

The Office for Social Justice and Diversity

Connecting the Dots Terminology

- _____ **ism** - indicating prejudice on the basis specified (e.g.: sexism, racism, ableism, etc.)
- _____ **phobia** - an extreme or irrational fear of or aversion to something (e.g: homophobia,
- **Ally** - a person in a position of privilege and power who seeks to operate in solidarity with a marginalized group
- **Discrimination** - the practice of unfairly treating a person or group of people differently from other people or groups of people.
- **Diversity** - focuses on appreciating social difference without an emphasis on power dynamics or differential access to resources and institutional support needed to live safe, satisfying, productive lives.
- **Hate Crime** - criminal offense against a person or property motivated in whole or in part by an offender's bias against a race, religion, disability, sexual orientation, ethnicity, gender, or gender identity.
- **Implicit/Unconscious Bias** - attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.
- **Inclusivity/Inclusion** - the fact or policy of not excluding members or participants on the grounds of gender, race, class, sexuality, disability, etc.
- **Intersectionality** - The interconnected nature of social categorizations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.
- **Marginalized** - to put or keep (someone) in a powerless or unimportant position within a society or group.
- **Microaggression** - the brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial, gender, sexual orientation, and religious slights and insults to the target person or group.
- **Oppression** - unjust or cruel exercise of authority or power.
- **Prejudice** - an unfavorable opinion or feeling formed beforehand or without knowledge, thought, or reason.
- **Privilege** - A special right, advantage, or immunity granted or available only to one person or group of people. Operates on personal, interpersonal, cultural and institutional levels, gives advantages, favors and benefits to members of dominant groups at the expense of members of target groups, and people in dominant groups are frequently unaware that they are members of the dominant group due to the privilege of being able to see themselves as persons rather than stereotypes.
- **Stereotype** - An oversimplified generalization about a group of people without regard to their individual differences. Some stereotypes can be positive, however, they can have a negative impact, simply because they involve broad generalizations that ignore individual realities.