ABOUT THE GLOSSARY

The Pathfinder Network is committed to promoting diversity, equity, inclusion, justice, and belonging throughout our agency in efforts to counteract the historically racist systems as well as other cultural, structural, and institutionally racist practices that have blocked the development of a more just and socially responsive community.

The hope with the glossary is to develop and support a shared understanding of these terms and their definitions that will enhance the quality of dialogue and discourse on a multitude of topics agency-wide.

ABLEISM	The system of oppression that disadvantages people with disabilities and advantages people who do not currently have disabilities. Like other forms of oppression, it functions on individual, institutional, and cultural levels. Ableism is not solely about the experiences of people with disabilities as targets of discrimination, but rather about the interaction of institutional structures, cultural norms, and individual beliefs and behaviors that together function to maintain the status quo and exclude people with disabilities from many areas of society.
ALLY	An action, not an identity. Members of the advantaged group recognize their privilege and work in solidarity with oppressed groups to dismantle the systems of oppression(s) from which they derive power, privilege, and acceptance. Requires understanding that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways. It means taking intentional, overt, and consistent responsibility for the changes we know are needed in our society, and often ignore or leave for others to deal with; it does so in a way that facilitates the empowerment of persons targeted by oppression. This framework can be used to imply that one does not feel directly implicated by the oppression.
ANTI-BLACK	The Council for Democratizing Education defines anti-Blackness as being a two-part formation that both voids Blackness of value, while systematically marginalizing Black people and their issues.

ANTI-RACISM	Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, and set up in opposition to individual racist behaviors and impacts.
ANTI-RACIST	An anti-racist is someone who is supporting an antiracist policy through their actions or expressing antiracist ideas. This includes the expression of ideas that racial groups are equals and do not need developing, and supporting policies that reduce racial inequity.
ANTI-RACIST IDEAS	An antiracist idea is any idea that suggests the racial groups are equals in all of their apparent difference and that there is nothing wrong with any racial group. Antiracists argue that racist policies are the cause of racial injustices.
ASSIMILATIONIST	One who is expressing the racist idea that a racial group is culturally or behaviorally inferior and is supporting cultural or behavioral enrichment programs to develop that racial group.
BELONGING	Belongingness is the quality or state of being an essential or important part of something. The need to belong involves more than simply being acquainted with other people. It is instead centered on gaining acceptance, attention, and support from members of the group as well as the broader institutions that shape and, thus, gives meaning to one's life.
BIAS	A tendency towards one viewpoint/having a strong way of thinking about a particular topic, group, etc.
BIGOTRY	Intolerant prejudice that glorifies one's own group and denigrates members of other groups.
BIPOC	A term (pronounced bye-pock) referring to "Black and/or Indigenous People of Color." While "POC" or People of Color is often used as well, BIPOC explicitly leads with Black and Indigenous identities, which helps to counter anti-Black racism and invisibilization of Native communities.

CAUCUSING (AFFINITY GROUPS)	A caucus is an intentionally created space for those who share an identity to convene for learning, support, and connections. Caucuses based on racial identity are often comprised, respectively, of people of color, white people, people who hold multiracial identities, or people who share specific racial or ethnic identities.
CISGENDER	A term (pronounced sis-gender) 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.
CLASSISM	Differential treatment based on social class or perceived social class. Classism is the systematic oppression of subordinated class groups to advantage and strengthen the dominant class groups. It's the systematic assignment of characteristics of worth and ability based on social class. Policies and practices are set up to benefit more class-privileged people at the expense of the less class-privileged people, resulting in drastic income and wealth inequality... and the culture which perpetuates these systems and this unequal valuing.
COLONIZATION	A form of invasion, dispossession, and subjugation of a people. The invasion need not be military; it can begin—or continue—as geographical intrusion in the form of agricultural, urban, or industrial encroachments. The result of such incursion is the dispossession of vast amounts of lands from the original inhabitants. This is often legalized after the fact. The long-term result of such massive dispossession is institutionalized inequality. The colonizer/colonized relationship is by nature an unequal one that benefits the colonizer at the expense of the colonized.

COLOR-BLINDNESS	Color-blind ideology (or color-evasiveness – purporting to not notice race in an effort to not appear be racist). Asserts that ending discrimination merely requires treating individuals as equally as possible, without regard to race, culture, or ethnicity. Color-blindness, by overlooking the cumulative and enduring ways in which race unequally shapes life chances and opportunities for people from different groups, actually reinforces and sustains an unequal status quo. By leaving structural inequalities in place, color-blindness has become the "new racism." It also ignores cultural attributes that people value and deserve to have recognized and affirmed.
COLORISM	Using white skin color as the standard, colorism is the allocation of privilege and favor to lighter skin colors and disadvantage to darker skin colors. Colorism operates both within and across racial and ethnic groups.
CRITICAL RACE THEORY	CRT is not a noun, but a verb. It cannot be confined to a static and narrow definition but is considered to be an evolving and malleable practice. It critiques how the social construction of race and institutionalized racism perpetuate a racial caste system that relegates people of color to the bottom tiers. CRT also recognizes that race intersects with other identities, including sexuality, gender identity, and others. CRT recognizes that racism is not a bygone relic of the past. Instead, it acknowledges that the legacy of slavery, segregation, and the imposition of second-class citizenship on Black Americans and other people of color continue to permeate the social fabric of this nation.
CULTURAL APPROPRIATION	Theft of cultural elements—including symbols, art, language, customs, etc.—for one's own use, commodification, or profit, often without understanding, acknowledgement,or respect for its value in the original culture. Results from the assumption of a dominant (i.e. white) culture's right to take other cultural elements.

CULTURAL MISAPPROPRIATION	Cultural misappropriation distinguishes itself from the neutrality of cultural exchange, appreciation, and appropriation because of the instance of colonialism and capitalism; cultural misappropriation occurs when a cultural fixture of a marginalized culture/community is copied, mimicked, or recreated by the dominant culture against the will of the original community and, above all else, commodified. One can understand the use of "misappropriation" as a distinguishing tool because it assumes that there are 1) instances of neutral appropriation, 2) the specifically referenced instance is non-neutral and problematic, even if benevolent in intention, 3) some act of theft or dishonest attribution has taken place, and 4) moral judgement of the act of appropriation is subjective to the specific culture from which is being engaged.
CULTURAL RACISM	Cultural racism refers to representations, messages and stories conveying the idea that behaviors and values associated with white people or "whiteness" are automatically "better" or more "normal" than those associated with other racially defined groups.
CULTURAL WHITE PRIVILEGE	A set of dominant cultural assumptions about what is good, normal or appropriate that reflects Western European white world views and dismisses or demonizes other world views.
DECOLONIZATION	The active resistance against colonial powers, and a shifting of power towards political, economic, educational, cultural, psychic independence and power that originate from a colonized nation's own indigenous culture. This process occurs politically and also applies to personal and societal psychic, cultural, political, agricultural, and educational deconstruction of colonial oppression.

DIASPORA	Diaspora is “the voluntary or forcible movement of peoples from their homelands into new regions …” There is “a common element in all forms of diaspora; these are people who live outside their natal (or imagined natal) territories and recognize that their traditional homelands are reflected deeply in the languages they speak, religions they adopt, and the cultures they produce.”
DISCRIMINATION	The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories.
DIVERSITY	Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender—the groups that most often come to mind when the term "diversity" is used—but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.
ELDER OPPRESSION	Systematic subordination and mistreatment of young people and elders based on age through the restriction and denial of opportunities to exercise social, economic, and political power. Youth and elder oppressions both include restricted access to goods, services, and privileges of society, along with loss of voice and limited access to participation in society. The subordination of young people and elders is supported by institutional structures and practices of society, networks of laws, rules, policies, and procedures, along with the attitudes, values, and actions of individuals that combine to ensure the subordinated status of members of these socially constructed identity groups. Young people and elders are marginalized and excluded by practices that give middle-aged adults the power to act on and for them, often without their agreement or consent.

EQUITY	To treat everyone fairly. An equity emphasis seeks to render justice by deeply considering structural factors that benefit some social groups/communities and harm other social groups/communities.
ETHNICITY	A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base.
GENDER	Broadly, gender is a set of socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate.
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.
GENDERFLUID	Describes a person who does not consistently adhere to one fixed gender and who may move among genders.
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."
HETEROSEXISM	Structural, interpersonal, or other forms of discrimination or prejudice against anyone who does not conform to binary gender norms based on the assumption that heterosexuality is the normal/correct sexual orientation.
IMPLICIT BIAS	Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness.

INCLUSION	Radically including the voices, experiences, wisdom and insight of our partners, clients, and community members in determining the pathways The Pathfinder Network will take in pursuing or advocating for change.
INDIGENEITY	Indigenous populations are composed of the existing descendants of the peoples who inhabited the present territory of a country wholly or partially at the time when persons of a different culture or ethnic origin arrived there from other parts of the world, overcame them and, by conquest, settlement, or other means, reduced them to a non-dominant or colonial condition; who today live more in conformity with their particular social, economic, and cultural customs and traditions than with the institutions of the country of which they now form part, under a State structure which incorporates mainly national, social, and cultural characteristics of other segments of the population which are predominant.
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 that is what a person is doing.
INSTITUTIONAL RACISM	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.
INSTITUTIONAL WHITE PRIVILEGE	Policies, practices and behaviors of institutions—such as schools, banks, non-profits or the Supreme Court—that have the effect of maintaining or increasing accumulated advantages for those groups currently defined as white, and maintaining or increasing disadvantages for those racial or ethnic groups not defined as white. The ability of institutions to survive and thrive even when their policies, practices and behaviors maintain, expand or fail to redress accumulated disadvantages and/or inequitable outcomes for people of color.

INTERNALIZED DOMINANCE	Occurs among white people when they believe and/or act on assumptions that white people are superior to, more capable, intelligent, or entitled than people of color. It occurs when members of the dominant white group take their group's socially advantaged status as normal and deserved, rather than recognizing how it has been conferred through racialized systems of inequality. Internalized dominance may be unconscious or conscious.
INTERNALIZED RACISM	Internalized racism is the situation that occurs in a racist system when a racial group oppressed by racism 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.
INTERPERSONAL WHITE PRIVILEGE	Behavior between people that consciously or unconsciously reflects white superiority or entitlement.
INTERSECTIONALITY	The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.
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.

LIBERATION	The creation of relationships, societies, communities, organizations, and collective spaces characterized by equity, fairness, and the implementation of systems for the allocation of goods, services, benefits, and rewards that support the full participation of each human and the promotion of their full humanness.
MARGINALIZATION	A social process by which individuals or groups are (intentionally or unintentionally) distanced from access to power and resources and constructed as insignificant, peripheral, or less valuable/privileged to a community or "mainstream" society. This term describes a social process, so as not to imply a lack of agency. Marginalized groups or people are those excluded from mainstream social, economic, cultural, or political life.
MICROAGGRESSION	The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.
MULTICULTURAL COMPETENCY	A process of learning about and becoming allies with people from other cultures, thereby broadening our own understanding and ability to participate in a multicultural process. The key element to becoming more culturally competent is respect for the ways that others live in and organize the world and an openness to learn from them.
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 transmasc nonbinary. Language is imperfect, so it's important to trust and respect the words that nonbinary people use to describe their genders and experiences.

OPPRESSION	The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group.
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.
PATRIARCHY (INSTITUTIONAL, STRUCTURAL, SYSTEMIC, SEXISM)	An historically based, institutionally perpetuated system of exploitation and oppression in which those assigned male, or those exhibiting characteristics that have been assigned male, hold ultimate authority and privilege central to social organization, occupying roles of political leadership, moral authority, and control of property. It implies and entails female subordination. Can result in gendered outcomes even without specific gendered animus articulated between individuals.
PEOPLE OF COLOR	Often the preferred collective term for referring to non-White racial groups. Racial justice advocates have been using the term “people of color” (not to be confused with the pejorative “colored people”) since the late 1970s as an inclusive and unifying frame across different racial groups that are not White, to address racial inequities.
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.

PRIVILEGE	Unearned social power accorded 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 because we're taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.
RACIAL EQUITY	Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation. This includes elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or that fail to eliminate them.
RACIAL INEQUITY	Racial inequity is when two or more racial groups are not standing on approximately equal footing, such as the percentages of each ethnic group in terms of dropout rates, single family home ownership, access to healthcare, etc.
RACIAL JUSTICE	The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice—or racial equity—goes beyond "anti-racism." It is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures.
RACISM	Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.

RELIGIOUS OPPRESSION	The systematic subordination of minority religious groups, such as Buddhists, Hindus, Jews, Muslims, Sikhs, Native American spiritualities, and those who are atheists, agnostics, or freethinkers. The subordination of non-Christian religions occurs at all levels of society through the actions of individuals (religious prejudice), institutional policies and practices (religious discrimination), and cultural and societal norms and values associated with Christianity. [This definition refers to religious oppression in the United States.]
REPARATIONS	States have a legal duty to acknowledge and address widespread or systematic human rights violations, in cases where the state caused the violations or did not seriously try to prevent them. Reparations initiatives seek to address the harms caused by these violations. They can take the form of compensa- ting for the losses suffered, which helps overcome some of the consequences of abuse. They can also be future oriented—providing rehabilitation and a better life to victims—and help to change the under- lying causes of abuse. Reparations publicly affirm that victims are rights-holders entitled to redress.
RESTORATIVE JUSTICE	Restorative Justice is a theory of justice that emphasizes repairing the harm caused by crime and conflict. It places decisions in the hands of those who have been most affected by a wrongdoing, and gives equal concern to the victim, the offender, and the surrounding community. Restorative responses are meant to repair harm, heal broken relationships, and address the underlying reasons for the offense. Restorative Justice emphasizes individual and collective accountability. Crime and conflict generate opportunities to build community and increase grassroots power when restorative practices are employed.
SAFE SPACE	A place where people can express themselves and participate without fear, criticism, or denial of their experiences.

SETTLER COLONIALISM	Settler colonialism refers to colonization in which colonizing powers create permanent or long-term settlement on land owned and/or occupied by other peoples, often by force.
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.
SOCIAL OPPRESSION	Refers to oppression that is achieved through social means and that is social in scope—it affects whole categories of people. This kind of oppression includes the systematic mistreatment, exploitation, and abuse of a group (or groups) of people by another group (or groups). It occurs whenever one group holds power over another in society through the control of social institutions, along with society's laws, customs, and norms. The outcome of social oppression is that groups in society are sorted into different positions within the social hierarchies of race, class, gender, sexuality, and ability. Those in the controlling, or dominant group, benefit from the oppression of other groups through heightened privileges relative to others, greater access to rights and resources, a better quality of life, and overall greater life chances. Those who experience the brunt of oppression have fewer rights, less access to resources, less political power, lower economic potential, worse health and higher mortality rates, and lower overall life chances.
SOCIALIZATION	The process of consciously and unconsciously learning norms, beliefs, and practices from individuals, media, and institutions about who does/does not have power and privilege as it relates to social identities and how the self is positioned in relationship to these identities. "How we are supposed to act."

STRUCTURAL RACISM	Structural racialization connotes the dynamic process that creates cumulative and durable inequalities based on race. Interactions between individuals are shaped by and reflect underlying and often hidden structures that shape biases and create disparate outcomes even in the absence of racist actors or racist intentions. The presence of structural racialization is evidenced by consistent differences in outcomes in education attainment, family wealth, and even life span.
STRUCTURAL WHITE PRIVILEGE	A system of white domination that creates and maintains belief systems that make current racial advantages and disadvantages seem normal. The system includes powerful incentives for maintaining white privilege and its consequences, and powerful negative consequences for trying to interrupt white privilege or reduce its consequences in meaningful ways. The system includes internal and external manifestations at the individual, interpersonal, cultural and institutional levels. The accumulated and interrelated advantages and disadvantages of white privilege that are reflected in racial/ethnic inequities in life-expectancy and other health outcomes, income and wealth, and other outcomes, in part through different access to opportunities and resources. These differences are maintained in part by denying that these advantages and disadvantages exist at the structural, institutional, cultural, interpersonal, and individual levels and by refusing to redress them or eliminate the systems, policies, practices, cultural norms, and other behaviors and assumptions that maintain them.
SYSTEMIC RACISM	This is an interlocking and reciprocal relationship between the individual, institutional and structural levels which function as a system of racism. These various levels of racism operate together in a lockstep model and function together as a whole system.

TOKENISM	Tokenism is, simply, covert racism. Racism requires those in power to maintain their privilege by exercising social, economic, and/or political muscle against people of color (POC). Tokenism achieves the same while giving those in power the appearance of being non-racist and even champions of diversity because they recruit and use POC as racialized props.
TRANSGENDER	Often shortened to trans, from the Latin prefix for "on a different side as." A term describing a person's gender identity that does not necessarily match their assigned sex at birth. Transgender people may or may not decide to alter their bodies hormonally and/or surgically to match their gender identity. This word is also used as an umbrella term to describe groups of people who transcend conventional expectations of gender identity or expression—such groups include, but are not limited to, people who identify as transsexual, genderqueer, gender variant, gender diverse, and androgynous. "Trans" is often considered more inclusive than transgender because it includes transgender, transsexual, transmasc, transfem, and those who simply use the word trans.
TWO-SPIRIT	Two-Spirit is an umbrella pan-Native American term. It describes gender identity, gender expression, and/or sexual orientation. Some Two-Spirits may align with colonial LGBTQ+ identities while others may not.
WHITE FRAGILITY	A state in which even a minimum amount of racial stress becomes intolerable [for white people], 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, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium.
WHITE PRIVILEGE	Refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.

WHITE SUPREMACY	An artificial, historically constructed culture which expresses, justifies, and binds together the United States white supremacy system. It is the glue that binds together white-controlled institutions into systems and white-controlled systems into the global white supremacy system.
WHITENESS	Whiteness itself refers to the specific dimensions of racism that serve to elevate white people over people of color.
XENOPHOBIA	Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that immigrants are inferior to the dominant group of people. Xenophobia is reflected in interpersonal, institutional, and systemic levels oppression and is a function of White supremacy.
YOUTH OPPRESSION	Systematic subordination and mistreatment of young people and elders based on age through the restriction and denial of opportunities to exercise social, economic, and political power. Youth and elder oppressions both include restricted access to goods, services, and privileges of society, along with loss of voice and limited access to participation in society. The subordination of young people and elders is supported by institutional structures and practices of society, networks of laws, rules, policies, and procedures, along with the attitudes, values, and actions of individuals that combine to ensure the subordinated status of members of these socially constructed identity groups. Young people and elders are marginalized and excluded by practices that give middle-aged adults the power to act on and for them, often without their agreement or consent.

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Most of the terms and their definitions were sourced from:

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GENDER	PFLAG National Glossary of Terms, June 2022
GENDER IDENTITY	PFLAG National Glossary of Terms, June 2022
GENDERFLUID	PFLAG National Glossary of Terms, June 2022
HERTERONORMATIVITY	PFLAG National Glossary of Terms, June 2022
HETEROSEXISM	On the White Noise Collective webpage "Shared Understandings" with this source note: Definitions, quotes and examples compiled from many sources, including Andrea Ayvazian, Andrea Smith, Black Girl Dangerous, Class Action, KathrynMathers, Dr. Wade Nobles, PeggyMcIntosh, Love, Race and Liberation, Barbara Love, OpenSource Leadership, RacialEquity Tools, RobinDiAngelo, Colors of Resistance, Challenging White Supremacy, IsaacGiron, Anne Braden, Wikipedia, and Barbara Major, & People's Institute for Survival and Beyond.
IMPLICIT BIAS	Cheryl Staats, State of the Science: Implicit Bias Review 2013, Kirwan Institute, The Ohio State University.
INCLUSION	OpenSource Leadership Strategies

RESOURCES

INDIGENEITY	United Nations Permanent Forum on Indigenous Issues (2010, page 9), originally presented in the preliminary report of the SpecialRapporteur of the UN Commission on Human Rights, José Martínez Cobo (1972, page 10).
INDIVIDUAL RACISM	Flipping the Script: WhitePrivilege and Community Building by Maggie Potapchuk, Sally Leiderman, Donna Bivens, and Barbara Major (2005).
INSTITUTIONAL RACISM	Flipping the Script: WhitePrivilege and Community Building by Maggie Potapchuk, Sally Leiderman, DonnaBivens, and Barbara Major (2005).
INSTITUTIONAL WHITE PRIVELEGE	RacialEquityTools.org, MP Associates, Center for Assessment and Policy Development, and World Trust Educational Services.
INTERNALIZED DOMINANCE	Teaching for Diversity and Social Justice: A Sourcebook, edited by Maurianne Adams and Lee Anne Bell, with Diane J. Goodman and Khyati Y. Joshi (Routledge, 2016), page 137.
INTERNALIZED RACISM	Donna Bivens, Internalized Racism: A Definition (Women's Theological Center, 1995).
INTERPERSONAL WHITE PRIVILEGE	RacialEquityTools.org, MP Associates, Center for Assessment and Policy Development, and World Trust Educational Services.
INTERSECTIONALITY	Otamere Guobadia, "Kimberlé Crenshaw and Lady Phyll Talk Intersectionality, Solidarity, and Self-Care" (2018).
LGBTQ+	PFLAG National Glossary of Terms, June 2022
LIBERATION	Critical Liberation Theory, Barbara J. Love, Keri DeJong, and Christopher Hughbanks (UMASS, Amherst, 2007).
MARGINALIZATION	The University of British Columbia's Equity & Inclusion Glossary of Terms, citing The SAGE Encyclopedia of Qualitative Research Methods

RESOURCES

MICROAGGRESSION	Derald Wing Sue, PhD, "Microaggressions: More than Just Race" (Psychology Today, 17 November 2010).
MULTICULTURAL COMPENTENCY	Paul Kivel, "Multicultural Competence" (2007).
NONBINARY	PFLAG National Glossary of Terms, June 2022
OPPRESSION	"What Is Racism?" – Dismantling Racism Works (dRworks) web workbook.
PANSEXUAL	PFLAG National Glossary of Terms, June 2022
PATRIARCHY (INSTITUTIONAL, STRUCTURAL, SYSTEMIC, SEXISM)	On the White Noise Collective webpage "Shared Understandings" with this source note: Definitions, quotes and examples compiled from many sources, including Andrea Ayvazian, Andrea Smith, Black Girl Dangerous, Class Action, KathrynMathers, Dr. Wade Nobles, PeggyMcIntosh, Love, Race and Liberation, Barbara Love, OpenSource Leadership, RacialEquity Tools, RobinDiAngelo, Colors of Resistance, Challenging White Supremacy, IsaacGiron, Anne Braden, Wikipedia, and Barbara Major, & People's Institute for Survival and Beyond.
PEOPLE OF COLOR	Race Forward, "Race Reporting Guide" (2015).
PREJUDICE	Institute for Democratic Renewal and Project Change Anti-Racism Initiative, A Community Builder's Tool Kit, Appendix I (2000).
PRIVILEGE	Colours of Resistance Archive, "Privilege"
RACIAL EQUITY	Center for Assessment and Policy Development.
RACIAL INEQUITY	Ibram X. Kendi, How To Be An Antiracist, Random House, 2019.
RACIAL JUSTICE	Race Forward, "Race Reporting Guide" (2015).

RESOURCES

RACISM	"What Is Racism?" – Dismantling Racism Works (dRworks) web workbook.
RELIGIOUS OPPRESSION	Teaching for Diversity and Social Justice: A Sourcebook, edited by Maurianne Adams, Lee Anne Bell, with Diane J. Goodman and Khyati Y. Joshi (Routledge, 2016), p. 255.
REPARATIONS	International Center for Transitional Justice.
RESTORATIVE JUSTICE	The Movement for Black Lives (M4BL), "Glossary."
SAFE SPACE	Harvard Political Review, "Tackling the Term: What is a Safe Space?" January 30, 2017.
SETTLER COLONIALISM	Dina Gilio-Whitaker, "Settler Fragility: Why Settler Privilege Is So Hard to Talk About" (2018).
SEXUAL ORIENTATION	PFLAG National Glossary of Terms, June 2022
SOCIAL OPPRESSION	Canadian Race Relations Foundation, Glossary of Terms.
SOCIALIZATION	On the White Noise Collective webpage "Shared Understandings" with this source note: Definitions, quotes and examples compiled from many sources, including Andrea Ayvazian, Andrea Smith, Black Girl Dangerous, Class Action, KathrynMathers, Dr. Wade Nobles, PeggyMcIntosh, Love, Race and Liberation, Barbara Love, OpenSource Leadership, RacialEquity Tools, RobinDiAngelo, Colors of Resistance, Challenging White Supremacy, IsaacGiron, Anne Braden, Wikipedia, and Barbara Major, & People's Institute for Survival and Beyond.
STRUCTURAL RACISM	Flipping the Script: WhitePrivilege and Community Building by Maggie Potapchuk, Sally Leiderman, DonnaBivens, and Barbara Major (2005).
STRUCTURAL WHITE PRIVILEGE	RacialEquityTools.org, MP Associates, Center for Assessment and Policy Development, and World Trust Educational Services.

RESOURCES

SYSTEMIC RACISM	Canadian Race Relations Foundation, Glossary of Terms.
TOKENISM	Helen Kim Ho, "8 Ways People of Color are Tokenized in Nonprofits," The Nonprofit Revolution (2017).
TRANSGENDER	PFLAG National Glossary of Terms, June 2022
TWO-SPIRIT	Tony Enos, "8 Things You Should Know About Two Spirit People," Indian Country Today, Sept 13, 2018.
WHITE FRAGILITY	Robin DiAngelo, "White Fragility" (International Journal of Critical Pedagogy, 2011).
WHITE PRIVILEGE	Peggy McIntosh, "White Privilege and Male Privilege: A Personal Account of Coming to See Correspondences Through Work in Women Studies" (1988).
WHITE SUPREMACY	"What Is Racism?" – Dismantling Racism Works (dRworks) web workbook.
WHITENESS	Robin DiAngelo, "White Fragility" (International Journal of Critical Pedagogy, 2011).
XENOPHOBIA	Lee Cokorinos, "The Racist Roots of the Anti-Immigration Movement," The Black Agenda Report (2007).
YOUTH OPPRESSION	Teaching for Diversity and Social Justice: A Sourcebook, edited by Maurianne Adams, Lee Anne Bell, with Diane J. Goodman and Khyati Y. Joshi (Routledge, 2016), p. 342.

If you have a term you'd like added to the Glossary, please submit your request here.