

Language is a critical element to any process of social change. When a person can name it, the chances of being able to formally address whatever “it” is - are much higher. Use this **Racial and Social Justice Glossary** to learn concepts and context so you join the YWCA of San Gabriel Valley in eliminating racism.

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- Ally
- Black Lives Matter (BLM)
- Bigotry
- Chattel Slavery
- Code Switching
- Double Consciousness
- Diaspora
- Discrimination
- Ethnicity
- Equality
- Equity
- Gentrification
- Hate Crime
- Implicit Bias
- Interpersonal Racism
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- Internalized Racism
- Intersectionality
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- Race
- Racial Profiling
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- Racism
- Redlining
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- Stereotype
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- Undocumented Status
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- White Fragility
- White Privilege
- White Supremacy

Accountability: the quality or state of being accountable; *especially*, an obligation or willingness to accept responsibility or to account for one's actions.

Affirmative Action: an active effort to improve the employment or educational opportunities of members of minority groups and women.

Ally: one that 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 of a person who is not a member of a marginalized or mistreated group but who expresses or gives support to that group.

Black Lives Matter (BLM): BLM is a statement, a sentiment, and an organization. The statement “Black Lives Matter” is meant to vocalize the need for the lives of African-Americans to be valued equally by America. The sentiment “Black Lives Matter” is the thought, attitude, or discernment that the lives of African-Americans are valued. Lastly, the organization Black Lives Matter, is an organization that focuses on social justice and the end of systemic oppression.

Bigotry: a person who is stubbornly or intolerantly devoted to his or her own opinions and prejudices; one who regards or treats the members of a group (such as a racial or ethnic group) with hatred and intolerance.

Chattel Slavery: slavery is when another person is under bondage to another person by law or force. Chattel slavery is what most people think of when slavery is mentioned. Chattel slavery is a form of slavery, which made the slave the property (i.e. chattel) of the slave owner.

Code Switching: the switching from the linguistic system of one language or dialect to that of another (e.g. switching from English to Jamaican Patwa depending on who is around).

Double Consciousness: a concept created by Du Bois in his 1903 book, “The Souls of Black Folk”. Double Consciousness describes the internal conflict that can be consciously or subconsciously recognized, as your identity is divided between your true self, and yourself as seen through the lens of your oppressor; making it difficult or impossible to have one unified identity within yourself.

Diaspora: the movement, migration, or scattering of a people away from an established or ancestral homeland; people settled far from their ancestral homelands (e.g. African Diaspora, Jewish Diaspora).

Discrimination: the act, practice, or an instance of discriminating categorically based on race, ethnicity, gender, or sexual identity, rather than individually.

Ethnicity: The fact or state of belonging to a social group that has a common national or cultural tradition. Refers to a person's identification with a group based on characteristics such as shared history, ancestry, geographic and language origin, and culture.

Equality: The state of being equal, especially in status, rights, and opportunities. Everyone having the same rights, opportunities, and resources. Equality stresses fairness and parity in having access to social goods and services.

Equity: The quality of being fair and impartial. Everyone getting what they need to have access, opportunities, and a fair chance to succeed. It recognizes that the same for everyone (equality) does not truly address needs and therefore, specific solutions and remedies, which may be different, are necessary.

Gentrification: The process whereby the character of a poor urban area is changed by wealthier people moving in, improving housing, and attracting new businesses, typically displacing current inhabitants in the process. This concept can also be the process of making someone more refined, polite, or respectable.

Hate Crime: A criminal act against property, a person or group where the victim is intentionally targeted because of their actual or perceived race, religion, sexual orientation, national origin, disability, gender/gender identity or ethnicity.

Implicit Bias: Also known as implicit social cognition, refers to the unconscious attitudes and stereotypes and unintentional actions (positive or negative) toward members of a group merely because of their membership in that group.

Interpersonal Racism: Interpersonal racism is a form of racism that occurs between individuals. Stated another way, it is when private racist beliefs are brought into interactions with others.

Institutionalized 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, but oppression and disadvantage for people from groups classified as people of color.

Internalized Racism: Internalized racism is defined as the acceptance and incorporation of negative messages and prejudices about one's own abilities and intrinsic worth within the dominant society, by members of an oppressed racialized group.

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.

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.

Model Minority: Also known as the Model Minority Stereotype or Model Minority Myth is the cultural expectation that has been placed on Asian Americans as a group that everyone will be smart (i.e., "naturally good at math, science, and technology"), wealthy, hard-working, self-reliant, living "the American dream," docile and submissive, obedient, and uncomplaining, spiritually enlightened, and never in need of assistance.

Oppression: Prolonged cruel or unjust treatment or control. A system of mistreatment, exploitation, and abuse of a marginalized group(s) for the social, economic, or political benefit of a dominant group(s). This happens within a social hierarchy where people are ranked according to status, often based on aspects of social identity.

Prejudice: Preconceived opinion that is not based on reason or actual experience. In law, harm or injury that results or may result from some action or judgment.

Race: Refers to the categories into which society places individuals based on physical characteristics (such as skin color, hair type, facial form and eye shape). Though many believe that race is determined

by biology, it is now widely accepted that this classification system was in fact created for social and political reasons. There are more genetic and biological differences within the racial groups defined by society than between different groups.

Racial Profiling: The use of race or ethnicity as grounds for suspecting someone of having committed an offense.

Racial Slur: Also known as ethnic slur is a remark or statement designed to defame, vilify, belittle, and insult members of a racial or ethnic group, usually by those who are not members of that racial or ethnic group.

Racism: prejudice, discrimination, or antagonism directed against a person or people based on their membership in a particular racial or ethnic group, typically one that is a minority or marginalized.

Redlining: Illegal discriminatory practice in which a mortgage lender denies loans, or an insurance provider restricts services to certain areas of a community, often because of the racial characteristics of the applicant's neighborhood. Redlining practices also include unfair and abusive loan terms for borrowers, outright deception, and penalties for prepaying loans.

Social Justice: A set of conditions and principles that ensure every person has equitable economic, political, and social rights; including access, and opportunities.

Stereotype: An oversimplified generalization about a person or group of people without regard for individual differences.

Structural Racism: Also known as systemic racism, the normalization and legitimization of an array of dynamics - historical, cultural, institutional and interpersonal - that routinely advantage Whites while producing cumulative and chronic adverse outcomes for people of color. Structural racism encompasses the entire system of White superiority, which is diffused and infused in all aspects of society including history, culture, politics, and economics.

Undocumented Status: Not having the appropriate legal document or license. In regards to a person, a foreign-born person who doesn't have a legal right to be or remain in the United States. An inappropriate term that is often used to describe a person of undocumented status is "illegal alien."

Virtue Signaling: The action or practice of publicly expressing opinions or sentiments intended to demonstrate one's good character or the moral correctness of one's position on a particular issue.

White Fragility: Discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice.

White Privilege: Inherent advantages possessed by a white person based on their race in a society characterized by racial inequality and injustice.

White Supremacy: The belief that white people constitute a superior race and should therefore dominate society, typically to the exclusion or detriment of other racial and ethnic groups, in particular black or Jewish people.

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