can be an isolated feature in an otherwise “healthy” individual, or it can be related to a congenital disorder, genetic syndrome, or birth defect.

**E**

**Elitism:** The belief that a select group of individuals with a certain ancestry, intrinsic quality, high intellect, wealth, special skill, or experience are more likely to be constructive to society, and therefore deserve influence or authority greater than that of others.

**Emigrant:** One who leaves his/her country of origin to reside in a foreign country.

**Enculturation:** The gradual acquisition of the characteristics and norms of a culture or group by a person, another culture, etc. Societal norms are learned through socialization.

**Essentialism:** The practice of categorizing a group based on an artificial social construction that imparts an "essence" of that group, which homogenizes the group and denies individuality and difference.

**Ethnicity:** Differs from race in that ethnicity refers to cultural factors, including nationality, regional culture, ancestry, and language.

**Ethnocentrism:** A practice of unconsciously or consciously privileging a certain culture over others. This involves judging other groups by the values of one's own group.

**Equal Employment Opportunity (EEO): The absence of illegal employment discrimination based on race, class, gender, religion, and nationality, as prohibited by a number of legislative acts and enforced by the courts.**

**Equality: A state of affairs in which all people within a specific society or isolated group have the same status in certain respects, including civil rights, freedom of speech, property rights and equal access to certain social goods and services.**

**Equity:** The practice of ensuring that personal or social circumstances, such as protected class or intersecting identities, are not obstacles to achieving one’s potential. Equity is reflected in policies and processes, which acknowledge that we live in a world where not all members are afforded the same resources, treatment, and opportunity, and works to remedy this fact.

**Eurocentrism:** The practice of consciously or unconsciously privileging the culture of Europe over other cultures.

**European American:** An individual living in the United States with European ancestry.

**Executive Order 11246 and 11375:** Issued by President Lyndon Johnson in 1965 requires that , as a condition for receiving federal contracts, employers have to draw up written affirmative action plans, with utilization, analysis, goals, and timetables, for assuring equal opportunity in employment for minorities. In 1967 President Johnson’s Executive Order 11375 amended 11246 to include women.

**Executive Order 11478:** Issued by President Nixon in 1969, forbids discrimination on the basis of race, color, religion, sex, or national origin in federal employment.

**Executive Order 11914:** Signed by President Ford in 1976, requires HEW’s Office of Civil Rights to coordinate government-wide enforcement of Section 504 of the Rehabilitation Act of 1973.

**F**

**Fair Labor Standards Act (FLSA): The U.S. Department of Labor’s basic requirements are payment of minimum wage; overtime pay for time worked over 40 hours in a workweek; and restrictions on the employment of children.**

**Family and Medical Leave Act (FMLA): The FMLA of 1993 is intended to allow employees to balance their work and family life by taking reasonable unpaid leave for medical reasons; for the birth or adoption of a child; the care of a child, spouse, or parent who has a serious health condition; or for the qualifying exigency leave of a child, spouse, or parent in the military.**

**Female-bodied:** A person who was assigned female at birth.

**Feminism:** The advocacy of women’s rights based on the equality of the sexes.

**Femme:** A person who expresses and/or identifies with femininity.

**First Nation People:** Individuals who identify as those who were the first people to live on the Western Hemisphere continent. People also identified as Native Americans.

**Free Speech:** Right, as stated in the 1st and 14th Amendments to the Constitution of the United States, to express information, ideas, and opinions free of government restrictions based on content.

**FTM/F2M/F to M:** Abbreviation 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. Some, but not all FTM's undergo medical procedures (hormones, surgery).

**Fundamental Attribution Error:** A common cognitive action in which one attributes their own success and positive actions to their own innate characteristics and failure to external influences, while attributing others' success to external influences and failure to others’ innate characteristics. This operates on group levels as well, with the in-group giving itself favorable attributions while giving the out-group unfavorable attributions. This serves as a way of maintaining a feeling of superiority (i.e., double standard).

**Fundamentalism:** Refers to a strict view of doctrine based on a literal interpretation of and strict adherence to doctrine, especially as a return to former principles.

**G**

**Gay:** Originally described a man who is sexually attracted to men. Today, the term is also used by others to indicate a non-heterosexual orientation.

**Gender:** Socially constructed binary concepts of masculinity and femininity often referred to as boy and girl, man and woman; the socially appropriate qualities accompanying biological sex. Frequently used interchangeably with “sex”.

**Gender Affirming Surgery:** Surgical procedures associated with altering the genitals or secondary sex characteristics to be consistent with a person’s gender identity. What was formerly referred to as a “sex change” (an outdated and often considered offensive term).

**Gendered:** Having a distinct association with being masculine and/or feminine, man or woman.

**Gender Bending:** Dressing or behaving in such a way as to question the traditional feminine or masculine qualities assigned to articles of clothing, jewelry, mannerisms, activities, etc.

**Gender Binary:** The idea that there are only two genders: man and woman. This idea is challenged by individuals who identify as non-binary (e.g., genderqueer, agender).

**Gender Dysphoria:** The distress that a person experiences when the sex they were assigned at birth (by way of anatomy) does not match their gender identity. A person may experience various degrees of dysphoria with respect to different parts of their anatomy.

**Gender Expression:** Refers to the ways in which we each make visible masculinity or femininity and can be an extension of our gender identity. Each of us expresses a particular gender every day by the way we style our hair, select our clothing, or even the way we stand. Our appearance, speech, behavior, movement, and other factors signal that we feel and wish to be understood as masculine or feminine, or as a man or a woman.

**Gender Fluid:** A gender identity characterized by fluctuation between masculine/feminine/other (gender expression) and/or man-ness/woman-ness/other (gender identity). Some gender fluid people experience shifts on a frequent basis (within a day) while others may go long periods of time.

**Gender Identity: Your internal sense of self and how you relate to your gender(s).** It may or may not correspond with sex assigned at birth or the gender binary.

**Gender Non-Conforming: A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit into a category.**

**Genderqueer:** A person who does not subscribe to conventional gender distinctions, but identifies with neither, both, or a combination of masculine and feminine genders. Someone who identifies as genderqueer may have a non-binary gender identity and use gender-neutral pronouns.

**Gender Pronouns:** The pronouns that a person prefers and reflects their gender identity (e.g., she/her/hers; they/them/theirs; he/him/his). A variety of gender-neutral pronouns exist, most commonly they/them/theirs.

**Gender Roles:** A range of values, attitudes, and behaviors that are considered appropriate for men and women in a given society.

**Genetic Information:** This includes information about an individual’s genetic tests and the genetic tests of an individual’s family members, as well as information about the manifestation of a disease or disorder in an individual’s family members (i.e., family medical history).

**Genocide:** Acts committed with the intent to destroy, in whole or in part, a national, ethnic, racial, or religious group. This includes killing members of the group; causing serious bodily or mental harm to members of the group; deliberately inflicting on the group conditions of life calculated to bring about physical destruction in whole or in part; imposing measure intended to prevent births within the group, and forcibly transferring children of the group to another group.

**Glass Ceiling:** A term that describes the maximum position and salary some claim minorities and women are allowed to reach without any chances of further promotion or advancement within an employment scenario.

**Global Competency:** The knowledge, skills, and abilities that help people from cross-disciplinary domains to understand global events and respond to them effectively. This includes an empathy for people with other cultural identities, an interest in seeking understanding of various civilizations and their histories, and the ability to see potential differences as opportunities for constructive and respectful interactions. This also includes the ability to speak, understand, and think in different languages; the knowledge of world history, geography, and the global aspects of common issues; and an ethical dimension of global competency that includes a commitment to basic equality and the rights of all persons as well as an obligation to uphold those rights.

**H**

**Harassment:** Unwanted conduct with the purpose or effect of violating the dignity of a person and creating an intimidating, hostile, degrading, humiliating or offensive environment based on their race, color, sex, sexual orientation, religion, national origin, disability, and/or age, among other things.

**Hate:** Intense hostility and aversion usually deriving from fear, anger, or sense of injury; extreme dislike or antipathy.

**Hate Crime: A** crime motivated by the actual or perceived race, color, religion, national origin, ethnicity, gender, disability, or sexual orientation of the victim.

**Hate Incident:** Behavior which constitutes an expression of hostility against the person or property of another because of his/her difference. Such incidents include actions motivated by bias, but do not meet the necessary elements required to prove a crime.

**Heterosexism:** The presumption that everyone is, and should be, heterosexual.

**Heterosexual:** A person who is attracted to members of the opposite sex.

**Heterosexual Privilege:** Those benefits and advantages heterosexuals or those perceived to be heterosexual receive in a heterosexist culture.

**Hispanic:** Hispanic origin can be viewed as the heritage, nationality, lineage, or country of birth of the person or the person’s parents or ancestors before arriving in the United States. People who identify as Hispanic, Latino, or Spanish may be any race.

**Homophobia:** The fear or hatred of homosexuality and other non‐heterosexual identities.

**Homosexual:** A person who is attracted to members of the same sex. (Not a preferred term. *See* Gay, Lesbian).

**Horizontal Hostility:** The result of people of targeted groups believing, acting on, or enforcing the dominant system of discrimination and oppression. Horizontal hostility can occur between members of the same group or between members of different targeted groups.

**I**

**Identity:** The distinctive characteristic belonging to any given individual (self-identity) or shared by all members of a particular social category or group (such as national or cultural identity).

**Identity-First Language:** Proponents of identity-first language suggest that disability cannot be separated from personhood, is a diverse cultural experience, and an essential identifier (e.g., “autistic person” or “autistic individual”). The degree to which people use identity-first language is related to their stage of disability identity development, which may be impacted by a number of personal, cultural, economic, family, and disability factors.

**Identity Politics:** A tendency for people of a religion, race, social background, etc. to form exclusive political alliances, moving away from traditional broad-based party politics.

**Immigrant:** Refers to any individual who has ever migrated from their country of birth to their current country of residence, regardless of legal status. The term immigrant is often used interchangeably with the term foreign-born.

**Implicit Bias:** Judgments and behaviors that are generally influenced by stereotypic social portrayals of different social groups or favorable or unfavorable past experiences. While implicit biases can operate consciously, these judgments and behaviors can also exist without intention (i.e., are involuntary and uncontrollable) and conscious awareness and thus may be unconscious. This may also be referred to as unconscious bias.

**In The Closet:** The closet has become a central category for grasping the history and social dynamics of gay life. This concept is intended to capture social patterns of secrecy and sexual self-management that structure the lives of gay people in societies organized around a norm of heterosexuality. The concept of the closet is linked, perhaps inseparable from, the notion of “coming out”. The latter category refers to those who have not accepted their sexuality or who have not disclosed their sexuality to their friends, families, and acquaintances.

**Inclusion:** The result of a successful alignment of diversity and equity. It is an active and ongoing process of intentional engagement with all members of our campus and community to increase respect, knowledge, and empathic understanding; and a commitment to change the power structures and institutional policies and practices that create systematic advantages for some and disadvantages for others.

**Indigenous Peoples:** Individuals who identify as indigenous generally meet or have experienced  several of the following characteristics: 1) self-identification with indigenous peoples at the individual level and accepted by the indigenous community as their member; 2) historical continuity with pre-colonial and/or pre-settler societies; 3) strong link to territories and surrounding natural resources; 3) strong link to distinct social, economic or political systems; 4) distinct language, culture, and beliefs; 5) have been a part of a  non-dominant groups of society; and 6) resolve to maintain and reproduce their ancestral environments and systems as distinctive peoples and communities.

**In‐Group Bias** (favoritism): The tendency for groups to “favor” themselves by rewarding group members economically, socially, psychologically, and emotionally in order to uplift one group over another.

**In-Groups and Out-Groups:** An in-group is a social group to which a person psychologically identifies as being a member. By contrast, an out-group is a social group with which an individual does not identify.

**Institutional Racism:** The network of institutional structures, policies, and practices that create advantages and benefits for Whites and discrimination, oppression, and disadvantage for people from targeted racial groups. The advantages created for Whites are often invisible to them or are considered "rights" available to everyone as opposed to "privileges" awarded to only some individuals and groups.

**Intergroup Conflict:** Tension and conflict that exists between social groups and may be enacted by individual members of these groups.

**Internalized Domination:** When members of the dominant group accept their group's socially superior status as normal and deserved.

**Internalized Oppression:** The result of people of targeted groups believing, acting on, or enforcing the dominant system of beliefs about themselves and members of their own group.

**Internalized Subordination:** When members of the target group has adopted the dominant group's ideology and accept their subordinate status as deserved, natural, and inevitable.

**Intersectionality:** 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. Exposing [one’s] multiple identities can help clarify the ways in which a person can simultaneously experience privilege and oppression. The approach serves as a theoretical framework to study intersections between forms or systems of oppression, domination, or discrimination.

**Intersex:** A person who is biologically intermediate between male and female; a person with both ovarian and testicular tissue; or a person with two ovaries or two testes, but ambiguous external genitalia.

**Intolerance:** Unwillingness or refusal to accept people who are different from you, or views, beliefs, or lifestyles that differ from your own.

**Islamophobia:** Unfounded hostility towards Muslims that leads to a fear or dislike of all or most Muslims

**‐Ism:** Social phenomenon and psychological state where prejudice is accompanied by the power to systemically enact it.

**J**

**K**

**L**

**Latino/a:** Refers to the people who come from or have heritage relating to the territories in the Americas colonized by Latin nations, such as Portugal, Spain, and France, whose languages are derived from Latin and now live in the United Sates. Also refers to a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

**Latinx:** Pronounced “La-TEEN-ex”, is a non-gender specific way of referring to people of Latin American descent. The term Latinx, unlike terms such as Latino/a , does not assume a gender binary.

**LatCrit Theory**: An analytical framework, based in Critical Race Theory, used for examining and understanding the ways in which race and racism affects the lives of Latinx in the United States.

**Lesbian:** A woman who is attracted to other women. Also used as an adjective describing such women.

**LGBT/LGBTQ/LGBTQIA+: Acronym encompassing the diverse groups of lesbians, gay, bisexual, transgender populations and allies and/or lesbian, gay, bisexual, and transgender alliances/associations. The acronym means Lesbian, Gay, Bisexual and Transgender. The addition of a “Q” at the end often means “questioning” or “queer.” One “A” stands for “asexual”, another for “allies”. The “I” means “intersex”.**

**Linguicism:** Refers to discrimination based particularly on language. Language oppression is often tied to discrimination based on race, ethnicity, and/or class.

**Lookism:** Construction of a standard for beauty and attractiveness, and judgements made about people based on how well or poorly they meet the standard.

**M**

**Male-bodied:** A person who was assigned male at birth.

**Marginalized:** Excluded, ignored, or relegated to the outer edge of a group, society, and/or community.

**Medical Transition:** The procedure(s) a transgender person undertakes to transform their body to align more closely with their gender identity. Some individuals undergo surgeries while others only take hormones. The effects of hormones vary by individual and birth sex. Surgeries, if performed, are usually multi-staged and require revision(s). There is typically no single “sex-change operation” that magically transforms an individual. Hormones take many months to masculinize/feminize the body (See Gender Affirming Surgery).

**Metrosexual:** A metropolitan heterosexual man who is meticulous about his grooming and appearance, typically spending a significant amount of money and time shopping to maintain his appearance.

**Microaggressions:** Commonplace, interpersonally communicated, “othering” messages related to a person’s perceived marginalized status.

**Minority Group:** Term used to describe a group that is subordinate to the dominant group in political, financial, or social power without regard to the size of these groups.

**Minoritized Groups: Increasingly used to indicate that groups are not inherently subordinate but that are marginalized as the result of ongoing and systematic practices by the dominant group. This term moves away from describing groups using an adjective (i.e., minority) to using an active verb to describe the process of subordination.**

**Misogyny:** Hatred of women and girls. Misogyny can be manifested in numerous ways, including sexual discrimination, denigration of women, violence against women, and sexual objectification of women.

**Model Minority:** Refers to an ethnic, racial, or religious group whose members achieve a higher degree of success than the population average. This success is typically measured in income, education, and related factors such as low crime rate and high family stability.

**MTF/M2F/M to F:** Abbreviation 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. Some, but not all MTF's undergo medical procedures (hormones, surgery).

**MTM/FTF:** A transgender individual who has medically transitioned and feels their birth sex was never an identity to which they could relate. In other words, a person with a birth sex of female may have lived as female for many years, but never identified as a woman. Instead, she always identified as male and transitioned to become outwardly visible as male. The social identity of female (FTM) to male is an inappropriate description of their experience with gender.

**Multiculturalism:** The practice of acknowledging and respecting the various cultures, religions, races, ethnicities, attitudes and opinions within an environment.

**Multiethnic:** An individual that comes from more than one ethnicity. An individual whose parents are born from more than one ethnicity (*See* Ethnicity).

**Multiplicity:** The quality of having multiple, simultaneous social identities (e.g., being male, Buddhist and wealthy).

**Multiracial:** An individual whose parents are born from more than one race.

**Muslim:** Refers to an adherent of Islam, a monotheistic Abrahamic religion based on the Quran.

**N**

**Naming:** When we articulate a thought that traditionally has not been discussed.

**National Origin:** The political state from which an individual hails; may or may not be the same as that the person's current location or citizenship.

**Nationality:** The state of belonging to a particular country or being a citizen of a particular nation.

**Native American:** A person having origins in any of the original peoples of North American or who maintains cultural identification through tribal affiliation of community recognition.

**Neo-Colonialization:** The survival of the colonial system in spite of formal recognition of political independence in former colonies in Asia, Africa, and the Americas which became victims of indirect and subtle forms of domination by political, economic, social, military, or technical forces, generally disguised as humanitarian help or aid. The mechanisms of neo-colonialism are designed to serve the interest of continued economic and political dependence of former colonies by the former European colonial powers.

**Neo-Liberalism:** A substantial subjugation and marginalization of policies and practices informed by the values of social justice and equity.

**Nepotism:** The practice of showing favoritism to relatives or close friends of other employees over other applicants applying for positions.

**Neurodiversity:** A grassroots civil rights effort spearheaded largely by autistic individuals and focused on improving the lives of autistic individuals. Proponents view autism as a natural form of human diversity, not as inherently disordered.

**Non-Binary:** A person who does not relate to gender in the traditional binary model of male and female. An identity that does not subscribe to the convention that there are only two gender identities.

**Non-Disabled:** A person who does not have a disability.

**Non-Resident Alien:** A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely.

**Non-White:** Used at times to reference all persons or groups outside of the white culture, often in the clear consciousness that white culture should be seen as an alternative to various non-white cultures and not as normative.

**O**

**Oppression:** Results from the use of institutional power and privilege where one person or group benefits at the expense of another. Oppression is the use of power and the effects of domination.
**Out: The sharing of information about a person’s sexual orientation or gender identity.**

**Outing: Inadvertently or intentionally sharing information about another person’s sexual orientation or gender identity without their consent. This act deprives the person of choosing when, how, and whom they want to tell. There are degrees of being “out;” a person may be out to some people or groups and not others, they may only share varying degrees of information about their orientation. Outing someone can have profoundly negative consequences for that person’s safety, life, work life, and future career opportunities.**

**Overprivileged:** Disproportionately privileged compared to others; excessively privileged.

**P**

**Pan-Africanism:** Describes the theory relating to the desire to educate all peoples of the African Diaspora of their common plight and of the connections between them (e.g., a problem faced by one group affects the lives of other groups as well) and a desire to link all African countries across the continent through a common government, language, ideology, or belief.

**Pangender:** Someone whose gender identity is comprised of all or many gender identities and expressions.

**Pansexual:** A term referring to the potential for sexual attractions or romantic love toward people of all gender identities and biological sexes. The concept of pansexuality deliberately rejects the gender binary and derives its origin from the transgender movement.

**Passing:** A transgender person who medically or socially transitions “passes” when they begin to be recognized as their correct gender. For example, a person who was assigned male at birth and transitions to have their outward appearance/body match their gender identity begins passing when other people stop misgendering them as a man. Passing is about how a trans person is perceived in public and is context dependent. *NOTE*:not all trans people have the goal of passing and this is a controversial issue for some people who believe the goal should be acceptance, not meeting socially prescribed standards of gender expression.

 **Passing Privilege:** There is variation in the degree to which medically and/or socially transitioned people are recognized as their correct gender (i.e., passing) and this comes with various context dependent levels of privilege. Often, transwomen have difficulty passing and are thus denied passing privilege because many hormonally masculinized traits are difficult, if not impossible, to reverse without surgical intervention (e.g., hand size, jaw line, hair loss). People who, as a result of transitioning, do not have other people question their gender are considered to have passing privilege.

**Passive racism:** Beliefs, attitudes, and actions that contribute to the maintenance of racism, without openly advocating violence or oppression. The conscious and unconscious maintenance of attitudes, beliefs, and behaviors that support the system of racism, racial prejudice, and racial dominance.

**Patriarchy:** Social system in which men dominate, are regarded as the authority within the family and society, and where power and possessions are passed on from father to son.

**People of Color:** A collective term for men and women of Asian, African, Latin and Native American (non-White) backgrounds as opposed to the collective "White" for those of European ancestry.

**Person-First Language:** Person-fist language emphasizes that people with disabilities are people first and not defined solely by their disability (e.g., person who is visually impaired). Many people with disabilities, particularly younger people, are choosing to use identity-first language such as “autistic” or “disabled.” How a person chooses to self-identify is up to them, and they should not be corrected or scolded if they choose not to use identify-first language.

**PFLAG:** Founded in 1973, PFLAG (formerly Parents and Friends of Lesbians and Gays) is the nation’s largest family and ally organization with over 400 chapters and 200,000 members.

**PGPs:** Abbreviation for “preferred gender pronouns”. Some people have suggested removing “preferred” because it indicates flexibility (which is true for some, but not all, people) and/or the power for the speaker to decide which pronouns to use for someone else. Best practice is to ask for “gender pronouns” or just “pronouns”.

**Polyamory:** The practice of having multiple open, honest love relationships.

**Power (Social Power):** Access to resources that enhance one’s chances of getting what one needs in order to lead a comfortable, productive and safe life.

**Prejudice:** A preconceived judgment about a person or group of people that usually indicates negative bias.

**PrEP:** Abbreviation for pre-exposure prophylaxis. PrEP is a preventative treatment (daily pill) for people who do not have HIV, but who have a substantial risk of getting it. When taken consistently, PrEP has been shown to reduce the risk of HIV infection by up to 92%.

**Privilege:** A right, license, or exemption from duty or liability granted as a special benefit, advantage, or favor. In the context of systematic oppression, privilege is unearned and granted only on the basis of perceived social identity.

**Q**

**QPOC / QTPOC:** Refers to queer people of color and queer and/or trans people of color.

**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, its elasticity, is one of its constituent characteristics: "A zone of possibilities." A term that was used by heterosexuals as an insult that has been reclaimed by *some* members of the LGBTQ community. *Note*: some LGBT individuals find the word offensive and some queer-identified people may be offended if non-queer people use the term.

**Questioning:** A term used to refer to an individual who is uncertain of their sexual orientation or gender identity.

**R**

**Race:** While race is not a scientific concept grounded in biological differences, it is often defined and seen as differences in biological traits such as skin color, hair texture, and other physical attributes. Race is a socially constructed identity that is shaped and maintained by social, political, and economic systems of power that result in racial hierarchies with advantages for members of dominant groups and cumulative disadvantages for others.

**Racism:** Prejudiced thoughts and discriminatory actions based on difference in race/ethnicity; usually by White/European descent groups against persons of color.

**Rainbow Flag:** The Rainbow Freedom Flag was designed in 1978 by Gilbert Baker to designate the great diversity of the LGBTQ community. It has been recognized by the International Flag Makers Association as the official flag of the LGBTQ civil rights movement.

**Religion:** A system of beliefs, usually spiritual in nature, and often in terms of a formal, organized denomination.

**S**

**Safe Space:** Refers to an environment in which everyone feels comfortable in expressing themselves and participating fully, without fear of attack, ridicule, or denial of experience.

**Same Gender Loving:** A term coined by activist Cleo Manago as a description for homosexuals, particularly in the African American community. SGL is an alternative to terms for homosexual identities (e.g., gay and lesbian) that can carry negative connotations to some people.

**Saliency:** The quality of a group identity of which an individual is more conscious of in any given moment and which plays a larger role in that individual's day‐to‐day life; for example, a man's awareness of his "maleness" in an elevator with only women.

**Sapiosexual:** One who find the contents of someone else’s mind to be their most attractive attribute, above physical or other characteristics.

**Serostatus:** The state of either having or not having detectible antibodies against a specific antigen, as measured by a blood test (serologic test). For example, HIV seropositive mean that a person has detectible antibodies to HIV; seronegative means that a person does not have detectible HIV antibodies.

**Scapegoating:** The action of blaming an individual or group for something when, in reality, there is no one person or group responsible for the problem. It targets another person or group as responsible for problems in society because of that person's group identity.

**Sex:** Binary biological classification of male or female (based on genetic or physiological features) as opposed to gender, which is social in nature (frequently used interchangeably with “gender” despite this difference).

**Sexism:** Prejudiced thoughts and discriminatory actions based on difference in sex/gender usually by men against women but can also involve women against other women.

**Sexual Orientation:** Describes patterns of emotional, romantic or sexual attraction.

**Silencing:** The conscious or unconscious processes by which the voice or participation of particular social identities is exclude or inhibited.

**Social Constructionism:** A perception of an individual, group, or idea that is "constructed" through cultural and social practice, but appears to be "natural," or "the way things are." For example, the idea that women "naturally" like to do housework is a social construction because this idea appears "natural" due to its historical repetition, rather than it being "true" in any essential sense.

**Social Identity Development:** The stages or phases that a person's group identity follows as it matures or develops.

**Social Justice:** A broad term for action intended to create genuine equality, fairness, and respect among peoples.

**Social Justice Warrior:** A pejorative term for an individual who promotes socially progressive views, including feminism, civil rights, and multiculturalism.

**Social Oppression:** When one social group, whether knowingly or unconsciously, exploits another group for its own benefit.

**Social Self‐Esteem:** The degree of positive‐negative evaluation an individual holds about themselves in a particular situation in regard to their social identities.

**Social Self‐View:** An individual's perception of which social identity groups they belong.

**Social Transition:** The process of altering how one socially presents their gender. This may involve using different pronouns and minor or significant alterations of gender expression. Social transition may happen before or even without medical transition.

**Socialization:** The process of learning to behave in a way that is acceptable to society.

**SOFFA:** Acronym for significant others, friends, families, and allies of transgender individuals.

**Spanglish:** A colloquial and contested mixture of Spanish and English words, phrases, and grammar.

**Spotlighting:** The practice of inequitably calling attention to particular social groups in language, while leaving others as the invisible, de facto norm. For example: "black male suspect" (versus "male suspect," presumed white); "WNBA" (as opposed to "NBA," presumed male); “female senator” (versus “senator”, presumed male).

**Stealth:** This refers to a person who has socially and/or medically transitioned from their sex assigned at birth and does not disclose their past, presenting only as their true gender. This often involves disassociating from people who know their history.

**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 or misguided information, and are highly generalized.

**Stereotype Threat:** A situational predicament in which a people are or feel themselves to be at risk of confirming a stereotype about their social group.

**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.

**T**

**Third gender:** Someone whose gender identity is not man or woman, but some other gender outside of the binary.

**Tolerance:** Acceptance and open‐mindedness to different practices, attitudes, and cultures. This does not necessarily mean agreement with the differences.

**Trans-Exclusionary Radical Feminism (TERF):** A group of feminists who claim that transwomen are not really women and thus exclude them from female-only spaces. The term “TERF” may be considered offensive by the women who subscribe to this idea.

**Transgender:** An umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth. People under the transgender umbrella may describe themselves using one or more of a wide variety of terms - including *transgender*. *Note*: a person is transgender, *not* transgendered.

**Transition:** The process a transgender person undergoes to present as the gender that is consistent with their gender identity. It may, but not necessarily, involve changes in outward appearance (e.g., clothing, hair style), hormones, and/or surgical interventions. (*See* Medical Transition)

**Transmisogyny:** The intersection of transphobia and misogyny. Defined as the irrational fear of, aversion to, or discrimination against transgender people. Transmisogyny is often directed at transwomen in particular.

**Transphobia:** The fear or hatred of persons perceived to be transgender.

**Tribal Critical Race Theory (TribalCrit):** An analytical framework, based in Critical Race Theory, used for examining and understanding the ways in which race, racism, and colonization affects the lives of indigenous people in the United States.

**Two Spirit:** A Native American term for individuals who identify both as male and female. In western culture these individuals are identified as lesbian, gay, bisexual, or transgender.

**U**

**Underprivileged:** Not having the same standard of living or rights as the majority of people in a society.

**Universal Design:** Refers to the design and composition of an environment so that it can be accessed, understood, and used to the greatest extent possible by all people regardless of their age, size, ability or disability.

**V**

**Veteran Status:** Whether or not an individual has served in a nation's armed forces (or other uniformed service).

**Violence:** Intense, turbulent, or furious and often destructive action or force; vehement feeling or expression; exertion of force so as to injure or abuse.

**W**

**White Denial:** A White person’s denial that racism exists.

**White Privilege:** The concrete benefits of access to resources and social rewards and the power to shape the norms and values of society which Whites receive, unconsciously or consciously, by virtue of their skin color in a racist society. Examples include the ability to be unaware of race, the ability to live and work among people of the same racial group as their own, the security of not being pulled over by the police for being a suspicious person, the expectation that they speak for themselves and not their entire race, the ability to have a job hire or promotion attributed to their skills and background and not affirmative action.

**Whiteness:** An ever changing social category connected to the racial category “white” or the group of people who share a common set of phenotypes (skin color, hair texture, facial features) and can trace their genealogical roots to Europe. Whiteness as a social identity has also been linked to power, privilege, and dominance resulting from a long history of sociopolitical and historical factors that have established white as a hegemonic racial category.

**Worldview:** The perspective through which individuals view the world. It is comprised of their history, experiences, culture, family history, and other influences.

**X - Y - Z**

**Xenophobe:** A person unduly fearful or contemptuous of that which is foreign, especially of strangers or foreign peoples.

**Xenophobia:** Fear and hatred of strangers or foreigners or of anything that seems strange or foreign.

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