

Glossary

DISCOVER|CHANGE|LEAD

To begin building a culture of racial equity, there must be a shared understanding in historical and current experiences that have perpetuated different forms of systemic oppression. The HEARTspeak program centers race but recognizes the intersectionality of different forms of oppression. We center race because historically this society has built itself politically and financially using the norms and values rooted in White Supremacy. Throughout this program, we will use terminology that is consistent with this notion. While terminology like White Supremacy, systemic racism etc. have long been considered taboo topics, our philosophy for naming these and other concepts is two-fold. First, to build a share language with definitions that broaden our perspective of what it means to practice racial equity. Secondly, it speaks truth-to-power by dismantling the silence we associate with discussions about race. We must center this work through building knowledge and naming what has happened to all of us

ABLEISM

Definition: Discrimination in favor of able-bodied people; the belief that people who have disabilities are somehow less human, less valuable and less capable than others

ANTI-BLACKNESS

Definition: Anti-Black Racism is defined here as policies and practices rooted in Canadian institutions such as, education, health care, and justice that mirror and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination towards people of Black-African descent. The term 'Anti-Black Racism' was first expressed by Dr. Akua Benjamin, a Ryerson Social Work Professor. It seeks to highlight the unique nature of systemic racism on Black Canadians and the history as well as experiences of slavery and colonization of people of Black-African descent in Canada. More recently, in the United States, the term anti-Blackness has become a common way to explicitly call out the discriminatory and violent actions against those who identify as Black (including Black decedents of slaves, African immigrants living in the U.S. Afro-Latinx, Afro Caribbean) <https://blackhealthalliance.ca/home/antiblack-racism/>

ANTI-RACISM

Definition: A "value stance" that seeks to "counter racism as a system of privilege, inequality, and oppression based on perceived categorical differences" (Pieterse, Utsey, & Miller, 2016). Additionally, anti-racism is thought to reflect "forms of thought and/or practice that seek to confront, eradicate and/or ameliorate racism" (Bonnet, 2000). Anti-Racism includes the work of actively opposing racism by advocating for changes in political, economic, and social life (Racial Equity Tools, n.d.).

ASSIMILATION

Definition: Taking on the appearance and values of the dominant culture. It is important to recognize that assimilation occurs under varying conditions: sometimes it is forced, other times it is desired, and its success is usually mitigated by recognizable difference such as skin color.

ASSIMILATION (CONT.)

Example: Native and Indigenous people have experienced forced assimilation through the taking of their children to white run schools to unlearn their culture—this is considered cultural genocide. In the nineteenth century many African American people desired to assimilate (while others did not) but, were only allowed a limited assimilation due to the racism of the dominant culture. Throughout many Latinx communities, children might be expected to speak English in hopes that they will be accepted and seen as “American.”

BLAMING THE VICTIM

Definition: Assigning blame to the targets of oppression for the oppression itself and for its manifestations. Historically, women of color have been especially vulnerable to these accusations because part of racist devaluation has been to sexualize women of color to inflate the purity of white women.

Example: In situations of violence against people who are bisexual, gay, lesbian, and/or transgender, the charge is often made by attackers that the targets of violence were flaunting their sexuality or not acting the way their gender should. Consider that few, if any, heterosexual couples are attacked for holding hands in public (unless they are an interracial couple).

COLOR-BLIND IDEOLOGY

Definition: The racial ideology that posits the best way to end discrimination is by treating individuals as equally as possible, without regard to race, culture, or ethnicity (Tarca, 2005). *Example: Arguing “ALL LIVES MATTER” in opposition to “BLACK LIVES MATTER.” Or, refusing to acknowledge racial group associations as to not appear prejudiced; treating race as a taboo topic; and upholding beliefs that individual’s placement in society is a result from their own actions and not related to racial group experiences or systemic forces. Many race and racism scholars across a range of disciplines conceptualize racial color-blindness as a set of ideas and practices that help to create or perpetuate racial inequality (Neville and Awad, 2014). Particularly in school settings, colorblind ideologies can be harmful as it may limit or negatively impact how school personnel respond to the needs of students of color.*

CULTURAL HUMILITY

Definition: Is the practice of life-long learning and self-reflection with constantly changing cultural understanding, knowledge and skills that should be systematically incorporated into services (Tervalon & Murray-Garcia, 1998). For organizations cultural humility is the process of communal reflection to analyze the root causes of suffering and create a broader, more inclusive view of the world. It is a daily practice for people who deal with hierarchical relationships, changing organizational policy and building relationships based on trust

DEFINED NORM

Definition: A standard of being or behavior which is backed up with institutional and economic power as well as institutional and individual violence. For example, in the United States there exists a defined norm which takes its form as the white, heterosexual male, of the middle or upper classes, temporarily able-bodied, and of a Christian (usually Protestant) background.

DEFINED NORM (CONT.)

Example: Heterosexuality is a defined norm. Those who do not fit into this norm are denied civil rights such as fair employment and housing and the economic benefits of marriage. Bisexual, lesbian, and gay people suffer a high rate of hate crimes against them.

Example: Whiteness is a defined norm. Those who are not white face greater challenges than those who are. Most of the “standard” examples given of people our society portray this “standard” as overwhelmingly white.

DISTORTION

Definition: The selective presentation and false representation of the lives and histories of particular groups of people.

Example: After the Civil War, many racist portrayals of black people were created by white people who feared black equality. Among them was the new myth of the black male rapist of white women, which was used to justify hundreds of lynchings. Ironically, white men had systematically raped black women in slavery, often as a means of reproduction of laborers. A current example is the narrative being reinforced by some that racism and the racist practices of our past fell along political lines (Democrats versus Republicans) when in fact, most white men in power during slavery, reconstruction, Jim Crow, and the Civil Rights Movement were benefiting from racist systems despite their political affiliation.

ECONOMIC POWER

Definition: The control of economic resources through laws and policies that reinforce the status quo.

Example: Recent prohibitions of new Native American owned and run gambling casinos by state and federal government after the first casinos showed themselves to be quite profitable.

Example: Redlining - lines are drawn which divide neighborhoods by race and class with the result that insurance and mortgage rates are highest in neighborhoods in which people have the least economic resources.

EXPLICIT BIAS

Definition: A deliberate assumption or belief that is held about a member or members of another group (Project Implicit, n.d.). With explicit bias, individuals are aware of their prejudices and attitudes toward certain groups (McIntosh, Girvan, Horner, Smolkowski, 2014). *Example: Displaying overt racism and making racist comments (Fridell, 2013).*

HORIZONTAL HOSTILITY

Definition: Acting out toward other members of the target group; safer than confronting oppressive forces.

Example: Discouraging people of one's cultural group from succeeding in the larger society with the accusation of selling out. Using wedge issues and stereotypes to create division between immigrant communities and historically (descendants of slavery) Black communities (i.e. immigration policies, job scarcity, ideas about black people being violent, less intelligent, lazy).

IMPLICIT BIAS

Definition: Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness (Mahzarin & Greenwald, 2013). 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 (Kirwan Institute, 2014). Notably, implicit biases have been shown to trump individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess. The Implicit Association Test (Mahzarin & Greenwald, 2013) is often used to measure implicit biases regarding race, gender, sexual orientation, age, religion, and other topics (McIntosh et al., 2014; Kirwan Institute, 2014).

Example: A graduate school's admission committee who rejects a student's application, based one or more committee members' personal perspective about what it means to be a "strong" graduate applicant.

INDIVIDUAL RACISM

Definition: The ways in which we perpetuate and/or assume the idea that white people are inherently better and/or people of color are inherently inferior on an individual basis. Examples include calling someone a racist name or making a racist assumption (Western States Center, 2003). The situation that occurs in a racist system when a racial group oppressed by racism supports the supremacy and dominance of the dominating group by maintaining or participating in the set of attitudes, behaviors, social structures and ideologies that undergird the dominating group's power (Bivens, 1995).

INDIVIDUAL SOLUTIONS

Definition: Seeking to create change at an individual level rather than at the level of social change. Believing that you alone have the solution for helping a "disadvantaged" or "marginalized" person/group. Be mindful that there is privilege embedded in this notion. *Example: Giving spare change/clothing to homeless people without organizing as a community to address poverty at local, national, and global levels. Organizing back-pack giveaways to help "inner city" or urban youth. Adopting/foster children of color in the spirit of benevolence*

INSTITUTIONAL BIAS

Definition: Attitudes, actions, and structures of institutions which subordinate any individual or group on the basis of sex, race, age, religion, national origin, ancestry, sexual orientation, gender identity/expression, pregnancy/parental status, disability, socioeconomic status. *Example: Institutions practice "business as usual" but their policies and norms result in discrimination (Bitters, 1994; Henry, 2010).*

INSTITUTIONAL POWER

Definition: Majority status at the upper levels of the major institutions that comprise a society. Example: In the US white men (presumably heterosexual) hold the majority of top positions in federal and state governments, financial institutions, the legal system, military, etc. A quick look at the history of the presidency reveals who holds the greatest institutional power in this society.

Example: Most sports teams are owned by white men, even when the majority of the players are not white. This includes holding entire cities economically hostage for new stadiums and arenas.

INTERNALIZED OPPRESSION

Definition: The devaluing of one's own identity and culture according to societal norms. *Example: Rates of suicide are high among BGLT youth in part because they have grown up in a culture that has taught them that their identity is not valued. Women often do not pursue full medical care because they feel they do not deserve good medical care. Within the Black community, there are common practices that perpetuate internalized racist oppression such as placing a higher value on lighter skin (colorism) individuals; perpetuating anti-Black views (buying into deficit narratives); and encouraging assimilation in ways that lift up Eurocentric norms while devaluing Afrocentric norms.*

INTERSECTIONALITY

Definition: The analytical lens for understanding how individuals' various identities (e.g. gender, career status, generation, gender, race, sexuality, ethnicity, lived experiences, language/dialect, ect.) combine in ways that can lead to life experiences that are both empowering and oppressive. Using this lens helps individuals understand themselves, others, social interactions and complex social hierarchies.

INVISIBILITY

Definition: Ignoring or denying the existence, histories and achievements of certain groups of people. Most reinforced through our teaching or non-teaching within the U.S. educational systems. The absence of visibility gives the impression that aside from a few exceptional people, these groups have no history, no story and therefore were not "doing" anything worth discussing.

Example: Many people believe they do not know anyone who identifies as LGBTQ or Queer. Yet many trans, lesbian, bisexual, and gay people do not reveal their identities to family and friends and co workers out of fear of rejection or discrimination. Similarly, because we live in a heteronormative culture, we speak and respond to people using binary (he/she) terms that often exclude (thus making them invisible) Queer folx, Womxn, and non-binary gendered individuals).

ISOLATION

Definition: a necessary component of oppression that frames injustice in terms of individuals rather than recognizing commonalities between members of a group or between groups. *Examples: People with disabilities at community, state, and national levels are organizing to break isolation. This movement gained momentum in the early 1980's and got the American Disabilities Act passed in 1990.*

LGBTQ youth have often been isolated because adult LGBTQ organizations fear being accused of "converting" youths. However, BGLT youth organizations are on the rise, often with the leadership of young people themselves.

MICROAGGRESSIONS/MICROINSULTS

Definition: Racial microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color (Sue, Capodilupo, Torino, Bucceri, Holder, Nadal, Esquilin, 2007). Those exhibiting microaggressions are often unaware that they engage in such communications when they interact with racial/ethnic minorities.

MYTH OF SCARCITY

Definition: The idea that resources are limited in such a way that those not in power are to blame for economic problems. Example: Targeting of immigrants from Mexico as the cause of the decline of the middle class in CA, despite the fact that the cheap labor performed by immigrants is essential to the economy of the state and that tax laws have increasingly favored the wealthy at the expense of the middle class.

Example: The threat of cutting social security with the promise of lowering taxes. By many people's standards, this is unethical. It also is based on a myth of scarcity. The wealthiest people receive the highest tax breaks, but some members of congress prefer to blame the elderly and disabled for the high tax rates of middle-income Americans.

ORGANIZATIONAL HARM

Definition: The mental, emotional, intellectual, and physical affliction upon individuals working within an organization or in direct contact as clients, consumers, residents, volunteers, patients, students etc. Harm can be intentional, unintentional, direct, and indirect. Harm lies in organizational systems and is often the result of inequitable policies and practices. Harming experiences negatively influence the organization's culture.

ORGANIZATIONAL BEHAVIOR AND CHANGE

Definition: Although there is still considerable debate as to the relative importance of change, there appears to be general agreement that organizational behavior includes the core topics of motivation, leader behavior, and power, interpersonal communication, group structure and processes, learning, attitude development, and perception, change processes, conflict, work design, and work stress. The purpose of organizational change is to build better relationships by achieving human objectives, organizational objectives, and social objectives. The organizations in which people work influence their thoughts, feelings, and actions. These thoughts, feelings, and actions, in turn, affect the organization itself.

PEOPLE OF COLOR

Definition: The term people of color encompasses all non-white people, emphasizing common experiences of systemic racism (Helms, 1995) and refers to "historically disenfranchised Americans who represent Black, African American, Asian, South Asian, Middle Eastern, Pacific Islander, Caribbean, Latinx, Chicana, Native American, and multiracial groups" (Carter, 2007).

RACE

Definition: "A political construction created by individuals; the distinctions we make between races is not supported by science" (Western States Center, 2003). Social scientists also reject the biological notions of race and instead treat it as a social construct (Omni and Winant, 1994). The U.S. Census Bureau (2018) defines race as a person's self-identification with one or more social group

STATUS QUO

Definition: When individuals have strong preferences for members of their own kind, are hostile and prejudicial toward outsiders, and are conflict-seeking whenever it helps to advance their partisan interests and particularistic identities (Jost & Banaji, 1994). Status quo is best explained by "group justification" theories (Jost, Banaji, & Nosek, 2004). With status quo, people are driven by ethnocentric motives to build ingroup solidarity and to defend and justify the interests and identities of fellow ingroup members against those of outgroup members (Allen & Wilder, 1975; Pettigrew, 1982; Sidanius & Pratto, 1993).

STEREOTYPING

Definition: Defining people through beliefs about a group of which they are a part; usually a product of ignorance about the diversity among individuals within any given group. *Examples: The stereotype that bisexual people are promiscuous. This stereotype erases the humanity and diversity of bisexual people and disregards the processes by which individuals of all sexual orientations go about choosing a way of life appropriate to their values. Stereotyping Jewish people as stingy. Both selfish and giving people can be found among every group. In many Jewish communities today, the obligation to "tikkun olam", to heal and transform the world, guides individual and community involvement.*

SYSTEMIC RACISM

Definition: Exploitive and discriminatory practices of Whites, unjustly gained resources and power for Whites, and the maintenance of major resource inequalities by White-controlled ideological and institutional mechanisms. Their manifestations are connected and reinforced across time which allow them to accumulate and to further underscore the advantages for White Americans over people of color. In many ways systemic and structural racism are synonymous. Any distinction would be that structural racism pays more attention to the historical and cultural ramifications (The Aspen Institute, n.d.).

THE OTHER

Definition: Those who are not part of the defined norm Example: Aristotle believed that women were simply a weaker version of men, and Freud defined women in terms of lack (lacking the phallus). Although women are not a minority, this culture sees them as the Other in relation to a male norm. Cast from the norm, women in western society have often been viewed as mysterious and as something to be discovered.

Example: The historical development of views toward people of color offer evidence that the Other is not simply a chance of relations between different groups of people, but rather a carefully and consciously constructed set of power relations based on discernible differences

TOKENISM

Definition: A limited number of people (pick one and only one) from non-dominant groups are chosen for prestigious positions to deflect criticism of oppression.

Examples: Recruiting a person of color on an otherwise white board of directors with no intention of actually serving the needs of people of color. Appointing a woman to a high faculty position at a university with the intention of preventing the need to hire other women faculty.

VIOLENCE/THREAT OF VIOLENCE

Definition: The sanctioning of violence either through direct threat or through lack of protection. *Example: As Asian American communities started to profit in California in the nineteenth century, their farms and businesses were burned down, and they were physically assaulted with little recourse to justice.*

Example: Recent statistics indicate that one in three women are targets of sexualized violence in their lifetime. Most women live with the understanding and fear that they may be targets of rape.

WHITE PRIVILEGE

Definition: The unquestioned and unearned set of advantages, benefits, and choices ascribed to individuals because they are White. Typically, White privilege is unconscious (McIntosh, 1988). Policies, practices and behaviors of institutions often reinforce maintaining privileges while withholding advantages from people of color. When institutions practice in this form, it creates inequitable experiences for people of color.

WHITENESS/WHITE SUPREMACY

Definition: The idea that White people and their ideas, beliefs, and actions are superior to people of color and their ideas, beliefs, and actions. While many associate the term "White supremacy" with racist hate groups but, White supremacy is present thought out society across different institutions. "Whiteness" is connected to white supremacy ideology and is often used to described how biased practices and beliefs are normed in these different institutions (Castagno, 2008; Picower, 2009; Stoval, 2006). Both White supremacy and Whiteness tend to operate in subtle ways (Lewis & Diamond, 2015).

Example: in school settings, language used to describe experiences/interactions as "normal" or "professional" or "effective" are often based on what has been normed acceptable by individuals in power who are White. Alternatively, experiences or interactions with people of color might be defined as "bad" or "at risk" or "inadequate" and be invalidated and devalued in other ways (Gulati-Partee & Potapchuk, 2014; Lensmire, 2010; McMahon, 2007).