

DIVERSITY, EQUITY & INCLUSION GLOSSARY

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This glossary is meant to be used as a resource for furthering DEI education and expanding the knowledge base of our members on topics relating to race, gender and sexuality, disability, socioeconomic status, and many other issues, as they relate to veterinary medicine. The AAVMC prioritizes inclusion, however we recognize that we are unable to incorporate all possible terms and ideas regarding these important topics, due to the limitations of our resources. Inclusion in this glossary does not signify the importance of certain terms over others, but rather to provide a general base knowledge and understanding of the topics to help give users a starting point for further research and learning.

A

AAPI • An acronym that stands for Asian American and Pacific Islander. The term is used to describe a diverse and fast-growing population of 23 million Americans that includes roughly 50 ethnic groups with roots in more than 40 countries. This includes all people of Asian, Asian American, or Pacific Islander ancestry who trace their origins to the countries, states, jurisdictions, and/or the diasporic communities of these geographic regions. (National Association of Counties)

AAL • African American Language (AAL) is an intentionally broad term meant to encompass all varieties of language use in African American communities, reflecting differences in age/generation, sex, gender, sexuality, social, and socioeconomic class, region, education, religion, and other affiliations and identities that intersect with one's ethnicity/race and nationality. This term is inclusive of terms like AAVE (African American Vernacular English). (University of Oregon)

Ableism • Beliefs or practices that rest on the assumption that being able-bodied is "normal" while other states of being, need to be "fixed" or altered. This can result in devaluing or discriminating against people with physical, intellectual, or psychiatric disabilities. Institutionalized Ableism may include or take the form of un/intentional organizational barriers that result in disparate treatment of people with disabilities (PWDs). (Harvard Human Resources)

Accessibility • The "ability to access" the functionality of a system or entity and gain the related benefits. The degree to which a product, service, or environment is accessible by as many people as possible. Accessible Design ensures both direct (unassisted) access and indirect access through assistive technology (e.g., computer screen readers). Universal Design ensures that an environment can be accessed, understood, and used to the greatest extent possible by all people. (Harvard Human Resources)

Accommodation • A change in the environment or in the way things are customarily done that creates equal opportunity, access, and participation for individuals with disabilities. (National Association of Counties). Under Title I of the Americans with Disabilities Act (ADA), a reasonable accommodation is a modification or adjustment to a job, the work environment, or the way things are usually done during the hiring process. These modifications enable an individual with a disability to have an equal opportunity not only to get a job but successfully perform their job tasks to the same extent as people without disabilities. (U.S. Department of Labor)

Acculturation • The process of learning and incorporating the language, values, beliefs, and behaviors that make up a distinct culture. This concept is not to be confused with assimilation, where an individual or group may give up certain aspects of its own culture to adapt to that of the prevailing culture. Under the process of acculturation, an individual will adopt new practices while still retaining their distinct culture. (National Association of Counties)

ADA: Americans with Disabilities Act • Prohibits discrimination against people with disabilities in several areas, including employment, transportation, public accommodations, communications, and access to state and local government programs and services. As it relates to employment Title I of the ADA protects the rights of both employees and job seekers. The ADA also establishes requirements for telecommunications relay services. Title IV, which is regulated by the Federal Communications Commission (FCC), also requires closed captioning of federally funded public service announcements. (U.S. Department of Labor)

Affirmative Action • Proactive policies and procedures for remedying the effect of past discrimination and ensuring the implementation of equal employment and educational opportunities, for recruiting, hiring, training, and promoting women, minorities, people with disabilities, and veterans in compliance with the federal requirements enforced by the Office of Federal Contract Compliance Programs (OFCCP). (Society for Human Resources Management)

Ageism • Prejudiced thoughts and discriminatory actions based on differences in age; usually that of younger persons against older. (University of Massachusetts Lowell)

Ally • A person who takes action against oppression out of a belief that eliminating oppression will benefit members of targeted groups and advantaged groups. Allies acknowledge the disadvantage and oppression of other groups than their own, take supportive action on their behalf, commit to reducing their own complicity or collusion in the oppression of these groups, and invest in strengthening their own knowledge and awareness of oppression. (Center for Assessment and Policy Development)

Anti-Blackness • A theoretical framework that illuminates society's inability to recognize Black humanity. The belief that there's something wrong with Black people. It is two-part formation that both voids Blackness of value, while systematically marginalizing Black people and their issues. (Boston Medical Center)

Anti-Oppression • Recognizing and deconstructing the systemic, institutional and personal forms of disempowerment used by certain groups over others; actively challenging the different forms of oppression. (Center for Anti-Oppressive Education)

Anti-Racism • The work of actively opposing discrimination based on race by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, which is set up to counter an individual's racist behaviors and impact. (Time's Up)

Anti-Semitism • A certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities. (Boston Medical Center)

Aromantic • Sometimes abbreviated as aro (pronounced ā row), the term refers to an individual who does not experience romantic attraction. Aromantic people exist on a spectrum of romantic attraction and can use terms such as gray aromantic or grayromantic to describe their place within that spectrum. Aromantic people can experience sexual attraction, although not all do. (PFLAG)

Asexual • Sometimes abbreviated as ace, the term refers to an individual who does not experience sexual attraction. Each asexual person experiences relationships, attraction, and arousal differently. Asexuality is distinct from chosen behavior such as celibacy or sexual abstinence; asexuality is a sexual orientation that does not necessarily define sexual behaviors. Asexual people exist on a spectrum of sexual attraction and can use terms such as demisexual, gray asexual or gray ace to describe themselves. (PFLAG)

Assigned Sex at Birth • A label that is given at birth based on medical factors, including your hormones, chromosomes, and genitals. Most people are assigned male or female, and this is what's put on their birth certificates. Some people use the phrase "assigned male at birth" or "assigned female at birth." This acknowledges that someone (often a doctor) is making a decision for someone else. The assignment of a biological sex may or may not align with what's going on with a person's body, how they feel, or how they identify. (Planned Parenthood)

B

Belonging • The feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group or place. In order for people to feel like they belong, the environment (in this case the workplace) needs to be set up to be a diverse and inclusive place. (SHRM)

Biracial • A person who identifies as being of two races, or whose biological parents are of two different racial groups. (University of Massachusetts Lowell)

Bias • A positive or negative inclination towards a person, group, or community; can lead to stereotyping. (Thiederman)

Bigotry • Intolerant prejudice which glorifies one's own group and denigrates members of other groups. (Dismantling Racism Institute)

BIPOC • An acronym used to refer to black, indigenous and people of color. It is based on the recognition of collective experiences of systemic racism. BIPOC is meant to emphasize the particular hardships faced by Black and Indigenous people in the US and Canada and is also meant to acknowledge that not all people of color face the same levels of injustice. (University of Washington)

Bisexual • Commonly referred to as bi or bi+. According to bi+ educator and advocate Robyn Ochs, the term refers to a person who acknowledges in themselves the potential to be attracted-romantically, emotionally and/or sexually—to people of more than one gender, not necessarily at the same time, or the same way, or to the same degree. The “bi” in bisexual can refer to attraction to genders similar to and different from one's own. People who identify as bisexual need not have had equal sexual or romantic experience—or equal levels of attraction—with people across genders, nor any experience at all; attraction and self-identification determine orientation. (PFLAG)

Blind • Use for only a person with total loss of sight. Many people who are legally blind have partial sight. Use visually impaired, partially sighted, or person with low vision. (Boston Medical Center)

Bullying • Intimidating, exclusionary, threatening or hostile behavior against an individual. (Sierra Club Employee Handbook)

Bystander • A person who is present at an event or incident but does not take part in, redirect, stop or otherwise affect the event or incident. (National Association of Counties)

Brave Space • A brave space is a space where participants feel comfortable learning, sharing, and growing. A brave space is inclusive of all races, sexes, genders, abilities, immigration statuses, and lived experiences. Everyone in the space acknowledges that there may be some discomfort due to discussing topics that may be uncomfortable in nature. In the established brave space, participants honor each other's experiences and opinions with respect to achieve a place of understanding. The most important part of a brave space is the inclusion of all. (Roosevelt Union Free School District)

C

Cisgender • Pronounced sis-gender): A term used to refer to an individual whose gender identity aligns with the sex assigned to them at birth. The prefix cis- comes from the Latin word for “on the same side as.” People who are both cisgender and heterosexual are sometimes referred to as cishet (pronounced “sis-het”) individuals. The term cisgender is not a slur. People who are not trans should avoid calling themselves “normal” and instead refer to themselves as cisgender or cis. (PFLAG)

Code-Switching • The conscious or unconscious act of altering one's communication style and/or appearance depending on the specific situation of who one is speaking to, what is being discussed, and the relationship and power and/or community dynamics between those involved. Often members of the non-dominant group code-switch to minimize the impact of bias from the dominant group. (National Association of Counties)

Collusion • When people act to perpetuate oppression or prevent others from working to eliminate oppression. Example: able-bodied people who object to strategies for making buildings accessible because of the expense. (Adams, Bell and Griffin)

Colonialism • Control by individuals or groups over the territory/behavior of other individuals or groups. (Horvath) Imperialism refers to the political or economic control, either formally or informally, and creating an empire.

Color-Blind • The attitude that people should be treated as equally as possible, without regard to race or ethnicity. Though seemingly equitable, it tends to overlook the importance of people's cultures and the manifestations of racism in policy or institutions. (National Association of Counties)

Colorism • The prejudice and or discrimination against an individual with darker skin color, tone, shade, pigmentation or complexion. (National Association of Counties)

Conscious Bias • In its extreme is characterized by overt negative behavior that can be expressed through physical and verbal harassment or through more subtle means such as exclusion. (Seramount)

Critical Race Theory (CRT) • A school of thought that acknowledges that racism exists within U.S. social institutions, systems, laws, regulations, and procedures and produce differential outcomes. CRT explores and critiques American history from this race-based perspective as a way to openly talk about how the country's history has an effect on our society and institutions today. (National Association of Counties)

Cultural Appropriation • Originally coined to describe the effects of colonialism, cultural appropriation generally entails adopting aspects of a minority culture by someone outside the culture, often for commodification or profit purposes, without sufficient understanding of its context or respect for the meaning and value of the original. Cultural appropriation done in a way that promotes disrespectful cultural or racial stereotypes is considered particularly harmful. (Harvard Human Resources)

Cultural Assimilation • When an individual, family, or group gives up certain aspects of its culture in order to adapt to the dominant culture. (Seramount)

Cultural Competence • The ability of an individual or organization to understand how inequity can be (and has been) perpetuated through socialized behaviors and using that knowledge to disrupt inequitable practices; the ability to function effectively and empathetically as an individual and/or as an organization within the context of the cultural beliefs, behaviors, and needs presented by another's culture. (National Association of Counties)

Cultural Fluency • The capacity to engage in many cultural environments and utilize diversity for understanding and growth. (National Association for College Admission Counseling)

Cultural Humility • An interpersonal stance that is open to individuals and different cultural communities and experiences in relation to aspects of one's own cultural identity. Maintaining cultural humility requires learning and understanding the complexity of identities and how they evolve over time. (National Association of Counties)

Cultural Intelligence (CQ) • An outsider's seemingly natural ability to interpret someone's unfamiliar and ambiguous gestures the way that person's compatriots would. (Harvard Business Review)

Cultural Sensitivity • 1) Being aware that cultural differences and similarities between people exist without assigning them a value-positive or negative, better or worse, right or wrong. 2) Being aware that cultural differences and similarities between people exist and have an effect on values, learning and behavior. 3) A set of skills that allow you to understand and learn about people whose cultural background is not the same as your own. (City of New York Human Resources Administration)

Cultural Pluralism • Recognition of the contribution of each group to a common civilization. It encourages the maintenance and development of different lifestyles, languages and convictions. It strives to create the conditions of harmony and respect within a culturally diverse society. (Institute for Democratic Renewal and Project Change)

Culture • A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors and styles of communication. (Institute for Democratic Renewal and Project Change)

D

Deadnaming • Using a person's birth name or name they used previously rather than their current chosen name. (National Association of Counties) Usually used in reference to trans or non-binary individuals who might have prior or birth names that don't align with their gender identity.

Deaf • Used to describe a person with total or profound hearing loss. Many have only mild or partial loss of hearing. Use person with hearing loss, partially deaf.

Note: Deaf (capitalized) is a social, cultural, and personal identity that is deeply rooted in the Deaf community, while deaf (not capitalized) refers to those who have little or no functional hearing. Hard of hearing or HOH is a person whose hearing loss ranges from mild to profound and whose usual means of communication is speech. It is both a medical and a sociological term. Hard of hearing (HOH) and deaf are terms that are used that are not interchangeable. As always, defer to how an individual self-identifies. (Boston Medical Center)

Decolonize • The active and intentional process of unlearning values, beliefs and conceptions that have caused physical, emotional or mental harm to people through colonization. It requires a recognition of systems of oppression. (University of Washington)

Denial • The refusal to acknowledge the societal privileges that are granted or denied based on an individual's identity components. Those who are in a stage of denial tend to believe, "People are people. We are all alike regardless of the color of our skin." In this way, the existence of a hierarchical system of privileges based on ethnicity or race is ignored. (Institute for Democratic Renewal and Project Change)

Diaspora • The dispersion of a group of people who live outside their homeland due to a historical event that caused them to flee or which forcibly removed them from their homeland into new regions: such as, Africans as a result of the trans-Atlantic slave trade. Include other diaspora examples, Jewish in South America, Indians in Caribbean, etc. (University of Massachusetts Lowell)

Disablism • Discrimination or prejudice against disabled people. (Scope UK)

Disability • physical or mental impairment, the perception of a physical or mental impairment, or a history of having had a physical or mental impairment that substantially limits one or more major life activities. (The Department of Justice) Replaces the term Handicap or The Handicapped, which do not reflect the individuality, equality or dignity of people with disabilities. Disabilities can be hidden (e.g., related to mental health, learning) or visible. Various laws define disability differently. (Boston Medical Center)

Discrimination • Unfavorable or unfair treatment towards an individual or group based on their race, ethnicity, color, national origin or ancestry, religion, socioeconomic status, education, sex, marital status, parental status, veteran's status, political affiliation, language, age, gender, physical or mental abilities, sexual orientation or gender identity. (Sierra Club Employment Policy, Employee Handbook)

Diversity • The term diversity is used to describe individual differences (e.g., life experiences, learning and working styles, personality types) and group/social differences (e.g., race, socio-economic status, class, gender, sexual orientation, country of origin, ability, intellectual traditions, and perspectives, as well as cultural, political, religious, and other affiliations) that can be engaged to achieve excellence in teaching, learning, research, scholarship, and administrative and support services. (George Washington University)

E

Emotional (Diversity) Tax • The combination of being on guard to protect against bias and feeling different from peers at work because of gender, race, and/or ethnicity and the associated effects on health, well-being, and ability to thrive at work. It particularly affects BIPOC employees. (Catalyst)

Empowerment • When target group members refuse to accept the dominant ideology and take actions to redistribute social power more equitably. (Adams, Bell and Griffin)

Environmental Equity • Measures the amelioration of the myriad inequities and disproportionate impacts that groups in society have faced, especially in the realm of environmental protection and access to nature and the environmental goods that aren't equally shared. (Seramount)

Equal Employment Opportunity • (EEO) Title VII of the Civil Rights Act of 1964 prohibits discrimination in any aspect of employment based on an individual's race, color, religion, sex, or national origin. (Seramount)

Equality • Evenly distributed access to resources and opportunity necessary for a safe and healthy life; uniform distribution of access to ensure fairness. (Kranich)

Equity • The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented 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 needed to assist equality in the provision of effective opportunities to all groups. (University of California, Berkeley)

Erasure • The invalidation of an identity, which includes exclusion and lack of representation. A form of silencing. (University of Massachusetts Lowell)

ESL • An acronym for English as a Second Language. ESL refers to individuals who do not speak English as their first or primary language but may still be proficient in speaking English. (National Association of Counties)

Essentialism • The practice of categorizing an entire group based on assumptions about what constitutes the "essence" of that group. Essentialism prevents individuals from remaining open to individual differences within groups. (Seramount)

Ethnicity • A social construct which divides people into smaller social groups based on characteristics such as values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base. (Adams, Bell and Griffin)

Ethnocentrism • The practice of using a particular ethnic group as a frame of reference, basis of judgment, or standard criteria from which to view the world. Ethnocentrism favors one ethnic group's cultural norms and excludes the realities and experiences of other ethnic groups. (Seramount)

Eurocentrism • The practice of using Europe and European culture as a frame of reference or standard criteria from which to view the world. Eurocentrism favors European cultural norms and excludes the realities and experiences of other cultural groups. (Seramount)

F

Fatphobia • Also known as anti-fat, is the implicit and explicit bias of overweight individuals that is rooted in a sense of blame and presumed moral failing. Being overweight and/or fat is highly stigmatized in Western culture. Anti-fatness is intrinsically linked to anti-blackness, racism, classism, misogyny, and many other systems of oppression. (Boston Medical Center)

Feminism • Theory and practice that advocates for educational and occupational equity between men and women; undermines traditional cultural practices that support the subjugation of women by men and the devaluation of women's contributions to society. (Seramount)

First Nations People • Tribal people who identify as those who were the first people to live on the Western Hemisphere continent; also identified as Native American or Indigenous. (University of Massachusetts Lowell)

G

Gaslighting • A deliberate attempt to undermine a victim's sense of reality or sanity. In a work context, it usually means behaviors that undermine the success, self-confidence, self-esteem or wellbeing of the target. For people in underrepresented or less powerful groups, it is more likely to occur, with more severe and harmful cumulative effects. Tactics can include withholding (critical information, meeting invitations, silent treatment), isolation (exclusion, causing conflict with coworkers), and discrediting (consistently shooting down the target's ideas, ignoring or taking credit for them). (Harvard Human Resources)

Gay • A term used to describe people who are emotionally, romantically, and/or physically attracted to people of the same gender (e.g., gay man, gay people). In contemporary contexts, lesbian is often a preferred term for women, though many women use the term gay to describe themselves. People who are gay need not have had any sexual experience. Attraction and self-identification determine sexual orientation, not the gender or sexual orientation of one's partner. The term should not be used as an umbrella term for LGBTQ+ people, e.g., "the gay community," because it exploits other sexual orientations and genders. Avoid using gay in a disparaging manner, e.g., "that's so gay," as a synonym for stupid or bad. (PFLAG)

Gender • Broadly, gender is a set of socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate. (PFLAG)

Gender-Affirming Surgery (GAS) • Surgical procedures that can help people adjust their bodies to match their innate gender identity more closely. Used interchangeably with gender affirmation, gender confirmation, and gender-confirming surgery. Not every transgender person will desire or have resources for gender-affirming surgery. Use this term in place of the older term sex change. Also sometimes referred to as gender reassignment surgery, genital reconstruction surgery, or medical transition. (PFLAG)

Gender Binary • The disproven concept that there are only two genders, male and female, and that everyone must be one or the other. Also often misused to assert that gender is biologically determined. This concept also reinforces the idea that men and women are opposites and have different roles in society. (PFLAG)

Gender Dysphoria • The distress caused when a person's assigned sex at birth and assumed gender is not the same as the one with which they identify. According to the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders (DSM), the term "...is intended to better characterize the experiences of affected children, adolescents, and adults." (PFLAG)

Gender Equity • When gender and gender identity no longer determine one's life outcomes. In terms of the workplace, that means recruitment, hiring, retention, advancement, salary, overall wellbeing, and more; when everyone has what they need to thrive professionally and are free of gender-based harassment, bias, and discrimination. As a process, we apply gender when those most impacted by structural gender inequities (e.g., women, transgender and gender-diverse individuals, and the intersection of marginalized identities), are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives. (Boston Medical Center)

Gender Expression • The way a person communicates about a gender to others through external means such as clothing, appearance, or mannerisms. This communication may be conscious or subconscious and may or may not reflect their gender identity or sexual orientation. While most people's understandings of gender expressions relate to masculinity and femininity, there are countless combinations that may incorporate both masculine and feminine expressions, or neither, through androgynous expressions. All people have gender expressions and an individual's gender expression does not automatically imply one's gender identity. (PFLAG)

Gender Identity • A person's deeply held core sense of self in relation to gender. Gender identity does not always correspond to biological sex. People become aware of their gender identity at many different stages of life, from as early as 18 months and into adulthood. (PFLAG)

Gender-Neutral • Not gendered. Can refer to language (including pronouns and salutations/titles), spaces (like bathrooms), or other aspects of society (like colors or occupations). Gender neutral is not a term to describe people. A person who experiences no gender may be agender or neutrois. (PFLAG)

Gender Roles • The strict set of societal beliefs that dictate the so-called acceptable behaviors for people of different genders, usually binary in nature. Many people find these to be restrictive and harmful, as they reinforce the gender binary. (PFLAG)

Global Environmental Racism • Race is a potent factor in sorting people into their physical environment and explaining social inequality, political exploitation, social isolation, and quality of life. Racism influences land use, industrial facility siting, housing patterns, infrastructure development, and “who gets what, when, where, and how much.” Environmental racism refers to any policy, practice, or directive that differentially affects or disadvantages (whether intended or unintended) individuals, groups, or communities based on race or color. (Second National People of Color Environmental Leadership Summit)

H

HAES: Health at Every Size • A social and health promotion movement that challenges social stigma based on weight, size, and shape. The movement emphasizes body positivity, health outcomes, and eating and movement for well-being rather than weight control. (Harvard Human Resources)

Harassment • Unwelcome, intimidating, exclusionary, threatening, or hostile behavior against an individual that is based on a category protected by law. (Sierra Club Employee Handbook)

Hate Crime • Hate crime legislation often defines a hate crime as a crime motivated by the actual or perceived race, color, religion, national origin, ethnicity, gender, disability, or sexual orientation of any person. (University of Massachusetts Lowell)

Hazing • Verbal and physical testing, often of newcomers into a society or group, that may range from practical joking to tests of physical and mental endurance. (Seramount)

HBCU: Historically Black Colleges and Universities • Before the Civil Rights movement, historically Black colleges and universities (HBCUs) offered Black Americans one of their only routes to a college degree. These institutions helped Black Americans pursue professional careers, earn graduate degrees, and advance their education in an inclusive environment. [...] Today, they continue to serve a vital role in higher education. (Affordable Colleges Online)

Health Equity • The idea that everyone has the opportunity to achieve their full health potential. No one is disadvantaged from achieving this potential because of their social position (e.g., class, socioeconomic status, language proficiency, health literacy) or socially assigned circumstance (e.g., race, gender, identity, ethnicity, religious beliefs, sexuality, geography, etc.) (Boston Medical Center)

Health Inequity • Differences in health status and mortality rates across population groups that are systemic, avoidable, unfair, and unjust. These differences are rooted in social and economic injustice, and are attributable to social, economic, and environmental conditions in which people live, work, and play (e.g., Black and Brown babies tend to have much lower birth weight and higher infant mortality rates than White babies, even when controlling for individual behavior, income, and education of the mother). Health inequities are different from health disparities, though many people use these terms interchangeably. Disparities speak of differences across population groups (e.g., comparing health outcomes of an aging population to a younger population) and does not account for differences resulting from injustice. (Boston Medical Center)

Hegemony • the dominance of one group over another, often maintained through real-time and slow violence.

Hermaphrodite • An offensive term for an individual who is intersex. The term has valid uses within academic circles relating to the study of non-human animals and plants but should not be used to describe humans. (PFLAG)

Heteronormativity • The assumption that everyone is heterosexual, and that heterosexuality is superior to all other sexualities. This includes the often implicitly held idea that heterosexuality is the norm and that other sexualities are “different” or “abnormal.” (PFLAG)

Heterosexism • Social structures and practices which serve to elevate and enforce heterosexuality while subordinating or suppressing other forms of sexuality. (University of Maryland)

Heterosexual • Refers to a person who is sexually attracted to a person of a different gender or sex. Also referred to as straight. (PFLAG)

Hispanic • A term that describes people, descendants, and cultures of Spanish-speaking countries, including many Latin American countries and Spain. The term is not synonymous with Latino/Latina/Latinx. (National Association of Counties)

Historically Underrepresented • This term refers to groups who have been denied access and/or suffered past institutional discrimination on a nationwide basis. In the United States and, according to the Census and other federal measuring tools, includes African Americans, Asian Americans, Hispanics or Chicanos/Latinos, and Indigenous (Native) Americans. Outside of the United States, various populations may be included in this definition based on the country's socio-political history.

The underrepresentation is revealed by an imbalance in the representation of different groups in common pursuits such as education, jobs, and housing, resulting in marginalization for some groups and individuals and not for others, relative to the number of individuals who are members of the population involved. Other groups around the world have been marginalized and are currently underrepresented. These groups may include but are not limited to:

- Other ethnicities
- Adult learners
- Veterans
- People with disabilities
- Lesbian, gay, bisexual, and transgender individuals
- Different religious groups, and
- Different economic backgrounds

(Boston Medical Center)

Homophobia • Animosity, hatred, or dislike of LGBTQ+ people that often manifests itself in the form of prejudice and bias. Homophobia often stems from a lack of knowledge about LGBTQ+ people and the issues they face and can sometimes be alleviated with education and support. (PFLAG)

Homosexual • Experiencing sexual/romantic attraction to members of the same or similar gender. (University of Massachusetts Lowell) A term to describe gay, lesbian or queer people which may be offensive depending on the speaker. Originally used as a scientific or clinical term to describe LGBTQ+ people, the word has been reclaimed by the LGBTQ+ community and may be colloquially used by an LGBTQ+ person to reference themselves or another member of the community. Non-LGBTQ+ people should avoid using the term. (PFLAG)

Human Rights • The basic rights and freedoms to which all humans are entitled, often held to include the right to life and liberty, freedom of thought and expression, and equality before the law. (The American Heritage Dictionary of the English Language)

Identity First Language • Identity-first language positions disability as an identity category and central to a person's sense of self. In identity-first language, the identifying word comes first in the sentence and highlights the person's embrace of their identity. Examples could be "autistic person" or "Deaf individual." Some individuals with disabilities prefer to use "Identity First Language" when describing their disability, however preference is unique to each individual and it is best to ask what someone might prefer. (National Association of Counties)

Identity Group • A particular group, culture, or community with which an individual identifies or shares a sense of belonging. Individual agency is crucial for identity development; no person should be pressured to identify with any existing group, but instead the freedom to self-identify on their own terms. (Seramount)

Implicit/Unconscious Bias • Negative or positive associations people unknowingly hold, also known as unconscious or hidden bias. They are expressed automatically, without conscious awareness, providing unearned advantage to those in dominant groups and unearned disadvantage to those in marginalized groups. 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. Notably, implicit biases have been shown to undermine individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess. (Boston Medical Center)

Inclusive Language • Words or phrases that include all potential audiences from any identity group. Inclusive language does not assume or connote the absence of any group. (Seramount)

Inclusion • An organizational effort and practice in which different groups or individuals having different backgrounds are culturally and socially accepted and welcomed, and equally treated. Inclusion is a sense of belonging and inclusive cultures make people feel respected and valued for who they are for all their identities. People feel a level of supportive energy and commitment from others so they can do their best work. People feel valued as being essential to the success of the organization. (University of Massachusetts Lowell)

Indigenous People • A term used to identify ethnic groups who are the earliest known inhabitants of an area (also known as First People), in contrast to groups that have settled, occupied, or colonized the area more recently. In the United States, this can refer to groups traditionally termed Native Americans (American Indians), Alaska Natives, and Native Hawaiians. In Canada, it can refer to the groups typically termed First Nations. (National Association of Counties)

Individual Racism • The beliefs, attitudes, and actions of individuals that support or perpetuate racism; can occur at both a conscious and unconscious level and can be active or passive. (Adams, Bell and Griffin)

Institutional Racism • Refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for Whites and oppression and disadvantage for people from groups classified as People of Color. (Potapchuk, Leiderman, Bivens and Major)

Intent vs. Impact • This distinction is an integral part of inclusive environments; intent is what a person meant to do, and impact is the effect it had on someone else. Regardless of intent, it is imperative to recognize how behaviors, language, actions, etc. affect or influence other people. An examination of what was said or done and how it was received is the focus, not necessarily what was intended. (Workforce Diversity Network)

Internalized Oppression • occurs in an oppressive system when an oppressed group 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) Can include terms such as internalized racism, internalized homophobia, and internalized misogyny.

Intersectionality • The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect, and their multiple effects on the same individuals or groups. Also refers to the view that overlapping and interdependent systems of discrimination and inequality can more effectively be addressed together. (Harvard Human Resources)

Intersex • Intersex is the current term used to refer to people who are biologically between the medically expected definitions of male and female. This can be through variations in hormones, chromosomes, internal or external genitalia, or any combination of any or all primary and/or secondary sex characteristics. While many intersex people are noticed as intersex at birth, many are not. As intersex is about biological sex, it is distinct from gender identity and sexual orientation. An intersex person can be of any gender identity and can also be of any sexual orientation and any romantic orientation. Formerly, the medical terms hermaphrodite and pseudohermaphrodite were used; these terms are now considered neither acceptable nor scientifically accurate. (PFLAG)

Islamophobia • Fear and hatred of Islam and the Muslim community. It often leads to hate speech and hate crimes, social and political discrimination, can be used to rationalize policies such as mass surveillance, incarceration, and disenfranchisement, and can influence domestic and foreign policy. (Boston Medical Center)

"-isms" • A way of describing any attitude, action or institutional structure that subordinates (oppresses) a person or group because of their target group: race (racism), gender (sexism), economic status (classism), age (ageism), religion, sexual orientation, language, etc. (Institute for Democratic Renewal and Project Change)

Invisible Disability (Hidden Disability) • An umbrella term that captures a whole spectrum of hidden disabilities or challenges that are primarily neurological in nature. Invisible disability, or hidden disability, are defined as disabilities that are not immediately apparent. (Seramount)

J

Justice • The process of 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. (National Association of Counties)

L

Labor Acknowledgement • A labor acknowledgement is a statement that recognizes that much of the economic progress and development in a geographic area or industry resulted from the unpaid labor and forced servitude of People of Color - specifically enslaved African labor. (Fitchburg State University)

Land Acknowledgement • Land acknowledgement is a traditional custom that dates back centuries in many Native nations and communities. Today, many non-native organizations and institutions have developed a land acknowledgement statement, often read at the start of formal events, to recognize and respect Indigenous Peoples as the original stewards of the land on which we now live and the enduring relationship that exists between Indigenous Peoples and their territories. (Fitchburg State University)

Latino/a • Individual living in the United States originating from or having a heritage relating to Latin America. (University of Maryland)

Latine • a gender-neutral or nonbinary alternative to Latino or Latina. This term has growing popularity amongst Spanish speakers as an alternative to "Latinx", as it is easier to pronounce and using the "e" suffix is easily incorporated into the grammar structure of the Spanish language. (Wright. The Language of Inclusion)

Latinx • Used as a gender-neutral or non-binary alternative to Latino or Latina to describe a person of Latin American origin or descent. (Harvard Human Resources)

Lawful Permanent Resident • An LPR is an immigrant who has been lawfully accorded the privilege of residing permanently in the United States. Lawful permanent residents are granted admission to the United States on the basis of family relation or job skill. Refugees and asylees may adjust to LPR status after one year of continuous residence. Lawful permanent residents may be issued immigrant visas by the Department of State overseas or adjust to LPR status with the INS after entering the United States. Generally, lawful permanent residents are those individuals who have "green cards" and are permitted to apply for naturalization after five years of U.S. residence. (National Conference of State Legislatures)

Lesbian • Refers to a woman who is emotionally, romantically, and/or physically attracted to other women. People who are lesbians need not have had any sexual experience. Attraction and self-identification determine orientation, not the gender or sexual orientation of one's partner. (PFLAG)

LGBTQ+ • An acronym that collectively refers to individuals who are lesbian, gay, bisexual, transgender, or queer, sometimes stated as LGBT (lesbian, gay, bisexual, and transgender) or historically, GLBT (gay, lesbian, bisexual, and transgender). The addition of the Q for queer is a more recently preferred version of the acronym as cultural opinions of the term queer focus increasingly on its positive, reclaimed definition. The Q can also stand for questioning, referring to those who are still exploring their own sexuality and/or gender. The "+" represents those who are part of the community but for whom LGBTQ does not accurately capture or reflect their identity. (PFLAG)

M

Marginalization • The process that occurs when members of a dominant group relegate a particular group (minority groups and cultures) to the edge of society by not allowing them an active voice, identity or place for the purpose of maintaining power. Marginalized groups have restricted access to resources like education and healthcare for achieving their aims. (National Association of Counties)

Medical Model of Disability • focused on pathology and impairment, which describes disability as a consequence of a health condition, disease or injury/trauma that can disrupt the functioning of a person in a physiological or cognitive way. It then focuses on the prevention or treatment of the condition, which is generally lead by the physician who directs the delivery of the service, with the physician being the decision-maker in the process. There has been a lot of discontent with this model, which some may feel assumes several unhelpful notions about the nature of the disability. (Whiteneck. Conceptual models of disability: past, present, and future.)

Microaggression • A comment or action that unconsciously or unintentionally expresses or reveals a prejudiced attitude toward a member of a marginalized group, such as a racial minority. These small, common occurrences include insults, slights, stereotyping, undermining, devaluing, delegitimizing, overlooking, or excluding someone. Over time, microaggressions can isolate and alienate those on the receiving end and affect their health and wellbeing. Microaggressions can be broken into categories such as "microassaults, microinsults, and microinvalidations" (Harvard Human Resources)

Minority Serving Institution (MSI) • institutions of higher education that serve minority populations. They are unique both in their missions and in their day-to-day operations. Some of these colleges and universities are located in remote regions of the country, whereas others serve urban neighborhoods. Some are only a few decades old, whereas others, have been striving for more than a century to give their constituents the social and educational skills needed to overcome racial discrimination and limited economic opportunities. MSIs include, but are not limited to, HBCUs, AANAPISIs, HSIs, and other kinds of institutions. (Office of Diversity, Inclusion and Civil Rights)

Misgender • To refer to an individual using a word, especially a pronoun or form of address, which does not correctly reflect their gender. This may be unintentional and without ill intent or can be a maliciously employed expression of bias. Regardless of intent, misgendering has a harmful impact. (PFLAG)

Misogyny • Hatred, aversion or prejudice against women. Misogyny can be manifested in numerous ways, including sexual discrimination, denigration of women, violence against women, and sexual objectification of women. (National Association of Counties)

Misogynoir • An extreme form of sexism rooted in racism. The term describes contempt for or ingrained prejudice toward Black women. The unique oppression experienced by Black women due to the intersectionality of gender, race, class and sexual orientation combined with discrimination. Misogynoir utilizes and reinforces stereotypes of Black women. (National Association of Counties)

Mixed Pronouns • A pronoun mix, like he/they or she/they, is generally shorthand for “I use both he/him/his and they/them/their pronouns.” The use of two pronouns means they can generally be used interchangeably. However, desired use is different for each person; it is okay to ask if a person uses one over another. (PFLAG)

Model Minority • A demographic group (whether based on ethnicity, race, or religion) whose members are perceived to achieve a higher degree of socioeconomic success than the population average. This success is typically measured relatively by income, education, low criminality and high family/marital stability. A controversial concept that has historically been used to suggest that there is no need to adjust for socioeconomic disparities between certain groups, to pit non-dominant groups against one another, and to diminish the achievements of relevant groups. (University of Massachusetts Lowell)

Monosexual • People who only experience attraction to one gender. Examples of monosexual groups include gay men, lesbians, and straight people. (PFLAG)

Multiculturalism • The practice of acknowledging, respecting, and supporting the various cultures, religions, landscapes, social equity, races, ethnicities, attitudes, and opinions within an environment or involving a cultural or ethnic group. The theory and practice promote the peaceful coexistence of all identities and people. (National Association of Counties)

Multiethnic • An individual that comes from more than one ethnicity. An individual whose parents are born from more than one ethnicity. (University of Massachusetts Lowell)

Multiracial • An individual whose heritage encompasses more than two races. (University of Massachusetts Lowell)

Myth of Meritocracy • A system that rewards merit (ability + effort) with success, like wealth, power, and privileges; success determined by individual achievement and not based on one's inherited social status. Americans are more likely to believe that people are rewarded for their intelligence, skills, hard work and are less likely to believe that family wealth or the policies and systems that make success re available to some and not others, play key roles in getting ahead. For example: (example American) Americans' support for meritocratic principles has remained stable despite the fact that there is less mobility in the United States than in most other industrialized countries. (Boston Medical Center)

N

Naturalization • This is the process by which a foreign-born individual becomes a citizen of the United States. To naturalize, immigrants must be at least 18 years old; have been lawful permanent residents of the United States for five years (three years if married to a U.S. citizen); demonstrate a basic knowledge of English, American government and history; and have good moral character. (National Conference of State Legislatures)

Neo-Colonization • term for contemporary policies adopted by international and western “1st world” nations and organizations that exert regulation, power and control over “3rd world” nations disguised as humanitarian help or aid. These policies are distinct but related to the “original” period of colonization of Africa, Asia, and the Americas by European nations. (University of Maryland)

Neurodiversity • Used to describe individuals with diverse or variant cognitive functioning. Both neurodiverse and neurotypical originated as a more comprehensive way to describe autism, and now neurodiverse is used more broadly to include other developmental differences.

Neurodiversity is the concept that brain differences are just that: differences. They are variations of the human brain. Conditions that can fall under the Neurodiverse spectrum include, but are not limited to, ADHD, Autism Spectrum Disorder (ASD), dyslexia, dyspraxia/apraxia, dyscalculia, Tourette's Syndrome, OCD, and other conditions. (Boston Medical Center)

Neurotypical • Used to describe individuals of typical developmental, intellectual, and cognitive abilities. In other words, it's not used to describe individuals who have autism or another developmental difference. (Boston Medical Center)

Nonbinary • Refers to people who do not subscribe to the gender binary. They might exist between or beyond the man-woman binary. Some use the term exclusively, while others may use it interchangeably with terms like genderqueer, genderfluid, gender nonconforming, gender diverse, or gender expansive. It can also be combined with other descriptors e.g., nonbinary woman or transmasculine nonbinary. Language is imperfect, so it's important to trust and respect the words that nonbinary people use to describe their genders and experiences. Nonbinary people may understand their identity as falling under the transgender umbrella and may thus identify as transgender. Sometimes abbreviated as NB or Enby, the term NB has been historically used to mean non-Black, so those referring to non-binary people should avoid using NB. (PFLAG)

Norm • an ideal standard binding upon the members of a group and serving to guide, control, or regulate power and acceptable behavior. (Effective Philanthropy)

O

Oppression • the systemic and pervasive nature of social inequality woven throughout social institutions as well as embedded within individual consciousness. Oppression signifies a hierarchical relationship in which dominant or privileged groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups. (Adams, Bell and Griffin)

Othering • The perception or intentional/unintentional placement of a group in contrast to the societal norm. The identifying of a group as a threat to the favored dominant group. (National Association of Counties)

Out • A term which describes people who openly self-identify as LGBTQ+ in their private, public, and/or professional lives. There are many states of being out; individuals can be out only to themselves, close friends, or everyone. Some transgender people prefer to use the term disclose. (PFLAG)

Outing • The deliberate or accidental sharing of another person's private marginalizing characteristics can include sexual orientation or gender identity without their explicit consent. Outing is disrespectful and presents a danger for many LGBTQ+ individuals. (PFLAG)

P

Pansexual • Refers to a person whose emotional, romantic and/or physical attraction is to people inclusive of all genders. People who are pansexual need not have had any sexual experience. It is the attraction and self-identification that determine the orientation. Pansexuality and bisexuality are different; pansexuality includes all genders equally, whereas bisexuality can favor some genders over others. (PFLAG)

Patriarchy • Actions and beliefs that prioritize men in systems and positions of power and social society and privilege. Patriarchy may be practiced systemically in the ways and methods through which power is distributed in society or it may simply influence how individuals interact with one another interpersonally. (National Association of Counties)

Pay Equity • Compensating employees the same when they perform the same or similar job duties, while accounting for other factors, such as their experience level, job performance and tenure with the employer. (Seramount)

People/Person of Color • is not a term that refers to real biological or scientific distinction between people, but the common experience of being targeted and oppressed by racism. While each oppressed group is affected by racism differently and each group maintains its own unique identity and culture, there is also the recognition that racism has the potential to unite oppressed people in a collective of resistance. For this reason, many individuals who identify as members of racially oppressed groups also claim the political identity of being People of Color. (Office of Racial and Ethnic Concerns of Unitarian Universalist Association)

People/Person-First Language • emphasizes the individuality, equality and dignity of people with disabilities. Rather than defining people primarily by their disability, people-first language conveys respect by emphasizing the fact that people with disabilities are first and foremost just that—people. (The Employer Assistance and Resource Network on Disability Inclusion (EARN))

Performative Allyship • (versus Allyship) - when someone from a nonmarginalized group (white, able-bodied, etc.) professes support and solidarity with a marginalized group in a way that either isn't helpful or that actively harms that group. Performative allyship refuses to engage with the complexity below the surface or say anything new. It refuses to acknowledge any personal responsibility for the systemic issues that provided the context for the relevant tragedy. (Policy Exchange)

Personal Gender Pronouns (PGPs) • The set of pronouns that an individual personally uses and would like others to use when referring to them. There are several types of personal pronouns used for different groups and identities including gendered, gender neutral, and gender inclusive. Although the list of personal pronouns is continuously evolving, the intention of using a person's pronouns correctly is to reduce the adverse societal effects those with personal pronouns that don't match their perceived gender identity face. (National Association of Counties)

People/Person First Language • Person-first language conveys respect by emphasizing that people with disabilities are first and foremost people. The most common example being "person with a disability." Some individuals with disabilities prefer to use "Person First Language" when describing their disability, however preference is unique to each individual and it is best to ask what someone might prefer. (National Association of Counties)

Polyamorous • A term used to describe people who have the desire for multiple consenting intimate relationships at the same time. Also referred to as "ethically non-monogamous," "polya" or "polyam.;" Consent and transparency are key components of polyamorous relationships. (PFLAG)

Pre-, Post-, or Non-Operative (or -Op) • The terms used to describe the surgery status of a transgender person. Pre-Op means that a person has not had gender-affirming surgery and may or may not plan to. Post-Op means that an individual has had gender-affirming surgery. Non-Op means that a person does not plan to have gender-affirming surgery. The choice to have gender-affirming surgery is highly personal and does affect the validity of a person's gender identity. Refrain from discussing a trans person's surgical history or future unless they bring up the topic. (PFLAG)

Prejudice • a pre-judgment 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. (Institute for Democratic Renewal and Project Change)

Privilege • power and advantages benefiting a group derived from the historical oppression and exploitation of other groups. (University of Maryland)

Pronouns • The words used to refer to a person other than their name. Common pronouns are them/them, he/him, and she/her. Neopronouns are pronouns created to be specifically gender neutral, including xe/xem, ze/zir, and fae/faer. Pronouns are sometimes called Personal Gender Pronouns, or PGPs. For those who use pronouns—and not all people do—they are not preferred, they are essential. (PFLAG)

Psychiatric Disability • Acute or chronic mental illness. Psychotic, schizophrenic, neurotic and similar words should only be used in the appropriate clinical context. Use psychiatric disability, psychiatric illness, emotional disorder, or mental disorder. Crazy, manic, lunatic, demented, psycho, and schizo are offensive. People affected by psychiatric disabilities can also include those affected by Substance Use Disorders as well as Neurodiverse individuals. (Boston Medical Center)

Psychological Safety • a climate in which people are comfortable being (and expressing) themselves without repercussions. (Amy Edmonson) It is about creating an environment where employees feel empowered to express an idea or contribution fully, without fear of negative consequences to themselves, their status or their career. It includes being courageous enough to showcase their vulnerability, to own their mistakes and turn them into learning, and trust that their work environment and co-workers will not shame them for doing so. (Seramount)

PWIs • An acronym that stands for Predominantly White Institutions. These are institutions of higher learning in which 50 percent or more of the student demographics are white. (National Association of Counties)

Q

Queer • A term used by some LGBTQ+ people to describe themselves and/or their community. Reclaimed from its earlier negative use and valued by some for its defiance- the term is also considered by some to be inclusive of the entire community and by others who find it to be an appropriate term to describe their more fluid identities. Traditionally a negative or pejorative term for people who are LGBTQ+, some people within the community dislike the term. Due to its varying meanings, use this word only when self-identifying or quoting an individual who self-identifies as queer. (PFLAG)

Questioning • Describes those who are in a process of discovery and exploration about their sexual orientation, gender identity, gender expression, or a combination thereof. Questioning people can be of any age, so for many reasons, this may happen later in life. (PFLAG)

R

Race • a social construct that artificially divides people into distinct groups based on characteristics such as physical appearance, ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the political needs of a society at a given period of time. (Adams, Bell and Griffin)

Racial and Ethnic Identity • an individual's awareness and experience of being a member of a racial and ethnic group; the racial and the ethnic categories that an individual chooses to describe him or herself based on such factors as biological heritage, physical appearance, cultural affiliation, early socialization, and personal experience. (Adams, Bell and Griffin)

Racial Equity • the condition that would be achieved if one's racial identity no longer influenced how one fares. Racial equity is one part of racial justice and must be addressed at the root causes and not just the manifestations. This includes the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them. (Center for Assessment and Policy Development)

Racism • A system of advantage based on race. A system of oppression based on race. A way of organizing society based on dominance and subordination based on race. Penetrates every aspect of personal, cultural, and institutional life. Includes prejudice against people of color, as well as exclusion, discrimination against, suspicion of, and fear and hate of people of color. (Exchange Project of the Peace & Development Fund)

Rankism • the exploitation or humiliation of those with less power or lower status. Rankism occurs when the somebodies of the world use the power of their rank to take advantage over those they see as nobodies. Rankism is the root cause of a wide variety of dominating behaviors. (Breaking Ranks)

Religionism • The individual, cultural and institutional beliefs and discrimination that systematically oppress non-Christians, which includes Anti-Semitism and Islamophobia. (Seramount)

Reverse Discrimination • Perceived discrimination against the majority group, especially resulting from policies enacted to correct past discrimination. While such discrimination may be racially motivated, reverse discrimination is not the same as racism because the former is not institutionally enforced. Claims of reverse discrimination are often a reaction to attempts to correct policies and practices that have systemically oppressed populations (I.e., justice)

S

Safe Space • An environment where everyone feels comfortable expressing themselves and participating fully, without fear of attack, ridicule or denial of experience (I.e., a judgment-free zone). (National Association of Counties)

Sex • system of classification based on biological and physical differences, such as primary and secondary sexual characteristics. Differentiated from gender, which is based on the social construction and expectations of the categories "men" and "women." (University of Maryland)

Sexual Orientation • The sexual attraction toward other people or no people. While sexual activity involves the choices one makes regarding behavior, one's sexual activity does not define one's sexual orientation. Sexual Orientation is part of the human condition, and all people have one. Typically, it is attraction that helps determine orientation. (PFLAG)

Sizeism • The mistreatment of or discrimination against people based upon their perceived (or self-perceived) body size or shape.

Social Justice • 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 their own agency as well as a sense of social responsibility toward and with others and the society as a whole (Adams, Bell and Griffin)

Social Model of Disability • frames disability as something that is socially constructed. Disability is created by physical, organizational and attitudinal barriers and these can be changed and eliminated. This gives us a dynamic and positive model that tells us what the problem is and how to fix it. It takes us away from the position of “blaming” the individual for their shortcoming. It states that impairment is, and always will be, present in every known society, and therefore the only logical position to take, is to plan and organize society in a way that includes, rather than excludes, disabled people. (Barbara Lisicki, 2013)

Social Power • access to resources that enhance chances of getting what one needs or influencing others in order to lead a safe, productive, and fulfilling life. (Adams, Bell and Griffin)

Socioeconomic Status • the social standing or class of an individual or group. It is often measured as a combination of education, income, and occupation. (American Psychological Association)

SOGI • Acronym for Sexual Orientation and Gender Identity. It is typically used as a shorthand in writing and is rarely pronounced out loud. (PFLAG)

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. (University of Massachusetts Lowell)

Structural Racism • the normalization and legitimization of an array of dynamics-historical, cultural, institutional and interpersonal – that routinely advantages Whites while producing cumulative and chronic adverse outcomes for People of Color. Structural racism is more difficult to locate in a particular institution because it involves the reinforcing effects of multiple institutions and cultural norms, past and present, continually reproducing old and producing new forms of racism – all other forms of racism emerge from structural racism. (University of Massachusetts Lowell)

Substance Use Disorder • Substance use disorder (SUD) is a treatable mental disorder that affects a person’s brain and behavior, leading to their inability to control their use of substances like legal or illegal drugs, alcohol, or medications. Symptoms can be moderate to severe, with addiction being the most severe form of SUD. People with a SUD may also have other mental health disorders, and people with mental health disorders may also struggle with substance use. Though people might have both a SUD and a mental disorder, that does not mean that one caused the other. (National Institute of Mental Health)

System of Oppression • Conscious and unconscious, non-random, and organized harassment, discrimination, exploitation, discrimination, prejudice and other forms of unequal treatment that impact different groups. (University of Massachusetts Lowell)

T

Title IX • Is a federal civil rights law that prohibits discrimination on the basis of sex in education programs and activities. All public and private elementary and secondary schools, school districts, colleges, and universities receiving any Federal funds must comply with Title IX. A recipient institution that receives Department funds must operate its education program or activity in a nondiscriminatory manner free of discrimination based on sex, including sexual orientation and gender identity.

Some key issue areas in which recipients have Title IX obligations are: recruitment, admissions, and counseling; financial assistance; athletics; sex-based harassment, which encompasses sexual assault and other forms of sexual violence; treatment of pregnant and parenting students; treatment of LGBTQI+ students; discipline; single-sex education; and employment. Also, no recipient or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or its implementing regulations, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in a proceeding under Title IX. (Office for Civil Rights)

Tokenism • The practice of making a cursory or symbolic effort to employ inclusive practices to give the appearance of inclusiveness and fairness. In the classroom, this could involve an instructor asking a student to act as spokesperson for a certain identity group, or hiring a TA from an underrepresented group to assuage criticism about inclusiveness and diversity in the classroom. (Boston Medical Center)

Tolerance • acceptance and open-mindedness to different practices, attitudes, and cultures; does not necessarily mean agreement with the differences. (University of Maryland)

Transgender • an individual whose gender identity differs from the societal expectations of their physical sex. Transgender or “trans” does not imply any form of sexual orientation. Cisgender is a gender identity where an individual’s self-perception of their gender matches their sex. For example, a cisgendered female is a female with a female identity. (The National Multicultural Institute)

Transphobia • Fear or hatred of transgender people; transphobia is manifested in many ways, including violence, harassment and discrimination. This phobia can exist in LGBTQIA+ and straight communities. (National Association of Counties)

Two-Spirit • a term used within some American Indian (AI) and Alaska Native (AN) communities to refer to a person who identifies as having both a male and a female essence or spirit. The term—which was created in 1990 by a group of AI/AN activists at an annual Native LGBTQ conference—encompasses sexual, cultural, gender, and spiritual identities, and provides unifying, positive, and encouraging language that emphasizes reconnecting to tribal traditions. (PFLAG)

U

Underrepresented in Veterinary Medicine (URVM) •

Historically, AAVMC has identified and recognized the presence of specific historically underrepresented populations in veterinary medicine (URVM) whose advancement in the veterinary medical profession has been disproportionately impacted due to legal, cultural, or social climate impediments in the United States. The specific dimensions are: gender, race, ethnicity (African Americans, Asian Americans, American Indians, Native Alaskans and Hawaiians, Hispanics), and geographic, socioeconomic, and educational disadvantage. We recognize that internationally, there may be broad similarities in historically marginalized populations, such as indigenous and/or First Nations peoples; however, there may also be continental and country specific differences in the characterization of historically underrepresented populations outside of the United States.

Upstander • a person who speaks or acts in support of an individual or cause, particularly someone who intervenes on behalf of a person being attacked or bullied.

V

Veteran • A person who served in the Armed Forces of the United States during a period specified and was honorably discharged or released under honorable circumstances. Armed Forces is defined as the Army, Navy, Marine Corps, Air Force, and Coast Guard, including all components thereof, and the National Guard. (Emory University)

W

White Centering • when a White person puts their feelings above the Black and POC causes they are supposed to be helping. Layla F. Saad explains in her book, *Me and White Supremacy*, “White centering is the centering of White people, white values, white norms and white feelings over everything and everyone else.” White centering can manifest as anything ranging from tone policing and white fragility to white exceptionalism and outright violence.

White Privilege • refers to the unquestioned and unearned set of advantages, entitlements, benefits, and choices bestowed on people solely because they are White. White people who experience such privilege may or may not be conscious of it. (McIntosh)

This document was adapted from Seramount’s Diversity Best Practices hub, specifically their Glossary of Terms for Diversity, Equity & Inclusion published on December 1, 2020.

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Glossary of Diversity, Inclusion, and Belonging (DIB) Terms
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Substance Use and Co-Occurring Mental Disorders
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