

Justice, Equity, Diversity & Inclusion Definitions & Terminology List

Alonzo Cee | @acee_23 | alonzocee23@gmail.com | alonzocee.com

Language is constantly changing, which means so do the definitions regarding diversity, equity, inclusion, and social justice. This list is one that can be used as a starting point that will help folks as they have conversations with others and do their own research.

Definitions

Accomplice: all accomplices are allies, but not all allies are accomplices. While an ally is willing to stand in support of a marginalized voice, risk is rarely involved. An accomplice uses the power and privilege they possess to challenge the status quo, often risking their physical and social well-being in the process.

Ally/Advocate: leveraging personal positions of power and privilege to fight oppression by respecting, working with, and empowering marginalized voices and communities; using one's own voice to project others, 'less represented, voices. This is not something you achieve that is permanent it is fluid to how you are perceived by others.

Anti-Racism: Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach and set up in opposition to individual racist behaviors and impacts.

Bias: the automatically activated evaluations or stereotypes that affect an individual's understanding, actions, and decisions in an unconscious manner

Bigotry: intolerance toward those who hold different opinions from oneself

BIPOC: The acronym stands for "Black, Indigenous and people of color."

Change Agent: a person who has a sense of accountability in creating and maintaining positive change in their community.

Cognitive Dissonance: the mental stress or discomfort experienced by an individual who is confronted by new information that conflicts with existing beliefs, ideas, or values

Colorism: prejudice or discrimination against individuals with a dark skin tone, typically among people of the same ethnic or racial group.



Justice, Equity, Diversity & Inclusion Resource List

Cultural Humility: a process of reflection and lifelong inquiry, involving self-awareness of our personal and cultural biases as well as awareness and sensitivity to the significant cultural issues of others. Core to the process of cultural humility is the individual's deliberate reflection of their values and biases.

Discrimination: an action; to discriminate against someone means to give someone different or undesirable treatment based on a prejudice against them, especially on the basis of some aspect of their identity

Diversity: the ways in which people differ, encompassing the different characteristics and identities that make one individual or group different from another

Dominant Narrative: an explanation or story that is told in service of the dominant social group's interests and ideologies (perpetuated by repetition, authority, and silencing)

Empathy: understanding and vicariously experiencing the feelings, thoughts, and emotions of others

Equality: treating everyone the same and giving everyone access to the same opportunities

Equity: the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups

Gaslighting: an intentional or unintentional manipulation tactic in which a person gains power by making a victim question their own reality or sanity. Examples include but are not limited to:

- "I don't see color."
- "You should've worn something less revealing."
- "Stop feeling sorry for yourself."
- "Why can't they be peaceful? MLK was peaceful."
- "Don't be so sensitive."
- "Why so defensive all the time?"
- "How can there be racism if we had a Black President?"
- "Bisexual? This must just be a phase."

Inclusion: the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate

Intersectionality: the interconnected nature of social categorizations such as race, class, and gender, which create overlapping and interdependent systems of discrimination or disadvantage



Justice, Equity, Diversity & Inclusion Resource List

Institutional Power: The ability or official authority to decide what is best for others. The ability to decide who will have access to resources. The capacity to exercise control over others.

Invisible Identities: identities that cannot be seen by looking at a person

Justice: where societal barriers are removed, and everyone has equal access

Land Acknowledgement: a formal statement that recognizes and respects Indigenous Peoples as traditional stewards of this land and the enduring relationship that exists between Indigenous Peoples and their traditional territories.

To recognize the land is an expression of gratitude and appreciation to those whose territory you reside on, and a way of honoring the Indigenous people who have been living and working on the land from time immemorial. It is important to understand the long-standing history that has brought you to reside on the land and to seek to understand your place within that history. Land acknowledgments do not exist in past tense or historical context: colonialism is a current ongoing process, and we need to build the mindfulness of our present participation. It is also worth noting that acknowledging the land is Indigenous protocol. Read this [guide to Indigenous Land Acknowledgements](#) for more information.

Microaggression: everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

Mindfulness: living in a state of full conscious awareness of one's whole self, other people, and the context in which we live and work

Oppression: a system; oppression is a systematic series of interlocking barriers that hinders or prevents some people from attaining the same successes as others, especially on the basis of certain identities

Organizational Culture: the shared values and beliefs set by leaders and shared by members of a company, team, or group

Personal Values: guiding principles and underlying beliefs that determine people's actions

Prejudice: a belief; holding prejudice means carrying a non-factual preconceived opinion of a person or group



Justice, Equity, Diversity & Inclusion Resource List

Privilege: a right or immunity granted as a peculiar benefit, advantage, or favor.

Salient Identities: identities that more deeply affect our thoughts and experiences

Solidarity: unity (as of a group or class) that produces or is based on communities of interests, objectives, and standards

Social Identities: are aspects of ourselves that shape our perspectives, experiences, and the way we interact in the world

Stereotype: stereotype: an attitude, belief, feeling, or assumption about a person or group of people that are widespread and socially sanctioned; though stereotypes can be positive and negative, they all have negative effects because they support institutionalized oppression by validating oversimplified beliefs that are often not based on facts.

Sympathy: a shared feeling, usually of sorrow, pity or compassion for another person

Visible Identities: identities which can be more or less seen by looking at a person

Identity Table

| IDENTITY CATEGORY | DEFINITION | GROUPS WITHIN (not exhaustive) | CORRESPONDING ISM DEFINITION |
|-------------------|---|---|--|
| Age | Based on biological development in combination with particular cultural assumptions about appropriate and inappropriate behavior, gained knowledge, and lived lifestyle | Baby Boomer, Elderly, Gen X, In My 20s, Millennial, Young Adult, Young at Heart, etc. | Ageism: The institutional, cultural, and individual set of practices and beliefs that assign differential value to people according to age |



**Justice, Equity, Diversity & Inclusion
Resource List**

| | | | |
|--|---|---|--|
| <p>Body Size / Type (Physical Image)</p> | <p>The way one looks/a subjective picture of one's own physical appearance established both by self-observation and by noting the reactions of others</p> | <p>Athletic, Broad, Curvy, Heavy, Of Size, Pear-Shaped, Stocky, Slender, Tall, Thin, Fat, etc.</p> | <p>Sizeism: discrimination or prejudice directed against people because of their size and especially because of their weight</p> |
| <p>Ethnicity</p> | <p>The fact or state of belonging to a social group that has a common national or cultural tradition</p> | <p>American, Chinese, European-American, Guatemalan, Italian, Irish, Jewish, Lebanese, Puerto Rican, etc.</p> | <p>Ethnocentrism: evaluation of other cultures according to preconceptions originating in the standards and customs of one's own culture</p> |
| <p>Gender</p> | <p>The range of characteristics pertaining to, and differentiating between, masculinity and femininity. Depending on the context, these characteristics may include biological sex (i.e., the state of being male, female, or an intersex variation), sex-based social structures (i.e., gender roles), or gender identity. Most cultures use a gender binary, having two genders (boys/men and girls/women); those who exist outside these groups fall under the umbrella term non-binary or genderqueer</p> | <p>Androgynous, Genderqueer, Man, Transgender, Woman, etc.</p> | <p>Sexism: The cultural, institutional, and individual set of beliefs and practices that privilege men, subordinate other genders and denigrate values and practices associated with other genders</p> |

**Justice, Equity, Diversity & Inclusion
Resource List**

| | | | |
|--------------------------------|---|---|--|
| Hidden | Identities we don't often share; nonconventional identities that shape people's experiences | Being the child of an alcoholic, Single Parent, Having divorced parents, Survivor of sexual violence, Criminal record | N/A |
| Indigenous Affiliation | Ethnic groups who are the original or earliest known inhabitants of an area | Aboriginal, Apache, Cherokee, Creek, Dakota, Mohawk, Navajo, Santal, Seminole, Sioux, etc. | Discrimination toward Indigenous People |
| Nationality / Immigrant Status | Involves citizenship from where someone was born | Born Citizen, Undocumented, etc. | Xenophobia: dislike of or prejudice against people from other countries |
| Other | Identity groups that influence a person's experience but is not recognized as a major social identifier; not typically used as a demographic identifier | Activist, Cancer Survivor, Introvert, Parent, Republican, Southerner, Student, Supervisor, Veteran, etc. | N/A |
| Ability | Mental/Emotional or Physical disabilities/abilities | Abled, Disabled, Person with a Disability | Ableism: A pervasive system of discrimination and exclusion that oppresses people who social institutions and societies have deemed as different or less than due to their physical, mental, and emotional abilities |

Justice, Equity, Diversity & Inclusion Resource List

| | | | |
|--|--|--|--|
| Race | A socially constructed notion of a distinct biological type of human being, usually based on skin color or other physical characteristics | Asian, Black, Latinx, Indigenous/Native, Pacific Islander, White, Bi/Multiracial, etc. | Racism: Race prejudice + Power (not to be confused with bias, intolerance, bigotry, prejudice or discrimination) |
| Religion / World View / Faith / Spirituality | One's way of understanding the world through religion, spirituality, or other forms of meaning-making | Atheist, Catholic, Jewish, Muslim, Native Religions, Protestant, Quaker, Hindu, Spiritual but Not Religious, Questioning, etc. | Sectarianism: a form of prejudice, discrimination, or hatred arising from attaching relations of inferiority and superiority to differences between subdivisions within a group |
| Sex | Refers to physical attributes that typically mark bodies as female, intersex, or male through distinctions on chromosomal, hormonal, genitalia, and/or reproductive organ levels | Female, Intersex, Male | Cisgenderism: refers to the cultural and systemic ideology that denies, denigrates, or pathologizes self-identified gender identities that do not align with assigned gender at birth as well as resulting behavior, expression, and community |
| Sexual Orientation | An individual's emotional, physical, spiritual, sexual, or relational attraction to others | Asexual, Bisexual, Gay, Heterosexual, Lesbian, Pansexual, Polyamorous, Queer, Questioning, etc. | Heterosexism: The individual, institutional, and societal/cultural beliefs that heterosexuality is the only normal sexual orientation |

**Justice, Equity, Diversity & Inclusion
Resource List**

| | | | |
|-----------------------------------|---|--|--|
| Socioeconomic Status/Social Class | A construct designed to categorize one's ability to access material goods, money, power, employment opportunities, education, or healthcare | Lower-Middle Class, Poor, Ruling Class, Welfare Recipient, Working Class, etc. | Classism: The institutional, cultural, and individual set of practices and beliefs that assign differential value to people according to their socioeconomic class and economic system which creates excessive inequality and causes basic human needs to go unmet |
|-----------------------------------|---|--|--|

CONTACTING ME

If you would like to contribute to this list of definitions or have any suggestions, then let's talk! I am always receptive to feedback and how to improve this list for the better!

alonzocee23@gmail.com

If you would like to learn more about me too, please visit my website: alonzocee.com

