

Ally	A person who is not a member of a marginalized or disadvantaged group but who expresses or gives support to that group.
Allyship	The active and consistent practice of unlearning and re-evaluating, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group.
Bias	An inclination of temperament or outlook, especially a personal and sometimes unreasoned judgment.
Cultural competence	Refers to the ability to interact effectively with people of different cultures.
Cultural humility	Starts with an examination of one’s own beliefs and cultural identities and continues as a lifelong process of self-reflection and self-critique.
Cycle of Socialization	A systematic, self-sustained, and unconscious process that shapes people's diverse social identities and unequal roles in society. It helps us understand the ways in which we are socialized to play certain roles, how we are affected by issues of oppression, and how we help maintain an oppressive system based upon power dynamics.
Diversity	Socially, it refers to the wide range of identities. Broadly, it includes race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, veteran status, physical appearance, etc. It also involves different ideas, perspectives, and values.
Discrimination	Prejudiced or prejudicial outlook, action, or treatment.
Equity	Fair treatment for all while striving to identify and eliminate inequities and barriers.
Inclusion	The act of creating environments in which any individual or group feels welcomed, respected, supported, and valued as a fully participating member. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.
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 term used for brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups.
Microaffirmation	A small gesture of inclusion, caring, or kindness. Examples include listening, providing comfort and support, being an ally, and explicitly valuing the contributions and presence of all. It is particularly helpful for those with greater power or seniority to “model” affirming behavior.
Multicultural organization development	A process of change that supports an organization moving from a monocultural – or exclusive organization to a multicultural – or inclusive, diverse, and equitable one.

Non-promotable tasks (unrewarded responsibilities)	Tasks that matter to your organization but will not help you advance your career. They are tasks that are often invisible, not directly tied to the company's mission, and ones that many others can do.
Oppression	Unjust or cruel exercise of authority or power.
Psychological safety	A space where team members feel comfortable showing ones' full, authentic selves, and surface problematic behaviors, without fear of negative consequences from employers or coworkers.
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.
Structural inequality	The overarching system of racial biases across institutions and society that sustains inequality.
Systemic racism	The overarching system of racial biases across institutions and society that perpetuate racism.
Unconscious Bias	Learned attitudes or stereotypes that exist in our subconscious and can involuntarily affect the way we think and act.
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.