

GLOSSARY OF TERMS

Building Common Language

Ally - a member of a social group that enjoys some privilege that is working to end oppression and understand their own privilege.

All Lives Matter -

Black Lives Matter -

Black Prejudice -

Color Blind -

Defund the Police -

Equality vs Equity -

- Equality assumes everyone starts at the same place, and therefore assumes everyone has equal access to success.
- Equity is providing people with the same resources and the opportunities they need given their history and resources.

Equity - Equity means being able to see the different paths and remove or compensate for the barriers placed by oppression. Share the shortcuts created by privilege such that everyone has what they need to be successful as they define it.

What it looks like:

- People in power reflect the life experiences of those who are impacted by their decisions and make decisions that honor the lived experiences created by injustice, unfairness and inequality to restore balance and wholeness such that everyone experiences human dignity.
- Equity is an aspirational state that is a constant process – a verb. -The Equity Lab | Strongfield Project - 2018

Explicit Bias – Bias expressed directly; person is aware of bias and operates consciously. EXAMPLE: Mexicans need not apply!

Implicit Bias - Biases, both favorable and unfavorable assessments, that are activated involuntarily and without awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that

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people conceal for political correctness. Implicit biases are not accessible through introspection. These associations develop over the course of a lifetime beginning at a very early age thru exposure to direct and indirect messages in culture, media and living. Kirwan Institute for the Study of Race and Ethnicity

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: "Through an awareness of intersectionality, we can better acknowledge and ground the differences among us."

Reconstruction – 1865-1877

- **1865** - 13th Amendment abolished slavery in the U.S.
- **1868** - 14th Amendment giving equal rights to all men.
 - Southern Democrats donned sheets designed to look like ghosts of dead Confederate soldiers and terrorized voters before the 1868 election. These Ku Klux Kan members murdered over 1,000 people.
- **1870** - 15th Amendment guaranteeing a citizen's right to vote cannot be restricted by race.
 - **1875** – Supreme Court decides that citizenship does not convey the right to vote, denying vote to women. (The 19th Amendment was first brought to Congress in 1878; it was ratified in 1920)

Jim Crow – 1870 - 1960's

- After Reconstruction, southern states passed laws barring African Americans from voting and segregated schools, restaurants and public accommodations.
- “Whites Only” and “Colored” signs proliferated at drinking fountains, restrooms, bus waiting areas, theaters, swimming pools, etc.

Civil Rights Act – 1964

- Ended segregation in public places and banned employment discrimination on the basis of race, color, religion, sex or national origin.

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Voting Rights Act – 1965

- Signed into law in 1965 by Lyndon Baines Johnson, aimed to overcome legal barriers at the state and local levels that prevented African Americans from exercising their right to vote as guaranteed under the 15th Amendment. Supreme Court ruling that rolled back provisions have deprived both men and women of color of the right to vote. (*Continued next page*)
- 2013 - Supreme Court majority (5-4) ruled that “our country has changed” and struck down the heart of the Voting Rights Act of 1965. At the core of the disagreement was whether racial minorities continued to face barriers to voting in states with a history of discrimination.

Liberation - is both the undoing of the effects and the elimination of the causes of social oppression. The achievement of human liberation on a global scale will require far reaching changes at the institutional level and at the level of group and individual interactions. These changes will involve transforming oppressive behavioral patterns and "unlearning" oppressive attitudes and assumptions. - Ricky Sherova-Marcuse

Micro Aggressions – a subtle but offensive comment or action directed at a minority or other non-dominant group that is often unintentional or unconsciously reinforces a stereotype: micro-aggression *such as "don't see you as black."*

Oppression - systemic, pervasive inequality that is present throughout society, that benefits people with more privilege and harms those with fewer privileges.

Politically Correct -

Privilege – an unearned advantage given by society to some people but not all.

Radical Left -

Radical Right -

Redlining – a discriminatory practice that puts services (financial and otherwise) out of reach for residents of certain areas based on race or ethnicity. For decades, many banks in the U.S. denied mortgages to people of color in urban and

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suburban areas, preventing them from buying a home in certain neighborhoods or getting a loan from the equity in their home. The practice – once backed by the U.S. Government – started in the 1930's and took place across the country.

Restorative justice – Repairs the harm caused by the crime, instead of a punitive approach.

White Privilege – This term isn't racist and it doesn't mean your life hasn't been hard or that you don't deserve all you've obtained or accomplished. It's an invitation to explore the advantages of your skin color compared to a person of color.

White Fragility -

White Guilt -

White Supremacy -

***Prejudice** – when a person negatively prejudges another person or group without getting to know the beliefs, thoughts, and feelings behind their words and actions. There is no power dynamic involved.

***Bigotry** – is stronger than prejudice, a more severe mindset and often accompanied by discriminatory behavior. It's arrogant and mean-spirited, but requires neither systems nor power to engage in.

***Racism** – belief that certain races of people are by birth and nature superior to others; the act of discrimination or hatred based on race. Following is the system that allows the racial group that's already in power to retain power.(e.g. Redlining).

- Individual -
- Institutional -
- Structural -
- Systemic -

***Capitalism** – an economic and political system in which a country's trade and industry are controlled by private owners for profit, rather than by the state. The

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five characteristics of capitalism are economic freedom, voluntary exchange, private property rights, the profit motive, and competition.

***Democracy** – a government by the people; a form of government in which the supreme power is vested in the people and exercised directly by them or by their elected agents under a free electoral system.

***Socialism** – a political or economic theory of social organization which advocates that the means of production, distribution, and exchange should be owned or regulated by the community as a whole. A socialist state is often lacking a stock exchange, supporting many social programs, and the economy is state run. All citizens share equally in economic resources as allocated by a democratically-elected government.

***Marxism** – a social, political, and economic philosophy which examines the effect of capitalism on labor, productivity, and economic development to overturn capitalism in favor of communism.