TERMS TO KNOW

HUSH MONEY

- **Abolish:** formally put an end to (a system, practice, or institution).
- **Abolitionist:** a person who favors the abolition of a practice or institution.
- **Affinity Groups:** a group of people having a common interest or goal or acting together for a specific purpose.
- **Bias:** a disproportionate weight in favor of or against an idea or thing, usually in a way that is closed-minded, prejudicial, or unfair. Biases can be innate or learned. People may develop biases for or against an individual, a group, or a belief.
  - **Affinity bias**, also known as similarity bias, is the tendency people have to connect with others who share similar interests, experiences and backgrounds.
  - **Confirmation bias** is the inclination to draw conclusions about a situation or person based on your personal desires, beliefs and prejudices rather than on unbiased merit.
  - **Attribution bias** is a phenomenon where you try to make sense of or judge a person's behavior based on prior observations and interactions you've had with that individual that make up your perception of them.
  - **Conformity bias** is the tendency people have to act similar to the people around them regardless of their own personal beliefs or idiosyncrasies — also known as peer pressure.
  - **The halo effect** is the tendency people have to place another person on a pedestal after learning something impressive about them.
  - **The horn effect** is the tendency people have to view another person negatively after learning something unpleasant or negative about them.
  - *Learn more: https://builtin.com/diversity-inclusion/unconscious-bias-examples*
- **Color Blindness:** the belief that racial group membership should not be taken into account, or even noticed—as a strategy for managing diversity and intergroup relations. Read this abstract to learn about the impact: ***Racial Color Blindness (hbs.edu)***
- **Covert Racism:** discriminative actions that are subtler and often difficult to observe and often hidden in the fabric of society, where racist actions are either passive or ambiguous. Those who commit this act of racism rationalized these with reasons that society is more willing to believe. These subtle actions usually favor the suppressors while systemically restrict the rights of the oppressed. Learn more about covert and overt racism here: ***Overt Racism vs Covert Racism – Understand Meanings and implications [2022] | Diversity for Social Impact™***
- **Diversity:** the condition of having or being composed of differing elements.
- **Dominant Group:** any group that has more power in a society than any subordinate group.
- **Dual Consciousness aka Code-switching:** the worldview of people who simultaneously hold two apparently inconsistent sets of beliefs. This is usually ascribed to the fact that people receive a set of beliefs through general socialization into a dominant culture but have another set of beliefs based on their own practical experiences of life.

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- **Ethnicity:** the ethnic identity of a person which is ascertained by descent-based characteristics.
- **Equity:** justice according to natural law or right, specifically, freedom from bias or favoritism.
- **Exceptionalism:** the perception or belief that a species, country, society, institution, movement, individual, or time period is "exceptional" (i.e., unusual or extraordinary). The term carries the implication, whether or not specified, that the referent is superior in some way.
- **Hate Crime:** a crime, usually violent, motivated by prejudice or intolerance toward an individual's national origin, ethnicity, color, religion, gender, gender identity, sexual orientation, or disability.
- **Inclusion:** the act or practice of including and accommodating people who have historically been excluded (as because of their race, gender, sexuality, or ability.
- **Intersectionality:** the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups.
- **Justice:** the principle that people receive that which they deserve, with the interpretation of what then constitutes "deserving" being impacted upon by numerous fields, with many differing viewpoints and perspectives, including the concepts of moral correctness based on ethics, rationality, law, religion, equity and fairness.
- **Meritocracy Myth:** The traditional myth of meritocracy holds that the person who proves themself as a 'good student' regardless of background gets rewarded not just with good grades but with a better socioeconomic position. ***For further understanding, read: The Meritocracy Myth by Stephen J. McNamee***
- **Microaggressions:** a term used for brief and commonplace daily verbal, behavioral or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups.
- **Overt Racism:** deliberate and intentional prejudice or discriminative actions directed towards someone from a different race. These actions include but are not limited to attitude, hateful speech, gestures, and stereotyping.
- **Performative Activism:** activism done to increase one's social capital rather than because of one's devotion to a cause.
- **Privilege:** advantages, rewards, or benefits given to those in the dominant group solely because of their membership in that group.
- **Psychological Safety:** being able to show and employ oneself without fear of negative consequences of self-image, status or career.
- **Race:** a grouping of humans based on shared physical or social qualities into categories generally viewed as distinct by society.

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- **Stereotypes:** an over-generalized belief about a particular category of people. It is an expectation that people might have about every person of a particular group. The type of expectation can vary; it can be, for example, an expectation about the group's personality, preferences, appearance or ability.
- **Systemic or Institutional Racism:** the pattern of social and political systems discriminating against a group of people based on race. It is reflected in disparities regarding wealth, income, criminal justice, employment, housing, health care, political power and education, among other factors.
- **Tokenism:** the practice of making only a perfunctory or symbolic effort to do a particular thing, especially by recruiting a small number of people from underrepresented groups, in order to give the appearance of sexual or racial (or other protected class) equality within a workforce.
- **Tone Policing:** a conversational tactic that dismisses the ideas being communicated when they are perceived to be delivered in an angry, frustrated, sad, fearful, or otherwise emotionally charged manner.
- **Trauma:** a deeply distressing or disturbing experience.
- **Unconscious Bias:** unconscious forms of discrimination and stereotyping based on race, gender, sexuality, ethnicity, ability, age, and so on.
- **White Savior Complex:** an ideology that is acted upon when a white person, from a position of superiority, attempts to help or rescue a BIPOC person or community. Read more here: What Is White Savior Complex, and Why Is It Harmful? Here's What Experts Say (msn.com)
- **White Silence:** consciously selecting to not speak on racial issues. Learn more here: *Understanding "white silence" and its impact on racial equality*
- **Workplace Trauma:** an employee's physical or psychological response to a crisis or significantly toxic situation, a response that might impair daily activities. And there are a variety of factors that might contribute to workplace trauma, including racism, bullying, a lack of work-life balance, and a feeling of job instability. Learn more at: *Workplace Trauma is Real (and We Need to Talk About It) - Sarah Noll Wilson*

All definitions are courtesy of Dictionary.com unless otherwise denoted by a unique reference.