Definitions to Know
For If We Don’t, Who Will? How Managers Can Support Employees Who Work in EDI

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Ableism is discrimination or prejudice against individuals with disabilities.

Ageism is prejudice or discrimination against a particular age-group and especially the elderly.

Ally is an individual who is associated with another as a helper: a person or group that provides assistance and support in an ongoing effort, activity, or struggle.

- Often now used specifically to describe a person who is not a member of a marginalized or mistreated group but who expresses or gives support to that group

Bias is a particular tendency or inclination, especially one that prevents unprejudiced consideration of a question.

Classism

Cultural humility is the “ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the [person].

Cultural taxation is a term coined by Amado Padilla in 1994 as a way of describing the unique burden placed on ethnic minority faculty in carrying out their responsibility to service the university.

Diversity is the similarities and the differences between individuals accounting for all aspects of one’s personality and individual identity (as defined by the Society for Human Resource Management).

Emotional Labor is “refers to the effort involved in managing feelings when the work role specifies that particular emotions should be displayed and others should be hidden.

Ethnocentrism is judging another culture solely by the values and standards of one’s own culture. Ethnocentric individuals judge other groups relative to their own ethnic group or culture, especially with concern for language, behavior, customs, and religion.

Equality is to make sure that everyone has the same things to be successful.
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Equity is trying to understand where people are coming from and give them what they need to be successful. This means not necessarily giving everyone the exact same thing, but rather just what they need to live happily.

Explicit Bias refers to the attitudes and beliefs we have about a person or group on a conscious level. Much of the time, these biases and their expression arise as the direct result of a perceived threat. When people feel threatened, they are more likely to draw group boundaries to distinguish themselves from others.

Implicit Bias refers to the attitudes and stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

Inclusion is the achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization’s success.

Intersectionality is the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups.

- Kimberlé Crenshaw introduced the theory of intersectionality, the idea that when it comes to thinking about how inequalities persist, categories like gender, race, and class are best understood as overlapping and mutually constitutive rather than isolated and distinct.
  — Adia Harvey Wingfield

Microaggression refers to brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial, gender, sexual orientation, and religious slights and insults to target person or group.

- Microassaults are conscious and intentional discriminatory actions: using racial epithets, displaying White supremacist symbols—swastikas, or preventing one’s son or daughter from dating outside of their race.

- Microinsults are verbal, nonverbal, and environmental communications that subtly convey rudeness and insensitivity that demean a person’s racial heritage or identity. An example is an employee who asks a co-worker of color how he/she got his/her job,
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implying he/she may have landed it through an affirmative action or quota system.

- **Microinvalidations** are communications that subtly exclude negate or nullify the thoughts, feelings or experiential reality of a person of color. For instance, White people often ask Latinos where they were born, conveying the message that they are perpetual foreigners in their own land.

- **Microinequities** is used to describe the pattern of being overlooked, underrespected, and devalued because of one’s race and gender. (Derald, et al. 2012 p.273)

**Other/Othering** is the perception of an entity as distinct in relation to other entities; (in later use) spec. the perception or representation of a person or group of people as fundamentally alien from another, frequently more powerful, group. (Othering, 2016)

**Privilege** is defined as a set of unearned benefits given to people who fit into a specific social group.

**Racial anxiety** refers to discomfort about the experience and potential consequence of inter-racial interactions. People of color experience racial anxiety that they will be the target of discrimination and hostile treatment. Whites people tend to experience anxiety that they will be assumed to be racist and will be met with distrust or hostility. (Godsil, 2015, p.2)

**Racial battle fatigue** can be defined as the psychological, physiological, and behavioral stress responses due to the cumulative impact of racial microaggressions.

**Racism** is defined as any attitude, action, institutional structure, or social policy that subordinates persons or groups because of their color.

- **Individual racism** is best known to the American public as overt, conscious, and deliberate individual acts intended to harm, place at a disadvantage, or discriminate against racial minorities.

- **Institutional racism** is any policy, practice, procedure, or structure in business, industry, government, courts, churches, municipalities, schools, and so forth by which decisions and actions are made that unfairly subordinates persons of color while allowing other groups to profit from the outcomes.
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- **Cultural racism** is the individual and institutional expression of the superiority of one group’s cultural heritage (arts/crafts, history, tradition, language, and values) over another group’s, and the power to impose those standards upon other groups.

**Sexism** is prejudice or discrimination on the basis of sex or gender.

**Sizeism** is prejudice or discrimination against a person’s body size or weight.

**Stereotypes** portray all members of a group as having the same attributes—often not very favorable ones. This fixed mental image or idea of a particular type of person or group of people have a tendency to enter our thoughts each time we encounter someone from that group.

**Stereotype Threat** is defined as a “socially premised psychological threat that arises when one is in a situation or doing something for which a negative stereotype about one’s group applies.”

**Transphobia** is the dislike of or prejudices against transsexual or transgender people.

**White Fragility** is a state in which even a minimum amount of racial stress becomes intolerable, 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. (DiAngelo, 2011, p.1)