

SIUE IMPACT Academy

Immersive Meaningful Practices for Accountable Campus Transformation

EQUITY, DIVERSITY, and INCLUSION Definitions

Bias: A conscious or unconscious preference that inhibits a person's capacity for impartial judgment. An unfair act or policy, which results from a prejudicial mindset.

Cisgender: A **gender identity** wherein one's **gender** aligns with one's **sex assigned at birth**. From the Latin-derived prefix cis, meaning "on the same side."

Cycle of socialization: Developed by Bobbie Harro, this is a tool for tracking how we are socialized in our various social identities and how these identities predispose us to unequal roles in the dynamic system of oppression.

<https://depts.washington.edu/geograph/diversity/HarroCofS.pdf>

Discrimination: negative behavior directed toward a person because of their group identity

Diversity: Having a variety of social identities represented in shared spaces, communities, institutions or society.

Equality vs. Equity: **Equality** means each individual or group of people is given the same resources or opportunities. **Equity** recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

Ethnicity: A **social identity** category reflecting the sharing of characteristics such as culture, values, language, political/economic interests, history, nationality, and geographic ancestry.

Gender: A **social identity** category usually conflated with **sex assigned at birth** in a socially constructed binary system that presumes one to be either male/man/masculine or female/woman/feminine. Gender is the complex interrelationship between **sex assigned at birth**, **gender identity** and **gender expression**

Gender Identity: An individual's internal, personal sense of being a man, woman, both, neither, **transgender**, **genderqueer**, **nonbinary** or another designation.

Growth mindset: mindset where change is viewed as a challenge rather than an obstacle

Implicit bias: automatic associations between social groups and traits or characteristics

Inclusion: A set of community values, which suggest that people of all backgrounds, perspectives and beliefs should have an equal opportunity to belong, achieve and contribute to their community. Inclusion requires people to value, respect and accept diversity.

Nonbinary: An umbrella term for a **gender identity** other than woman/man. Not all nonbinary people identify as **transgender** and not all transgender people identify as nonbinary.

Oppression: A systematic social phenomenon based on the perceived and real differences among social groups that involve ideological domination, institutional control and the promulgation of the oppressors ideology, logic system, and culture to the oppressed group. The result is the exploitation of one social group by another for the benefit of the oppressor group.

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Privilege: The unearned, often unquestioned and unconscious advantages, entitlements, benefits, choices, assumptions and expectations bestowed upon people based solely on their membership in the **social group** called the **agent** group.

Prejudice: Adverse beliefs or opinions without just ground, before acquiring specific knowledge, about certain groups or people; “pre-judgements.”

Race: A **social identity** category based on the recent notion that groups people together according to common origin and perceived commonalities in physical characteristics (particularly skin color), often presumed incorrectly to be biologically meaningful.

Racism: The system of **oppression** that assigns and enforces differential value to people according to their **race**. A common definition: Racism = race prejudice + social and institutional power. Racism involves one group having the power to carry out systematic discrimination at the individual, institutional, and cultural/societal level.

Social Groups: A group of people who share a common social identity. Any group of people set apart by socially-defined boundaries such as race, gender, sexual orientation, religion, age, ethnicity, ability, and socio-economic class. In each social group, individuals are either members of **privileged** groups (those with the social power) and privilege to oppress others or members of **target** groups (those who are oppressed). The number of memberships an individual has in the privileged group defines one’s amount of social power in the American society.

Stereotype: A popular belief, assumption and/or perception about specific individuals or **social identity** groups, often negative and untrue; standardized and simplified conceptions.