

OVERVIEW OF TERMS

ALLY- A person of one social identity group who stands up in support of members of another group, typically a member of a dominant group standing beside member(s) of a group being discriminated against or treated unjustly.

COLORISM- Prejudice or discrimination against individuals with a dark skin tone, typically among people of the same ethnic or racial group.

IMPLICIT BIAS- The attitudes or stereotypes that impact understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control.

INTERSECTIONALITY- The complex and cumulative way that the effects of different aspects of identity (such as race, sexual orientation, gender, and social class) combine, overlap, and intersect.

INSTITUTIONAL RACISM- A pattern of social institutions (governmental organizations, schools, banks, and courts of law) giving negative treatment to a group of people based on their race, having a disproportionately negative effect on racial minorities' access to and quality of goods, services, and opportunities.

JIM CROW LAWS - Laws and social rules, enforcing racial segregation in the Southern United States. They mandated racial segregation in all public facilities in states of the former Confederate States of America, starting in 1890 with a "separate but equal" status for African Americans, and continued until 1965.

MARGINALIZED- Relegated to an unimportant or powerless position within a society or group.

MICROAGGRESSION- A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

PREJUDICE- An unfavorable preconceived opinion or feeling that is formed beforehand or without knowledge, thought, or reason.

RACIST- A person who shows or feels discrimination or prejudice against people of other races, based on a belief that their own race is superior.

SOCIAL CONSTRUCTS- An idea within a particular culture or society which exists solely because people agree to behave as if it exists or agree to follow certain conventional rules.

STEREOTYPES- A widely held but fixed and oversimplified image or idea of a particular type of person.

WHITE FRAGILITY- A state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves.

WHITE EXCEPTIONALISM- The belief that you are "one of the good ones", and that you are not in need of doing work on the subject of race.

WHITE GUILT- The individual or collective guilt felt by some white people for ways in which they have perpetuated the status quo, causing harm to ethnic minorities.

WHITE PRIVILEGE- The level of societal advantage that comes with being seen as the norm. Just by virtue of being a white person of any kind, you're part of the dominant group which tends to be respected, assumed the best of, and given the benefit of the doubt.

WHITE SHAME- White shame is the feeling white people might have when they look back at the past and recognize all the harm that has been done for whiteness and by white people to others.

WHITE SUPREMACY- The belief that white people are superior to all other races and should therefore dominate society.