

Aggression

A behavior, physical or verbal, intended to harm an individual or group of people who do not wish to be harmed. There are various forms of aggression, including emotional/impulsive aggression (aggression that occurs with a small or no amount of forethought), cognitive aggression (intentional and planned aggression), physical aggression (harming another physically), verbal aggression (harming another through name calling, screaming, swearing, etc.), microaggression (see below) and relational/social aggression (harming another person's social relationships).

Antiracism

Anti-racism is a process of actively identifying and opposing racism. The goal of anti-racism is to challenge racism and actively change the policies, behaviors, and beliefs that perpetuate racist ideas and actions.

Anti-racism is rooted in action. It is about taking steps to eliminate racism at the individual, institutional, and structural levels. It is not a new concept, but the Black Lives Matter movement and work of [Dr. Ibram X. Kendi](#) have helped increase the focus on the importance of anti-racism.

Bias

Prejudice in favor of or against one thing, person or group compared with another, usually in a way considered to be unfair. Unconscious or implicit bias refers to biases that we carry without awareness.

Critical Mass

In reference to representation of people of color within an organization or at a certain level of leadership. This figure is dependent on, and reflective of, the specific demographics of the communities in which an organization serves or operates.

Culture

Sum total of ways of living, including values, beliefs, aesthetic standards, linguistic expression, patterns of thinking, behavioral norms, and styles of communication. We are socialized through “**cultural conditioning**” to adopt ways of thinking related to social grouping.

Dominant Culture

Dominant culture in a society refers to the established language, religion, values, rituals, and social customs on which the society was built. It has the most power, is widespread, and influential within a social entity, such as an organization, in which multiple cultures are present. An organization's dominant culture is heavily influenced by the leadership and management standards and preferences of those at the top of the hierarchy. In this paper, dominant culture refers specifically to the American context in which organizational culture is predominantly defined by white men and white women in positional power. See also “White Dominant Culture.”

Inclusion

The action or state of including or of being included within a group or structure. More than simply diversity and numerical representation, inclusion involves authentic and empowered participation and a true sense of belonging.

“ISMs”

A way of describing any attitude, action or institutional structure which subordinates (oppresses) a person or group because of their target group, color (racism), gender (sexism), economic status (classism), older age (ageism), youth (adulthood), religion (ex. anti-Semitism), sexual orientation (heterosexism), language/immigrant status (xenophobia), etc.

Leadership

Individuals who influence a group of people to act towards a goal. Individuals may or may not be in positions of authority.

Microaggression

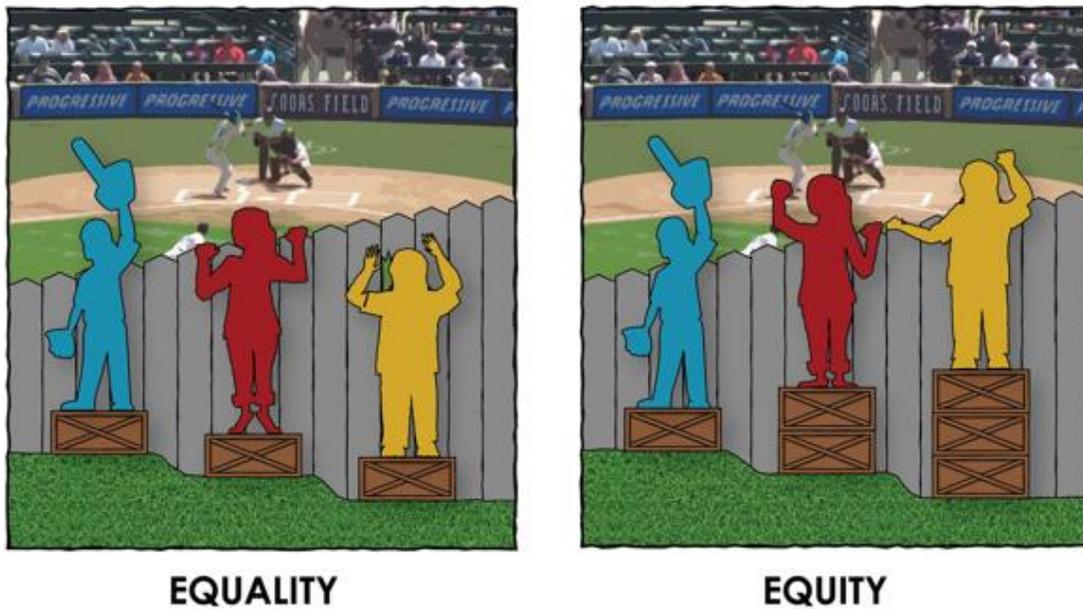
The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. There is a growing body of research that suggests the accumulated impact of these stressors affect long-term health and can contribute to higher rates of mortality and depression.

Race Equity

The condition where one's race identity has no influence on how one fares in society. Race equity is one part of race justice and includes the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race. A racially equitable culture is focused on proactive counteraction of social and race inequities inside and outside of an organization.

The process of paying disciplined attention to race and ethnicity while analyzing programs, looking for solutions, and defining success is referred to as a “race equity lens”. Application of a race equity lens helps to illuminate disparate outcomes, patterns of disadvantage, and root cause.

For example, consider the graphic below. In both images, each person has an unequal opportunity to view the baseball game from behind the fence. Despite all being the same height, differences in ground and fence height makes it far more difficult for the person farthest to the right to see the game than the person farthest to the left. In representation of “Equality” on the left, each person is given the same assistance to help them see over the fence. Despite being equally supported, the ability to see the game remains unequal for the three. In representation of “Equity” on the right, each person is given the assistance *that they need in order to have the same opportunity to view the game*. “Equality” aims to ensure everyone gets the same things in order to lead full, happy lives, while “Equity” takes into consideration that a person’s individual needs may be greater or lesser than others.



Racism

The systematic oppression of people of color; occurs at the individual, internalized, interpersonal, institutional, and/or cultural levels; may be overt or covert, intentional or unintentional.

- **Internalized Racism:** the personal conscious or subconscious acceptance of the dominant society's racist views, stereotypes and biases of one's ethnic group. It gives rise to patterns of thinking, feeling and behaving that result in discriminating, minimizing, criticizing, finding fault, invalidating, and hating oneself while simultaneously valuing the dominant culture. This internalized racism has its own systemic reality and its own negative consequences in the lives and communities of people of color.
- **Interpersonal Racism:** actions that perpetuate inequalities on the basis of race. Such behaviors may be intentional or unintentional; unintentional acts may be racist in their consequence. These behaviors can include what are sometimes called "micro-aggressions", which have an additive and oppressive impact.
- **Institutional Racism:** laws, customs, traditions and practices that systematically result in racial inequalities in a society. This is the institutionalization of systemic oppression.
- **Internalized Racism/Oppression:** the internalization of conscious or unconscious attitudes regarding inferiority or differences by the victims of systemic oppression.
- **Personal Racism:** individual attitudes regarding the inferiority of one group and the superiority of another that have been learned or internalized either directly (i.e. negative experiences) or indirectly (i.e. imitation and modeling of significant others' reactions, affective responses to the media); these attitudes may be conscious or unconscious.
- **Structural Racism/Racialization:** the word "racism" is commonly understood to refer to instances in which one individual intentionally or unintentionally targets others for negative treatment because of their skin color or other group-based physical characteristics. This individualistic conceptualization is too limited. Racialized outcomes do not require racist actors. Structural racism/racialization refers to a system of social structures that produces cumulative, durable, race-based inequalities. It is also a method of analysis that is used to examine how historical legacies, individuals, structures, and institutions work interactively to distribute material and symbolic advantages and disadvantages along racial lines.

Social Justice

A concept of fair and just relations between the individual and society. This is measured by the explicit and tacit terms for the distribution of power, wealth, education, healthcare, and other opportunities for personal activity and social privileges.

White Privilege

The power and advantages benefiting perceived white people, derived from the historical oppression and exploitation of other non-white groups.

White Supremacy

The existence of racial power that denotes a system of structural or societal racism which privileges white people over others, regardless of the presence or the absence of racial hatred. White racial advantages occur at both a collective and an individual level, and both people of color and white people can perpetuate white dominant culture, resulting in the overall disenfranchisement of people of color in many aspects of society.

White Supremacy Culture

Characteristics of white supremacy that manifest in organizational culture, and are used as norms and standards without being proactively named or chosen by the full group. The characteristics are damaging to both people of color and white people in that they elevate the values, preferences, and experiences of one racial group above all others. Organizations that are led by people of color or have a majority of people of color can also demonstrate characteristics of white supremacy culture.

Kenneth Jones and Tema Okun identified twelve characteristics of white supremacy culture in organizations: Perfectionism, Sense of Urgency, Defensiveness, Quantity of Quality, Worship of the Written Word, Paternalism, Power Hoarding, Fear of Open Conflict, Individualism, Progress is Bigger/More, Objectivity, and Right to Comfort.

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