

Key Terms Glossary

Below is a list of core concepts and terms that represent language often used in efforts to advance racial and ethnic equity and inclusion.

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.¹

Colonization: Some form of invasion or dispossession of a people. The colonizer/colonized relationship is by nature an unequal one that benefits the colonizer at the expense of the colonized.²

Community-based responsive alternatives: In the context of child welfare and youth justice, this refers to currently available and successful interventions or programming administered by community based organizations to serve youth in the community with a primary function of diverting, preventing, or reducing youth from system contact or further penetration and/or provide additional support and increased access to opportunity.

Cultural Appropriation: Theft of cultural elements for one's own use, commodification, or profit – including symbols, art, language, customs, etc. – often without understanding, acknowledgement, or respect for its value in the original culture. Results from the assumption that a dominant (i.e. white) culture's right to take other cultural elements.³

Culture: A learned set of values, beliefs, customs, norms, and perceptions shared by a group of people that provide a general design for living and a pattern for interpreting life. "Culture is those deep, common, unstated, learned experiences which members of a given culture share, which they communicate without knowing, and which form the backdrop against which all other events are judged." (E. Hall.)

Decolonization: To become self-governing or independent. Requires recognizing Indigenous land, Indigenous peoples and Indigenous sovereignty.⁴

Disparity: A difference in experience, treatment or outcome. Racial disparities are differences in outcomes based on race; one racial group is worse off than another racial group.

Disproportionality: The state of being out of proportion. Either an over or under representation of a given population, often defined by racial and ethnic backgrounds at any given point of a child serving system.

¹ Accessed via <http://www.racialequitytools.org/glossary#ally> PRIMARY SOURCE: OpenSource Leadership Strategies, "The Dynamic System of Power, Privilege and Oppressions." And "Center for Assessment and Policy Development.

² Accessed via <http://www.racialequitytools.org/glossary#colonialism>. PRIMARY SOURCE *Colonization and Racism*. Film, Emma LaRocque, PhD. Aboriginal Perspective

³ Accessed via <http://www.racialequitytools.org/glossary#cultural-appropriation> PRIMARY SOURCE: "Colors of Resistance Archive"

⁴ Accessed via <http://collaboration.tribalinformationexchange.org/glossary/>

Diversity: All the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another.⁵

Equality: Sameness; Everyone receives or has the same things.

Equitable community engagement: Ensures that the *impacted community* is directly involved in the design, operationalization and monitoring of any/all solutions to problems that are impacting said community. An equitable community engagement participatory process or strategy recognizes and values the lived experience and expertise of its community members, thereby sharing power and resources as equal partners

Equitable public/private partnerships: Represents a fair and formal agreement between a public agency (local, state or federal) and a private sector entity – inclusive of impacted community leadership, partner together by sharing their skills and assets in providing services to the general public and/or targeted population.

Equity: Fairness or justice; Everyone receives or has what they need to thrive and reach their full potential.

Ethnicity: A social construct which divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interest, history and ancestral geographical base. ⁶*Examples: Cape Verdean, Haitian, Polish, etc.*

Historical Trauma: The cumulative emotional and psychological wounding of an individual or generation caused by a traumatic experience or event.

Impacted communities: Refers to groups of people with some thread of commonality, who are disproportionately exposed to environmental or social factors that negatively impact that community's well-being directly and/or indirectly.

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.⁷

Internalized Racism: The private racial beliefs held by and within individuals. The way we absorb social messages about race and adopt them as personal beliefs, biases and prejudices are all within the realm of internalized racism. For people of color, **internalized oppression** can involve believing in negative messages about oneself or one's racial group. For white people, **Internalized privilege** can involve feeling a sense of superiority and entitlement, or holding negative beliefs about people of color. ⁸

⁵ Accessed Via <http://www.racialequitytools.org/glossary#diversity> PRIMARY SOURCE: UC Berkeley Center for Equity, Inclusion and Diversity, [Glossary of Terms](#)

⁶ (2017) LGBTQIA Resource Center Glossary. Retrieved from <https://lgbtqia.ucdavis.edu/educated/glossary.html>

⁷ AECF 7 Steps Definition

⁸ AECF 7 Steps Definition

Interpersonal Racism: How our private beliefs about race become public when we interact with others. When we act upon our prejudices or unconscious bias – whether intentionally, visibly, verbally or not – we engage in interpersonal racism. It can be willful and overt, taking the form of bigotry, hate speech or racial violence.⁹

Intersectionality: An approach largely advanced by women of color, arguing that classifications [identities] 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.¹⁰

Institutional Racism: Racial inequity within institutions and systems of power, such as places of employment, government agencies and social services. It can take the form of unfair policies and practices, discriminatory treatment and inequitable opportunities and outcomes.¹¹

Liberation: The act or state of gaining full rights, full social and economic opportunities.

Oppression: Systemic devaluing, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something of value, while others already have access.¹²

Power: The ability to decide who has access to resources; the capacity to direct or influence the behavior of others, oneself and/or the course of events.

Prejudice: A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members.¹³

Privilege (unearned privilege): Systematic advantage that is granted based on race, gender, socioeconomic status, sexual orientation, or other dimensions of diversity, regardless of individuals' personal characteristics or efforts.¹⁴

Race: a socially constructed system of categorizing humans primarily based on observable physical features such as skin color and on ancestry. There is no scientific basis for or discernible distinction between racial categories.¹⁵

Racial Equity: The condition that would be achieved if one's racial identity was no longer a predictor of one's outcomes; that every person would be given what they need to enjoy a full and healthy life.

Racialization: "racism" often is understood as a conscious belief, "racialization" may be a better way to describe a process that does not require intentionality. Racialization connotes a process rather than a static event. It underscores the fluid and dynamic nature of race. According to John

⁹ AECF 7 Steps Definition

¹⁰ Accessed via <http://www.racialequitytools.org/glossary#intersectionality> PRIMARY SOURCE WPC Glossary from 14th Annual White Privilege Conference Handbook, White Privilege Conference 2013.

¹¹ AECF 7 Steps Definition

¹² Accessed via <http://www.racialequitytools.org/glossary#oppression> PRIMARY SOURCE: WPC Glossary from 14th Annual White Privilege Conference Handbook, White Privilege Conference 2013.

¹³ Accessed via <http://www.racialequitytools.org/glossary#prejudice> PRIMARY SOURCE: Institute for Democratic Renewal and Project Change Anti-Racism Initiative. A Community Builder's Tool Kit.

¹⁴ Interaction Institute for Social Change 2011

¹⁵ AECF 7 Steps Definition

powell, '**structural racialization**' is a set of processes that may generate disparities or depress life outcomes without any racist actors."

Structural Racism: Racial bias across institutions and society. It describes the cumulative and compounding effects of an array of factors that systematically privilege white people and disadvantage people of color.¹⁶

Tribal Sovereignty: The authority to self-govern. Treaties, executive orders, and laws have created a contract between tribes and the United States that affirm tribal nations' inherent powers to self-government.¹⁷

Unity: Cohesion, harmony, interconnectedness, integrated or joined.

White Supremacy: A belief that white people are superior to those of all other races, and should therefore dominate society. This is a historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and peoples of color why white peoples and nations of the European continent; for the purpose of maintaining and defending a system of wealth, power and privilege.¹⁸

Additional Resources:

www.RacialEquityTools.org's Glossary found here:

http://www.racialequitytools.org/images/uploads/RET_Glossary913L.pdf

¹⁶ AECF 7 Steps Definition

¹⁷ www.ncai.org/policy-issues/tribal-governance

¹⁸ Accessed via <http://www.racialequitytools.org/glossary#white-supremacy> PRIMARY SOURCE: Challenging White Supremacy Workshop, Sharon Martinas. Fourth Revision. 1995.