

GLOSSARY OF TERMS

Anti-Blackness/Anti-Black Racism: bias and discrimination directed at people of African descent, rooted in the history of enslavement and colonization. Anti-Blackness goes hand-in-hand with white supremacy and is a central dynamic of racial oppression in the U.S. It is “the inability to recognize Black humanity,” according to Dr. Kihana Miraya Ross.

Anti-racism: Opposition to racism in belief and action. Anti-racism is necessary, but not sufficient to get to racial justice. Anti-racism is generally reactive, while racial justice is proactive—both are necessary and distinct (like having an offense and defense).

BIPOC / “Black, Indigenous, and People of Color:” is a cross-racial unifying term that also gives prominent attention to Blackness and Indigeneity, recognizing that the U.S. is founded on genocide and slavery. This term helps “to build authentic and lasting solidarity among Black, Indigenous and People of Color in order to undo Native Invisibility, anti-Blackness, dismantle white supremacy and advance racial justice” according to the BIPOC Project, and it recognizes “the unique relationship to whiteness that Indigenous and Black (African American) people have to, which shapes the experiences of, and relationship to, white supremacy for all people of color within the U.S. context.”

Colorism: a type of racism that privileges lighter skin over darker skin, which can exist across and within different racial groups.

Decolonization is ending colonization, dismantling the colonial government, liberating the colonized, repatriating the lands, and reestablishing sovereignty to indigenous tribes and peoples. This can also be used to describe the process of shifting from colonizer or settler mentality. (This term should not be used as a metaphor for addressing oppression, injustice or liberation—it should always be explicitly linked to Indigenous sovereignty, the theft of Indigenous lands, and the genocide against First Nation’s people, especially when non-Native people use the term).

Diversity: variety or representation of racial identities or characteristics (e.g. African Americans, Native Americans, Latinx). Diversity is a quantitative measure of representation.

Equality: sameness; everyone gets the same thing. Equality focuses on everyone getting the same opportunity, but often ignores the realities of historical exclusion and power differentials among whites and other radicalized groups.

Equity: Equity ensures that outcomes in the conditions of well-being are improved for marginalized groups, lifting up outcomes for all. Equity is a measure of justice.

Equity Primes are prompts or reminders that can help you consciously consider racial equity and Black, Indigenous and People of Color when making decisions. They can take the form of a checklist, a set of key questions, tools, or images. Equity primes are short-term mechanisms to shift and focus your attention. Once your attention is shifted, then you can employ racial equity tools, protocols, practices, and policies that can be used to routinely and rigorously engage appropriate stakeholders, assess racial impacts, and generate equitable strategies to have more lasting impacts.

Implicit Racial Bias / Unconscious Bias – attitudes or stereotypes that affect our understanding, decisions and actions in an unconscious manner.

Inclusion: Inclusion is the measure of the quality of representation, such as full access, authentic representation, empowered participation, true belonging and power-sharing. Inclusion is a qualitative measure of representation and participation.

GLOSSARY OF TERMS

Institution: Institutions are a type of organization, and tend to be more durable, bureaucratic and hierarchical. Institutions are established official organizations having a specific role and purpose in society, such as a local government, bank, media corporation, museum, university, foundation, or hospital. Institutions are long-lasting, which means that they do not end when one person is gone. An institution has rules and the authority to enforce rules of human behavior.

Institutional Racial Bias – bias by institutions—such as patterns, practices, policies, or cultural norms that advantage or disadvantage people of color.

Institutional Racism occurs *within institutions*. It involves unjust policies, practices, procedures, and outcomes that work better for White people than people of color, whether intentional or not. Example: A school district that concentrates students of color in the most overcrowded, under-funded schools with the least experienced teachers.

Internalized Racism lies *within individuals*. These are private beliefs and biases about race that reside inside our own minds and bodies. For White people, this can be internalized privilege, entitlement, and superiority; for people of color, this can be internalized oppression. Examples: prejudice, xenophobia, conscious and unconscious bias about race, influenced by the white supremacy.

Interpersonal Racism occurs between individuals. Bias, bigotry and discrimination based on race. Once we bring our private beliefs about race into our interactions with others, we are now in the interpersonal realm. Examples: public expressions of prejudice and hate, microaggressions, bias and bigotry between individuals.

Intersectionality: A framework for understanding the intersecting and compounding systems of oppression experienced by BIPOC people. The term was coined in 1989 by scholar Kimberlé Crenshaw, but Black women and femmes throughout history paved the way for this concept. (For example, Sojourner Truth's "But ain't I a woman" speech delivered in 1851 called into collective consciousness the bitter and compounded experience of gender and racial oppression.)

Liberation: emancipation, self-determination, and free expression--free from oppression, exploitation, imprisonment, and slavery--where all people thrive in healthy communities.

Multiracial Solidarity: this described racial solidarity across or between racial groups, and can include solidarity between different communities of color as well as with anti-racist white people.

Normalizing: building shared understanding through ongoing conversations about race, with common definitions and key concepts that help to center racial equity and people of color, through an intersectional and inclusive framework.

Operationalizing: using shared tools and strategies to systematize racial equity in culture, policies and practices.

Organizational Change: The movement of an organization from one state to another, such as shifting power, changing policies and practices, and transforming values and culture. (There are different organizational change models, centered on either process and content). Race Forward's model of organizational change includes four key components: 1) Establishing a vision for racial equity; 2) Normalizing conversations about race so there's a shared racial equity analysis, including an understanding of the history of race and key terminology, such as racial equity and inequity, racial justice, structural, institutional, interpersonal and internalized racism, and implicit and explicit bias; 3) Operationalizing new behaviors and policies via specific interventions, such as use of a Racial Equity Tool and development of a Racial Equity Action Plan; and, 4) Organizing to achieve racial equity, including across the breadth (all functions) and depth (up and down hierarchy) of an organization. Together this changes the norms, practices, culture and habits of thoughts within an organization and the outcomes produced by the organization.

GLOSSARY OF TERMS

Race is the tool and taxonomy of white supremacy. It is an invented and imposed construct based on a false hierarchy of human value. Race is not an inherent human characteristic and racial categories have no scientific basis, yet race has real social meaning and real-life consequences. White people created and perpetuated racial hierarchies and categories to amass power, wealth, and social status at the expense of those they define not to be white.

“Race And...” (Race+) Framework: Addresses race explicitly, not exclusively. (e.g. race and gender, race and immigrant status, etc.) Or, in other words, we address race prominently and intersectionally. Race can be a complimentary, rather than competing, frame e.g. environmental justice and racial justice, reproductive justice and racial justice, etc.)

Race-Silent Framing: When race is not explicitly addressed, racism is often perpetuated. It is problematic when a “diversity-equity-and inclusion” (DEI) framework is used without explicit, specific, and sufficient attention to race. Race is easily avoided or simply considered another “identity” characteristic along with other differences (rather than a pervasive system of power that often defines and predicts outcomes).

Racial equity is a process of eliminating racial disparities and improving outcomes for everyone. It is the intentional and continual practice of changing policies, practices, systems, and structures by prioritizing measurable change in the lives of people of color.

Racial Justice is a vision and transformation of society to eliminate racial hierarchies and advance collective liberation, where Black, Indigenous and People of Color, in particular, have the dignity, resources, power, and self-determination to fully thrive.

Racism is a system of power based on white supremacy that is deeply rooted historically, structurally, institutionally, and culturally. Racism encompasses both the system and symptoms of inequitable power that benefit white people and harm people of color.

Root Cause Analysis / Structural Racism Analysis: an in-depth analysis of a problem, its history and policy and practices to reveal upstream factors, so that strategies and solutions can address the originating causes.

Sector: A distinct part of an economy, e.g., public sector, private sector, non-profit sector, or a sphere of activity such as education or health, which includes an organized set of institutions and organizations.

Settler Colonialism: The removal and erasure of Indigenous peoples by the taking of ancestral land for use by settlers in perpetuity.

Structural Racism refers to racial inequities across institutions, policies, social structures, history, and culture. Structural racism highlights how racism operates as a system of power with multiple interconnected, reinforcing, and self-perpetuating components which result in racial inequities across all indicators for success. Structural racism is the racial inequity that is deeply rooted and embedded in our history and culture and our economic, political, and legal systems. Examples: The “racial wealth gap,” where Whites have many times the wealth of people of color, resulting from the history and current reality of institutional racism in multiple systems.

GLOSSARY OF TERMS

Structure: The network of formal and informal relationships between organizations and sectors. History, culture and ideology reinforce those relationships. Structures often transcend, but profoundly impact, specific institutions.

System: An organized collection of parts (or subsystems) that are highly integrated to accomplish an overall goal. Our systems currently produce racially inequitable outcomes because they have been designed to do so. To achieve racially equitable outcomes, we must address institutional and structural racism.

Systemic Racism includes institutional and structural racism.

Systems Analysis: Analyzes problems holistically to identify root causes and contributing factors; and generates an array of possible solutions and strategic interventions aimed at fundamental and lasting change.

Systems Change: Addressing the root causes of problems, which are often intractable and embedded in networks of cause and effect. It is an intentional process designed to fundamentally alter the components and structures that cause the system to behave in a certain way.

White Nationalism: A subset of racist beliefs that calls for a separate territory or enhanced legal rights and protections for white people. It's a belief and movement that seeks to develop and maintain a white racial and national identity. They seek the survival of the white race and the maintenance of white economic, political, and cultural superiority. (White separatism is a term sometimes used as a synonym for white nationalism but differs in that it advocates a form of segregation in which races would live apart, but in the same general geographic area.)

White Privilege: societal and systematic advantages that benefit white people over people of color. Examples include the presumption of innocence rather than criminality by law enforcement, or preferential treatment in hiring and advancement decisions.

White Supremacy is the racist belief that whites are superior to those who are Black, Indigenous and People of Color (BIPOC) and it is a system of power, laws, institutions, and practices that uphold and enforce this racial hierarchy. White supremacy is the underlying ideology of systemic racism used to maintain white power and privilege and to justify political, economic and social suppression of people of color. Though the term is frequently associated with overt and extreme racists (e.g. the KKK and Aryan Nation), it refers to the widespread ideology and system of racism based on the false notion of white superiority.

White Supremacy Culture: norms, patterns, and practices of white power and superiority--such as weaponizing concepts of individualism and competition, meritocracy to create disparate outcomes and have the impact of exploiting, dividing, and marginalizing people of color. It can be manifested by proximity to cultural and institutional whiteness being valued, perpetuated, and enforced at the level of culture, policy and practice within institutions. White supremacy culture within institutions is manifested and maintained largely by, but not limited to, white people.