



Ableism: Unique form of discrimination experienced by people with disabilities based on their disabilities. Its expression favors people without disabilities and maintains that disability in and of itself is a negative concept, state, and experience. Source: Sue, D. W. (2010). *Microaggressions and marginality: Manifestations, dynamic, and impact*. Hoboken, NJ: Wiley.

Ally: Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways. Source: *OpenSource Leadership Strategies, Inc. "The Dynamic System of Power, Privilege and Oppressions."*

Bias: Prejudice toward one group and its members relative to another group. Source: *Government Alliance on Race & Equity (GARE)*

Color Blindness: Colorblindness is an aspirational strategy to reduce racial prejudice that is not effective in a world of racial inequalities. *Colorblind racial ideology* has been defined in a landmark *American Psychologist* article by Helen A. Neville and colleagues (2013) as consisting of two interrelated domains: *Color-evasion* - denial of racial differences by emphasizing sameness; *Power-evasion* - denial of racism by emphasizing equal opportunities. Colorblind ideology undermines diversity, inclusion, and equity. Source: *Office of Equity and Inclusion at University of Oregon*

Communities of Color: is a term used primarily in the United States to describe communities of people who are not identified as White, emphasizing common experiences of racism. Source: *OEHR*

Cultural Competence: The integration and transformation of knowledge about individuals and groups of people into specific standards, policies, practices, and attitude used in appropriate cultural settings to increase the quality of services; thereby producing better outcomes. Source: *Uniting Communities Toolkit, Western States Center*

Disability/(Dis)ability/Dis/ability: Loss of Function at the level of the whole person, which may include inability to communicate or to perform mobility, activities of daily living, or necessary vocational or avocational activities. Source: *World Health Organization*

- **Disability (ADA):** Having a physical or mental impairment that substantially limits one or more major life activities. This includes people who have a record of such an impairment, even if they do not currently have a disability. It also includes individuals who do not have a disability but are regarded as having a disability. Source: *American with Disabilities Act*

Discrimination: Unequal treatment of a person based on their membership in a group. In contrast to prejudice, discrimination is a behavior. Source: *Hollins and Govan: Diversity, Equity, and Inclusion*

Diversity: includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from one another. Source: *UC Berkeley Center for Equity, Inclusion and Diversity*

GLOSSARY OF EQUITY TERMS



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Dominant Culture: The language, traditions, history and ancestry people have in common. People that share a community culture are “ethnic “groups. All people have culture; it is fluid and dynamic. *Source: Hollins and Govan: Diversity, Equity, and Inclusion*

Ethnicity: A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history and ancestral geographical base. *Source: Teaching for Diversity and Social Justice: A Sourcebook. Maurianne Adams, Lee Anne Bell, and Pat Griffin, editors. Routledge, 1997.*

Equity: Just and fair inclusion into a society in which all, including all racial and ethnic groups, can participate, prosper, and reach their full potential. *Source: PolicyLink*

Gender Expression: An individual’s characteristics and behaviors (such as appearance, dress, mannerisms, speech patterns and social interactions) that may be perceived as masculinity, femininity or other.

Gender Identity: A person’s internal, deeply-felt sense of being male, female, or something other or in-between, regardless of sex they were assigned at birth

Implicit Bias: Biases people are usually unaware of and that operate at the subconscious level. Implicit bias is usually expressed indirectly. *Source: GARE*

Inclusion: the action or state of including or of being included within a group or structure. More than simply diversity and numerical representation, inclusion involves authentic and empowered participation and a true sense of belonging. *Source: Annie E Casey Foundation*

Institutional Racism: Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently. *Source: National League of Cities*

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 individual’s lives, in society, in social systems, and are mutually constitutive. *Source: Hollins and Govan: Diversity, Equity, and Inclusion*

Power: Power is unequally distributed globally and in U.S. society; some individuals or groups wield greater power than others, thereby allowing them greater access to and control over resources. Wealth, Whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates. *Source: Diversity and Social Justice Glossary, UW at Tacoma- Diversity Resource Center*

Prejudice: A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics. *Source: Institute for Democratic Renewal and Project Change Anti-Racism Initiative. A Community Builder's Tool Kit.*

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Privilege: Systemic favoring, enriching, valuing, validating, and including of certain identities over others. Individuals cannot “opt out” of systems of privilege; these systems are inherent to the society in which we live. *Source: Hollins and Govan: Diversity, Equity, and Inclusion*

Pronouns: A pronoun is a word that is used instead of a noun or noun phrase. The most common pronouns are “he”, “she”, and “they”. Some people do not use any pronouns, and are addressed only by their name. Pronouns are useful, natural part of our language that conveys gender identity. For some transgender and gender non-binary people, pronouns are an important part of expressing their identity. Consistently using the wrong pronouns, especially after being corrected, is invalidating. *Source: OEHR*

Race: Socially and politically constructed category that others have assigned on the basis of physical characteristics, such as skin color or hair type. Perceptions of race influence our beliefs, stereotypes, economic opportunities, and everyday experiences. *Source: Hollins and Govan: Diversity, Equity, and Inclusion*

Racial Equity: The condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them. *Source: Center for Assessment and Policy Development*

Racism: Individual, cultural, institutional and systemic ways by which differential consequences are created for groups historically or currently defined as being advantaged, and groups historically or currently defined as disadvantaged or non-White (African, Asian, Hispanic, Native American, etc.). Racism may also be said to be prejudice plus power. The relationship and behavior of these interdependent elements has allowed racism to recreate itself generation after generation, such that systems that perpetuate racial inequity no longer need racist actors or to explicitly promote racial differences in opportunities, outcomes and consequences to maintain those differences. *Source: Diversity and Social Justice Glossary, UW at Tacoma- Diversity Resource Center*

Sexual Orientation: Refers to the attraction to other people (external), while gender identity is a deep seated sense of self (internal). All people have a sexual orientation that is separate from their biological sex, gender identity and gender expression. A person may be attracted to people of the same sex (gay and lesbian, to those who of the opposite sex (straight), to those of both sexes (bisexual, pansexual), or without reference to sex or gender (pansexual). Some people do not experience primary sexual attraction, and may identify as asexual. *Sources: Transgender Inclusion 101, www.yeewonchong.org*

Structural Racism: A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color. *Source: GARE*

Tokenism: Selecting a few people who are not the majority group for participation in order to deflect criticism. *Source: Western State Center, Social Justice Dominoes*

White Privilege: Refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it. *Source: Peggy McIntosh, "White Privilege and Male Privilege: A Personal Account of Coming to See Correspondences Through Work in Women Studies."*