



Glossary of Terms

Achievement gap: A disparity gap between students in academic results.

Activism: a doctrine or practice that emphasizes direct vigorous [action](#) especially in support of or opposition to one side of a controversial issue¹.

Allyship: Allyship is an active, consistent, and arduous practice of unlearning and re-evaluating, in which a person holding systemic power seeks to end oppressions in solidarity with a group of people who are systemically disempowered².

Ambivalence: Having mixed feelings or ideas about something or someone.

Anti -Blackness: Behaviors, attitudes and practices of people and institutions that work to dehumanize black people in order to maintain white supremacy. Anti-blackness can also be internalized and might show up in black people or black communities in the form of colorism, an elevation of white culture or attempts to separate oneself from black cultural norms³.

Antiracist Growth Mindset: The belief that through hard work, education, and understanding (leaning in or challenging) one's own bias, a person can grow, learn, and change one's behavior, beliefs, and actions towards oppressed peoples, especially people of color. The Growth Mindset is characterized by the desire to continue one's journey of learning⁴.

Antipathy: Strong feelings of dislike.

¹ Merriam -Webster. (n.d.). *Activism*. Merriam -Webster.

² Oregon Coalition Against Domestic & Sexual Violence. (n.d.). *Working Definition of Allyship - The Handout*.

³ Oregon Coalition Against Domestic & Sexual Violence. (n.d.). *Working Definition of Allyship - The Handout*.

⁴ https://www.iths.org/wp-content/uploads/Growth_Mindset_Cultural_Competency_2017_Edit.pdf

Apathy: Lack of interest, feelings, or emotion⁵.

Axioms: A statement or a proposition regarded as truth⁶.

Banking Education: The “banking” concept of education is a method of teaching and learning where the students simply store the information related to them by the teacher. This style of learning asks little of the student to contribute to further understanding, and is commonly found in various educational systems⁷.

BIPOC: Black, Indigenous, and Peoples of Color.

Colorism: Discrimination based on skin color.

Deficit mindset: A perspective which attributes failures such as lack of resources to a personal lack, rather than to failures of larger systems.

Diversity: Differences in, “Race, ethnicity, gender, gender identity, sexual orientation, disability, nationality, religious and spiritual beliefs, age, and socio-economic background, as well as the intersections of these identities is essential”⁸.

Drapetomania: “A form of mania (2) supposedly affecting slaves in the 19th century, manifested by an uncontrollable impulse to wander or run away from their white masters, preventable by regular whipping.”⁹

Educational Equity: “Creating opportunities for equal access and success among minoritized populations by providing them with specific, targeted resources. Rather than placing the burden of “keeping up” on students, equity asks us to examine how higher education has developed its teaching, policies, funding, and curriculum that disadvantage some students over others”¹⁰.

⁵ Merriam-Webster. (n.d.). Apathy. In Merriam-Webster.com dictionary. Retrieved September 5, 2021, from <https://www.merriam-webster.com/dictionary/apathy>

⁶ Merriam-Webster. (n.d.). Axiom. In Merriam-Webster.com dictionary. Retrieved September 5, 2021, from <https://www.merriam-webster.com/dictionary/axiom>

⁷ <https://ourpolitics.net/the-idea-of-the-banking-concept-in-education/>

⁸ Tanya Williams www.authenticseeds.org and Bari Katz www.barikatz.com

⁹ <https://www.oxfordreference.com/view/10.1093/oi/authority.20110803095730308>

¹⁰ Everywhere, E. L., & Futures, I. (2021, June). Getting Started with Equity: A Guide for Academic Department Leaders. Everylearner Everywhere.

Equity: Everyone is given fair tools and opportunities to be successful.

Equity -minded: A mindset in which you recognize racial and social -economic inequity outcomes and remove institutional policies and practices that contribute to those inequities¹¹.

Ethno -racially minoritized: “A term that captures ethnic and racial marginalization, inclusive of ethnicities counted as white in census data, but who still experience bias based on their ethnic identity”¹².

Hegemony: “the social, cultural, ideological, or economic influence exerted by a dominant group.”¹³

Hyper Marginalization: to relegate to an unimportant or powerless position (marginalization). Hyper Marginalization is to a greater degree through intentional, methodical means¹⁴.

Inclusion: Conscious practice of including others and “Actively engaging with diversity to move beyond celebration of difference. This practice requires the integration of individuals’ experiences, knowledge, and perspectives”¹⁵.

<https://www.everylearnereverywhere.org/resources/getting-started-with-equity-a-guide-for-academic-department-leaders/>.

¹¹ Everywhere , E. L., & Futures , I. (2021, June). Getting Started with Equity: A Guide for Academic Department Leaders . Everylearner Everywhere.
<https://www.everylearnereverywhere.org/resources/getting-started-with-equity-a-guide-for-academic-department-leaders/> .

¹² Everywhere , E. L., & Futures , I. (2021, June). Getting Started with Equity: A Guide for Academic Department Leaders . Everylearner Everywhere.
<https://www.everylearnereverywhere.org/resources/getting-started-with-equity-a-guide-for-academic-department-leaders/> .

¹³ <https://www.merriam-webster.com/dictionary/hegemony>

¹⁴ <https://www.merriam-webster.com/dictionary/marginalized>

¹⁵ Everywhere , E. L., & Futures , I. (2021, June). Getting Started with Equity: A Guide for Academic Department Leaders . Everylearner Everywhere.
<https://www.everylearnereverywhere.org/resources/getting-started-with-equity-a-guide-for-academic-department-leaders/> .

Institutional Racism/ Systemic Racism : “racism that seeps into society, including rules, laws, and guiding principles that inherently favor white people over People of the Global Majority and Indigenous People.”

Pigmentocracy: “the distinctions that people of African descent in America make in their various skin tones, which range from the darkest shades of black to paleness that approximates whiteness.”¹⁶

Interpersonal bias: Type of bias with no intent of harm that, “Occurs when individuals interact with others and their personal racial beliefs affect their interactions”¹⁷.

Intersectionality: coined in 1989 by professor Kimberlé Crenshaw to describe how race, class, gender, and other individual characteristics “intersect” with one another and overlap¹⁸.

Intersectional identities: Developed by Kimberlé Williams Crenshaw to help comprehend different identities coming together that create disadvantages and advantages.

Metacognition: refers to the processes used to plan, monitor, and assess one’s understanding and performance. Metacognition includes a critical awareness of one’s thinking and learning and oneself as a thinker and learner¹⁹.

Minoritized: “A term seeking to acknowledge the intentional marginalization of certain demographics rather than the normalizing term ‘minority’²⁰.

¹⁶ <https://www.ferris.edu/HTMLS/news/jimcrow/question/2005/november.htm>

¹⁷ FourLevelsOfRacism . (n.d.).

<https://www.cacgrants.org/assets/ce/Documents/2019/FourLevelsOfRacism.pdf>

¹⁸ Coaston, J. (2019, May 28). *The intersection ality wars* .

¹⁹ <https://cft.vanderbilt.edu/guides-sub-pages/metacognition/>

²⁰ Everywhere , E. L., & Futures , I. (2021, June). Getting Started with Equity: A Guide for Academic Department Leaders . Everylearner Everywhere.

<https://www.everylearnereverywhere.org/resources/getting-started-with-equity-a-guide-for-academic-department-leaders/>

Obligation Gap: The gap in what community colleges as service institutions provide vis-à-vis the actual needs of the students that these institutions serve²¹.

Opportunity gap: “Refers to the unequal or inequitable distribution of resources and opportunities”²².

People of Color: A term for persons that are non-white.

Power: Unearned access to resources only readily available to some people as a result of their advantaged social group membership.²³

Poverty - impacted/Poverty -affected: Those impacted by poverty due to systematic oppressive practices and systems.

Race: “Race is a social construction (not a biological phenomenon) developed by European (white) scientists intended to rank humans based on perceived biological differences rooted in appearance, skin tone and ancestral homelands. The idea of race is intricately linked with the practice of white supremacy.”²⁴

Racism: A socio-historical category used to divide people into populations or groups based on physical appearance, such as skin color, eye color, hair color, etc. backed by social, economic, and political systems and powers²⁵.

Racialized Capitalism: the process of deriving social and economic value from the racial identity of another person²⁶.

Solidarity: unity (as of a group or class) that produces or is based on a community of interests, objectives, and standards²⁷.

²¹ Sims, J. J., Hotep, L. O., Taylor-Mendoza, J., Wallace, J., & Conaway, T. (2020). *Minding the obligation gap in community colleges and beyond theory and practice in achieving educational equity* .

²² The glossary of education reform, <https://www.edglossary.org/opportunity-gap/>

²³ Myers, A., & Ogino, Y. (n.d.). *Power, Privilege, and Oppression* .

²⁴ Amherst College. (n.d.). *Terms and definitions* .

²⁵ Merriam -Webster. (n.d.). *Racism*. Merriam -Webster.

²⁶ <https://harvardlawreview.org/2013/06/racial-capitalism/>

²⁷ <https://www.merriam-webster.com/dictionary/solidarity#h1>

Systematic inequalities/Systemic oppression: “A result of policies, processes, and traditions supported by personal, interpersonal, institutional, and cultural biases”²⁸.

White Supremacy: beliefs and ideas purporting natural superiority of the lighter-skinned, or “white,” human races over other racial groups.²⁹

Whiteness: a dominant cultural space with enormous political significance, with the purpose to keep others on the margin.³⁰

²⁸ Pizaña, D., Understanding oppression and “isms” as a system. Michigan State University Extension, December 29, 2017

²⁹ <https://www.britannica.com/topic/white-supremacy>

³⁰ <https://www.aclrc.com/whiteness>

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<http://www.scrippscollege.edu/xbk/wp-content/uploads/sites/35/files/Power-Privilege-and-Oppression.pdf>.

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