

DIVERSITY AND SOCIAL JUSTICE TERMINOLOGY

This glossary of terms is not intended to be an exhaustive list of every word and term used in our conversations about diversity and social justice.

Because of the way language works especially around these concepts, many of these words and terms will continue to evolve.

Even so it can be useful to have a reference that provides basic working definitions that help spur discussions.

Ableism: Prejudiced thoughts and discriminatory actions based on differences in physical, mental, and/or emotional ability; usually that of able-bodied / minded persons against people with illness, disabilities, or less developed skills / talents.

Ageism: A system of oppression that works against the young and the old and values individuals in their 30s to 50s.

Accessibility: The extent to which a facility is readily approachable and usable by individuals with disabilities, particularly such areas as the personnel office, worksite and public areas. **Adultism:** Prejudiced thoughts and discriminatory actions against young people, in favor of older person(s).

Activism: In a general sense, activism can be described as intentional action to bring about social or political change.

Androgyne/Androgynous/Androgyny (n): 1. A person whose biological sex is not readily apparent, whether intentionally or unintentionally. 2. A person whose identity is between the two traditional genders. 3. A person who rejects gender roles entirely.

Androgynous: Someone who reflects an appearance that is both masculine and feminine, or who appears to be neither or both a boy and a girl.

Advocate: Someone who speaks up for her/himself and members of his/her identity group; e.g., a woman who lobbies for equal pay for women.

Ageism: Prejudiced thoughts and discriminatory actions based on differences in age; usually that of younger persons against older.

Agency: The capacity of individuals to act independently and to make their own free choices. Human agency is the capacity for human beings to make choices and to impose those choices on the world. A person exhibits agency when they can act for themselves even in the face of social structures that oppress them.

Agent: The perpetrator or perpetuator of oppression and/or discrimination; usually a member of the dominant, non-target identity group.

Ally: A person of one social identity group who stands up in support of members of another group; typically member of dominant group standing beside member(s) of targeted group; e.g., a male arguing for equal pay for women.

Anti-Semitism: The fear or hatred of Jews, Judaism, and related symbols.

Asexual: Having no evident sex or sex organs. In usage, may refer to a person who is not sexually active, or not sexually attracted to other people.

Assimilation: The process through which one cultural group adapts to the attitudes, belief systems and ways of life of another culture. Degrees of assimilation range widely. In some cases a group will, over time, lose its cultural distinctiveness and adopt the attitudes, belief, systems and ways of life of a dominant culture. In other cases a cultural group will become part of a new culture, while maintaining important aspects of its tradition and cultural distinctiveness.

Bias: Prejudice; an inclination or preference, especially one that interferes with impartial judgment.

Biphobia: The fear or hatred of homosexuality (and other non-heterosexual identities), and persons perceived to be bisexual.

Bi-racial: A person who identifies coming from two races. A person who's biological parents are of two different races.

Bigendered/Dual Gendered (v): A person who possesses and expresses a distinctly masculine persona and a distinctly feminine persona. Is comfortable in and enjoys presenting in both gender roles.

Birth Assigned Sex: The designation that refers to a person's biological, morphological, hormonal, and genetic composition. One's sex is typically assigned at birth and classified as either male or female.

Bisexual (adj.): Attracted to members of either the male or female sex.

Categorization: The natural cognitive process of grouping and labeling people, things, etc. based on their similarities. Categorization becomes problematic when the groupings become oversimplified and rigid (e.g. stereotypes).

Change Agent: Someone who works to bring about change. In our work, a person who works to build an inclusive and just community through taking action to dismantle oppression, including being aware of one's own role in the system of oppression and of power dynamics in groups.

Cisgender: Individuals whose gender identity and expression line up with their birth-assigned sex.

Cissexism: The system of oppression that values cisgender people, upholds the gender binary, and marginalizes, oppresses, and makes invisible the lives and experiences of transgender people.

Classism: Prejudiced thoughts and discriminatory actions based on difference in socio-economic status, income, class; usually by upper classes against lower.

Coalition: A collection of different people or groups, working toward a common goal.

Codification: The capture and expression of a complex concept in a simple symbol, sign or prop; for example, symbolizing "community" (equity, connection, unity) with a circle.

Collusion: Willing participation in the discrimination against and/or oppression of one's own group (e.g., a woman who enforces dominant body ideals through her comments and actions).

Color Blind: The belief in treating everyone "equally" by treating everyone the same; based in the presumption that differences are by definition bad or problematic, and therefore best ignored (i.e., "I don't see race, gender, etc.").

Coming Out: The process by which LGBTQI individuals recognize, accept, typically appreciate, and often celebrate their sexual orientation, sexuality, or gender identity/expression. Coming out varies across culture and community.

Community Cultural Wealth: An array of knowledge, skills, abilities and contacts possessed and utilized by Communities of Color to survive and resist macro and micro-forms of oppression. Communities of Color nurture cultural wealth through at least 6 forms of capital such as aspirational, navigational, social, linguistic, familial, and resistant capital. These various forms of capital are not mutually exclusive or static, but rather are dynamic processes that build on one another as part of community cultural wealth.

Consent: A key concept in understanding issues of sexual violence. Someone gives consent when they actively agree to participate in sexual activity freely and willingly in a situation where both people have equal power. Consent cannot be given when someone is intoxicated, unconscious, or has been threatened or manipulated into compliance.

Contact Hypothesis: The original scientific motivation for integration of education and the armed forces, this theory posits that bringing peoples of different backgrounds together (on a college campus, for example) will lead to improved relations among them. Additional research has shown this to be true only under certain conditions including: sanction by authority, common goals, and equal status contact (both numerically and psychologically). (Allport, 1957)

Dialogue: "Communication that creates and recreates multiple understandings" (Wink, 1997); it is bidirectional, not zero-sum and may or may not end in agreement; it can be emotional and uncomfortable, but is safe, respectful and has greater understanding as its goal.

Disability: A physical or mental impairment that substantially limits or restricts the condition, manner, or duration under which an average person in the population can perform a major life activity, such as walking, seeing, hearing speaking, breathing, learning, working, or taking care of oneself. (An impairment or diagnosis, in and of itself, does not necessarily constitute a disability: it must "substantially limit" these activities.

Discrimination: Actions, based on conscious or unconscious prejudice, which favor one group over others in the provision of goods, services, or opportunities.

Diversity: The numerous variants of identity, skill, appearance, abilities, and other characteristics of any group. The level of difference represented within any group.

Domestic Partner: Either member of an unmarried, cohabiting, and same-sex couples that seeks benefits **usually available only to spouses.**

Domestic Violence: A repetitive pattern of behaviors to maintain power and control over an intimate partner. These are behaviors that physically harm, arouse fear, prevent a partner from doing what they wish or force them to behave in ways they do not want. Abuse includes the use of physical and sexual violence, threats and intimidation, emotional abuse and economic deprivation. Many of these different forms of abuse can be going on at any one time.

Dominant Culture: The cultural values, beliefs, and practices that are assumed to be the most common and influential within a given society.

Drag Queen/King (n): A man or woman dressed as the opposite gender, usually for the purpose of performance or entertainment. Many times overdone or outrageous and may present a “stereotyped image.”

Empower: Increasing the spiritual, political, social, or economic strength of individuals and/or communities.

Environmental Racism: The enactment of any policy or regulation that negatively affects the living conditions of low-income or minority communities at a rate disproportionate from affluent communities. The term is often used to describe specific events in which minority communities are targeted for the siting of polluting industries and factories. The term also describes the segregation of minority communities into regions where they are exposed to health hazards. It also includes the exclusion of minority groups from the decision-making process in their communities. The environmental justice movement is intended to combat environmental racism; environmental justice is the fair treatment and meaningful involvement of all people regardless of race, color, sex, national origin, or income with respect to the development, implementation and enforcement of environmental laws, regulations, and policies.

Ethnic Groups: A group of people who share a common culture, language, history and geographic origin.

Ethnicity: The classification of a population that shares common characteristics, such as religion, traditions, culture, language, and tribal or national origin.

Ethnocentrism: Judging another culture solely based on the standards and values of one’s own culture. Also, a belief in the inherent superiority of one’s own nation or ethnic group.

F to M/FTM/F2M: Female to male. Abbreviation used to specify the direction of sex or gender role change, usually used by those who identify as transsexual.

Familial Capital: Refers to that cultural knowledge nurtured among family (kin) that carry a sense of community history, memory and cultural intuition. This form of cultural wealth engages a commitment to community wellbeing and expands the concept of family to include amore broad understanding of kinship.

Feminism: The valuing of women and the belief in and advocacy for social, political, and economic equality and liberation for all people. Feminism questions and challenges patriarchic social values and structures that serve to enforce and maintain men’s dominance and women’s subordination.

First Nations People: Individuals who identify as those who were the first people to live on the Western Hemisphere continent. People also identified as Native Americans.

Fundamental Attribution Error: A common cognitive action in which one attributes his/her own success and positive actions to his/her own innate characteristics (“I’m a good person”) and failure to external influences (“I lost it in the sun”), while attributing others success to external influences (“he had help, was lucky”) and failure to others’ innate characteristics (“they’re bad people”). This operates on the group levels as well, with the ingroup giving itself favorable attributions, while giving the outgroup unfavorable attributions, as way of maintaining a feeling of superiority. A “double standard.”

Gay: An identity term for a male-identified person who is attracted to other male-identified people.

Gender: The socially constructed concepts of masculinity and femininity; the 'appropriate' qualities accompanying biological sex.

Gendered: Having a denotative or connotative association with being either (traditionally) masculine or feminine.

Gender Bending: Dressing or behaving in such a way as to question the traditional feminine or masculine qualities assigned to articles of clothing, jewelry, or mannerisms.

Gender Binary: A social construction of gender in which there are two distinct and opposite genders: male/masculine/men and female/feminine/women.

Gender Expression: a person's presentation of their gender. These outward expressions of gender can be intentional or unintentional and involve one's mannerisms, clothing, hair, speech, clothing, and activities (and more!).

Gender Identity: A person's innate sense of their own gender: being a man, a woman, a girl, a boy, in between, or outside of the gender binary.

Genderqueer: An identity term for a person who may not identify with and/or express themselves within the gender binary.

Genocide: The attempt to kill all of the members of a cultural or racial group.

Gentrification: The process of renewal and rebuilding accompanying the influx of middle-class or affluent people into deteriorating areas that often displaces poorer residents.

Hapa: A Hawaiian language term used to describe a person of mixed Asian or Pacific Islander racial or ethnic heritage.

Hate Crime: Hate crime legislation often defines a hate crime as a crime motivated by the actual or perceived race, color, religion, national origin, ethnicity, gender, disability, or sexual orientation of any person.

Hate Incident: An act of hate that does not rise to the status of a "crime." I.e., the act itself (hate speech, epithets, a sign, etc.) does not break a law, but is motivated by hate or bias against a protected group.

Hegemony: According to Gramsci hegemony is the permeation throughout society of an entire system of values, attitudes, beliefs and morality that has the effect of supporting the status quo in power relations. Hegemony in this sense might be defined as an 'organizing principle' that is diffused by the process of socialization into every area of daily life. To the extent that this prevailing consciousness is internalized by the population it becomes part of what is generally called 'common sense' so that the philosophy, culture and morality of the ruling elite comes to appear as the natural order of things (Boggs, 1976, p39). The ruling class may keep its grip on society either by social hegemony, that is, the use of force to maintain order in society, or, much more ubiquitously, by cultural hegemony; by producing ways of thinking and seeing, and especially by subtly eliminating alternative views to reinforce the status quo.

Heterosexism: The presumption that everyone is, and should be, heterosexual.

Heterosexual (adj.): Attracted to members of other or the opposite sex. Homophobia: The fear or hatred of homosexuality (and other non-heterosexual identities), and persons perceived to be gay or lesbian.

Homosexual (adj.): Attracted to members of the same sex. (Not a preferred term. See: Gay, Lesbian)

Hermaphrodite (n): An individual having the reproductive organs and many of the secondary sex characteristics of both sexes. (Not a preferred term. See: Intersex)

Horizontal Oppression: When people from targeted groups believe, act on, or enforce dominant systems of oppression against other members of targeted groups.

Immigrant: Someone who moves from one country or region and intends to reside permanently in that country or region. Immigration means "in- migration" into a country, and is the reverse is emigration, or "out-migration." The long term and/or permanent movement of human population in general, whether into, out of, or within countries (or before the existence of recognized countries) is regarded as migration.

Imperialism: The policy or practice of the government of one nation dominating people of other nations by gaining control of their land, politics and economy.

Inclusion: A set of community values which suggest that people of all backgrounds, identities, abilities, perspectives and beliefs should have an equal opportunity to belong, achieve and contribute to their community(ies). Inclusion required people to value, respect and accept diversity.

Indigenous People: People who were originally in a place, people who have a long history of being in a particular place and who retain their identity within a larger entity, state or empire. Other related terms for indigenous peoples include aborigines, native peoples, first peoples, and first nations. Indigenous peoples may often be used in preference to these or other terms, as a neutral replacement where these terms may have taken on negative or pejorative connotations by their prior association and use. It is the preferred term in use by the United Nations and its subsidiary organizations.

In-group Bias (favoritism): The tendency for groups to “favor” themselves by rewarding group members economically, socially, psychologically, and emotionally in order to uplift one group over another.

Intergroup Conflict: Tension and conflict which exists between social groups. And which may be enacted by individual members of these groups.

Internalized Oppression: The fear and self-hatred of one’s own identity or identity group. Internalized oppression is learned and is based in the acceptance of oppressive stereotypes, attitudes, and beliefs about one’s own identity group.

Internalized Racism: Destructive patterns of feelings and behaviors, experienced by People of Color, turned inward upon themselves and directed at each other.

Internalized Superiority: When members of privilege groups either consciously or unconsciously learn to look at themselves, each other, and society through a distorted lens that allows them to believe that they deserve the structural privileges they enjoy and that the cultural practices and values of their group are normal, superior, and/or universal. A vehicle that makes Privilege Group Collusion possible.

Intersectionality: A feminist sociological model and/or lens for critical analysis that focuses on the intersections of multiple, mutually-reinforcing systems of oppression, power, and privilege. Intersectional theorists look at how the individual experience is impacted by multiple axes of oppression and privilege. Variables include, but are not limited to: race, gender, ethnicity, religion ability, education, sexual orientation, sexuality, gender identity, gender expression, class, first language, citizenship, and age. (J. Beal 2011)

Intersex: A person who is biologically intermediate between male and female. A person with both ovarian and testicular tissue. A person with two ovaries or two testes, but ambiguous genitals.

Islamophobia: The irrational fear or hatred of Islam, Muslims, Islamic traditions and practices, and, more broadly, those who appear to be Muslim.

-Ism: A social phenomenon and psychological state where prejudice is accompanied by the power to systemically enact it.

Lesbian: A woman who is attracted to other women. (adj.) describing such women.

Linguistic Capital: Includes the intellectual and social skills attained through communication experiences in more than one language and/or style. Linguistic capital reflects the idea that Students of Color arrive at school with multiple language and communication skills.

LGBTQA: Acronym encompassing the diverse groups of lesbian, gay, bisexual, transgendered populations and allies and/or lesbian, gay, bisexual, and transgender alliances/associations.

LGBTQQ: Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, and Questioning.

M to F/MTF/M2F: Male to Female. Abbreviation used to specify the direction of sex or gender role change, usually used by those who identify as transsexual.

Marginalized: Excluded, ignored, or relegated to the outer edge of a group/society/community.

Microaggression: These are subtle putdowns. In and of itself a microaggression may seem harmless, but the cumulative burden of a lifetime of microaggressions can theoretically contribute to diminished mortality, augmented morbidity, and flattened confidence (Pierce, 1995, p. 281). Microaggressions have been defined as brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicates hostile, derogatory, or negative insults. Racial jokes are an example of a microaggression.

Model Minority: Refers to a minority ethnic, racial, or religious group whose members achieve a higher degree of success than the population average. This success is typically measured in income, education, and related factors such as low crime rate and high family stability.

Multiplicity: The quality of having multiple, simultaneous social identities (e.g., being male and Buddhist and working class).

Multiracial: An individual that comes from more than one race. An individual whose parents are born from more than one race.

Multiethnic: An individual that comes from more than one ethnicity. An individual whose parents are born from more than one ethnicity.

Naming: "When we articulate a thought that traditionally has not been discussed".

National Origin: The political state from which an individual hails; may or may not be the same as that the person's current location or citizenship.

Navigational Capital: Refers to skills of maneuvering through social institutions. Historically, this infers the ability to maneuver through institutions not created with Communities of Color in mind.

Oppression: The systemic and pervasive nature of social inequality woven throughout social institutions as well as embedded within individual consciousness. Oppression fuses institutional and systemic discrimination, personal bias, bigotry, and social prejudice in a complex web of relationships and structures that saturate most aspects of life in our society.

- Oppression denotes structural and material constraints that significantly shape a person's life chances and sense of possibility.
- Oppression also signifies a hierarchical relationship in which dominant or privilege groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups.
- Oppression resides not only in external social institutions and norms but also within the human psyche as well.
- Eradicating oppression ultimately requires struggle against all its forms, and that building coalitions among diverse people offers the most promising strategies for challenging oppression systematically. (Adams, Bell, and Griffin, editors. *Teaching for Diversity and Social Justice: A Sourcebook*. New York: Routledge.)

Orientalism: A form of exoticification and objectification of all things Asian (this includes "West Asian" aka: Middle-East). Orientalism, in large part, is about the appropriation and the adoption of an "Asian" style/dress/fashion as a type of fetish object or as decoration—as rendering "Asian" into the "Orient" into an "object" rather than a SUBJECT (a person, a human).

Pansexual (also referred to as omnisexuality or polisexuality): A term referring to the potential for sexual attractions or romantic love toward people of all gender identities and biological sexes. The concept of pansexuality deliberately rejects the gender binary, and derives its origin from the transgender movement.

Patriarchy: A socioeconomic system whereby property and inheritance is passed down through the male line. Often used to describe any system of male domination and sometimes used interchangeably with sexism.

People of Color: A term of solidarity referring to Peoples of African, Arab/Middle Eastern, Asian & Pacific Islander, Latinos/a, Native American, Indigenous, and Biracial/Multiracial heritages. This term is sometimes preferred to other

common terms, such as minority and non-white. While people of color are currently a minority in the United States, they are a vast majority -- 90% -- of the world's population.

Personal Identity: Our identities as individuals-including our personal characteristics, history, personality, name, and other characteristics that make us unique and different from other individuals.

Polyamory: The practice of having multiple open, honest love relationships.

Power: The ability to influence outcomes in order to get what one wants or needs. Power is a key concept because it is the unequal distribution of power in our society that is at the root of oppression.

Power at the Group / Interpersonal Level: Power at the group level comes through coalitions, teamwork, influence, etc. Power at the group level is situational – contextual. If I have situational power over you in a given context, I can discriminate against you. In the context of our relationship, who holds the power? Can I make decisions that affect your life? Power comes from one's level of authority (formal or informal). Power at this level is relative and both dominant and targeted group members are capable of holding it in a given situation. Oppression plays a role in determining situational power in that it is more likely for a man to be a boss than for a woman to be a boss; more likely for a student of color to have a white teacher or principal than for a white student to have a person of color as a teacher or principal, and so on.

Power at the Individual / Intrapersonal Level: At this level, power comes from within. Do I feel powerful? Do I think of myself as powerful? Another word for personal power is empowerment. Am I empowered? Anyone – members of targeted group or dominant groups – can be empowered or disempowered based on a variety of factors in their lives. Social identities can, however, impact an individual's level of empowerment or disempowerment, making it easier for people with more privilege group identities to feel more empowered than people with fewer privilege group identities.

Power at the Societal / Institutional/ Systemic Level: Power at the societal or institutional level comes from those who control the institutions. Whose culture is dominant? Who sets the policies? The procedures? The practices? Who built the systems and who controls them? Who controls the resources? Who has the most access to those resources? The "who" in most of these cases is not an individual, but a group, as systems and institutions tend to give power to groups. In our society, dominant groups always have more institutional power than target groups. In our society, this type of power has been historically held by white, wealthy, Protestant, hetero/straight, adult, able-bodied, adult men. And the more one fits this description, the more access to institutional / societal power one has. The less one fits this description, the less access to institutional / societal power one has.

Praxis: The process by which a theory, lesson, or skill is enacted or practiced, embodied and/or realized. "Praxis" may also refer to the act of engaging, applying, exercising, realizing, or practicing ideas. Praxis requires reflective action, and reflection on action.

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. (Institute for Democratic Renewal and Project Change Anti-Racism Initiative. A Community Builder's Tool Kit. Claremont, CA: Claremont Graduate University.)

Privilege: A group of unearned cultural, legal, social, and institutional rights extended to a group based on their social group membership. Individuals with privilege are considered to be the normative group, leaving those without access to this privilege invisible, unnatural, deviant, or just plain wrong. Most of the time, these privileges are automatic and most individuals in the privileged group are unaware of them. Some people who can "pass" as members of the privileged group might have access to some levels of privilege (J. Beal 2009).

Problem Posing Education: Paulo Freire defines problem-posing education as education for freedom in which teachers see themselves in a partnership with their students. As part of this relationship, the teachers must see themselves as teacher-student, ready to accept that their students possess knowledge and solutions they can share with the teacher. Such an approach to education emphasizes learning for freedom rather than learning to earn (to enter the economy). At the core of Freire's critical pedagogy is a cyclical process of praxis with five stages 1. Identify a problem., 2. Analyze the problem., 3. Create a plan of action to address the problem., 4. Implement the plan of action., 5. Analyze and evaluate the action.

(Jeffrey M. Duncan-Andrade, Ernest Morrell, *The Art of Critical Pedagogy: Possibilities for Moving from Theory to Practice in Urban Schools*, 2008)

Pronouns: A word that substitutes for a noun. Most people have pronouns that they expect others to use for them. Most cisgender individuals use pronouns that line up with their birth-assigned sex. Many GenderQueer and Trans* folks have selected pronouns that best suit who they are and sometimes generate new terms.

Queer: An umbrella term that can refer to anyone who transgresses society's view of gender or sexuality. The definitional indeterminacy of the word Queer, its elasticity, is one of its constituent characteristics: "A zone of possibilities."

Questioning: A term used to refer to an individual who is uncertain of her/his sexual orientation or identity.

Racial Battle Fatigue: Stress and anxiety caused by constantly dealing with both overtly racist actions and subtle references to one's race. This is an academic term that was created to describe the experiences of undergraduate and graduate students of color. The mundane but extreme stress caused by microaggressions can lead to mental, emotional, and physical strain termed racial battle fatigue.

Racism: Prejudiced thoughts and discriminatory actions based on difference in race/ethnicity; usually by white/European descent groups against persons of color.

Rainbow Flag: The Rainbow Freedom Flag was designed in 1978 by Gilbert Baker to designate the great diversity of the LGBTIQ community. It has been recognized by the International Flag Makers Association as the official flag of the LGBTIQ civil rights movement.

Re-fencing (exception-making): A cognitive process for protecting stereotypes by explaining any evidence/example to the contrary as an isolated exception.

Religion: A system of beliefs, usually spiritual in nature, and often in terms of a formal, organized denomination.

Religious Oppression: Oppression against individuals or groups based on their religious beliefs and practices.

Resistant Capital: Refers the knowledge and skills fostered through oppositional behavior that challenges inequality. This form of cultural wealth is grounded in the legacy of resistance to subordination exhibited by Communities of Color. Furthermore, maintaining and passing on the multiple dimensions of community cultural wealth is also part of the knowledge base of resistant capital.

Reverse Discrimination: Term often used to put down efforts to create equity in service and employment for marginalized people, through positive action. It is a misnomer to term such equity efforts as 'reversing' discrimination because increasing access for marginalized groups does not produce systemic inequality for privileged groups. It does not 'reverse' broad social and historical power imbalances.

Safe Space: Refers to an environment in which everyone feels comfortable in expressing themselves and participating fully, without fear of attack, ridicule or denial of experience.

Same Gender Loving: A term coined by activist Cleo Manago as a description for homosexuals, particularly in the African American community. SGL is an alternative to Eurocentric homosexual identities e.g. gay and lesbian.

Saliency: The quality of a group identity of which an individual is more conscious and which plays a larger role in that individual's day-to-day life; for example, a man's awareness of his "maleness" in an elevator with only women.

Sex: Biological classification of male or female (based on genetic or physiological features); as opposed to gender.

Sexism: Prejudiced thoughts and discriminatory actions based on difference in sex/gender; usually by men against women.

Sexual Orientation: One's natural preference in sexual partners; predilection for homosexuality, heterosexuality, or bisexuality.

Silencing: The conscious or unconscious processes by which the voice or participation of particular social identities is excluded or inhibited.

Social Capital: Understood as networks of people and community resources. These peer and other social contacts can provide both instrumental and emotional support to navigate through society's institutions. This includes family, community organizations, and peers.

Social Construct: A social category or mechanism created and developed by society; a perception, of an individual, group, or idea that is constructed through cultural or social practice. When we say that something is socially constructed, we are focusing on its dependence variables of our society rather than any inherent quality. For example, the concepts of good and evil: what these terms include and don't include and what it means to society, do not exist "out there" in the world, but only in and through the social institutions that give them meaning within a culture.

Socio Economic Class/Status: The social structure of the United States is a vaguely defined concept which includes several commonly used terms that use educational attainment, income and occupational prestige as the main determinants of class. While it is possible to create dozens of social classes within the confines of American society, most Americans employ a six or five class system.

- **Upper Class:** Those with great influence, wealth and prestige. They control their own destiny to a certain extent through commerce or land ownership. Members of this group tend to act as the grand-conceptualizers and have tremendous influence of the nation's institutions.
- **Upper Middle Class:** The upper middle class consists of white collar professionals with advanced post-secondary educational degrees and comfortable personal incomes. Upper middle class professionals have large amounts of autonomy in the workplace and therefore enjoy high job satisfaction. In terms of income they tend to reside in households with six figure incomes. Especially in the United States, the ideal of a middle class reached via the "American Dream" is of central importance when discussing social class.
- **(Lower) Middle Class:** Semi-professionals, non-retail salespersons and craftsmen who have some college education. Out-sourcing tends to be a prominent problem among those in this class who often suffer from a lack of job security. Households in this class may need two income earners to make ends meet and therefore may have household incomes rivaling the personal incomes of upper middle class professionals such as attorneys.
- **Working Class:** According to some experts such as Michael Zweig, this class may constitute the majority of Americans and include those otherwise referred to as lower middle. It includes blue as well as white collar workers who have relatively low personal incomes and lack college degrees with many being among the 45% of Americans who have never attended college.
- **Poor/Lower Class:** This class includes the poor, alienated and marginalized members of society. While most individuals in this class work, they commonly drift in and out of poverty throughout the year.

Social Groups: A group of people who share a common social identity. Any group of people set apart by socially defined boundaries such as race, gender, sexual orientation, religion, age, ethnicity, ability, socio-economic class, etc. In each social group, individuals are either members of privileged groups (those with the social power) or members of target groups (those who are oppressed). The number of memberships an individual has in the privileged groups defines one's amount of social power in the U.S. society.

Social Identity: It involves the ways in which one characterizes oneself, the affinities one has with other people, the ways one has learned to behave in stereotyped social settings, the things one values in oneself and in the world, and the norms that one recognizes or accepts governing everyday behavior.

Social Identity Development: The stages or phases that a person's group identity follows as it matures or develops.

Social Justice: A process and a goal. A commitment to a socially just world and the committed actions to make that world a reality. Or, "The goal of social justice is full and equal participation of all groups in a society that is mutually shaped to meet their needs. Social justice includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure... Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others, their society, and the broader world in which we live." (Teaching for Diversity and Social Justice)

Social Oppression: "Exist when one social group, whether knowingly or unconsciously, exploits another group for its own benefit" (Hardiman and Jackson, 1997).

Social Self-Esteem: The degree of positive-negative evaluation an individual holds about his/her particular situation in regards to his/her social identities.

Social Self-View: An individual's perception of to which social identity groups he/she belongs.

Spanglish: A colloquial and contested mixture of Spanish and English words, phrases and grammar.

Spotlighting: The practice of inequitably calling attention to particular social groups in language, while leaving others as the invisible, de facto norm. For example: "black male suspect"(versus "male suspect," presumed white); "WNBA" (as opposed to "NBA," presumed male).

Stereotype: Blanket beliefs and expectations about members of certain groups that present an oversimplified opinion, prejudiced attitude, or uncritical judgment. They go beyond necessary and useful categorizations and generalizations in that they are typically negative, are based on little information, and are highly generalized.

System of Advantage: Basic to understanding many of the terms in this glossary is the concept of a system of advantage. As used here, a system of advantage is that set of opportunities and circumstances which benefits certain groups of people at given times. These benefits are bestowed upon those who happen to be members of the "rule-making group" (sometimes referred to as "dominant" or "privileged" group), and negatively affect members of other groups (sometimes referred to as target groups). See also Oppression.

System of Oppression: Conscious and unconscious, non-random, and organized harassment, discrimination , exploitation, discrimination, prejudice and other forms of unequal treatment that impact different groups.

Tolerance: Acceptance and open-mindedness to different practices, attitudes, and cultures; does not necessarily mean agreement with the differences.

Transphobia: The fear or hatred of homosexuality (and other non-heterosexual identities), and persons perceived to be transgender and/or transexual.

Transgender: An umbrella term for people who do not identify with their birth-assigned sex and/or whose gender expression does not conform to the societal expectations. Trans* is used as an inclusive abbreviation.

Transsexual – people who change their presentation to express their gender identity. Examples of these transitions might include: changing one's name, pronouns, hair, or manner of dress, and medical transitions, like gender affirmation surgery, hormone replacement therapy.

Transphobia: The fear and hatred of transgender people.

Transsexual: One who identifies as a gender other than that of their biological sex. Two Spirit: A Native American term for individuals who identify both as male and female. In western culture these individuals are identified as lesbian, gay, bisexual or transgendered.

Undocumented immigrants: Undocumented immigrants are foreign nationals who: 1) entered the United States without authorization; or 2) entered legally but remained in the United States without authorization. However, undocumented youth and students usually have no role in the decision to come to this country. They are usually brought to this country by relatives, and for many, they have spent many more years in the United States than in their country of origin. Many undocumented students are honor students, athletes, student leaders, and aspiring professionals. But because of their immigration status, the majority are unable to access higher education and even if they do, they are not legally able to obtain employment upon graduation.

Veteran Status: Whether or not an individual has served in a nation's armed forces (or other uniformed service).

White Privilege: The concrete benefits of access to resources and social rewards and the power to share the norms and values of society that Whites receive, tacitly or explicitly, by virtue of their position in a racist society. (Teaching for Diversity and Social Justice, Second Edition, Routledge, 2007)

Worldview: The perspective through which individuals view the world; comprised of their history, experiences, culture, family history, and other influences.

Xenophobia: The fear and hatred of that which is perceived to be foreign or strange.