

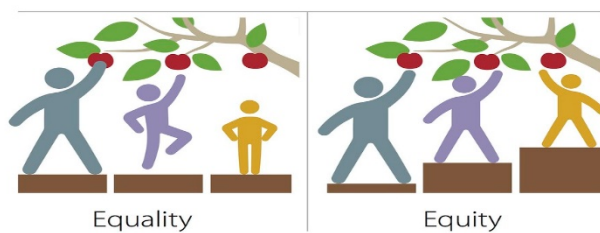
Common Terms and Definitions

As we continue our conversations about diversity, inclusion, and equity, it is important to have a common understanding of some additional vocabulary and terms around equity and inclusion. This glossary is not an exhaustive list, but seeks to provide a starting point of common understanding of terms as we move through this course.

Bias—Attitudes or stereotypes that favor one group over another. Biases may be explicit or implicit. An anti-bias approach to education explicitly works to end all forms of bias and discrimination. (NAEYC, 2020)

Discrimination—The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion, national origin, age, physical/mental abilities, and other categories that may result in differences in provision of goods, services or opportunities. (University of Washington Department of Epidemiology Equity, 2020)

Equity—Equity ensures that individuals are provided the resources they need to have access to the same opportunities, regardless of race, gender, class, language, disability, or any other social or cultural characteristic. Equity recognizes that each person has different circumstances and allocates the exact resources needed to even opportunities for all the people. (NAEYC, 2020) (University of Washington Department of Epidemiology Equity, 2020)



Equality—Equality is giving all individuals or groups of people the same resources, where everything is evenly distributed among people. (University of Washington Department of Epidemiology Equity, 2020)

Explicit Bias- Explicit biases are conscious beliefs and stereotypes that affect one's understanding, actions, and decisions. With explicit bias, individuals are aware of their prejudices and attitudes toward certain groups. Positive or negative preferences are a conscious choice. (NAEYC, 2020)

Implicit Bias—Associations expressed automatically that people unknowingly hold; also known as unconscious or hidden bias. Many studies have indicated that implicit biases affect individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Notably, implicit biases have been shown to be favored above individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that people may profess. (University of Washington Department of Epidemiology Equity, 2020)

Inclusion/Inclusiveness—Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power. (University of Washington Department of Epidemiology Equity, 2020)

Institutional Racism—Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and oppression and disadvantage for people from groups classified as people of color. (University of Washington Department of Epidemiology Equity, 2020)

Marginalized/Marginalization—The process by which minority groups/cultures are excluded, ignored, or relegated to the outer edge of a group/society/community. Marginalized groups are treated as less important or inferior through policies or practices that reduce their members' economic, social, and political power. (University of Washington Department of Epidemiology Equity, 2020) (NAEYC, 2020)

Microaggressions—Everyday verbal, nonverbal, or environmental messages that implicitly contain a negative stereotype or are in some way dehumanizing or othering. These hidden messages serve to invalidate the recipients' group identity, to question their experience, to threaten them, or to demean them on a personal or group level. Microaggressions may result from implicit or explicit biases. People who commit macroaggressions may view their remarks as casual observations or even compliments and may not recognize the harm they can cause. (NAEYC, 2020)

Power—Power is unequally distributed globally and in U.S. society; some individuals or groups wield greater power than others, thereby allowing them greater access to and control over resources. Wealth, Whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates. (University of Washington Department of Epidemiology Equity, 2020)

Prejudice—A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics. (University of Washington Department of Epidemiology Equity, 2020)

Privilege—Unearned advantages that result from being a member of a socially preferred or dominant social identity group. (e.g., white/Caucasian people with respect to people of color, men with respect to women, and rich people with respect to poor people). Because it is deeply embedded, privilege tends to be invisible to those who possess it without ongoing self-reflection. (NAEYC, 2020) (University of Washington Department of Epidemiology Equity, 2020)

Racism—A belief that some races are superior or inferior to others. Racism operates at a systemic level through deeply embedded structural and institutional policies that have favored Whiteness at the expense of other groups. On an individual level, racism can be seen in both explicit and implicit prejudice and discrimination. Both individual and institutional acts of bias work to maintain power and privilege in the hands of some over others. (NAEYC, 2020)

Stereotype—Blanket beliefs, unconscious associations and expectations about members of certain groups that present an oversimplified opinion, prejudiced attitude or uncritical judgment. Stereotypes go beyond necessary and useful categorizations and in that they are typically negative, are based on little information and are highly generalized. (Washington University in St. Louis, 2020)