



Definition of Key Terms and Concepts
Gender and Racial Equity

Words and their various meanings characterize the ever evolving forms of diversity that make up our society. When talking about issues of race and gender, knowledge of vocabulary and concepts are essential to avoid misunderstanding and misinterpretation. To different groups, words have different meanings based upon lived experiences and often change over time. The purpose of this glossary, which is a work in progress, is to help facilitate necessary conversations needed to advance gender and racial equity, and to avoid word misuse when taking part in these discussions .

This list will be updated as necessary.

Term	Definition	Source
Ally	Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.	OpenSource Leadership Strategies, " The Dynamic System of Power, Privilege and Oppressions. "
Diversity	Understanding, accepting, and valuing differences between people including those of different races, ethnicities, genders, ages, religions, disabilities, and sexual orientations, and with differences in education, personalities, skill sets, experiences, and knowledge bases.	UC Berkely Center for Equity, Inclusion and Diversity

Discrimination	The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories.	Institute for Democratic Renewal and Project Change Anti-Racism Initiative. <i>A Community Builder's Tool Kit.</i>
Equity	The fair and just treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented, and continue to prevent, the full participation of some groups.	Independent Sector
Gender	Gender is used to describe the characteristics of women and men that are socially constructed.	World Health Organization
Gender Bias	Making decisions based on gender that result in favoring one gender over the other which often results in contexts that are favoring men and/or boys over women and/or girls.	Unicef.org
Gender Equality	Gender equality is the absence of discrimination on the basis of a person's gender in opportunities, the allocation of resources and benefits, or access to services.	World Health Organization

Gender Equity	Gender equity refers to the fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognizes that women and men have different needs and power, and that these differences should be identified and addressed in a manner that rectifies the imbalance between genders	World Health Organization
Gender Expression	External appearance of one’s gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.	Human Rights Campaign
Gender Identity	One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.	Human Rights Campaign
Gender Lens	Being aware of the impact of gender equity and/or gender norms on a problem or issue and the impact of a problem/issue on gender equity/gender norms	World Health Organization

Gender Norms	Gender norms are social norms defining acceptable and appropriate actions for women and men in a given group or society. They are embedded in formal and informal institutions, nested in the mind, and produced and reproduced through social interaction. They play a role in shaping women and men's (often unequal) access to resources and freedoms, thus affecting their voice, power and sense of self.	Sociology of Health And Illness
Gender Roles	Gender roles refer to 'normative expectations about the division of labor between the sexes and to gender-related rules about social interactions that exist within a particular cultural–historical context	ScienceDirect
Implicit Bias	Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness.	State of the Science Implicit Bias Review 2013 , Cheryl Staats, Kirwan Institute, The Ohio State University.
Inclusion	Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.	OpenSource Leadership Strategies, Some Working Definitions
Intersectionality	The interconnected nature of social categorizations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage; a theoretical approach based on such a premise.	YW Boston
Microaggression	The everyday verbal, nonverbal, and environmental slights, snubs, or insults,	Psychology Today

	whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.	
Misogynoir	Misogynoir is misogyny directed towards black women where race and gender both play roles in bias	Wikipedia
Misogyny	Misogyny is the hatred of, contempt for, or prejudice against women or girls. It enforces sexism by punishing those who reject an inferior status for women and rewarding those who accept it.	Wikipedia

Oppression	The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group	Dismantling Racism
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 and control over resources.	Intergroup Resources

Privilege	Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.).	Colors of Resistance Archive
Race	A category of humankind that shares certain distinctive physical traits. Race is a made-up social construct, and not an actual biological fact	PBS, Race: Power of an Illusion
Racial Equity	Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.	Center for Assessment and Policy Development

<p>Racism</p>	<p>Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.</p>	<p>Dismantling Racism Works</p>
<p>Social Justice</p>	<p>Social justice refers to a concept in which equity or justice is achieved in every aspect of society rather than in only some aspects or for some people. Social justice includes a vision of a society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure.</p>	<p>National Education Society</p>
<p>Transgender</p>	<p>Transgender is an umbrella term that describes people whose gender identity or expression does not match the sex they were assigned at birth.</p>	<p>Live Science</p>
<p>White Supremacy</p>	<p>The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions.</p>	<p>Dismantling Racism</p>