

Key Terms - Definitions

1. **Anti-Racism/Anti-Racist:** The active process of identifying and challenging racism, by changing systems, organizational structures, policies and practices, and attitudes, to redistribute power in an equitable manner. An anti-racist is one supporting antiracist policy through their actions or expressing antiracist ideas. This includes the expression or ideas that racial groups are equals and do not need developing, and supporting policies that reduce racial inequity.
2. **Diversity:** Includes all the ways in which people differ and encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued, including race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values. *It is important to note that many people critique diversity alone as a strategy. For instance, Baltimore Racial Justice Action states: "Diversity is silent on the subject of equity. In an anti-oppression context, therefore, the issue is not diversity, but rather equity. Often when people talk about diversity, they are thinking only of the 'non-dominant' groups."*
3. **Equity:** The just and fair inclusion into a society in which all can participate, prosper, and reach their full potential. *We will have achieved racial equity when race no longer predicts life outcomes*
4. **Implicit Bias:** Biases people are usually unaware of and that operate at the subconscious level. Implicit bias is usually expressed indirectly and often impede a person's expressed commitments to equity, equality, or fairness.
5. **Inclusion:** A state of belonging, when persons of different backgrounds and identities are valued, integrated, and welcomed equitably as decision-makers and collaborators. Inclusion involves people being given the opportunity to grow and feel/know they belong. Diversity efforts alone do not create inclusive environments. Inclusion involves a sense of coming as you are and being accepted, rather than feeling the need to assimilate
6. **Institutional Racism:** Policies or practices that work better for White people than for people of color, often unintentionally or inadvertently.
7. **LGBTQIA+:** An acronym for "lesbian, gay, bisexual, transgender, queer, intersex, and asexual." The plus (+) is inclusive of all other expression of gender identity and sexual orientation.
8. **Microaggression:** Everyday insults, indignities, and demeaning messages sent to historically marginalized groups by well-intentioned members of the majority group who are unaware of the hidden messages being sent.
9. **Organizational Culture:** Underlying values, beliefs and principles that serve as a foundation for the organization's management system, as well as the set of management practices and behaviors that both exemplify and reinforce those principles.
10. **Privilege:** Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.). Privilege is usually invisible to those who have it because we're taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.
11. **Progress & Retrenchment:** This term refers to the pattern in which progress is made through the passage of legislation, court rulings and other formal mechanisms that aim to promote racial

equality. *Brown v. Board of Education* and the Fair Housing Act are two prime examples of such progress. But retrenchment refers to the ways in which this progress is very often challenged, neutralized or undermined. In many cases after a measure is enacted that can be counted as progress, significant backlashes—retrenchment—develop in key public policy areas. Some examples include the gradual erosion of affirmative action programs, practices among real estate professionals that maintain segregated neighborhoods, and failure on the part of local governments to enforce equity oriented policies such as inclusionary zoning laws.

12. **Race:** A social construct that categorizes people based on physical characteristics and ancestry to justify inequitable distribution of resources and power.
13. **Racial Disparity:** An unequal outcome one racial group experiences as compared to the outcome for another racial group.
14. **Racial Equity:** - Racial Equity: Brings about clear, simple, direct remedies for historic and present-day structural and policy barriers producing racial disparities and disparate impacts. It is not merely a value; equity is a systemic shift. Race equity is actualized fairness and justice; and is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.
15. **Structural Racism:** A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color. Building on individual and institutional racism, structural racism serves to legitimize and reinforce processes that advantage White people and maintain the status quo.