Terms	Definition
Ableism	Ableism is the intentional or unintentional discrimination or oppression of individuals with disabilities based on the belief that typical abilities are superior. Source: https://www.nccj.org/ableism
Accessibility	The quality of being possible to get into, use, make use of. Source: https://www.nccj.org/ableism
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. Source: https://www.diverseeducation.com/opinion/article/15104148/moving-from-ally-to-accomplice-how-far-are-you-willing-to-go-to-disrupt-racism-in-the-workplace
Ageism	Refers to two concepts: a socially constructed way of thinking about older persons based on negative attitudes and stereotypes about aging and a tendency to structure society based on an assumption that everyone is young, thereby failing to respond appropriately to the real needs of older persons. Source: http://www.ohrc.on.ca/en/ageism-and-age-discrimination-fact-sheet
Ally	An individual who takes action to support social justice and works to eliminate oppression. Also see "accomplice" in the DEI Glossary.
Asexual	A person who experiences little to no sexual attraction. Some asexual people experience romantic attraction, while others do not. Asexual people who experience romantic attraction might also use terms such as gay, bi, lesbian, straight and queer in conjunction with asexual to describe the direction of their romantic attraction. Source: The LGBT Center of Greater Reading
Bias	Prejudice in favor of or against one thing, person or group compared to another; usually in a way considered unfair. Implicit bias is unconscious, explicit bias is conscious.
Bigotry	The fact of having and expressing strong, unreasonable beliefs and disliking other people who have different beliefs or a different way of life. Source: https://dictionary.cambridge.org/us/dictionary/english/bigotry
BIPOC	An acronym for Black, Indigenous, and People Of Color. Source: https://www.healthline.com/health/bipoc-meaning#when-to-avoid

Cisgender	Adj: A term used to describe people whose gender identity matches the sex they were assigned at birth. Often abbreviated to cis. Source: https://www.catalyst.org/2019/05/30/12-diversity-inclusion-terms-you-need-to-know/
Class	Refers to people's socio-economic status, based on factors such as wealth, occupation, education, income etc.
Classism	Differential treatment based on social class or perceived social class. Classism is the systematic oppression of subordinated class groups to advantage and strengthen the dominant class groups. It's the systematic assignment of characteristics of worth and ability based on social class. Source: https://classism.org/about-class/what-is-classism/
Culture	Learned and shared values, beliefs, languages, and customs of a social group.
DEI	DEI is an acronym for Diversity, Equity, and Inclusion.
Disability	Having a physical or mental impairment that substantially limits one or more major life activities. This is includes people who have a record of such an impairment, even if they do not currently have a disability. It also includes individuals who do not have a disability but are regarded as having a disability. Source: https://www.nccj.org/ableism
Discrimination	Prejudiced treatment of a person on the basis of the social groups to which they belong, and stereotypes about those groups. When committed by an individual, discrimination can be broken down into two types: traditional discrimination (openly negative treatment) and modern discrimination (subtle negative treatment).
Diversity	The presence of, among other things, peoples' various identities, experiences, training, and skill sets. Some of these include one's race(s), gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, education levels and credentials, (dis)ability, age, religious commitment, and political perspective. Diversity is achieved when people intentionally seek and encourage participation of people with personal and professional backgrounds and experiences that provide an organization with a multiplicity of views and understandings of how things are and how they may be improved.
Emotional Tax	Noun: The combination of being on guard to protect against bias, feeling different at work because of gender, race, and/or ethnicity, and the associated effects on health, well-being, and ability to thrive at work. Source: https://www.catalyst.org/2019/05/30/12-diversity-inclusion-terms-you-need-to-know/

Empowerment	The state of being empowered to do something: the power, right, or authority to do something. Source: https://www.merriam-webster.com/dictionary/empowerment
Equity	The ethical commitment to a just, impartial and fair culture that is transparent with the procedures and processes for determining and assessing, among other things, membership criteria, education and work performance, as well as how resources are distributed. Equity is achieved when all members of an organization follow through on this commitment by living the ethic of equity every day.
Ethnicity	A socially or politically constructed group based on cultural criteria, such as language, customs, and shared history.
Feminism	The belief that all genders have equal rights and opportunities. Source: https://iwda.org.au/learn/what-is-feminism/
Gender	Gender while being a social construct is an internal, deep-seated sense of you are as a gendered being. Source: The LGBT Center of Greater Reading
Heterosexism	The assumption that heterosexuality is the social and cultural norm as well as the prejudiced belief that heterosexuals, or "straight" people, are socially and culturally superior to lesbian, gay, bisexual, transgender, Two-Spirit and queer (LGBTTQ) people. Source: https://rainbowresourcecentre.org/files/12-11-Heterosexism.pdf
Homophobia	The irrational fear, dislike, hatred, aversion, intolerance, and ignorance of homosexuality and of lesbian, gay, bisexual, transgender, Two Spirit and queer (LGBTTQ) individuals. Source: https://rainbowresourcecentre.org/files/16-12-Homophobia.pdf
Inclusion	An outcome of an organization's diversity and equity goals and practices. When diversity and equity are successfully integrated and practiced by members of an organization, all its members feel welcomed, included, and valued for who they are. Inclusion also encompasses the degree to which individuals are actually able to contribute their expertise and talents to the organization and participate in meaningful ways in its decision-making processes.
Indigenous	Peoples in independent countries who are regarded as indigenous on account of their descent from the populations which 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. Source: https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C169

Institutional Racism	A pattern of social institutions—such as governmental organizations, schools, banks, and courts of law—giving negative treatment to a group of people based on their race.
Intent Vs. Impact	Our intentions (what we want or hope to do) don't always align with what we say or do which can impact how others receive what one says and does. INTENT Refers to what you hope or want to do when choosing to perform an action. IMPACT Refers to the reality (e.g. results) of your actions/ behaviors. The resulting impact may not always align with what you intended. Owning the impact: When one's impact is being called into question, especially if the action is perpetuating oppression, it is important to recognize the action is being called into question not the person/overall character. Source: https://everydayfeminism.com/2013/07/intentions-dont-really-matter/
Intersectionality	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. Source: https://aapf.org/kimberle-crenshaw
JEI	Justice, Equity, & Inclusion
Justice	Presence of systems and supports (e.g. policies, practices, norms) that achieve and sustain fair treatment, equitable opportunities, and outcomes for people of all races. Systematic, proactive reinforcement. Source: http://www.theinclusionsolution.me/beyond-the-rhetoric-centering-justice-anti-racism-in-our-dei-strategy-our-approach/
Latine	Latine is also a gender-neutral form of the word Latino, created by gender non-binary and feminist communities in Spanish-speaking countries. Source: https://elcentro.colostate.edu/about/why-latinx/
Latinx	Latinx is the gender-neutral alternative to Latina or Latino. It is a term originated by non-Latin folx and has been seen to some as problematic as it rejects culturally appropriate syntax and pronunciation.
LGBTQIA+	Lesbian, gay, bisexual, transgender, queer/questioning, intersex, and /asexual/aromantic/agender. Source: https://lgbtqia.ucdavis.edu/educated/glossary
Marginalization	To relegate to an unimportant or powerless position within a society or group Source: https://www.merriam-webster.com/dictionary/marginalize

Micro-inequity	Apparently small events which are often ephemeral and hard-to-prove, events which are covert, often unintentional, frequently unrecognized by the perpetrator, which occur wherever people are perceived to be different- Mary Rowe, MIT. Source: https://www.lewissilkin.com/en/insights/mansplaining-micro-inequities-and-managers</a
Microaggression	The everyday slights, indignities, put downs and insults that people of color, women, LGBT populations or those who are marginalized experience in their day-to-day interactions with people. Source: https://www.vox.com/2015/2/16/8031073/what-are-microaggressions
Neurodiversity	Noun: The concept that there is great diversity in how people's brains are wired and work, and that neurological differences should be valued in the same way we value any other human variation. Source: https://www.catalyst.org/2019/05/30/12-diversity-inclusion-terms-you-need-to-know/
Non-binary	An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely. Source: https://www.stonewall.org.uk/about-us/news/10-ways-step-ally-non-binary-people
Oppression	Systemic devaluing, undermining, marginalizing and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something of value, while others have ready access.
Pansexuality	The romantic, emotional, and/or sexual attraction to people regardless of their gender. Source: https://www.webmd.com/sex/pansexuality-what-it-means
Performative Allyship	When an individual or group of power/majority/privilege (e.g., white, male, 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 towards the group they claim to support, often to receive praise and attention, without taking critical action to dismantle the systems of harm. Source: https://www.selfdefined.app/definitions/performative-allyship/
POC	Acronym referring to a Person of Color.

Positionality	Social identities in relation to power, which influences the way we understand the world and our interactions with others. Sources: https://lsa.umich.edu/social-solutions/news-events/news/insights-and-solutions/infographics/intersectionality–positionality–and-privelege.html https://indigenousinitiatives.ctlt.ubc.ca/classroom-climate/positionality-and-intersectionality/
Prejudice	'Pre-judgement' Personal bias for or against anything, all humans have bias and prejudice.
Privilege	Systemic favoring, enriching, valuing, validating and including of certain social identities over others. Individuals cannot 'opt out' of systems of privilege; rather these systems are inherent to the society in which we live.
Race	A socially or politically constructed group based on perceived differences in physical characteristics.
Racism	Belief that some races of people are better than others. Source: https://www.nytimes.com/2020/06/10/us/merriam-webster-racism-definition.html
Sexual Orientation	A concept referring to sexual desire and preference for emotional and sexual relationships with others ; often implies that sexual object choice is an essential in-born characteristic, so may be problematic to some.
Social Justice	Active engagement toward equity and inclusion that addresses issues of institutional, structural, and environmental inequity, power, and privilege.
Stereotypes	Assumptions we make about people on the basis of the social groups to which they belong
Systemic Racism	(AKA structural racism or institutional racism) Systems and structures that have procedures or processes that disadvantage African Americans, Indigenous people, Latinx people, and people of color. Source: https://www.usatoday.com/story/news/nation/2020/06/15/systemic-racism-what-does-mean/5343549002/
Tolerance	The attitude of someone who is willing to accept someone else's beliefs, way of life, etc. without criticizing them even if they disagree with them. Source: https://www.macmillandictionary.com/us/dictionary/american/tolerance

Transgender	People whose gender identity is different from the sex assigned to them at birth. "Trans" is often used as shorthand for transgender. Source: https://transequality.org/issues/resources/frequently-asked-questions-about-transgender-people
White Privilege	A concept that highlights the unfair societal advantages that white people have over non-white people. It is something that is pervasive throughout society and exists in all of the major systems and institutions that operate in society, as well as on an interpersonal level. Source: https://www.verywellmind.com/what-is-white-privilege-5070460
Workplace Inclusion	Noun: An atmosphere where all employees belong, contribute, and can thrive. Requires deliberate and intentional action. Source: https://www.catalyst.org/2019/05/30/12-diversity-inclusion-terms-you-need-to-know/

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