

Equity NOW! Session 1 Key Terms

RACE

A socially constructed category of identification based on physical characteristics, ancestry, historical affiliation, or shared culture. Socially constructed BUT has real impact on all major life outcomes and experiences.

RACISM

Interpersonal level: prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior.

Systemic: a doctrine or political program or set of policies based on the assumption of racism and designed to execute its principles (see: redlining). In the United States, systemic racism privileges Whiteness and is designed to uphold the superiority of Whiteness.

DOMINANT IDENTITY

Identities through which one holds or accesses power or is seen as the norm

SUBORDINATED/MINORITIZED IDENTITY

Identities through which one may experience oppression; identities that are not the historic norm

PRIVILEGE

Unearned or unasked for sets of advantages that are accrued to you because of the relationship of parts of your identity to dominant forms of power; don't have to think about it; benefit of the doubt

POWER

Formal: based on one's title or position

Informal: based on one's privilege, control, access, ability to decide

EQUITY

Crafting solutions that meet the needs of different groups based on their histories and access to resources - outcomes oriented (different than equality or sameness; equity deals with specificity). Equity is unfair - deliberately and intentionally so to lead to the outcome of fairness by taking into account different starting places

INEQUITY

Policies or practices that perpetuate or reinforce inequality, uneven access, and uneven outcomes

INTERSECTIONALITY

Derived from the scholarship of Black women scholars, Kimberlé Crenshaw and Patricia Hill Collins. 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.

POSITIONALITY

Refers to one's position in a social structure, often in relation to others