

## Glossary

**Other Underrepresented Groups:** The groups that an organization prioritizes for expanding representation may be dependent on the relevant field and may also shift and change over time as a field evolves.

**Lived Experiences:** People who have gained knowledge through direct, first-hand involvement in everyday events, rather than through assumptions and constructs from other people, research, or media. (Chandler & Munday, 2011) [What Evaluators Mean When They Talk About ‘Lived Experience’ - Community Science](#)

**People of Color:** This is a term primarily used in the United States and Canada to describe any person who is not white. It does not solely refer to African Americans; rather, it encompasses all non-white groups and emphasizes the common experiences of system racism. [Is “People of Color” an Acceptable Term? - SAPIENS](#)

**JEDI-HE: JEDI** (as defined by [The Avarna Group](#)):

**Justice:** Dismantling barriers to resources and opportunities in society so that all individuals & communities can live a full & dignified life. These barriers are essentially the “isms” in society: racism, classism, sexism, etc.

**Equity:** Allocating resources to ensure everyone has access to the same resources & opportunities. Equity recognizes that advantages and barriers—the ‘isms’—exist. Equity is the approach & equality is the outcome.

**Diversity:** The differences between us based on which we experience systemic advantages or encounter systemic barriers to opportunities.

**Inclusion:** Fostering a sense of belonging by centering, valuing, & amplifying the voices, perspectives & styles of those who experience more barriers based on their identities. [Justice, Equity, Diversity, and Inclusion – Public Lands Alliance](#)

**Health Equity:** “Health equity means that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care.” [What is Health Equity? A Definition and Discussion Guide](#)

Social Determinants of Health (SDOH): are the conditions in the environments where people are born, live, learn, work, play, worship, and age that affects a wide range of health, functioning, and quality-of-life outcomes and risks. SDOH can be grouped into 5 domains: Economic Stability, Education Access & Quality, Health Care Access & Quality, Neighborhood & Build Environment, and Social & Community Context [Social Determinants of Health - Healthy People 2030](#)

**Culturally Responsive & Equitable Evaluation (CREE):** An approach that incorporates cultural, structural, and contextual factors (e.g., historical, social, economic, racial, ethnic, gender) using a participatory process that shifts power to individuals most impacted. [Expanding the Bench™ Week: Culturally Responsive and Equitable Evaluation: What is it and Why is it Important? by Karla Mendez & Alina Taniuchi](#)

**Trust-based philanthropy (TBP):** is a charitable approach that reimagines the relationships between donors, nonprofits, and communities to rebalance power and decision making. Trust-based philanthropy is not entirely new; it's one outcome of years of debate within the world of philanthropy between donors, nonprofits, activists, and academics. [Trust-Based Philanthropy: A Primer for Donors | NPTrust](#)

**Community-Based Participatory Research (CBPR):** is an approach to research that involves collective, reflective, and systematic inquiry in which researchers and community stakeholders engage as equal partners in all steps of the research process with the goals of educating, improving practice, or bringing about social change. [Understanding community-based participatory research through a social movement framework: a case study of the Kahnawake Schools Diabetes Prevention Project | BMC Public Health](#)

**Trauma-Informed Approach:** A trauma-informed approach begins with understanding the physical, social, and emotional impact of trauma on the individual, family, and/or community, as well as on the professionals who help them. [Using a Trauma-Informed Approach - OVCTTAC](#)

**Asset-Based Community Development:** Asset-Based Community Development (ABCD) is a strategy for sustainable community-driven development. ABCD builds on the assets that are already found in the community and mobilizes individuals, associations, and institutions to come together to build on their assets - not concentrate on their needs. [What is Asset Based Community Development \(ABCD\)](#)

**Implicit Bias:** Bias consists of attitudes, behaviors, and actions that are prejudiced in favor of or against one person or group compared to another. Whereas “implicit bias” is a form of bias that occurs automatically and unintentionally, that nevertheless affects judgments, decisions, and behaviors. Research has shown implicit bias can pose a barrier to recruiting and retaining a diverse scientific workforce. [Implicit Bias | SWD at NIH](#)

**Resilience:** is the process and outcome of successfully adapting to difficult or challenging life experiences, especially through mental, emotional, and behavioral flexibility and adjustment to external and internal demands. [Resilience – American Psychological Association](#)

## Racism Terms and Examples

Term	Definition	Examples
Individual Racism	Personal beliefs and attitudes toward other races that affect the way a person treats people of color.	A person believing in white supremacy, telling or laughing at a racist joke, sharing a racist post on social media.
Interpersonal Racism	Treating others with discriminatory behavior that ranges from microaggressions to physical violence.	A person using slurs or showing aggression toward people of color, mistreating others based on their skin color.
Institutional Racism	Policies or behaviors within an organization intended to discriminate against people of color.	A hiring manager disqualifies candidates based on their names, citing a “cultural fit” that’s actually discriminatory.
Systemic Racism	Perpetuated discrimination within a system that was founded on racist principles or practices.	A social work department lacks diversity among staff and students, despite training them to service communities of color.
Structural Racism	Cultural values in a society are so ingrained in daily life that they are seen as “the way things are.”	A judge gives a lengthier sentence to a person of color than a white person with the same charges.

Source: [Being Antiracist](#), [National Museum of African American History and Culture](#)

### [How to Explain Structural, Institutional and Systemic Racism – MSW@USC](#)

**Microaggression:** An everyday exchange that cues a sense of subordination based on any one of a number of social identities, including: race, gender, sexual orientation, socioeconomic background, nationality, religion, and disability (see Sue, 2010a, 2010b; Sue, Capodilupo, Torino, Bucceri, Holder, Nadal, & Esquilin, 2007). When any of these actions are deliberate, they constitute what is called a “micro assault,” which is characterized by intent to cause harm through the exclusion or demeaning of someone else (Sue, 2010b; Sue et al., 2007). Some of these implicit biases manifest in the form of “microinsults,” or the repetition of attitudes that demean another person’s background (Sue, 2010a, 2010b; Sue et al., 2007). Among the most difficult micro aggressive behaviors to avoid is the “microinvalidation,” which is an action that dismisses the relevance of a person’s experiences connected to identity (Sue, 2010a, 2010b; Sue et al., 2007). Micro- affirmations are tiny acts of opening doors to opportunity, gestures of inclusion and caring, and graceful acts of listening. Micro- affirmations lie in the practice of generosity, in consistently giving credit to others—in providing comfort and support when others are in distress, when there has been a failure at the bench, or an idea that

did not work out, or a public attack” (Rowe, 2008, p. 46).

[Microaggressions and micro-affirmations | Sheridan Center | Brown University](#)

**Whiteness and white racialized identity:** refer to the way that white people, their customs, culture, and beliefs operate as the standard by which all other groups of are compared. Whiteness is also at the core of understanding race in America. Whiteness and the normalization of white racial identity throughout America's history have created a culture where nonwhite persons are seen as inferior or abnormal. [Talking About Race - Whiteness](#)

**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.

**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.

**Interpersonal White Privilege:** Behavior between people that consciously or unconsciously reflects white superiority or entitlement.

**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.

**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. [System of White Supremacy and White Privilege – Racial Equity Tools](#)

**White Supremacy:** is an ideology where white people are believed to be superior to nonwhite people. This fallacy is rooted in the same scientific racism and pseudo-science used to justify slavery, imperialism, colonialism, and genocide at various times in throughout history. White supremacist ideologies and their followers continue to perpetuate the myth of white racial superiority.