

## Diversity, Equity, Inclusion, & Justice Glossary

### United Way of Delaware, Henry, & Randolph Counties

United Way exists to eliminate disparities in our community. It is necessary to focus on race, ethnicity, and socioeconomic status, as well as other intersectional identities, to end the historical, social and systemic inequities that persist in our communities. The following glossary is intended to be used as a foundational resource.

\*The following definitions have been selected from resources written by other valuable sources. Citations for such definitions are provided. These are the definitions UWDHR uses as a foundation for our DEIJ work \*

#### Diversity

Each individual is unique and groups of individuals reflect multiple dimensions of difference including race, ethnicity, gender, class, sexual orientation, age, physical abilities, religious beliefs, political beliefs and cognitive styles.

#### Equity

Equity is the intentional inclusion of everyone in society. Equity is achieved when systemic, institutional, and historical barriers based on race, gender, sexual orientation, and other identities are dismantled and no longer determine socioeconomic, education and health outcomes.

#### Inclusion

A value and practice of ensuring that people feel they belong and that their input is valued by the whole (group, organization, society, system, etc.), particularly regarding decisions that affect their lives.

#### Justice

Actions being taken to right wrongs in terms of the distribution of wealth, opportunities, and privileges within a society. Justice is necessary due to historical and present-day realities of inequity, discrimination, and marginlization of certain people groups based on race, class, \_\_\_\_\_ gender, etc. The definition of justice can be defined by an individuals' lived experiences, therefore, no one definition of justice is exactly the same.

AAVE

African American Vernacular English

#### Ally

A term used to describe someone who is actively supportive of LGBTQ people. It encompasses straight and cisgender allies, as well as those within the LGBTQ community who support each other (e.g., a lesbian who is an ally to the bisexual community)

#### Ally Cookies<sup>1</sup>

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<sup>1</sup> Retrieved from Layla F. Saad's *Me and White Supremacy*

Praise or other rewards for “not being racist”. Usually sought out by people with white privilege performing optical allyship.

### **Anti-Blackness<sup>2</sup>**

Resistant or antagonistic to Black people or their values or objectives. According to the Council for Democratizing Education anti-Blackness is a “two-part formation that both voids Blackness of value, while systematically marginalizing Black people and their issues... it is an unethical disregard for anti-Black institutions and policies”

### **Asexual**

The lack of a sexual attraction or desire for other people.

### **BIPOC**

Black, Indigenous, People of Color

### **Biphobia**

The fear and hatred of, or discomfort with, people who love and are sexually attracted to more than one gender.

### **Bisexual**

A person emotionally, romantically or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree.

Sometimes used interchangeably with pansexual.

### **BIWOC**

Black, Indigenous, Women of Color

### **Blackface<sup>3</sup>**

Wearing dark makeup to caricature a Black person. Originating in American minstrel shows of the nineteenth century where white actors wore dark face paint to depict racist caricatures of enslaved and free Black people on stage.

### **Cisgender**

A term used to describe a person whose gender identity aligns with those typically associated with the sex assigned to them at birth.

### **Class**

Relative social status based on income, wealth, race, power, position, occupation, and education

### **Color-blind ideology**

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<sup>2</sup> Dictionary.com definition of anti-Blackness; and the Council for Democratizing Education's Definition.

<sup>3</sup> Retrieved from Layla F. Saad's *Me and White Supremacy*

The idea that skin-color is essentially non-existent, or that individuals do not 'see color' when looking at those that are racially diverse. This stance believes that disregarding race is beneficial and creates social interactions that are not based on skin-color, giving white people the ability to believe they are "not racist". This is often believed with good intentions, but disregards social justice issues directly connected to race and racial inequity. Colorblind individuals fail to see race and racism, often leading to racist passivity and complicity.<sup>4</sup>

### Color capital

Alleviating feelings of 'white debt' by taking advantage of objects, experiences, and people that are expressly non-white. Using relationships with people of color to prove one is not restricted in who they surround themselves with racially. This is done to claim racial understanding and validity, and can be intentional or unintentional.

### Colorism<sup>5</sup>

Term coined by Alice Walker meaning, the prejudicial or preferential treatment of same-race people based solely on their color. Prejudicial treatment is given to darker-skinned Black people and People of Color and preferential treatment is given to lighter-skinned Black people and People of Color.<sup>6</sup>

### Coming Out

The process in which a person first acknowledges, accepts and appreciates their sexual orientation or gender identity and begins to share that with others.

### Cross-dresser

While anyone may wear clothes associated with a different sex, the term cross-dresser is typically used to refer to men who occasionally wear clothes, makeup, and accessories culturally associated with women. Those men typically identify as heterosexual. This activity is a form of gender expression and not done for entertainment purposes. Cross-dressers do not wish to permanently change their sex or live full-time as women. Replaces the term "transvestite".

### Cultural Appropriation<sup>7</sup>

A modern type of colonization that involves the appropriation and sometimes commercialization of cultural practices, spiritual traditions, hair and dress fashion styles, speaking styles, and other cultural elements. Cultural appropriation happens when there is an imbalance of power and privilege - a dominant or privileged culture appropriates from a nondominant or marginalized culture. Cultural appropriation does not work the other way

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<sup>4</sup> Retrieve from Ibram X. Kendi's *How to Be An Antiracist*

<sup>5</sup> Alice Walker, *In Search of Our Mothers' Garden* (Orlando, FL: Harcourt Inc., 1983),290.

<sup>6</sup> Retrieved from Layla F. Saad's *Me and White Supremacy*

<sup>7</sup> Retrieved from Layla F. Saad's *Me and White Supremacy*

around. BIPOC cannot appropriate from white people, because BIPOC do not hold collective power and privilege over white people.

### **Cultural competence**

Fundamental knowledge and/or understanding of specific culture(s), and the ability to apply this knowledge and/or understanding to interactions with specific culture(s).

### **Cultural humility**

A life-long evaluation of the self and others. Acknowledging and assessing ones' own culture, values, and biases, and separating those from others' to reflect on differences. This allows for continuous learning and greater understanding of other cultures' experiences in day-to-day life.

### **Digital Blackface<sup>8</sup>**

In the digital world, the use of emojis, GIFs, and memes featuring Black people by people who hold white privilege.

### **Dominant culture**

Refers to the established language, religion, values, rituals and social customs on which society was built. It has the most power and is widespread and influential within a social entity such as an organization, in which multiple cultures are present. An organization's dominant culture is heavily influenced by the leadership, management standards, and preferences of those at the top of the hierarchy. In this toolkit, dominant culture refers specifically to the American context in which organizational culture is predominantly defined by White men and White women in positional power.

### **Equity-mindedness**

A willingness and ability to:

- Call attention to patterns of inequitable outcomes
- Take personal and institutional responsibility for the success of program participants (e.g., members, students, constituents),
- Critically reassess practices, demonstrate race-consciousness
- Understand the social and historical context of exclusionary practices in their field/area of work.

### **Gay**

A person who is emotionally, romantically or sexually attracted to members of the same gender. Men, women and non-binary people may use this term to describe themselves.

### **Gender dysphoria**

Clinically significant distress caused when a person's assigned birth gender is not the same as the one with which they identify.

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<sup>8</sup> Retrieved from Layla F. Saad's *Me and White Supremacy*

### **Gender-expansive**

A person with a wider, more flexible range of gender identity and/or expression than typically associated with the binary gender system. Often used as an umbrella term when referring to young people still exploring the possibilities of their gender expression and/or gender identity

### **Gender expression**

External appearance of one's gender identity, usually expressed through behavior, clothing, body characteristics or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

### **Gender-fluid**

A person who does not identify with a single fixed gender or has a fluid or unfixed gender identity.

### **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.

### **Gender non-conforming**

A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category. While many also identify as transgender, not all gender non-conforming people do.

### **Genderqueer**

Genderqueer people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see themselves as being both male and female, neither male nor female or as falling completely outside these categories.

### **Gender transition**

A process some transgender people undergo to match their gender identity more closely with their outward appearance. This can include changing clothes, names or pronouns to fit their gender identity. It may also include healthcare needs such as hormones or surgeries.

### **Homophobia**

The fear and hatred of or discomfort with people who are attracted to members of the same sex.

### **Intersectionality**

An analysis of the connections between systems of oppression (e.g., racism and classism, racism and sexism) and how individuals experience those intersecting or compounding systems

of oppression. It's not a theory of diversity or multi-dimensional identity. This term was coined by law professor and civil rights advocate Dr. Kimberlé Crenshaw. It is a framework that helps us to explore the dynamic between coexisting identities and connected systems of oppression, particularly as it relates to gender and race and the experiences of Black women.<sup>9</sup>

### **Intersex**

Intersex people are born with a variety of differences in their sex traits and reproductive anatomy. There is a wide variety of difference among intersex variations, including differences in genitalia, chromosomes, gonads, internal sex organs, hormone production, hormone response, and/or secondary sex traits.

### **Lesbian**

A woman who is emotionally, romantically or sexually attracted to other women. Women and non-binary people may use this term to describe themselves.

### **LGBTQIA+**

An acronym for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Agender, Asexual and other queer-identifying community.

### **Microaggressions**

Brief and commonplace verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward Black, Indigenous and other people of color.

### **Misogynoir<sup>10</sup>**

Term coined by African American feminist scholar, writer, and activist Moya Bailey to describe misogyny (hatred of, aversion to, or prejudice against women) directed specifically toward Black women. The intersection of sexism and anti-Black racism.

### **Non-binary**

An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do. Non-binary can also be used as an umbrella term encompassing identities such as agender, bigender, genderqueer or gender-fluid.

### **Optical Allyship<sup>11</sup>**

The visual illusion of allyship without the actual work of allyship. Also known as performative allyship or ally theatre.

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<sup>9</sup> Retrieved from Layla F. Saad's *Me and White Supremacy*

<sup>10</sup> Retrieved from Layla F. Saad's *Me and White Supremacy*

<sup>11</sup> Retrieved from Layla F. Saad's *Me and White Supremacy*

**Example:** the act of allyship creates a look of diversity and inclusion but does not come with any change at a deeper level through policy change, commitment to anti-racism education, transfer of benefits or privilege, etc.

### Outing

Exposing someone's lesbian, gay, bisexual transgender or gender non-binary identity to others without their permission. Outing someone can have serious repercussions on employment, economic stability, personal safety or religious or family situations.

### Pansexual

Describes someone who has the potential for emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree. Sometimes used interchangeably with bisexual

### Polyamory

Polyamory, or consensual non-monogamy, is the practice of having multiple intimate relationships, whether sexual or just romantic, with the full knowledge and consent of all parties involved. Polyamory is generally not gender-specific; anyone can have multiple partners of any gender.

### Queer

A term people often use to express a spectrum of identities and orientations that are counter to the mainstream. Queer is often used as a catch-all to include many people, including those who do not identify as exclusively straight and/or folks who have non-binary or genderexpansive identities. This term was previously used as a slur, but has been reclaimed by many parts of the LGBTQ movement

### Questioning

A term used to describe people who are in the process of exploring their sexual orientation or gender identity

### Race

A socially constructed way of grouping people based on skin color and other apparent physical differences, which has no genetic or scientific basis. The concept was created and used by White people to justify the social and economic oppression of Blacks and other people of color. (See racism definition below for more details.) The ideology of race has become embedded in our identities, institutions and culture and is used as a basis for discrimination and domination.

### Racism

A system of oppression based on the socially constructed concept of race exercised by the dominant racial group (Whites) over non-dominant racial groups (Black, Indigenous and other people of color); a system of oppression created to justify social, political and economic

hierarchy. The hierarchy was initially constructed with White people at the top and Black and Indigenous people at the bottom, with other people of color groups slotted in between. Racism can be understood as what happens at the intersection of race prejudice and power.<sup>34</sup>

#### **Internalized racism**

- The set of private beliefs, prejudices and ideas about the superiority of Whites and the inferiority of people of color. Among people of color, it manifests as internalized oppression. Among Whites, it manifests as internalized racial superiority

#### **Interpersonal racism**

- The expression of racism between individuals. It occurs when individuals interact and their private beliefs affect their interactions.

#### **Institutional racism**

- Discriminatory treatment, unfair policies and practices, inequitable opportunities and impacts within organizations and institutions, all based on race, that routinely produce racially inequitable outcomes for people of color and advantages for White people. Individuals within institutions take on the power of the institution when they reinforce racial inequities.

#### **Structural racism**

- A system in which public policies, institutional practices, cultural representations and other norms work in various, often reinforcing ways to perpetuate racial group inequality. It is racial bias among institutions and across society. It involves the cumulative and compounding effects of societal factors including the history, culture, ideology and interactions of institutions and policies that systematically privilege White people and disadvantage people of color.

#### **Anti-Black racism**

- Describes how racism specifically targets and places Black people at the bottom of the racial hierarchy. While racism affects people of color from all backgrounds, it has a particular impact on Black people. It's important to understand these nuances so we don't replicate them in our efforts to combat racism and build solidarity among different people of color groups.

#### **Racism-evasive tactics**

Behaviors employed to appear competent and engaged in efforts or discussions regarding race. The result of 'color-blind' ideologies mixed with individual and organizational cultures. Works against the resolution of race-related issues and realities, and directly works to deny the existence of race as a significant individual and group experience. Can be both intentional and unintentional.

#### **Examples:**

- Emotional responses (like crying) to conversations about race. This often deflects from the conversation altogether
- Using black friends / acquaintances / colleagues as 'color capital'



- Claiming special insight from travel, geography, or interracial relationships

### **Racial Justice**

The systemic, fair treatment of people of all races resulting in equitable opportunities and outcomes for everyone. All people are able to achieve their full potential in life, regardless of race, ethnicity, or the community in which they live. A racial justice framework can move us from a reactive posture to a more powerful, proactive and even preventative approach.

### **Racial oppression**

Race-based disadvantages, discrimination and exploitation based on skin color.”<sup>38</sup>

### **Racial privilege**

Race-based advantages and preferential treatment based on skin color (often experienced without any conscious effort or awareness).

### **Same-gender loving**

A term some prefer to use instead of lesbian, gay or bisexual to express attraction to and love of people of the same gender.

### **Sex assigned at birth**

The sex (male or female) given to a child at birth, most often based on the child's external anatomy.

### **Sexual orientation**

An inherent or immutable enduring emotional, romantic or sexual attraction to other people.

Note: an individual's sexual orientation is independent of their gender identity.

### **Sex Reassignment Surgery (SRS)**

Also called Gender Confirmation Surgery (GCS). Refers to doctor-supervised surgical interventions, and is only one small part of transition (see transition above). Avoid the phrase "sex change operation." Do not refer to someone as being "pre-op" or "post-op." Not all transgender people choose to, or can afford to, undergo medical surgeries. Journalists should avoid overemphasizing the role of surgeries in the transition process.

### **Stereotype**

A standardized mental picture that is held in common about members of a group that represents an oversimplified opinion, attitude, or unexamined judgment, without regard to individual difference.

### **Systemic equity**

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.

### Tokenism<sup>12</sup>

The practice of making only a perfunctory or symbolic effort to do a particular thing, especially by recruiting a small number of people from underrepresented groups in order to give the appearance of sexual or racial equality within a workforce.

### Tone Policing<sup>13</sup>

A tactic used by those who have white privilege to silence those who do not by focusing on the tone of what is being said rather than the actual content. Tone policing does not only have to be spoken out loud publicly. People with white privilege often tone police BIPOC in their thoughts or behind closed doors.

### Transgender

An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.

### Transition

Altering one's birth sex is not a one-step procedure; it is a complex process that occurs over a long period of time. Transition can include some or all of the following personal, medical, and legal steps: telling one's family, friends, and co-workers; using a different name and new pronouns; dressing differently; changing one's name and/or sex on legal documents; hormone therapy; and possibly (though not always) one or more types of surgery. The exact steps involved in transition vary from person to person. Avoid the phrase "sex change".

### Transsexual

An older term that originated in the medical and psychological communities. Still preferred by some people who have permanently changed - or seek to change - their bodies through medical interventions, including but not limited to hormones and/or surgeries. Unlike transgender, transsexual is not an umbrella term. Many transgender people do not identify as transsexual and prefer the word transgender. It is best to ask which term a person prefers. If preferred, use as an adjective: transsexual woman or transsexual man.

### Trans

Used as shorthand to mean transgender or transsexual - or sometimes to be inclusive of a wide variety of identities under the transgender umbrella. Because its meaning is not precise or

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<sup>12</sup> *Oxford English Dictionary*, s.v. "tokenism (n.)."

<sup>13</sup> Retrieved from Layla F. Saad's *Me and White Supremacy*

widely understood, be careful when using it with audiences who may not understand what it means. Avoid unless used in a direct quote or in cases where you can clearly explain the term's meaning in the context of your story.

### **Unconscious bias/implicit association**

The attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner. They are activated involuntarily, without conscious awareness or intentional control. They can be either positive or negative. Everyone is susceptible.<sup>40</sup>

### **Voluntourism<sup>14</sup>**

The trend and business of volunteer tourism, where people with privilege from Western countries travel to do charity volunteer work in countries across Africa, Asia, and Latin America. Voluntourism has been criticized for perpetuating white saviorism and may refer to volunteer opportunities that focus on self centered experience of the volunteer without regard to the impact on the local community.

### **White Apathy<sup>15</sup>**

A feeling of apathy, indifference, unconcern, detachment, dispassion, and disregard about racism by people with white privilege.

### **White Centering<sup>16</sup>**

The centering of whiteness and white people, white values, white norms, and white feelings over everything and everyone else. The belief, whether conscious or not, that whiteness is “normal” and BIPOC are “other”.

### **White Debt**

A belief/perception in white identity and identity formation that whiteness is dull, lacking, or incomplete. This often leads to harmful or racist behaviors in attempts to evade these negative feelings, specifically in the form of ‘color capital’ utilization.

### **White Exceptionalism<sup>17</sup>**

The belief that people with white privilege are exempt from white supremacy. The belief of being “one of the good ones.”

### **White Feminism<sup>18</sup>**

A feminism that focuses on the struggle of white women. It is a feminism that is only concerned with the disparities and oppression of gender (usually cisgender) but does not take into account

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<sup>14</sup> Retrieved from Layla F. Saad's *Me and White Supremacy*

<sup>15</sup> Retrieved from Layla F. Saad's *Me and White Supremacy*

<sup>16</sup> Retrieved from Layla F. Saad's *Me and White Supremacy*

<sup>17</sup> Retrieved from Layla F. Saad's *Me and White Supremacy*

<sup>18</sup> Retrieved from Layla F. Saad's *Me and White Supremacy*

disparities and oppression of other intersections that are just as important, including race, class, age, ability, sexual orientation, gender identity, religion, etc.

### White Fragility<sup>19</sup>

Term coined by author Robin DiAngelo, defined as “a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves” within white people. Can look like racism evasive tactics like tone policing, crying, white centering, claiming color capital, etc.

### White Gaze<sup>20</sup>

The white supremacist lens through which people with white privilege see BIPOC. The white gaze also describes how BIPOC are defined, limited, stereotyped, and judged in the white imagination, usually to the detriment of BIPOC.

### White Privilege<sup>21</sup>

Term coined by Peggy McIntosh and described as “an invisible package of unearned assets that I can count on cashing in each day, but about which I was ‘meant’ to remain oblivious. White privilege is like an invisible weightless knapsack of special provisions, assurances, tools, maps, guides, codebooks, passports, visas, clothes, compasses, emergency gear, and black checks”

### White Saviorism<sup>22</sup>

A colonialist idea that assumes BIPOC need white people to save them, that without white intervention, instruction, and guidance, BIPOC will be left helpless, and that without whiteness, BIPOC, who are seen and treated as inferior to people with white privilege, will not survive.

### White Silence<sup>23</sup>

Occurs when people with white privilege stay complicity silent when it comes to issues of race.

### White Superiority<sup>24</sup>

The erroneous, violent, and racist idea that people with white or white-passing skin are superior to and therefore deserve to dominate over people with brown or black skin.

### White supremacy

The existence of racial power that denotes a system of structural or societal racism that privileges White people over others, regardless of the presence or absence of racial

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<sup>19</sup> Robin DiAngelo, *White Fragility: Why It's So Hard for White People to Talk about Racism* (Boston: Beacon Press, 2018), 103.

<sup>20</sup> Retrieved from Layla F. Saad's *Me and White Supremacy*

<sup>21</sup> Peggy McIntosh, “White Privilege and Male Privilege: A Personal Account of Coming to See Correspondences through Work in Women’s Studeies,” *College Art*, 1988, <https://www.collegeart.org/pdf/diversity/white-privilege-and-male-privilege.pdf>

<sup>22</sup> Retrieved from Layla F. Saad's *Me and White Supremacy*

<sup>23</sup> Retrieved from Layla F. Saad's *Me and White Supremacy*

<sup>24</sup> Retrieved from Layla F. Saad's *Me and White Supremacy*

hatred. White racial advantages occur at both the collective and individual levels. Both people of color and White people can perpetuate white dominant culture, resulting in the overall disenfranchisement of Black, Indigenous and other people of color in many aspects of society.

### **White supremacy culture**

Characteristics of white supremacy that manifest in organizational culture and are used as norms and standards without being proactively named or chosen by the full group. The characteristics are damaging to both Black, Indigenous and other people of color and White people because they elevate the values, preferences and experiences of one racial group above all others. Organizations that are led by Black, Indigenous and other people of color, or where a majority of staff are Black, Indigenous and other people of color, can also demonstrate characteristics of white supremacy culture.