



J_{ustice} E_{quity} D_{iversity} I_{nclusion} Terms and Definitions

Anti-racism - proactive and deliberate efforts by individuals and collectives to oppose and dismantle racism in its individual, institutional, systemic, and cultural forms.

Belonging - A sense of being secure, recognized, affirmed, and accepted equally such that full participation is possible.

Bias - A form of prejudice that results from our propensity to quickly classify individuals.

Culture - A social system of customs, behaviors, and norms that a group of people develops to ensure its survival and adaptation. It is also a system of values, habits, skills, ideologies, and beliefs.

Diversity - Socially, it refers to the wide range of identities. It broadly includes race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, veteran status, physical appearance, etc. It also involves different ideas, perspectives, and values.

Discrimination - The unequal treatment of members of various groups, based on conscious or unconscious bias, which favors one group over others on differences of race, gender, economic class, sexual orientation, physical ability, religion, language, age, national identity, religion, and other categories.

Equity - The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that prevent the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is necessary to provide equal opportunities to all groups.

Ethnicity - A common identity based on ancestry, language, culture, nation, or region of origin. Ethnic groups can possess shared attributes, including religion, beliefs, customs, and/or shared memories and experiences.

Gender Identity - Distinct from the term “sexual orientation,” refers to a person’s internal sense of being male, female, or something else. Since gender identity is internal, one’s gender identity is not necessarily visible to others.

Health Equity - Everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care.

Implicit Bias - Negative associations expressed automatically that people unknowingly hold and that affect our understanding, actions, and decisions; also known as unconscious or hidden bias.

Inclusion - The act of creating an environment in which any individual or group will be welcomed, respected, supported, and valued as a fully participating member. An inclusive and welcoming climate embraces and respects differences.

Justice - The process of society moving from an unfair, unequal, or inequitable state to one that is fair, equal, or equitable. A transformative practice that relies on the entire community to acknowledge past and current harms to reform societal morals and subsequently the governing laws. Proactive enforcement of policies, practices, and attitudes that produce equitable access, opportunities, treatment, and outcomes for all regardless of the various identities that one holds.

Oppression - The systemic and pervasive nature of social inequality woven throughout social institutions as well as embedded within individual consciousness. Oppression fuses institutional and systemic discrimination, personal bias, bigotry, and social prejudice in a complex web of relationships and structures.

People of Color - A collective term for men and women of Asian, African, Latinx, and Native American backgrounds, as opposed to the collective “White”.

Race – a biological myth and a social reality constructed in the 17th and 18th centuries by Europeans as part of the colonial project, entrenched with notions of white superiority; in the United States, a caste system that mediates privilege, power, resources, and status.

Racism – a system of advantage based on race. Like other forms of oppression, it is not only a personal ideology of prejudice but a system involving cultural messages and institutional policies and practices as well as the beliefs and actions of individuals.

Sexual Orientation - An individual’s enduring physical, romantic, and/or emotional attraction to another person. Gender identity and sexual orientation are not the same. Transgender people may be straight, lesbian, gay or bisexual.

Social Justice - Social justice constitutes a form of activism, based on principles of equity and inclusion that encompasses a vision of society in which the distribution of resources is equitable, and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of agency.

White Privilege – unearned benefits – both financial and psychological – afforded individuals and groups with light enough skin and European facial features to be perceived as white.

RESOURCES:

- <https://environment.uw.edu/about/diversity-equity-inclusion/tools-and-additional-resources/glossary-dei-concepts/>
- <https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion>
- <https://www.mennoniteusa.org/resource-portal/resource/anti-racism-glossary/>
- osu.edu