Anti-Racism to Xenophobia:
Understanding the Language of Equity
Presenters

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"The limits of my language mean the limits of my world."

- Ludwig Wittgenstein, Philosopher
Ableism
Discrimination in favor of able-bodied people.

Ally
Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies commit to reducing their own complicity or collusion in oppression of those groups and invest in strengthening their own knowledge and awareness of oppression. (Center for Assessment and Policy Development.)

Anti-Black
A two-part formation that both voids Blackness of value, while systematically marginalizing Black people and their issues. (Council for Democratizing Education)

Anti-Racist
someone who is supporting an antiracist policy through their actions or expressing antiracist ideas. This includes the expression or ideas that racial groups are equals and do not need developing, and supporting policies that reduce racial inequity. (Ibrahim X Kendi, How to be an Anti-Racist)

Assimilation/ Assimilationist
Cultural assimilation- is the process by which a person or a group’s language and/or culture come to resemble those of another group. Assimilationist-One who is expressing the racist idea that a racial group is culturally or behaviorally inferior and is supporting cultural or behavioral enrichment programs to develop that racial group. (Ibrahim X Kendi, How to be an Anti-Racist)
Bias/ Implicit Bias
A prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

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.

Bigotry
Intolerant prejudice that glorifies one’s own group and denigrates members of other groups. (Dismantling Racism Institute)

BIPOC
Black, Indigenous and other People of Color

Black Lives Matter (BLM)
A political movement to address systemic and state violence against African Americans. Black Lives Matter is an ideological and political intervention in a world where Black lives are systematically and intentionally targeted for demise. It is an affirmation of Black folks’ humanity, our contributions to this society, and our resilience in the face of deadly oppression.” (Black Lives Matter, “Herstory”)
Cisgender
denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex

Colorism
Prejudice or discrimination against individuals with a dark skin tone, typically among people of the same ethnic or racial group

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.

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.

Cultural Racism
Cultural racism 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. Cultural racism shows up in advertising, movies, history books, definitions of patriotism, and in policies and laws. Cultural racism is also a powerful force in maintaining systems of internalized supremacy and internalized racism. It does that by influencing collective beliefs about what constitutes appropriate behavior, what is seen as beautiful, and the value placed on various forms of expression (Racial Equity Tools.org)
Disaggregated Data

Data that has been divided into detailed sub-categories. Disaggregated data in the higher education space is often broken down into categories such as region, gender and ethnicity. It can reveal inequalities between different sub-categories that aggregated data cannot.

Discrimination

The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories.

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. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender, 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.
Ethnicity
A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history and ancestral geographical base.

Equality v Equity
Equality—being the same in quantity, size, degree, or value
Equity—the quality of being fair and impartial

Eurocentric
focusing on European culture or history to the exclusion of a wider view of the world; implicitly regarding European culture as preeminent.

Educational Equity
Educational equity is the fair allocation of resources, based on need, to address opportunity gaps and promote equal outcomes for every student. (ASBA)
Fatigue

Racial Battle Fatigue / White Fatigue

Racial Battle Fatigue- psychophysiological symptoms—from high blood pressure to anxiety, frustration, shock, anger and depression—people of color may experience living in and navigating historically white spaces.
(William Smith, University of Utah)

White Fatigue- The feelings of frustration or withdraw among White folks who feel racism is wrong but do not yet have an understanding of how racism functions or that struggle for better understanding of racism functions systemically.
(Joseph Flynn, Norther Illinois University)
Gaslighting

A tactic in which a person or entity, in order to gain more power, makes a victim question their reality. The act of manipulating a person by forcing them to question their thoughts, memories, and the events occurring around them.

Gender

Gender identity is defined as a personal conception of oneself as male or female, both or neither. This concept is intimately related to the concept of gender role, which is defined as the outward manifestations of personality that reflect the gender identity. Different from sex, which is assigned at birth based on physical observations.
Heteronormative
Denoting or relating to a world view that promotes heterosexuality as the normal or preferred sexual orientation. It's the belief that heterosexuality, predicated on the gender binary, is the default, preferred, or normal mode of sexual orientation.

Historical Trauma
Intergenerational trauma experienced by a specific cultural group that has a history of being systematically oppressed. Current trauma superimposed upon a traumatic ancestral past creates additional adversity. Historical trauma can have an impact on psychological and physical health.

Homophobia
Dislike or prejudice against gay people. Assigning negative characteristics or holding irrational fears or concerns based solely upon an individual/group's sexual orientation.
Inclusion
The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized. Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power. (Racial Equity Tools)

Indigenous
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.

Institutional Racism
The ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and oppression and disadvantage for people from groups classified as people of color.

Islamophobia
The fear, hatred of, or prejudice against the Islamic religion or Muslims generally, especially when seen as a geopolitical force or the source of terrorism. Islamophobia existed in premise before the terrorist attacks of September 11, 2001, but it increased in frequency and notoriety during the past decade.

Internalized Racism
The situation that occurs in a racist system when a racial group oppressed by racism supports the supremacy and dominance of the dominating group by maintaining or participating in the set of attitudes, behaviors, social structures and ideologies that undergird the dominating group’s power. (Donna Bivens)

Intersectionality
Intersectionality is simply a prism to see the interactive effects of various forms of discrimination and disempowerment. It looks at the way that racism, many times, interacts with patriarchy, heterosexism, classism, xenophobia — seeing that the overlapping vulnerabilities created by these systems actually create specific kinds of challenges. “Intersectionality 102,” then, is to say that these distinct problems create challenges for movements that are only organized around these problems as separate and individual. (Kimberle Williams Crenshaw)
LGBTQIA+

Lesbian, Gay, Bi-sexual, Trans, Queer/Questioning, Inter-sex, Asexual, and more.

These are sexual orientations, or how non-heterosexual folks might identify who they are attracted to romantically.
Marginalized

Delegated to an unimportant or powerless position within a society or group.

Microaggression

The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

Minority

The smaller number or part, especially a number that is less than half the whole number. While sometimes used to refer to people of color, this means a smaller group. BIPOC may, in some places, be the majority. Refrain from the use of "Majority Minority".

Misogyny

A hatred of, contempt for, or ingrained prejudice against women. Extreme sexism.

Model Minority

A term created by sociologist William Peterson to describe the Japanese community, whom he saw as being able to overcome oppression because of their cultural values. While individuals employing the Model Minority trope may think they are being complimentary, in fact the term is related to colorism and its root, anti-Blackness. The model minority myth creates an understanding of ethnic groups, including Asian Americans, as a monolith, or as a mass whose parts cannot be distinguished from each other. The model minority myth can be understood as a tool that white supremacy uses to pit people of color against each other in order to protect its status.
Non-binary

Non-binary or genderqueer is a spectrum of gender identities that are not exclusively masculine or feminine—identities that are outside the gender binary.

Oppression

The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group.

Oppression = Power + Prejudice
(https://www.dismantlingracism.org/)
**Power**

The capacity or ability to direct or influence the behavior of others or the course of events demonstrated socially through:

- Access to resources
- The ability to influence others
- Access to decision-makers to get what you want done
- The ability to define reality for yourself and others

**Prejudice**

A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.

**Privilege**

Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.). Privilege is usually invisible to those who have it because we’re taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.
Race
Race is a social and political concept, not a scientific one. Even though this is true, race is a powerful political, social, and economic force. Race was and is constructed for social and political purposes, in large part to divide and conquer poor and working white people from poor and working People and Communities of Color. Race categorizations have changes with time.

Racial Equity
Racial equity is the condition that would be achieved if one’s racial identity no longer predicted, in a statistical sense, how one fares. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

Racism
Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.

Racist, Racist Ideas, Racist Policy
Racist- One who is supporting a racist policy through their actions or interaction or expressing a racist idea.

Racist Ideas- Any idea that suggests one racial group is inferior or superior to another racial group in any way.

Racist Policy- Any measure that produces or sustains racial inequity between or among racial groups.

( Howell X Kendi, How to be an Antiracist)

Restorative Justice
A theory of justice that emphasizes repairing the harm caused by crime and conflict. It places decisions in the hands of those who have been most affected by a wrongdoing, and gives equal concern to the victim, the offender, and the surrounding community. Restorative responses are meant to repair harm, heal broken relationships, and address the underlying reasons for the offense. Restorative Justice emphasizes individual and collective accountability.
Sex

Either of the two main categories (male and female) into which most humans and other living things are divided on the basis of their reproductive functions. Generally assigned at birth based on physical presentation.

Sexism

Prejudice or discrimination based on sex or gender, especially against women and girls. It can be a belief that one sex is superior to or more valuable than another sex. It imposes limits on what men and boys can and should do and what women and girls can and should do.

Structural Racism

The normalization and legitimization of an array of dynamics – historical, cultural, institutional and interpersonal – that routinely advantage Whites while producing cumulative and chronic adverse outcomes for people of color. Structural racism is more difficult to locate in a particular institution because it involves the reinforcing effects of multiple institutions and cultural norms, past and present, continually reproducing old and producing new forms of racism. Structural racism is the most profound and pervasive form of racism – all other forms of racism emerge from structural racism. (Keith Lawrence, Aspen Institute on Community Change and Terry Keleher, Applied Research Center.)
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 equality.

Toxic Masculinity

Adherence to traditional male gender roles that consequently stigmatize and limit the emotions boys and men may comfortably express while elevating other emotions such as anger.

Transgender

Denoting or relating to a person whose sense of personal identity and gender does not correspond with their birth sex.

Transphobia

The fear, hatred, disbelief, or mistrust of people who are transgender, thought to be transgender, or whose gender expression doesn’t conform to traditional gender roles. Transphobia can take many different forms, including: negative attitudes and beliefs, aversion to and prejudice against transgender people, irrational fear and misunderstanding, disbelief or discounting preferred pronouns or gender identity, derogatory language and name-calling, bullying, abuse, and even violence.
Under-Represented
Provided with insufficient or inadequate representation. This is particularly of issue when the number of representatives of a group is disproportional to the number of individuals in that group.

Validate
Demonstrate or support the truth or value of someone’s experience.
White Fragility

A state in which even a minimum amount of racial stress becomes intolerable [for white people], triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium.” (Coined by Robin DiAngelo in her book White Fragility.)

White Privilege

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. (Peggy McIntosh, White Privilege and Male Privilege)

White Supremecy

The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions. While most people associate white supremacy with extremist groups like the Ku Klux Klan and the neo-Nazis, white supremacy is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while casting people and communities of color as worthless (worth less), immoral, bad, and inhuman and “undeserving.”

White Supremacy Culture

Refers to the dominant, unquestioned standards of behavior and ways of functioning embodied by the vast majority of institutions in the United States. It operates in even more subtle ways, by actually defining what “normal” is – and likewise, what “professional,” “effective,” or even “good” is. In turn, white culture also defines what is not good, “at risk,” or “unsustainable.” White culture values some ways – ways that are more familiar and come more naturally to those from a white, western tradition – of thinking, behaving, deciding, and knowing, while devaluing or rendering invisible other ways.
Xenophobia

Fear and hatred of strangers or foreigners or of anything that is strange or foreign.

Xenophobia brings negative stereotypes about immigrants and refugees. It’s a shapeshifting, wily thing, just like racism. You think it’s gone away, and it comes back. It evolves so that even though one immigrant group finally gains acceptance, it can easily be applied to another.

(Erika Lee, America for Americans: A History of Xenophobia in the United States)
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