

GLOSSARY OF TERMS

Welcome to The Glossary.

First and foremost, *thank you* to Cross Movement Social Justice Consulting who compiled these definitions and allows us to utilize them. Below you will find common terms used in Equity and Social Justice work. We have learned that it is vitally important to establish shared definitions and understanding of these terms as we move through this journey.

Equity: Presence of justice and fairness within procedures, processes, institutions and systems. Targeting equity issues requires the intentional and continuous understanding of root causes of disparities.¹To be achieved and sustained, equity needs to be thought of as a structural and systemic concept.²

Equality



Equity

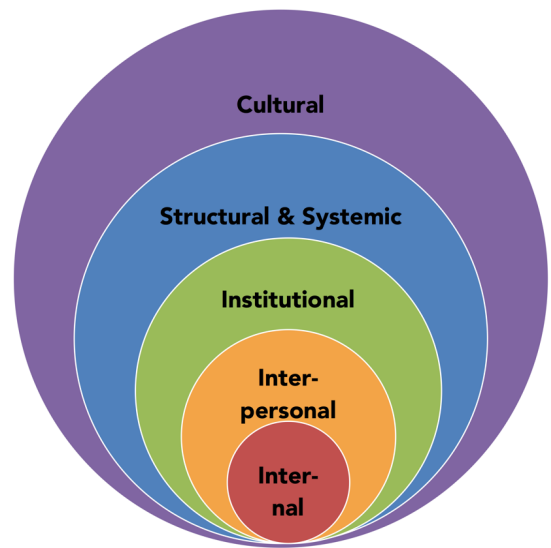


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Levels of Bias and Oppression

- 1) Internal - Attitudes, feelings, and beliefs
- 2) Interpersonal - Actions, behaviors, language
- 3) Institutional - Rules, policies, practices and procedures
- 4) Structural and Systemic - Historical context and interactions across institutions
- 5) Cultural - "Beauty," "truth," "right," and "normal"

Diversity: Multiple dimensions of difference including race, ethnicity, age, gender identity, gender expression, sexual orientation, disability, class, religion, spirituality, nation of origin, language, immigration status, HIV status, body size, etc.



Implicit bias: The automatic associations and stereotypes about individuals and groups of people, affecting one's understanding, actions, and decisions in an unconscious manner.³

Intersectionality: Coined by Kimberlé Crenshaw, intersectionality is a mode of thinking about the ways in which systems of oppression overlap and intersect with social identities.⁴

Power: Control, influence or authority. Rashad Robinson said, "Power is the ability to change the rules."⁵ Dr. Martin Luther King, Jr. said, "Power is the ability to achieve a purpose. Whether or not it is bad depends on the purpose."⁵

Privilege: Experiencing increased access to power, resources, institutions and systems. Also, setting the "dominant narrative" which includes advantages and benefits that may or may not be earned. Having privilege includes accepting the choice to practice awareness and action to leverage or counter these benefits and advantages.

Marginalization: Experiencing increased barriers to access to power, resources, institutions, and systems. Experiencing marginalization lends itself to an increased awareness of inequities.

Racial equity: The condition that would be achieved if racial identity no longer predicted, in a statistical sense, how one fares.⁶

White privilege: The concrete benefits, advantages, and access to resources and social rewards, as well as the power to shape the norms and values of society, unconsciously or consciously, by virtue of white skin color in a racist society.⁷

White Supremacy: A premise that supports the definition of whites as the norm or standard for human, and people of color as an inherent deviation from that norm. This term refers to a socio-political economic system of domination based on racial categories that benefit those defined and perceived as white. This system rests on the historical and current accumulation of structural power that privileges, centralizes, and elevates white people as a group.⁸

¹ MNA Stronger Communities D&I Toolkit (unpublished)

² Annie E. Casey Foundation Embracing Equity Toolkit

³ <https://trustandjustice.org/resources/intervention/implicit-bias>

⁴ Power Moves, National Committee for Responsive Philanthropy

⁵ ibid

⁶ ibid

⁷ Power Moves, National Committee for Responsive Philanthropy

⁸ DiAngelo, R. "No I Won't Stop Saying White Supremacy." Good Men Project. August 12, 2017.