

# Anti-Racism Commission

## Glossary

<b>Ally</b>	<p>1. Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.</p> <p>2. Allies commit to reducing their own complicity or collusion in oppression of those groups and invest in strengthening their own knowledge and awareness of oppression.</p>
<b>Anti-Racism</b>	<p>Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, and set up in opposition to individual racist behaviors and impacts.</p>
<b>Anti-Racist</b>	<p>An anti-racist is someone who is supporting an antiracist policy through their actions or expressing antiracist ideas. This includes the expression of ideas that racial groups are equals and do not need developing, and supporting policies that reduce racial inequity.</p>
<b>Anti-Racist Ideas</b>	<p>An antiracist idea is any idea that suggests the racial groups are equals in all of their apparent difference and that there is nothing wrong with any racial group. Antiracists argue that racist policies are the cause of racial injustices.</p>
<b>Bias</b>	<p>Prejudice toward one group and its members relative to another group.</p>
<b>Bigotry</b>	<p>Intolerant prejudice that glorifies one's own group and denigrates members of other groups.</p>

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<b>Critical Race Theory</b>	The Critical Race Theory movement considers many of the same issues that conventional civil rights and ethnic studies take up, but places them in a broader perspective that includes economics, history, and even feelings and the unconscious. Unlike traditional civil rights, which embraces incrementalism and step by step progress, critical race theory questions the very foundations of the liberal order, including equality theory, legal reasoning, Enlightenment rationalism, and principles of constitutional law.
<b>Cultural Appropriation</b>	Theft of cultural elements—including symbols, art, language, customs, etc.—for one’s own use, commodification, or profit, often without understanding, acknowledgement, or respect for its value in the original culture. Results from the assumption of a dominant (i.e. white) culture’s right to take other cultural elements.
<b>Cultural racism</b>	Cultural racism refers to representations, messages and stories conveying the idea that behaviors and values associated with white people or “whiteness” are automatically “better” or more “normal” than those associated with other racially defined groups. Cultural racism shows up in advertising, movies, history books, definitions of patriotism, and in policies and laws. Cultural racism is also a powerful force in maintaining systems of internalized supremacy and internalized racism. It does that by influencing collective beliefs about what constitutes appropriate behavior, what is seen as beautiful, and the value placed on various forms of expression. All of these cultural norms and values in the U.S. have explicitly or implicitly racialized ideals and assumptions (for example, what “nude” means as a color, which facial features and body types are considered beautiful, which child-rearing practices are considered appropriate.)

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<p><b>Discrimination</b></p>	<p>The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories.</p> <p>[In the United States] the law makes it illegal to discriminate against someone on the basis of race, color, religion, national origin, or sex. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. The law also requires that employers reasonably accommodate applicants' and employees' sincerely held religious practices, unless doing so would impose an undue hardship on the operation of the employer's business.</p>
<p><b>Ethnicity</b></p>	<p>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.</p> <p>Examples of different ethnic groups are: Cape Verdean, Haitian, African American (Black); Chinese, Korean, Vietnamese (Asian); Cherokee, Mohawk, Navaho (Native American); Cuban, Mexican, Puerto Rican (Latino); Polish, Irish, and Swedish (White).</p>
<p><b>Explicit Bias</b></p>	<p>Biases that people are aware of and that operate consciously. They are expressed directly.</p>
<p><b>Health Equity</b></p>	<p>The state in which everyone has the opportunity to attain full health potential and no one is disadvantaged from achieving this potential because of social position or any other socially defined circumstance.</p>
<p><b>Implicit Bias</b></p>	<p>Biases people are usually unaware of and that operate at the subconscious level. Implicit bias is usually expressed indirectly.</p>

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<b>Inclusion</b>	Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.
<b>Individual Racism</b>	Pre-judgment, bias, or discrimination based on race by an individual.
<b>Institutional Racism</b>	Policies, practices, and procedures that work better for white people than for people of color, often unintentionally.
<b>Internalized Racism</b>	Internalized racism is the situation that occurs in a racist system when a racial group oppressed by racism supports the supremacy and dominance of the dominating group by maintaining or participating in the set of attitudes, behaviors, social structures, and ideologies that undergird the dominating group's power.
<b>Intersectionality</b>	Exposing [one's] multiple identities can help clarify the ways in which a person can simultaneously experience privilege and oppression. For example, a Black woman in America does not experience gender inequalities in exactly the same way as a white woman, nor racial oppression identical to that experienced by a Black man. Each race and gender intersection produces a qualitatively distinct life.
<b>Microaggression</b>	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.
<b>Oppression</b>	The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group.

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<b>Prejudice</b>	A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.
<b>Privilege</b>	Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.). Privilege is usually invisible to those who have it because we're taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.
<b>Racial Equity</b>	Race can no longer be used to predict life outcomes and outcomes for all groups are improved.
<b>Racial Inequity</b>	Race can be used to predict life outcomes, e.g., disproportionality in education (high school graduation rates), jobs (unemployment rate),
<b>Structural Inequities</b>	Systems of society — such as finance, housing, transportation, education, social opportunities, etc. — that are structured in such a way that they benefit one population unfairly (whether intended or not).
<b>Structural Racism</b>	A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.
<b>White Fragility</b>	A state in which even a minimum amount of racial stress becomes intolerable [for white people], triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium.

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<b>White Privilege</b>	The system of advantages and benefits that white people receive as a result of whiteness. “White skin privilege is not something that white people necessarily do, create or enjoy on purpose. White skin privilege is a transparent preference for whiteness that saturates our society. White skin privilege serves several functions.” (Teaching Tolerance, project of Southern Poverty Law Center, 2015)
<b>Xenophobia</b>	The dislike of or prejudice against people from other countries.