

## DEFINITIONS OF EQUITY TERMS

Using shared definitions of key terms in equity work provides clarity and consistency across all aspects of an organization, which leads to better analysis of how detrimental impacts across systems and institutions are maintained across all identities and demographics. We can then be more effective in deconstructing these mechanisms that support institutional barriers and begin constructing ones that produce equitable outcomes.

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**Equity:** When one's identity cannot predict outcomes.

(Equity is the umbrella under which Diversity and Inclusion reside.)

Fairness; impartiality; evenhanded dealings, the body of principles constituting what is fair and right. *Source: Black's Law Dictionary*

**Diversity:** includes all the ways in which people are different, and it encompasses all the different characteristics that make an individual or group different from one another. *Source: UC Berkeley Center for Equity, Inclusion and Diversity*

**Inclusion:** Authentically providing a voice and opportunities for influence and decision-making to those who are outside the dominant culture paradigm

**Equity Lens:** is a critical thinking approach to undoing institutional and structural discrimination and implicit bias, which evaluates benefits, burdens, and outcomes to historically underserved communities.

**Equity Framework:** An understanding of the root causes of disparities, an analysis of the structures that perpetuate these disparities, and the ability to deploy critical

strategies to undoing those structures (i.e., community self-determination, shifting power, etc.) in order to replace them with structures that produce equitable outcomes.

**Equity Tool:** A set of strategies, procures, and resources designed to integrate explicit consideration of equity, and that can be implemented and applied throughout organizational policy, procedures, and operations to ensure/drive equitable process, impacts, and outcomes.

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**Communities of Color:** is a term used primarily in the United States to describe communities of people who are not identified as White, emphasizing common experiences of racism within their sub-groups.

**Discrimination:** refers to practices or policies that confer privileges on a certain group or that denies privileges to a certain group because of race, age, sex, nationality, religion, or disability *or other identity* (added by The Gemini Group). *Source: Black's Law Dictionary*

**Disparate (Adverse) Impacts (Outcomes):** refers to the adverse effects of a facially neutral policy or practice (e.g., an employment practice) that nonetheless discriminates against persons because of their race, sex, national origin, age, or disability, and that is not justified by business necessity. Intent is irrelevant. *Source: Black's Law Dictionary*

**Explicit Bias:** is the evaluation and assumptions of one group and its members relative to one another, expressed directly, with full awareness.

**Ethnicity:** a category of people who identity with each other based on common language, ancestral, social, cultural, or national experiences. *Source: Oxford English Dictionary*

**Implicit Bias:** is the evaluation of one group and its members relative to one another, expressed directly or indirectly, without awareness or conscious thought.

**Institutional Racism:** occurs within institutions and systems of power. It is the unfair policies and discriminatory practices of particular institutions (schools, government, workplaces, etc.). *Source: Race Forward, Moving the Race Conversation Forward*

**Internalized Racism:** lies within individuals about their own identity. These are our private beliefs and biases about race and Racism, influenced by the dominant culture paradigm. *Source: Race Forward, Moving the Race Conversation Forward*

**Interpersonal Racism:** occurs between individuals. These are the biases that occur when individuals interact with others and their private racial beliefs affect their public interactions. *Source: Race Forward, Moving the Race Conversation Forward*

**Macro-Microaggressions:** Microaggressions that occur on institutional and systemic levels.

**Microaggressions:** Brief or causal comments/exchanges, verbal and non-verbal, that send denigrating messages to individuals because of their membership in any marginalized or oppressed group. The origin of microaggressions is founded in race, specifically against Black/African American individuals, but has since broadened to include all marginalized/oppressed groups.

**Privilege (Unearned):** refers to the unearned set of advantages, entitlements, and benefits bestowed by the formal and informal institutions of society to ALL members of a dominant group (e.g. White privilege, male privilege, etc.). Privilege is usually invisible to those who have it.

**Race:** a non-scientific classification of human beings created by Europeans which assigns human worth and social status for the purpose of establishing and maintaining privilege and power. *Source: adapted from Ronald Chisom and Michael Washington, Undoing Racism: A Philosophy of International Social Change*

**Racial Disparity:** A significant difference in conditions between a racial group and the dominant (White) population that is avoidable and unjust, e.g., national disciplinary rates in public schools that suspend or expel Black and Brown boys at four times the rate of White boys for the same offense.

**Underserved/Underrepresented/Marginalized:** refers to people and places that historically and currently have not had equitable resources or access to infrastructure, healthy environments, housing choice, etc. disparities may be recognized in both services provided and in outcomes.

**White Supremacy:** It is not specifically about violence, or not about violence at all. It is the everyday dominant culture paradigm that is founded upon Whiteness which shapes norms, values, beliefs, and standards to advantage or lift White people and Whiteness and marginalize or oppress People of Color. It is the everyday process that uses cultural and racial differences to overtly and covertly assign value and normality to White people and Whiteness, e.g., “flesh colored” Band-Aids and crayons, decades of white-only Disney princesses, standards of beauty.

**White Supremacist:** One who believes in the creation and/or maintenance of White Supremacy by violence, legislation, or policy.