



# 2023 DEI Glossary

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#### **Terms by Topic**

**Foundational Terms** 

Allyship Terms

**Bias and Harassment Terms** 

**Disability and Neurodiversity Terms** 

Gender and Sexual Orientation Terms

Public Wellness Terms

Race and Ethnicity Terms

Workplace Terms

#### **Terms Alphabetically**

<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	Ī	<u>]</u>
L	<u>M</u>	<u>N</u>	<u>0</u>	<u>P</u>	Q	<u>R</u>	<u>S</u>	Τ	<u>U</u>
V	W	X	Y						

Foundational Terms		Terms that create the base knowledge for DEI work		
Allyship Terms		Acculturation		
Bias and Harassmer	nt Terms		The process of learning and incorporating the language, values,	
Disability and Neurodiversity Terms			beliefs, and behaviors that make up a distinct culture. This concept is not to be confused with assimilation, where an individual or group may give up certain aspects of their culture in order to adapt to those of the prevailing culture.	
Gender and Sexual Orientation			(The National Multicultural Institute)	
<u>Terms</u>		Assimilation		
Public Wellness Terr	<u>ms</u>		The process by which an individual of a minority group gradually	
Race and Ethnicity	Terms		adopts characteristics of the majority culture, thereby becoming a member of that culture. This can include the adoption of language, culinary tastes, interpersonal communication, gender	
<u>Workplace Terms</u>	N		roles, and style of dress. Assimilation can be voluntary or forced.	
			( <u>NACo</u> )	
<u>B</u>	<u>0</u>	Belonging		
<u>C</u>	P		The feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain	
D	Q		group or place. For people to feel like they belong, the environment (such as the workplace) needs to be a diverse and	
E	<u>R</u>		inclusive place.	
E	<u>S</u>		( <u>SHRM</u> )	
G	I	Brave Space	In the context of brows appears assist institution is the "full and	
H	<u>U</u>		In the context of brave spaces, social justice is the "full and equitable participation of people from all social identity groups in a society that is mutually shaped to meet their needs." Some	
Ī	V		key ideas that promote the most productive brave spaces are "controversy with civility," "owning intentions and impacts,"	
<u>]</u>	W		"challenge by choice," "respect," and "no attacks". ( <u>NC State University</u> )	
L	X	Class	( <u>NC State Oniversity</u> )	
<u>M</u>	Y		Refers to people's socioeconomic status, based on factors such as wealth, occupation, education, income, etc.	
			(University of Washington)	
		Cultural Com	petence	
			The ability of an individual or organization to understand how inequity can be (and has been) perpetuated through socialized behaviors and the use of that knowledge to disrupt inequitable practices; the ability to function effectively and empathetically as an individual and/or as an organization within the context of the cultural beliefs, behaviors, and needs presented by another's culture. (NACo)	

Foundational Terms		Cultural Humility	
		An interpersonal stance that is open to individuals	
Allyship Terms			different cultural communities and experiences in relation to aspects of one's own cultural identity.
Bias and Harassmen			Maintaining cultural humility requires learning and understanding the complexity of identities and how yhey
Disability and Neuroo Terms	<u>diversity</u>		evolve over time.
Gender and Sexual (	Prientation		( <u>NACo</u> )
<u>Terms</u>		Cultural Identity	
Public Wellness Term	<u>15</u>	cultural facility	The identity or feeling of belonging to a group based on
Race and Ethnicity T	erms		nationality, ethnicity, religion, social class, generation, locality, or other types of social groups with their own
Workplace Terms			distinct culture.
Α	N	Culturel Tutellinen	( <u>NACo</u> )
		Cultural Intelligenc	
<u>B</u>	<u>0</u>		The capability to adapt, relate, and work effectively across cultures. People with high CQ are not experts in
<u>C</u>	P		every kind of culture. Instead, they have the skills to go into new environments with confidence, and to make
<u>D</u>	Q		informed judgments based on observations and evidence as opposed to stereotypes and biases. They recognize
E	<u>R</u>		shared influences among particular groups. Developing CQ allows one to be attuned to the values, beliefs, and
E	<u>S</u>		attitudes of people from different cultures and to respond with informed empathy and real understanding.
<u>G</u>	I		( <u>CulturalQ</u> )
<u>H</u>	<u>U</u>	<b>Cultural Sensitivity</b>	
Ī	V		Being aware that cultural differences and similarities between people exist without assigning them a value—
<u>]</u>	W		positive or negative, better or worse, right or wrong. It
L	X	means that a person is aware people are not all the and that the person recognizes their culture is no b than any other culture.	
<u>M</u>	Y		(LinkedIn)
		<b>Cultural Pluralism</b>	
			Recognition of the contribution of each group to a common civilization. It encourages the maintenance and development of different lifestyles, languages, and convictions. It strives to create the conditions of harmony and respect within a culturally diverse society. (Sociology Group)
		Culture	A social system of meaning and custom that is developed by a group of people to assure the group's adaptation and survival. These systems are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors, and styles of communication. (People Are Culture)

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Foundational Terms		D&I	An exercise for Diversity and Inclusion
Allyship Terms			An acronym for Diversity and Inclusion
Bias and Harassment Terms		DEI	An acronym for Diversity, Equity, and Inclusion
Disability and Neuroo Terms		DEIA	An acronym for Diversity, Equity, Inclusion, and Accessibility
<u>Gender and Sexual C</u> Terms	)rientation	DEIJ/JEDI	An acronym for Justice, Equity, Diversity, and Inclusion.
Public Wellness Term	<u>IS</u>		The addition of justice pushes people to acknowledge the barriers to resources and opportunities that exist for
Race and Ethnicity Te	erms		some communities, preventing them from living a full and dignified life. Justice is about fairness, balance, and
Workplace Terms			dismantling these barriers so all individuals and communities can have access to a better life.
A	N		(PCMA)
<u>B</u>	<u>o</u>	DIB	An acronym for Diversity, Inclusion, and Belonging
<u>C</u>	P	Discrimination	An deronym for Diversity, Inclusion, and Deronging
<u>D</u>	Q	Discrimination	The unequal and unfair treatment of individuals or
E	<u>R</u>		groups based on race, gender, social class, sexual orientation, physical ability, religion, national origin, age, intellectual or mental abilities, and other categories that may result in differences. It also describes the act of making unjustified distinctions between certain social or racial groups or classes.
E	<u>S</u>		
G	I		
H	<u>U</u>		( <u>NACo</u> )
Ī	V	Distributional Equit	<b>Y</b> Programs, policies, and practices that result in a fair
<u>]</u>	w	distribution of benefits and burdens acro of a community, prioritizing those with h	distribution of benefits and burdens across all segments of a community, prioritizing those with highest need.
L	X		( <u>NACo</u> )
M	Y	Diversity	Psychological, physical, and social differences that occur among all individuals, including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning styles. A diverse group, community, or organization is one in which a variety of social and cultural characteristics exists. (The National Multicultural Institute)
		Diversity vs. Inclus	ion vs. Belonging Diversity typically means proportionate representation across all dimensions of human difference. Inclusion means that everyone is included, visible, heard, and considered. Belonging means that an individual perceives themself as being a full member of the larger community and can thrive.

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Foundational Term	<u>IS</u>	Emotional Intellige	
Allyship Terms			The ability to both manage one's own emotions and understand the emotions of other people. There are five
Bias and Harassme	ent Terms		key elements to EI: self-awareness, self-regulation, motivation, empathy, and social skills. People with high
Disability and Neur	rodiversity		EI can identify how they are feeling, what those feelings mean, and how those emotions impact their behavior
<u>Terms</u>			and in turn, other people. It's a little harder to "manage" the emotions of other people. But if a person can identify
Gender and Sexua Terms	l Orientation		the emotions behind others' behavior, they will have a better understanding of where others are coming from and how to best interact with them.
Public Wellness Te	rms		( <u>Mental Health America</u> )
Race and Ethnicity	<u>Terms</u>	Emotional Tax	
Workplace Terms			The emotional toll of defending or explaining one's underrepresented history, identity, and culture to those from a dominant culture.
Δ	<u>N</u>	Empowerment	( <u>SAEM</u> )
<u>B</u>	<u>O</u>	Linpotterment	When target group members refuse to accept the dominant ideology and take actions to redistribute social power note equitably.
<u>C</u>	<u>P</u>		
<u>D</u>	Q		(White Privilege Conference)
E	<u>R</u>	English as a Second	<b>1 Language (ESL)</b> A term used to describe language learning programs in
E	<u>S</u>		the United States for individuals for whom English is not their first or native language.
<u>G</u>	I		(The National Multicultural Institute)
<u>–</u> Н	<u> </u>	Equal Employment	
			Title VII of the Civil Rights Act of 1964 prohibits discrimination in any aspect of employment based on an
Ī	V		individual's race, color, religion, sex, or national origin. (The National Multicultural Institute)
<u>]</u>	<u>W</u>		( <u>me National Muticultural Institute</u> )
L	X	Equality	Evenly distributed access to resources and opportunity
M	Y		necessary for a safe and healthy life; uniform distribution of access to ensure fairness. ( <u>American Library Association</u> )

Foundational Terms		Equity	
<u>Allyship Terms</u>			The guarantee of fair treatment, access, opportunity, and advancement, while at the same time striving to identify
Bias and Harassment	: Terms		and eliminate barriers that have prevented the full participation of some groups. The principle of equity
Disability and Neurodiversity Terms			acknowledges that there are historically underserved and underrepresented populations, and that fairness regarding these unbalanced conditions is needed to
<u>Gender and Sexual Orientation</u> <u>Terms</u>			assist equality in the provision of effective opportunities to all groups. (UC Berkeley Initiative for Equity, Inclusion, and Diversity)
Public Wellness Term	<u>IS</u>		
Race and Ethnicity Te	<u>erms</u>		Equity in the workplace is the idea that all employees are provided with fair and equal opportunities based on their individual panels.
Workplace Terms			individual needs. Equity recognizes that not all employees are afforded the same opportunities and
Δ	N		addresses the imbalance of opportunities available to them. Pay equity/parity/transparency, accommodation of
<u>B</u>	<u>0</u>		health conditions or disabilities, and providing diversity training are examples of equity in the workplace.
<u>C</u>	P		( <u>BetterUp</u> )
D	Q	Historically Exclude	d Group/Population Includes persons who identify as Black/African American,
E	<u>R</u>		American Indian, Hispanic/Latinx/Latine, Asian, LGBTQIA+, having a disability, a first-generation college
E	<u>s</u>		student, or as a woman. This can refer to any group that has been marginalized over time. Could also be written
<u>G</u>	I		
H	<u>U</u>	Identity Group	
Ī	V		A particular group, culture, or community with which an individual identifies or shares a sense of belonging.
<u>1</u>	<u>w</u>		Individual agency is crucial for identity development; no person should be pressured to identify with any existing
L	X		group, but instead afforded the freedom to self-identify on their own terms.
<u>M</u>	Y		(The National Multicultural Institute)
		Inclusion	The act of creating environments in which any individual
			or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. (UC Berkeley Initiative for Equity, Inclusion, and Diversity)
		Inclusive Language	Words or phrases that include all potential audiences from any identity group. Inclusive language does not assume or connote the absence of any group. An example of ability-inclusive language is saying "I appreciate who you are" in lieu of saying "I see you". (The National Multicultural Institute)

Foundational Terms		Intersectionality	
Allyship Terms			The interconnected nature of social categorizations such as race, class, and gender as they apply to a given
Bias and Harassment Terms			individual or group, regarded as creating overlapping and interdependent systems of discrimination or
<u>Disability and Neuro</u> Term <u>s</u>	<u>diversity</u>		disadvantage. ( <u>AAPF</u> )
Gender and Sexual ( Terms	<u>Drientation</u>	Justice	Presence of systems and supports (e.g., policies, practices, norms) that achieve and sustain fair
Public Wellness Terr	<u>ns</u>		treatment, equitable opportunities, and impartial outcomes for people of all races. Systematic, proactive reinforcement.
Race and Ethnicity T	<u>erms</u>		( <u>The Inclusion Solution</u> )
Workplace Terms		Safe Space	
A	N		A space in which an individual or group may remain free of blame, ridicule, and persecution, and is in no danger of coming to mental or physical harm.
<u>B</u>	<u>0</u>		(The National Multicultural Institute)
<u>C</u>	<u>P</u>	Social Equity	To the content of public administration costs or invis
D	Q		In the context of public administration, social equity is defined as the fair, just, and equitable management of all
E	<u>R</u>		institutions serving the public directly or by contract; the fair and equitable distribution of public services and
E	<u>s</u>		implementation of public policy; and the commitment to promote fairness, justice, and equity in the formation of public policy. ( <u>NACo</u> )
<u>G</u>	I		
H	<u>U</u>	Social Justice	
Ī	V		Active engagement toward equity and inclusion that addresses issues of institutional, structural, and
<u>]</u>	w		environmental inequity, power, and privilege. ( <u>University of Washington</u> )
L	X	Social Power	
<u>M</u>	Y		Access to resources that enhance chances of getting what one needs or influencing others in order to lead a safe, productive, and fulfilling life. (White Privilege Conference)
		Social Self-View	An individual's perception about which social identity group(s) they belong to.
		Structural Equity	The identification and removal of institutional barriers to fair and equal opportunities, recognizing historical, cultural, and institutional dynamics and structures that routinely advantage privileged groups in society and that result in chronic, cumulative disadvantage for subordinated groups. (NACO)

Targeted Universalism
An approach to equity work that sets universal goals, followed by targeted processes to achieve said goals. Within a targeted universalism framework, universal
goals are set for all individuals and groups. The strategies developed to achieve the goals are targeted,
based on how different groups are situated within structures and cultures and across geographies, to obtain the universal goal.
( <u>NACo</u> )
Tolerance Acceptance and open-mindedness to different practices,
attitudes, and cultures; does not necessarily mean agreement with the differences. (University of Maryland)
Underrepresented Groups (URG)
A group that is less represented in one subset than in the general population. This can refer to gender,
race/ethnicity, physical or mental ability, LGBTQ+ status, and many more. The term also refers to populations who
are not represented in STEM professions in proportions equal to White STEM workers. Replaces the term
Underrepresented Minorities (URM), as minority groups will soon be the majority in the United States.
Underrepresented Groups is inclusive of LGBTQ+ individuals as well as veterans and People with
Disabilities. ( <u>IGI Global</u> )
(IGI Global)
Used to describe people who have limited or no access to
acceptable and affordable resources or services, including disaster behavioral health services. The term
should be used carefully and, where possible, specifics should be provided (e.g., people who are medically
underserved, people living in Health Professional Shortage Areas).
( <u>SAMHSA</u> )
Undocumented A foreign-born person living in a country without legal citizenship status.
Veteran Title 38 of the Code of Federal Regulations defines a veteran as "a person who served in the active military, naval, or air service and who was discharged or released under conditions other than dishonorable." (VA)



# **6 Inclusive Leadership Behaviors**



#### Communicate **Transparently**

- Being transparent means saying what you know and what you don't know.
- This leads to trust.



#### Foster Psychological Safety

- Establishing trust and safe • space to engage with each other creates a culture where employees can be their authentic selves.
- · It's important to model vulnerability.



#### Invest in Personal Growth and Development

· This is for leaders and non-leaders alike. Assess your own behaviors, and

actively learn, ask others for feedback, read, and discuss.



#### Understand and reinforce how the values, mission of the business, and DEI are all in alignment.



#### Collaborate with Team Members

- Openly and proactively seek collaboration across diversity, function, and teams.
- Collaboration between business units can create outcomes that allow for alignment between DEI initiatives and business goals.

Engage in Open 6

#### **Discussion and Debate** Be willing to be an Upstander.

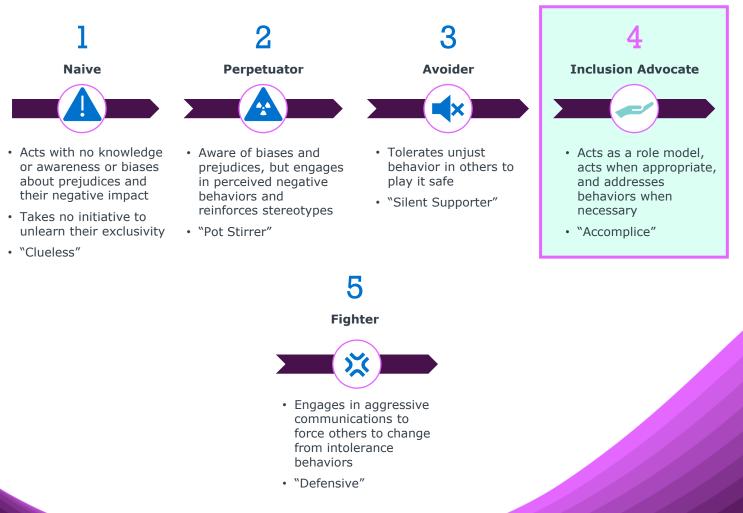
Actively seek new insights.

## Allyship Terms

Foundational Terms		Terms that	t demonstrate an individual's support for the			
Allyship Terms		rights of h	istorically excluded populations			
Bias and Harassme	nt Terms					
Disability and Neuro Terms	odiversity	Accomplice	All accomplices are allies, but not all allies are accomplices. While an ally is willing to stand in support of a marginalized			
Gender and Sexual Orientation Terms			voice, risk is rarely involved. An accomplice uses the power and privilege they must challenge the status quo, often risking their physical and social well-being in the process. (Diverse Education)			
Public Wellness Terms		Affirm	(,			
Race and Ethnicity	<u>Terms</u>	AIIIII	To acknowledge, respect, and support a person's identity			
Workplace Terms			regarding race, ethnicity, sexual orientation, gender identity, experiences, ideas, or beliefs, or encouraging the development of an individual.			
Δ	<u>N</u>	Ally				
<u>B</u>	<u>0</u>	<u> </u>	Someone who makes the commitment and effort to recognize			
<u>C</u>	<u>P</u>		their privilege (based on gender, class, race, sexual identity, etc.) and to work in solidarity with oppressed groups in the			
D	Q		struggle for justice. An ally recognizes that though they are not a member of a marginalized group(s) they support, they make a			
E	<u>R</u>		concentrated effort to better understand the struggle of another's circumstances. An ally may have more privilege and			
E	<u>S</u>		recognize that privilege in society. ( <u>NACo</u> )			
<u>G</u>	I	Identity-First	t Language (IFL)			
H	<u>U</u>		Identity-first language positions disability as an identity category and central to a person's sense of self. In identity-first language,			
Ī	V		the identifying word comes first in the sentence and highlights the person's embrace of their identity. Examples could be			
<u>]</u>	W		"autistic person" or "Deaf individual." ( <u>NACo</u> )			
L	X	Person-First	Language (PFL)			
M	Y		Person-first language conveys respect by emphasizing that people with disabilities are first and foremost people. The most common example is "person with a disability." ( <u>NACo</u> )			
		Upstander	A person who speaks or acts in support of an individual or cause, particularly someone who intervenes on behalf of a person being attacked or bullied.			



# **Allyship Awareness**



Foundational Terms	Terms that convey prejudiced, discriminatory, and
Allyship Terms	ignorant ideas or agendas
Bias and Harassment Terms	Ageism
Disability and Neurodiversity Terms	Discrimination and prejudiced thought against individuals because of their age, often based on stereotypes. (The National Multicultural Institute)
Gender and Sexual Orientation Terms	<b>Anti-Oppression</b> Recognizing and deconstructing the systemic, institutional, and
Public Wellness Terms	individual forms of disempowerment used by certain groups over others; actively challenging the different forms of
Race and Ethnicity Terms	oppression. ( <u>Anti-Defamation League</u> )
Workplace Terms	Anti-Racism
<u>A</u> <u>N</u>	The work of actively opposing discrimination based on race by advocating for changes in political, economic, and social life.
<u>B</u> <u>O</u>	Anti-racism tends to be an individualized approach that is set up to counter an individual's racist behaviors and impact.
<u>с</u> <u>Р</u>	( <u>Time's Up Foundation</u> )
<u>D</u> Q	Today, anti-racism is perhaps most closely associated with Ibram X. Kendi, the founding director of American University's
<u>E</u> <u>R</u>	anti-racist research center, who popularized the concept with his 2019 book "How to be an Anti-Racist," which was updated in
<u>E</u> <u>S</u>	2022. In it, he wrote: "The only way to undo racism is to consistently identify and describe it—and then dismantle it."
<u>G</u> <u>I</u>	(Ibram X. Kendi)
<u>H</u> <u>U</u>	Anti-Semitism
<u>⊥</u> <u>∨</u>	A certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of anti-
<u>J</u> <u>W</u>	Semitism are directed toward or about Jewish individuals and/or their property, or toward Jewish community
<u>L</u> <u>X</u>	institutions and religious facilities. ( <u>Tanenbaum</u> )
<u>М</u> <u>Ү</u>	Bias (Prejudice) An inclination or preference, especially one that interferes with impartial judgment. A form of prejudice that results from the universal tendency and need of individuals to classify others into categories. (NACo)
	Bigotry   An unreasonable or irrational attachment to negative stereotypes and prejudices. (NACo)     Bystander   A person who is present at an event or incident but does not take part. Similar to an onlooker, passerby, nonparticipant, observer, or spectator.

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Foundational Terms		Classism	
Allyship Terms			Biased attitudes and beliefs that result in, and help to justify, unfair treatment of individuals or groups because
Bias and Harassment Ter	rms		of their socioeconomic grouping. Classism can also be expressed as public policies and institutional practices
<u>Disability and Neurodiversity</u> <u>Terms</u>			that prevent people from breaking out of poverty rather than ensuring equal economic, social, and educational opportunity. (The National Multicultural Institute)
<u>Gender and Sexual Orientation</u> <u>Terms</u>		Collusion	When people act to perpetuate oppression or to prevent
Public Wellness Terms			others from working to eliminate oppression. Example: able-bodied people who object to strategies for making
Race and Ethnicity Term	<u>s</u>		buildings more accessible because of the expense. (White Privilege Conference)
Workplace Terms		Colonization	( <u>white Privilege conference</u> )
<u>A</u> <u>N</u>		Colonization	The action or process of settling among and establishing
<u>B</u> <u>C</u>	2		control over the indigenous people of an area, which can begin as geographical intrusion in the form of
<u>с</u> <u>Р</u>	2		agricultural, urban, or industrial encroachments. The result of such incursion is the dispossession of vast
<u>D</u>	2		amounts of land from the original inhabitants. The dispossession of lands is often legalized after the fact,
<u>E R</u>	<u>.</u>		resulting in institutionalized inequality that becomes a permanent fixture of society.
<u>E</u>			(NACo)
<u>G</u> <u>T</u>		Colorblind Racial Id	eology The attitude that people should be treated as equally as
<u>H</u> <u>U</u>	<u>ı</u>		possible, without regard to race or ethnicity. Though seemingly equitable, it tends to overlook the importance
<u>I</u> <u>V</u>	<u> </u>		of people's cultures and the manifestations of racism in policy or institutions.
<u>]</u> <u>W</u>	v	( <u>NACo</u> )	
<u>L</u> X	<u>(</u>	Colorism	Projudice and/or discrimination against an individual with
<u>M</u> <u>Y</u>	<u>.</u>		Prejudice and/or discrimination against an individual with darker skin color, tone, shade, pigmentation, or complexion.
		<b>Confirmation Bias</b>	
			Tendency to favor information that aligns with existing beliefs or attitudes; forming stereotypes or attitudes toward groups without being consciously aware of doing so. Unchecked, confirmation biases can lead to various forms of racism. ( <u>SAIC</u> )
		Conscious/Explicit I	
			Biased attitudes about a group of which individuals are aware; these may be visible or invisible, but in any case, they can be accessed. Unconscious bias, which consists of biased attitudes operating outside one's awareness and control, is difficult to access or be aware of, and influences action more than conscious biases. (SAIC)

Foundational Terms		*Cultural Appropria	
Allyship Terms			The act of adopting or stealing cultural elements (e.g., icons, rituals, aesthetic standards, or behavior) of one
Bias and Harassment Terms			culture or subculture by another for personal use or profit. It is generally applied when the subject culture is
Disability and Neurodiversity Terms			a minority culture. Often occurs without any real understanding of why the original (or "appropriated") culture took part in these activities. ( <u>NACo</u> )
Gender and Sexual Orientation Terms		Damage Imagery	Visuals, texts/narratives, or data used to highlight
Public Wellness Terr	<u>ns</u>		inequities that are presented without appropriate historical and sociopolitical context. Damage imagery can
Race and Ethnicity T	erms		be corrected by explaining systemic and historical barriers and focusing on solutions within the
Workplace Terms			communities that are the subject of the visuals, texts/narratives, or data.
Δ	N		( <u>NACo</u> )
<u>B</u>	<u>0</u>	Denial	The refused to permanded the societal privileges that
<u>C</u>	Р		The refusal to acknowledge the societal privileges that are granted or denied based on an individual's identity
<u>D</u>	Q		components. Those who are in a state of denial tend to believe that "People are people. We are all alike
E	<u>R</u>	existence of a hierarchical system of p	regardless of the color of our skin." In this way, the existence of a hierarchical system of privileges based on
E	<u>S</u>		ethnicity or race is ignored. ( <u>Race, Racism, and the Law</u> )
<u>G</u>	I	Environmental Rac	
H	<u>U</u>		The disproportionate impact of environmental hazards on people of color.
Ī	V		( <u>SAMHSA</u> )
<u>]</u>	<u>w</u>	Essentialism	The practice of categorizing an entire group based on
L	X		assumptions about what constitutes the "essence" of that group. Essentialism prevents observers from remaining
<u>M</u>	Y		open to individual differences within groups. ( <u>The National Multicultural Institute</u> )
		Ethnocentrism	
			The practice of using a particular ethnic group as a frame of reference, basis of judgment, or set of standard criteria from which to view the world. Ethnocentrism favors one ethnic group's cultural norms and excludes the realities and experiences of other ethnic groups. ( <u>The National Multicultural Institute</u> )
		Eurocentrism	The practice of using Europe and European culture as a frame of reference or set of standard criteria from which to view the world. Eurocentrism favors European cultural norms and excludes the realities and experiences of other cultural groups. (The National Multicultural Institute)

Foundational Terms		Fatphobia	
Allyship Terms			Also known as anti-fat, is the implicit and explicit bias against overweight individuals that is rooted in a sense
Bias and Harassment Terms			of blame and presumed moral failing. Being overweight and/or fat is highly stigmatized in Western culture. Anti-
<u>Disability and Neurodiversity</u> <u>Terms</u>			fatness is intrinsically linked to anti-blackness, racism, classism, misogyny, and many other systems of oppression. (Boston Medical Center)
<u>Gender and Sexual</u> Terms	<u>Orientation</u>	Gaslighting	A form of psychological manipulation in which a person
Public Wellness Terr	<u>ns</u>		or a group covertly sows seeds of doubt in a targeted
Race and Ethnicity T	<u>erms</u>		individual or group, making them question their own memory, perception, or judgment, often evoking in them
Workplace Terms			cognitive dissonance and other changes, including low self-esteem. (Very Well Mind)
Α	N	Gentrification	
<u>B</u>	<u>0</u>	Gentrification	A process of economic change in a historically
<u>C</u>	Р		disinvested neighborhood that happens through mechanisms such as real estate investment and increase
D	Q		in higher-income residents, resulting in the displacement of long-term residents and demographic changes in
E	<u>R</u>		income, education, and racial makeup. ( <u>NACo</u> )
E	<u>S</u>	Harassment	
<u>G</u>	I		Unwanted conduct with the purpose or effect of violating the dignity of a person and creating an intimidating,
H	<u>U</u>		hostile, degrading, humiliating, or offensive environment based on their race, color, sex, sexual orientation,
Ī	V		religion, national origin, disability, and/or age, among other characteristics
<u>]</u>	W		( <u>NACo</u> )
L	X	Hazing	Verbal and physical testing, often of newcomers into a
<u>M</u>	Y		society or group, which may range from practical joking to tests of physical and mental endurance. ( <u>The National Multicultural Institute</u> )
		Heteronormativity	
			The assumption that heterosexuality is natural, ideal, or superior to other sexual orientations. ( <u>SAMHSA</u> )
		Heterosexism	Social structures and practices that serve to elevate and enforce heterosexuality while subordinating or suppressing other forms of sexuality. ( <u>University of Maryland</u> )

Foundational Terms		Homophobia	
Allyship Terms			A fear of individuals who are not heterosexual. Often results in hostile, offensive, or discriminatory action
Bias and Harassr	Bias and Harassment Terms		against a person because they are gay, lesbian, bisexual, transgendered, or queer identified, or because they are
Disability and Neurodiversity Terms			perceived to be. These actions may be verbal or physical and can include insulting or degrading comments, taunts or "jokes", and excluding or refusing to cooperate with
<u>Gender and Sexu</u> <u>Terms</u>	ual Orientation	Implicit Bias	others because of their sexuality. ( <u>The National Multicultural Institute</u> )
Public Wellness 7	<u>Ferms</u>		Also known as hidden or unconscious bias. The unconscious attitudes or stereotypes that affect a
Race and Ethnici	<u>ty Terms</u>		person's understanding, actions, or decisions as they
Workplace Terms	<u>5</u>		relate to people from different groups. ( <u>NACo</u> )
Α	<u>N</u>	Institutional Racisn	1
B	<u>0</u>		A pattern of social institutions—such as governmental organizations, schools, banks, and courts of law—giving
<u>C</u>	P		negative treatment to a group of people based on their race.
D	Q	Intent vs. Impact	
E	R		Intentions (what one wants or hopes to do) don't always align with what one says or does, which can impact how
E	<u>S</u>		others receive what one says and does. Intent refers to what a person hopes or wants to do when choosing to perform an action. Impact refers to the reality (e.g., results) of one's actions/ behaviors. The resulting impact
<u>G</u>	I		
H	<u>U</u>		may not always align with what the person intended.
Ī	V		Owning the impact: When one's impact is being called into question, especially if the action is perpetuating
<u>1</u>	W	oppression, it is important to recognize the a	oppression, it is important to recognize the action is being called into question, not the person/overall
L	X		character. ( <u>Everyday Feminism</u> )
<u>M</u>	<u>Y</u>	Internalized Racism	
			The conscious or unconscious development of ideas, beliefs, social structures, actions, and behaviors that confirm one's acceptance of the dominant society's racist tropes and stereotypes about their own race. It is the simultaneous hating of oneself and one's own race and valuing the dominant race. (NACo)
		Islamophobia	A closed-minded prejudice against or hatred of Islam and Muslims. An Islamophobe is an individual who holds a closed-minded view of Islam and promotes prejudice against or hatred of Muslims. ( <u>Tanenbaum</u> )

Foundational Terms		Marginalization	
Allyship Terms			The placement of minority groups and cultures outside mainstream society. All that varies from the norm of the
Bias and Harassment Terms			dominant culture is devalued and at times is perceived as deviant and regressive.
Disability and Neuro	diversity		(The National Multicultural Institute)
<u>Terms</u>		Microaffirmation	A microaffirmation is a small gesture of inclusion, caring,
Gender and Sexual Terms	<u>Orientation</u>		or kindness. Microaffirmations include listening, providing comfort and support, being an ally, and explicitly valuing the contributions and presence of all. It
Public Wellness Terr	<u>ns</u>		is particularly helpful for those with greater power or seniority to model affirming behavior.
Race and Ethnicity 1	<u>Ferms</u>		( <u>Harvard</u> )
Workplace Terms		Microaggression	The everyday slights, indignities, put-downs, and insults
Α	<u>N</u>		that people of color, women, LGBTQ+ populations, or those who are marginalized experience in their day-to-
<u>B</u>	<u>0</u>		day interactions with people. $(Vox)$
<u>C</u>	P	Microinequity	
<u>D</u>	Q	Micromequity	Apparently small events, which are often ephemeral and
E	<u>R</u>		hard to prove and which are covert, often unintentional, and frequently unrecognized by the perpetrator, that occur wherever people are perceived to be different. ( $MIT$ )
E	<u>S</u>		
<u>G</u>	I	Micro-insult	
H	<u>U</u>		Communications that subtly exclude, negate, or nullify the thoughts, feelings, or experiential reality of
Ī	V		marginalized individuals. ( <u>PBS</u> )
<u>]</u>	<u>W</u>	<b>Micro-invalidation</b>	
L	X		Verbal and nonverbal communications that subtly convey rudeness and insensitivity and demean a person's racial
M	Y		heritage or identity. ( <u>BSt</u> )
		Misgender	
			To refer to an individual using a word, especially a pronoun or form of address, which does not correctly reflect their gender. This may be unintentional and without ill intent or can be a maliciously employed expression of bias. Regardless of intent, misgendering has a harmful impact. (PFLAG)
		Misogyny	Hatred, aversion, or prejudice against women. Misogyny can be manifested in numerous ways, including sexual discrimination, denigration of women, violence against women, and sexual objectification of women. (NACO)

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Foundational Terms		Misogynoir—Note: This word is purposefully out of alphabetical order as the	
Allyship Terms		previous word provides needed context for this term An extreme form of sexism rooted in racism. The term	
Bias and Harassment Terms			describes contempt for or ingrained prejudice toward Black women. The unique oppression experienced by
Disability and Neurodiversity Terms			Black women due to the intersectionality of gender, race, class, and sexual orientation combined with discrimination. Misogynoir utilizes and reinforces
Gender and Sexual C Terms	<u>Drientation</u>	Neo-Colonization	stereotypes of Black women. ( <u>NACo</u> )
Public Wellness Term	<u>15</u>		A term for contemporary policies adopted by international and Western, Global North nations and
Race and Ethnicity T	erms		organizations that exert regulation, power, and control over global South nations and that are disguised as
Workplace Terms			humanitarian help or aid. These policies are distinct from but related to the "original" period of colonization of
Α	N		Africa, Asia, and the Americas by European nations.
<u>B</u>	<u>o</u>		(University of Maryland)
<u>C</u>	P	Oppression	The systemic and pervasive nature of social inequality
<u>D</u>	Q		woven throughout social institutions as well as embedded within individual consciousness. Oppression
<u>E</u>	<u>R</u>		signifies a hierarchical relationship in which dominant or privileged groups benefit, often in unconscious ways,
E	<u>S</u>		from the disempowerment of subordinated or targeted groups.
<u>G</u>	I		(White Privilege Conference)
Н	<u>U</u>	Othering	The perception or intentional/unintentional placement of
Ī	V		a group in contrast to the societal norm. The identifying of a group as a threat to the favored dominant group.
<u>]</u>	w		( <u>NACo</u> )
L	X	Patriarchy	Actions and beliefs that prioritize men in systems and
M	Ϋ́		positions of power, society, and privilege. Patriarchy may be practiced systemically in the ways and methods through which power is distributed in society, or it may simply influence how individuals interact with one another interpersonally. (NACo)
		Performative Allysh	
			When an individual or group of power/majority/privilege (e.g., White, man, abled, unqueer, etc.) loudly profess(es) their actions in the name of "allyship" while actively conducting harm to, taking focus away from, and generally being unhelpful toward the group they claim to support, often to receive praise and attention, and without taking critical action to dismantle the systems of harm. (Self Defined)

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Foundational Terms		Positionality	
Allyship Terms			Social identities in relation to power, which influence the way we understand the world and our interactions with
Bias and Harassmen	t Terms		others. ( <u>University of Michigan</u> )
<u>Disability and Neuroo</u> <u>Terms</u>	diversity	Power	The ability to exercise one's will over others. Power occurs when some individuals or groups wield a greater
<u>Gender and Sexual (</u> <u>Terms</u>	<u>Drientation</u>		advantage over others, thereby allowing them greater access to and control over resources. Wealth, whiteness, citizenship, patriarchy, heterosexism, and education are
Public Wellness Term	<u>ns</u>		a few key social mechanisms through which power operates.
Race and Ethnicity T	erms		( <u>NACo</u> )
Workplace Terms		Privilege	Systemic foreging enriching valuing validating and
Δ	N		Systemic favoring, enriching, valuing, validating, and including of certain social identities over others.
B	<u>o</u>		Individuals cannot "opt out" of systems of privilege; rather, these systems are inherent in the society in
<u>C</u>	Р		which we live. ( <u>University of Washington</u> )
D	Q	Racially Coded Lan	
E	<u>R</u>		Language that triggers racial stereotypes and other negative associations without the stigma of explicit
E	<u>s</u>		racism. Fosters anxiety and dehumanizes people and communities of color.
<u>G</u>	I		(National Education Association)
H	U	Racism	A system of advantage based on race; a system of
Ī	V		oppression based on race; or a way of organizing society based on dominance and subordination based on race.
<u>]</u>	<u>w</u>		Racism penetrates every aspect of personal, cultural, and institutional life, and includes prejudice against people of
L	X		color as well as exclusion, discrimination against, suspicion of, and fear and hate of people of color.
<u>M</u>	Y		(Dismantling Racism)
		Religionism	The individual, cultural, and institutional beliefs and
			discrimination that systematically oppress non- Christians; includes anti-Semitism and Islamophobia. ( <u>NCCJ</u> )
		Stereotype	A positive or negative set of beliefs held by an individual about the characteristics of a certain group. ( <u>The National Multicultural Institute</u> )

Foundational Terms		Structural Inequali	
Allyship Terms			Systemic disadvantage(s) of one social group compared to other groups, rooted in and perpetuated through
Bias and Harassment Terms			discriminatory practices (conscious or unconscious) and reinforced through institutions, ideologies,
<u>Disability and Neurodi</u> <u>Terms</u>	iversity		representations, policies/laws, and practices. Structural inequality thus refers to the system of privilege and inequality created, designed, and maintained by
<u>Gender and Sexual Or</u> Terms	rientation		interlocking societal institutions. ( <u>NACo</u> )
Public Wellness Terms	5	Structural Racism	The overarching system of racial bias across institutions
Race and Ethnicity Te			and society. It is a system in which public policies, institutional practices, cultural representations, and other
Workplace Terms			norms work in various, often reinforcing ways to perpetuate racial inequities. It encompasses dimensions
A	N		of our history and culture that have allowed privileges associated with "whiteness" and disadvantages
<u>B</u>	<u>o</u>		associated with "color" to endure and adapt over time. Examples can include the racial gap in wealth,
<u>C</u>	P		homeownership, and education and historical redlining practices, among other factors.
D	Q		( <u>NACo</u> )
E	<u>R</u>	Transmisogyny	Misogyny directed against trans and gender-expansive women, which often manifests itself in the form of prejudice and bias. (PFLAG)
E	<u>s</u>		
<u>G</u>	I		
Н	<u>U</u>	Transmisogynoir	Misogyny directed against trans and gender-expansive
Ī	V		Black women, which often manifests itself in the form of prejudice and bias. (PFLAG)
<u>]</u>	w		
L	X	Transphobia	Animosity, hatred, or dislike of trans and gender-
M	Y		expansive people, which often manifests itself in the form of prejudice and bias. Transphobia often stems from lack of knowledge about transgender people and the issues they face and can be alleviated with education and support ("trans-antagonistic" refers to those whose
			aversion manifests in active oppression). PFLAG does not use this term as it frequently prevents educational dialogue. ( <u>PFLAG</u> )
		Unconscious/Impli	cit Bias Unconscious, or implicit, bias is a form of bias that occurs automatically and unintentionally, but nevertheless affects judgments, decisions, and behaviors. Research has shown implicit bias can pose a barrier to recruiting and retaining a diverse workforce. ( <u>NIH</u> )

Foundational Terms		White Centering	
Allyship Terms			Putting one's feelings as a White person above the POC causes one is supposed to be helping. White centering
Bias and Harassment Terms			can manifest as anything ranging from tone policing and White fragility to White exceptionalism and outright
Disability and Neuroo	<u>liversity</u>		violence. ( <u>NPR</u> )
<u>Terms</u>		White Fragility	
<u>Gender and Sexual C</u> <u>Terms</u>	<u>)rientation</u>		Coined by Robin DiAngelo, it is used to describe the privilege that accrues to White people living in a society that protects and insulates them from race-based stress.
Public Wellness Term	<u>IS</u>		DiAngelo argues that this builds an expectation of always feeling comfortable and safe, which in turn lowers the
Race and Ethnicity Te	<u>erms</u>		ability to tolerate racial stress and triggers a range of defensive reactions.
Workplace Terms			( <u>Robin DiAngelo</u> )
Δ	N	White Privilege	Refers to the unquestioned and unearned set of
<u>B</u>	<u>o</u>		advantages, entitlements, benefits, and choices bestowed on people solely because they are White.
<u>C</u>	Р		White people who experience such privilege may or may not be conscious of it.
D	Q		( <u>McIntosh</u> )
E	<u>R</u>	White Supremacy	The idea (or idealogy) that White people and the ideas
E	<u>S</u>		The idea (or ideology) that White people and the ideas, thoughts, beliefs, and actions of White people are superior to People of Color and their ideas, thoughts, beliefs, and actions. White supremacy is ever present in institutional and cultural assumptions that assign value, morality, goodness, and humanity to the White group while casting People and communities of Color as worthless (worth less), immoral, bad, inhuman, and "undeserving." (NACo)
<u>G</u>	I		
H	<u>U</u>		
Ī	V		
<u>]</u>	<u>W</u>		
L	X	Xenophobia	
Μ	Y		Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that immigrants are inferior to the dominant group of people. Xenophobia is reflected in interpersonal, institutional, and systemic levels of oppression and White supremacy. (NACO)
		Youngism	Ageism that is primarily generationally focused on contemporaneous generations of young adults rather than young adults in general; ageism that is focused on Millennials and Generation Z. (Journal of Experimental Psychology: General)



## **Bias in Performance Management Reviews**

#### **Types of Bias**

#### **Recency Bias**

Using recent past events and experience to influence your decision (candidate reminds you of poor recent hire or made a mistake you recently saw play out poorly)

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#### **Similarity Bias**

We respond to people who remind us of ourselves. This won't help support and retain talent for a diverse and inclusive company.

#### **Conformity bias**

If you know how others feel about an employee, your assessment may be influenced. Avoid sharing your insights until a debrief meeting.

#### **Availability Bias**

A tendency to think that examples of things that come readily to mind are more representative than is the case

Halo/Horns Effect

Something a candidate says positively or negatively influences your decision

## **Disability and Neurodiversity Terms**

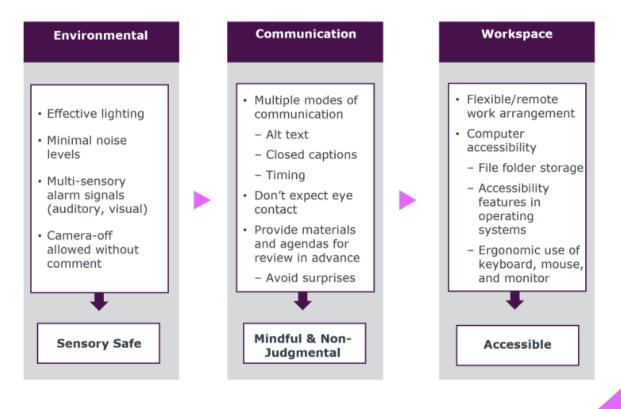
Foundational Terms		Terms that support and explain the range of divergence		
Allyship Terms		in people		
Bias and Harassmen	<u>t Terms</u>	Ableism		
<u>Disability and Neurodiversity</u> <u>Terms</u>			Discrimination against persons with mental and/or physical disabilities; social structures that favor able-bodied individuals. ( <u>The National Multicultural Institute</u> )	
<u>Gender and Sexual (</u> <u>Terms</u>	<u>Drientation</u>	Accessibility	The intentional design or redesign of physical spaces,	
Public Wellness Tern	<u>ns</u>		technology, policies, systems, entities, products, and services (to name a few) that increase one's ability to use, access, and	
Race and Ethnicity T	erms		obtain the respective element. ( <u>NACo</u> )	
Workplace Terms		Accommodati		
A	N		A change in the environment or in the way things are customarily done that allows an individual with a disability to	
<u>B</u>	<u>0</u>		have equal opportunity, access, and participation. ( <u>NACo</u> )	
<u>C</u>	P	Americans wi	th Disabilities Act (ADA)	
D	Q		The ADA, a U.Sbased law, is a civil rights law signed in 1990 that prohibits discrimination against people with disabilities.	
E	<u>R</u>		(ADA)	
E	<u>S</u>	Disability	Physical or mental impairment, the perception of a physical or	
<u>G</u>	I		mental impairment, or a history of having had a physical or mental impairment, that substantially limits one or more major life activities.	
H	<u>U</u>			
Ī	V		(Department of Justice)	
J	W	Invisible/Hidden/Non-apparent Disability A physical, mental, or neurological condition that is not visible		
L	X		from the outside, yet can limit or challenge a person's movements, senses, or activities. Unfortunately, since these	
M	Y		conditions are invisible, their existence can lead to misunderstandings, false perceptions, and judgments. ( <u>Invisible Disabilities Association</u> )	
		Neurodiversit	When neurological differences are recognized and respected as are any other kind of human differences or variations. These differences can include Dyspraxia, Dyslexia, Attention Deficit Hyperactivity Disorder, Dyscalculia, Autistic Condition Spectrum, and Tourette Syndrome. ( <u>Harvard</u> )	

## **Disability and Neurodiversity Terms**

Foundational Terms		Neurotypical Advantage/Privilege	
Allyship Terms		The special and unearned advantage afforded by those who happen to have the most common cognitive	
Bias and Harassmer	nt Terms	expression; these individuals order their thoughts and communicate ideas in the most typically seen way. This	
Disability and Neurodiversity Terms		privilege comes from living in a world that favors and is built for this specific neurology. ( <u>The London School of Economics</u> )	
<u>Gender and Sexual</u> <u>Terms</u>	<u>Orientation</u>	People with Disabilities (PwD) Refers to individuals with disabilities. This term utilizes Person-First Language, which posits that a person isn't a	
Public Wellness Ter	<u>ms</u>	disability, condition, or diagnosis, but rather that a person has a disability, condition, or diagnosis.	
Race and Ethnicity	<u>Terms</u>	(ADA)	
Workplace Terms		Universal Designed Environment The design and composition of an environment so that it	
Α	<u>N</u>	can be accessed, understood, and used to the greatest extent possible by all people regardless of their age, size,	
<u>B</u>	<u>0</u>	ability, or disability. (Centre for Excellence in Universal Design)	
<u>C</u>	<u>P</u>	(Centre for Excenence in oniversal Design)	
<u>D</u>	Q		
E	<u>R</u>		
E	<u>S</u>		
<u>G</u>	I		
Н	<u>U</u>		
Ī	V		
<u>]</u>	W		
L	X		
M	Y		



# **Universal Design in the Workplace**



Foundational Terms		Terms that	t support and explain all gender identities
Allyship Terms		Bicurious	
Bias and Harassmen	<u>t Terms</u>		People who are open to experimenting with genders that are not only their own, but do not know if they are open to forming any
Disability and Neuroo Terms	diversity		sort of relationship with multiple genders. ( <u>The PBHS Closet</u> )
Gender and Sexual C	Drientation	Bisexuality	Romantic and/or sexual attraction to people of more than one sex and/or gender, not necessarily at the same time, not
Public Wellness Term	<u>ns</u>		necessarily in the same way, and not necessarily to the same degree.
Race and Ethnicity T	<u>erms</u>		( <u>Ochs</u> )
Workplace Terms		Cisgender/cis	A term used to describe a person whose gender identity aligns
Δ	N		with those typically associated with the sex assigned to them at birth.
<u>B</u>	<u>o</u>		( <u>HRC</u> )
<u>C</u>	Р	Coming Out	The process in which a person first acknowledges, accepts, and
D	Q		appreciates their sexual orientation or gender identity and begins to share that with others.
E	<u>R</u>		( <u>HRC</u> )
E	<u>s</u>	Deadnaming	Occurs when an individual, intentionally or not, refers to the
<u>G</u>	I		name that a transgender or gender-expansive individual used at a different time in their life. Avoid this practice, as it can cause
H	<u>U</u>		trauma, stress, embarrassment, and even danger. Some may prefer the terms birth name, given name, or old name.
Ī	V		(PFLAG)
<u>1</u>	W	Ethical Non-M	<b>lonogamy</b> The practice of taking part in romantic relationships that are not
L	X		completely exclusive between two people. ( <u>Verywell Mind</u> )
M	Y	Feminism	
			A theory and practice that advocates for educational and occupational equity between men and women; undermines traditional cultural practices that support the subjugation of women by men and the devaluation of women's contributions to society. (The National Multicultural Institute)
		Gay	
			People of the same sex who are attracted sexually and emotionally to each other. More commonly utilized to describe men's attraction to other men. ( <u>The National Multicultural Institute</u> )
		Gender	
			The socially constructed ideas about behavior, actions, and roles a particular sex performs. ( <u>The National Multicultural Institute</u> )
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Foundational Terms	1	Gender Expansive (	<b>Gender Nonconfirming)</b> Used to describe those who view their gender identity as	
			one of many possible genders beyond strictly man or	
Allyship Terms Bias and Harassment	<u>Terms</u>		woman. These individuals have expanded notions of gender expression and identity beyond what is perceived as the expected gender norms for their society or	
Disability and Neurodiversity Terms			context. Some gender-expansive individuals identify as a man or a woman, some identify as neither, and others identify as a mix of both.	
Gender and Sexual C	rientation		(PFLAG)	
<u>Terms</u>		Gender Expression	External appearance of one's gender identity, usually	
Public Wellness Term	<u>s</u>		expressed through behavior, clothing, body characteristics, or voice, and which may or may not	
Race and Ethnicity Te	<u>erms</u>		conform to socially defined behaviors and characteristics	
Workplace Terms			typically associated with being either masculine or feminine. ( <u>HRC</u> )	
Δ	N	Gender Identity		
<u>B</u>	<u>o</u>	Gender Tuentity	One's innermost concept of self as male, female, a blend	
<u>C</u>	<u>P</u>		of both, or neither—how individuals perceive themselves and what they call themselves. One's gender identity can	
D	Q		be the same or different from their sex assigned at birth. $(\underline{HRC})$	
E	<u>R</u>	Gender Neutral		
E	<u>s</u>		Gender-neutral language, also referred to as gender- inclusive language, can be defined as speaking and	
<u>G</u>	I		writing in a way that does not discriminate against a particular sex, social gender, or gender identity, and	
Н	<u>U</u>		does not perpetuate gender stereotypes. ( <u>STEM Women</u> )	
Ī	V	Gender Nonconform	ning	
<u>]</u>	w		A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their	
L	X		gender, or whose gender expression does not fit neatly into a category. While many also identify as transgender,	
M	Y		not all gender nonconforming people do. ( <u>HRC</u> )	
		(Personal) Gender I	Pronouns (PGPs) The pronoun or set of pronouns that an individual personally uses and would like others to use when referring to them. Replaces the term Preferred Gender Pronoun, which incorrectly implies that their use is optional. (PFLAG)	
		Genderqueer Back to Main Menu	Genderqueer people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see themselves as being both man and woman, neither man nor woman, or as falling completely outside these categories. (HRC)	

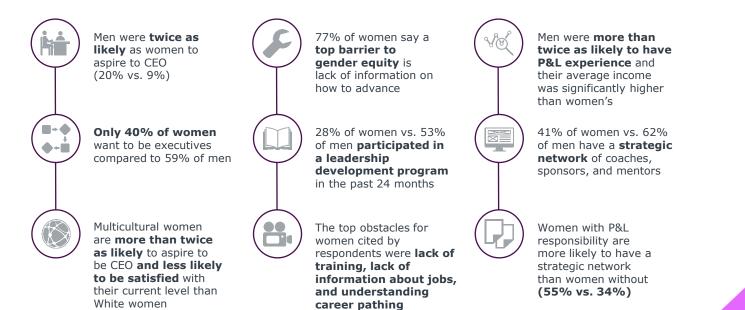
Foundational Terms		Heterosexual	
Allyship Terms			The attraction to a gender different from one's own, commonly used to describe someone who is gender
Bias and Harassment Terms			binary (female or male) and attracted to the other binary gender.
<u>Disability and Neuroo</u>	<u>diversity</u>	Homosexual	( <u>The PBHS Closet</u> ) The attraction to a gender the same as one's own,
Gender and Sexual Orientation Terms			commonly used to describe someone who is gender binary (female or male) and attracted to the same binary gender. Sometimes referred to as gay.
Public Wellness Term	<u>15</u>		(The PBHS Closet)
Race and Ethnicity T	<u>erms</u>	Indigiqueer	Another term sometimes used alongside or to refer to
Workplace Terms			the Two-Spirit identity; more often it is a term used by some LGBTQ+ Indigenous people who do not self-
Δ	<u>N</u>		identify as Two-Spirit, or by those who identify with both.
<u>B</u>	<u>0</u>		( <u>University of Alberta</u> )
<u>C</u>	<u>P</u>	Lesbian	A ware where primary council other tion is to other
<u>D</u>	Q		A woman whose primary sexual attraction is to other women.
E	<u>R</u>		(UC Berkeley Gender Equity Resource Center)
E	<u>S</u>	LGBT/LGBTQ+/LGB	Lesbian, Gay, Bisexual, Transgender; Lesbian, Gay,
<u>G</u>	I		Bisexual, Transgender, Queer, and other sexual identities; Lesbian, Gay, Bisexual, Transgender, Queer,
H	<u>U</u>		Intersex, Ally/Asexual/Aromantic/Agender, and other sexual identities
Ī	V	Nonbinary	
<u>1</u>	w		An adjective describing a person who does not identify exclusively as a man or a woman. Nonbinary people may
L	X		identify as being both a man and a woman, somewhere in between, or as falling completely outside these
<u>M</u>	Y		categories. ( <u>HRC</u> )
		Pansexuality	
			A term reflective of those who feel they are sexually, emotionally, and spiritually capable of falling in love with all genders. ( <u>Queers United Activists</u> )
		Polyamory	The practice or acceptance of having more than one intimate relationship at a time with the consent of all involved. (Queers United Activists)

Foundational Terms		Queer	
Allyship Terms			This term embraces a range of genders and sexualities who may not identify with a specific LGBT+ label. It
Bias and Harassment Terms			acknowledges the fluidity of gender and sexuality, including people who are not exclusively heterosexual and/or non-binary people. Previously used as a slur, this term is now used by choice and with pride by parts of the LGBTQ+ community. (HRC)
Disability and Neurodiversity Terms			
Gender and Sexual Orientation		Questioning	
<u>Terms</u> Public Wellness Terms			People who are debating their own sexuality/gender. ( <u>The PBHS Closet</u> )
Race and Ethnicity Terms		Romantic Orientation	
Workplace Terms			Who a person is romantically attracted to, meaning wanting to be in a romantic relationship with; unrelated
Δ	N		to sexual attraction. ( <u>The PBHS Closet</u> )
<u>B</u>	<u>0</u>	Sex Assigned at Bir	th
<u>C</u>	P		The biological category given at birth based on biological characteristics (i.e., physical anatomy and hormones). (SAMHSA)
D	Q		
E	<u>R</u>	Sexual Orientation	A concept referring to sexual desire for emotional and
E	<u>S</u>		sexual relationships with others based on their sex/gender; often implies that sexual object choice is an
<u>G</u>	I		essential inborn characteristic. ( <u>University of Washington</u> )
H	<u>U</u>	SOGI	
Ī	V		Acronym for Sexual Orientation and Gender Identity. It is typically used as a shorthand in writing and is rarely
<u>]</u>	<u>w</u>		pronounced out loud. ( <u>PFLAG</u> )
<u>L</u>	<u>X</u>	Trans*	
Μ	Y		When said out loud, some refer to the term as "trans asterisk." Others call it "trans star." Originally used to include explicitly both transsexual and transgender, or (now usually) to indicate the inclusion of gender identities such as gender-fluid, agender, etc., alongside transsexual and transgender. (OED)
		Transgender	An individual whose gender identity differs from the societal expectations of their physical birth sex. Transgender or "trans" does not imply any form of sexual orientation. Cisgender is a gender identity in which an individual's self-perception of their gender matches their birth sex. (The National Multicultural Institute)

Foundational Terms	Two-Spirit
Allyship Terms	A term used within some American Indian (AI) and Alaska Native (AN) communities to refer to a person who
Bias and Harassment Terms	identifies as having both a male and a female essence or spirit. The term—which was created in 1990 by a group
<u>Disability and Neurodiversity</u> <u>Terms</u>	of AI/AN activists at an annual Native LGBTQ+ conference—encompasses sexual, cultural, gender, and spiritual identities, and provides unifying, positive, and encouraging language that emphasizes reconnecting to
<u>Gender and Sexual Orientation</u> <u>Terms</u>	tribal traditions. ( <u>PFLAG</u> )
Public Wellness Terms	
Race and Ethnicity Terms	
Workplace Terms	
<u>A</u> <u>N</u>	
<u>B</u> <u>O</u>	
<u>с</u> <u>Р</u>	
<u>D</u> Q	
<u>E</u> <u>R</u>	
<u>E</u> <u>S</u>	
<u>G</u> <u>T</u>	
<u>H</u> <u>U</u>	
<u>I</u> ⊻	
<u>J</u> <u>W</u>	
<u>L</u> <u>X</u>	
<u>M</u> <u>Y</u>	



# Key Findings from <u>Seramount's</u> <u>Gender Gap Study</u>



#### Public Wellness Terms

Foundational Terms		Terms that demonstrate how DEI impacts the community		
Allyship Terms				
Bias and Harassment Terms		Environmental Justice		
Disability and Neurodiversity Terms		The fair treatment and meaningful involvement of all people, regardless of race, color, national origin, or income, with respec- to the development, implementation, and enforcement of		
Gender and Sexual Orientation Terms		environmental laws, regulations, and policies. ( <u>SAMHSA</u> ) Global North/South		
Public Wellness Terms		These are terms that denote the generic geographic, historical, economic, educational, and political division between North and South. North America, Europe, and developed parts of East Asia		
Race and Ethnicity Terms				
Workplace Terms		(formerly known as first world countries) disproportionately control global resources. Disparities of wealth, housing, education, digital media access, and numerous other factors		
Δ	N	underscore the power and privilege enjoyed by the Global North (referenced above), while the Global South (formerly known as		
<u>B</u>	<u>0</u>	third world countries) is home to the majority of natural		
<u>C</u>	<u>P</u>	resources and population, is excluded. ( <u>IGI Global</u> )		
D	Q	Health at Every Size (HAES)		
E	<u>R</u>	A social and health promotion movement that challenges social stigma based on weight, size, and shape. The movement		
E	<u>S</u>	emphasizes body positivity, health outcomes, and eating and movement for well-being rather than weight control.		
<u>G</u>	I	(ASDAH) Health Equity This means that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health, such as poverty, discrimination, and their consequences,		
H	<u>U</u>			
Ī	V			
<u>]</u>	W	including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and		
<u>L</u>	X	health care. ( <u>NACo</u> )		
<u>M</u>	Y	Human Rights		
		Rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination. (United Nations)		
		Imposter Syndrome The fear some high-achieving individuals have of being exposed as a fraud or inadequate, inhibiting their ability to recognize their own accomplishments; common in members of underrepresented groups. (NACO)		

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### Public Wellness Terms

Foundational Terms		Opportunity Gap	
Allyship Terms			The way uncontrollable factors can contribute to lower rates of success in educational achievement, career prospects, and other life aspirations. (Close the Gap Foundation)
Bias and Harassment Terms			
Disability and Neurodiversity Terms		Procedural Equity	An examination of procedural rights that includes authentic engagement through inclusive and accessible development and implementation of fair programs or policies. (NACo)
Gender and Sexual Orientation Terms			
Public Wellness Terr	<u>ms</u>	Psychological Safet	
Race and Ethnicity	<u>Terms</u>	Psychological safety is believing one will not be puni	Psychological safety is believing one will not be punished or humiliated for speaking up with ideas, questions,
Workplace Terms			concerns, or mistakes. When there is psychological
<u>А</u> <u>в</u>	<u>N</u> O	okay laying all of themselves on the line.	themselves. They bring their full selves to work and feel
<u> </u>	P	Racial Anxiety	
D	Q		The concerns that often arise both before and during interracial interactions. People of color experience racial
E	<u>R</u>		anxiety when they worry that they will be subject to discriminatory treatment. White people experience it
E	<u>S</u>		when they worry that they will be perceived as racist. ( <u>NACo</u> )
<u>G</u>	I	<b>Racial Disparity</b>	
H	<u>U</u>		The imbalances and incongruities between the treatment of racial groups, including economic status, income,
Ī	V		housing options, societal treatment, safety, and many other aspects of life and society. Contemporary and past
<u>]</u>	<u>W</u>	profoundly impacted the inequalities see	discrimination in the United States and globally has profoundly impacted the inequalities seen in society
L	X		today. Also see: racial equity and racial justice. ( <u>NACo</u> )
M	Y	<b>Racial Equity</b>	
			The condition that would be achieved if one's racial identity no longer influenced how one fares. Racial equity is one part of racial justice and must be addressed at the root causes and not just the manifestations. This includes the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them. (Center for Assessment and Policy Development)
		Racial Justice	The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures. (NACO)
	1		Busic to Beginning or current socion



# **Employee Voices on Companies Speaking Out on Divisive Topics**

From a <u>Seramount Access360</u> Employee Voice Session with 235 employees from 36 companies after the 2022 Supreme Court decision to reverse *Roe v. Wade* 

#### Value Alignment During the "Great Reshuffle"

- "If my company's values aren't aligned with mine, I don't want to work there.
  We cannot be productive employees if we are not safe or not valued. We need to know what options we have regarding healthcare coverage and travel expenses or if we need time off. If not, employee engagement will suffer."
- "It tells us how they value women. These are human issues impacting us all and our abilities to show up at work. Not acknowledging or dismissing this altogether would be a huge miss."
- "If they don't address it, it's a clear signal to me that it's not a good fit and I should find a company who does care enough about rights to say something."



#### **Personal Views Vs. Appropriate** Workplace Conversations

- "I'm fearful that as the climate we're living in becomes more polarized and personal, it'll become harder for me to keep my personal views out of work. I don't want to help partners who think it's a victory to take rights away. I fear my company won't flat out say at some point (if this gets worse) that this is wrong and that will make me feel less a part of my work community."
- "Professionally, I am very opposed to companies weighing in on this topic and my company chose to speak on it. It has disrupted our workplace unnecessarily while people struggle with this outside of work."

Foundational Terms		Terms that support and explain various aspects of race		
Allyship Terms		and ethnicity		
Bias and Harassment	<u>t Terms</u>	AANAPISI		
<u>Disability and Neuroo</u> <u>Terms</u>	<u>diversity</u>		An acronym that stands for Asian American and Native American Pacific Island Serving Institutions. These are institutions of higher learning in which 10 percent or more of the student	
<u>Gender and Sexual C</u> Terms	<u>Drientation</u>		demographic is Asian American or Native American Pacific Islander. ( <u>NACo</u> )	
Public Wellness Term	<u>15</u>	AAPI		
Race and Ethnicity To	<u>erms</u>		An acronym that stands for Asian American and Pacific Islander. The term is used to describe a diverse and fast-growing	
Workplace Terms			population of 23 million Americans that includes roughly 50 ethnic groups with roots in more than 40 countries. This	
Δ	N		includes all people of Asian, Asian American, or Pacific Islander ancestry who trace their origins to the countries, states,	
<u>B</u>	<u>0</u>		jurisdictions, and/or diasporic communities of these geographic regions.	
<u>C</u>	P		(NACo)	
<u>D</u>	Q	AAVE	An acronym that stands for African American Vernacular English.	
E	<u>R</u>		The term describes a dialect of American English characterized by pronunciations and vocabulary uniquely spoken in African	
E	<u>S</u>		American communities. It stems from a variety of African, British English, and Caribbean Creole English dialects.	
<u>G</u>	I		( <u>NACo</u> )	
H	<u>U</u>	Affirmative A	Action Proactive policies and procedures for remedying the effects of	
Ī	V		past discrimination and ensuring the implementation of equal	
<u>1</u>	<u>w</u>		employment and educational opportunities and for recruiting, hiring, training, and promoting women and other historically	
L	X		excluded groups, such as people of color, people with disabilities, and veterans. This is done in compliance with federal	
<u>M</u>	Y		requirements enforced by the Office of Federal Contract Compliance Programs (OFCCP). ( <u>SHRM</u> )	
		African Amei	An American with Black African ancestry. Not all Black people who reside in the United States identify with the term African American. While the US Census groups Black or African	
			American as one category, there is a clear distinction between the two. ( <u>Whiteness at Work</u> )	

Foundational Terms		American Descendants of Slavery (ADOS) This term refers to all Black Americans who are descendants of formerly enslaved people and are	
Allyship Terms			
Bias and Harassment	t Terms		committed to seeking reparations for chattel slavery and its ongoing consequences, including the racial wealth
Disability and Neuroo Terms	diversity		gap, incarceration, systemic inequities in education and healthcare, redlining, and gentrification, all of which disproportionately affect Black people in the United States. ADOS are also committed to advocating for
Gender and Sexual C Terms	<u>Drientation</u>		policies that eliminate the discrimination experienced by Black people of all backgrounds in the United States. (ADOS)
Public Wellness Term	<u>ns</u>	ANNHSI	
Race and Ethnicity T	erms		An acronym that stands for Alaska Native and Native Hawaiian Serving Institutions. These are institutions of
<u>Workplace Terms</u>	N		higher learning in which 20 percent or more of the student demographic is Native Alaskan and 10 percent or more is Native Hawaijan.
		Acien	
B	<u>0</u>	Asian	A person having origins in any of the original peoples of
<u>C</u>	P		the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan,
	Q		Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
<u>E</u>	<u>R</u>	( <u>U.S. Census Bureau</u> )	(U.S. Census Bureau)
E	<u>S</u>	BIPOC	An acronym for Black, Indigenous, and People of Color.
<u>G</u>	I	The term has increased in use and awareness sir 2020, after the Black Lives Matter resurgence ag racism and police brutality in the wake of the Ge	The term has increased in use and awareness since
H	<u>U</u>		racism and police brutality in the wake of the George Floyd murder. BIPOC is meant to emphasize the
Ī	V		particular hardships faced by Black and Indigenous
<u>]</u>	W		people in the United States and Canada and is also meant to acknowledge that not all people of color face
L	X		the same levels of injustice.
M	Y	Black	Relating or belonging to any of the various human populations characterized by dark skin pigmentation, specifically the dark-skinned peoples of Africa, Oceania, and Australia. In the United States this term most often refers to people of African descent, including African Americans, Afro-Caribbeans, Afro-Latino, and African immigrants living in the United States. The term Black has a specific political significance in the race discourse in the United States, as it covers a broad range of ethnic and cultural backgrounds. (Whiteness at Work)

Foundational Terms		Black Lives Matter	
Allyship Terms			A human rights movement, originating in the African American community, that campaigns against violence
Bias and Harassmer	Bias and Harassment Terms		and systemic racism toward Black people. The movement began with the use of the hashtag #BlackLivesMatter on
<u>Disability and Neurodiversity</u> <u>Terms</u>			social media after the acquittal of George Zimmerman in the shooting death of African American teen Trayvon Martin in February 2012. ( <u>Black Lives Matter</u> )
Gender and Sexual Terms	<u>Orientation</u>	Chicano/a	A term adopted by some Mexican Americans to
Public Wellness Terr	<u>ns</u>		demonstrate pride in their heritage, born out of the national Chicano Movement, which was politically aligned
Race and Ethnicity 1	<u>Ferms</u>		with the Civil Rights Movement to end racial oppression and social inequalities experienced by Mexican
Workplace Terms			Americans. Chicano pertains to the experience of Mexican-descended individuals living in the United
Α	N		States. Not all Mexican Americans identify as Chicano. (NACo)
<u>B</u>	<u>0</u>	Code-switching	
<u>C</u>	P		The conscious or unconscious act of altering one's communication style and/or appearance depending on
<u>D</u>	Q		the specific situation of to whom one is speaking, what is being discussed, and the relationship of power and/or
E	<u>R</u>	community dynamics between those involved members of the non-dominant group code-su minimize the impact of bias from the domina	community dynamics between those involved. Often
E	<u>S</u>		minimize the impact of bias from the dominant group. $(NACo)$
<u>G</u>	I	Critical Pace Theory	
H	<u>U</u>	systemic racism is part of US society—from educ and housing to employment and healthcare. Crit Theory recognizes that racism is more than the individual bias and prejudice. It is embedded in	An academic and legal framework that denotes that
Ī	V		and housing to employment and healthcare. Critical Race
<u>]</u>	W		individual bias and prejudice. It is embedded in laws,
<u>L</u>	X		policies, and institutions that uphold and reproduce racial inequalities. According to CRT, societal issues such as
M	Ϋ́		Black Americans' higher mortality rate, outsized exposure to police violence, the school-to-prison pipeline, denial of affordable housing, and the rates of the death of Black women in childbirth are not unrelated anomalies. (Legal Defense Fund)
		Ethnicity	A social construct that divides people into smaller social
			groups based on characteristics such as values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base. (White Privilege Conference)
		De els de Melle Mar	

Foundational Terms		First Nations	
Allyship Terms			This term came into usage in the 1970s, replacing the use of Indian or Native; First Nations refers to the groups
Bias and Harassment Terms			of people that are officially recognized as Indians under the Indian Act of Canada. First Nations also refers to the
<u>Disability and Neuro</u> <u>Terms</u>	<u>diversity</u>		separate nations that occupied the unceded territory before European colonization. There are over 630 First Nations in Canada. For instance, the Okanagan Nation is composed of seven member communities including the
<u>Gender and Sexual Orientation</u> <u>Terms</u>			Penticton Indian Band, Okanagan Indian Band, Westbank First Nation, and Upper and Lower Similkameen Indian Bands.
Public Wellness Terr	ns		( <u>FNDI</u> )
Race and Ethnicity T	erms	HBCU	An acronym that stands for Historically Black Colleges
Workplace Terms			and Universities. The Higher Education Act of 1965 defines HBCU as "any historically black college or
Α	N		university that was established prior to 1964, whose principal mission was, and is, the education of black
<u>B</u>	<u>0</u>		Americans, and that is accredited by a nationally
<u>C</u>	P		recognized accrediting agency or association determined by the Secretary [of Education] to be a reliable authority
D	Q		as to the quality of training offered or is, according to such an agency or association, making reasonable
E	<u>R</u>		
E	<u>S</u>	Hispanic	
<u>G</u>	I		A term adopted in the United States in an attempt to group immigrants and their descendants whose countries
H	<u>U</u>	used interchangeably with "Latino" or "Latina" de the potential to convey slightly different connota	of origin derive from Latin America. Hispanic is often used interchangeably with "Latino" or "Latina" despite
Ī	V		the potential to convey slightly different connotations. These terms refer only to a person's origin and history. A
<u>1</u>	W		Hispanic/Latino/Latina person can be any race or color. (Encyclopedia Britannica)
L	X	HSI	
<u>M</u>	Y		An acronym that stands for Hispanic-Serving Institutions. To be eligible for this distinction, institutions of higher education must have an enrollment rate of 25 percent or more Hispanic undergraduate full-time equivalent students.
		Indigenous Peoples	
			Peoples in independent countries who are regarded as indigenous on account of their descent from the populations that inhabited the country, or a geographical region to which the country belongs, at the time of conquest or colonization or the establishment of present state boundaries and who, irrespective of their legal status, retain some or all of their own social, economic, cultural, and political institutions. (ILO)

Foundational Terms		Latine	
Allyship Terms			Latine is a gender-neutral form of the word Latino created by gender non-binary and feminist communities
Bias and Harassmen	t Terms		in Spanish-speaking countries.
Disability and Neuroo Terms	diversity	Latinx	A gender-neutral or nonbinary term that refers to a person of Latin American origin or descent (gender- neutral version of Latino or Latina).
Gender and Sexual ( Terms	<u>Drientation</u>	MENA	
Public Wellness Term	าร		This term refers to the geographical region of the Middle East and North Africa, which is composed of 22 nations—
Race and Ethnicity T			Algeria, Bahrain, Egypt, Iran, Iraq, Palestine, Jordan, Kuwait, Lebanon, Libya, Morocco, Oman, Qatar, Saudi
Workplace Terms			Arabia, Tunisia, United Arab Emirates, Yemen, Mauritania, and the Comoros Islands. (Whiteness at Work)
Α	N	Multicultural	
<u>B</u>	<u>0</u>		Of or pertaining to more than one culture. (The National Multicultural Institute)
<u>C</u>	Р	Multiculturalism	()
D	Q	Futiculturansm	The practice of acknowledging and respecting the various cultures, religions, races, ethnicities, attitudes, and
E	<u>R</u>		opinions within an environment. The theory and practice
E	<u>S</u>		promote peaceful coexistence of all identities and people. ( <u>University of Maryland</u> )
<u>G</u>	I	NASNTI	
H	<u>U</u>		An acronym that stands for Native American Indian Serving, Non-Tribal Institutions. These are institutions of
Ī	V		higher learning in which 10 percent or more of the student demographic is Native American, but the
<u>]</u>	W		institution does not qualify as a Tribal College or University (TCU).
L	X	Native American	
Μ	Y		This term came into use in the 1960s, referring to the over 2,000 tribal groups and their descendants that are native to the land of what became the United States and its territories through European colonization. Native American is not a monolithic term; there are numerous languages, cultures, and tribal membership systems within Native American communities. (National Museum of the American Indian)

Foundational Terms		Native Lives Matter (NLM)	
Allyship Terms			In response to a national discussion surrounding police violence against marginalized communities in the United
Bias and Harassment Terms			States, the Lakota People's Law Project (LPLP) created the Native Lives Matter coalition to influence public
Disability and Neuro Terms	odiversity		discourse on how Native Americans suffer the most adverse effects of a structurally unjust criminal justice system. Proportionally, Native Americans are the racial group most likely to be killed by the police, Native
Gender and Sexual Orientation Terms			American men are admitted to prison at four times the rate of White men, and Native American women are imprisoned at six times the rate of White women.
Public Wellness Terr	<u>ns</u>		( <u>LPLP</u> )
Race and Ethnicity T	<u>Ferms</u>	Pacific Islander	A person having origins in any of the original peoples of
Workplace Terms			Hawaii, Guam, Samoa, or other Pacific Islands. (U.S. Census Bureau)
Δ	N	Pan-Africanism	( <u>Ster census Darcaa</u> )
B	<u>0</u>		Describes the theory relating to the desire to educate all peoples of the African diaspora of their common plight
<u>C</u>	Р		and the connections between them. Some theorists
D	Q		promote linking all African countries across the continent through a common government, language, ideology, or
E	<u>R</u>	belief. ( <u>University of Maryland</u> )	
E	<u>S</u>	PBI	
<u>G</u>	I	An acronym that stands for Predominantly Black Institutions. These are institutions of higher lear which 40 percent or more of the student demog Black. ( <u>NACo</u> )	Institutions. These are institutions of higher learning in
H	U		Black.
Ī	V		( <u>NACo</u> )
ī	W	People of Color (POC) A collective term for individuals of Asian, African	
L	X		and Native American backgrounds with the common experience of being targeted and oppressed by racism.
M	Y	While each oppressed group is affected by radifferently and maintains its own unique ider culture, there is also the recognition that rac potential to unite oppressed people in a colle resistance. For this reason, many individuals as members of racially oppressed groups also identity of being People of Color. This in now diminishes their specific cultural or racial ide	While each oppressed group is affected by racism differently and maintains its own unique identity and culture, there is also the recognition that racism has the potential to unite oppressed people in a collective of resistance. For this reason, many individuals who identify as members of racially oppressed groups also claim the identity of being People of Color. This in no way diminishes their specific cultural or racial identity; rather, it is an affirmation of the multiple layers of identity of every individual.
		PWIs	An acronym that stands for Predominantly White Institutions. These are institutions of higher learning in which 50 percent or more of the student demographic is White. (NACo)

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Foundational Terms		Race	
Allyship Terms			A social construct that artificially divides people into distinct groups based on characteristics such as physical
Bias and Harassment Terms			appearance, ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the political needs of a society at a given period of time.
Disability and Neuro Terms	odiversity		(White Privilege Conference)
Gender and Sexual Terms	<u>Orientation</u>	Racial and Ethnic I	An individual's awareness and experience of being a member of a racial and ethnic group; the racial and ethnic categories that an individual chooses to describe
Public Wellness Terr	<u>ms</u>		themself based on such factors as biological heritage,
Race and Ethnicity	<u>Terms</u>		physical appearance, cultural affiliation, early socialization, and personal experience. ( <u>White Privilege Conference</u> )
Workplace Terms		тси	
Α	<u>N</u>		An acronym that stands for Tribal Colleges and Universities. These are institutions of higher learning in
<u>B</u>	<u>0</u>		which 50 percent or more of the student demographic is Native American, Inuit, or Alaska Native.
<u>C</u>	<u>P</u>	White	
D	Q	The top classification of the socially constructed structurally reinforced racial categories. Those be perceived and categorized as White are granted cultural, institutional, psychological, and materia	The top classification of the socially constructed and
E	<u>R</u>		perceived and categorized as White are granted social,
E	<u>S</u>		resources. Most often White people are of European
<u>G</u>	I		
H	<u>U</u>		
Ī	V		
<u>]</u>	<u>w</u>		
L	X		
<u>M</u>	Y		



## **Seramount's Global and US Inclusion Indexes**

#### **Global Inclusion Index**



- Current report is based on data from 16 countries and next year's report will be based on 24 countries
- 2022 countries include: Argentina, Australia, Brazil, Canada, Chile, China, France, Germany, India, Ireland, Italy, Japan, Mexico, Singapore, the United Arab Emirates, the United Kingdom
- 2023 countries include: the above (except Argentina) and Colombia, Israel, the Netherlands, Saudi Arabia, South Korea, Spain, the Philippines, Portugal, and Romania
- Questions include:
  - Measurements of women's progress
  - Most common demographics captured
  - Pay equity

Find more information here

Inclusion Index



- · Based on U.S. data
- Companies that receive a score of 70 percent or higher qualify as a Leading Inclusion Index company
- Evaluates trends and opportunities of issues such as:
  - Demographic representation
  - Advancement of historically excluded groups
  - Leadership accountability
  - Inclusive corporate culture
  - Find more information here

### Workplace Terms

Foundational 7	Terms	Terms that either originated in the workplace or hold
Allyship Terms		the most impact in a work environment
Bias and Hara		
	<u>Neurodiversity</u>	Affinity Group vs. Employee Resource Group (ERG) vs. Business Resource Group (BRG) Affinity groups, or affinity networks, are primarily social spaces where people with a shared identity or interest can meet and
<u>Gender and Sec</u> <u>Terms</u>	exual Orientation	discuss common issues. Employee resource groups (ERGs) are more structured, with
Public Wellnes	<u>ss Terms</u>	mission statements, executive sponsors, and goals in place. They are usually focused on recruitment, education, and advancement
Race and Ethn	nicity Terms	efforts within the workplace and are usually affinity-based.
Workplace Ter	<u>rms</u>	Business resource groups (BRGs) are similar to ERGs, but are tied directly to business goals, including internal goals
A	N	(increasing representation, retention, and promotion rates) and marketplace goals (adding to market share, cultural competence
<u>B</u>	<u>O</u>	on customer segments, and increasing supplier diversity). These groups have specific metrics that are often linked to leaders'
<u>C</u>	Р	performance evaluations. Most of these groups are also affinity- based.
<u>D</u>	Q	( <u>Seramount</u> )
E	<u>R</u>	Corporate Social Responsibility (CSR)
E	<u>S</u>	A concept whereby companies integrate social and environmental concerns in their business operations and interactions with their
<u>G</u>	I	stakeholders. CSR is generally understood as being the ways a company achieves a balance of economic, environmental, and
H	<u>U</u>	social imperatives, while at the same time addressing the expectations of shareholders and stakeholders. Historically, CSR
Ī	V	has been used to promote sustainability and philanthropic efforts but lacks metrics for holding leaders accountable for results.
<u>]</u>	W	( <u>UNIDO, Seramount</u> )
L	X	Environmental, Social, and Governance (ESG) The three criteria of ESG are environmental, which measures
Μ	Y	how well a company is able to mitigate the negative effects of their business operations on environmental issues; social, which measures the way an organization operates with consumers, suppliers, the external community, and talent; and governance, which assesses a company's leadership and takes issues such as executive pay, board diversity, and stakeholder engagement into account. Institutional investors, stock exchanges, and boards are increasingly using sustainability and social responsibility disclosure information to explore the relationship between a company's management of ESG risk factors and its business performance.
		( <u>Seramount</u> )

### Workplace Terms

Foundational Terms		Golden Rule vs. Platinum Rule of How to Treat Employees The maxim "treat people as you want to be treated" is	
Allyship Terms			viewed as the "Golden Rule." This statement negates the
Bias and Harassment Terms			experiences of those an individual interacts with, which may include neurodivergence and disability aspects that should be respected. Instead, the "Platinum Rule" states
Disability and Neur Terms	<u>odiversity</u>		"lead people the way they want to be led," which focuses on understanding the unique differences between employees and coworkers and recognizes that the same
Gender and Sexual Orientation Terms			leadership style might not work for everyone. ( <u>Inc.</u> )
Public Wellness Ter	<u>ms</u>	Historically E	xcluded Talent (HET) Employees who are from groups that have been
Race and Ethnicity	Terms		marginalized over time. Companies may implement preparation programs and accountability policies for
Workplace Terms			diversifying and advancing this talent.
Δ	N		( <u>Seramount</u> )
<u>B</u>	<u>o</u>	Pay Equity	The equal compensation of employees who perform the
<u>C</u>	Р		same or similar job duties, while accounting for other factors, such as experience level, job performance, and
D	Q		tenure with the employer. ( <u>SHRM</u> )
E	<u>R</u>		It ensures the fairness of compensation paid to
E	<u>S</u>		employees for performing comparable work, without regard to gender, race, or other categories protected by
<u>G</u>	I		law (such as national origin or sexual orientation). It includes fairness in terms of both base pay and total
Н	U		compensation, including bonuses, overtime, employee benefits, and opportunities for advancement. Pay equity
Ī	V		does not mean that all employees are paid the same. Generally, pay equity focuses on ensuring those
<u>]</u>	W		employees performing comparable work are receiving comparable compensation.
L	X		( <u>Trusaic</u> )
M	Y	Stakeholder (	A model of environmental, social, and governance (ESG) stewardship focused on environmental and social risks and opportunities. This model posits that companies should consider all their stakeholders—not just the owners but also employees, customers, and suppliers— for the long-term success and health of the business, as opposed to the shareholder-primacy model, which focuses on financial and operational costs and benefits and can engender entrenched inequality and damage to the environment. (World Economic Forum)

### Workplace Terms

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<u>X</u>

Y

Foundational Terms		Supplier Diversity	
		Supplier Diversity	Supplier diversity is an inclusion initiative that links
<u>Allyship Terms</u>			companies with suppliers of goods and services owned by people from underrepresented groups,
Bias and Harassment	<u>Terms</u>		including people of color, women, LGTBQ+ people, people with disabilities, and veterans. Diverse suppliers
Disability and Neurod	iversity		offer a different perspective on how things can and
<u>Terms</u>			should get done, especially when it comes to reaching out to people from their own communities. Supplier
Gender and Sexual O	rientation		diversity is increasingly linked to ESG and to efforts to
<u>Terms</u>			build community wealth. ( <u>Seramount</u> )
Public Wellness Terms			
Race and Ethnicity Te	rms		
Workplace Terms			
Δ	N		
<u>B</u>	<u>o</u>		
<u>C</u>	<u>P</u>		
<u>D</u>	Q		
E	<u>R</u>		
E	<u>s</u>		
<u>G</u>	I		
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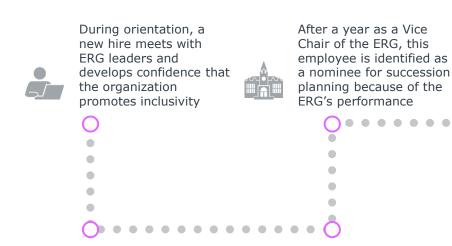
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# **Employee Lifecycle with an E/BRG**



With the support of the ERG, this employee had notice of development opportunities, became a Vice Chair, was identified as rising talent, and now has a network of sponsors and mentors to guide them

This pro ERC care

This mid-career professional joins an ERG info session on career pathing and development opportunities in the company



Through the event, the employee identifies they need more leadership responsibility to ascend to their dream role. After 6 months at the company and as a member of the ERG, they apply and receive an ERG leadership role as a Vice Chair 85 percent Of current ERG members say these groups help their

careers

Foundational Terms		AANAPISI An acronym that stands for Asian American and	
<u>Allyship Terms</u>			American Pacific Island Serving Institutions. These are institutions of higher learning in which 10 percent or
Bias and Harassment Terms			more of the student demographic is Asian American or Native American Pacific Islander.
Disability and Neuro Terms	diversity	ΑΑΡΙ	( <u>NACo</u> )
<u>Gender and Sexual</u> Terms	<u>Orientation</u>		An acronym that stands for Asian American and Pacific Islander. The term is used to describe a diverse and fast- growing population of 23 million Americans that includes
Public Wellness Terr	<u>ns</u>		roughly 50 ethnic groups with roots in more than 40 countries. This includes all people of Asian, Asian
Race and Ethnicity T	Terms		American, or Pacific Islander ancestry who trace their
Workplace Terms			origins to the countries, states, jurisdictions, and/or the diasporic communities of these geographic regions.
A	N		( <u>NACo</u> )
<u>B</u>	<u>0</u>	AAVE	An acronym that stands for African American Vernacular
<u>C</u>	P		English. The term describes a dialect of American English characterized by pronunciations and vocabulary uniquely
D	Q		spoken in African American communities. It stems from a variety of African, British English, and Caribbean Creole
E	<u>R</u>		English dialects. ( <u>NACo</u> )
E	<u>s</u>	Ableism	
<u>G</u>	I	ADICISII	Discrimination against persons with mental and/or physical disabilities; social structures that favor able-
H	<u>U</u>		bodied individuals. ( <u>The National Multicultural Institute</u> )
Ī	V	Accessibility	
<u>]</u>	<u>w</u>		The intentional design or redesign of physical spaces, technology, policies, systems, entities, products, and
L	X		services (to name a few) that increase one's ability to use, access, and obtain the respective element.
M	Y		(NACo)
		Accommodation	A change in the environment or in the way things are
			A change in the environment or in the way things are customarily done that allows an individual with a disability to have equal opportunity, access, and participation. (NACO)
		Accomplice	All accomplices are allies, but not all allies are accomplices. While an ally is willing to stand in support of a marginalized voice, risk is rarely involved. An accomplice uses the power and privilege they have to challenge the status quo, often risking their physical and social wellbeing in the process. (Diverse Education)

Foundational Term	ns	Acculturation	The process of learning and incorporating the language
Allyship Terms			The process of learning and incorporating the language, values, beliefs, and behaviors that make up a distinct
Bias and Harassment Terms			culture. This concept is not to be confused with assimilation, where an individual or group may give up
Disability and Neu	irodiversity		certain aspects of their culture in order to adapt to those of the prevailing culture.
<u>Terms</u>			(The National Multicultural Institute)
Gender and Sexua Terms	al Orientation	Affinity Group vs. Employee Resource Group (ERG) vs. Business Resource Group (BRG)	
Public Wellness Te	<u>erms</u>		Affinity groups, or affinity networks, are primarily social spaces where people with a shared identity or interest
Race and Ethnicity	<u>/ Terms</u>		can meet and discuss common issues. Employee resource groups (ERGs) are more structured, with
Workplace Terms			mission statements, executive sponsors, and goals in place. They are usually focused on recruitment,
Α	<u>N</u>		education, and advancement efforts within the workplace and are usually affinity-based. Business resource groups
<u> </u>	<u> </u>		(BRGs) are similar to ERGs, but are tied directly to business goals, including internal goals (increasing
 <u>C</u>	<u>Р</u>		representation, retention, and promotion rates) and marketplace goals (adding to market share, cultural
<u>D</u>	Q		competence on customer segments, and increasing
			supplier diversity). These groups have specific metrics that are often linked to leaders' performance evaluations.
<u>E</u>	<u>R</u>		Most of these groups are also affinity-based. ( <u>Seramount</u> )
E	<u>S</u>	Affirm	
<u>G</u>	Ι		To acknowledge, respect, and support a person's identity regarding race, ethnicity, sexual orientation, gender
H	<u>U</u>		identity, experiences, ideas, or beliefs, or encouraging
Ī	V		the development of an individual.
<u>]</u>	<u>W</u>	Affirmative Action	Proactive policies and procedures for remedying the
L	<u>X</u>		effects of past discrimination and ensuring the implementation of equal employment and educational
Μ	Ϋ́		opportunities and for recruiting, hiring, training, and promoting women and other historically excluded groups, such as people of color, people with disabilities, and veterans. This is done in compliance with federal requirements enforced by the Office of Federal Contract Compliance Programs (OFCCP). (SHRM)
		African American	An American with Black African ancestry. Not all Black people who reside in the United States identify with the term African American. While the US Census groups Black or African American as one category, there is a clear distinction between the two. ( <u>Whiteness at Work</u> )

Ageism Discrimination and prejudiced thought against individuals
because of their age, often based on stereotypes. ( <u>The National Multicultural Institute</u> )
Ally
Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and to work in solidarity with
oppressed groups in the struggle for justice. An ally recognizes that, though they are not a member of a marginalized group(s) they support, they make a
concentrated effort to better understand the struggle of another's circumstances. An ally may have more
privilege and recognize that privilege in society. ( <u>NACo</u> )
American Descendants of Slavery (ADOS)
This term refers to all Black Americans who are
descendants of formerly enslaved people and are committed to seeking reparations for chattel slavery and
its ongoing consequences, including the racial wealth gap, incarceration, systemic inequities in education and
healthcare, redlining, and gentrification, all of which disproportionately affect Black people in the United
States. ADOS are also committed to advocating for policies that eliminate the discrimination experienced by
Black people of all backgrounds in the United States. (ADOS)
Americans with Disabilities Act (ADA)
The ADA, a U.Sbased law, is a civil rights law signed in 1990 that prohibits discrimination against people with
disabilities. (ADA)
ANNHSI
An acronym that stands for Alaska Native and Native Hawaiian Serving Institutions. These are institutions of
higher learning in which 20 percent or more of the student demographic is Native Alaskan and 10 percent or more is Native Hawaiian.
Anti-Oppression Recognizing and deconstructing the systemic, institutional, and individual forms of disempowerment used by certain groups over others; actively challenging the different forms of oppression. (Anti-Defamation League)

Foundational T	erms	Anti-Racism	<b>-</b>
Allyship Terms			The work of actively opposing discrimination based on race by advocating for changes in political, economic,
Bias and Haras	ssment Terms		and social life. Anti-racism tends to be an individualized approach that is set up to counter an individual's racist
<u>Disability and I</u> <u>Terms</u>	<u>Neurodiversity</u>		behaviors and impact. ( <u>Time's Up Foundation</u> )
<u>Gender and Se</u> <u>Terms</u>	exual Orientation		Today, anti-racism is perhaps most closely associated with Ibram X. Kendi, the founding director of American University's anti-racist research center, who popularized the concept with his 2019 book "How to be an Anti-
Public Wellness	<u>s Terms</u>		Racist," which was updated in 2022. In it, he wrote: "The only way to undo racism is to consistently identify and
Race and Ethni	<u>icity Terms</u>		describe it—and then dismantle it." ( <u>Ibram X. Kendi</u> )
Workplace Ter	ms		
A	N	Anti-Semitism	
<u>B</u>	<u>O</u>		A certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical
<u>C</u>	<u>P</u>		manifestations of anti-Semitism are directed toward or about Jewish individuals and/or their property, or toward
D	Q		Jewish community institutions and religious facilities. ( <u>Tanenbaum</u> )
<u>E</u>	<u>R</u>	Asian	
E	<u>S</u>		A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian sub-continent
<u>G</u>	I		including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands,
<u>H</u>	<u>U</u>		Thailand, and Vietnam. ( <u>U.S. Census Bureau</u> )
Ī	V	Assimilation	
<u>]</u>	<u>W</u>		The process by which an individual of a minority group gradually adopts characteristics of the majority culture,
L	X		thereby becoming a member of that culture. This can include the adoption of language, culinary tastes,
<u>M</u>	Y		interpersonal communication, gender roles, and style of dress. Assimilation can be voluntary or forced. ( <u>NACo</u> )

В

Foundational Terr	<u>ms</u>	Belonging	The feeling of security and support when there is a sense
Allyship Terms			of acceptance, inclusion, and identity for a member of a certain group or place. In order for people to feel like
Bias and Harassm	<u>nent Terms</u>		they belong, the environment (such as the workplace)
<u>Disability and Neu</u> <u>Terms</u>	urodiversity	Rips (Projudice)	needs to be a diverse and inclusive place. ( <u>SHRM</u> )
<u>Gender and Sexu</u> <u>Terms</u>	al Orientation	Bias (Prejudice)	An inclination or preference, especially one that interferes with impartial judgment. A form of prejudice that results from the universal tendency and need of
Public Wellness T	<u>erms</u>		individuals to classify others into categories. ( <u>NACo</u> )
Race and Ethnicit	<u>y Terms</u>	Bicurious	
Workplace Terms		BICUTIOUS	People who are open to experimenting with genders that
Δ	N		are not only their own, but do not know if they are open to forming any sort of relationship with multiple genders. ( <u>The PBHS Closet</u> )
<u>B</u>	<u>0</u>	Bigotry	
<u>C</u>	P Q		An unreasonable or irrational attachment to negative stereotypes and prejudices.
			( <u>NACo</u> )
<u>E</u>	<u>R</u>	BIPOC	An acronym for Black, Indigenous, and People of Color.
E	<u>S</u>		The term has increased in use and awareness since 2020, after the Black Lives Matter resurgence against
<u>G</u>	Ι		racism and police brutality in the wake of the George Floyd murder. BIPOC is meant to emphasize the
H	<u>U</u>		particular hardships faced by Black and Indigenous
Ī	<u>V</u>		people in the United States and Canada and is also meant to acknowledge that not all people of color face
<u>]</u>	<u>W</u>		the same levels of injustice.
L	X	Bisexuality	Romantic and/or sexual attraction to people of more than
Μ	Y		one sex and/or gender, not necessarily at the same time, not necessarily in the same way, and not necessarily to the same degree. ( <u>Ochs</u> )
		Black	
			Relating or belonging to any of the various human populations characterized by dark skin pigmentation, specifically the dark-skinned peoples of Africa, Oceania, and Australia. In the United States this term most often refers to people of African descent, including African Americans, Afro-Caribbeans, Afro-Latino, and African immigrants living in the United States. The term Black has a specific political significance in the race discourse in the United States, as it covers a broad range of ethnic and cultural backgrounds. (Whiteness at Work)

tional Tarma	

B

<u>Foundational</u>	Terms	Black Lives Matter	
Allyship Term	<u>15</u>		A human rights movement, originating in the African American community, that campaigns against violence
Bias and Hara	assment Terms		and systemic racism toward Black people. The movement began with the use of the hashtag #BlackLivesMatter on
<u>Disability and</u> <u>Terms</u>	<u>Neurodiversity</u>		social media after the acquittal of George Zimmerman in the shooting death of African American teen Trayvon Martin in February 2012. (Black Lives Matter)
<u>Gender and S</u> <u>Terms</u>	d Sexual Orientation Brave Space		In the context of brave spaces, social justice is the "full
Public Wellne	<u>ss Terms</u>		and equitable participation of people from all social identity groups in a society that is mutually shaped to
Race and Eth	<u>nicity Terms</u>		meet their needs." Some key ideas that promote the most productive brave spaces are "controversy with
Workplace Te	erms		civility," "owning intentions and impacts," "challenge by choice," "respect," and "no attacks".
Δ	<u>N</u>		( <u>NC State University</u> )
<u>B</u>	<u>O</u>	Bystander	A person who is present at an event or incident but does
<u>C</u>	<u>P</u>		not take part. Similar to an onlooker, passerby, nonparticipant, observer, spectator.
<u>D</u>	Q		nonparticipant, observer, spectator.
<u>E</u>	<u>R</u>		
E	<u>S</u>		
<u>G</u>	I		
<u>H</u>	<u>U</u>		
Ī	<u>V</u>		
<u>]</u>	<u>w</u>		
L	X		
<u>M</u>	Y		

Foundational Terms		Chicano/a	A term adopted by some Mexican Americans to
Allyship Terms Bias and Harassment Terms Disability and Neurodiversity Terms			demonstrate pride in their heritage, born out of the
			national Chicano Movement, which was politically aligned with the Civil Rights Movement to end racial oppression
			and social inequalities experienced by Mexican Americans. Chicano pertains to the experience of Mexican-descended individuals living in the United States. Not all Mexican Americans identify as Chicano.
<u>Gender and Sexual (</u> <u>Terms</u>	<u>Drientation</u>	Cisgender/cis	( <u>NACo</u> )
Public Wellness Tern	<u>ns</u>	cisgender/cis	A term used to describe a person whose gender identity
Race and Ethnicity T	erms		aligns with those typically associated with the sex assigned to them at birth. ( <u>HRC</u> )
Workplace Terms		Class	<u> </u>
A	N	Class	Refers to people's socioeconomic status, based on
<u>B</u>	<u>0</u>	etc.	
<u>C</u>	<u>P</u>		( <u>University of Washington</u> )
D	Q	Classism	Biased attitudes and beliefs that result in, and help to
E	<u>R</u>	justify, unfair treatment of individuals or groups l	justify, unfair treatment of individuals or groups because of their socioeconomic grouping. Classism can also be
E	<u>S</u>		expressed as public policies and institutional practices that prevent people from breaking out of poverty rather
<u>G</u>	I		than ensuring equal economic, social, and educational opportunity.
<u>H</u>	<u>U</u>		(The National Multicultural Institute)
Ī	V	Code-switching	The conscious or unconscious act of altering one's
<u>1</u>	W		communication style and/or appearance depending on the specific situation of to whom one is speaking, what is
L	X		being discussed, and the relationship of power and/or community dynamics between those involved. Often
<u>M</u>	Y		members of the non-dominant group code-switch to minimize the impact of bias from the dominant group. ( <u>NACo</u> )
		Collusion	When people act to perpetuate oppression or prevent others from working to eliminate oppression. Example: able-bodied people who object to strategies for making buildings more accessible because of the expense. (White Privilege Conference)

C

Foundational Ter	ms	Colonization	<b>-</b> 1
Allyship Terms			The action or process of settling among and establishing control over the indigenous people of an area, which can
Bias and Harassment Terms			begin as geographical intrusion in the form of agricultural, urban, or industrial encroachments. The
<u>Disability and Ne</u> <u>Terms</u>	Disability and Neurodiversity Terms		result of such incursion is the dispossession of vast amounts of land from the original inhabitants. The dispossession of lands is often legalized after the fact, resulting in institutionalized inequality that becomes a
<u>Gender and Sexu</u> <u>Terms</u>	ual Orientation		permanent fixture of society. ( <u>NACo</u> )
Public Wellness T	<u>Terms</u>	Colorblind Racial Id	<b>leology</b> The attitude that people should be treated as equally as
Race and Ethnicit	<u>ty Terms</u>		possible, without regard to race or ethnicity. Though seemingly equitable, it tends to overlook the importance
Workplace Terms	<u>5</u> <u>N</u>		of people's cultures and the manifestations of racism in policy or institutions. ( <u>NACo</u> )
A		Colorism	(MACO)
<u>В</u> <u>С</u>	<u>О</u> <u>Р</u>	Colorism	Prejudice and/or discrimination against an individual with
			darker skin color, tone, shade, pigmentation, or complexion.
<u>E</u>	Q <u>R</u>	Coming Out	<b>-</b>
E	<u>S</u>		The process in which a person first acknowledges, accepts, and appreciates their sexual orientation or gender identity and begins to share that with others. (HRC)
<u> </u>	ц Т		
<u>u</u>	<u> </u>	<b>Confirmation Bias</b>	
<u>I</u>	<u>⊍</u> ⊻		Tendency to favor information that aligns with existing beliefs or attitudes; forming stereotypes or attitudes
<u> </u>	<u>•</u> <u>W</u>		toward groups without being consciously aware of doing so. Unchecked, confirmation biases can lead to various
-	X	forms of racism. ( <u>SAIC</u> )	
= M	<u>Y</u>	Conscious/Explicit	Bias
	÷		Biased attitudes about a group of which individuals are aware; these may be visible or invisible, but in any case, they can be accessed. ( <u>SAIC</u> )
		Corporate Social Re	
			environmental concerns in their business operations and interactions with their stakeholders. CSR is generally
			understood as being the ways a company achieves a balance of economic, environmental, and social
			imperatives), while at the same time addressing the expectations of shareholders and stakeholders.
			Historically, CSR has been used to promote sustainability and philanthropic efforts but lacks metrics for holding
			leaders accountable for results. ( <u>UNIDO, Seramount</u> )

Foundational Terms		Critical Race Theory	
Allyship Terms			An academic and legal framework that denotes that systemic racism is part of US society—from education
Bias and Harassment Terms			and housing to employment and healthcare. Critical Race Theory recognizes that racism is more than the result of individual bias and projudice. It is embedded in laws
Disability and Neuroo Terms	<u>diversity</u>		individual bias and prejudice. It is embedded in laws, policies, and institutions that uphold and reproduce racial inequalities. According to CRT, societal issues such as Black Americans' higher mortality rate, outsized
Gender and Sexual C Terms	<u>Drientation</u>		exposure to police violence, the school-to-prison pipeline, denial of affordable housing, and the rates of the death of Black women in childbirth are not unrelated
Public Wellness Term	<u>15</u>		anomalies. (Legal Defense Fund)
Race and Ethnicity T	<u>erms</u>	Cultural Annuanciati	
Workplace Terms		Cultural Appropriati	The act of adopting or stealing cultural elements (e.g.,
A	N		icons, rituals, aesthetic standards, or behavior) of one culture or subculture by another for personal use or
B	<u>0</u>		profit. It is generally applied when the subject culture is a minority culture. Often occurs without any real
<u>C</u>	<u>P</u>		understanding of why the original (or "appropriated") culture took part in these activities.
<u>D</u>	Q		( <u>NACo</u> )
E	<u>R</u>	Cultural Competenc	e The ability of an individual or organization to understand
E	<u>S</u>		how inequity can be (and has been) perpetuated through socialized behaviors and the use of that knowledge to
<u>G</u>	I		disrupt inequitable practices; the ability to function effectively and empathetically as an individual and/or as
Н	U		an organization within the context of the cultural beliefs, behaviors, and needs presented by another's culture.
Ī	V		( <u>NACo</u> )
<u>1</u>	w	<b>Cultural Humility</b>	An interpersonal stance that is open to individuals and
L	X		different cultural communities and experiences in relation to aspects of one's own cultural identity.
M	Y		Maintaining cultural humility requires learning and understanding the complexity of identities and how they evolve over time. ( <u>NACo</u> )
		Cultural Identity	The identity or feeling of belonging to a group based on nationality, ethnicity, religion, social class, generation, locality, or other types of social groups with their own distinct culture. (NACO)

Foundational Terms		Cultural Intelligence	e (CQ) The capability to adapt, relate, and work effectively
Allyship Terms			across cultures. People with high CQ are not experts in
Bias and Harassmen	<u>t Terms</u>		every kind of culture. Instead, they have the skills to go into new environments with confidence, and to make
<u>Disability and Neuro</u> <u>Terms</u>	<u>diversity</u>		informed judgments based on observations and evidence as opposed to stereotypes and biases. They recognize shared influences among particular groups. Developing CQ allows one to be attuned to the values, beliefs, and
<u>Gender and Sexual (</u> <u>Terms</u>	<u>Drientation</u>		attitudes of people from different cultures and to respond with informed empathy and real understanding. (CulturalQ)
Public Wellness Term	<u>ns</u>		(,
Race and Ethnicity T	erms	Cultural Pluralism	Recognition of the contribution of each group to a
Workplace Terms			common civilization. It encourages the maintenance and
Α	<u>N</u>		development of different lifestyles, languages, and convictions. It strives to create the conditions of
<u>B</u>	<u>0</u>	harmony and respect within a culturally diverse soc ( <u>Sociology Group</u> )	harmony and respect within a culturally diverse society. (Sociology Group)
<u>C</u>	<u>P</u>	Cultural Sensitivity	
D	Q		Being aware that cultural differences and similarities between people exist without assigning them a value—
E	<u>R</u>		positive or negative, better or worse, right or wrong. It means that a person is aware that people are not all the
E	<u>S</u>		same and that the person recognizes their culture is no better than any other culture.
<u>G</u>	I		(LinkedIn)
H	<u>U</u>	Culture	A social system of meaning and custom that is developed
Ī	V		by a group of people to assure the group's adaptation
<u>]</u>	W	and survival. These systems are distinguished by a unspoken rules that shape values, beliefs, habits,	unspoken rules that shape values, beliefs, habits,
L	X		patterns of thinking, behaviors, and styles of communication.
– M	Y		( <u>People Are Culture</u> )
—	_		

Foundational Terms		D&I	An acronym for Diversity and Inclusion
Allyship Terms			
Bias and Harassment	<u>t Terms</u>	Damage Imagery	Visual, texts/narratives, or data used to highlight inequities that are presented without appropriate
Disability and Neuroo Terms	<u>diversity</u>		historical and sociopolitical context. Damage imagery can be corrected by explaining systemic and historical barriers and focusing on solutions within the
<u>Gender and Sexual C</u> <u>Terms</u>	<u>Drientation</u>		communities that are the subject of the visuals, texts/narratives, or data. ( <u>NACo</u> )
Public Wellness Term	<u>15</u>	Deednewing	<u></u> ,
Race and Ethnicity T	<u>erms</u>	Deadnaming	Occurs when an individual, intentionally or not, refers to the name that a transgender or gender-expansive
Workplace Terms			individual used at a different time in their life. Avoid this practice, as it can cause trauma, stress, embarrassment,
Δ	N		and even danger. Some may prefer the terms birth name, given name, or old name.
<u>B</u>	<u>0</u>		( <u>PFLAG</u> )
<u>C</u>	<u>P</u>	DEI	An acronym for Diversity, Equity, and Inclusion
D	Q		An actoright for Diversity, Equity, and inclusion
E	<u>R</u>	DEIA	An acronym for Diversity, Equity, Inclusion, and
E	<u>S</u>		Accessibility. Including accessibility in the acronym calls out more specifically inclusion needs for people with disabilities.
<u>G</u>	I		disabilities.
H	U	DEIB	An acronym for Diversity, Equity, Inclusion, and
Ī	V		Belonging. Including belonging in the acronym represents the positive relationships that are formed
<u>]</u>	w		between employees of various backgrounds when businesses actively promote DEI in the workplace.
L	X	DEIJ/JEDI	
M	Y		An acronym for Justice, Equity, Diversity, and Inclusion. The addition of justice pushes people to acknowledge the barriers to resources and opportunities that exist for some communities, preventing them from living a full and dignified life. Justice is about fairness, balance, and dismantling these barriers so all individuals and communities can have access to a better life.

#### (PCMA)

#### D

Foundational Torma		Denial	
Foundational Terms		Demai	The refusal to acknowledge the societal privileges that
<u>Allyship Terms</u>			are granted or denied based on an individual's identity components. Those who are in a stage of denial tend to
Bias and Harassmer	<u>nt Terms</u>		believe that "People are people. We are all alike regardless of the color of our skin." In this way, the
Disability and Neuro	odiversity		existence of a hierarchical system of privileges based on
<u>Terms</u>			ethnicity or race is ignored. ( <u>Race, Racism, and the Law</u> )
Gender and Sexual Terms	<u>Orientation</u>	Disability	
			Physical or mental impairment, the perception of a physical or mental impairment, or a history of having
Public Wellness Terr			had a physical or mental impairment, that substantially
Race and Ethnicity	<u>Ferms</u>		limits one or more major life activities. (Department of Justice)
Workplace Terms		Discrimination	
A	<u>N</u>	Discrimination	The unequal and unfair treatment of individuals or
<u>B</u>	<u>0</u>		groups based on race, gender, social class, sexual orientation, physical ability, religion, national origin, age,
<u>C</u>	<u>P</u>		intellectual or mental abilities, and other categories that may result in differences. It also describes the act of
<u>D</u>	Q		making unjustified distinctions between certain social or
E	<u>R</u>	Distributional Equi	t <b>y</b>
<u>F</u>	<u>S</u>		Programs, policies, and practices that result in a fair distribution of benefits and burdens across all segments
<u>G</u>	I		of a community, prioritizing those with highest need.
H	<u>U</u>		( <u>NACo</u> )
Ī	V	Diversity	Psychological, physical, and social differences that occur
<u>]</u>	W		among any and all individuals; including but not limited
L	X		to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender,
 M	<u> </u>		sexual orientation, mental or physical ability, and learning styles. A diverse group, community, or
<u>11</u>	<u> </u>		organization is one in which a variety of social and cultural characteristics exist.
			( <u>The National Multicultural Institute</u> )
		Diversity vs. Inclus	
			Diversity typically means proportionate representation across all dimensions of human difference. Inclusion
			means that everyone is included, visible, heard, and considered. Belonging means that an individual perceives
			themself as being a full member of the larger community
			and can thrive.

Foundational TermsEmotional Intelligence (EQ)Allyship TermsThe ability to both manage one's own emotions and understand the emotions of other people. There are key elements to EI: self-awareness, self-regulation, motivation, empathy, and social skills. People with I EI can identify how they are feeling, what those fee mean, and how those emotions impact their behavior and in turn, other people. It's a little harder to "mar the emotions of other people. But if a person can id the emotions behind others' behavior, they will I har		
Allyship Termsunderstand the emotions of other people. There are key elements to EI: self-awareness, self-regulation, motivation, empathy, and social skills. People with I EI can identify how they are feeling, what those fee mean, and how those emotions impact their behavior and in turn, other people. It's a little harder to "mar the emotions of other people. But if a person can id the emotions behind others' behavior, they will I har		
Bias and Harassment Termsmotivation, empathy, and social skills. People with IDisability and NeurodiversityEI can identify how they are feeling, what those feeDisability and Neurodiversitymean, and how those emotions impact their behaviorTermsand in turn, other people. It's a little harder to "marGender and Sexual Orientationthe emotions behind others' behavior, they will I har	five	
Disability and Neurodiversitymean, and how those emotions impact their behaviorTermsand in turn, other people. It's a little harder to "marGender and Sexual Orientationthe emotions of other people. But if a person can id		
Gender and Sexual Orientation the emotions behind others' behavior, they will I ha	or age″	
Terms better understanding of where others are coming from and how to best interact with them.	ve a	
Public Wellness Terms (Mental Health America)		
Race and Ethnicity Terms Emotional Tax		
Workplace TermsThe emotional toll of defending or explaining one's underrepresented history, identity, and culture to th from a dominant culture.	ose	
A N (SAEM)		
<b>E</b> O <b>Empowerment</b>		
C   P   When target group members refuse to accept the dominant ideology and take actions to redistribute s power more equitably.	ocial	
D Q (White Privilege Conference)		
E English as a Second Language (ESL)		
ESA term used to describe language learning program the United States for individuals for whom English is		
GItheir first or native language. (The National Multicultural Institute)		
H Environmental Justice		
IVThe fair treatment and meaningful involvement of a people, regardless of race, color, national origin, or	I	
Image:	laws,	
L X regulations, and policies. (SAMHSA)		
M Y Environmental Racism The disproportionate impact of environmental hazar people of color. (SAMHSA)	ds on	

Foundational TermsAllyship TermsBias and Harassment TermsDisability and NeurodiversityTermsGender and Sexual OrientationTerms		Environmental, Social, and Governance (ESG) The three criteria of ESG are environmental, which		
		measures how well a company is able to mitigate the		
		negative effects of their business operations on environmental issues; social, which measures the way an		
		organization operates with consumers, suppliers, the external community, and talent; and governance, which assesses a company's leadership and takes issues such		
		as executive pay, board diversity, and stakeholder engagement into account. Institutional investors, stock exchanges, and boards are increasingly using sustainability and social responsibility disclosure		
Public Wellness T	erms	information to explore the relationship between a		
Race and Ethnicit	<u>y Terms</u>	company's management of ESG risk factors and its business performance. ( <u>Seramount</u> )		
Workplace Terms	1			
A	<u>N</u>	Equal Employment Opportunity (EEO) Title VII of the Civil Rights Act of 1964 prohibits		
<u>B</u>	<u>0</u>	discrimination in any aspect of employment based on an individual's race, color, religion, sex, or national origin. ( <u>The National Multicultural Institute</u> )		
<u>C</u>	<u>P</u>			
D	Q	Evenly distributed access to resources and opportunity		
E	<u>R</u>	necessary for a safe and healthy life; uniform distribution of access to ensure fairness.		
E	<u>S</u>	(American Library Association)		
G	I	<b>Equity</b> The guarantee of fair treatment, access, opportunity, and		
Н	<u>U</u>	advancement, while at the same time striving to identify and eliminate barriers that have prevented the full		
Ī	V	participation of some groups. The principle of equity		
<u>]</u>	W	acknowledges that there are historically underserved and underrepresented populations, and that fairness regarding these unbalanced conditions is needed to		
L	X	assist equality in the provision of effective opportunities to all groups.		
<u>M</u>	Y	(UC Berkeley Initiative for Equity, Inclusion, and Diversity)		
		Equity in the workplace is the idea that all employees are provided with fair and equal opportunities based on their individual needs. Equity recognizes that not all employees are afforded the same opportunities and addresses the imbalance of opportunities available to them. Pay equity/parity/transparency, accommodation of health conditions or disabilities, and providing diversity training are examples of equity in the workplace. (BetterUp)		

Foundational Terms		Essentialism	The practice of categorizing an entire group based on
Allyship Terms			assumptions about what constitutes the "essence" of that
Bias and Harassment	<u>Terms</u>		group. Essentialism prevents individuals from remaining open to individual differences within groups. ( <u>The National Multicultural Institute</u> )
Disability and Neurod	liversity		
<u>Terms</u>		Ethical Non-Monoga	amy The practice of taking part in romantic relationships that
<u>Gender and Sexual O</u> Terms	rientation		are not completely exclusive between two people. (Verywell Mind)
		False i site s	
Public Wellness Term	<u>s</u>	Ethnicity	A social construct that divides people into smaller social
Race and Ethnicity Te	erms		groups based on characteristics such as values,
Workplace Terms			behavioral patterns, language, political and economic interests, history, and ancestral geographical base.
	N		(White Privilege Conference)
Δ	<u>IN</u>	Ethnocentrism	
<u>B</u>	<u>0</u>		The practice of using a particular ethnic group as a frame of reference, basis of judgment, or set of standard
<u>C</u>	P		criteria from which to view the world. Ethnocentrism
D	Q		favors one ethnic group's cultural norms and excludes the realities and experiences of other ethnic groups.
-	_		(The National Multicultural Institute)
<u>E</u>	<u>R</u>	Eurocentrism	
E	<u>S</u>		The practice of using Europe and European culture as a
<u>G</u>	I		frame of reference or set of standard criteria from which to view the world. Eurocentrism favors European cultural
Н	U		norms and excludes the realities and experiences of
_	_		other cultural groups. ( <u>The National Multicultural Institute</u> )
Ī	⊻		
<u>]</u>	W		
L	X		
<u>M</u>	Y		

Foundational Terms		Fatphobia	Ales lussum as subi fat is the implicit and suplicit hiss
Allyship Terms			Also known as anti-fat, is the implicit and explicit bias against overweight individuals that is rooted in a sense
Bias and Harassment	<u>Terms</u>		of blame and presumed moral failing. Being overweight and/or fat is highly stigmatized in Western culture. Anti-
Disability and Neurod Terms	<u>liversity</u>		fatness is intrinsically linked to anti-blackness, racism, classism, misogyny, and many other systems of oppression. (Boston Medical Center)
Gender and Sexual O	rientation	Feminism	
<u>Terms</u>		Feminism	A theory and practice that advocates for educational and
Public Wellness Term	<u>s</u>		occupational equity between men and women;
Race and Ethnicity Te	<u>erms</u>		undermines traditional cultural practices that support the subjugation of women by men and the devaluation of women's contributions to society.
Workplace Terms			(The National Multicultural Institute)
A	N	First Nations	This term come into wares in the 1070s, contacing the
<u>B</u>	<u>o</u>		This term came into usage in the 1970s, replacing the use of Indian or Native; First Nations refers to the groups
<u>C</u>	Р		of people that are officially recognized as Indians under the Indian Act of Canada. First Nations also refers to the
<u>D</u>	Q		separate nations that occupied the unceded territory before European colonization. There are over 630 First
E	<u>R</u>		Nations in Canada. For instance, the Okanagan Nation is composed of seven member communities including the
E	<u>s</u>		Penticton Indian Band, Okanagan Indian Band, Westbank First Nation, and Upper and Lower Similkameen Indian
<u>G</u>	I		Bands. ( <u>FNDI</u> )
<u>H</u>	<u>U</u>		
Ī	V		
<u>]</u>	<u>w</u>		
L	X		
<u>M</u>	Y		

Foundational Terms		Gaslighting	
Allyship Terms			A form of psychological manipulation in which a person or a group covertly sows seeds of doubt in a targeted
Bias and Harassment	t Terms		individual or group, making them question their own memory, perception, or judgment, often evoking in them
<u>Disability and Neuroo</u> <u>Terms</u>	diversity		cognitive dissonance and other changes, including low self-esteem. (Very Well Mind)
<u>Gender and Sexual C</u> Terms	Drientation	Gay	People of the same sex who are attracted sexually and emotionally to each other. More commonly utilized to
Public Wellness Term	<u>ns</u>		describe men's attraction to other men. ( <u>The National Multicultural Institute</u> )
Race and Ethnicity T	<u>erms</u>	Gender	
Workplace Terms		Control	The socially constructed ideas about behavior, actions, and roles a particular sex performs.
Δ	N		(The National Multicultural Institute)
<u>B</u>	<u>0</u>	Gender Expansive (	Gender Nonconfirming) Used to describe those who view their gender identity as
<u>C</u>	Р		one of many possible genders beyond strictly man or
<u>D</u>	Q	woman. These individuals have expanded notions of gender expression and identity beyond what is perceived and the expression and identity beyond what is perceived as the expression and identity beyond what is perceived as the expression and identity beyond what is perceived as the expression and identity beyond what is perceived as the expression and identity beyond what is perceived as the expression are the expression and identity beyond what is perceived as the expression are the	
E	<u>R</u>		as the expected gender norms for their society or context. Some gender-expansive individuals identify as a
E	<u>S</u>		man or a woman, some identify as neither, and others identify as a mix of both.
<u>G</u>	I		( <u>PFLAG</u> )
H	U	Gender Expression	External appearance of one's gender identity, usually
Ī	V		expressed through behavior, clothing, body characteristics, or voice, and which may or may not
<u>1</u>	W		conform to socially defined behaviors and characteristics typically associated with being either masculine or
L	X		feminine. ( <u>HRC</u> )
<u>M</u>	Y	Gender Identity	
		,	One's innermost concept of self as male, female, a blend of both, or neither—how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth. ( <u>HRC</u> )
		Gender Neutral	Gender-neutral language, also referred to as gender- inclusive language, can be defined as speaking and writing in a way that does not discriminate against a particular sex, social gender, or gender identity, and does not perpetuate gender stereotypes. ( <u>STEM Women</u> )

Foundational Terms		Gender Nonconforming A broad term referring to people who do not behave in a	
Allyship Terms		way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly	
Bias and Harassment Te	erms	into a category. While many also identify as transgender,	
Disability and Neurodive Terms	ersity	not all gender nonconforming people do. ( <u>HRC</u> )	
<u>Gender and Sexual Orie</u> Terms	entation	(Personal) Gender Pronouns (PGPs) The pronoun or set of pronouns that an individual personally uses and would like others to use when referring to them. Replaces the term Preferred Gender	
Public Wellness Terms		Pronoun, which incorrectly implies that their use is optional.	
Race and Ethnicity Term	<u>ns</u>	( <u>PFLAG</u> )	
Workplace Terms		Genderqueer	
<u>1</u> A	<u>N</u>	Genderqueer people typically reject notions of static categories of gender and embrace a fluidity of gender	
<u>B</u>	<u>2</u>	identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see	
<u>C</u> <u>F</u>	2	themselves as being both man and woman, neither man nor woman, or as falling completely outside these	
<u>D</u>	2	categories. ( <u>HRC</u> )	
E E	<u>R</u>	Gentrification	
<u>E</u>	<u>s</u>	A process of economic change in a historically disinvested neighborhood that happens through	
<u>G</u> <u>1</u>	E	mechanisms such as real estate investment and increas in higher-income residents, resulting in the displaceme	
H L	<u>u</u>	of long-term residents and demographic changes in income, education, and racial makeup.	
Ī	<u>v</u>	( <u>NACo</u> )	
7	<u>w</u>	Global North/South These are terms that denote the generic geographic, historical,	
<u></u> <u>Σ</u>	×	economic, educational, and political division between North and South. North America, Europe, and developed parts of East Asia	
<u>M</u>	Y	(formerly known as first world countries) disproportionately control global resources. Disparities of wealth, housing, education, digital media access, and numerous other factors underscore the power and privilege enjoyed by the Global North (referenced above), while the Global South (formerly known as	
		third world countries) is home to the majority of natural resources and population, is excluded. ( <u>IGI Global</u> )	

Foundational Terms		Harassment	Unwanted conduct with the purpose or effect of violating
Allyship Terms			the dignity of a person and creating an intimidating, hostile, degrading, humiliating, or offensive environment
Bias and Harassme	nt Terms		based on their race, color, sex, sexual orientation,
Disability and Neuro Terms	odiversity		religion, national origin, disability, and/or age, among other characteristics. ( <u>NACo</u> )
Gender and Sexual Terms	<u>Orientation</u>	Hazing	Verbal and physical testing, often of newcomers into a society or group, which may range from practical joking
Public Wellness Ter	<u>ms</u>		to tests of physical and mental endurance. ( <u>The National Multicultural Institute</u> )
Race and Ethnicity	<u>Terms</u>	НВСИ	( <u>me national matical and institute</u> )
Workplace Terms		пвсо	An acronym that stands for Historically Black Colleges
A	N		and Universities. The Higher Education Act of 1965 defines HBCU as "any historically black college or
B	<u>0</u>		university that was established prior to 1964, whose principal mission was, and is, the education of black
<u>C</u>	<u>P</u>		Americans, and that is accredited by a nationally recognized accrediting agency or association determined
D	Q		by the Secretary [of Education] to be a reliable authority as to the quality of training offered or is, according to
E	<u>R</u>		such an agency or association, making reasonable progress toward accreditation."
E	<u>S</u>		(National Center for Education Statistics)
<u>G</u>	I	Health at Every Size	e (HAES) A social and health promotion movement that challenges
H	<u>U</u>		social stigma based on weight, size, and shape. The movement emphasizes body positivity, health outcomes,
Ī	V		and eating and movement for well-being rather than
_ <u>]</u>	W		weight control. ( <u>ASDAH</u> )
-	<u>×</u>	Health Equity	
<u> </u>	Y		This means that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health, such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and
			housing, safe environments, and health care. (NACo)
		Heteronormativity	<u></u>
			The assumption that heterosexuality is natural, ideal, or superior to other sexual orientations. ( <u>SAMHSA</u> )
		Heterosexism	Social structures and practices that serve to elevate and enforce heterosexuality while subordinating or suppressing other forms of sexuality. (University of Maryland)

Foundational Terms		Heterosexual	The attraction to a gender different from one's own,
Allyship Terms			commonly used to describe someone who is gender binary (female or male) and attracted to the other binary
Bias and Harassment	<u>t Terms</u>		gender.
Disability and Neuroo	diversity		( <u>The PBHS Closet</u> )
<u>Terms</u>		Hispanic	A term adopted in the United States in an attempt to
<u>Gender and Sexual C</u> Terms	<u>Drientation</u>		group immigrants and their descendants whose countries of origin derive from Latin America. Hispanic is often used interchangeably with "Latino" or "Latina" despite
Public Wellness Term	<u>15</u>		the potential to convey slightly different connotations. These terms refer only to a person's origin and history. A
Race and Ethnicity Te	<u>erms</u>		Hispanic/Latino/Latina person can be any race or color. (Encyclopedia Britannica)
Workplace Terms			
A	N	Historically Exclude	Includes persons who identify as Black/African American,
<u>B</u>	<u>0</u>		American Indian, Hispanic/Latinx, Asian, LGBTQIA+, having a disability, a first-generation college student, or
<u>C</u>	P		as a woman. This can refer to any group that has been marginalized over time. Could also be written as a
D	Q	historically marginalized community. (IPUMS)	historically marginalized community. ( <u>IPUMS</u> )
<u>E</u>	<u>R</u>	Historically Exclude	
E	<u>S</u>		Employees who are from groups that have been marginalized over time. Companies may implement
<u>G</u>	I		preparation programs and accountability policies for diversifying and advancing this talent.
H	<u>U</u>		( <u>Seramount</u> )
Ī	V	Homophobia	A fear of individuals who are not heterosexual. Often
<u>]</u>	W		results in hostile, offensive, or discriminatory action against a person because they are gay, lesbian, bisexual,
L	X		transgendered, or queer identified, or because they are perceived to be. These actions may be verbal or physical
M	Y		and can include insulting or degrading comments, taunts or "jokes", and excluding or refusing to cooperate with
			others because of their sexuality. ( <u>The National Multicultural Institute</u> )
		Homosexual	
			The attraction to a gender the same as one's own, commonly used to describe someone who is gender
			binary (female or male) and attracted to the same binary gender. Sometimes referred to as gay. ( <u>The PBHS Closet</u> )

Foundational Terms		HSI	An according that stands for Hispanic Conving Institutions
Allyship Terms			An acronym that stands for Hispanic-Serving Institutions. To be eligible for this distinction, institutions of higher
Bias and Harassment	Terms		education must have an enrollment rate of 25 percent or more Hispanic undergraduate full-time equivalent
<u>Disability and Neurod</u> <u>Terms</u>	liversity	Human Rights	students.
<u>Gender and Sexual O</u> <u>Terms</u>	rientation		Rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and
Public Wellness Term	<u>s</u>		liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education,
Race and Ethnicity Te	<u>erms</u>		and many more. Everyone is entitled to these rights, without discrimination. (United Nations)
Workplace Terms			(
A	N		
<u>B</u>	<u>0</u>		
<u>C</u>	Р		
<u>D</u>	Q		
E	<u>R</u>		
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L	X		
M	Y		

Foundational Term	<u>s</u>	Identity-First Langu	Iage (IFL) Identity-first language positions disability as an identity
Allyship Terms			category and central to a person's sense of self. In identity-first language, the identifying word comes first
Bias and Harassme	ent Terms		in the sentence and highlights the person's embrace of
<u>Disability and Neur</u> <u>Terms</u>	<u>odiversity</u>		their identity. Examples could be "autistic person" or "Deaf individual." ( <u>NACo</u> )
Gender and Sexual Terms	l Orientation	Identity Group	A particular group, culture, or community with which an
Public Wellness Ter	<u>rms</u>		individual identifies or shares a sense of belonging. Individual agency is crucial for identity development; no person should be pressured to identify with any existing
Race and Ethnicity	<u>Terms</u>		group, but instead accorded the freedom to self-identify on their own terms.
Workplace Terms			(The National Multicultural Institute)
Δ	N	Implicit Bias	
<u>B</u>	<u>0</u>		Also known as hidden or unconscious bias. The unconscious attitudes or stereotypes that affect a
<u>C</u>	<u>P</u>		person's understanding, actions, or decisions as they relate to people from different groups.
D	Q		( <u>NACo</u> )
E	<u>R</u>	Imposter Syndrome	The fear some high-achieving individuals have of being
E	<u>S</u>		exposed as a fraud or inadequate, inhibiting their ability to recognize their own accomplishments; common in
<u>G</u>	I		members of underrepresented groups. ( <u>NACo</u> )
H	<u>U</u>	Inclusion	
Ī	V		The act of creating environments in which any individual or group can be and feel welcomed, respected,
<u>1</u>	W		supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers
L	X		respect in words and actions for all people. (UC Berkeley Initiative for Equity, Inclusion, and
<u>M</u>	<u>Y</u>		Diversity)
		Inclusive Language	Words or phrases that include all potential audiences from any identity group. Inclusive language does not assume or connote the absence of any group. An example of ability-inclusive language is saying "I appreciate who you are" in lieu of saying "I see you". (The National Multicultural Institute)

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<u> </u>			
Foundational Terms		Indigenous Peoples Peoples in independent countries who are regarded a	
Allyship Terms			indigenous on account of their descent from the populations that inhabited the country, or a geographical
Bias and Haras	ssment Terms		region to which the country belongs, at the time of
Disability and Terms	<u>Neurodiversity</u>		conquest or colonization or the establishment of present state boundaries and who, irrespective of their legal status, retain some or all of their own social, economic, cultural, and political institutions.
<u>Gender and Se</u> <u>Terms</u>	exual Orientation	Indigiqueer	( <u>ILO</u> )
Public Wellnes	<u>s Terms</u>		Another term sometimes used alongside or to refer to the Two-Spirit identity; more often it is a term used by
Race and Ethn	<u>icity Terms</u>		some LGBTQ+ Indigenous people who do not self- identify as Two-Spirit, or by those who identify with
Workplace Ter	<u>ms</u>		both. ( <u>University of Alberta</u> )
<u>A</u>	<u>N</u>	Institutional Racism	1
<u>B</u>	<u>O</u>		A pattern of social institutions—such as governmental organizations, schools, banks, and courts of law—giving
<u>C</u>	<u>P</u>		negative treatment to a group of people based on their race.
<u>D</u>	Q	Intent vs. Impact	
<u>E</u>	<u>R</u>	-	Intentions (what one wants or hopes to do) don't always align with what one says or does, which can impact how
E	<u>S</u>		others receive what one says and does. Intent refers to what a person hopes or want to do when choosing to
<u>G</u>	I		perform an action. Impact refers to the reality (e.g., results) of one's actions/ behaviors. The resulting impact
H	<u>U</u>		may not always align with what the person intended.
Ī	V		Owning the impact: When one's impact is being called into question, especially if the action is perpetuating
<u>]</u>	W		oppression, it is important to recognize the action is being called into question, not the person/overall
L	X		character ( <u>Everyday Feminism</u> )
M	Y	Internalized Racism	
			The conscious or unconscious development of ideas, beliefs, social structures, actions, and behaviors that confirm one's acceptance of the dominant society's racist tropes and stereotypes about their own race. It is the simultaneous hating of oneself and one's own race and valuing the dominant race. (NACo)
		Intersectionality	The interconnected nature of social categorizations such as race, class, and gender as they apply to a given

The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage. (<u>AAPF</u>)

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Foundational	<u>Terms</u>	Invisible/Hidden/Non-apparent Disability A physical, mental, or neurological condition that is not
Allyship Term	<u>S</u>	visible from the outside, yet can limit or challenge a
Bias and Hara	<u>ssment Terms</u>	person's movements, senses, or activities. Unfortunately, since these conditions are invisible, their existence can lead to misunderstandings, false perceptions, and
<u>Disability and</u> Terms	Neurodiversity	judgments. ( <u>Invisible Disabilities Association</u> )
Gender and So Terms	exual Orientation	Islamophobia A closed-minded prejudice against or hatred of Islam and Muslims. An Islamophobe is an individual who holds a
Public Wellnes	<u>ss Terms</u>	closed-minded view of Islam and promotes prejudice against or hatred of Muslims.
Race and Ethr	nicity Terms	( <u>Tanenbaum</u> )
Workplace Ter	rms	
A	N	
<u>B</u>	<u>0</u>	
<u>C</u>	P	
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<u>M</u>	Y	

# J

## **Foundational Terms**

Allyship Terms

**Bias and Harassment Terms** 

**Justice** 

**Disability and Neurodiversity Terms** 

Gender and Sexual Orientation Terms

Public Wellness Terms

Race and Ethnicity Terms

#### Workplace Terms

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<u>B</u>	<u>0</u>
<u>C</u>	<u>P</u>
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<u>M</u>	Y

Presence of systems and supports (e.g., policies, practices, norms) that achieve and sustain fair treatment, equitable opportunities, and impartial outcomes for people of all races. Systematic, proactive reinforcement. (The Inclusion Solution)

 $\mathbf{L}$ 

Foundational Term	<u>s</u>	Latine	Latine is a gender-neutral form of the word Latino
Allyship Terms			created by gender non-binary and feminist communities in Spanish-speaking countries.
Bias and Harassme	ent Terms		in Spanish-speaking countries.
Disability and Neur Terms	<u>rodiversity</u>	Latinx	A gender-neutral or nonbinary term that refers to a person of Latin American origin or descent (gender- neutral version of Latino or Latina).
<u>Gender and Sexual</u> Terms	l Orientation	Lesbian	A woman whose primary sexual attraction is to other
Public Wellness Te	<u>rms</u>		women. ( <u>UC Berkeley Gender Equity Resource Center</u> )
Race and Ethnicity	<u>Terms</u>		
Workplace Terms		LGBT/LGBTQ+/LGB	Lesbian, Gay, Bisexual, Transgender; Lesbian, Gay,
А	N		Bisexual, Transgender, Queer, and other sexual identities; Lesbian, Gay, Bisexual, Transgender, Queer,
<u>B</u>	<u>0</u>		Intersex, Ally/Asexual/Aromantic/Agender, and other sexual identities
<u>C</u>	P		
D	Q		
E	<u>R</u>		
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L	X		
<u>M</u>	Y		

Foundational Terms		Marginalization	The placement of minority groups and cultures outside
Allyship Terms			mainstream society. All that varies from the norm of the dominant culture is devalued and at times is perceived
Bias and Harassment	<u>: Terms</u>		as deviant and regressive.
Disability and Neuroo	diversity		(The National Multicultural Institute)
<u>Terms</u>		MENA	This term refers to the geographical region of the Middle
Gender and Sexual C	<u>Drientation</u>		East and North Africa, which is composed of 22 nations— Algeria, Bahrain, Egypt, Iran, Iraq, Palestine, Jordan,
<u>Terms</u>			Kuwait, Lebanon, Libya, Morocco, Oman, Qatar, Saudi Arabia, Tunisia, United Arab Emirates, Yemen,
Public Wellness Term			Mauritania, and the Comoros Islands.
Race and Ethnicity Te	erms		( <u>Whiteness at Work</u> )
Workplace Terms		Microaffirmation	A microaffirmation is a small gesture of inclusion, caring,
Α	N		or kindness. Microaffirmations include listening, providing comfort and support, being an ally, and
<u>B</u>	<u>0</u>		explicitly valuing the contributions and presence of all. It
<u>C</u>	Р		is particularly helpful for those with greater power or seniority to model affirming behavior.
<u>D</u>	Q		( <u>Harvard</u> )
<u>E</u>	<u>R</u>	Microaggression	The everyday slights, indignities, put-downs and insults
E	<u>s</u>		that people of color, women, LGBT populations, or those who are marginalized experience in their day-to-day
<u>G</u>	I		interactions with people.
<u>н</u>	<u>U</u>		( <u>Vox</u> )
I	<u>v</u>	Micro-inequity	Apparently small events, which are often ephemeral and
			hard to prove and which are covert, often unintentional, and frequently unrecognized by the perpetrator, that
<u>]</u>	W		occur wherever people are perceived to be different. (MIT)
L	X	Micro-insult	
<u>M</u>	Y	MICRO-INSUIT	Communications that subtly exclude, negate, or nullify
			the thoughts, feelings, or experiential reality of a marginalized individuals.
			( <u>PBS</u> )
		<b>Micro-invalidation</b>	Verbal and nonverbal communications that subtly convey
			rudeness and insensitivity and demean a person's racial
			heritage or identity. ( <u>BSt</u> )

Foundational TermsMisgenderAllyship TermsTo refer to an individual using a word, especially a pronoun or form of address, which does not correctly reflect their gender. This may be unintentional and without ill intent or can be a maliciously employed expression of bias. Regardless of intent, misgendering has a harmful impact. (PFLAG)Disability and Neurodiversity TermsMisogynoirGender and Sexual Orientation TermsMisogynoirPublic Wellness Terms Race and Ethnicity TermsMisogynoirWorkplace Terms Workplace TermsNBQBQ
Allyship Termspronoun or form of address, which does not correctly reflect their gender. This may be unintentional and without ill intent or can be a maliciously employed expression of bias. Regardless of intent, misgendering has a harmful impact. (PFLAG)Disability and Neurodiversity TermsMisogynoirGender and Sexual Orientation TermsMisogynoirPublic Wellness Terms Race and Ethnicity TermsMisogynoirWorkplace Terms Workplace TermsNMisogynyMisogyny
Bias and Harassment Terms   without ill intent or can be a maliciously employed expression of bias. Regardless of intent, misgendering has a harmful impact. (PFLAG)     Gender and Sexual Orientation Terms   Misogynoir     Public Wellness Terms   An extreme form of sexism rooted in racism. The term describes contempt for or ingrained prejudice toward Black women. The unique oppression experienced by Black women due to the intersectionality of gender, race, class, and sexual orientation combined with discrimination. Misogynoir utilizes and reinforces stereotypes of Black women. (NACo)     A   N     Misogyny
Disability and Neurodiversity   has a harmful impact.     Terms   (PFLAG)     Gender and Sexual Orientation   Misogynoir     Terms   An extreme form of sexism rooted in racism. The term describes contempt for or ingrained prejudice toward Black women. The unique oppression experienced by Black women due to the intersectionality of gender, race, class, and sexual orientation combined with discrimination. Misogynoir utilizes and reinforces stereotypes of Black women. (NACo)     A   N     Misogyny
Terms(PFLAG)Gender and Sexual Orientation TermsMisogynoirPublic Wellness TermsAn extreme form of sexism rooted in racism. The term describes contempt for or ingrained prejudice toward Black women. The unique oppression experienced by Black women due to the intersectionality of gender, race, class, and sexual orientation combined with discrimination. Misogynoir utilizes and reinforces stereotypes of Black women. (NACo)ANMisogyny
TermsAn extreme form of sexism rooted in racism. The term describes contempt for or ingrained prejudice toward Black women. The unique oppression experienced by Black women due to the intersectionality of gender, race, class, and sexual orientation combined with discrimination. Misogynoir utilizes and reinforces stereotypes of Black women. (NACo)ANMisogyny
Public Wellness Terms   describes contempt for or ingrained prejudice toward     Public Wellness Terms   Black women. The unique oppression experienced by     Race and Ethnicity Terms   Black women due to the intersectionality of gender, race, class, and sexual orientation combined with discrimination. Misogynoir utilizes and reinforces stereotypes of Black women. (NACo)     A   N     Misogyny   Misogyny
Public Wellness Terms   Black women. The unique oppression experienced by     Race and Ethnicity Terms   Black women due to the intersectionality of gender, race, class, and sexual orientation combined with discrimination. Misogynoir utilizes and reinforces stereotypes of Black women. (NACo)     A   N     Misogyny   Misogyny
Race and Ethnicity Terms   class, and sexual orientation combined with discrimination. Misogynoir utilizes and reinforces stereotypes of Black women. (NACo)     A   N     Misogyny   Misogyny
Workplace Terms stereotypes of Black women.   A N   Misogyny
A N Misogyny
CCan be manifested in numerous ways, including sexual discrimination, denigration of women, violence against
D Q   Women, and sexual objectification of women.   (NACo)
Of or pertaining to more than one culture.
E <u>S</u> (The National Multicultural Institute)
G I Multiculturalism
HUThe practice of acknowledging and respecting the various cultures, religions, races, ethnicities, attitudes, and
$\underline{I}$ $\underline{V}$ opinions within an environment. The theory and practice promote peaceful coexistence of all identities and people.
<u>j</u> <u>W</u> (University of Maryland)
<u> </u>

Foundational Terms	NASNTI	An acronym that stands for Native American Indian
Allyship Terms		Serving, Non-Tribal Institutions. These are institutions of higher learning in which 10 percent or more of the
Bias and Harassment Terms		student demographic is Native American, but the
Disability and Neurodiversity Terms		institution does not qualify as a Tribal College and University (TCU).
<u>Gender and Sexual Orientat</u> <u>Terms</u>	n Native American	This term came into use in the 1960s, referring to the over 2,000 tribal groups and their descendants that are native to the land of what became the United States and
Public Wellness Terms		its territories through European colonization. Native
Race and Ethnicity Terms		American is not a monolithic term; there are numerous languages, cultures, and tribal membership systems
Workplace Terms		within Native American communities. (National Museum of the American Indian)
<u>A</u> <u>N</u>	Native Lives Matte	
<u>B</u> <u>O</u>		In response to a national discussion surrounding police violence against marginalized communities in the United
<u>с</u> <u>Р</u>		States, the Lakota People's Law Project (LPLP) created the Native Lives Matter coalition to influence public
<u>D</u> Q		discourse on how Native Americans suffer the most adverse effects of a structurally unjust criminal justice system. Proportionally, Native Americans are the racial group most likely to be killed by the police, Native American men are admitted to prison at four times the rate of White men, and Native American women are imprisoned at six times the rate of White women. (LPLP)
<u>E</u> <u>R</u>		
<u>E</u> <u>S</u>		
<u>G</u> I		
<u>H</u> <u>U</u>	Neo-Colonization	
<u>⊥</u> ⊻		A term for contemporary policies adopted by international and Western, global North nations and
<u>J</u> <u>W</u>		organizations that exert regulation, power, and control over global South nations and that are disguised as
<u>L</u> <u>X</u>		humanitarian help or aid. These policies are distinct from but related to the "original" period of colonization of
<u>M</u> <u>Y</u>		Africa, Asia, and the Americas by European nations. (University of Maryland)
	Neurodiversity	When neurological differences are recognized and respected as are any other kind of human differences or variations. These differences can include Dyspraxia, Dyslexia, Attention Deficit Hyperactivity Disorder, Dyscalculia, Autistic Condition Spectrum, and Tourette Syndrome. (Harvard)

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Foundational Terms		Neurotypical Advar	
Allyship Terms			The special and unearned advantage afforded by those who happen to have the most common cognitive expression; these individuals order their thoughts and
Bias and Harassmen	t Terms		communicate ideas in the most typically seen way. This
Disability and Neuroo	diversity		privilege comes from living in a world that favors and is built for this specific neurology. ( <u>The London School of Economics</u> )
Gender and Sexual C Terms	<u>Drientation</u>	Nonbinary	An adjective describing a person who does not identify
Public Wellness Term	<u>ns</u>		exclusively as a man or a woman. Nonbinary people may identify as being both a man and a woman, somewhere
Race and Ethnicity Terms			in between, or as falling completely outside these categories.
Workplace Terms			( <u>HRC</u> )
A	N		
B	<u>o</u>		
<u>C</u>	<u>P</u>		
D	Q		
E	<u>R</u>		
E	<u>S</u>		
<u>G</u>	I		
H	<u>U</u>		
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Ţ	w		
L	X		
M	Y		

Foundational Terms		<b>Opportunity Gap</b>	The way uncontrollable factors can contribute to lower
Allyship Terms			rates of success in educational achievement, career prospects, and other life aspirations.
Bias and Harassmen	<u>t Terms</u>		( <u>Close the Gap Foundation</u> )
Disability and Neuroo Terms	<u>diversity</u>	Oppression	The systemic and pervasive nature of social inequality woven throughout social institutions as well as
<u>Gender and Sexual C</u> <u>Terms</u>	<u>Drientation</u>		embedded within individual consciousness. Oppression signifies a hierarchical relationship in which dominant or privileged groups benefit, often in unconscious ways,
Public Wellness Term	<u>15</u>		from the disempowerment of subordinated or targeted groups.
Race and Ethnicity T	erms		(White Privilege Conference)
Workplace Terms		Othering	
Δ	N		The perception or intentional/unintentional placement of a group in contrast to the societal norm. The identifying
<u>B</u>	<u>0</u>		of a group as a threat to the favored dominant group. ( <u>NACo</u> )
<u>C</u>	<u>P</u>		
D	Q		
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Ī	V		
<u>]</u>	W		
L	X		
<u>M</u>	Y		

Foundational Terms		Pacific Islander	
Allyship Terms		i deme islander	A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
Bias and Harassment	Torme		(U.S. Census Bureau)
		Pan-Africanism	
<u>Disability and Neuroo</u> Terms	<u>aiversity</u>		Describes the theory relating to the desire to educate all peoples of the African diaspora of their common plight and the connections between them. Some theorists
<u>Gender and Sexual C</u> <u>Terms</u>	<u>)rientation</u>		promote linking all African countries across the continent through a common government, language, ideology, or belief.
Public Wellness Term	<u>15</u>		(University of Maryland)
Race and Ethnicity Te	<u>erms</u>	Pansexuality	A term reflective of those who feel they are sexually,
Workplace Terms			emotionally, and spiritually capable of falling in love with
Δ	N		all genders. ( <u>Queers United Activists</u> )
<u>B</u>	<u>0</u>	Patriarchy	
<u>C</u>	Р		Actions and beliefs that prioritize men in systems and positions of power, society, and privilege. Patriarchy may
D	Q		be practiced systemically in the ways and methods through which power is distributed in society, or it may
E	<u>R</u>		simply influence how individuals interact with one another interpersonally.
E	<u>S</u>		(NACo)
<u>G</u>	I	Pay Equity	The equal compensation of employees who perform the
Н	<u>U</u>		same or similar job duties, while accounting for other factors, such as experience level, job performance, and
Ī	V		tenure with the employer. (SHRM)
<u>]</u>	w		It ensures the fairness of compensation paid to
L	X		employees for performing comparable work, without
M	Y		regard to gender, race, or other categories protected by law (such as national origin or sexual orientation). It includes fairness in terms of both base pay and total compensation, including bonuses, overtime, employee benefits, and opportunities for advancement. Pay equity does not mean that all employees are paid the same. Generally, pay equity focuses on ensuring those employees performing comparable work are receiving comparable compensation. (Trusaic)
		PBI	An acronym that stands for to Predominantly Black Institutions. These are institutions of higher learning in which 40 percent or more of the student demographic is Black. (NACo)

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Foundational Terms	People of Color (POC)
Allyship Terms	A collective term for individuals of Asian, African, Latinx and Native American backgrounds with the common experience of being targeted and oppressed by racism.
Bias and Harassment Terms	While each oppressed group is affected by racism
<u>Disability and Neurodiversity</u> <u>Terms</u>	differently and maintains its own unique identity and culture, there is also the recognition that racism has the potential to unite oppressed people in a collective of resistance. For this reason, many individuals who identify
<u>Gender and Sexual Orientation</u> <u>Terms</u>	as members of racially oppressed groups also claim the identity of being People of Color. This in no way diminishes their specific cultural or racial identity; rather,
Public Wellness Terms	it is an affirmation of the multiple layers of identity of
Race and Ethnicity Terms	every individual. ( <u>NACo</u> )
Workplace Terms	People with Disabilities (PwD)
<u>A</u> <u>N</u>	Refers to individuals with disabilities. This term utilizes Person-First Language, which posits that a person isn't a
<u>B</u> <u>O</u>	disability, condition, or diagnosis, but rather that a person has a disability, condition, or diagnosis.
<u>C</u> <u>P</u>	(ADA)
<u>D</u> Q	Performative Allyship When an individual or group of power/majority/privilege
<u>E R</u>	(e.g., White, man, abled, unqueer, etc.) loudly profess(es) their actions in the name of "allyship" while
<u>E</u> <u>S</u>	actively conducting harm to, taking focus away from, and generally being unhelpful toward the group they claim to
<u>G</u> <u>I</u>	support, often to receive praise and attention, and without taking critical action to dismantle the systems of
<u>H</u> <u>U</u>	harm. ( <u>Self Defined</u> )
<u>I</u> ⊻	Person-First Language (PFL)
<u>)</u> <u>W</u>	Person-first language conveys respect by emphasizing that people with disabilities are first and foremost
<u>L</u> <u>X</u>	people. The most common example is "person with a disability."
<u>M</u> <u>Y</u>	( <u>NACo</u> )
	<b>Polyamory</b> The practice or acceptance of having more than one intimate relationship at a time with the consent of all involved. (Queers United Activists)
	<b>Positionality</b> Social identities in relation to power, which influence the way we understand the world and our interactions with others. (University of Michigan)

Foundational Terms		Power	The ability to exercise one's will over others. Power
Allyship Terms			occurs when some individuals or groups wield a greater
Bias and Harassment	Terms		advantage over others, thereby allowing them greater access to and control over resources. Wealth, whiteness,
Disability and Neurod	liversity		citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power
<u>Terms</u>			operates. ( <u>NACo</u> )
Gender and Sexual O Terms	rientation	Privilege	
Public Wellness Term	s		Systemic favoring, enriching, valuing, validating, and including of certain social identities over others.
Race and Ethnicity Te	_		Individuals cannot "opt out" of systems of privilege; rather, these systems are inherent in the society in
-	21113		which we live.
Workplace Terms			( <u>University of Washington</u> )
Α	<u>N</u>	<b>Procedural Equity</b>	An examination of procedural rights that includes
<u>B</u>	<u>0</u>		authentic engagement through inclusive and accessible
<u>C</u>	Р		development and implementation of fair programs or policies.
<u>D</u>	Q		( <u>NACo</u> )
E	<u>R</u>	Psychological Safet	<b>Y</b> Psychological safety is believing one will not be punished
E	<u>s</u>		or humiliated for speaking up with ideas, questions, concerns, or mistakes. When there is psychological
<u>G</u>	I		safety in the workplace, people feel comfortable being themselves. They bring their full selves to work and feel
H	<u>U</u>		okay laying all of themselves on the line. ( <u>CCL</u> )
Ī	V	PWIs	
<u>]</u>	w		An acronym that stands for Predominantly White Institutions. These are institutions of higher learning in
L	x		which 50 percent or more of the student demographic is White.
<u>M</u>	Y		( <u>NACo</u> )

# Q

Foundational Terms		Queer	This term embraces a range of genders and sexualities
Allyship Terms			who may not identify with a specific LGBT+ label. It acknowledges the fluidity of gender and sexuality,
Bias and Harassment	<u>Terms</u>		including people who are not exclusively heterosexual
<u>Disability and Neurod</u> <u>Terms</u>	liversity		and/or non-binary people. Previously used as a slur, this term is now used by choice and with pride by parts of the LGBTQ+ community. (HRC)
<u>Gender and Sexual O</u> <u>Terms</u>	rientation	Questioning	People who are debating their own sexuality/gender.
Public Wellness Term	<u>s</u>		( <u>The PBHS Closet</u> )
Race and Ethnicity Te	<u>erms</u>		
Workplace Terms			
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Foundational Terms		Race	A social construct that artificially divides people into
Allyship Terms			distinct groups based on characteristics such as physical appearance, ancestral heritage, cultural affiliation,
Bias and Harassmen	<u>t Terms</u>		cultural history, ethnic classification, and the political
Disability and Neuro Terms	<u>diversity</u>	Racial and Ethnic I	needs of a society at a given period of time. (White Privilege Conference)
Gender and Sexual ( Terms	<u>Drientation</u>		An individual's awareness and experience of being a member of a racial and ethnic group; the racial and ethnic categories that an individual chooses to describe
Public Wellness Tern	<u>ns</u>		themself based on such factors as biological heritage,
Race and Ethnicity T	<u>erms</u>		physical appearance, cultural affiliation, early socialization, and personal experience. (White Privilege Conference)
Workplace Terms		Racial Anxiety	
Δ	<u>N</u>		The concerns that often arise both before and during interracial interactions. People of color experience racial
<u>B</u>	<u>0</u>		anxiety when they worry that they will be subject to
<u>C</u>	P		discriminatory treatment. White people experience it when they worry that they will be perceived as racist.
<u>D</u>	Q		( <u>NACo</u> )
E	<u>R</u>	<b>Racial Disparity</b>	The imbalances and incongruities between the treatment
E	<u>S</u>		of racial groups, including economic status, income, housing options, societal treatment, safety, and many
<u>G</u>	I		other aspects of life and society. Contemporary and past discrimination in the United States and globally has
Н	<u>U</u>		profoundly impacted the inequalities seen in society today. Also see racial equity and racial justice.
I	V		( <u>NACo</u> )
_ <u>]</u>	 	<b>Racial Equity</b>	
2	X		The condition that would be achieved if one's racial identity no longer influenced how one fares. Racial equity
			is one part of racial justice and must be addressed at the root causes and not just the manifestations. This
<u>M</u>	Y		includes the elimination of policies, practices, attitudes, and cultural messages that reinforce differential
			outcomes by race or fail to eliminate them.
			(Center for Assessment and Policy Development)
		Racial Justice	The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures. (NACo)

Foundational Terms		Racially Coded Lan	
Allyship Terms			Language that triggers racial stereotypes and other negative associations without the stigma of explicit
Bias and Harassment	<u>: Terms</u>		racism. Fosters anxiety and dehumanizes people and communities of color.
Disability and Neuroc	diversity		(National Education Association)
<u>Terms</u>		Racism	A system of advantage based on race; a system of
Gender and Sexual Orientation Terms			oppression based on race; or a way of organizing society based on dominance and subordination based on race.
Public Wellness Term	<u>IS</u>		Racism penetrates every aspect of personal, cultural, and institutional life, and includes prejudice against people of color as well as exclusion, discrimination against,
Race and Ethnicity Te	erms		suspicion of, and fear and hate of people of color. ( <u>Dismantling Racism</u> )
Workplace Terms		Religionism	
Δ	N	Kengionism	The individual, cultural, and institutional beliefs and
<u>B</u>	<u>o</u>		discrimination that systematically oppress non- Christians; includes anti-Semitism and Islamophobia.
<u>C</u>	P		(NCCJ)
D	Q	Romantic Orientati	Who a person is romantically attracted to, meaning
E	<u>R</u>		wanting to be in a romantic relationship with; unrelated to sexual attraction.
E	<u>s</u>		( <u>The PBHS Closet</u> )
<u>G</u>	I		
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Foundational Terms		Safe Space	A space in which an individual or group may remain free
Allyship Terms			of blame, ridicule, and persecution, and is in no danger
Bias and Harassmen	t Terms		of coming to mental or physical harm. ( <u>The National Multicultural Institute</u> )
<u>Disability and Neuro</u> <u>Terms</u>	<u>diversity</u>	Sex Assigned at Bir	th The biological category given at birth based on biological characteristics (i.e., physical anatomy and hormones).
<u>Gender and Sexual (</u> <u>Terms</u>	<u>Orientation</u>	Sexual Orientation	( <u>SAMHSA</u> )
Public Wellness Tern	<u>ns</u>	Sexual Orientation	A concept referring to sexual desire for emotional and
Race and Ethnicity T	erms		sexual relationships with others based on their sex/gender; often implies that sexual object choice is an
Workplace Terms			essential inborn characteristic. ( <u>University of Washington</u> )
A	N	Social Equity	
<u>B</u>	<u>o</u>		In the context of public administration, social equity is defined as the fair, just and equitable management of all
<u>C</u>	P		institutions serving the public directly or by contract; the fair and equitable distribution of public services and
D	Q		implementation of public policy; and the commitment to promote fairness, justice, and equity in the formation of
E	<u>R</u>		public policy. ( <u>NACo</u> )
E	<u>S</u>	Social Justice	
<u>G</u>	I		Active engagement toward equity and inclusion that addresses issues of institutional, structural, and
H	U		environmental inequity, power, and privilege. ( <u>University of Washington</u> )
Ī	V	Social Power	
<u>]</u>	w		Access to resources that enhance chances of getting what one needs or influencing others in order to lead a
L	X		safe, productive, and fulfilling life. ( <u>White Privilege Conference</u> )
<u>M</u>	Y	Social Self-view	
			An individual's perception about which social identity group(s) they belong to.
		SOGI	Acronym for Sexual Orientation and Gender Identity. It is typically used as a shorthand in writing and is rarely pronounced out loud. (PFLAG)

Foundational Te	rms	Stakeholder Capita	A model of environmental, social, and governance (ESG)
Allyship Terms			stewardship focused on environmental and social risks
Bias and Harassment Terms			and opportunities. This model posits that companies should consider all their stakeholders—not just the
<u>Disability and National Natio</u>	<u>eurodiversity</u>		owners but also employees, customers, and suppliers— for the long-term success and health of the business, as opposed to the shareholder-primacy model, which focuses on financial and operational costs and benefits
<u>Gender and Sex</u> <u>Terms</u>	<u>ual Orientation</u>		and can engender entrenched inequality and damage to the environment. (World Economic Forum)
Public Wellness	<u>Terms</u>	Stereotype	
Race and Ethnic	<u>ity Terms</u>	Stereotype	A positive or negative set of beliefs held by an individual
Workplace Term	<u>15</u>		about the characteristics of a certain group. ( <u>The National Multicultural Institute</u> )
A	N	Structural Equity	
<u>B</u>	<u>0</u>		The identification and removal of institutional barriers to fair and equal opportunities, recognizing historical,
<u>C</u>	<u>P</u>		cultural, and institutional dynamics and structures that routinely advantage privileged groups in society and that
D	Q		result in chronic, cumulative disadvantage for subordinated groups.
E	R		( <u>NACo</u> )
E	<u> </u>	Structural Inequali	
G	I		Systemic disadvantage(s) of one social group compared to other groups, rooted in and perpetuated through
H	<u> </u>		discriminatory practices (conscious or unconscious) and reinforced through institutions, ideologies,
Ī	<u>v</u>		representations, policies/laws, and practices. Structural inequality thus refers to the system of privilege and
<u>]</u>	<u>↓</u> W		inequality created, designed, and maintained by interlocking societal institutions.
2	_		( <u>NACo</u> )
<u>L</u>	X	Structural Racism	The overarching system of racial bias across institutions
M	Y		and society. It is a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial inequities. It encompasses dimensions of our history and culture that have allowed privileges associated with "whiteness" and disadvantages associated with "color" to endure and adapt over time. Examples can include the racial gap in wealth, homeownership, and education and historical redlining practices, among other factors. (NACo)

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Foundational Terms		Supplier Diversity	Constitution disconsists in an inclusion initiation that links
Allyship Terms			Supplier diversity is an inclusion initiative that links private businesses with suppliers of goods and services owned by people from underrepresented groups,
Bias and Harassment	<u>t Terms</u>		including people of color, women, LGTBQ+ people, people with disabilities, and veterans. Diverse suppliers
Disability and Neuroo Terms	<u>diversity</u>		offer a different perspective on how things can and should get done, especially when it comes to reaching out to people from their own communities. Supplier
<u>Gender and Sexual C</u> Terms	<u>Drientation</u>		diversity is increasingly linked to ESG and to efforts to build community wealth.
Public Wellness Term	<u>15</u>	Systemic Racism	
Race and Ethnicity Te	<u>erms</u>		An interlocking and reciprocal relationship between the individual, institutional, and structural levels that functions as a system of racism. These various levels of
Workplace Terms			racism operate together in a lockstep model and function together as a whole system. These levels are: (1)
Δ	N		Individual (within interactions between people), (2) Institutional (within institutions and systems of power),
<u>B</u>	<u>0</u>		and (3) Structural or societal (among institutions and across society). In many ways "systemic racism" and
<u>C</u>	<u>P</u>		"structural racism" are synonymous. If there is a difference between the terms, it can be said to exist in
D	Q		the fact that a structural racism analysis pays greater attention to the historical, cultural, and social-
E	<u>R</u>		psychological aspects of our currently racialized society. (NACo)
E	<u>S</u>		( <u>MACO</u> )
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Foundational Terr	<u>ms</u>	Targeted Universal	ism An approach to equity work that sets universal goals,	
Allyship Terms			followed by targeted processes to achieve said goals.	
Bias and Harassm	nent Terms		Within a targeted universalism framework, universal goals are set for all individuals and groups. The	
<u>Disability and New</u> Terms	<u>urodiversity</u>		strategies developed to achieve the goals are targeted, based on how different groups are situated within structures and cultures and across geographies, to obtain the universal goal.	
<u>Gender and Sexu</u> <u>Terms</u>	<u>ial Orientation</u>	тси	( <u>NACo</u> )	
Public Wellness T	erms		An acronym that stands for Tribal Colleges and	
Race and Ethnicit	<u>ty Terms</u>		Universities. These are institutions of higher learning in which 50 percent or more of the student demographic is Native American, Inuit, or Alaska Native.	
Workplace Terms	<u>i</u>	Tolerance		
Δ	<u>N</u>		Acceptance and open-mindedness to different practices, attitudes, and cultures; does not necessarily mean	
<u>B</u>	<u>0</u>		agreement with the differences. (University of Maryland)	
<u>C</u>	<u>P</u>	<b>—</b>	(onversity of Haryland)	
D	Q	Trans*	When said out loud, some refer to the term as "trans	
E	<u>R</u>		asterisk." Others call it "trans star." Originally used to include explicitly both transsexual and transgender, or	
E	<u>S</u>		(now usually) to indicate the inclusion of gender identities such as gender-fluid, agender, etc., alongside	
<u>G</u>	Τ		transsexual and transgender. ( <u>OED</u> )	
<u>H</u>	<u>U</u>	Transgender		
Ī	V		An individual whose gender identity differs from the societal expectations of their physical birth sex.	
<u>]</u>	W		Transgender or "trans" does not imply any form of sexual orientation. Cisgender is a gender identity in which an	
L	X		individual's self-perception of their gender matches their birth sex.	
<u>M</u>	Y		(The National Multicultural Institute)	
		Transmisogynoir	Misogyny directed against trans and gender-expansive Black women, which often manifests itself in the form of prejudice and bias. ( <u>PFLAG</u> )	
		Transmisogyny	Misogyny directed against trans and gender-expansive women, which often manifests itself in the form of prejudice and bias. (PFLAG)	

Foundational Terms		Transphobia	
Allyship Terms			Animosity, hatred, or dislike of trans and gender- expansive people, which often manifests itself in the
Bias and Harassment	<u>t Terms</u>		form of prejudice and bias. Transphobia often stems from lack of knowledge about transgender people and
Disability and Neuroo Terms	<u>diversity</u>		the issues they face and can be alleviated with education and support ("trans-antagonistic" refers to those whose aversion manifests in active oppression). PFLAG does not use this term as it frequently prevents educational
<u>Gender and Sexual C</u> <u>Terms</u>	<u>Drientation</u>		dialogue. ( <u>PFLAG</u> )
Public Wellness Term	<u>15</u>	Two-Spirit	A bound within some American Indian (AI) and
Race and Ethnicity To	erms		A term used within some American Indian (AI) and Alaska Native (AN) communities to refer to a person who identifies as having both a male and a female essence or
Workplace Terms			spirit. The term—which was created in 1990 by a group of AI/AN activists at an annual Native LGBTQ+
Α	N		conference—encompasses sexual, cultural, gender, and spiritual identities, and provides unifying, positive, and
<u>B</u>	<u>o</u>		encouraging language that emphasizes reconnecting to
<u>C</u>	Р		tribal traditions. ( <u>PFLAG</u> )
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Foundational Terms		Unconscious/Implic	
Allyship Terms			Unconscious, or implicit, bias is a form of bias that occurs automatically and unintentionally, but nevertheless affects judgments, decisions, and
Bias and Harassmen	<u>it Terms</u>	behaviors. Research has shown implicit bias can pose a	
<u>Disability and Neuro</u> <u>Terms</u>	<u>diversity</u>		barrier to recruiting and retaining a diverse workforce. ( <u>NIH</u> )
Gender and Sexual ( Terms	<u>Orientation</u>	Underrepresented G	Groups (URG) A group that is less represented in one subset than in the general population. This can refer to gender, race/ethnicity, physical or mental ability, LGBTQ+ status,
Public Wellness Terms			and many more. The term also refers to populations who are not represented in STEM professions in proportions
Race and Ethnicity T	erms		equal to White STEM workers. Replaces the term Underrepresented Minorities (URM), as minority groups
Workplace Terms			will soon be the majority in the United States
Δ	N		Underrepresented Groups is inclusive of LGBTQ+ individuals as well as veterans and People with
B	<u>0</u>		Disabilities. ( <u>IGI Global</u> )
<u>C</u>	Р	Underserved	
D	Q		Used to describe people who have limited or no access to acceptable and affordable resources or services,
E	<u>R</u>		including disaster behavioral health services. The term should be used carefully and, where possible, specifics
E	<u>s</u>		should be provided (e.g., people who are medically underserved, people living in Health Professional
<u>G</u>	I		Shortage Areas). ( <u>SAMHSA</u> )
H	<u>U</u>	Undocumented	
Ī	⊻		A foreign-born person living in a country without legal citizenship status.
<u>]</u>	<u>W</u>	Upstander	
L	X		A person who speaks or acts in support of an individual or cause, particularly someone who intervenes on behalf
<u>M</u>	Y		of a person being attacked or bullied.
		Universal Designed	<b>Environment</b> 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. (Centre for Excellence in Universal Design)

	Found	lational	Terms
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Allyship Terms

Bias and Harassment Terms

Veteran

Disability and Neurodiversity Terms

<u>Gender and Sexual Orientation</u> <u>Terms</u>

Public Wellness Terms

Race and Ethnicity Terms

#### Workplace Terms

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Title 38 of the Code of Federal Regulations defines a veteran as "a person who served in the active military, naval, or air service and who was discharged or released under conditions other than dishonorable." (VA)

Foundational Terms		White	The top classification of the socially constructed and
Allyship Terms			structurally reinforced racial categories. Those both perceived and categorized as White are granted social,
Bias and Harassmen	<u>t Terms</u>		cultural, institutional, psychological, and material
<u>Disability and Neuro</u> <u>Terms</u>	<u>diversity</u>		resources. Most often White people are of European descent. ( <u>Whiteness at Work</u> )
<u>Gender and Sexual (</u> <u>Terms</u>	<u>Drientation</u>	White Centering	Putting one's feelings as a White person above the POC causes one is supposed to be helping. White centering
Public Wellness Tern	<u>ns</u>		can manifest as anything ranging from tone policing and White fragility to White exceptionalism and outright
Race and Ethnicity T	erms		violence. ( <u>NPR</u> )
Workplace Terms			
Α	<u>N</u>	White Fragility	Coined by Robin DiAngelo, it is used to describe the
B	<u>0</u>		privilege that accrues to White people living in a society that protects and insulates them from race-based stress.
<u>C</u>	P		DiAngelo argues that this builds an expectation of always feeling comfortable and safe, which in turn lowers the
<u>D</u>	Q		ability to tolerate racial stress and triggers a range of defensive reactions.
E	<u>R</u>		(Robin DiAngelo)
E	<u>S</u>	White Privilege	Refers to the unquestioned and unearned set of
<u>G</u>	I		advantages, entitlements, benefits, and choices bestowed on people solely because they are White.
H	<u>U</u>		White people who experience such privilege may or may not be conscious of it.
Ī	V		( <u>McIntosh</u> )
<u>]</u>	W	White Supremacy	The idea (or ideology) that White people and the ideas,
L	X		thoughts, beliefs, and actions of White people are superior to People of Color and their ideas, thoughts,
<u>M</u>	Y		beliefs, and actions. White supremacy is ever present in institutional and cultural assumptions that assign value, morality, goodness, and humanity to the White group while casting People and communities of Color as worthless (worth less), immoral, bad, inhuman, and "undeserving." (NACo)

## Foundational Terms

Allyship Terms

Bias and Harassment Terms

Disability and Neurodiversity Terms

<u>Gender and Sexual Orientation</u> <u>Terms</u>

Public Wellness Terms

Race and Ethnicity Terms

#### Workplace Terms

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#### Xenophobia

Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that immigrants are inferior to the dominant group of people. Xenophobia is reflected in interpersonal, institutional, and systemic levels of oppression and White supremacy. (NACo) D

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**Foundational Terms** 

Allyship Terms

Bias and Harassment Terms
Disability and Neurodiversity Terms
<u>Gender and Sexual Orientation</u> Terms
Public Wellness Terms
Race and Ethnicity Terms
Workplace Terms
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Youngism

Ageism that is primarily generationally focused on contemporaneous generations of young adults rather than young adults in general; ageism that is focused on Millennials and Generation Z. (Journal of Experimental Psychology: General)



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