



The Office for Diversity, Equity & Inclusion
Glossary of Terms

Anti-racism- a conscious decision to make frequent, consistent, equitable choices daily. These choices require ongoing self-awareness and self-reflection as we move through life. In the absence of making antiracist choices, we (un)consciously uphold aspects of white supremacy, white-dominant culture, and unequal institutions and society [see ***Bias***].

Bias – The attitudes or stereotypes that affect one’s understanding, actions, and decisions in a conscious or unconscious manner (e.g. feelings about other people based on characteristics such as race, ethnicity, age and appearance).

Adultification Bias- a social or cultural stereotype that is based on how adults perceive children in the absence of knowledge of children’s behavior and verbalizations

Implicit Bias – Automatic cognitive associations or affective dispositions individuals have with different social groups.

Color-blind Racism – A present day racial ideology that holds the belief that people, institutions and policy makers should try to ignore race in order to claim a desire to treat all persons equally but having the effect of justifying oppression. Color-blindness uses a set of ideas, phrases, and stories to discount racial oppression. Furthermore, color-blindness plays on the myth that the social realities of race and racism have all but disappeared as a factor shaping the life changes of all Americans.

Culturally Responsive Teaching- The process of using familiar cultural information and processes to scaffold learning. Emphasizes communal orientation. Focused on relationships, cognitive scaffolding, and critical social awareness.

Educational equity- Raising the achievement of all students while narrowing gaps between the highest and lowest performing students and eliminating the racial predictability and disproportionality of which student groups occupy the highest and lowest achievement categories



Equity lens- for any program, practice, decision, or action, the impact on all students is addressed, with strategic focus on marginalized student groups.

Institutional Racism – Policies and practices in institutions or organizations that result in oppressing people of color while maintaining white supremacy regardless of the intent or consciousness of individuals in the institution.

Learning partnership (co-learning)- A learning partnership is a teacher-student relationship in which the teacher builds trust and becomes the student’s ally in order to help the student reach a higher level of achievement.

Ethnicity – Groups that share a common identity-based ancestry, language, or culture. It is often based on religion, beliefs, and customs as well as memories of migration and colonization.

Hidden Curriculum- A concept that describes the often unarticulated and unacknowledged things students are taught in school and that may affect their learning experience. These are often unspoken and implied lessons unrelated to the academic courses they are taking — things learned from simply *being* in school.

Note: *Hidden curriculum is an important issue in the sociological study of how schools can generate social [inequality](#). The term has been around for some time but it was popularized in 2008 with the publication "Curriculum Development" by P.P. Bilbao, P. I. Lucido, T. C. Iringan and R. B. Javier. The book addresses a variety of subtle influences on students' learning, including the social environment in a school, teachers' moods and personalities, and their interactions with their students. Peer influence is also a significant factor.*

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.

Opportunity gaps – Refers to the ways in which race, ethnicity, socioeconomic status, English proficiency, community wealth, familial situations, experience of homelessness, technological proficiency or other factors contribute to or perpetuate lower educational achievement and attainment for certain groups of students.



Oppression – A relationship of dominance and subordination between groups of people in which one benefits (dominant group) from the systematic abuse, exploitation, and/or injustice directed toward the other (subordinate group).

People of Color – Refers to individuals who may identify as Black or African – American, Asian, South Asian, Middle Eastern, Pacific Islander, Latinx, Indigenous, and multiracial.

Privilege/Advantage – Unintentional advantage a person has by being a member of the dominant group in any given environment (race, class, able bodied, gender, sexual orientation, etc.)

Racial Disparity – Unequal outcomes experienced by one racial or ethnic group when compared to another racial or ethnic group (in contrast, disproportionality compares the proportion of one racial or ethnic group to the same racial or ethnic group in the population).

Racial Disproportionality – The ratio between the percentage of persons in a racial or ethnic group at a particular decision point or experiencing an event (e.g. maltreatment, incarceration, school dropouts, suspensions/expulsions, etc.) compared to the percentage of the same racial or ethnic group in the overall population.

Sociopolitical context- Series of mutually reinforcing policies and practices across social, economic, and political domains that contribute to disparities and unequal opportunities for people of color in housing, transportation, education, and health care, to name a few.



Structural Racialization- Refers to the ways in which supposedly race neutral policies and practices across social, political, and economic institutions create racialized outcomes.

Structural Racism – Systems (e.g. educational, economic, criminal justice, healthcare, etc.) that oppress people of color while maintaining white supremacy.

White Supremacy – A historically based, institutionally perpetuated system of exploitation and oppression of continents, nations, and peoples of color by White peoples and nations originating from the European continent for the purpose of maintaining and defending a system of wealth, power, and advantage.