



**Center for the  
Study of  
Social Policy**  
Ideas into Action

# KEY EQUITY TERMS & CONCEPTS:

A Glossary for Shared Understanding

SEPTEMBER 2019

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## INTRODUCTION

Developing a shared language for thoughtful discussion about equity is critical for all of our work. This glossary of key terms includes many words and concepts that are foundational and relevant to CSSP's work.

This is a living document.

Just as our work has evolved over our history, so too does language and thinking on race, equity, and justice evolve over time. We will update this document as our thinking and thinking in the field changes, and will note any time that we have made changes.

## ACKNOWLEDGEMENTS

This glossary was compiled by a workgroup of CSSP staff, led by Maya Pendleton. Members of the workgroup in alphabetical order: Ali Jawetz, Ann Nguyen, Charlyn Harper Brown, E Feinman, Emily Verburg, Juanita Gallion, Miguel Amaguana, and Taysha Milagros Clark.

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## SUGGESTED CITATION

CSSP (2019). "Key Equity Terms and Concepts: A Glossary for Shared Understanding." Washington, DC: Center for the Study of Social Policy. Available at: <https://cssp.org/resource/key-equity-terms-concepts/>.

***NOTE: Citation information for all terms and concepts can be found at the conclusion of this document.***

**TERM/ CONCEPT****DEFINITION****Ableism**

A set of beliefs or practices at the individual, community, or systemic level that devalue and discriminate against people with physical, intellectual, or psychiatric disabilities and often rests on the assumption that disabled people need to be ‘fixed’ in one form or the other.

**Accessibility**

The extent to which a space is readily approachable and usable by people with disabilities. A space can be described as a physical or literal space, such as a facility, website, conference room, office, or bathroom, or a figurative space, such as a conversation or activity.

**Affirm**

To acknowledge, respect, value, and support someone’s full identity and self—including race, ethnicity, sexual orientation, gender identity and expression, experiences, ideas, beliefs, etc.—and to encourage the development and exploration of who they are.

**Anti-Black Racism**

Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that Black people are inferior to another racial group. Anti-Black racism is reflected in interpersonal, institutional, and systemic levels of racism and is a function of White supremacy.

**Anti-Racism**

Active process of identifying and challenging racism, by changing systems, organizational structures, policies and practices, and attitudes, to redistribute power in an equitable manner.

**Classism**

The institutional, cultural, and individual set of practices and beliefs that assign differential value to people according to their socioeconomic status. Classism also refers to the systematic oppression of poor and working class people by those who control resources.

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TERM/ CONCEPT	DEFINITION
<b>Color-Blind Racial Ideology</b>	The belief that people should be regarded and treated as equally as possible, without regard to race or ethnicity. While a color-blind racial ideology may seem to be a pathway to achieve equity, in reality it invalidates the importance of peoples' culture; ignores the manifestations of racist policies which preserves the ongoing processes that maintain racial and ethnic stratification in social institutions.
<b>Colorism</b>	Using White skin color as the standard, colorism is the allocation of privilege and favor to lighter skin colors and disadvantage to darker skin colors. Colorism operates both within and across racial and ethnic groups.
<b>Cultural Competence</b>	The ability to understand, communicate with, and effectively interact with people across cultures. Grounded in the respect and appreciation of cultural differences, cultural competence is demonstrated in the attitudes, behaviors, practices, and policies of people, organizations, and systems.
<b>Cultural Humility</b>	When one maintains an interpersonal stance that is open to individuals and communities of varying cultures, in relation to aspects of the cultural identity most important to the person. Cultural humility can include a life-long commitment to self-critique about differences in culture and a commitment to be aware of and actively mitigate power imbalances between cultures.
<b>Culture</b>	The languages, customs, beliefs, rules, arts, knowledge, and collective identities and memories developed by members of all social groups that make their social environments meaningful.
<b>Damage Imagery</b>	Perpetuating stereotypes through the use of visuals, text/narratives, or data (e.g. statistics) to highlight inequities without the appropriate historical and sociopolitical context. This can be remedied by leading with an explanation of historical and systemic barriers, and by focusing on strengths and solutions within the communities that are the subject of the visuals, text/narratives, or data.
<b>Discrimination</b>	The unequal treatment of members of various groups based on race, ethnicity, gender, gender expression, socioeconomic class, sexual orientation, physical or mental ability, religion, citizenship status, a combination of those identified, and/or other categories. See <b>Racism</b> .

TERM/ CONCEPT	DEFINITION
<b>Diversity</b>	A synonym for variety. A diversity focus emphasizes “how many of these” we have in the room, organization, etc. Diversity programs and cultural celebrations/education programs are not equivalent to racial justice or inclusion. It is possible to name, acknowledge, and celebrate diversity without doing anything to transform the institutional or structural systems that produce, and maintain, racialized injustices in our communities.
<b>Dominant Group</b>	Not necessarily the majority, but the group within a society with the power, privilege, and social status to control and define societal resources and social, political, and economic systems and norms.
<b>Equality</b>	The effort to treat everyone the same or to ensure that everyone has access to the same opportunities. However, only working to achieve equality ignores historical and structural factors that benefit some social groups and disadvantages other social groups in ways that create differential starting points. See <b>Racial Equity</b> ; see <b>Justice</b> .
<b>Equity</b>	The effort to provide different levels of support based on an individual’s or group’s needs in order to achieve fairness in outcomes. Working to achieve equity acknowledges unequal starting places and the need to correct the imbalance. See <b>Racial Equity</b> ; see <b>Justice</b> .
<b>Ethnicity</b>	Denotes groups that share a common identity-based ancestry, language, or culture. It is often based on religion, beliefs, and customs as well as memories of migration or colonization.
<b>Gender Pronoun</b>	The term one uses to identify themselves in place of their name (i.e. ze/ hir/hirs, ey/em/eirs, they/them/theirs, she/her/hers, he/him/his, etc.). The use of the specific gender pronoun identified by each individual should be respected and should not be regarded as optional.
<b>Homophobia</b>	The fear and hatred of or discomfort with people who are attracted to members of the same gender. Homophobia occurs in a broader heterosexist social context that systematically disadvantages LGBTQ+ people and promotes and rewards anti-LGBTQ+ sentiment.

TERM/ CONCEPT	DEFINITION
<b>Implicit Bias</b>	A belief or attitude that affects our understanding, decision, and actions, and that exists without our conscious awareness.
<b>Inclusion</b>	A state of belonging, when persons of different backgrounds and identities are valued, integrated, and welcomed equitably as decision-makers and collaborators. Inclusion involves people being given the opportunity to grow and feel/know they belong. Diversity efforts alone do not create inclusive environments. Inclusion involves a sense of coming as you are and being accepted, rather than feeling the need to assimilate.
<b>Indigenous Decolonization</b>	The repatriation of Indigenous land and life, as well as the ongoing theoretical and political processes used to contest and reframe narratives about indigenous community histories and the effects of colonial expansion, genocide, and cultural assimilation. Indigenous people engaged in decolonization work adopt a critical stance towards White, western-centric practices and discourse and seek to reposition knowledge within Indigenous cultural practices. This is commonly referred to as decolonization.
<b>Individual/Personal Racism</b>	An internalized bias that takes place when a person's beliefs, attitudes, fears, behaviors, and actions are both based on and driven by racial biases/prejudices. Individual/personal racism are the conscious and unconscious beliefs we have that Whiteness is superior.
<b>Institutional/Systemic Racism</b>	The practices that perpetuate racial disparities, uphold White supremacy, and serve to the detriment and harm of persons of color and keep them in negative cycles. Institutional/systemic racism also refers to policies that generate different outcomes for persons of different race. These laws, policies, and practices are not necessarily explicit in mentioning any racial group, but work to create advantages for White persons and disadvantages for people of color.
<b>Internalized Racism</b>	The conscious and unconscious development of ideas, beliefs, actions, and behaviors that demonstrate one's acceptance of the dominant society's racist tropes and stereotypes about their own race. Internalized racism is the simultaneous hating of oneself and/or one's own race and valuing of the dominant race. Internalized racism is an individual's system of oppression in response to any and all forms of racism.

TERM/ CONCEPT	DEFINITION
<b>Interpersonal Racism</b>	The racism that occurs between individuals. It is when someone consciously or unconsciously employs or acts upon on racist thoughts, in ways that perpetuate stereotypes and harms people of color. See: <i>Individual/ Personal Racism; Implicit Bias</i> .
<b>Intersectionality</b>	Coined by Professor Kimberlé Crenshaw in 1989, this term describes the ways in which race, class, gender, and other aspects of our identity “intersect” overlap and interact with one another, informing the way in which individuals simultaneously experience oppression and privilege in their daily lives interpersonally and systemically. Intersectionality promotes the idea that aspects of our identity do not work in a silo. Intersectionality, then, provides a basis for understanding how these individual identity markers work with one another.
<b>Justice</b>	The process required to move us from an unfair, unequal, or inequitable state to one which is fair, equal, or equitable, depending on the specific content. Justice is a transformative practice that relies on the entire community to respond to past and current harm when it occurs in society. Through justice, we seek a proactive enforcement of policies, practices and attitudes that produce equitable access, opportunities, treatment and outcomes for all regardless of the various identities that one holds.
<b>LGBTQ+</b>	An acronym for “lesbian, gay, bisexual, transgender, and queer.” The plus (+) is inclusive of all other expressions of gender identity and sexual orientation.
<b>Liberation</b>	The progression toward or the conscious or unconscious state of being in which one can freely exist, think, dream, and thrive in a way which operates outside of traditional systems of oppression. Liberation acknowledges history, but does not bind any person to disparate systems or outcomes. Liberation is a culture of solidarity, respect, and dignity.
<b>Marginalization</b>	The process that occurs when members of a dominant group relegate a particular group to the edge of society by not allowing them an active voice, identity, or place for the purpose of maintaining power.
<b>Misgender</b>	To intentionally or unintentionally refer to a person, relate to a person, or use language to describe a person that does not align with their gender identity. This often occurs when people make assumptions about a person’s gender.

TERM/ CONCEPT	DEFINITION
<b>Misogynoir</b>	Coined by Dr. Moya Bailey, this term describes contempt for or ingrained prejudice toward Black women. The term can also be understood as the unique oppression experienced by Black women at the intersection of race and gender, in comparison to women of other races. Misogynoir utilizes and reinforces stereotypes of Black women. See: <b>Stereotype</b> ; <b>Intersectionality</b> .
<b>Oppression</b>	A system of supremacy and discrimination for the benefit of a limited dominant class that perpetuates itself through differential treatment, ideological domination, and institutional control. Oppression reflects the inequitable distribution of current and historical structural and institutional power, where a socially constructed binary of a “dominant group” horde power, wealth, and resources at the detriment of the many. This creates a lack of access, opportunity, safety, security, and resources for non-dominant populations.
<b>Othering</b>	The perception or placing of a person or a group outside and/or in opposition to what is considered to be the norm. Othering is based on a conscious or unconscious assumption that a certain identified group poses a threat to the favored or dominant group. See: <b>Marginalization</b> .
<b>Patriarchy</b>	The manifestation and institutionalization of men and/or masculinity as dominant over women and/or femininity in both the private and public spheres, such as the home, political, religious, and social institutions, sports, etc. Patriarchy is deeply connected with cissexism and heterosexism through the perpetuation and enforcement of the gender binary.
<b>People of Color</b>	Political or social (not biological) identity among and across groups of people that are racialized as non-White. The term “People of color” is used to acknowledge that many races experience racism in the U.S, and the term includes, but is not synonymous with, Black people.
<b>Power</b>	The ability to define, set, or change situations. Power can manifest as personal or collective self-determination. Power is the ability to influence others to believe, behave, or adopt values as those in power desire.
<b>Prejudice</b>	A preconceived opinion or assumption about something or someone rooted in stereotypes, rather than reason or fact, leading to unfavorable bias or hostility toward another person or group of people. Literally a “pre-judgement.”



TERM/ CONCEPT	DEFINITION
<b>Race</b>	A social and political construction—with no inherent genetic or biological basis—used by social institutions to arbitrarily categorize and divide groups of individuals based on physical appearance (particularly skin color), ancestry, cultural history, and ethnic classification. The concept has been, and still is, used to justify the domination, exploitation, and violence against people who are racialized as non-White (see also: <b>Racism</b> ).
<b>Racial Anxiety</b>	The fear of being judged, based on an individual's race, when interacting with people of other races. White people fear assumptions of being racist, while people of color fear being the victim of discriminatory behavior and violence.
<b>Racial Disparity</b>	An unequal outcome one racial group experiences as compared to the outcome for another racial group.
<b>Racial Disproportionality</b>	The underrepresentation or overrepresentation of a racial or ethnic group at a particular decision point, event, or circumstance, in comparison to the group's percentage in the total population.
<b>Racial Equity</b>	Race is no longer a predictor of outcomes, leading to more just outcomes in policies, practices, attitudes, and cultural messages.
<b>Racial Justice</b>	The proactive process of reinforcing and establishing a set of policies, practices, attitudes, and actions that produce equitable power, access, opportunities, treatment, impacts, and outcomes for all individuals and groups impacted by racism. The goal, however, is not only the eradication of racism, but also the presence of deliberate social systems and structures that sustain racial equity through proactive and preventative measures. See: <b>Social Justice</b> ; <b>Anti-Racism</b> .
<b>Racial Microaggression</b>	Commonplace verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate or imply hostile or derogatory racial slights and insults toward people of color (e.g. asking a person of color "How did you get your job?" to imply they are not qualified).
<b>Racially Coded Language</b>	Language that is seemingly race-neutral but is actually a disguise for racial stereotypes without the stigma of explicit racism.

## TERM/ CONCEPT

## DEFINITION

### Racism

The systematic subjugation of members of targeted racial groups, who hold less socio-political power and/or are racialized as non-White, as means to uphold White supremacy. Racism differs from prejudice, hatred, or discrimination because it requires one racial group to have systematic power and superiority over other groups in society. Often, racism is supported and maintained, both implicitly and explicitly, by institutional structures and policies, cultural norms and values, and individual behaviors.

### Social Justice

A process, not an outcome, which (1) seeks fair (re)distribution of resources, opportunities, and responsibilities; (2) challenges the roots of oppression and injustice; (3) empowers all people to exercise self-determination and realize their full potential; (4) and builds social solidarity and community capacity for collaborative action.

### SOGIE

An acronym that was created by the United Nations to honor the fluidity of numerous and ever expanding identities related to sexual orientation (SO), gender identity (GI), and expression (E).

**Sexual orientation:** A term used to describe the gender or genders of the people to whom one is sexually attracted to. Some common examples include heterosexual or straight, gay, lesbian, bisexual, pansexual, asexual, and queer.

**Gender identity:** How one perceives themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth. Some examples of gender identities may include cisgender man or woman, transgender man or woman, non-binary, agender, bigender, two-spirit, and many more.

**Gender expression:** How people express their gender in a variety of ways, such as appearance, dress, and behavior. Examples of gender expression may include our way of speaking, mannerisms, how we interact with others, how we dress or accessorize, how we style our hair, or what activities we enjoy. Gender expression is most commonly categorized as masculine, feminine, or androgynous, but there are many other terms that someone might use to describe their gender expression.

### Stereotype

Exaggerated or distorted beliefs about the characteristics, attributes, and behaviors of individuals and communities that categorize individuals and communities into singular, pejorative terms.

TERM/ CONCEPT	DEFINITION
<b>Stereotype Threat</b>	The threat of being stereotyped or the fear of doing something that would inadvertently confirm that stereotype. The resulting apprehension often causes the individual to behave in ways that reinforce that stereotype.
<b>Structural Racism</b>	Historical, social, political, institutional, and cultural factors that contribute to, legitimize, and maintain racial inequities. Structural racism is not something that a few people or institutions choose to practice, it is the confluence of racist concepts and theories that control our economic, political, and social systems.
<b>Systems of Oppression</b>	The ways in which history, culture, ideology, public policies, institutional practices, and personal behaviors and beliefs interact to maintain a hierarchy—based on race, class, gender, sexuality, and/or other group identities—that allows the privileges associated with the dominant group and the disadvantages associated with the targeted group to endure and adapt over time.
<b>Systems Reform or Systems Change</b>	A process designed to address the root causes of social problems and fundamentally alter the components and structures that perpetuate them in public systems (i.e. education system, child welfare system, etc.).
<b>Targeted Universalism</b>	Setting universal goals pursued by targeted processes to achieve those goals. Within a targeted universalism framework, universal goals are established for all groups concerned. The strategies developed to achieve those goals are targeted, based upon how different groups are situated within structures, culture, and across geographies to obtain the universal goal. Targeted universalism is goal oriented, and the processes are directed in service of the explicit, universal goal.
<b>Transphobia</b>	The fear and hatred of, or discomfort with, transgender people. Transphobia occurs in a broader cisgenderist social context that systematically disadvantages trans people and promotes and rewards anti-trans sentiment.
<b>Violence</b>	A primary tool of oppression used to acquire and/or maintain power at the expense of the physical, psychological, social, cultural, political, and/or economic safety of others.

TERM/ CONCEPT	DEFINITION
<b>White Fragility</b>	A range of defensive (and centering) emotions and behaviors that White people exhibit when confronted with uncomfortable truths about race. This may include outward displays 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.
<b>White Privilege</b>	The unearned power and advantages that benefit people just by virtue of being White or being perceived as White. See: <b>White Fragility</b> ; <b>White Supremacy</b> .
<b>White Supremacy</b>	An institutionally perpetuated and ever-evolving system of exploitation and domination that consolidates and maintains power and resources among White people. This system promotes the ideology of Whiteness as the standard and the belief that White people are superior to other races.
<b>Xenophobia</b>	Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that immigrants are inferior to the dominant group of people. Xenophobia is reflected in interpersonal, institutional, and systemic levels oppression and is a function of White supremacy.

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Learn more about CSSP's journey towards becoming an anti-racist, equity-centered organization in our publication, [Moving Forward Together](#) or [in this brief video](#). To learn more about our work, or to schedule time for a conversation with someone at CSSP, please email us at [equity@CSSP.org](mailto:equity@CSSP.org).