**Definitions Chart**

*\*As they stand but currently (and always) under review for better clarity and more accessible language. Please send suggestions for revised definitions, or terminology that isn’t represented here that you would like to see.*

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| **Term** | **Definition** |
| Agency | The ability to guide one’s life free, or relatively free, from barriers. The ability to make decisions on their own accord, to access resources needed without being impeded, and to design one's own destiny. The complex and interconnected set of social forces, relationships, institutions, and elements of social structure that work together to shape the thought, behavior, experiences, choices, and overall life courses of people. Can take individual and collective forms. |
| Ally | A person of one social identity group who is actively working against oppression that is impacting member(s) of a targeted group, besides and for this group. A person who is working to eliminate the oppressive attitudes and beliefs in themselves and their communities, and to interrogate and understand their privilege. Not an identity one can claim for themselves. Requires continuous action— the choice to exhibit allyship. Even when fighting against systems of oppression, allies benefit from them. |
| Assimilation | The process through which one cultural group adapts to the attitudes, belief systems and ways of life of another culture. Degrees of assimilation range widely. In some cases, a group will, over time, lost its cultural distinctiveness and adopt the attitudes, belief, systems and ways of life of a dominant culture. In other cases, a cultural group will become part of a new culture, while maintaining important aspects of its traditions and cultural distinctiveness. |
| Class | The system of ordering a society in which people are divided into sets, based on perceived social or economic status. |
| Colonization | Some form of invasion, dispossession and subjugation of a people, resulting in the dispossession of vast amounts of lands from the original inhabitants. The long-term result of such massive dispossession is institutionalized inequity. The taking of land, the elimination of difference, the ownership and production of knowledge. |
| Culture | The non-biological, social aspect of human life, basically anything that is learned (cultural conditioning). |
| Decolonization | As much a process, as a goal. It requires a profound re-centering of Indigenous worldviews in our movements for political liberation, social transformation, renewed cultural kinships and the development of an economic system that serves rather than threatens our collective life on this planet. As stated by Toronto-based activist Syed Hussan, “it is a dramatic reimagining of relationships with land, people and the state. Much of this requires study, it requires conversation, it is a practice, it is an unlearning.” |
| Empowerment | A social-action process in which individuals and groups act to gain mastery over their lives in the context of changing their social and political environment. |
| Equity | 1. Everyone having the resources they need to succeed
2. The fair and just distribution of resources
3. Just decision-making and involvement processes
4. Shared power and involvement of communities most affected by inequities
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| Ethnicity | Can be related to race, but doesn’t refer to physical characteristics. Rather, it pertains to the social traits that are shared by a group of people. Such social traits include nationality, regional culture, ancestry and language. |
| Explicit Bias | The attitudes or beliefs that one endorses at a conscious level. |
| Gender Expression  | The way we express/present our gender to the world around us (clothing, hairstyles, mannerisms, etc). |
| Gender Identity | A person’s internal experience and naming of their gender; an person’s innate sense of their own gender. Examples (though list not comprehensive): * Non-binary: a person who does not identify strictly as male or female, or identifies as both regardless of the sex they were assigned at birth
* Agender: a person who does not identify with any gender.
* Transgender: an umbrella term for people who do not identify with the sex they were assigned at birth and/or whose gender expression does not conform to the societal expectation.
* Gender-fluid: a person who does not identify themselves as having a fixed gender
* Cisgender person: a person whose gender identity and expression is consistent with the sex they were assigned with at birth
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| Horizontal Oppression | When people targeted groups believe, act on, or enforce dominant systems of oppression against other members of targeted groups. |
| Implicit Bias | The bias in judgment and/or behaviors that result from subconscious processes (e.g., implicit attitudes and implicit stereotypes) that often operate at a level below conscious awareness and without intentional control. |
| Inclusion | A set of community values which suggest that people of all backgrounds, identities, abilities, perspectives and beliefs should have an equal opportunity to belong, achieve and contribute to their community(ies). Inclusion requires people to value, respect and accept diversity. |
| Indigenous People | People who were originally in a place, people who have a long history of being in a particular place and who retain their identity within a larger entity, state or empire. Other related terms for indigenous peoples include aboriginies, native peoples, first peoples, and first nations. Indigenous peoples may often be used in preference to these or other terms, as a replacement where these terms may have taken on negative or pejorative connotations by their prior associate and use.  |
| Inequities | Systemic, avoidable, unfair and unjust differences in indicators of success. Exists and can be analyzed in levels, ex: systemic, institutional. |
| Institutional Inequities | Policies, practices and procedures that work to the benefit of a group of people and the detriment of others, usually un-intentionally or inadvertently. |
| Intersectionality | A feminist sociological model and/or lens for critical analysis that focuses on the intersections of multiple, mutually-reinforcing systems of oppression, power and privilege. Intersectional theorists look at how the individual experience is impacted by multiple axes of oppression and privilege. Variables include, but are not limited to: race, gender, ethnicity, religion ability, education, sexual orientation, sexuality, gender identity, gender expression, class, first language, citizenship and age. |
| Microaggression | Subtle putdown. In and of itself, a microaggression may seem harmless but the cumulative burden of a lifetime of microaggressions can theoretically contribute to diminished mortality, augmented morbidity, and flatted confidence. Microaggressions have been defined as brief and commonplace daily verbal, behavioral or environmental indignities whether intention or unintentional, that communicates hostile, derogatory or negative insults. Racial jokes are an example of microaggressions. |
| Oppression | A system that maintains advantage and disadvantage based on social group memberships and operates, intentionally and unintentionally, on individual, institutional, systemic and cultural levels. |
| Power | The ability to decide who will access resources; the capacity to direct or influence the behavior of others, oneself, and/or the course of events. |
| Prejudice | A pre-judgement or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics. |
| Privilege | A group of unearned cultural, legal, social and institutional rights extended to a group based on the social group membership. Individuals with privilege are considered to be the normative group, leaving those without access to this privilege invisible, unnatural, deviant, or just plain wrong. Most of the time, these privileges are automatic and most individuals in the privileged group are unaware of them. Some people who can “pass” as members of the privileged group may have access to some levels of privilege. |
| Race | A socio-historical, politically constructed category used to divide people into populations or groups based how they are externally classified (i.e. physical appearance such as skin color, eye color, hair color, etc.) However, individuals can also self-identity with a specific group.  |
| Racial Equity | The condition that would be achieve if one’s racial identity no longer predicted, in a statistical sense, how one fares. When we use this term, we are thinking about this 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. |
| Racial Justice | The proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, voice, opportunities, treatment, impacts and outcomes for all across race.○   Fair and just distribution of resources and opportunities; ○   Economic and social systems that are sustainable and sustain all people○   Meaningful engagement of communities of color in planning, decision-making, evaluation○   Authentically embodying racial equity and empowerment principles○   Bold and courageous long-term commitment to unearthing racism’s root causes and addressing barriers. |
| Racism | Conduct, words, or practices which advantage or disadvantage people because of their culture, ethnic origin, language, or color. Just as damaging in obvious forms as it is in less obvious and subtle forms, and is still called this whether intentional or unintentional. Only members of the dominant social group can exhibit this because they possess the institutional power to enforce it.  |
| Reverse Discrimination | Term often used to put down efforts to create equity in service and employment for marginalized people, through positive action. It is a misnomer to stem such equity efforts as “reversing” discrimination because increasing access for marginalized groups does not produce systemic inequity for privileged groups. It does not “reverse” board social and historical power imbalances. |
| Root Causes | The underlying causes of inequities. Examples include:* Unjust decision-making
* Disempowering engagement processes
* Racism, classism, and other forms of discrimination (sexism, homophobia, ableism, ageism, etc.)
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| Sex | Assigned at birth. The two predominantly acknowledged categories (male/female) into which humans and many other living things are divided into on the basis of their reproductive functions. |
| Social Construct | A social category or mechanism created and developed by society; a perception of an individual, group or idea that is constructed through cultural or social practice. When we say that something is socially constructed, we are focusing on its dependence variables of our society, rather than any inherent quality. For example, the concepts of good and evil: what these terms include and don’t include and what it means to society, do not exist “out there” in the world but only in and through the social institutions that give them meaning within a culture. |
| Systemic Inequities | The interplay of policies, practices and programs of differing institutions which lead to adverse outcomes and conditions for communities of color compared to white communities that occurs within the context of racialized historical and cultural conditions. |
| Stereotype | Blanket beliefs and expectations about members of certain groups that present an oversimplified opinion, prejudiced attitude or uncritical judgment. They go beyond necessary and useful categorizations and generalizations in that they are typically negative, are based on little information, and are highly generalized. |
| Structural/systemic racism | This encompasses:1. History, which lies underneath the surface, providing the foundation for white supremacy in this country;
2. Culture, which exists all around our everyday lives, providing the normalization and replication of racism including but not limited to media and entertainment; and
3. Interconnected institutions and policies, the key relationships and rules across society providing the legitimacy and reinforcements to maintain and perpetuate racism.
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| White Fragility | A state in which even a minimal amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, guilt and behaviors such as argumentation, silence and leaving the stress-inducing situation. Common responses include anger, withdrawal, emotional incapacitation, guilt, argumentation and cognitive dissonance (all of which reinforces not directly addressing racism). |
| White Privilege | A right, favor, advantage, immunity, specially granted to one individual or group and withheld from another. A historically based, institutionally perpetuated system of:1. Preferential prejudice for, and treatment of, white people based solely on their skin color and/or ancestral origin from Europe; and
2. Exemption from racial and/or national oppression based on skin color and/or ancestral origin from Africa, Asia, the Americas and the Arab world.
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| Whiteness | 1. A location of structural advantage, of race privilege;
2. A “standpoint,” a place from which people at themselves, at others and at society;
3. Refers to a set of cultural practices that are usually unmarked and unnamed because it is considered to be the cultural “neutral” or “norm”
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| White Supremacy | A historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and peoples of color by white peoples and nations of the European continent, for the purpose of maintain and defending a system of wealth, power and privilege. |

Primer Brainstorms

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| **Pendleton** | **Portland** | **Albany** |
| Data disaggregationDiversityEqualityHistorically marginalizedHistorical traumaInstitutional racismMinoritySocial justiceUnderrepresented | AgeismBiasBelongingDenial Double consciousnessGroup identityInterest convergencePOCRacializationResponsibilityUndocumented Victim | AcceptanceAccountability Action Collaboration CommunityDiscomfortEngagementGuiltIdeological DifferencesInclusionIntentionJustice Lived experiencePositionalityPower StructuresRealnessResentmentRespectWelcoming |