

### **Glossary of Frequently Used Terms in DEI Initiatives/Work**

Ableism	Beliefs or practices that rest on the assumption that being able-bodied is “normal” while other states of being need to be “fixed” or altered.
Ageism	Prejudice or discrimination on the grounds of a person’s age.
Antiracism	A powerful collection of antiracist policies that lead to racial equity and are substantiated by antiracists.
Racism	A belief that racial differences produce or are associated with inherent superiority or inferiority. Racially based prejudice, discrimination, hostility or hatred. Institutionalized racism, also known as systemic racism, refers to forms of racism that are ingrained in society or organizations.
Sexism	Any act, gesture, visual representation, spoken or written words, practice, or behavior based upon the idea that a person or a group of persons is inferior because of their sex, which occurs in the public or private sphere, whether online or offline.
Accessibility	The ability to access the functionality of a system or entity and gain the related benefits. The degree to which a product, service, or environment is accessible by as many people as possible.
Accommodation	A change in the environment or in the way things are customarily done that enables an individual with a disability to have equal opportunity, access, and participation.
Bias	Prejudice in favor of or against one thing, person, or group compared with another, usually in an unfair or negative way.
Unconscious bias	Unconscious bias, also known as implicit bias, is defined as negative attitudes, associations, and stereotypes that people hold unknowingly and that influence individuals’ actions, judgment, decision-making, and behavior in ways that are outside of conscious awareness and/or control.
BIPoC	An acronym used to refer to Black, Indigenous and People of Color. It is based on the recognition of collective experiences of systemic racism. As with any other identity term, it is up to individuals to use this term as an identifier.
Disability	A physical or mental impairment that substantially limits one or more major life activities of an individual; a record of such an impairment; or being regarded as having such an impairment.
Diversity	The condition of being different or having differences. Differences among people with respect to age, class, ethnicity, gender identity, health, physical and mental ability, race, sexual orientation, religion, physical size, education level, job and function, personality traits, and other human differences.

Neurodiversity	When neurological differences are recognized and respected as are any other kind of human differences or variations. These differences can include Dyspraxia, Dyslexia, Attention Deficit Hyperactivity Disorder, Dyscalculia, Autism, and Tourette Syndrome.
Equality	The condition under which every individual or group of people is treated in the same way, and is granted the same rights, responsibilities, and shared control of power and resources, regardless of their differences.
Structural inequality	Systemic disadvantage(s) of one social group compared to other groups, rooted and perpetuated through discriminatory practices (conscious or unconscious) that are reinforced through institutions, ideologies, representations, policies/laws and practices. When this kind of inequality is related to racial/ethnic discrimination, it is referred to as systemic or structural racism.
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
Equity	Equity ensures that individuals are provided the resources they need to have access to the same opportunities as the general population.
Equality vs. Equity	Equity represents impartiality (i.e., the distribution is made in such a way to even opportunities for all the people based on their individual needs). Conversely, equality indicates uniformity, where everything is distributed evenly among people, or the same item/accommodation/privilege is given to everyone without consideration for their individual needs.
Gender Identity	Distinct from the term “sexual orientation,” gender identify refers to a person’s internal sense of being male, female, or non-binary, understanding there are a myriad of permutations. Since gender identity is internal, one’s gender identity is not necessarily visible to others.
LGBTAI2S+	An acronym for Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual, Two-Spirit, and the countless affirmative ways in which people choose to self-identify.
LatinX	A person of Latin American origin or descent (used as a gender-neutral or nonbinary alternative to Latino or Latina).
Inclusion	Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.
Marginalized	Relating to a person, group, or concept treated as insignificant or peripheral. Marginalization can be social, economic, political, educational, or psychological.
Intersectionality	The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect, and their multiple effects on the same individuals or groups. Also refers to the view that overlapping and interdependent systems of discrimination and inequality can more effectively be addressed together.

Microaggression	A comment or action that unconsciously or unintentionally expresses or reveals a prejudiced attitude toward a member of a marginalized group, such as a racial minority. These small, common occurrences include insults, slights, stereotyping, undermining, devaluing, delegitimizing, overlooking, or excluding someone.
Prejudice	A preconceived opinion, usually negative, of one type of individual or group toward another group and its members that is not based on reason or actual experience.
Privilege	Unearned social power (set of advantages, entitlements, and benefits) accorded by the formal and informal institutions of society to the members of a dominant group (e.g., white/Caucasian people with respect to people of color, men with respect to women, heterosexuals with respect to homosexuals, adults with respect to children, and rich people with respect to poor people). Privilege tends to be invisible to those who possess it, because its absence (lack of privilege) is what calls attention to it.
Stereotype	Widely held beliefs, unconscious associations, and expectations about members of certain groups that are presumed to be true of every member of that group, and that present an oversimplified opinion, prejudiced attitude, or uncritical judgment.