

Diversity and Inclusion Dictionary

ableism – Negative attitudes and prejudice toward an individual based on physical, mental, or physical and mental disabilities.¹

accessibility – Refers to the design of products, devices, services or environments for people with disabilities. The concept of accessible design ensures both direct access (i.e. unassisted) and indirect access, meaning compatibility with a person's assistive technology (for example, computer screen readers).² See also *universal design*.

accommodation – See *reasonable accommodation*.

affirmative action – Any action taken or required to correct effects of past discrimination, to eliminate present discrimination or to prevent discrimination in the future.³

agender – A person who is internally ungendered or does not have a felt sense of gender identity.⁴

aggressive (ag) – A term used to describe a female-bodied and female-identified person who prefers presenting as masculine. This term is most commonly used in urban communities of color.⁵

agnosticism – In the popular sense, an agnostic is someone who neither believes nor disbelieves in God, whereas an atheist disbelieves in God. In the strict sense, however, agnosticism is the view that human reason is incapable of providing sufficient rational grounds to justify either the belief that God exists or the belief that God does not exist. Insofar as one holds that our beliefs are rational only if they are sufficiently supported by human reason, the person who accepts the philosophical position of agnosticism will hold that neither the belief that God exists nor the belief that God does not exist is rational.⁶

alien – Any person not a citizen or national of the United States.⁷

alien (illegal) – An alien who has entered the United States illegally and is deportable if apprehended, or an alien who entered the United States legally but who has fallen *out of status* and is deportable. Also known as an *undocumented alien*.⁸

alien (resident) – See *permanent resident*.

¹ Fierros, E. G. (2006). One Size Does Not Fit All: A Response to Institutionalizing Inequity. *Disability Studies Quarterly*, 26(2). Retrieved from <http://www.dsqsds.org/article/view/683/860>.

² Henry, S. L., Abou-Zahra, S., and Brewer, J. (2014). The role of accessibility in a universal web. In *Proceedings of the 11th Web for All Conference (W4A '14)*. ACM: New York. doi#10.1145/2596695.2596719.

³ Santa Fe College Office of Diversity. *Terms associated with diversity: affirmative action*. Retrieved from http://www.sfcollege.edu/diversity/?section=defining_diversity.

⁴ University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: agender*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#agender.

⁵ University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: aggressive*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#aggressive.

⁶ Rowe, W. L. (1998). Agnosticism. In E. Craig *Routledge Encyclopedia of Philosophy*. Routledge: New York.

⁷ U.S. Citizenship and Immigration Services. (2015). *Glossary: alien*. Retrieved from <https://www.uscis.gov/tools/glossary>.

⁸ Internal Revenue Service. (2016). *Immigration terms and definitions involving aliens: illegal alien*. Retrieved from <https://www.irs.gov/Individuals/International-Taxpayers/Immigration-Terms-and-Definitions-Involving-Aliens>.

ally – Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and who works in solidarity with oppressed groups in the struggle for justice.⁹

Americans with Disabilities Act (ADA) – Enacted in 1990, the ADA is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation and all public and private places that are open to the general public. The purpose of the law is to make sure that people with disabilities have the same rights and opportunities as everyone else. The ADA is divided into five titles (or sections) that relate to different areas of public life – employment, state and local government, public accommodations, telecommunications and miscellaneous provisions.¹⁰

androgyny – Someone who reflects an appearance that is both masculine and feminine, or who appears to be neither or both a boy and a girl.¹¹

anti-Semitism – Refers to prejudice and/or discrimination against Jews as individuals and as a group. Anti-Semitism is based on stereotypes and myths that target Jews as a people, their religious practices and beliefs and the Jewish State of Israel.¹²

asexual – Refers to a person who does not experience sexual attraction or has little interest in sexual activity.¹³

assimilation – The process whereby a group gradually adopts the characteristics of another culture.¹⁴

atheism – A lack of belief in gods and supernatural beings.¹⁵

bias – A tendency to believe that some people, ideas, etc., are better than others that usually results in treating some people unfairly.¹⁶

bicultural – A person who is bicultural has the ability to function effectively and appropriately and can select appropriate behaviors, values and attitudes within two cultures.¹⁷

bicurious – A curiosity about having sexual relations with a same gender/sex person.¹⁸

⁹ OpenSource Leadership Strategies. *The dynamic system of power, privilege and oppressions* (PDF). Retrieved from <http://www.opensourceleadership.com/documents/DO%20Definitions.pdf>.

¹⁰ ADA National Network. *What is the Americans with Disabilities Act (ADA)?* Retrieved from <https://adata.org/learn-about-ada>.

¹¹ Movimiento Estudiantil Chican@ de Aztlán. (2003). *Glossary of terms relating to sexuality and gender* (PDF). Retrieved from http://www.nationalmecha.org/documents/GS_Terms.pdf.

¹² Anti-Defamation League. (2013). *A brief history of anti-Semitism* (PDF). Retrieved from <http://www.adl.org/assets/pdf/education-outreach/Brief-History-on-Anti-Semitism-A.pdf>.

¹³ American Psychological Association - Divisions 16 and 44. (2015). *Key terms and concepts in understanding gender diversity and sexual orientation among students* [Pamphlet]. Retrieved from <http://www.apa.org/pi/lgbt/programs/safe-supportive/lgbt/key-terms.pdf>.

¹⁴ Santa Fe College Office of Diversity. *Terms associated with diversity: assimilation*. Retrieved from http://www.sfcollege.edu/diversity/?section=defining_diversity.

¹⁵ American Atheists. *What is atheism?* (n.d.). Retrieved from <https://atheists.org/activism/resources/what-is-atheism>.

¹⁶ Bias [Def. simple]. (n.d.). In *Merriam Webster Online*, Retrieved February 19, 2016, from <http://www.merriam-webster.com/dictionary/bias>.

¹⁷ Santa Fe College Office of Diversity. *Terms associated with diversity: bicultural*. Retrieved from http://www.sfcollege.edu/diversity/?section=defining_diversity.

bigendered – A person whose gender identity is a combination of male/man and female/woman.¹⁹

bigotry – Intolerant prejudice that glorifies one's own group and denigrates members of other groups.²⁰

²¹

biological sex – Refers to a person's biological status and is typically categorized as male, female or intersex. There are a number of indicators of biological sex, including sex chromosomes, gonads, internal reproductive organs and external genitalia.²²

biphobia – The irrational fear and intolerance of people who are bisexual.²³

biphobia (internalized) – When a person who is bisexual is uncomfortable or not accepting of his/her own sexual orientation; this is because the person has been taught by society and possibly his or her community that being bisexual is unacceptable, immoral, does not exist or is a phase.²⁴

bisexual – Also *bi*. Having emotional, romantic or sexual attractions to both men and women,²⁵ but not necessarily simultaneously or equally.²⁶

blind – A term most frequently used to describe a severe vision loss. Either *blind* or *low vision* are acceptable terms to describe all degrees of vision loss.²⁷

butch – An overtly/stereotypically masculine or masculine-acting woman. Can be used to denote an individual, or the dominant role in a lesbian relationship.²⁸

camp – A form of humor in which one makes fun of one's oppression by taking on and exaggerating stereotypes which the oppressor projects onto the oppressed. Camp makes fun of stereotypes and laughs at the sting of oppression.²⁹

cisgender – Replaces the terms *nontransgender* or *bio man/bio woman* to refer to individuals who have a match between the sex they were assigned at birth, their bodies and their gender identity.³⁰

¹⁸ Green, E. R., & Peterson, E. N. [LGBT Resource Center at UC Riverside]. (2006). *LGBTQI terminology* (PDF). Retrieved from <http://www.lgbt.ucla.edu/documents/LGBTTerminology.pdf>.

¹⁹ Green, E. R., & Peterson, E. N. [LGBT Resource Center at UC Riverside]. (2006). *LGBTQI terminology* (PDF). Retrieved from <http://www.lgbt.ucla.edu/documents/LGBTTerminology.pdf>.

²⁰ Racial Equity Resource Guide. (n.d.). *Glossary*. Retrieved from <http://www.racialequityresourceguide.org/about/glossary>.

²¹ Dismantling Racism Institute. (n.d.). Unpublished handout, National Conference for Community and Justice - St. Louis Region.

²² American Psychological Association. (2012). Guidelines for psychological practice with lesbian, gay, and bisexual clients. *American Psychologist*, 67(1), 10-42. doi: 10.1037/a0024659

²³ Movimiento Estudiantil Chican@ de Aztlán. (2003). *Glossary of terms relating to sexuality and gender* (PDF). Retrieved from http://www.nationalmecha.org/documents/GS_Terms.pdf.

²⁴ Ball State University. (n.d.). *Safe zone training* (PDF). Retrieved from <https://cms.bsu.edu/-/media/WWW/DepartmentalContent/CounselingCenter/PDFs/SafeZone-Participant%20Manual%20-%20Full%20Version%20-May%202012.pdf>.

²⁵ American Psychological Association. (2008). *Answers to your questions: For a better understanding of sexual orientation and homosexuality*. Washington, DC: Author. Retrieved from www.apa.org/topics/orientation.pdf.

²⁶ Movimiento Estudiantil Chican@ de Aztlán. (2003). *Glossary of terms relating to sexuality and gender* (PDF). Retrieved from http://www.nationalmecha.org/documents/GS_Terms.pdf.

²⁷ ABILITY magazine. (n.d.). *Guidelines to terminology*. Retrieved from <http://www.abilitymagazine.com/terminology.html>.

²⁸ Butch (n.d.). In *LGBTQ Lexicon Online*, Retrieved March 23, 2016, from <http://lgbtqlexicon.net/butch/>.

²⁹ Southern Illinois University-Edwardsville: Safe Zone. (n.d.). *LGBT terminology*. Retrieved from <https://www.siu.edu/lgbt/definitions.shtml>.

cissexism – The set of attitudes and behaviors which value and normalize cisgender people, while keeping transgender and gender non-conforming people invisible or treating them as inferior or deviant.³¹

Civil Rights Act of 1964 – The Act outlawed discrimination on the basis of race, color, religion, sex or national origin, required equal access to public places and employment and enforced desegregation of schools and the right to vote. It did not end discrimination, but it did open the door to further progress.³²

civil union – A relationship between a couple that is legally recognized by a governmental authority and has many of the rights and responsibilities of marriage. See also *marriage* and *domestic partnership*.³³

classism – Any attitude or institutional practice which subordinates people due to income, occupation, education and/or their economic condition.³⁴

closeted – The opposite of being *out*, being closeted means that one's sexual orientation is concealed or presumed to be heterosexual.³⁵

collusion – When people act to perpetuate oppression or prevent others from working to eliminate oppression.³⁶

colonialism – Colonization can be defined as some form of invasion, dispossession and subjugation of a people. The invasion need not be military; it can begin—or continue—as geographical intrusion in the form of agricultural, urban or industrial encroachments. The result of such incursion is the dispossession of vast amounts of lands from the original inhabitants. This is often legalized after the fact. The long-term result of such massive dispossession is institutionalized inequality. The colonizer/colonized relationship is by nature an unequal one that benefits the colonizer at the expense of the colonized.³⁷

'coming out' – Shorthand for *coming out of the closet*. The phrase is used to refer to several aspects of lesbian, gay and bisexual persons' experiences: self-awareness of same-sex attractions; the telling of one

³⁰ American Psychological Association - Divisions 16 and 44. (2015). *Key terms and concepts in understanding gender diversity and sexual orientation among students* [Pamphlet]. Retrieved from <http://www.apa.org/pi/lgbt/programs/safe-supportive/lgbt/key-terms.pdf>.

³¹ Grollman, E. A. (2012). *What is transphobia? and, what is cissexism?* Retrieved from <http://kinseyconfidential.org/transphobia/>.

³² National Park Service. (n.d.). *Civil Rights Act of 1964*. Retrieved from <http://www.nps.gov/subjects/civilrights/1964-civil-rights-act.htm>.

³³ Southern Illinois University-Edwardsville: Safe Zone. (n.d.). *LGBT terminology*. Retrieved from <https://www.siue.edu/lgbt/definitions.shtml>.

³⁴ Santa Fe College Office of Diversity. *Terms associated with diversity: classism*. Retrieved from http://www.sfcollege.edu/diversity/?section=defining_diversity.

³⁵ University of Alaska-Southeast. (n.d.). *LGBTIQ terminology and definitions* (PDF). Retrieved from http://www.uas.alaska.edu/juneau/activities/safezone/docs/lgbtiq_terminology.pdf.

³⁶ Adams, M., Bell, L. A., & Griffin, P. (1997). *Teaching for diversity and social justice: A sourcebook*. New York, NY: Routledge.

³⁷ LaRocque, E. (n.d.). *Colonization and racism*. Retrieved from <http://www3.nfb.ca/enclasse/doclens/visau/index.php?mode=theme&language=english&theme=30662&film=16933&excerpt=612109&submode=about&expmode=2>.

or a few people about these attractions; widespread disclosure of same-sex attractions; and identification with the lesbian, gay and bisexual community.³⁸

Critical Race Theory – The Critical Race Theory movement considers many of the same issues that conventional civil rights and ethnic studies take up, but places them in a broader perspective that includes economics, history, and even feelings and the unconscious. Unlike traditional civil rights, which embraces incrementalism and step by step progress, critical race theory questions the very foundations of the liberal order, including equality theory, legal reasoning, Enlightenment rationalism and principles of constitutional law.³⁹

cross-dresser – People who cross-dress wear clothing that is traditionally or stereotypically worn by another gender in their culture. They vary in how completely they cross-dress, from one article of clothing to fully cross-dressing. Those who cross-dress are usually comfortable with their assigned sex and do not wish to change it. Cross-dressing is a form of gender expression and is not necessarily tied to erotic activity. Cross-dressing is not indicative of sexual orientation.⁴⁰

culture – The shared patterns of behaviors and interactions, cognitive constructs and affective understanding that are learned through a process of socialization. These shared patterns identify the members of a culture group while also distinguishing those of another group.⁴¹

cultural appropriation – Theft of cultural elements for one's own use, commodification, or profit — including symbols, art, language, customs, etc. — often without understanding, acknowledgement or respect for its value in the original culture. Results from the assumption of a dominant (i.e. white) culture's right to take other cultural elements.⁴²

cultural competence – A set of congruent behaviors, attitudes and policies that come together in a system, agency or among professionals to enable that system, agency or those professions to work effectively in cross-cultural situations. The word *culture* is used because it implies the integrated pattern of human behavior that includes thoughts, communications, actions, customs, beliefs, values and institutions of a racial, ethnic, religious or social group. The word *competence* is used because it implies having the capacity to function effectively.

Five essential elements contribute to a system's, institution's or agency's ability to become more culturally competent which include:

- valuing diversity;
- having the capacity for cultural self-assessment;
- being conscious of the dynamics inherent when cultures interact;

³⁸ American Psychological Association. (2008). *Sexual orientation & homosexuality: Answers to your questions for a better understanding*. Retrieved from <http://www.apa.org/topics/lgbt/orientation.aspx>.

³⁹ Delgado, R. & Stefancic, J. (2001). *Critical Race Theory: An introduction*. New York: New York University Press.

⁴⁰ American Psychological Association. (2011). *Answers to your questions about transgender people, gender identity, and gender expression*. Retrieved from <http://www.apa.org/topics/lgbt/transgender.aspx>.

⁴¹ University of Minnesota Center for Advanced Research on Language Acquisition. (n.d.). *What is culture?* Retrieved from <http://carla.umn.edu/culture/definitions.html>.

⁴² Colours of Resistance. (n.d.). *Cultural appropriation*. Retrieved from <http://www.coloursofresistance.org/definitions/cultural-appropriation/>.

- having institutionalized culture knowledge; and
- having developed adaptations to service delivery reflecting an understanding of cultural diversity.

These five elements should be manifested at every level of an organization including policy making, administrative and practice. Further, these elements should be reflected in the attitudes, structures, policies and services of the organization.^{43,44}

cultural conditioning – The unconscious process by which we are socialized to adopt the way of thinking of our own group.⁴⁵

cultural humility – The ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the [person]. Cultural humility focuses on taking responsibility for our interactions with others rather than achieving a state of knowledge or awareness. The approach of cultural humility goes beyond the concept of cultural competence to encourage individuals to identify and acknowledge their own biases. Cultural humility acknowledges that it is impossible to be adequately knowledgeable about cultures other than one's own.⁴⁶ Principles that guide the cultural humility approach:

- lifelong learning and critical self-reflection;
- recognizing and mitigating/challenging power imbalances; and
- institutional accountability to model the principles.⁴⁷

cultural pluralism – Recognition of the contribution of each group to a common civilization. It encourages the maintenance and development of different lifestyles, languages and convictions. It is a commitment to deal cooperatively with common concerns. It strives to create the conditions of harmony and respect within a culturally diverse society.⁴⁸

⁴³ National Center for Cultural Competence, Georgetown University, Center for Child and Human Development. (n.d.). *Curricula enhancement module series: Definitions of cultural competence*. Retrieved from <http://nccccurricula.info/culturalcompetence.html>.

⁴⁴ Cross, T., Bazron, B., Dennis, K., & Isaacs, M., (1989). *Towards a culturally competent system of care, Volume 1*. Washington, D.C.: Georgetown University Child Development Center, CASSP Technical Assistance Center.

⁴⁵ Santa Fe College Office of Diversity. *Terms associated with diversity: cultural conditioning*. Retrieved from http://www.sfcollege.edu/diversity/?section=defining_diversity.

⁴⁶ Levi, A. (2009). The ethics of nursing student international clinical experiences. *Journal of Obstetric, Gynecologic, and Neonatal Nursing*, 38(1), 94-99.

⁴⁷ Tervalon, M. & Murray-Garcia, J. (1998). Cultural humility versus cultural competence: a critical distinction in defining physician training outcomes in multicultural education. *Journal of Health Care for the Poor and Underserved*, 9(2), 117-125.

⁴⁸ Institute for Democratic Renewal and Project Change Anti-Racism Initiative. (n.d.). *15 tools for creating healthy, productive interracial/multiracial communities: A community builder's tool kit* (PDF). Retrieved from <http://www.racialequitytools.org/resourcefiles/idr.pdf>.

culture – A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors and styles of communication.⁴⁹

deaf culture – Describes the social beliefs, behaviors, art, literary traditions, history, values and shared institutions of communities that are affected by deafness and which use sign languages as the main means of communication.⁵⁰

denial – Refusal to acknowledge the societal privileges that are granted or denied based on an individual's ethnicity or other grouping.⁵¹

diaspora – The voluntary or forcible movement of peoples from their homelands into new regions; these are people who live outside their natal (or imagined natal) territories and recognize that their traditional homelands are reflected deeply in the languages they speak, religions they adopt and the cultures they produce.⁵²⁵³

disability – A functional limitation that affects an individual's ability to perform certain functions.⁵⁴

disability (ADA) – A person who has a physical or mental impairment that substantially limits one or more major life activity. This includes people who have a record of such an impairment, even if they do not currently have a disability. It also includes individuals who do not have a disability but are regarded as having a disability. The ADA also makes it unlawful to discriminate against a person based on that person's association with a person with a disability.⁵⁵

discrimination – Behavior that treats people unequally because of their group memberships. Discriminatory behavior, ranging from slights to hate crimes, often begins with negative stereotypes and prejudices.⁵⁶

discrimination (legal) – In constitutional law, discrimination is the grant by statute of particular privileges to a class arbitrarily designated from a sizable number of persons, where no reasonable distinction exists between the favored and disfavored classes. Federal laws, supplemented by court decisions, prohibit discrimination in such areas as employment, housing, voting rights, education and access to public facilities. They also proscribe discrimination on the basis of race, age, sex, nationality,

⁴⁹ Institute for Democratic Renewal and Project Change Anti-Racism Initiative. (n.d.). *15 tools for creating healthy, productive interracial/multiracial communities: A community builder's tool kit* (PDF). Retrieved from <http://www.racialequitytools.org/resourcefiles/idr.pdf>.

⁵⁰ Santa Fe College Office of Diversity. *Terms associated with diversity: deaf culture*. Retrieved from http://www.sfcollege.edu/diversity/?section=defining_diversity.

⁵¹ Institute for Democratic Renewal and Project Change Anti-Racism Initiative. (n.d.). *15 tools for creating healthy, productive interracial/multiracial communities: A community builder's tool kit* (PDF). Retrieved from <http://www.racialequitytools.org/resourcefiles/idr.pdf>.

⁵² *Diaspora: Definitional Differences*. (2002, March 03). Retrieved April 11, 2016, from <http://www.postcolonialweb.org/diasporas/ashcroft.html>

⁵³ Ashcroft, B., Garet, G., and Tiffin, H. (1998). *Key concepts in post-colonial studies*. London and New York: Routledge.

⁵⁴ ABILITY magazine. (n.d.). *Guidelines to terminology*. Retrieved from <http://www.abilitymagazine.com/terminology.html>.

⁵⁵ ADA National Network. (n.d.). *What is the definition of disability under the ADA?* Retrieved from <https://adata.org/faq/what-definition-disability-under-ada>.

⁵⁶ Southern Poverty Law Center. (n.d.). *Test yourself for hidden bias*. Retrieved from <http://www.tolerance.org/activity/test-yourself-hidden-bias>.

disability or religion. In addition, state and local laws can prohibit discrimination in these areas and in others not covered by federal laws.⁵⁷

diversity – Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. A broad definition includes not only race, ethnicity and gender — the groups that most often come to mind when the term *diversity* is used — but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language and physical appearance. It also involves different ideas, perspectives and values.⁵⁸

domestic partner – Domestic partnerships create a legal relationship for the couple that is similar to marriage in many states. In many states domestic partnerships mean that the couple will be treated the same as a married couple. In others, domestic partnerships are no more than a cohabitation agreement with couples receiving fewer rights than married couples.⁵⁹ See also *civil union* and *marriage*.

drag/drag queen or king – Men who dress as women for the purpose of entertaining others at bars, clubs or other events. The term *drag king* refers to women who dress as men for the purpose of entertaining others at bars, clubs or other events.⁶⁰

emigration – The act of leaving one’s own country to settle permanently in another; moving abroad. See also *immigration*.⁶¹

empowerment – When target group members refuse to accept the dominant ideology and their subordinate status and take actions to redistribute social power more equitably.⁶²

equity – The proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.⁶³

equity (campus context) – The creation of opportunities for historically underrepresented populations to have equal access to and participate in educational programs that are capable of closing the achievement gaps in student success and completion.⁶⁴

⁵⁷ Discrimination (n.d.). In *The Free Dictionary Online*, Retrieved March, 24, 2016, from <http://legal-dictionary.thefreedictionary.com/discrimination>.

⁵⁸ University of California-Berkeley Center for Equity, Inclusion and Diversity. (n.d.). *Glossary of terms*. Retrieved from <http://diversity.berkeley.edu/glossary-terms>.

⁵⁹ Akhbari, K. (2015, August 18). *The ultimate guide to gay marriage laws*. Retrieved from <http://www.legalmatch.com/law-library/article/ultimate-guide-to-gay-marriage-laws.html>.

⁶⁰ American Psychological Association. (2011). *Answers to your questions about transgender people, gender identity, and gender expression*. Retrieved from <http://www.apa.org/topics/lgbt/transgender.aspx>.

⁶¹ Emigration (n.d.). In *Oxford Dictionaries Online*, Retrieved February 19, 2016, from http://www.oxforddictionaries.com/us/definition/american_english/emigration.

⁶² Adams, M., Bell, L. A., and Griffin, P. (1997). *Teaching for diversity and social justice: A sourcebook*. New York, NY: Routledge.

⁶³ Applied Research Center. (2009). *Catalytic change: Lessons learned from the racial justice grantmaking assessment* (PDF). Retrieved from http://racialequity.org/docs/Racial_justice_assessment_loresFINAL.pdf.

⁶⁴ Association of American Colleges and Universities. (n.d.). *Making excellence inclusive*. Retrieved from <http://www.aacu.org/making-excellence-inclusive>.

ethnicity – A dynamic set of historically derived and institutionalized ideas and practices that (1) allows people to identify or to be identified with groupings of people on the basis of presumed (and usually claimed) commonalities including language, history, nation or region of origin, customs, ways of being, religion, names, physical appearance and/or genealogy or ancestry; (2) can be a source of meaning, action and identity; and (3) confers a sense of belonging, pride and motivation.⁶⁵

ethnocentrism – The emotional attitude that one’s own race, nation or culture is superior to all others.⁶⁶

FTM/F2M – Abbreviation for a female-to-male transgender or transsexual person.⁶⁷

gay – A man whose primary romantic, emotional, physical and sexual attractions are to other men. This term can also be used to apply to lesbians, bisexuals, and on some occasions, be used as an umbrella term for all LGBTQ people.⁶⁸

gender – Refers to the socially constructed roles, behaviors, activities and attributes that a given society considers appropriate for boys and men or girls and women. While aspects of biological sex are similar across different cultures, aspects of gender may differ.⁶⁹

genderism – The system of belief that there are only two genders (men and women) and that gender is inherently tied to one’s sex assigned at birth. It holds cisgender people as superior to transgender people, and punishes or excludes those who don’t conform to society’s expectations of gender.⁷⁰

genderqueer – A term that some people use who identify their gender as falling outside the binary constructs of *male* and *female*. They may define their gender as falling somewhere on a continuum between male and female, or they may define it as wholly different from these terms. They may also request that pronouns be used to refer to them that are neither masculine nor feminine, such as *zie* instead of *he* or *she*, or *hir* instead of *his* or *her* (see pronoun chart at the end). Some genderqueer people do not identify as transgender.⁷¹

gender binary system – A system of oppression that requires everyone to be raised either male or female, and masculine or feminine. Eliminates the possibility for other gender expressions and gives

⁶⁵ Markus, H.R. (2008). Pride, prejudice, and ambivalence: Toward a unified theory of race and ethnicity. *American Psychologist*, 63(8), pp. 651-70.

⁶⁶ Santa Fe College Office of Diversity. *Terms associated with diversity: ethnocentrism*. Retrieved from http://www.sfcollege.edu/diversity/?section=defining_diversity.

⁶⁷ University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: FTM/F2M*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#ftm.

⁶⁸ Southern Illinois University-Edwardsville: Safe Zone. (n.d.). *LGBT terminology*. Retrieved from <https://www.siu.edu/lgbt/definitions.shtml>.

⁶⁹ American Psychological Association. (2011). *Answers to your questions about transgender people, gender identity, and gender expression*. Retrieved from <http://www.apa.org/topics/lgbt/transgender.aspx>.

⁷⁰ University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: genderism*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#genderism.

⁷¹ American Psychological Association. (2011). *Answers to your questions about transgender people, gender identity, and gender expression*. Retrieved from <http://www.apa.org/topics/lgbt/transgender.aspx>.

power to people whose genders do not break gender norms at the expense of transgender and intersex people.⁷²

gender confirming surgery – Medical surgeries used to modify one’s body to be more congruent with one’s gender identity. See also *sex reassignment surgery*.⁷³

gender cues – What human beings use to attempt to tell the gender/sex of another person.⁷⁴

gender diversity – Refers to the extent to which a person’s gender identity, role or expression differs from the cultural norms prescribed for people of a particular sex.⁷⁵

gender dysphoria – Refers to discomfort or distress that is associated with a discrepancy between a person’s gender identity and that person’s sex assigned at birth (and the associated gender role and/or primary and secondary sex characteristics).⁷⁶

gender expression – Refers to the way a person communicates gender identity to others through behavior, clothing, hairstyles, voice or body characteristics.⁷⁷

gender fluid – A person whose gender identification and presentation shifts, whether within or outside of societal, gender-based expectations.⁷⁸

gender identity – Refers to a person’s internal sense of being male, female or something else.⁷⁹

gender-neutral/gender-inclusive – Inclusive language to describe relationships (*spouse and partner* instead of *husband/boyfriend* and *wife/girlfriend*), spaces (gender-neutral/inclusive restrooms are for use by all genders), pronouns (*they* and *ze* are gender neutral/inclusive pronouns) among other things.⁸⁰

gender non-conforming – An adjective and umbrella term to describe individuals whose gender expression, gender identity or gender role differs from gender norms associated with their assigned birth sex.⁸¹

⁷² Movimiento Estudiantil Chicano de Aztlán. (2003). *Glossary of terms relating to sexuality and gender* (PDF). Retrieved from http://www.nationalmecha.org/documents/GS_Terms.pdf.

⁷³ Green, E. R., & Peterson, E. N. [LGBT Resource Center at UC Riverside]. (2003-2004). *LGBTQI terminology* (PDF). Retrieved from <http://www.lgbt.ucla.edu/documents/LGBTTerminology.pdf>.

⁷⁴ Green, E. R., & Peterson, E. N. [LGBT Resource Center at UC Riverside]. (2006). *LGBTQI terminology* (PDF). Retrieved from <http://www.lgbt.ucla.edu/documents/LGBTTerminology.pdf>.

⁷⁵ American Psychological Association - Divisions 16 and 44. (2015). *Key terms and concepts in understanding gender diversity and sexual orientation among students* [Pamphlet]. Retrieved from <http://www.apa.org/pi/lgbt/programs/safe-supportive/lgbt/key-terms.pdf>.

⁷⁶ American Psychological Association - Divisions 16 and 44. (2015). *Key terms and concepts in understanding gender diversity and sexual orientation among students* [Pamphlet]. Retrieved from <http://www.apa.org/pi/lgbt/programs/safe-supportive/lgbt/key-terms.pdf>.

⁷⁷ American Psychological Association. (2011). *Answers to your questions about transgender people, gender identity, and gender expression*. Retrieved from <http://www.apa.org/topics/lgbt/transgender.aspx>.

⁷⁸ University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: gender fluid*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#genderfluid.

⁷⁹ American Psychological Association. (2011). *Answers to your questions about transgender people, gender identity, and gender expression*. Retrieved from <http://www.apa.org/topics/lgbt/transgender.aspx>.

⁸⁰ University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: gender neutral*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#gender_neutral.

gender normative – A person who by nature or by choice conforms to gender-based expectations of society. Also referred to as *genderstraight*.⁸²

gender role – Refers to a pattern of appearance, personality and behavior that, in a given culture, is associated with being a boy/man/male or being a girl/woman/female. A person's gender role may or may not conform to what is expected based on a person's sex assigned at birth. Gender role may also refer to the social role one is living in (e.g., as a woman, a man, or another gender), with some role characteristics conforming and others not conforming to what is associated with girls/women or boys/men in a given culture and time.⁸³

gender variant – A synonym for *gender diverse* and *gender non-conforming*; *gender diverse* and *gender non-conforming* are preferred to *gender variant* because variance implies a standard normativity of gender.⁸⁴

generalization – A conclusion based on insufficient or biased evidence. A rush to a conclusion before having all the relevant facts.⁸⁵

glass ceiling – Barriers, either real or perceived, that affect the promotion or hiring of protected group members.⁸⁶

hate crime (FBI) – A criminal offense against a person or property motivated in whole or in part by an offender's bias against a race, religion, disability, sexual orientation, ethnicity, gender or gender identity.⁸⁷

hate crime (Virginia) –

- i. A criminal act committed against a person or his property with the specific intent of instilling fear or intimidation in the individual against whom the act is perpetrated because of race, religion or ethnic origin or that is committed for the purpose of restraining that person from exercising his rights under the Constitution or laws of this Commonwealth or of the United States,
- ii. any illegal act directed against any persons or their property because of their race, religion or national origin and

⁸¹ American Psychological Association - Divisions 16 and 44. (2015). *Key terms and concepts in understanding gender diversity and sexual orientation among students* [Pamphlet]. Retrieved from <http://www.apa.org/pi/lgbt/programs/safe-supportive/lgbt/key-terms.pdf>.

⁸² Green, E. R., & Peterson, E. N. [LGBT Resource Center at UC Riverside]. (2006). *LGBTQI terminology* (PDF). Retrieved from <http://www.lgbt.ucla.edu/documents/LGBTterminology.pdf>.

⁸³ American Psychological Association - Divisions 16 and 44. (2015). *Key terms and concepts in understanding gender diversity and sexual orientation among students* [Pamphlet]. Retrieved from <http://www.apa.org/pi/lgbt/programs/safe-supportive/lgbt/key-terms.pdf>.

⁸⁴ University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: gender variant*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#gender_variant.

⁸⁵ Purdue Online Writing Lab. (2013). *Using rhetorical strategies for persuasion*. Retrieved from <https://owl.english.purdue.edu/owl/resource/588/04/>.

⁸⁶ Movimiento Estudiantil Chican@ de Aztlán. (2003). *Glossary of terms relating to sexuality and gender* (PDF). Retrieved from http://www.nationalmecha.org/documents/GS_Terms.pdf.

⁸⁷ Federal Bureau of Investigation. (n.d.). *Hate crimes: Overview*. Retrieved from https://www.fbi.gov/about-us/investigate/civilrights/hate_crimes/overview.

iii. all other incidents, as determined by law enforcement authorities, intended to intimidate or harass any individual or group because of race, religion or national origin.⁸⁸

hermaphrodite – An out-of-date and offensive term for an intersexed person.⁸⁹

heteronormativity – The societal assumption and norm that all people are heterosexual. The basic civil rights and social privileges that a heterosexual person automatically receives that are systematically denied to gay, lesbian or bisexual persons, simply because of their sexual orientation.⁹⁰

heterosexism – The belief or assumption that everyone is, or should be heterosexual; the idea that being heterosexual is normal, natural and healthy, and all other people are somehow unnatural, abnormal and unhealthy.⁹¹

heterosexual – A male whose sexual orientation is toward females or a female whose sexual orientation is toward males. Also referred to as *straight*.⁹²

hidden bias – See *implicit bias*.

homophobia – The fear of homosexuality and homosexual people and of all things associated with homosexuality.⁹³

homophobia (internalized) – When a person who is lesbian or gay is uncomfortable or not accepting of his/her own sexual orientation.⁹⁴

homosexual – A male whose sexual orientation is toward other men or a female whose sexual orientation is toward females. Homosexual males typically prefer the term *gay*, and homosexual females typically prefer the term *lesbian*.⁹⁵

identity sphere – The idea that gender identities and expressions do not fit on a linear scale, but rather on a sphere that allows room for all expression without weighting any one expression as better than another.⁹⁶

⁸⁸ VA Code § 52-8.5 (2015).

⁸⁹ Green, E. R., & Peterson, E. N. [LGBT Resource Center at UC Riverside]. (2006). *LGBTQI terminology* (PDF). Retrieved from <http://www.lgbt.ucla.edu/documents/LGBTTerminology.pdf>.

⁹⁰ Southern Illinois University-Edwardsville: Safe Zone. (n.d.). *LGBT terminology*. Retrieved from <https://www.siue.edu/lgbt/definitions.shtml>.

⁹¹ Ball State University. (n.d.). *Safe zone training* (PDF). Retrieved from <https://cms.bsu.edu/-/media/WWW/DepartmentalContent/CounselingCenter/PDFs/SafeZone-Participant%20Manual%20-%20Full%20Version%20-May%202012.pdf>.

⁹² Ball State University. (n.d.). *Safe zone training* (PDF). Retrieved from <https://cms.bsu.edu/-/media/WWW/DepartmentalContent/CounselingCenter/PDFs/SafeZone-Participant%20Manual%20-%20Full%20Version%20-May%202012.pdf>.

⁹³ University of Alaska-Southeast. (n.d.). *LGBTIQ terminology and definitions* (PDF). Retrieved from http://www.uas.alaska.edu/juneau/activities/safezone/docs/lgbtiq_terminology.pdf.

⁹⁴ Ball State University. (n.d.). *Safe zone training* (PDF). Retrieved from <https://cms.bsu.edu/-/media/WWW/DepartmentalContent/CounselingCenter/PDFs/SafeZone-Participant%20Manual%20-%20Full%20Version%20-May%202012.pdf>.

⁹⁵ Ball State University. (n.d.). *Safe zone training* (PDF). Retrieved from <https://cms.bsu.edu/-/media/WWW/DepartmentalContent/CounselingCenter/PDFs/SafeZone-Participant%20Manual%20-%20Full%20Version%20-May%202012.pdf>.

illegal alien – See *alien (illegal)*.

immigrant – An alien who has been granted the right by U.S. Citizenship and Immigration Services to reside permanently in the United States and to work without restrictions in the United States. Also known as a *lawful permanent resident*.⁹⁷

immigration – The action of coming to live permanently in a foreign country. See also *emigration*.⁹⁸

implicit bias – Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. Many studies have indicated that implicit biases affect individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Notably, implicit biases have been shown to trump individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess. The Implicit Association Test (IAT) is often used to measure implicit biases with regard to race, gender, sexual orientation, age, religion and other topics.⁹⁹

inclusion – Authentically bringing traditionally excluded individuals and/or groups into processes, activities and decision/policy making in a way that shares power.¹⁰⁰

inclusion (campus context) – Defined as the active, intentional and ongoing engagement with diversity—in the curriculum, in the co-curriculum and in communities (intellectual, social, cultural, geographical) with which individuals might connect—in ways that increase awareness, content knowledge, cognitive sophistication and empathic understanding of the complex ways individuals interact within systems and institutions.¹⁰¹

inclusive excellence – Comprehensive effort to link diversity and quality. It is about transitioning diversity and inclusion from isolated initiatives to catalyst for educational excellence. The four elements of inclusive excellence are:

- focus on student intellectual and social development;
- purposeful development and utilization of organizational resources to enhance student learning;
- attention to cultural differences learners bring to the educational experience and that enhance the enterprise; and

⁹⁶ Green, E. R., & Peterson, E. N. [LGBT Resource Center at UC Riverside]. (2006). *LGBTQI terminology* (PDF). Retrieved from <http://www.lgbt.ucla.edu/documents/LGBTterminology.pdf>.

⁹⁷ Internal Revenue Service. (2016). *Immigration terms and definitions involving aliens: immigrant*. Retrieved from <https://www.irs.gov/Individuals/International-Taxpayers/Immigration-Terms-and-Definitions-Involving-Aliens>.

⁹⁸ Immigration [Def. 1]. (n.d.). In *Oxford Dictionaries Online*, Retrieved March, 23, 2016, from http://www.oxforddictionaries.com/us/definition/american_english/immigration.

⁹⁹ Staats, C. (2013). *State of the science implicit bias review* (PDF). Retrieved from http://kirwaninstitute.osu.edu/docs/SOTS-Implicit_Bias.pdf.

¹⁰⁰ MP Associates and Center for Assessment and Policy Development. (2013). *www.racialequitytools.org glossary* (PDF). Retrieved from http://www.racialequitytools.org/images/uploads/RET_Glossary913L.pdf.

¹⁰¹ Association of American Colleges and Universities. (n.d.). *Making excellence inclusive*. Retrieved from <http://www.aacu.org/making-excellence-inclusive>.

- a welcoming community that engages all of its diversity in the service of student and organizational learning.¹⁰²

indigeneity – Indigenous populations are composed of the existing descendants of the peoples who inhabited the present territory of a country wholly or partially at the time when persons of a different culture or ethnic origin arrived there from other parts of the world, overcame them, by conquest, settlement or other means and reduced them to a non-dominant or colonial condition; who today live more in conformity with their particular social, economic and cultural customs and traditions than with the institutions of the country of which they now form part, under a state structure which incorporates mainly national, social and cultural characteristics of other segments of the population which are predominant.¹⁰³

intergender – A person whose gender identity is between genders or a combination of genders.¹⁰⁴

intersectionality – A feminist sociological theory, intersectionality is 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.¹⁰⁵

intersex – Various conditions that lead to atypical development of physical sex characteristics are collectively referred to as intersex conditions. These conditions can involve abnormalities of the external genitals, internal reproductive organs, sex chromosomes or sex-related hormones.¹⁰⁶

invisible minority – A group whose minority status is not always immediately visible, such as some disabled people and LGBTIQ people. This lack of visibility may make organizing for rights difficult.¹⁰⁷

'ism's' – A way of describing any attitude, action or institutional structure that subordinates (oppresses) a person or group because of their target group, color (racism), gender (sexism), economic status (classism), older age (ageism), religion (e.g., anti-Semitism), sexual orientation (heterosexism), language/immigrant status (xenophobia), etc.¹⁰⁸

Kinsey scale – Moving away from the dichotomy of heterosexual or homosexual, Dr. Alfred Kinsey and his colleagues developed the Heterosexual-Homosexual Rating Scale, a seven-point scale ranging from 0

¹⁰²Williams, D. A., Berger, J. B., & McClendon, S. A. (2005). *Toward a model of inclusive excellence and change in postsecondary institutions*. Washington, DC: Association of American Colleges and Universities.

¹⁰³Sandberg McGuinne, J. (24 November 2014). *Official definitions of indigeneity*. [Blog post]. Retrieved from <https://johansandbergmcguinne.wordpress.com/official-definitions-of-indigeneity/>.

¹⁰⁴Green, E. R., & Peterson, E. N. [LGBT Resource Center at UC Riverside]. (2006). *LGBTQI terminology* (PDF). Retrieved from <http://www.lgbt.ucla.edu/documents/LGBTTerminology.pdf>.

¹⁰⁵Intersectionality. (n.d.). In *Oxford Dictionaries Online*, Retrieved March, 23, 2016, from http://www.oxforddictionaries.com/us/definition/american_english/intersectionality.

¹⁰⁶American Psychological Association. (2011). *Answers to your questions about individuals with intersex conditions*. Retrieved from <http://www.apa.org/topics/lgbt/intersex.aspx>.

¹⁰⁷University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: invisible minority*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#invisible_minority.

¹⁰⁸Institute for Democratic Renewal and Project Change Anti-Racism Initiative. (n.d.). *15 tools for creating healthy, productive interracial/multiracial communities: A community builder's tool kit* (PDF). Retrieved from <http://www.racialequitytools.org/resourcefiles/idr.pdf>.

to 6. The scale runs from exclusive heterosexuality (0) to equally heterosexual and homosexual (3) to exclusively homosexual (6).¹⁰⁹

lesbian – A woman whose sexual orientation is toward other women.¹¹⁰

lesbian baiting – The heterosexist notion that any woman who prefers the company of a woman, or who does not have a male partner, is a lesbian.¹¹¹

LGBT, LGBTQ, LGBTQA, LGBTQAI, LGBTQQAI, TBLG – These acronyms refer to lesbian, gay, bisexual, transgender, queer, ally, intersex and questioning.¹¹²

lipstick lesbian – Usually refers to a lesbian with a feminine gender expression.¹¹³

male lesbian – A male-bodied person who identifies as a lesbian. This differs from a heterosexual male in that a male lesbian is primarily attracted to other lesbian, bisexual or queer identified people. May sometimes identify as gender diverse, or as a female/woman.¹¹⁴

marriage – A legal status that is given to a couple by a state government. Regardless of where the marriage is issued, and subject to a few exceptions, it should be recognized by every state and nation around the world. Marriage is desirable because it has several unique rights, protections and obligations at both the state and federal level for both spouses. Marriage for same-sex couples became legal in 2015, meaning that it is now an option for most couples.¹¹⁵ See also *civil union* and *domestic partner*.

metrosexual – First used in 1994 by British journalist Mark Simpson, who coined the term to refer to an urban, heterosexual male with a strong aesthetic sense who spends a great deal of time and money on his appearance and lifestyle.¹¹⁶

microaggression – Brief and commonplace daily verbal, behavioral and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory or negative racial, gender, sexual orientation and religious slights and insults to the target person or group.¹¹⁷

migrant worker – A worker who moves from place to place to do seasonal work.¹¹⁸

¹⁰⁹ Grollman, E. A. (2012). *The Kinsey Scale: Its purpose and significance*. Retrieved from <http://kinseyconfidential.org/kinsey-scale-purpose-significance/>.

¹¹⁰ Ball State University. (n.d.). *Safe zone training* (PDF). Retrieved from <https://cms.bsu.edu/-/media/WWW/DepartmentalContent/CounselingCenter/PDFs/SafeZone-Participant%20Manual%20-%20Full%20Version%20-May%202012.pdf>.

¹¹¹ Green, E. R., & Peterson, E. N. [LGBT Resource Center at UC Riverside]. (2006). *LGBTQI terminology* (PDF). Retrieved from <http://www.lgbt.ucla.edu/documents/LGBTTerminology.pdf>.

¹¹² Southern Illinois University-Edwardsville: Safe Zone. (n.d.). *LGBT terminology*. Retrieved from <https://www.siu.edu/lgbt/definitions.shtml>.

¹¹³ Green, E. R., & Peterson, E. N. [LGBT Resource Center at UC Riverside]. (2006). *LGBTQI terminology* (PDF). Retrieved from <http://www.lgbt.ucla.edu/documents/LGBTTerminology.pdf>.

¹¹⁴ Green, E. R., & Peterson, E. N. [LGBT Resource Center at UC Riverside]. (2006). *LGBTQI terminology* (PDF). Retrieved from <http://www.lgbt.ucla.edu/documents/LGBTTerminology.pdf>.

¹¹⁵ Watts, A. (2015, October 20). *Marriage compared to civil unions*. Retrieved from <http://www.legalmatch.com/law-library/article/marriage-compared-to-civil-unions.html>.

¹¹⁶ Green, E. R., & Peterson, E. N. [LGBT Resource Center at UC Riverside]. (2006). *LGBTQI terminology* (PDF). Retrieved from <http://www.lgbt.ucla.edu/documents/LGBTTerminology.pdf>.

¹¹⁷ Sue, D.W. (2010). *Microaggressions in everyday life: Race, gender, and sexual orientation*. Hoboken, NJ: Wiley.

minority group – A subordinate group whose members have significantly less control or power over their lives than members of a dominant or majority group. A group that experiences a narrowing of opportunities (success, education, wealth, etc.) that is disproportionately low compared to their numbers in the society.¹¹⁹

MSM – Men who engage in same-sex behavior, but who may not necessarily self-identify as gay or bisexual.¹²⁰

MTF/M2F – Abbreviation for male-to-female transgender or transsexual person.¹²¹

multicultural competency – See *cultural competency*.

myth – An ill-founded belief, usually based on limited experience, which is given uncritical acceptance by members of a group, especially in support of existing or traditional practices and institutions.¹²²

native – A person born in a specified place or associated with a place by birth, whether subsequently resident there or not.¹²³

nativism – An irrational prejudice against immigrants, and in favor of the native-born members of a particular culture. It is often associated with racism in that the targets of nativism typically belong to a different ethnic group than the perpetrators.¹²⁴

naturalization – Naturalization is the process by which U.S. citizenship is granted to a foreign citizen or national after he or she fulfills the requirements established by Congress in the Immigration and Nationality Act.¹²⁵

oppression (institutionalized) – Systematic mistreatment of people within a social identity group supported and enforced by the society and its institution, solely based on the person's membership in the social identity group.¹²⁶

oppression (internalized) – The manner in which members of an oppressed group come to internalize the oppressive attitudes of others toward themselves and those like them.¹²⁷

¹¹⁸ Migrant worker [Def. 1.1]. (n.d.). In *Oxford Dictionaries Online*, Retrieved March, 23, 2016, from http://www.oxforddictionaries.com/us/definition/american_english/migrant?q=migrant+worker#migrant__5.

¹¹⁹ Schaefer, R. T. (1993). *Racial and ethnic groups*. Dayton, OH: University of Dayton.

¹²⁰ University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: MSM*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#msm.

¹²¹ University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: MTF/M2F*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#mtf.

¹²² Santa Fe College Office of Diversity. *Terms associated with diversity: myth*. Retrieved from http://www.sfcollge.edu/diversity/?section=defining_diversity.

¹²³ Native [Def. 1]. (n.d.). In *Oxford Dictionaries Online*, Retrieved February 19, 2016, from http://www.oxforddictionaries.com/us/definition/american_english/native.

¹²⁴ Nativism - Civil Liberty Glossary Definition. (n.d.). Retrieved April 06, 2016, from <http://civilliberty.about.com/od/immigrantsrights/g/Nativism-Definition.htm>.

¹²⁵ U.S. Citizenship and Immigration Services. (2015). *Glossary: naturalization*. Retrieved from <https://www.uscis.gov/us-citizenship/citizenship-through-naturalization>.

¹²⁶ Cheney, C., LaFrance, J., & Quinteros, T. (2006). *Institutionalized oppression definitions* (PDF). Retrieved from <https://www.pcc.edu/resources/illumination/documents/institutionalized-oppression-definitions.pdf>.

othering – Language that refers to *them* or *others*; typically used to identify a separation between and among groups. It has been used in social sciences to understand the processes by which societies and groups exclude *others* whom they want to subordinate or whom do not fit into their society.¹²⁸

outing – To *out* someone is to declare their sexual orientation publicly without their permission.¹²⁹

pangender – A person whose gender identity is comprised of all or many gender expressions.¹³⁰

pansexual – A term most commonly used in the world outside academia as a sexual identity (and sexual orientation) term similar to *bisexuality*, but more inclusive of trans people. It also shows an awareness of the implied gender binary in the term *bisexual*.¹³¹

people-/person-first language – A way of describing disability that involves putting the word *person* or *people* before the word *disability* or the name of a disability, rather than placing the disability first and using it as an adjective. Some examples of people-first language might include saying "person with a disability," "woman with cerebral palsy" and "man with an intellectual disability." The purpose of people-first language is to promote the idea that someone's disability label is just a disability label—not the defining characteristic of the entire individual.¹³²

permanent resident – Any person not a citizen of the United States who is residing in the U.S. under legally recognized and lawfully recorded permanent residence as an immigrant. Also known as *permanent resident alien*, *resident alien permit holder* and *green card holder*.¹³³

pluralism – A situation in which people of different social classes, religions, races, etc., are together in a society but continue to have their different traditions and interests.¹³⁴

polyamory – The practice of having multiple open, honest love relationships.¹³⁵

prejudice – An opinion, prejudgment or attitude about a group or its individual members. A prejudice can be positive, but usually refers to a negative attitude. Prejudices are often accompanied by ignorance, fear or hatred. Prejudices are formed by a complex psychological process that begins with

¹²⁷ Internalized oppression. (n.d.). Retrieved April 06, 2016, from http://psychology.wikia.com/wiki/Internalized_oppression.

¹²⁸ Southern Illinois University-Edwardsville: Safe Zone. (n.d.). *LGBT terminology*. Retrieved from <https://www.siu.edu/lgbt/definitions.shtml>.

¹²⁹ University of Alaska-Southeast. (n.d.). *LGBTIQ terminology and definitions* (PDF). Retrieved from http://www.uas.alaska.edu/juneau/activities/safezone/docs/lgbtiq_terminology.pdf.

¹³⁰ University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: pangender*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#pangender.

¹³¹ American Psychological Association - Divisions 16 and 44. (2015). *Key terms and concepts in understanding gender diversity and sexual orientation among students* [Pamphlet]. Retrieved from <http://www.apa.org/pi/lgbt/programs/safe-supportive/lgbt/key-terms.pdf>.

¹³² An Introductory Guide to Disability Language and Empowerment. (n.d.). Retrieved April 06, 2016, from <http://sudcc.syr.edu/LanguageGuide/>.

¹³³ U.S. Citizenship and Immigration Services. (2015). *Glossary: lawful permanent resident*. Retrieved from <https://www.uscis.gov/tools/glossary>.

¹³⁴ Pluralism [Def. simple]. (n.d.). In *Merriam Webster Online*, Retrieved February 19, 2016, from <http://www.merriam-webster.com/dictionary/pluralism>.

¹³⁵ University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: polyamory*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#polyamory.

attachment to a close circle of acquaintances or an *in-group* such as a family. Prejudice is often aimed at *out-groups*.¹³⁶

privilege – A special right, advantage or immunity granted or available only to a particular person or group of people.

privilege (heterosexual) – Those benefits derived automatically by being heterosexual that are denied to homosexuals and bisexuals. Also, the benefits homosexuals and bisexuals receive as a result of claiming heterosexual identity or denying homosexual or bisexual identity.¹³⁷

privilege (white) – Refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.¹³⁸

queer – An umbrella term that individuals may use to describe a sexual orientation, gender identity or gender expression that does not conform to dominant societal norms.¹³⁹

questioning – An identity label for a person who is exploring their sexual orientation or gender identity, and is in a state of moratorium in terms of identity formation.¹⁴⁰

race – A dynamic set of historically derived and institutionalized ideas and practices that (1) sorts people into ethnic groups according to perceived physical and behavioral human characteristics; (2) associates differential value, power and privilege with these characteristics and establishes a social status ranking among the different groups; and (3) emerges (a) when groups are perceived to pose a threat (political, economic or cultural) to each other's world view or way of life; and/or (b) to justify the denigration and exploitation (past, current or future) of, and prejudice toward, other groups.¹⁴¹

racial and ethnic identity – An individual's awareness and experience of being a member of a racial and ethnic group; the racial and ethnic categories that an individual chooses to describe him or herself based on such factors as biological heritage, physical appearance, cultural affiliation, early socialization and personal experience.¹⁴²

Racial Identity Development Theory – A theory that discusses how people in various racial groups and with multiracial identities form their particular self-concept. It also describes some typical phases in

¹³⁶ Southern Poverty Law Center. (n.d.). *Test yourself for hidden bias*. Retrieved from <http://www.tolerance.org/activity/test-yourself-hidden-bias>.

¹³⁷ Green, E. R., & Peterson, E. N. [LGBT Resource Center at UC Riverside]. (2006). *LGBTQI terminology* (PDF). Retrieved from <http://www.lgbt.ucla.edu/documents/LGBTTerminology.pdf>.

¹³⁸ McIntosh, P. (1988). *White privilege and male privilege: A personal account of coming to see correspondences through work in women's studies*. Working paper, Wellesley College Center for Research on Women, Wellesley, MA.

¹³⁹ American Psychological Association - Divisions 16 and 44. (2015). *Key terms and concepts in understanding gender diversity and sexual orientation among students* [Pamphlet]. Retrieved from <http://www.apa.org/pi/lgbt/programs/safe-supportive/lgbt/key-terms.pdf>.

¹⁴⁰ American Psychological Association - Divisions 16 and 44. (2015). *Key terms and concepts in understanding gender diversity and sexual orientation among students* [Pamphlet]. Retrieved from <http://www.apa.org/pi/lgbt/programs/safe-supportive/lgbt/key-terms.pdf>.

¹⁴¹ Markus, H. R. (2008). Pride, prejudice, and ambivalence: Toward a unified theory of race and ethnicity. *American Psychologist*, 63(8), pp. 651-70.

¹⁴² Adams, M., Bell, L. A., & Griffin, P. (1997). *Teaching for diversity and social justice: A sourcebook*. New York, NY: Routledge.

remaking that identity based on learning and awareness of systems of privilege and structural racism, cultural and historical meanings attached to racial categories, and factors operating in the larger socio-historical level (e.g. globalization, technology, immigration and increasing multiracial population).¹⁴³

racial reconciliation – Reconciliation involves three ideas. First, it recognizes that racism in America is both systemic and institutionalized, with far-reaching effects on both political engagement and economic opportunities for minorities. Second, reconciliation is engendered by empowering local communities through relationship-building and truth-telling. Lastly, justice is the essential component of the conciliatory process—justice that is best termed as restorative rather than retributive, while still maintaining its vital punitive character.¹⁴⁴

racism (cultural) – Refers to representations, messages and stories conveying the idea that behaviors and values associated with white people or *whiteness* are automatically better or more normal than those associated with other racially defined groups.¹⁴⁵

racism (environmental) – Refers to racial discrimination in environmental policy-making and the enforcement of regulations and laws; the deliberate targeting of communities of color for toxic waste facilities; the official sanctioning of the life threatening presence of poisons and pollutants in communities; and the history of excluding people of color from the leadership of the environmental movement.¹⁴⁶

racism (individual) – The belief that all members of each race possess characteristics or abilities specific to that race, especially so as to distinguish it as inferior or superior to another race or races.¹⁴⁷

racism (institutional) – Refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups.¹⁴⁸

racism (internalized) – Internalized racism is the personal conscious or subconscious acceptance of the dominant society's racist views, stereotypes and biases of one's ethnic group. It gives rise to patterns of thinking, feeling and behaving that result in discriminating, minimizing, criticizing, finding fault, invalidating and hating oneself while simultaneously valuing the dominant culture.¹⁴⁹

¹⁴³ MP Associates and Center for Assessment and Policy Development. (2013). *www.racialequitytools.org glossary* (PDF). Retrieved from http://www.racialequitytools.org/images/uploads/RET_Glossary913L.pdf.

¹⁴⁴ Position Paper on Reconciliation. (2007). Retrieved April 06, 2016, from <http://winterinstitute.org/about-us/position-paper/>.

¹⁴⁵ MP Associates and Center for Assessment and Policy Development. (2013). *www.racialequitytools.org glossary* (PDF). Retrieved from http://www.racialequitytools.org/images/uploads/RET_Glossary913L.pdf.

¹⁴⁶ Home - Colours of Resistance Archive. (n.d.). Retrieved April 06, 2016, from <http://www.coloursofresistance.org/definitions/environmental-racism/>.

¹⁴⁷ Racism [Def. 1.1]. (n.d.). In *Oxford Dictionaries Online*, Retrieved February 19, 2016, from http://www.oxforddictionaries.com/us/definition/american_english/racism.

¹⁴⁸ Racial Equity Resource Guide. (n.d.). *Glossary*. Retrieved from <http://www.racialequityresourceguide.org/about/glossary>.

¹⁴⁹ Lipsky, S. (1987). *Internalized racism*. Seattle, WA: Rational Island. Retrieved from <http://www.div17.org/TAAR/media/topics/internalized-racism.php>.

racism (structural) – The macro-level systems, social forces, institutions, ideologies, and processes that interact with one another to generate and reinforce inequities among racial and ethnic groups.¹⁵⁰

reasonable accommodation – Any modification or adjustment to a job or the work environment that will enable a qualified applicant or employee with a disability to participate in the application process or to perform essential job functions. Reasonable accommodation also includes adjustments to assure that a qualified individual with a disability has rights and privileges in employment equal to those of employees without disabilities.¹⁵¹

refugee – Generally, any person outside his or her country of nationality who is unable or unwilling to return to that country because of persecution or a well-founded fear of persecution based on the person's race, religion, nationality, membership in a particular social group or political opinion.¹⁵²

resident alien – See *alien (resident)*.

reparations – States have a legal duty to acknowledge and address widespread or systematic human rights violations in cases where the state caused the violations or did not seriously try to prevent them. Reparations initiatives seek to address the harms caused by these violations.¹⁵³

right – A resource or position that everyone has equal access or availability to regardless of their social group memberships.¹⁵⁴

safe space – A place where anyone can relax and be fully self-expressed, without fear of being made to feel uncomfortable, unwelcome or unsafe on account of biological sex, race/ethnicity, sexual orientation, gender identity or expression, cultural background, age or physical or mental ability; a place where the rules guard each person's self-respect and dignity and strongly encourage everyone to respect others.¹⁵⁵

same gender loving – A term sometimes used by members of the African American / black community to express an alternative sexual orientation without relying on terms and symbols of European descent.¹⁵⁶

sex – See *biological sex*.

¹⁵⁰ Powell, J. A. (2008). Structural racism: Building upon the insights of John Calmore. *North Carolina Law Review*, 2008; 86(3): pp. 791–816.

¹⁵¹ U.S. Equal Employment Opportunity Commission/U.S. Department of Justice/Civil Rights Division. (2001). *Americans with Disabilities Act: Questions and answers*. Retrieved from <http://www.ada.gov/qandaeng.htm>.

¹⁵² U.S. Citizenship and Immigration Services. (2015). *Glossary: refugee*. Retrieved from <https://www.uscis.gov/tools/glossary>.

¹⁵³ International Center for Transitional Justice. *Reparations*. Retrieved from <https://www.ictj.org/our-work/transitional-justice-issues/reparations>.

¹⁵⁴ National Conference for Community and Justice—St. Louis Region. Unpublished. Accessed via Racial Equity Resource Guide. (n.d.). *Glossary*. Retrieved from <http://www.racialequityresourceguide.org/about/glossary>.

¹⁵⁵ Southern Illinois University-Edwardsville: Safe Zone. (n.d.). *LGBT terminology*. Retrieved from <https://www.siu.edu/lgbt/definitions.shtml>.

¹⁵⁶ Green, E. R., & Peterson, E. N. [LGBT Resource Center at UC Riverside]. (2006). *LGBTQI terminology* (PDF). Retrieved from <http://www.lgbt.ucla.edu/documents/LGBTterminology.pdf>.

sexism – A system of beliefs or attitudes which relegates women to limited roles and/or options because of their sex.¹⁵⁷

sex assignment – The initial categorization of an infant as male or female.¹⁵⁸

sexual identity – How a person identifies physically: female, male, in between, beyond or neither.¹⁵⁹

sexual orientation – Refers to an individual’s enduring physical, romantic and/or emotional attraction to another person.¹⁶⁰

sexual reassignment surgery – A term used by some medical professionals to refer to a group of surgical options that alter a person’s sex. Also known as *gender confirming surgery*.

sizeism – The mistreatment of or discrimination against people based upon their perceived (or self-perceived) body size or shape.¹⁶¹

social justice – Social justice includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others and the society as a whole.¹⁶²

stealth – This term refers to when a person chooses to be secretive in the public sphere about their gender history, either after transitioning or while successful passing. Also referred to as *going stealth* or *living in stealth mode*.¹⁶³

stereotype – An exaggerated belief, image or distorted truth about a person or group — a generalization that allows for little or no individual differences or social variation. Stereotypes are based on images in mass media, or reputations passed on by parents, peers and other members of society. Stereotypes can be positive or negative.¹⁶⁴

structural racialization – Connotes the dynamic process that creates cumulative and durable inequalities based on race.¹⁶⁵

¹⁵⁷ Santa Fe College Office of Diversity. *Terms associated with diversity: sexism*. Retrieved from http://www.sfcollege.edu/diversity/?section=defining_diversity.

¹⁵⁸ American Psychological Association - Divisions 16 and 44. (2015). *Key terms and concepts in understanding gender diversity and sexual orientation among students* [Pamphlet]. Retrieved from <http://www.apa.org/pi/lgbt/programs/safe-supportive/lgbt/key-terms.pdf>.

¹⁵⁹ Green, E. R., & Peterson, E. N. [LGBT Resource Center at UC Riverside]. (2006). *LGBTQI terminology* (PDF). Retrieved from <http://www.lgbt.ucla.edu/documents/LGBTterminology.pdf>.

¹⁶⁰ American Psychological Association. (2011). *Answers to your questions about transgender people, gender identity, and gender expression*. Retrieved from <http://www.apa.org/topics/lgbt/transgender.aspx>.

¹⁶¹ Sizeism (n.d.). In *Oxford Dictionaries Online*, Retrieved April 6, 2016, from http://www.oxforddictionaries.com/us/definition/american_english/sizeism.

¹⁶² Adams, M., Bell, L. A., & Griffin, P. (1997). *Teaching for diversity and social justice: A sourcebook*. New York, NY: Routledge.

¹⁶³ Green, E. R., & Peterson, E. N. [LGBT Resource Center at UC Riverside]. (2003-2004). *LGBTQI terminology* (PDF). Retrieved from <http://www.lgbt.ucla.edu/documents/LGBTterminology.pdf>.

¹⁶⁴ Southern Poverty Law Center. (n.d.). *Test yourself for hidden bias*. Retrieved from <http://www.tolerance.org/activity/test-yourself-hidden-bias>.

¹⁶⁵ powell, j. a., Heller, C. C., & Bundalli, F. (2011). *Systems thinking and race workshop summary*. The California Endowment.

transgender – An umbrella term for persons whose gender identity, gender expression or behavior does not conform to that typically associated with the sex to which they were assigned at birth. *Trans* is sometimes used as shorthand for *transgender*. Not everyone whose appearance or behavior is gender-nonconforming will identify as a transgender person.¹⁶⁶

transition – A complicated, multi-step process that can take years as transgender people align their anatomy with their sex identity and/or their gender expression with their gender identity.¹⁶⁷

transman/transguy – An identity label sometimes adopted by female-to-male transsexuals to signify that they are men while still affirming their history as females.¹⁶⁸

transphobia – Fear or hatred of transgender people.¹⁶⁹

transphobia (internalized) – When a person who is transgender is uncomfortable or not accepting of his/her own gender identity.¹⁷⁰

transsexual – A term that refers to people whose gender identity is different from their assigned sex. Often, transsexual people alter or wish to alter their bodies through hormones, surgery and other means to make their bodies as congruent as possible with their gender identities.¹⁷¹

transvestite – Individuals who regularly or occasionally wear the clothing socially assigned to a gender not their own, but are usually comfortable with their anatomy and do not wish to change it (i.e. they are not transsexuals). *Cross-dresser* is the preferred term for men who enjoy or prefer women's clothing and social roles.¹⁷²

unconscious bias – See *implicit bias*.

underutilization – The condition of having fewer protected group members in a particular job classification than would be reasonably expected by their availability in the labor force.¹⁷³

unisex – Clothing, behaviors, thoughts, feelings, relationships, etc., which are considered appropriate for members of any gender/sex.¹⁷⁴

¹⁶⁶ American Psychological Association. (2011). *Answers to your questions about transgender people, gender identity, and gender expression*. Retrieved from <http://www.apa.org/topics/lgbt/transgender.aspx>.

¹⁶⁷ University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: transition*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#transition.

¹⁶⁸ University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: transman*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#transman.

¹⁶⁹ University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: transphobia*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#transphobia.

¹⁷⁰ Ball State University. (n.d.). *Safe zone training* (PDF). Retrieved from <https://cms.bsu.edu/-/media/WWW/DepartmentalContent/CounselingCenter/PDFs/SafeZone-Participant%20Manual%20-%20Full%20Version%20-May%202012.pdf>.

¹⁷¹ American Psychological Association. (2011). *Answers to your questions about transgender people, gender identity, and gender expression*. Retrieved from <http://www.apa.org/topics/lgbt/transgender.aspx>.

¹⁷² University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: transvestite*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#transvestite.

¹⁷³ Santa Fe College Office of Diversity. *Terms associated with diversity: underutilization*. Retrieved from http://www.sfcollege.edu/diversity/?section=defining_diversity.

universal design – The process of creating products that are usable by people with the widest possible range of abilities, operating within the widest possible range of situations; whereas *accessibility* primarily refers to design for people with disabilities.¹⁷⁵

white supremacy – An historically-based, institutionally-perpetuated system of exploitation and oppression of continents, nations and peoples of color by white peoples and nations of the European continent for the purpose of maintaining and defending a system of wealth, power and privilege.¹⁷⁶

xenophobia – A culturally based fear of outsiders. It has often been associated with the hostile reception given to those who immigrate into societies and communities. It could result from a genuine fear of strangers, or it could be based on things such as competition for jobs, or ethnic, racial or religious prejudice.¹⁷⁷

ze – Gender neutral pronouns that can be used instead of he/she.¹⁷⁸

zir – Gender neutral pronouns that can be used instead of his/her.¹⁷⁹

	subject	object	possessive adjective	possessive pronoun	reflexive
female	she	her	her	hers	herself
male	he	him	his	his	himself
gender neutral	ze	hir	hir	hirs	hirself
gender neutral pronunciation	/zee/	/here/	/here/	/heres/	/hereself/ ¹⁸⁰

What did we miss? Do any of our definitions require updates? Please let us know by emailing inclusive@vcu.edu.

¹⁷⁴ Southern Illinois University-Edwardsville: Safe Zone. (n.d.). *LGBT terminology*. Retrieved from <https://www.siu.edu/lgbt/definitions.shtml>.

¹⁷⁵ Henry, S. L., Abou-Zahra, S., and Brewer, J. (2014). The role of accessibility in a universal web. In *Proceedings of the 11th Web for All Conference (W4A '14)*. ACM: New York. doi#10.1145/2596695.2596719.

¹⁷⁶ MP Associates and Center for Assessment and Policy Development. (2013). *www.racialequitytools.org glossary* (PDF). Retrieved from http://www.racialequitytools.org/images/uploads/RET_Glossary913L.pdf.

¹⁷⁷ Crossman, A. (2016). Xenophobia. In *About Education Online*, Retrieved April 11, 2016, from http://sociology.about.com/od/X_Index/g/Xenophobia.htm.

¹⁷⁸ University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: ze/hir/hirs*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#ze.

¹⁷⁹ University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: ze/zir/hirs*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#zir.

¹⁸⁰ University of California-Berkeley Gender Equity Center. (2013). *Definition of terms: ze/zir/hirs*. Retrieved from http://geneq.berkeley.edu/lgbt_resources_definiton_of_terms#zir.

This terminology sheet was created by Jennifer L. Elswick (jlelswick@vcu.edu) at the Virginia Commonwealth University Division for Inclusive Excellence, 2016, with additional input from colleagues. This dictionary is always a work in progress, so please be sure to check back often.