

Vocabulary for conversations about race, gender, equality, and inclusivity.

Term/Concept	Definition
Abolitionism	Abolitionism, or the abolitionist movement, is the movement to end slavery. In the modern era, abolition takes the form of removing state-sanctioned slavery such as the prison industrial complex and the police force.
Actor/Ally/Complice	Actor: The actions of an Actor do not disrupt the status quo, much the same as a spectator at a game. Both have only a nominal effect in shifting an overall outcome. The actions of an Actor do not explicitly name or challenge the pillars of White supremacy which is necessary for meaningful progress towards racial justice. <u>Lila Watson</u> said, “If you have come here to help me, you’re wasting your time. If you have come because your liberation is bound up with mine, then let us work together.”
	Ally: An <u>Ally</u> is someone who is not BIPOC who acts to challenge institutionalized racism, and White supremacy. Allies constantly educate themselves, and do not speak or act only when it is convenient. E.g., When an Ally hears something inappropriate being discussed, the Ally disrupts the conversation, and takes the opportunity to educate those present.
	Complice: An <u>Complice</u> is a non-BIPOC person whose actions are meant to <u>directly challenge</u> institutionalized racism, colonization, and White supremacy by blocking or impeding racist people, policies, and structures. An Complice realizes that all people’s freedoms and liberations are bound together, so retreat or withdrawal in the face of oppressive structures is not an option.
	Complices’ actions are informed by, directed and often coordinated with BIPOC leaders they actively listen with respect, and understand that oppressed people are not monolithic in their tactics and beliefs. Complices are not motivated by personal guilt or shame. They build trust through consent and being accountable – this means not acting in isolation where there is no accountability.
	One’s role as an Ally/Complice is not self-awarded. It is bestowed by a BIPOC and expires at the end of every day. It can only be renewed by a BIPOC. (Note: The same concept applies for LGBTQ individuals).
Anti-racism	<u>Anti-racism</u> is” ...active and conscious effort to work against multidimensional aspects of racism.” (Patterson et al., 2020). This term was popularized by <u>Ibram X. Kendi</u> . The focus here is on <u>policies and actions</u> . This contrasts with ‘non-racism’, which is a feeling of being unbiased, or even colorblind. Non-racism has been called out as problematic because all humans are biased, there are differences based on color, and these feelings, absent action, do nothing to end policies and actions that hurt people.
Bias: <u>Implicit</u> v. <u>Explicit</u>	Explicit bias is conscious bias; implicit bias is subconscious bias . Everyone has natural implicit and explicit “cognitive” bias. It’s part of being human and what shapes our actions and attitudes.
BIPOC	Black/Indigenous/Person of Color

Bigotry v. Prejudice	The key difference between prejudice and bigotry is that while prejudice is a milder version, bigotry is an extreme stance. So, even though the words, bigotry, and prejudice are used interchangeably, these are two different words. Bigotry can be defined as intolerance towards individuals or beliefs. Such a person is considered as a bigot . On the other hand, prejudice can be defined as an opinion that is not based on reason or experience. Prejudice usually refers to a prejudgment that an individual has. This can be based on race, class, nationality, sex, etc.
Bootstrap Myth	The myth that you can achieve whatever you want if you just work hard and "pull yourself up by your bootstraps," according to <i>TIME</i> , which traces its roots to Horatio Alger's nineteenth century books about boys who worked their way out of poverty. By that logic, you have only yourself to blame if you're poor. Yet this obscures the racism, privilege, and other systemic factors that can affect your socioeconomic mobility.
Cisgender	Identifying with the gender identity assigned at birth.
Cultural Appreciation v. Cultural Appropriation	Cultural appreciation is when elements of a culture are used while honoring the source they came from. It is important to note that appreciation involves respect and value. It's okay to find things beautiful. It's better to appreciate it and learn more about it.
	Cultural appropriation can be defined as the "cherry picking" or selecting of certain aspects of a culture, and ignoring their original significance for the purpose of belittling it as a trend. Cultural appropriation essentially refers to the usage of elements from a culture that is not your own, without permission.
Cultural Humility (Our Goal)	Cultural humility is the "ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the [person]." Cultural humility is different from other culturally-based training ideals because it focuses on self-humility rather than achieving a state of knowledge or awareness.
Diaspora	The term diaspora comes from the Greek verb diaspeirō meaning " to scatter " or " to spread about. " As first used in Ancient Greece, diaspora referred to people of dominant countries who voluntarily emigrated from their homelands to colonize conquered countries. Today, scholars recognize two kinds of diaspora: forced and voluntary.
Exceptionalism	This refers to a racist view of successful, educated Black Americans, as <u>exceptions to the rule</u> , like Oprah and Barack Obama, the blog Celluloid in Black and White explains. In reality, they're only exceptions amid the often negative media stereotypes of Black Americans. Black exceptionalism implies that they're a monolith, rather than unique, complex humans — something white people generally don't have to worry about.
First Nations Peoples	Collectively, First Nations, Inuit, and Métis (FNIM) peoples constitute Indigenous peoples in Canada, Indigenous peoples of the Americas, or "first peoples". "First Nation" as a term became officially used beginning in 1980s to replace the term "Indian band" in referring to groups of Indians with common government and language. The term had come into common usage in the 1970s to avoid using the word "Indian", which some Canadians considered offensive. No legal definition of the term exists.

	Some indigenous peoples in Canada have also adopted the term First Nation to replace the word "band" in the formal name of their community. ^[19] A band is a "body of Indians (a) for whose use and benefit in common lands ... have been set apart, (b) ... moneys are held ... or (c) declared ... to be a band for the purposes of" the <i>Indian Act</i> by the Canadian Crown. ^[20]
Gaslighting	Gaslighting is a form of psychological manipulation in which a person or a group covertly sows seeds of doubt in a targeted individual, making them question their own memory, perception, or judgment, often evoking in them cognitive dissonance and other changes including low self-esteem. Using denial, misdirection, contradiction, and misinformation, gaslighting involves attempts to destabilize the victim and delegitimize the victim's beliefs. <u>Examples</u> of gaslighting include statements like "I don't think that was racist." Or "Are you sure that's what happened?"
Gender Non-Conforming	Not exclusively identifying with one specific gender; espousing attributes of both genders.
Hegemony	Leadership or dominance, especially by one country or social group over others.
Indigenous/American Indian	Indigenous peoples of the United States are commonly known as Native Americans or American Indians and Alaska Natives. Indigenous refers to "the notion of a place-based human ethnic culture that has not migrated from its homeland, and is not a settler or colonial population." (Stewart, 2017)
Intersectionality	Intersectionality is a theoretical framework for understanding how aspects of a person's social and political identities might combine to create unique modes of discrimination. Intersectionality identifies injustices that are felt by people due to a combination of factors. For example, a black woman might face discrimination from a business that is not distinctly due to her race nor distinctly due to her gender, but due to a unique combination of the two factors.
<u>Karen</u>	A white woman "who's <i>extremely</i> aware of her privilege and weaponizes it," according to The Root — and has zero shame about doing so. Amy Cooper, who called the police on Christian Cooper when he requested she leash her dog in Central Park late last month, is peak Karen. Other hallmark characteristics include hypocrisy, rudeness to servicepeople, denial of science, and a "can I speak to the manager haircut," per Vox.
Microaggression	<p>"The everyday verbal, nonverbal, and environmental slights, snubs, or insults, <u>whether intentional or unintentional</u>, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. (e.g., A White man or woman clutches their purse or checks their wallet as a Black or Latino man approaches or passes them. (Hidden message: You and your group are criminals.)" <u>Sue</u> (2010). These 'micro' aggressions have major consequences. There are <u>multiple ways</u> to inflict this damage (Crandall & Garcia, 2016):</p> <p>Microassaults: "Explicit verbal and nonverbal derogatory remarks" (e.g., providing help or support to a White student, even when a Black student was waiting for help. Assumption: the Black student matters less/has less potential)</p> <p>Microinsults: "subtle remarks about a person's minoritized identities that are insensitive, demeaning and rude" (e.g., a Black student a highly selective</p>

	<p>university is asked which sport he plays. Assumption: he is not there for his intellectual/academic credentials).</p> <p>Microinvalidations: “an experience that excludes, negates, and nullifies a person’s minoritized reality” (e.g., someone tells a BIPOC person that “They don’t see color.” which negates their experiences as a BIPOC).</p>
Multicultural Competency	<p><u>Multicultural competence</u> is “...the knowledge, skills and personal attributes needed to live and work in a diverse world.” Multicultural competency helps clinicians diminish the deeply rooted assumptions of a particular group and enables them understand their own values and gain a better perspective and empathy to successfully respond towards the needs of diverse populations.</p>
“Othering” or “The other”	<p>This speaks to how we differentially treat those whom we see as “in our group” versus those whom we see as some kind of “other,” meaning someone who is defined as in “some group <i>other</i> than my own group.” This can happen when someone points out a characteristic of a person that is irrelevant to the topic (e.g., “the Black student”, when ‘student’ would suffice; Inference: this isn’t a typical student, it is a student from an ‘other’ group and that otherness needed to be pointed out).</p>
Oppression	<p>Prolonged cruel or unjust treatment or control</p>
Props	<p>Using Black family, friends, or <u>employees</u> as an excuse that you are not racist. Using the opinions of some Black folks as an excuse to not address your own racism (i.e., <u>Candance Owens</u>).</p>
Queer and Genderqueer	<p>As adjectives the difference between <u>genderqueer</u> and queer is that is that genderqueer is of a person who identifies as (has a gender identity which is) neither male nor female, but outside of the gender binary and/or gender spectrum while queer is (slightly dated) weird, odd or different; whimsical.</p> <p>As nouns the difference between genderqueer and queer is that genderqueer is someone who is genderqueer while queer is (colloquial) a person who is or appears homosexual, or who has homosexual qualities.</p>
Racial justice/racial healing	<p>In <u>racial healing</u> we challenge racial hierarchies, while building authentic relationships grounded in appreciation, respect, trust and reverence that extend across and within racial groups.</p> <p>Racial justice: Equitable policies and practices are a necessity in addressing and transforming inequities and barriers in many areas to include law, economy, segregation, racial wealth gap, education, political advancement, housing and racial equity.</p>
Reparations	<p>Reparations for slavery is a political justice concept that argues that reparations should be paid to the descendants of enslaved people. Currently, the call for reparations is mainly made on behalf of descendants of people from Sub-Saharan Africa who were enslaved and then trafficked to the Americas as a consequence of the Atlantic slave trade. The most notable demands for reparations have been made in the United Kingdom and the <u>United States</u>.</p>
Social Justice	<p>Justice in terms of the distribution of wealth, opportunities, and privileges within a society.</p>

<p>Spaces: Safe and Brave</p>	<p>The term <u>safe space</u> refers to places created for individuals who feel marginalized to come together to communicate regarding their experiences with marginalization, most commonly located on university campuses in the western world, but also at workplaces. The terms safe space (or safe-space), safer space, and positive space may also indicate that a teacher, educational institution or student body does not tolerate violence, harassment, or hate speech. No space can ever be 100 percent safe — but this is much more true for some groups of people than others.</p> <p>Brave spaces are those learning environments in which the primary purpose of the interaction is a search for the truth, rather than support for a particular group of students, even insofar as some of the discussions will be uncomfortable for certain students. These need to be carefully facilitated, so they don't turn into a place in which students from underrepresented groups must bear the <u>burden of education</u>.</p>
<p>Structural Racism</p>	<p>"Structural Racism in the U.S. is the normalization and legitimization of an array of dynamics – historical, cultural, institutional and interpersonal – that routinely advantage whites while producing cumulative and chronic adverse outcomes for people of color. It is a system of hierarchy and inequity, primarily characterized by white supremacy – the preferential treatment, privilege and power for white people at the expense of Black, Latino, Asian, Pacific Islander, Native American, Arab and other racially oppressed people." (Lawrence & Kelleher, 2004) e.g., inequity in <u>public schooling quality/funding/opportunities</u></p>
<p>Tokenism</p>	<p>(1) The policy or practice of making only a symbolic effort (as to desegregate): the practice of doing something (such as hiring a person who belongs to a minority group) only to prevent criticism and give the appearance that people are being treated fairly.</p> <p>(2) In classrooms across the United States, this form of <u>tokenism</u> is a common occurrence: when a particular minority group comes up as a topic and a student of that group is turned to and asked to speak on behalf of that group. This practice is stressful and unfair to students. (e.g., Selecting the only headscarf-wearing student in a class to comment on a question about Islam.)</p>
<p><u>Tone-policing</u></p>	<p>Tone policing (also tone trolling, tone argument, and tone fallacy) is an <u>ad hominem</u> (personal attack) and anti-debate tactic based on criticizing a person for expressing emotion. Tone policing detracts from the validity of a statement by attacking the tone in which it was presented rather than the message itself. (e.g., "Why do you have to be so angry about it?")</p>
<p>Transgender</p>	<p>Identifying with the opposite gender assigned at birth.</p>
<p>White Fragility/White Tears</p>	<p><u>White Fragility</u> is the "discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice."</p> <p><u>White Tears</u> are a satirical term used to deal with/describe White Fragility</p> <p>Crying can hijack a discussion and prevent it from being a teaching moment, according to Valorie Thomas, who advises people to learn to just sit with the discomfort. White people can weaponize their emotions, <u>reinforcing white supremacy</u>, often during conversations about race, according to Damon Young.</p>

White Privilege	<u>White privilege</u> refers to societal privilege that benefits white people over non-white people in some societies, particularly if they are otherwise under the same social, political, or economic circumstances. (e.g., if you don't have to fear for your life when pulled over for a routine traffic stop = white privilege).
White Supremacy	White supremacy or white supremacism is the racist belief that white people are superior to people of other races and therefore should be dominant over them. White supremacy has roots in the now-discredited doctrine of scientific racism and often relies on pseudoscientific arguments. Like most similar movements such as neo-Nazism, white supremacists typically oppose members of other races as well as Jews.