



DEI Glossary

Numeric

1619 Project. The 1619 Project is an ongoing initiative from The New York Times Magazine that began in August 2019, the 400th anniversary of the beginning of American slavery. It aims to reframe America's history by placing the consequences of slavery and the contributions of black Americans at the very center of the U.S. national narrative.¹¹

A

Ableism. Beliefs or practices that rest on the assumption that being able-bodied is “normal” while other states of need to be “fixed” or altered. This can result in devaluing or discriminating against people with physical, intellectual or psychiatric disabilities. Institutionalized ableism may include or take the form of un/intentional organizational barriers that result in disparate treatment of People with Disabilities, or PwDs.¹²

Accessibility. 1) The "ability to access" the functionality of a system or entity and gain the related benefits. 2) The degree to which a product, service, or environment is accessible by as many people as possible.¹²

Accessible Design. Accessible design ensures both direct (unassisted) access and indirect access through assistive technology (e.g., computer screen readers), while Universal design ensures that an environment can be accessed, understood, and used to the greatest extent possible by all people.¹² See also: Universal Design.

Accommodation. A change in the environment or in the way things are customarily done that enables an individual with a disability to have equal opportunity, access, and participation.¹²

Ally. A person who is not a member of a marginalized or disadvantaged group but who expresses or gives support to that group.¹² (See also “*Allied*” under LGBTQIA+)

Androgynous (or Androgyne). Someone who presents as either not male or female, as mixed gender or as gender neutral.²⁰

Asexual or Ace. Someone who experiences little or no sexual attraction, or who experiences attraction but doesn't feel the need to act out that attraction sexually. Many people who are asexual still identify with a specific sexual orientation.²⁰



B

Bias. 1) A conscious or unconscious prejudice against an individual or group based on their identity. Bias is a belief.¹ 2) Prejudice in favor of or against one thing, person, or group compared with another, usually in an unfair or negative way.¹²

Biphobia. The fear and hatred of, or discomfort with, people who love and are sexually attracted to more than one gender.²⁴

BIPOC (Black, Indigenous, and People of Color). BIPOC emphasizes, more specifically than the term “People of Color,” the following:²³ *See also “POC”*:

- People of Color face varying types of discrimination and prejudice.
- Systemic racism continues to oppress, invalidate, and deeply affect the lives of Black and Indigenous people in ways other People of Color may not necessarily experience.
- Black and Indigenous individuals and communities still bear the impact of slavery and genocide.
- The term aims to bring to center stage the specific violence, cultural erasure, and discrimination experienced by Black and Indigenous people.²³

Bisexual or Bi. Someone who is attracted to those of their same gender as well as to those of a different gender (for example, a woman who is attracted to both women and men). Some people use the word bisexual as an umbrella term to describe individuals that are attracted to more than one gender. In this way, the term is closely related to pansexual, or omnisexual, meaning someone who is attracted to people of any gender identity.²⁰

Black Face. 1) Blackface is a form of theatrical makeup used predominantly by performers of non-African descent to portray a caricature of a dark skinned person of African descent.³⁵ 2) The stock characters of blackface minstrelsy that have played a significant role in disseminating racist images, attitudes, and perceptions worldwide. Every immigrant group was stereotyped on the music hall stage during the 19th Century, but the history of prejudice, hostility, and ignorance towards Black people has insured a unique longevity to the stereotypes. White America's conceptions of Black entertainers were shaped by minstrelsy's mocking caricatures and for over one hundred years the belief that Blacks were racially and socially inferior was fostered by legions of both white and black performers in blackface.^{18,35}

Black Lives Matter (BLM). Black Lives Matter is a human rights movement, originating in the African-American community, that campaigns against violence and systemic racism toward black people. The movement began with the use of the hashtag #BlackLivesMatter on social media after the acquittal of George Zimmerman in the shooting death of African-American teen Trayvon Martin in February 2012.¹²



Butch or Masc. Someone whose gender expression is masculine. Butch is sometimes used as a derogatory term for lesbians, but it can also be claimed as an affirmative identity label. In many communities of color in the United States, words like “stud” and “aggressive” are commonly used instead. See also Femme.²⁰

C

Cancel Culture. A modern form of ostracism in which someone is thrust out of social or professional circles—whether it be online, on social media, or in person. Those who are subject to this ostracism are said to have been "cancelled". The expression "cancel culture" has mostly negative connotations and is commonly used in debates on free speech and censorship. The notion of cancel culture is a variant on the term call-out culture and constitutes a form of boycotting involving an individual (usually a celebrity) who is deemed to have acted or spoken in a questionable or controversial manner.⁷

Cisgender. 1) From the Latin cis-, meaning “on this side.” A person whose gender identity corresponds with the sex the person had or was identified as having at birth. For example, a person identified as female at birth who identifies as a woman can be said to be a cisgender woman.¹² 2) A person whose sense of personal identity and gender corresponds with their sex assigned at birth.²

Civil Rights Movement. The Civil Rights Movement of the 1950’s and 1960’s came about out of the need and desire for equality and freedom for African Americans and other people of color. Nearly one hundred years after slavery was abolished, there was widespread segregation, discrimination, disenfranchisement, and racially motivated violence that permeated all personal and structural aspects of life for black people. “Jim Crow” laws at the local and state levels barred African Americans from classrooms and bathrooms, from theaters and train cars, from juries and legislatures.¹⁹

Code Switching. When employees of color, particularly Black employees, feel pressure to adjust their style of speech, appearance, behavior and expression in ways that make others—especially white peers in the workplace—comfortable.²¹

Coming Out. The process in which a person first acknowledges, accepts and appreciates their sexual orientation or gender identity and begins to share that with others.²⁴

Critical Race Theory (CRT). An academic movement made up of civil-rights scholars and activists in the United States who seek to critically examine the law as it intersects with issues of race, and to challenge mainstream liberal approaches to racial justice. CRT examines social and cultural issues as they relate to race, law, and social and political power.⁷



Culture. The knowledge, experience, beliefs, values, attitudes, meanings, hierarchies, religion, notions of time, roles, spatial relations, concepts of the universe, and material objects and possessions acquired by a group of people in the course of generations through individual and group striving. Culture is the knowledge shared by a group of people. Culture is communication, communication is culture. A culture is a way of life of a group of people—the behaviors, beliefs, values, and symbols that they accept, generally without thinking about them, and that are passed along by communication and imitation from one generation to the next. Culture is a collective programming of the mind that distinguishes the members of one group or category of people from another.^{25,36}

Cultural Appreciation. Is the honoring of the art and culture that comes from the background that is different than yours by taking the time to learn about and listen to the people from the culture talk about it and interact with something that is different than your culture. Cultural appreciation is cultural interaction and exchange and mutual respect.¹³

Cultural Appropriation. Originally coined to describe the effects of colonialism, cultural appropriation generally entails adopting aspects of a minority culture by someone outside the culture, without sufficient understanding of its context or respect for the meaning and value of the original. Cultural appropriation done in a way that promotes disrespectful cultural or racial stereotypes is considered particularly harmful.¹²

Cultural appropriation is thought to trivialize the culture and places people from that culture in a stereotypical box. Cultural appropriation disregards the oppression and the history that can be painful for the involved cultural groups as a result of the being under the control of the white “man.” Examples of cultural appropriation include:

- St. Patrick’s Day. Some Irish people do not appreciate how this day has been appropriated creating stereotype that all Irish are drunkards. Our St. Patrick’s Day celebrations do not take into consideration the origins of St. Patrick’s day.
- Another example of this is a white female wearing a Sari. So, when a white (indicative of privilege) female wears a Sari she is considered exotic or cool, but when a South Asian female wears the Sari, people look at her and say, “you smell like curry.”
- Other examples include the wearing of a burka by a non-Muslim female (maybe as a costume) without any respect, care, or understanding for the religious and cultural meaning the burka means to a Muslim woman.
- A white male wearing Samoan tattoos because he thinks they look cool, without any respect, care, or understanding for their religious and cultural meaning. The Sari, Burka, and tattoos are not a fashion accessory.¹³



D

DEI. Diversity, Equity, Inclusion

Detransitioner. Someone who has taken cross-sex hormones or had surgery, or both, before realizing this was a mistake.³⁴

Disability. A physical or mental impairment that substantially limits one or more major life activities of an individual; a record of such an impairment; or being regarded as having such an impairment (from the Americans with Disabilities Act of 1990).¹² (See also the *Illinois Environmental Barriers Act*; <https://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=1519&ChapAct=> and the *Illinois Accessibility Code 2018 Illinois Accessibility Code.pdf*).

Diversity. The condition of being different or having differences. Differences among people with respect to age, class, ethnicity, gender, health, physical and mental ability, race, sexual orientation, religion, physical size, education level, job and function, personality traits, and other human differences. Some describe organizational diversity as social heterogeneity.¹²

Diversity, Inclusion, and Belonging are related as DEI concepts, but should be distinguished from each another.

- “Diversity” typically means proportionate representation across all dimensions of human difference.
- “Inclusion” means that everyone is included, visible, heard, and considered.
- “Belonging” means that everyone is treated and feels like a full member of the larger community and can thrive.¹²

E

Equity. Fair treatment for all while striving to identify and eliminate inequities and barriers.¹²

ERG (Employee Resource Group). Typically, an employer-sponsored or -recognized affinity group of those who share the interests and concerns common to those of a particular race, ethnicity, gender, or sexual orientation.¹²

F

Feminization of Poverty. Speaks to all the ways that life circumstances—like child rearing, divorce, illness—impact women more profoundly. Across the social plane, from issue to issue, from institution to institution, you see women doing on average more poorly than men.⁹

Femme or Fem. Someone whose gender expression is feminine. See also androgynous, stemme, and butch.²⁰



G

Gaslighting. First popularized in the 1944 movie *Gas Light*, it means a deliberate attempt to undermine a victim's sense of reality or sanity. In a work context, it usually means behaviors that undermine the success, self-confidence, self-esteem or wellbeing of the target. For people in underrepresented or less powerful groups, it is more likely to occur, with more severe and harmful cumulative effects.

Gaslighting tactics can include:

- Withholding of critical information, meeting invitations, or giving a target the “silent treatment”,
- Isolation treatment, such as exclusion of a target or causing conflict with coworkers, and discrediting, such as consistently shooting down the target's ideas, ignoring the target's ideas, or taking credit for them.¹²

Gay. A person who is emotionally, romantically or sexually attracted to members of the same gender. Men, women and non-binary people may use this term to describe themselves.²⁴

Gender Affirming Surgery. A surgical procedure that enables an individual's body to be more congruent with their gender identity. Also referred to as sex reassignment surgery or gender confirming surgery.²²

Gender Binary. A system in which gender is constructed into two strict categories of male or female. Gender identity is expected to align with the sex assigned at birth and gender expressions and roles fit traditional expectations.²⁴

Gender Dysphoria. Describes the extreme discomfort that a person feels because their assigned sex at birth does not match their gender identity. This sense of unease or dissatisfaction can cause depression and anxiety and negatively impact an individual's daily life.²⁴

Gender-Expansive. A person with a wider, more flexible range of gender identity and/or expression than typically associated with the binary gender system. Often used as an umbrella term when referring to young people still exploring the possibilities of their gender expression and/or gender identity.²⁴

Gender Expression. 1) The way a person communicates their gender identity to others. It includes a person's behavior, dress, appearance, manner of speaking, and body characteristics.²
2) The external manifestations of gender, expressed through such things as names, pronouns, clothing, haircuts, behavior, voice, body characteristics, and more.²⁰



Gender Identity/Identification. 1) A person's inner sense of being male or female, irrespective of the person's physical anatomy, chromosomal sex, or sex assigned at birth. Every person has a gender identity. Generally, a person determines his/her own gender identity.² 2) One's internal, deeply held sense of gender. Some people identify completely with the gender they were assigned at birth (usually male or female), while others may identify with only a part of that gender, or not at all. Some people identify with another gender entirely. Unlike gender expression, gender identity is not visible to others.²⁰

Gender Nonconforming or Gender Non-binary (equivalent terms). 1) A way of identifying and/or expressing oneself outside the binary gender categories of male/masculine and female/feminine.¹² 2) Someone whose gender identity and/or gender expression does not conform to the cultural or social expectations of gender, particularly in relation to male or female.

Gender Nonconforming or Gender Non-binary can be an umbrella term for many identities including, but not limited to:²⁰

- **Agender (or neutrois, gender neutral, or genderless):** Someone who has little or no personal connection with gender.
- **Bigender:** Someone who identifies with both male and female genders, or even a third gender.
- **Enby:** Describes a person who does not identify as exclusively male or exclusively female and usually prefers "they" as a pronoun. Enby is the phonetic pronunciation of "NB," which stands for nonbinary. Not all nonbinary individuals prefer or use this term.²²
- **Gender-fluid:** Someone whose gender identity and/or expression varies over time.
- **Genderqueer (or third gender):** Someone whose gender identity and/or expression falls between or outside of male and female.²⁰ Genderqueer people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see themselves as being both male and female, neither male nor female or as falling completely outside these categories.²⁴
- **Intergender:** someone whose identity is between genders and/or a combination of gender identities and expressions.
- **Pangender/Pansexual:** 1) Someone whose identity is comprised of all or many gender identities and expressions.²⁰ 2) Someone who has the potential for emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree. Sometimes used interchangeably with bisexual.²⁴



Glass Ceiling. A metaphor used to represent an invisible barrier that prevents a given demographic (typically applied to women) from rising beyond a certain level in a hierarchy.⁷

H

Health at Every Size (HAES). A social and health promotion movement that challenges social stigma based on weight, size, and shape. The movement emphasizes body positivity, health outcomes,¹⁴ and eating and movement for wellbeing rather than weight control.¹²

Heterocentrism. The ideology and assumption that all people are heterosexual.²

Heterosexism. The system of oppression that gives privileges to heterosexual people to the disadvantage of those who are not.²

Heterosexual. 1) Describes a person who is attracted—physically and emotionally—to individuals of the opposite sex. Otherwise known as a straight person.²² 2) A word to describe women who are attracted to men and men who are attracted to women. This is not exclusive to those who are cisgender. For example, some transgender men identify as straight because they are attracted to women.²⁰

Homophobia. The fear, discomfort, or hatred of non-heterosexual people that is manifested on the individual level.²

Homosexual: Describes a person who is attracted—physically and emotionally—to people of the same sex. This term is outdated and disfavored in the LGBTQ community.²²

I

Implicit Bias. Also known as unconscious bias, is defined as “attitudes and stereotypes that influence judgment, decision-making, and behavior in ways that are outside of conscious awareness and/or control”. Work on implicit bias and its relationship to diversity was pioneered by Harvard Professor Mahzarin Banaji (with Tony Greenwald) and includes the Implicit Association Test.¹²

Indigenous Peoples. Considering the diversity of indigenous peoples, an official definition of “indigenous” has not been adopted by any UN-system body. Instead the system has developed a modern understanding of this term based on the following criteria:²⁵

- Self-identification as indigenous peoples at the individual level and accepted by the community as their member.



- Historical continuity with pre-colonial and/or pre-settler societies. Strong link to territories and surrounding natural resources.
- Distinct social, economic or political systems.
- Distinct language, culture and beliefs.
- Form non-dominant groups of society.
- Resolve to maintain and reproduce their ancestral environments and systems as distinctive peoples and communities.

Indigenous peoples are the holders of unique languages, knowledge systems and beliefs and possess invaluable knowledge of practices for the sustainable management of natural resources. They have a special relation to and use of their traditional land. Their ancestral land has a fundamental importance for their collective physical and cultural survival as peoples. Indigenous peoples hold their own diverse concepts of development, based on their traditional values, visions, needs and priorities.²⁵

Intersectionality. 1) The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect, and their multiple effects on the same individuals or groups. Also refers to the view that overlapping and interdependent systems of discrimination and inequality can more effectively be addressed together.¹² 2) A lens, a prism, for seeing the way in which various forms of inequality often operate together and exacerbate each other. We tend to talk about race inequality as separate from inequality based on gender, class, sexuality or immigrant status. What's often missing is how some people are subject to all of these, and the experience is not just the sum of its parts.⁹ 3) The idea that people who find themselves at the crossroads of multiple identities (for example, in terms of race, gender, or sexuality) experience discrimination in a way uniquely different from those who with whom they may only share one or some identities in common. For example, Black women will experience racism differently than Black men and sexism differently than white women, and the way they experience racism and sexism is informed by their unique intersectional identities.²⁰

Intersex. Someone who, due to a variety of factors, has reproductive or sexual anatomy that do not seem to fit the typical definitions for the female or male sex. Some people who are intersex may identify with the gender assigned to them at birth, while many others do not.²⁰ There is a wide variety of difference among intersex variations, including differences in genitalia, chromosomes, gonads, internal sex organs, hormone production, hormone response, and/or secondary sex traits.²⁴



J

Jim Crow Laws. Named after an offensive minstrel caricature, Jim Crow Laws were a collection of 19th-century state and local statutes that legalized racial segregation and relegated Black people to the bottom of the economic order.⁶

K

L

Latinx. Used as a gender-neutral or non-binary alternative to Latino or Latina to describe a person of Latin American origin or descent.¹²

Lavender Ceiling. The inability for gay, lesbian, and bisexual people to be promoted due to workplace discrimination or access to social networks.²

Lesbian. A woman who is attracted to other women. Some lesbians prefer to identify as gay women.²⁰

Levels of Racial Diversity Awareness⁴

- **Stage 1: Unconscious Incompetence.** The stage of not knowing what we don't know. That's where a lot of white people were until the [death of] George Floyd.
- **Stage 2: Conscious Incompetence.** Beginning to recognize and understand what we didn't know. This is really uncomfortable because, again, there were plenty of stories and people that we could have engaged with to learn more but didn't. The super saturated learning of the past [year] have opened a lot of eyes to the necessity of being engaged in ensuring true liberty and justice for all.
- **Stage 3: Conscious Competence.** We learn from my mistakes and become incrementally more effective at being an advocate and an activist for anti-racist policies, practices and ways of living.
- **Stage 4: Unconscious Competence.** The new knowledge and skills become almost second nature or automatic.

LGBTQIA+. Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual, Allied, and a + sign to include even more identities.²

- **“A” ASEXUAL and ALLIED.** An asexual person (“ace” for short) is someone who does not experience sexual attraction. Approximately one percent of the population identify as asexual. An ally is a heterosexual and/or cisgender person who supports equal civil rights, gender equality, and LGBT social movements and challenge homophobia, biphobia, and transphobia.



- **“B” BISEXUAL.** Describes a person who is attracted to both men and women.
- **“G” GAY.** Describes a person whose emotional, romantic and sexual attractions are primarily for individuals of the same sex, typically in reference to men and boys.
- **“I” INTERSEX.** Intersex people are born with physical sex markers (genitals, hormones, gonads or chromosomes) that are neither clearly male nor female.
- **“L” LESBIAN.** A woman or girl whose emotional, romantic and sexual attractions are primarily for other women or girls.
- **“Q” QUEER.** 1) Queer is a term that has been reclaimed by members of the gay, lesbian, bisexual and transgender communities to describe people who transgress culturally imposed norms of heterosexuality and gender traditionalism.² 2) An umbrella term used by people who wish to describe themselves as neither heterosexual nor cisgender.¹² 3) In a very basic sense, anyone who is not heterosexual and/or cisgender.

In the past, queer was a negative or pejorative term for people who are gay, and thus it is sometimes disliked. But the term is increasingly being used to describe all identities and politics that go against normative beliefs. As such, the term is valued by many LGBTQ[IA]+ people for its defiance and by others who find it to be an appropriate term to describe their more fluid identities.

- **“T” TRANSGENDER.** An umbrella term that describes people whose gender identity and/or gender expression differs from the sex they were assigned at birth. This group includes, but is not limited to, transsexuals, cross-dressers and other gender-variant people. Transgender people may or may not choose to alter their bodies hormonally and/or surgically.² An umbrella term used to describe a person whose gender identity is something other than their Sex Assigned at Birth (SAAB). The SAAB is a person’s first association with gender, typically based on physical sex characteristics.¹² Someone whose gender identity differs from the one that was assigned to them at birth. Many transgender people identify as either male or female, while others may see transgender as an umbrella term and identify as gender nonconforming or queer. How transgender people choose to express their gender is individualistic, as is their transition.²⁰
- **“+” The Plus.** “+” can include “queer,” “questioning,” “intersex,” “asexual,” “gender non-conforming,” or “pansexual.” The “+” is used to indicate that the acronym means everyone in the gender and sexually expansive community. The “+” is what helps to bridge that gap.



M

Marginalize. To relegate to an unimportant or powerless position within a society or group.²⁶

Me Too (#MeToo) Movement. A social movement against sexual abuse and sexual harassment where people publicize allegations of sex crimes. The phrase "Me Too" was initially used in this context on social media in 2006, on Myspace, by sexual harassment survivor and activist Tarana Burke. Similar to other social justice and empowerment movements based upon breaking silence, the purpose of "Me Too", as initially voiced by Burke as well as those who later adopted the tactic, is to empower women through empathy and solidarity through strength in numbers, especially young and vulnerable women, by visibly demonstrating how many women have survived sexual assault and harassment, especially in the workplace.⁷

Microaffirmation. A microaffirmation is a small gesture of inclusion, caring, or kindness. They 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.¹²

Microaggression. 1) A comment or action that unconsciously or unintentionally expresses or reveals a prejudiced attitude toward a member of a marginalized group, such as a racial minority. These small, common occurrences include insults, slights, stereotyping, undermining, devaluing, delegitimizing, overlooking, or excluding someone. Over time, microaggressions can isolate and alienate those on the receiving end and affect their health and wellbeing.¹² 2) A term used for commonplace daily verbal, behavioral or environmental slights, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups.⁷

Misogyny. The hatred of, contempt for, or prejudice against women or girls. It enforces sexism by punishing those who reject an inferior status for women and rewarding those who accept it. Misogyny manifests in numerous ways, including social exclusion, sex discrimination, hostility, androcentrism, patriarchy, male privilege, belittling of women, disenfranchisement of women, violence against women, and sexual objectification.⁷

N

Neurodiversity. When neurological differences are recognized and respected as are any other kind of human differences or variations. Some examples of Neurodiverse human differences or variations are: Dyspraxia, Dyslexia, Attention Deficit Hyperactivity Disorder, Dyscalculia, Autistic Spectrum, and Tourette Syndrome.¹²



No Justice-No Peace. Not knowing what this specifically meant, a Black colleague was queried. There was a long discussion about this but very basically she described it as folks making “noise” until they are heard and paid attention to, and justice for all becomes the norm. Trying to come up with an analogy, I thought of the suffrage movement back in the 1900’s where women protested very loudly and even with some violence until they were heard and were finally given the right to vote.¹⁵

O

Oppression. 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. Rita Hardiman and Bailey Jackson state that oppression exists when the following 4 conditions are found:³⁰

- The oppressor group has the power to define reality for themselves and others,
- The target groups take in and internalize the negative messages about them and end up cooperating with the oppressors (thinking and acting like them),
- Genocide, harassment, and discrimination are systematic and institutionalized, so that individuals are not necessary to keep it going, and,
- Members of both the oppressor and target groups are socialized to play their roles as normal and correct.

P

PGP. Preferred Gender Pronouns. Use this link to read additional information and see examples of preferred pronouns: <https://uwm.edu/lgbtrc/support/gender-pronouns/>.

POC. A general umbrella term that collectively refers to *all* People of Color—anyone who isn’t white. But because the term is so broad, it tends to lose some of its power, particularly when used to discuss the specific, separate experiences faced by People of Color from widely different ethnic backgrounds.²³

Prejudice. An attitude based on limited information, often on stereotypes. Prejudice is usually, but not always, negative. Positive and negative prejudices alike, especially when directed toward oppressed people, are damaging because they deny the individuality of the person. In some cases, however, the prejudices of oppressed people (“you can’t trust the police”) may be considered necessary for survival.³⁰

Pride. The celebration of LGBTQ[IA]+ identities, and of the global LGBTQ[IA]+ community’s resistance against discrimination and violence. Pride events are celebrated in many countries around the world, usually during the month of June to commemorate the Stonewall Riots that began in New York City in June 1969, a pivotal moment in the modern LGBTQ[IA]+ movement.²⁰



Privilege. An unearned, sustained advantage that comes from race, gender, sexuality, ability, socioeconomic status, age, and other differences. For example, readers are invited to “unpack” white and male privilege in papers¹⁶ by Wellesley College’s Peggy McIntosh.¹²

Pronouns. Words to refer to a person after initially using their name. Gendered pronouns include she and he, her and him, hers and his, and herself and himself. "Preferred gender pronouns" (or PGPs) are the pronouns that people ask others to use in reference to themselves. Pronouns may also be plural gender-neutral pronouns such as they, them, their(s). Or, they may be ze (rather than she or he) or hir (rather than her(s) and him/his). Some people state their pronoun preferences as a form of allyship.¹²

Q

Queer. See entry for “Q” QUEER above under LGBTQIA+.

Questioning. A time in many people’s lives when they question or experiment with their gender expression, gender identity, and/or sexual orientation. This experience is unique to an individual; for some, it can last a lifetime or be repeated many times over the course of a lifetime.²⁰

R

Racial Equity. When race no longer determines one's socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live. As a process, we apply racial equity when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.²⁷

Racialization. Grouping of people based on perceived physical differences, such as skin tone. This arbitrary grouping of people, historically, fueled biases and became a tool for justifying the cruel treatment and discrimination of non-white people.¹

Racism. 1) Individual- and group-level processes and structures that are implicated in the reproduction of racial inequality. Racism is what happens when a biased belief translates into action.¹ 2) A belief that racial differences produce or are associated with inherent superiority or inferiority. 3) Racially-based prejudice, discrimination, hostility or hatred. 4) Institutionalized racism, also known as systemic racism, refers to forms of racism that are engrained in society or organizations. It is when entire racial groups are discriminated against, or consistently disadvantaged, by larger social systems, practices, choices or policies.¹²



S

SAAB. Sex Assigned At Birth.¹² The sex—male, female, or intersex—that a doctor or midwife uses to describe a child at birth based on their external anatomy.²⁴

Same-gender Loving. A term some prefer to use instead of lesbian, gay or bisexual to express attraction to and love of people of the same gender.²⁴

Sex. The status of being male or female.² At birth, infants are commonly assigned a sex. This is usually based on the appearance of their external anatomy and is often confused with gender. However, a person's sex is actually a combination of bodily characteristics including chromosomes, hormones, internal and external reproductive organs, and secondary sex characteristics. As a result, there are many more sexes than just male and female, just like there are many more genders than just male and female.²⁰

Sexism. Prejudice or discrimination based on sex or gender, especially against women and girls.²⁹

Sexual Orientation. 1) A person's sense of identity based on those attractions, related behaviors, and membership in a community of others who share those attractions; actual or perceived heterosexuality, homosexuality, bisexuality, or gender-related identity, whether or not traditionally associated with the person's designated sex at birth. "Sexual orientation" does not include a physical or sexual attraction to a minor by an adult.² 2) The desire one has for emotional, romantic, and/or sexual relationships with others based on their gender expression, gender identity, and/or sex. Many people choose to label their sexual orientation, while others do not.²⁰

Sinophobia. A fear or dislike of China, or Chinese people, their language or culture. A fear of goods made in China or goods labelled as made in China.²⁸

SOGIE. An acronym for sexual orientation, gender identity and gender expression. Every person has a sexual orientation, gender identity and gender expression.²²

Stemme (or stem). Someone whose gender expression is both masculine and feminine.²⁰

Stereotype. 1) To believe unfairly that all people or things with a particular characteristic are the same. 2) Something conforming to a fixed or general pattern especially a standardized mental picture that is held in common by members of a group and that represents an oversimplified opinion, prejudiced attitude, or uncritical judgment.³³



Straight. A word to describe women who are attracted to men and men who are attracted to women. This is not exclusive to those who are cisgender. For example, some transgender men identify as straight because they are attracted to women.²⁰ Describes a person who is attracted—physically and emotionally—to individuals of the opposite sex. Otherwise known as a straight person.²²

Systemic Racism. When the structures or processes of racism are carried out by groups with power, such as governments, businesses or schools.¹

T

Transition. The process through which some transgender people change their gender expression to more closely resemble how they view their gender identity. This can include personal, medical, and legal steps, such as: using a different name and pronouns; dressing differently; changing one's name and/or sex on legal documents; hormone therapy; or gender affirmation surgery. Some transgender people may not choose to make these changes or may only make a few. The experience is an individualistic one; there is no right or wrong way to transition.^{22, 24}

Transphobia. The irrational fear of, aversion to, or discrimination against transgender or transsexual people.²

Transsexual. Someone who has undergone, or wishes to undergo, gender affirmation surgery. *(NOTE: This is an older term that originated in the medical and psychological communities. Many transgender people do not identify as transsexual, although the term is preferred by some.)*²⁰

U

Unconscious Bias. Also known as implicit bias, is defined as “attitudes and stereotypes that influence judgment, decision-making, and behavior in ways that are outside of conscious awareness and/or control”. Work on implicit bias and its relationship to diversity was pioneered by Harvard Professor Mahzarin Banaji (with Tony Greenwald) and includes the Implicit Association Test.¹²

Universal Design. Universal design ensures that an environment can be accessed, understood, and used to the greatest extent possible by all people *(See also: Accessible Design)*.¹²

URM (Under-Represented Minorities). Some institutions have defined sub-groups within larger racial/ethnic minority groups that are particularly under-represented relative to their size. For example, in a given field, Mexican-Americans may be an under-represented minority, even if Hispanic people are otherwise proportionately represented.¹²



V

W

White Fragility. Coined by Robin D’Angelo,¹⁷ it is used to describe the privilege that accrues to white people living in a society that protects and insulates them from race-based stress. D’Angelo argues that this builds an expectation of always feeling comfortable and safe, which in turn lowers the ability to tolerate racial stress and triggers a range of defensive reactions.¹²

White Privilege/Invisible Knapsack. For many, white privilege was an invisible force that white people needed to recognize.¹ An invisible package of unearned assets that can be counted on to cash in each day. An invisible weightless knapsack of special provisions, maps, passports, codebooks, visas, clothes, tools, and blank checks.⁸

White Supremacy. The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to BIPOC communities and people and their ideas, thoughts, beliefs, and actions. While most people associate white supremacy with extremist groups like the Ku Klux Klan and the neo-Nazis, white supremacy is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while casting Black, Indigenous, and People of Color as worthless, immoral, bad, inhuman, and "undeserving." Drawing from critical race theory, the term "white supremacy" also refers to a political or socio-economic system where white people enjoy structural advantage and rights that other racial and ethnic groups do not, both at a collective and an individual level.^{30,31}

Wokeness. A state of being aware, especially of social problems such as racism and inequality.¹⁰ “It’s a learning process for all of us. As we grow and understand each other’s perspective, we can then achieve true enlightenment ... aka “wokeness”.⁵

X

Xenophobia. Xenophobia, or fear of strangers, is a broad term that may be applied to any fear of someone who is different from us. Hostility towards outsiders is often a reaction to fear. It typically involves the belief that there is a conflict between an individual's ingroup and an outgroup. Xenophobia often overlaps with forms of prejudice including racism and homophobia, but there are important distinctions. Where racism, homophobia, and other forms of discrimination are based on specific characteristics, xenophobia is usually rooted in the perception that members of the outgroup are foreign to the ingroup community.³²

Y

Z



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