

Office of Culture & Inclusion
DEI Glossary

Terms	Definitions
Ableism	Ableism is the intentional or unintentional discrimination or oppression of individuals with disabilities based on the belief that typical abilities are superior.
Accessibility	Accessibility focuses on how a disabled person accesses or benefits from a site, system or application.
Accomplice	All accomplices are allies, but not all allies are accomplices. While an ally is willing to stand in support of a marginalized voice, risk is rarely involved. An accomplice uses the power and privilege they have to challenge the status quo, often risking their physical and social well being in the process.
Ageism	Refers to two concepts: a socially constructed way of thinking about older persons based on negative attitudes and stereotypes about aging and a tendency to structure society based on an assumption that everyone is young, thereby failing to respond appropriately to the real needs of older persons.
Ally	An individual who takes action to support social justice and works to eliminate oppression. Also see “accomplice” in the DEI Glossary.
Belonging	Belonging centers around the employee/student experience of <i>feeling</i> accepted.
Bias	Bias is an inclination or preference - either for or against an individual or group - that interferes with impartial judgment. Social biases are often based on one or more actual or perceived personal characteristics such as race, color, ethnicity, national origin, sex, gender, sexual

	orientation, religion, age, or disability.
Bias Incident	A bias incident occurs when conduct, speech, images or expression is motivated, in whole or in part, by conscious or unconscious bias, which targets and/or negatively impacts individuals or groups based on one or more of the actual or perceived characteristics listed above.
Bigotry	The fact of having and expressing strong, unreasonable beliefs and disliking other people who have different beliefs or a different way of life.
BIPOC	An acronym for Black, Indigenous, and People Of Color.
“Colorblind”	A term used to describe the act or practice of disregarding or ignoring racial characteristics, or being uninfluenced by racial prejudice. The concept of colorblindness is often promoted by those who dismiss the importance of race in order to proclaim the end of racism. It presents challenges when discussing diversity, which requires being racially aware, and equity that is focused on fairness for people of all races.
Class	Refers to people’s socio-economic status, based on factors such as wealth, occupation, education, income etc.
Classism	Differential treatment based on social class or perceived social class. Classism is the systematic oppression of subordinated class groups to advantage and strengthen the dominant class groups. It’s the systematic assignment of characteristics of worth and ability based on social class.
Culture	Learned and shared values, beliefs, languages, and customs of a social group.
DEI	DEI is an acronym for Diversity, Equity, and Inclusion.
DEIA	Diversity, Equity, Inclusion & Accessibility

DEIB	Diversity, Equity, Inclusion & Belonging
Disability	Having a physical or mental impairment that substantially limits one or more major life activities. This includes people who have a record of such an impairment, even if they do not currently have a disability. It also includes individuals who do not have a disability but are regarded as having a disability.
Discrimination	Discrimination occurs when a person deprives another of a right, benefit or privilege and/or unfairly treats another differently because of one of the actual or perceived characteristics. When committed by an individual, discrimination can be broken down into two types: traditional discrimination (openly negative treatment) and modern discrimination (subtle negative treatment).
Diversity	The presence, recognition and engagement of people of social, political and organizational identities from the wide range of human experiences, and the complex ways these identities intersect and are expressed.
Emotional Tax	Noun: The combination of being on guard to protect against bias, feeling different at work because of gender, race, and/or ethnicity, sexual identity, and the associated effects on health, well-being, and ability to thrive at work.
Empowerment	The state of being empowered to do something: the power, right, or authority to do something.
Ethnicity	A socially constructed grouping of people based on culture, tribe, language, national heritage, and/or religion. It is often used interchangeably with race and/or national

	origin, but should be instead considered as an overlapping, rather than identical, category.
Equity	<p>Equity is defined as “the state, quality or ideal of being just, impartial and fair.” The concept of equity is synonymous with fairness and justice.</p> <p>It recognizes that we do not all start from the same place and must acknowledge and make adjustments to imbalances.</p>
Equality	Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents.
Harassment	Harassment is often based upon an intolerance or disparagement of perceived or actual personal characteristics such as race, color, ethnicity, national origin, sex, gender identity, sexual orientation, religion, age, disability, veteran status, or any other legally protected characteristic.
Inclusion	<p>Refers to the action or state of including or of being included within a group or structure.</p> <p>More than simply diversity and numerical representation, inclusion involves authentic and empowered participation and a true sense of belonging.</p>
Institutional Racism	Refers to racial inequity within institutions and systems of power, such as places of employment, government agencies and social services. It can take the form of unfair policies and practices, discriminatory treatment and inequitable opportunities and

	outcomes.
Marginalization	To relegate to an unimportant or powerless position within a society or group
Microaggression	The everyday slights, indignities, or put downs those who are marginalized experience in their day-to-day interactions with people.
Multicultural	Involving various cultures in a society, usually with intent to promote tolerance, inclusion, and equal respect for cultural diversity. Does not include an explicit racial lens. Multiculturalism often focuses on interpersonal interaction and communication between people of different cultures rather than a systemic approach to advance equity.
Nuerodiversity	Noun: The concept that there is great diversity in how people's brains are wired and work and that neurological differences should be valued in the same way we value other human variations.
People of Color	Often the preferred collective term for referring to non-white racial groups, rather than "minorities." Racial justice advocates have been using the term "people of color" (not to be confused with the pejorative "colored people") since the late 1970s as an inclusive and unifying frame across different racial groups that are not white, to address racial inequities. While "people of color" can be a politically useful term, and describes people with their own attributes (as opposed to what they are not, eg: "non-white"), it is also important whenever possible to identify people through their own racial/ethnic group, as each has its own distinct experience and meaning and may be more appropriate.
Privilege	Systemic favoring, enriching, valuing, validating and including of certain social identities over others. Individuals cannot 'opt out' of systems of privilege; rather these systems are inherent to the society in which we live.

Prejudice	Prejudices (conscious or unconscious) are unjustifiable negative attitudes toward another social group or its members. Prejudice can take the form of disliking, anger, fear, disgust, discomfort and even hatred.
Racism	Racism is a marriage of racist policies and racist ideas that produces and normalizes racial inequities.
Racial Justice	The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice — or racial equity — goes beyond “anti-racism.” It is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures.
Racial slur	Derogatory, pejorative, or insulting terms for members of a racial or ethnic group. While some slurs, like the “n-word” are understood as such and are avoided, some slurs are still used in everyday speech, with little understanding of their harm.
Social Justice	Active engagement toward equity and inclusion that addresses issues of institutional, structural, and environmental inequity, power, and privilege.
Stereotypes	Stereotypes are standardized beliefs and mental associations about the characteristics of social groups. They rely on oversimplified opinion and uncritical judgment and can distort reality.
Systemic Racism	(AKA structural racism or institutional racism) Systems and structures that have procedures or processes that disadvantage African Americans, Indigenous people, Latinx people, and people of color.

Systemic Equity	is a complex combination of interrelated elements consciously designed to create, support and sustain social justice. It is a robust system and dynamic process that reinforces and replicates equitable ideas, power, resources, strategies, conditions, habits and outcomes.
Work Place Inclusion	Noun: An atmosphere where all employees belong, contribute and can thrive.