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| Ally | to unite or form a connection or relation between |
| Bias | an inclination of temperament or outlook especially a personal and sometimes unreasoned judgment |
| Color Blind | not influenced by differences of race |
| Diversity | the inclusion of different types of people (such as people of different races or cultures) in a group or organization |
| Discrimination | prejudiced or prejudicial outlook, action, or treatment |
| Equity | freedom from bias or favoritism |
| Inclusion | the act or practice of including and accommodating people who have historically been excluded (as because of their race, gender, sexuality, or ability) |
| Intersectionality | the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups |
| Microaggression | a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority) |
| Oppression | unjust or cruel exercise of authority or power |
| People of Color | a person who is not white or of European parentage |
| Prejudice | an irrational attitude of hostility directed against an individual, group, race, or their supposed characteristics |
| Privilege | a right or immunity granted as a peculiar benefit, advantage, or favor |
| Race | any one of the groups that humans are often divided into based on physical traits regarded as common among people of shared ancestry |
| Social Justice | Fairness in terms of the distribution of wealth, opportunities, and privileges within a society |
| Stereotype | a widely held but fixed and oversimplified image or idea of a particular type of person or thing |
| Unconscious Bias | social stereotypes about certain groups of people that individuals form outside their own conscious awareness |
| Systemic Racism | the formalization of a set of institutional, historical, cultural and interpersonal practices within a society that more often than not puts one social or ethnic group in a better position to succeed, and at the same time disadvantages other groups in a consistent and constant manner such that disparities develop between the groups over a period of time |