

**Quick Reference Glossary Diversity, Equity & Inclusion Terms**

*Diversity*: The wide variety of shared and different personal and group characteristics among human beings.

*Equity*: Takes into consideration the fact that the social identifiers (race, gender, socioeconomic status, etc.) do, in fact, affect equality. In an equitable environment, an individual or a group would be given what was needed to give them equal advantage. This would not necessarily be equal to what others were receiving. It could be more or different. Equity is an ideal and a goal, not a process. It ensures that everyone has the resources they need to succeed.

*Inclusion*: Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.

**A**

*Accessibility* – The extent to which a facility is readily approachable and usable by individuals with disabilities

*Ally –* A person of one social identity group who stands up in support of members of another group

*Anti-Racism –* Being critically aware of the existence of racism and understanding how it is systemic and the policy or practice of opposing racism and promoting racial tolerance.

**B**

*Bias –* A form of prejudice that results from the tendency and need to classify individuals into categories

*Bigotry* – An unreasonable or irrational attachment to negative stereotypes and prejudices

*BIPOC* – An acronym used to refer to black, indigenous, and people of color based on the recognition of collective experiences of systemic racism

**C**

*Cis-Gender –* A person who identifies as the gender they were assigned at birth

*Color Blind* – The belief in treating everyone “equally” by treating everyone the same; (i.e., “I don’t see race, gender, etc.”)

*Conscious Bias –* Refers to the attitudes and beliefs we have about a person or group on a conscious level; Explicit bias

*Culture* – Culture is the pattern of daily life learned consciously and unconsciously by a group of people

*Cultural Appropriation* – The adoption or theft of icons, rituals, aesthetic standards, and behavior from one culture or subculture by another

**D**

*Decolonize –* The active and intentional process of unlearning values, beliefs and conceptions that have caused harm to people through colonization

*Disability* – An impairment that may be cognitive, developmental, intellectual, mental, physical, sensory, or some combination of these

*Discrimination* – The denial fair treatment by both individuals and institutions in many areas, including employment, education, housing, banking, and political rights

**E**

*Ethnicity –* A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base

*Equality* – All people within a society or isolated group have the same status and rights regardless of their social identities

**G**

*Gender Expression –* External manifestations of gender, expressed through a person's name, pronouns, clothing, haircut, behavior, voice, and/or body characteristics

*Gender Identity –* Your internal sense of self; how you relate to your gender

**H**

*Harassment* – Unwanted conduct with the purpose or effect of violating the dignity of a person and of creating an intimidating, hostile, degrading, humiliating, or offensive environment based on their race, color, sex, sexual orientation, religion, national origin, disability, age, etcetera

*Hate Crime* – A crime motivated by the actual or perceived race, color, religion, national origin, ethnicity, gender, disability, or sexual orientation of the victim

*Homophobia* – The fear or hatred of homosexuality (and other non-heterosexual identities) and persons perceived to be gay or lesbian

**I**

*Indigenous People –* Ethnic groups who are the original inhabitants of a given region, in contrast to groups that have settled, occupied, or colonized the area

*-Isms” -* A way of describing any attitude, action or institutional structure that subordinates (oppresses) a person or group because of their target group. For example, color (racism), gender (sexism), economic status (classism), older age (ageism), religion (e.g., anti-Semitism), sexual orientation (heterosexism), language/immigrant status (xenophobism), etc.

**L**

*LGBTQIA+* - An inclusive term for those who identify as lesbian, gay, bisexual, transgender, queer, intersex, and asexual

**M**

*Micro-Aggression* – The verbal, nonverbal, and environmental slights, snubs, insults, or belittlement, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon discriminatory belief systems

**N**

*Non-Binary –* People who experience their gender identity and/or gender expression as falling outside the categories of man and woman

**O**

*Oppression -* Results from the use of institutional power and privilege where one person or group benefits at the expense of another

**P**

*Privilege* - Unearned access to resources (social power) only readily available to some individuals as a result of their social group

**R**

*Race* – A social construct that artificially divides individuals into distinct groups based on characteristics such as physical appearance (particularly skin color), ancestral heritage, cultural affiliation or history, ethnic classification, and/or the social, economic, and political needs of a society at a given period of time

*Racism* – Prejudiced thoughts and discriminatory actions based on a difference in race/ethnicity

**S**

*Sex* – Biological classification of male or female (based on genetic or physiological features); as opposed to gender

*Sexual Orientation* – One’s natural (not chosen) preference in sexual partners

*Stereotype –* A form of generalization rooted in blanket beliefs and false assumptions, a product of processes of categorization that can result in a prejudiced attitude, uncritical judgment, and intentional or unintentional discrimination

*Systemic Racism* – Complex interactions of culture, policy, and institutions that create and maintain racial inequality in nearly every facet of life for people of color

**T**

*Token-ism –* Hiring or seeking just to have representation such as a few women and/or racial or ethnic minority persons so as to appear inclusive while remaining mono-cultural

*Transgender/Trans –* An umbrella term for people whose gender identity differs from the sex they were assigned at birth. The term transgender is not indicative of gender expression, sexual orientation, hormonal makeup, physical anatomy, or how one is perceived in daily life.

*Transphobia* – Fear or hatred of transgender people; can exist in LGB and straight communities

**U**

*Unconscious Bias* – Social stereotypes about certain groups of people that individuals form outside their own conscious awareness; Implicit bias **W**

*White Supremacy –* The idea (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.

**X**

*Xenophobia –* Hatred or fear of foreigners/strangers or of their politics or culture

**Sources**:

<https://www.racialequitytools.org/glossary>

<https://www.diversity.pitt.edu/DEIGlossary>

<https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms>

Columbian Financial Group DEI Glossary