



Glossary of Anti Racist/Bias Terms

Assimilationist

A person who advocates or participates in racial or cultural integration. This person seeks the elimination of ethnic boundaries.

BIPOC

This acronym, which stands for "Black, Indigenous, and People of color," has gained popularity as a more inclusive term than "people of color" when talking about marginalized groups affected by racism.

COLORED

Having a color or colors, especially as opposed to being Black, White, or Neutral. Can be used as a verb or an adjective.

Usage of *Colored*: Adjective

The adjective meanings of *colored* relating to race were formerly in common and widespread use well into the 20th century, although attitudes toward them had changed by the 1960s. In most nonhistorical contexts, these uses of *colored* are now considered unacceptable; the terms *Black* and *African American* are preferred. The adjective *colored* remains in the full name of the NAACP (the National Association for the Advancement of Colored People), a civil rights organization founded in the early 20th century. The use of *colored* in this name is not regarded as offensive. The adjective *colored* is also occasionally still used in self-reference by Black people, but its use by others is offensive.

Colorism

A practice of discrimination by which those with lighter skin are treated more favorably than those with darker skin. This practice is a product of racism in the United States, in that it upholds the white standards of beauty and benefits white people in the institutions of oppression (media, medical world, etc.).

<https://www.nccj.org/colorism-0> (National Coalition of Christians and Jews)

Critical Race Theory

CRT examines social, cultural, and legal issues as they relate to race and racism. *Wikipedia*

Critical race theory is a framework designed to help identify and understand how racism plays a part in our society. It helps provide insight and understanding of how racism can be studied, processed, and dismantled.

Source: *Anti-Racism Daily*, May 5, 2021

Cultural Competence

The ability to discern cultural patterns in your own and other cultures, and incorporate several different world views into problem solving, decision making, and conflict resolution.

The Winters Group, 21 Days of DEI Calendar, "The Language of DEI and Justice," 2020

Diversity

Initiatives aim to increase the number of people from marginalized backgrounds in places where they are underrepresented — for example, on a company's board.

Dominant (In) Group has systemic power, privilege, and status within a society. **Subordinated (Out) group** is historically/traditionally oppressed, excluded, or disadvantaged in society.

The Winters Group, 21 Days of DEI Calendar, "The Language of DEI and Justice," 2020

Equality

The state of being equal in status, rights and opportunities.

Equity

Efforts are those that seek to "to promote justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems," according to D5, which described itself as "a five-year coalition to advance philanthropy's diversity, equity, and inclusion."

Hypodescent

The social and legal practice of assigning a genetically mixed-race person to the race with less social power.

Inclusion

An organizational effort "in which different groups or individuals having different backgrounds are culturally and socially accepted and welcomed, and equally treated," the leaders of the consulting firm [Global Diversity Practice](#) wrote in a [blog post](#).

Institutionalized/structural racism

The structures, policies, practices, and norms resulting in differential access to the goods, services, and opportunities of society by "race." Institutional racism is normative, sometimes legalized, and often manifests as inherited disadvantage. It is structural, having been codified in our institutions of custom, practice, and law, so there need not be an identifiable perpetrator.

Interest Convergence

It is the idea that civil rights victories are only won when white people believe it to be in their best or shared interest.

Internalized Racist Oppression (IRO)

The internalization by People of Color (POC) of the images, stereotypes, prejudices, and myths promoted by the racist system about POC in this country. For many people of Color in our communities, internalized racist oppression manifests itself as self-doubt, inferiority complex, and self-hate.
2016 drWorks workbook

Intersectionality

Catalyst defines "intersectionality" as "the intertwining of social identities such as gender, race, ethnicity, social class, religion, sexual orientation, and/or gender identity, which can result in unique experiences, opportunities, and barriers.

C.P. Jones, "Confronting Institutionalized Racism," Phylon 2003

Justice

Presence of systems and supports (e.g., policies, practices, norms) that achieve and sustain fair treatment, equitable opportunities and outcomes for people of all races.

Raceforward.org, "Race Reporting Guide"

Microaggression

Microaggressions are indirect expressions of racism, sexism, ageism, ableism, or another form of prejudice. They can be in seemingly innocuous comments from people who might be well-intentioned. However, they make another person feel different, violated, or unsafe.

Misogynoir

According to the Merriam-Webster Dictionary, misogyny is hatred of, aversion to, or prejudice against women. The term misogynoir is a blending of concepts that combines "misogyny" and the French word for black, "noir." It is the anti-Black racist misogyny that Black women experience.

Power

Ability to control, coerce or influence people based on privilege identities. Power may be positional and provide access to social, political, and economic resources.

https://uh.edu/cdi/diversity_education/resources/pdf/terms.pdf

Prejudice

An attitude based on limited information, often on stereotypes. Prejudice is usually, but not always, negative. Positive and negative prejudices alike, especially when directed toward oppressed people, are damaging because they deny the individuality of the person.

<https://www.dismantlingracism.org/racism-defined.html>

Protest

A statement or action expressing disapproval or objection to something.

Racism

- Racism = race prejudice + social and institutional power
- Racism = a system of advantage based on race
- Racism = a system of oppression based on race
- Racism = a white supremacy system

<https://www.dismantlingracism.org/racism-defined.html>

Racism (as per Dr. Ibram X. Kendi)

A marriage of racist policies and racist ideas that produces and normalizes racial inequities.

Reckoning

The actions or process, calculating or estimating something; a person's view, opinion or judgement; a bill or account or its settlement.

Reparations

The word "reparations" means payment for harm or damage, per the [Cambridge Dictionary](#). In the US, it specifically means payments for harm and damage done to Black and other Americans who have endured decades of slavery, Jim Crow laws, racial violence, racist education and housing laws, and prejudice. The idea was popularized in recent years by the best-selling author and journalist [Ta-Nehisi Coates](#), who argued his case in front of Congress in [2019](#).

Unconscious Bias

There's explicit bias, or bias we're aware of, and then there's implicit bias, or prejudicial beliefs we don't even know we have.

The University of California San Francisco's Office of Diversity and Outreach offers a comprehensive explanation [on its website](#): "Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness ... Unconscious bias is far more prevalent than conscious prejudice and often incompatible with one's conscious values."

White Fragility

Robin DiAngelo, a researcher and author of the bestselling book, *White Fragility*, explains the phenomenon as "a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves," including "the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation." An example of this could be a Black person pointing out a white person's problematic or racist behavior and the white person immediately jumping to defend themselves, making excuses and crying instead of listening and accepting what the other person is saying.

White Privilege

White privilege is the vast set of advantages and benefits that people have solely because they are white or pass as white.

White Supremacy

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. Drawing from critical race theory, the term "white supremacy" also refers to a political or socio-economic system where white people enjoy structural advantage and rights that other racial and ethnic groups do not, both at a collective and an individual level.

<https://www.dismantlingracism.org/racism-defined.html>

*The African Episcopal Church of St. Thomas
Philadelphia, PA*