DEIJB SHARED DEFINITIONS

RACISM

Racism is prejudice plus power. Anyone of any race can have/exhibit racial prejudice, but in North America, white people have the institutional power, therefore, RACISM is a systematized discrimination or antagonism directed against people of color based on the belief that whiteness is superior. It is insidious, systemic, devastating, and integral to understanding both the history of the United States and the everyday experiences of those of us living in this country.

INSTITUTIONAL RACISM

The term "institutional racism" describes societal patterns and structures that impose oppressive or otherwise negative conditions on identifiable groups on the basis of race or ethnicity.

STRUCTURAL RACISM

Overarching system of racial bias across institutions and society. These systems give privileges to white people resulting in disadvantages to people of color.

Macro-level conditions (e.g., residential segregation and institutional policies) that limit opportunities, resources, power, and well-being of individuals and populations based on race/ethnicity and other statuses.

ANTIRACIST POLICY

A racist policy is any measure that produces or sustains racial inequity between racial groups.

An antiracist policy is any measure that produces or sustains racial equity between racial groups.

"By policy, I mean written and unwritten laws, rules, procedures, processes, regulations, and guidelines that govern people. There is no such thing as a nonracist or race-neutral policy. Every policy in every institution in every community in every nation is producing or sustaining either racial inequity or equity between racial groups. – Ibram X. Kendi

GATEKEEPING

Persons who work in institutions often function as gatekeepers to ensure that the institution perpetuates itself.

We guard the gate—overtly or unconsciously influencing the workplace climate, using our networks to increase diversity or maintain the status quo, and persuading or discouraging leadership regarding equity and inclusion and antiracist efforts.

EQUITY

Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

"Everyone has what they need to be whole — regardless of race, disability, LGBTQ, immigration, and other social constructs. Everyone has what they need to be whole, not more and not less. This may feel like taking something away from some but it is actually right sizing or balancing needs." FAKEQUITY (Heidi)

POWER AND PRIVILEGE

Sylvia Duckworth's illustration of Wheel of Power/Privilege can help us get a more intricate visualization the term "marginalization;" the further you are from power, the more ignored and unimportant you feel. However, as you try to place yourself in the different categories, notice how your level of power/marginalization shifts between categories. A different way to interpret this illustration is through an intersectionality lens (coined by Kimberlé Crenshaw).

CULTURALLY RESPONSIVE

Using students' customs, characteristics, experience, and perspectives as a tool for better learning and instruction. Geneva Gay coined the term in 2000, and wrote, "when academic knowledge and skills are situated within the lived experiences and frames of reference for students, they are more personally meaningful, have higher interest appeal, and are learned more easily and thoroughly." This teaching helps students of color see themselves and their communities as belonging in a school and other academic space, leading to more engagement and success.

SYSTEMS OF OPPRESSION

Each of us is assigned multiple social identities, and within each identity there is a hierarchy, where there is a dominant group and a non-dominant group. With race, dominant members can give benefits to members they believe are "normal", or limit opportunities to members that fall into "other" categories. Those in the non-dominant group can experience oppression through techniques like limiting access to critical needs or engaging in disapproval behaviors that are seen in forms like bullying, intentionally leaving others out of a group etc. Oppression, then, is the institutional power that creates a system that regularly and severely discriminates against some groups and benefits others.

When we look at systems of oppression, we pay attention to the historical and organized pattern of mistreatment through cultural norms, dominant societal norms, and laws. When institutions, like educational institutions, contribute or reinforce the oppression of marginalized social groups, while elevating dominant social groups (this can be done through policies – see antiracist policy definition) they embed oppression into their everyday practices.

MARGINALIZED IDENTITY

Marginalize refers to the act of treating a person or group as though they are insignificant by isolating and/or disempowering them.

The term marginalized describes the person or group that is being treated insignificantly, pushed to the margins of society, and rendered powerless.

HNA HOSPITALITY

You are welcome, you are safe, you will stand up for others.

DIVERSITY We as a community are many, but different, respecting each as is. Diversity is who makes up our community as measured through quantitative, identifiable aspects of personhood, including, but not limited to race, religion, ethnicity, age, ability, socio-economic status or class, sex, gender identity, sexual orientation, language, and nationality. Diversity also encompasses the varied experiences of individuals and different ways of knowing, being, and doing. When understood, valued, and supported, diversity benefits the community and society as a whole.

EQUITY Recognition and support of the needs of individuals of different backgrounds so each may achieve one's potential. Equity is a state of being and doing that addresses the specific needs of individuals to encourage each person's full participation within the community and foster one's potential in society at large. Equity seeks to redress past injustices and inequalities by eliminating present barriers to participation, growth, and success for community members. In practice, equity examines privilege and acknowledges that what is fair may not be equal.

INCLUSION Welcoming and supporting community members in ways that reflect and respect individual differences. Inclusion is action that creates an environment where individual experiences are validated, honored, and respected, and diverse voices are not just accounted for, but sought and understood. Inclusion creates a sense of belonging for each community member by carving 3 out a valued space for each person in the life of the community and promoting a shared ownership of the community's core values and mission. Inclusion requires intentional actions that express the value of diversity and seek to create greater equity within the community.

JUSTICE Taking deliberate action to realize the principles of diversity, equity, and inclusion in our community and create real, lasting change in the world. Justice is a practice that makes the concepts of diversity, equity, and inclusion real and tangible in the world. It seeks to build authentic relationships between community members to effect lasting change and create systems that reflect the values of equity and inclusion.

BELONGING When we feel that we belong we feel psychologically safe; we can practice empathy, care, and compassion; we feel wanted and a sense of connection; we are embraced, valued and appreciated.
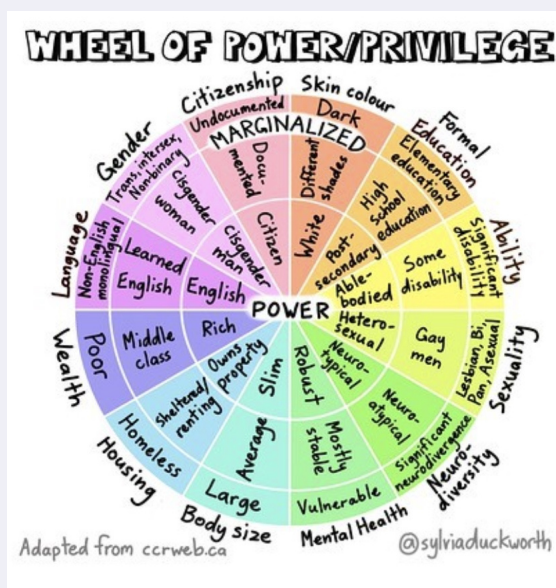
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