



Yancey Consulting's Learning to Applied Practice: Anti-Racism and Anti-Oppression Learning Journey Glossary of Terms

ableism

Ableism is the intentional or unintentional discrimination or oppression of individuals with disabilities.¹

accessibility

In the context of diversity, equity, inclusion, and access, accessibility means that something is designed for use by the most significant number of people, including people with disabilities, and doesn't require adaptation or modification to remove barriers to access or operation. Ultimately, it refers to all being able to experience something independently without exemption despite differences. Accessibility is not accommodations. Accommodations are patches or fixes, applied retroactively to overcome barriers in the environment or system.

accountability

Doing what you said you would do; being true to your word; following through on your commitments; showing up.²

activism

A doctrine or practice that emphasizes vigorous, direct action, especially in support of or opposition to one side of a controversial issue.³

ageism

Ageism is a systematic stereotyping of and discrimination against people because they are old, just as racism and sexism accomplish this with skin color and gender. Older adults are categorized as senile, rigid in thought and manner, old-fashioned in morality and skills. Ageism allows the younger generations to see older people as different from themselves; thus, they subtly cease to identify with their elders as human beings (Butler 1975).⁴

agency

Agency refers to the thoughts and actions taken by people that express their individual power. The core challenge at the center of sociology is understanding the relationship between structure and agency. Structure refers to the

¹ <https://www.nccj.org/ableism>

² <https://medium.com/@getsupporti/what-does-accountability-mean-really-bb3c7f867a53>

³ <https://www.merriam-webster.com/dictionary/activism>

⁴ <https://academic.oup.com/gerontologist/article/41/5/576/596571>

complex and interconnected set of social forces, relationships, institutions, and social structure elements that work together to shape the thought, behavior, experiences, choices, and overall life courses of people. In contrast, agency is the power people have to think for themselves and act in ways that shape their experiences and life trajectories. Agency can take individual and collective forms.⁵

anti-Blackness

Anti-Blackness is a two-part formation that strips Blackness of value (dehumanizes) and systematically marginalizes Black people. This form of anti-Blackness is overt racism. Society also associates politically incorrect comments with the overt nature of anti-Black racism. Beneath this anti-Black racism is the covert structural and systemic racism that predetermines the socioeconomic status of Blacks in this country and is held in place by anti-Black policies, institutions, and ideologies. Anti-Blackness is also the disregard for anti-Black institutions and policies. This disregard is the product of class, race, and/or gender privilege specific individuals experience due to anti-Black institutions and policies⁶

anti-essentialism

Each factor contributing to a person's composition, such as race, class, and gender, helps create a unique individual. However, race and class can never be subtracted from one's identity. Not all white women are the same. Not all Black women are the same. Not all poor Black women are the same. We have multiple voices and multiple experiences, and therefore, we should not be grouped into one category.⁷

anti-oppression (AO)

AO is the work of actively challenging and removing oppression perpetuated by power inequalities in society, both systemic oppression and individual expressions of oppression.⁸

anti-racism (AR)

AR is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices, and attitudes so that power is redistributed and shared equitably.⁹

anti-racist

An antiracist supports antiracist policy through their actions or belief that racial groups are equals and do not need development. Antiracist expressions also support policies that reduce racial inequity.¹⁰

antisemitism

Antisemitism is the hostility, prejudice, or discrimination against Jewish people.

appropriation

The action of taking something for one's use, typically without the owner's permission.¹¹

⁵ <https://www.thoughtco.com/agency-definition-3026036>

⁶ Council for the Democratizing Education. (listed here: <https://mrc.ucsf.edu/racial-equity-anti-black-racism>)

⁷ <http://guerrillagirlsbroadband.com/speakup/whats-anti-essentialism-and-intersectionality-anyway>

⁸ <https://www.fracturedatlas.org/site/about/antioppressionguidelines>

⁹ <http://www.aclrc.com/antiracism-defined>

¹⁰ Ibram X Kendi, How to be an Antiracist, Random House, 2019 <https://www.racialequitytools.org/glossary#anti-racist>

¹¹ <https://www.lexico.com/en/definition/appropriation>

bias

Bias is a tendency (either known or unknown) to prefer one thing over another that prevents objectivity, which somehow influences understanding or outcomes.¹²

Black-white binary

The Black-white binary is when non-Black Indigenous people of color have to compare their treatments to Blacks to redress grievances. This (or any) binary paradigm of race not only simplifies analysis dangerously, presenting racial progress as a linear progression, but can also end up injuring the same group.

cisgender

Cisgender is a term used to describe a person whose gender identity aligns with that typically associated with the sex assigned to that person at birth.¹³

classism

Classism is held in place by a system of beliefs and cultural attitudes that rank people according to economic status, family lineage, job status, education level, and other divisions.

Middle-class and owning- or ruling-class people (dominant group members) are seen as smarter and more articulate than working-class and poor people (subordinated groups). In this way, dominant group members (middle-class and wealthy people) define for everyone else what is "normal" or "acceptable" in the class hierarchy.¹⁴

communism

A political theory derived from Karl Marx advocating class war and leading to a society in which all property is publicly owned and each person works and is paid according to their abilities and needs.

community

A group of people (humans) that care about each other (relationships) and feel they belong together (shared identity).¹⁵

complicity

Describes an individual or individuals as committing a crime or doing wrong.¹⁶

consensus

A general agreement; the judgment arrived at by most concerned; group solidarity in sentiment and belief.¹⁷

conviction

¹² https://sociologydictionary.org/bias/#definitions_of_bias

¹³ Ibid.

¹⁴ <https://classism.org/about-class/what-is-classism/>

¹⁵

<https://medium.com/together-institute/what-does-community-even-mean-a-definition-attempt-conversation-starter-9b443fc523d0>

¹⁶ <https://www.merriam-webster.com/dictionary/complicit#note-1>

¹⁷ <https://www.merriam-webster.com/dictionary/consensus>

Conviction is an unshakable belief in something without proof or evidence; also a final judgment or guilty verdict in a criminal case and the imposed punishment.¹⁸

courage

Courage is a mental or moral strength to venture, persevere, and withstand danger, fear, or difficulty.¹⁹

critical race theory

Racism is ordinary, normal, and embedded in society and changes relationships among races (which includes both improvements and turns for the worse). These changes are reflected in dominant groups' interests rather than idealism, altruism, or the rule of law.

cultural appropriation

Cultural appropriation is the theft of cultural elements for one's use, commodification, or profit—including symbols, art, language, customs, etc.—often without understanding, acknowledgment, or respect for its value in the original culture. Cultural appropriation results from the assumption of a dominant (i.e., white) culture's right to take other cultural elements.²⁰

declaration

The act of declaring or announcing a positive, explicit, or formal statement; the proclamation of something that is announced, avowed, or proclaimed; a document that embodies or displays an announcement or proclamation.²¹

decolonization

Decolonization is the active resistance against colonial powers and a shifting of power toward political, economic, educational, cultural, and psychic independence from a colonizer, and toward a nation's own indigenous culture. This process occurs politically and applies to the personal and societal psychic, cultural, political, agricultural, and educational deconstruction of colonial oppression.

Eric Ritskes writes: "Eve Tuck and K. Wayne Yang . . . state: 'Decolonization doesn't have a synonym'; it is not a substitute for 'human rights' or 'social justice,' though undoubtedly, they are connected in various ways. Decolonization demands an Indigenous framework and a centering of Indigenous land, Indigenous sovereignty, and Indigenous ways of thinking."²²

deflection

Deflection involves a turning off course, or an indicator or pointer's departure from the zero reading on an instrument's scale.²³

democracy

¹⁸ <https://www.definitions.net/definition/conviction>

¹⁹ <https://www.merriam-webster.com/dictionary/courage>

²⁰ <http://www.coloursofresistance.org/definitions/cultural-appropriation/>

²¹ <https://www.dictionary.com/browse/declaration>

²² Eric Ritskes, The Movement for Black Lives, "What Is Decolonization and Why Does It Matter?"

²³ <https://www.merriam-webster.com/dictionary/deflection>

Democracy, which derives from the Greek word *demos*, or people, is defined as a government in which the supreme power is vested in the people.

denial

Denial refuses to acknowledge the societal privileges (see the term *privilege*) granted or denied based on an individual's ethnicity or another grouping. 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." Hierarchical systems or privileges based on ethnicity or race are ignored.²⁴

differential racialization thesis

An understanding that maintains each disfavored group in this country has been racialized in its own individual way and according to the majority group's needs at particular times in its history. It weakens solidarity, reduces opportunities for the coalition, deprives a group of the benefits of the others' experiences, makes it excessively dependent on the white establishment's approval, and sets it up for ultimate disappointment.

discomfort

To make uncomfortable or uneasy.²⁵

diversity

The state or fact of being different, unlike, and varied. Elements of diversity: sex, gender, age, race, religion, national origin, ethnicity, ability, sexuality, income, learning modalities, education, culture, customs, physical being, backgrounds, work experiences, networks, style, speech, lineage, origins, political beliefs, appearance, work styles.

domination

Domination is a kind of unconstrained, unjust imbalance of power that enables agents or systems to control other agents or the conditions of their actions.²⁶

empathic fallacy

The belief that one can change a narrative by merely offering another, better one that the reader's or listener's empathy will quickly and reliably take over.

empathy

Empathy is the ability to understand and share the feelings of another.²⁷

equity

Fairness ensures everyone has access to experience the same outcomes *and* interest or ownership in a property, business, or common stock. In the context of racial justice, equity means fairness and justice and focuses on outcomes that are most appropriate for a given group, recognizing different challenges, needs, and histories. It considers when resources need to be divided and shared unequally to ensure that each person can access an

²⁴ Institute for Democratic Renewal and Project Change Anti-Racism Initiative. A Community Builder's Tool Kit.

²⁵ <https://www.merriam-webster.com/dictionary/discomfort>

²⁶ <https://plato.stanford.edu/entries/domination/#DomiBasildea>

²⁷ <http://www.dictionay.com/>

opportunity. Equity is distinct from diversity, which can simply mean variety (the presence of individuals with various identities).

Equity is also not the same thing as equality. Equity takes into account the people who have different access to resources because of systems of oppression and privilege. Equity seeks to balance that disparity. Equity work has three layers: personal (our beliefs and values influenced by our teachings and experiences), institutional (policies, cultural practices, leadership representation), and structural (system-wide policies and practices embedded in our society).

essentialism

Pairing something down until the heart of the matter stands alone; a search for the proper unit or atom of social analysis and change.

exceptionalism

The condition of being exceptional, an exceptional or unique nature ascribed to a nation, culture, etc. and regarded as giving it a unique role in history, world affairs, etc.; the belief in this.²⁸

feeling

Feeling is an emotional state or reaction; a belief, especially a vague or irrational one; the capacity to experience the sense of touch; a sensitivity or intuitive understanding.²⁹

field cultivator

A person or thing that cultivates something, a particular activity, or interest.

forager

A person or animal that searches widely for provisions.

fragility

The quality of being easily broken, damaged, delicate, or vulnerable.³⁰

futuristic redesign

Futuristic redesign is anchored in the principle that we have to (and have the power to) reinvent the future we want. There is no returning to the way things were. COVID-19 catalyzed a moment and opportunity for reckoning.

gaslighting

A manipulation tactic used to undermine another person's reality by questioning facts, the environment, or their feelings, and making someone question their sanity and perception of reality. Examples of gaslighting might be, "You're imagining things that never happened," and "Are you sure you're not just overly sensitive?"

gender binary

The term *gender binary* describes the division of gender distinctions into two categories: male and female, or

²⁸ <https://www.collinsdictionary.com/us/dictionary/english/exceptionalism>

²⁹ <https://www.lexico.com/en/definition/feeling>

³⁰ <https://www.lexico.com/en/definition/fragility>

masculine and feminine.

To identify yourself and your gender as existing outside of the binary definitions of man or woman, masculine or feminine, is nonbinary. Nonbinary acknowledges that many identities and expressions can live within its definition.³¹

harm

Physical or mental damage, mischief, or hurt is harm.³²

harvester

A person or organization that collects or obtains a resource for future use.

hegemony

The dominance of one group over another, often supported by legitimating norms and ideas. Today, the term *hegemony* is often used as shorthand to describe the relatively dominant position of a particular set of beliefs and their associated tendency to become commonsensical and intuitive, thereby inhibiting the dissemination or articulation of alternative ideas. The associated term *hegemon* is used to identify the actor, group, class, or state that exercises hegemonic power or is responsible for disseminating hegemonic ideas.³³

heteronormativity

The assumption that heterosexuality is the “standard” sexual orientation and that all other orientations deviate from this norm. It presumes recognition of only male and female genders.

heterosexism

Heterosexism (sometimes referred to as homophobia) is defined as “the marginalization and/or oppression of people who are lesbian, gay, bisexual, queer and/or asexual, based on the belief that heterosexuality is the norm.” This means that heterosexism is based on the idea that romantic and/or sexual relationships and feelings between a man and a woman are acceptable, and that all other relationships or feelings are unacceptable or outside the “norm.”³⁴

hierarchy

A system of organizing people into different ranks or levels of importance is known as a hierarchy.³⁵

humanity

A collective term for all humans based on the condition or state of being human.³⁶

implicit bias

³¹ <https://www.glaad.org/amp/9-young-people-explain-what-being-non-binary-means-them>

³² <https://www.merriam-webster.com/dictionary/harm>

³³ <https://www.britannica.com/topic/hegemony>

³⁴ <https://www.adl.org/education/resources/tools-and-strategies/what-is-heterosexism-and-what-can-i-do-about-it>

³⁵ <https://www.collinsdictionary.com/us/dictionary/english/hierarchy>

³⁶ <https://sociologydictionary.org/humanity/>

Negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. 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 trump individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess. There is a famous Implicit Association Test (IAT) at Harvard, which is often used to measure implicit biases with regard to race, gender, sexual orientation, age, religion, and other topics.³⁷ You should take it! (<https://implicit.harvard.edu/implicit/education.html>)

inclusion

Inclusion authentically brings traditionally excluded individuals and/or groups into processes, activities, and decision-making/policymaking in a way that shares power.³⁸

individual racism

Individual racism refers to the beliefs, attitudes, and actions of individuals that support or perpetuate racism. Individual racism can be deliberate, or the individual may act to perpetuate or support racism without knowing what they are doing. Examples include telling a racist joke, using a racial epithet, believing in whites' inherent superiority over other groups, avoiding Black, Indigenous, and People of Color whom you do not know personally, and accepting things as they are.

institutional racism

Institutional racism, also known as systemic racism, refers specifically to how institutional policies and practices create different racial groups' outcomes. It is a system of invisible barriers that may never mention any racial group. Still, their effect is to create advantages for whites, and oppression and disadvantages for people from groups classified as Black, Indigenous, and People of Color. An example is government policies that explicitly restricted people's ability to get loans to buy or improve their homes in neighborhoods with high concentrations of African Americans (also known as "redlining").

internalized racism

Internalized racism is the internalization of racist attitudes toward their ethnic group members, including themselves.

intersectionality

A term coined by feminist legal scholar Kimberlé Crenshaw, intersectionality was initially created to account for how Black women experience racism and sexism. The term has now expanded to account for how an individual can experience multiple forms of oppression based on multiple marginalized identities. A salient quote on intersectionality is Audre Lorde's: "There is no such thing as a single-issue struggle because we do not live single-issue lives."³⁹

intolerance

³⁷ State of the Science Implicit Bias Review 2013, Cheryl Staats, Kirwan Institute, The Ohio State University.

³⁸ OpenSource Leadership Strategies. <http://www.opensourceleadership.com/documents/DO%20Definitions.pdf>

³⁹ <https://www.youtube.com/watch?v=ViDtnfO9Fhc>

A lack of toleration, unwillingness, or refusal to tolerate or respect contrary opinions or beliefs, or persons of different races or backgrounds.⁴⁰

Islamophobia

An exaggerated fear, hatred, and hostility toward Islam and Muslims perpetuated by negative stereotypes resulting in bias, discrimination, and the marginalization and exclusion of Muslims from social, political, and civic life.⁴¹

liberation

We have fully transcended a state and have no need for social constructs such as race, a reality where we are unbound by identity defined in contrast to others; individuals are unconflicted and feel a full and authentic sense of belonging in all spaces.⁴²

love

Love is a mix of emotions, behaviors, and beliefs associated with intense feelings of affection, protectiveness, warmth and respect for another person. Love can apply to nonhuman animals, principles, and religious beliefs.⁴³

microaggressions

Small acts of racism, consciously or unconsciously perpetuated, welling up from the assumptions about racial matters most of us absorb from the cultural heritage in which we come of age in the United States. Those many, sudden, stunning, or dispiriting transactions that mar the days of marginalized folks.⁴⁴

model minority myth

The myth, for example, that “Asians are the perfect minority group—quiet and industrious, with intact families and high academic aspiration and achievement.”

oppression

Oppression is the use of power to disempower, marginalize, silence, or otherwise subordinate one social group or category, often to empower further and/or privilege the oppressor. Social oppression may not require formally established organizational support to achieve its desired effect; it may be applied on a more informal, yet more focused, individual basis. Anti-oppression practices seek to mitigate its effects and eventually equalize the power imbalance in our communities.

other/otherness

Otherness is the result of a discursive process by which a dominant in-group ("Us," the Self) constructs out-groups ("Them," Other) by stigmatizing a difference—real or imagined.⁴⁵

⁴⁰ <https://www.wordreference.com/definition/intolerance>

⁴¹ <https://news.gallup.com/poll/157082/islamophobia-understanding-anti-muslim-sentiment-west.aspx>

⁴²

<https://static1.squarespace.com/static/5bb30193e66669209b0f0d4a/t/5bcb6371a4222f55bdc9da26/1540055922085/Oppression+Liberation+Definitions+%28Recovered%29.pdf>

⁴³ <https://www.goodtherapy.org/blog/psychpedia/love>

⁴⁴ Critical Race Theory page 2

⁴⁵ <http://www.unige.ch/sciences-societe/geo/files/3214/4464/7634/OtherOtherness.pdf>

patriarchy

The word, from ancient Greek, means "rule of the father." There are many different ideas about its extent and force. Some people have used it to describe patterns derived from the structure of the family; to others, it is an entire system built on misogyny, exploitation, and brutalism of women. But at its simplest, it conveys the existence of a societal structure of male supremacy that operates at the expense of women—rather in the way that "white supremacy" conveys the existence of a societal structure that operates at the expense of Black people.⁴⁶

perspectivalism

Perspectivalism is the insistence on examining how things look from the perspective of individual actors.

power

Power is unequally distributed globally and in U.S. society. Some individuals or groups wield greater power than others, thereby allowing them greater access and control over resources. Wealth, whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates. Although power is often conceptualized as power over other individuals or groups, other variations are power with (used in the context of building collective strength) and power within (which references an individual's internal strength). Learning to "see" and understand relations of power is vital to organizing for progressive social change.

Power may also be understood as the ability to influence others and impose one's beliefs. All power is relational, and the different relationships either reinforce or disrupt one another. The importance of the concept of power to anti-racism is evident: racism cannot be understood without understanding that power is an individual relationship and a cultural one and that power relationships are continually shifting. Power can be used malignantly and intentionally but need not be, and individuals within a culture may benefit from the power they are unaware of.⁴⁷

power sharing

A term used to describe a system of governance in which all major segments of society are provided a permanent share of power. This system is often contrasted with government versus opposition systems in which ruling coalitions rotate among various social groups over time.⁴⁸

prejudice

Prejudice is pre-judgement about another person based on the social groups to which that person belongs. Prejudice consists of thoughts and feelings, including stereotypes, attitudes, and generalizations that are based on little to no experience and they are projected onto everyone from that group.⁴⁹

privilege

Privilege is a set of unearned benefits given to people who fit into a specific social group. Privileged groups have power and advantages over oppressed groups. Peggy McIntosh describes privilege as "an invisible package of unearned assets that [she] can count on cashing in each day, but about which [she] was 'meant' to remain

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<https://www.theguardian.com/news/2018/jun/22/the-age-of-patriarchy-how-an-unfashionable-idea-became-a-rallying-cry-for-feminism-today>

⁴⁷ [Intergroup Resources, 2012 Alberta Civil Liberties Research Center](#)

⁴⁸ https://www.beyondintractability.org/essay/power_sharing

⁴⁹ Robin DiAngelo, *White Fragility*, Beacon Press, 2018.

oblivious." Because identity is varied, privilege comes in many different forms (i.e., white privilege, Christian privilege, heteronormative privilege, and even American privilege).⁵⁰

race

The concept of race was created as a classification of human beings to give power and legitimize the dominance of white people over other groups, usually nonwhite people. Race designations have changed over time. Some groups that are considered "white" in the United States today were considered "nonwhite" in previous eras, in the U.S. Census data, and in mass media and popular culture (for example, Irish, Italian, and Jewish people).

racial gaps

Systemic racism has contributed to the persistence of race-based gaps that manifest in many different economic indicators. The starkest divides are in household wealth measures, reflecting centuries of white privilege that have made it particularly difficult for people of color to achieve economic security.⁵¹

racial profiling

Racial profiling refers to law enforcement officials' discriminatory practice of targeting individuals for suspicion of crime based on their race, ethnicity, religion, or national origin.

racialized trauma

Racial trauma, or race-based traumatic stress (RBTS), refers to the mental and emotional injury caused by encounters with racial bias and ethnic discrimination, racism, and hate crimes. Any individual that has experienced an emotionally painful, sudden, and uncontrollable racist encounter is at risk of suffering from a race-based traumatic stress injury. In the United States, Black, and Indigenous People of Color (BIPOC) are most vulnerable due to living under a system of white supremacy.

Experiences of race-based discrimination can have detrimental psychological impacts on individuals and their wider communities. In some individuals, prolonged incidents of racism can lead to symptoms like those experienced with post-traumatic stress disorder (PTSD). This can look like depression, anger, recurring thoughts of the event, physical reactions (e.g., headaches, chest pains, insomnia), hypervigilance, low-self-esteem, and mentally distancing from the traumatic events. Some or all of these symptoms may be present in someone with RBTS, and symptoms can look different across different cultural groups. It is important to note that unlike PTSD, RBTS is not considered a mental health disorder. RBTS is a mental injury that can occur as the result of living within a racist system or experiencing events of racism.⁵²

racism

Racism is any prejudice against someone because of their race when systems of power reinforce those views. Racism is historically rooted in all-encompassing economic, political, social, and cultural structures, actions, and beliefs that systematize and perpetuate an unequal distribution of privileges, resources, and power between white people and Black, Indigenous, and People of Color.

Expanded Racism Terminology

⁵⁰ <https://www.racialequitytools.org/resourcefiles/mcintosh.pdf>

⁵¹ <https://inequality.org/facts/racial-inequality/>

⁵² <https://www.mhanational.org/racial-trauma>

aversive racism

A manifestation of racism that well-intentioned people who see themselves as educated and progressive are more likely to exhibit. It exists under the surface of consciousness because it conflicts with consciously held beliefs of racial equality and justice. Aversive racism is subtle but insidious form, as aversive racists enact racism in ways that allow them to maintain a positive self-image (e.g., “I have lots of friends of color”; “I judge people by the content of their character, not the color of their skin”).

color-blind racism

What is called color-blind racism is an example of racism’s ability to adapt to cultural changes. If we pretend not to notice race, then there can be no racism. Color-blindness is now promoted as the remedy for racism, with white people insisting that they didn’t see race or if they did, that it had no meaning to them. This pretense that race is not noticed assumes that a person of color is just like a white person and thus projects white reality onto people of color.

good/bad binary view of racism

The good/bad binary refers to the idea that you cannot be a good person and participate in racism; only bad people are racists. The good/binary is one of the most effective adaptations of racism in recent history. Prior to the civil rights movement, it was socially acceptable for white people to openly proclaim their belief in their racial superiority.

institutional racism

A form of racism expressed in the practice of social and political institutions. It refers specifically to how institutional policies and practices create different outcomes for different racial groups.

internalized racism

Internalized racism is loosely defined as the internalization by people of racist attitudes toward members of their ethnic group, including themselves.

new racism

New racism is a term coined by film professor Martin Barker to capture how racism has adapted over time so that modern norms, policies, and practices result in similar racial outcomes as those in the past, while not appearing to be explicitly racist.

reckoning

Reckoning is the act or an instance of reckoning, a settling of accounts, or summing up.⁵³

reconciliation

Reconciliation is an agreement between disputants or adversaries. At its core, it is about restoring the right relationship between people who have been enemies. Reconciliation, as John De Gruchy observes, “implies a fundamental shift in personal and power relations.”⁵⁴

⁵³ <https://www.merriam-webster.com/dictionary/reckoning>

⁵⁴ <https://www.beyondintractability.org/casestudy/vo-reconciliation>

relating

To form a close personal relationship, or to give an oral or written account of in some detail.⁵⁵**resistance**
Includes the dislike of or opposition to a plan or an idea, the act of refusing to obey, using force to oppose somebody/something, or the power not to be affected by something.⁵⁶

respectability politics

What happens when minority and/or marginalized groups are told (or teach themselves) that to receive better treatment from the group in power, they must behave better.⁵⁷

restoration

Restoration involves the act of restoring something to its original state, renewing, reviving, or reestablishing.⁵⁸

savage

Savage is usually used to describe someone (often a person of note) who does or says something particularly cold-blooded or ruthless (suitable replacements for the word *savage*, by the way) and shows no remorse for their actions. Savage was used to dehumanize Indigenous peoples and to advance and normalize their erasure from this land.⁵⁹

sexism

Prejudice or discrimination based on sex and behavior, conditions, or attitudes that foster stereotypes of social roles based on sex. Ambivalent sexism, an overarching term, means to have simultaneous and contradictory attitudes, conditions, and behaviors that foster stereotypes, prejudice and/or discrimination based on sex. Ambivalent means having or showing simultaneous and contradictory attitudes or feelings toward something or someone. According to researchers, ambivalent sexism includes two types of sexism: hostile and benevolent.⁶⁰

shared understanding

New knowledge creation is influenced by participation and collaboration achieved by exchanging individual knowing for group knowing. Shared understanding changes individual perspectives to a joint perspective based on collective contributions. Shared understanding is individual and collective ownership of a new perspective accepted by the group.⁶¹

social construct

⁵⁵ <https://www.merriam-webster.com/thesaurus/relating>

⁵⁶ <https://www.oxfordlearnersdictionaries.com/us/definition/english/resistance>

⁵⁷ <https://www.bupipedream.com/opinions/94369/the-problem-with-respectability-politics/>

⁵⁸

<https://www.dictionary.com/browse/restoration#:~:text=the%20act%20of%20restoring%3B%20renewal,something%20taken%20away%20or%20lost>

⁵⁹ [an uncivilized or barbaric state or condition; barbarity, savage action, nature, disposition, or behavior.](#)

⁶⁰

<https://www.forbes.com/sites/forbescoachescouncil/2020/03/16/how-does-sexism-influence-workplaces-today/#1a2b54617e51>

⁶¹ <https://www.igi-global.com/dictionary/shared-understanding/26788>

Races are categories that society invents, manipulates, or retires when convenient based on the dominant race or hierarchical race.⁶²

socialism

A political and economic theory of social organization that advocates that the means of production, distribution, and exchange should be owned or regulated by the community as a whole.

solidarity

The ties that bind people together in a group or society and their sense of connection to each other.⁶³

spheres of influence

A country or area in which another country can affect developments, although it has no formal authority. This includes individuals, organizations, and personal and professional networks with whom opinions hold some weight.⁶⁴

structural racism

A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequities. Structural racism is not something that a few people or institutions choose to practice. It is an interconnected system of racial oppression. It encompasses the entire white domination system, diffused and infused in all aspects of society, including its history, culture, politics, economics, and whole social fabric. Structural racism is more difficult to locate in a particular institution because it involves reinforcing multiple institutions and cultural norms, past and present, continually reproducing old, and producing new forms of racism.

Structural racism is the most profound and pervasive form of racism—all other forms of racism emerge from structural racism. For example, we can see structural racism in the many institutional, cultural, and structural factors that contribute to lower life expectancy for African American and Native American men compared to white men. These include higher exposure to environmental toxins, dangerous jobs, and unhealthy housing stock; higher exposure to and more lethal consequences for reacting to violence, stress, and racism; lower rates of health care coverage, access, and quality of care; and systematic refusal by the nation to fix these things.

systemic racism

Reflects prejudices rooted in racialized beliefs and reinforced by the economic, political, legal, and social systems that govern societies with laws, customs, practices, and passive allowances.

systems of oppression

The term *systems of oppression* helps us better identify inequity by calling attention to mistreatment's historical and organized patterns. In the United States, systems of oppression (like systemic racism) are woven into the very foundation of American culture, society, and laws. Other examples of systems of oppression are sexism,

⁶² CRT page 9

⁶³ <https://sociologydictionary.org/solidarity/>

⁶⁴

<https://www.contactually.com/blog/understanding-whos-in-your-sphere-of-influence#:~:text=Key%20Takeaways,of%20referrals%20and%20repeat%20business.>

heterosexism, ableism, classism, ageism, and anti-Semitism. Society's institutions, such as government, education, and culture, all contribute or reinforce marginalized social groups' oppression while elevating dominant social groups.⁶⁵

terrorism

Terrorism is the deliberate use—or threat—of violence by nonstate actors to achieve political goals and create a broad psychological impact. Violence—and the threat of violence—are essential components of terrorism.

Terrorism can be divided into four broad categories: right-wing, left-wing, religious, and ethnonationalist. To be clear, terms like *right-wing* and *left-wing terrorism* do not—in any way—correspond to mainstream political parties in the United States, such as the Republican and Democratic Parties, which eschew terrorism. Instead, terrorism is orchestrated by a small minority of extremists.⁶⁶

transformation

The act or process of transformation includes a change in form, appearance, nature, or character. This process is permanent and cannot be reversed. Like for the butterfly, transformation involves stages.⁶⁷

truth

Determining the definition of truth falls under the discipline of epistemology or the study of knowledge. However, some philosophers categorize it as a study in metaphysics—the study of what is real. Truth is a statement about the way the world is.⁶⁸

unconscious discrimination

Unconscious discrimination, or as it is sometimes called, implicit, unexamined, or systemic discrimination, occurs based on subtle, ingrained biases against certain groups. These biases are based on stereotypes or other preprogramming of people's attitudes in ways they are often unaware of. Discrimination also occurs on an institutional level when the biases are built into formal hiring programs or systems.⁶⁹

white feminism

True feminism has the power to transform society, but too often what is advanced as feminism is white supremacy in disguise—a counterfeit we sometimes call white feminism. White feminism exists to promote the comfort and safety of middle-class and affluent white women. At its core, it is a racist ideology that claims to speak for all women while ignoring the needs of women of color and suppressing our voices when our agendas and priorities don't align. It recognizes women of color's voice only to further its aims and appear inclusive (Ortega 2006). Its organizational representations fail to adequately address racial and economic intersectionality in experiences of sexism. It rejects the idea that women can oppress others who are disempowered and, in doing so, replicates the harmful unacknowledged social dynamic of the primacy of well-educated white voices.⁷⁰

white fragility

⁶⁵ <https://nmaahc.si.edu/learn/talking-about-race/topics/social-identities-and-systems-oppression>

⁶⁶ <https://www.csis.org/analysis/escalating-terrorism-problem-united-states>

⁶⁷ <https://www.dictionary.com/browse/transformation>

⁶⁸ <https://www.philosophynews.com/post/2015/01/29/What-is-Truth.aspx>

⁶⁹ <https://hrdailyadvisor.blr.com/2007/06/04/are-you-guilty-of-unconscious-discrimination/>

⁷⁰ <https://chacrana.net/how-white-feminists-oppress-black-women-when-feminism-functions-as-white-supremacy/>

A state in which even a minimum amount of racial stress becomes intolerable to whites, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt and behaviors such as argumentation, silence, crying, and leaving the stress-inducing situation.

white nationalism

White nationalism is a term that originated among white supremacists as a euphemism for white supremacy. Eventually, some white supremacists tried to distinguish it further by using it to refer to a form of white supremacy that emphasizes defining a country or region by white racial identity and seeks to promote whites' interests exclusively, typically at the expense of people of other backgrounds.⁷¹

white privilege

White privilege is a myriad of social advantages, benefits, and courtesies that come with being a part of the dominant race.

white supremacy

White supremacy is the all-encompassing centrality and assumed superiority of people defined and perceived as white and the practices based on this assumption. This overarching political, economic, and social system of domination benefits those defined and perceived as white. At the general level, the racial frame views whites as superior in culture and achievement and views Black, Indigenous, and People of Color as generally of less social, economic, and political consequence; Black, Indigenous, and People of Color are seen as inferior to whites in the making and keeping of the nation.

white terrorism

Sharon Nazarian, Anti-Defamation League senior vice president, said at a congressional hearing:

"White supremacy is a transnational terrorist threat that has already begun to engulf us all . . . and our government has failed to take sufficient measures to also address this rising threat. Simply, white nationalism is a threat of growing lethality with similar global ambitions and a murderous strategy to achieve those ends."⁷²

whiteness

The term *white*, referring to people, was created by Virginia slave owners and colonial rulers in the seventeenth century. It replaced terms like *Christian* and *Englishman* to distinguish European colonists from Africans and Indigenous peoples. European colonial powers established whiteness as a legal concept after Bacon's Rebellion in 1676, during which indentured servants of European and African descent had united against the colonial elite. The legal distinction of white separated the servant class on the basis of skin color and continental origin. The creation of "whiteness" meant giving privileges to some while denying them to others to justify biological and social inferiority.

Whiteness refers to the specific dimensions of racism that serve to elevate white people over people of color. This definition counters the dominant representation of racism in mainstream education as isolated in discrete behaviors that some individuals may or may not demonstrate and goes beyond naming specific privileges

⁷¹ <https://www.adl.org/resources/glossary-terms/white-nationalism>

⁷²

https://www.washingtonpost.com/politics/white-terrorism-is-an-international-menace-we-need-a-new-strategy-to-fight-it/2019/09/24/adb320b4-de4b-11e9-8fd3-d943b4ed57e0_story.html

(McIntosh 1988). Whites are theorized as actively shaped, affected, defined, and elevated through their racialization. The individual and collective consciousness is formed within it. Whiteness is thus conceptualized as a constellation of processes and practices rather than a discrete entity (i.e., skin color alone). Whiteness is dynamic, relational, and operating at all times and on various levels. These processes and practices include basic rights, values, beliefs, perspectives, and experiences purported to be commonly shared by all but only consistently afforded to white people.⁷³

⁷³ <https://www.racialequitytools.org/glossary#whiteness>