



### Diversity, Equity, and Inclusion Glossary Terms

Term	Definition
Ally	A person of one identity group who stands up in support of members of another group. This means allies are not members of the communities they champion. A person can show they are an ally through action rather than self-identification.
Allyship	The act of advocating for and supporting communities other than your own.
Antiracism	The policy or practice of opposing racism.
Bias	An inclination for or against an idea, object, group or individual. In other words, bias is an inclination or preference that interferes with impartial judgement. Bias is often learned and dependent on an individual’s socioeconomic status, race, ethnicity, education and other factors.
Diversity	Any collective mixture characterized by differences and similarities and their related tensions and complexities.
Equality	Resources are provided symmetrically so that all individuals have equal access.
Equity	Resources are distributed based on the tailored needs of a specific audience. Equity recognizes that some individuals or communities will need more or different access compared to other communities.
Ethnicity	A set of cultural and linguistic traits that define an individual or group of individuals belonging to a particular social category.
Inclusion	How a work environment is created to ensure all employees can thrive. Inclusion refers to the behaviors and social norms that ensure people feel welcome to be themselves and safely contribute to the workplace.
Inclusive Leadership	Leadership behaviors that foster inclusion. An inclusive leader effectively fosters inclusion through cognizance of bias, curiosity, cultural intelligence, collaboration, courage and commitment.
Intersectionality	The complex, cumulative intertwining of social identities that result in unique experiences, opportunities and barriers. Intersectionality is used to refer to the many facets of our identities and how those facets intersect and can refer to the compound nature of multiple systemic oppressions
Nationality	The status of belonging to a particular nation, whether by birth or naturalization.
Oppression	The systemic nature of social inequality embedded in social institutions and individual consciousness.
People of Color (POC)	Used primarily in the United States to describe an individual who is not White.
Prejudice	An unfavorable belief formed without basis. It is a pre-judgement or unjustifiable attitude of one individual or group towards another.



Privilege	The unearned social power (advantages, entitlements, benefits) made available to certain groups by formal and informal institutions. Oftentimes, privilege is invisible to those who possess it, and there may be some people who are part of a group in power that deny they may have privilege, even when differential benefit may be obvious.
Psychological Safety	An aspect of inclusion; to have psychological safety is to make decisions on how to behave without fear or negative consequences of self-image, status, or career.
Race	A set of physical traits that define an individual or group of individuals as belonging to a particular social category. Like gender, race is a social construct, meaning that how racial groups are defined and how people are assigned to them varies dramatically across countries, cultures, and historical time.
Racial Equity	The condition that would exist if racial identity no longer could predict quality of life.
Racism	A complex system of beliefs and behaviors that result in the oppression of people of color and benefit the dominant group.
Self – Identification	The preferred method for gathering gender, race/ethnicity, disability and veteran information for diversity reporting. In order to comply with certain Equal Employment Opportunity laws, the employer invites colleagues to voluntarily self-identify their gender, race/ethnicity, disability and veteran statuses.
Social Justice	A vision of a society that equitably distributes resources to all individuals.
Socioeconomic Privilege	The unearned advantages, entitlements, benefits and choices afforded to people solely because of their favorable socioeconomic status.
Systemic Racism	The complex system and structures that have procedures or processes that disadvantage people of color.