

## Vocabulary Resource Sheet

This vocabulary sheet is meant to be a resource and reference for the conversations as we navigate the discussion through this day. This vocabulary resource sheet was collated through a variety of resources, including: the Movement for Black Lives, National Congress of American Indians, First Nations Community Health Source, the Avarna Group, Gender Justice League, Oxfam, Layla Saad, Gender Spectrum & the Tri-College Library Research Guide for Allyship & Anti-Oppression.

**Ableism:** This can refer to either individual or institutional actions and language that disadvantage or disempower people with disabilities, people experiencing disabilities, or disabled people. Ableism includes mental, physical, and emotional disabilities.

**Anti-Blackness:** Anti-blackness is defined as the voiding of Blackness as valuable, while systematically marginalizing Black people and their issues. It can manifest as overt racism. Beneath this anti-black racism is the covert structural and systemic racism which categorically predetermines the socioeconomic status of Blacks in this country. The structure is held in place by anti-Black policies, institutions, and ideologies. Another form of anti-Blackness is the unethical disregard for anti-Black institutions and policies. This disregard is the product of class, race, and/or gender privilege certain individuals experience due to anti-Black institutions and policies. This form of anti-Blackness is protected by the first form of overt racism.

**BIPOC:** Black, Indigenous, People of Color

**Code-switching:** The practice of altering behavior, appearance, and language to fit in to dominant culture. Code-switching happens for many reasons, but in the DEI context, code-switching typically refers to the practice by people with marginalized identities of changing their behavior, appearance, and language to assimilate to the dominant culture and gain access to advantages experienced by people with dominant identities.

**Disability:** A mental, emotional, or physical difference that limits a person in everyday activities. Increasingly, disability is being discussed as a social construct, meaning that the mental, emotional, and physical norms from which we then determine what is different or what is a disability are arbitrary.

**Diversity:** The differences among us based on how we experience systemic advantages or encounter systemic barriers in access to opportunities and resources. There are countless visible and invisible facets of diversity, including race and ethnicity. Furthermore, a person cannot be “diverse” (as in a “diverse candidate”). Diversity is the outcome of inclusion and equity efforts.

**Equity:** An approach based in fairness to ensuring everyone has access to the same opportunities and resources. In practice, it ensures everyone is given equal opportunity to thrive; this means that resources may be divided and shared unequally to make sure that each

person can access an opportunity. Equity is therefore not the same thing as equality. Equity takes into account that people have different access to resources because of systems of oppression and privilege. Equity seeks to balance that disparity.

**Gender:** the socially constructed characteristics of women and men based on biological sex/sex assigned at birth regardless of gender-identity.

**Heteronormativity:** denoting or relating to a world view that promotes heterosexuality as the normal or preferred sexual orientation.

**Historical Trauma:** Historical trauma is the issue that peoples whose ancestors experienced severe disruptions in their lives - including war, violence, forced assimilation, slavery, and deprivation of homelands, cultural integrity, social respect, and political sovereignty - often experience greater risks (e.g. health risks) and systemic challenges in their lives than people whose ancestors did not undergo those experiences and trauma.

**Inclusion:** Celebrating, centering, and amplifying the perspectives, voices, values, and needs of people who experience systemic barriers, mistreatment, or disadvantages based on their identities in order to ensure they feel a sense of belonging. Inclusion is not merely tolerating or accommodating differences; it's about actively valuing and honoring it. Inclusion is also not about surmounting, overcoming, or transcending differences to focus on "our common humanity." Diversity is what we are, and inclusion is what we do.

**Indigenous peoples:** Indigenous peoples, in the context of North America, are the politically and culturally self-determining groups whose sovereignty and right to self-determination in North America began before the establishment of the United States. At a global level, Indigenous peoples, also known as first peoples, aboriginal peoples, native peoples, or autochthonous peoples, are ethnic groups who are descended from and identify with the original inhabitants of a given region, in contrast to groups that have settled, occupied or colonized the area more recently.

**Intersectionality:** A term coined by feminist legal scholar Kimberlé Crenshaw, intersectionality originally was created to account for the ways in which black women experience both racism and sexism. The term has now expanded to account for the ways that an individual can experience multiple forms of oppression based on multiple marginalized identities, which always includes race. A salient quote on intersectionality is Audre Lorde's quote "There is no such thing as a single-issue struggle because we do not live single-issue lives."

**Justice:** Justice involves dismantling systems of oppression and privilege that create systemic disadvantages and barriers to people's ability to access resources and opportunities (e.g., the "isms") or based on which people experience systemic mistreatment. Whereas equity is about reapportioning or redistributing resources so people can access opportunities, justice is about dismantling barriers to those opportunities.

**LGBTQ+:** An umbrella term that encompasses the spectrum of sexual identity and gender identity and expression, which includes lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, pansexual, agender, genderqueer, and many other identities.

**Micro-Aggression:** Subtle, often unconscious everyday behaviors that often unintentionally denigrate someone from a historically marginalized or non-dominant group. They are small, but if experienced chronically, a person can feel, “death by a thousand tiny cuts.”

**Optical Allyship:** The visual illusion of allyship without the actual work of allyship. Also known as performative allyship.

**Patriarchy:** A dominating social and cultural system that gives power and privilege to men that has led to systemic bias and oppression of women and others who do not conform to to constructs of gender. This system also cannot be separated from the system of racial bias and oppression, and provides disparate consequences for people with intersectional identities.

**Privilege:** Having unearned benefits because of an identity you hold. There are various forms of privilege.

**QTBIPOC:** Queer & Trans Black, Indigenous, People of Color

**Tokenism/Tokenization:** When BIPOC are used as props to serve whiteness and white supremacy.

**Tone Policing:** A tactic used by those who have privilege to silence those who don't by focusing on the tone of what is being said, rather than the actual content. Tone policing doesn't only have to be spoken out loud publicly. People of white privilege often tone police BIPOC in their thoughts or behind closed doors.

**Tribal Sovereignty:** Tribal sovereignty is used to express political self-determination and self-government of Indigenous peoples in the U.S. ; Indigenous peoples within the U.S. possess sovereign authority over their people and territory. Tribal sovereignty, the right for tribes to make their own laws and be governed by them, predates the establishment of the Federal government and the U.S. Constitution. Over the years, inherent tribal sovereign powers have been diminished through federal case law, however, the modern definition of tribal sovereignty acknowledges that tribes possess a unique political status different from any other group in the United States. Thus, federal and state governments are required to engage in government-to-government relationships with all federally recognized tribes.

**Two-spirit:** Two-spirit is a contemporary term, adopted at the 3rd International Native Gay and Lesbian Gathering in 1990 in Winnipeg, Canada. Two-spirit refers to the expression of Indigenous peoples of North America and their cultural and traditional understandings of gender roles and identity. Two-spirit is a reclamation by many North American Indigenous peoples of Indigenous identities, languages, and philosophies of gender from offensive and

Western conceptualizations of a gender binary. The term emerged from the *Anishinabe* language, meaning that an individual has both male and female spirits. However, this terminology may mean different things to different Indigenous peoples and communities and may not be applicable to all Indigenous peoples or communities.

**White Allyship:** A white ally acknowledges the limits of her/his/their knowledge about other people's experiences but doesn't use that as a reason not to think and/or act. A white ally does not remain silent but confronts racism as it comes up daily, but also seeks to deconstruct it institutionally and live in a way that challenges systemic oppression, at the risk of experiencing some of that oppression. Being a white ally entails building relationships with both people of color, and also with white people in order to challenge them in their thinking about race. White allies don't have it all figured out, but are committed to non-complacency.

**White Fragility:** A phrase coined by author Dr. Robin DiAngelo, and is defined as "a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves."

**White Privilege:** A phrase coined by Peggy McIntosh in her 1988 paper called *White Privilege And Male Privilege: A Personal Account of Coming to See Correspondences Through Work in Women's Studies* as follows: "I have come to see white privilege as an invisible package of unearned assets that I can count on cashing in each day, but about which I was "meant" to remain oblivious." White privilege has had a continuous evolution of its definition, but broadly means the systemic privileges and unearned advantages by white people through greater access of power and resources than BIPOC.

**White Saviorism:** A colonialist idea that assumes that BIPOC need white people to save them. That without white intervention, instruction and guidance, BIPOC will be left helpless. That without whiteness, BIPOC, who are seen as below and less than white in the white imagination, will not survive.

**White Supremacy:** As argued by Elizabeth "Betita" Martinez, White Supremacy is a historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and people of color by white people, the U.S., and nations of the European continent, for the purposes of maintaining and defending a system of wealth, power and privilege.