

## terms to know

**Activism:** a doctrine or practice that emphasizes direct vigorous action especially in support of or opposition to one side of a controversial issue.

**Affinity Groups:** a group of people having a common interest or goal or acting together for a specific purpose.

**Community Activation:** the means through which individuals, groups, and organizations work together to bring about specific, often radical, changes in social, economic, environmental, and cultural policies and practices.

**Diversity:** the condition of having or being composed of differing elements.

**Dominant Group:** any group that has more power in a society than any subordinate group.

**Dual Consciousness aka Code-switching:** the world-view of people who simultaneously hold two apparently inconsistent sets of beliefs. This is usually ascribed to the fact that people receive a set of beliefs through general socialization into a dominant culture but have another set of beliefs based on their own practical experiences of life.

**Ethnicity:** the ethnic identity of a person which is ascertained by descent-based characteristics.

**Equity:** justice according to natural law or right, specifically, freedom from bias or favoritism

**Inclusion:** the act or practice of including and accommodating people who have historically been excluded (as because of their race, gender, sexuality, or ability).

**Intersectionality:** the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups

## terms to know

**Justice:** the principle that people receive that which they deserve, with the interpretation of what then constitutes "deserving" being impacted upon by numerous fields, with many differing viewpoints and perspectives, including the concepts of moral correctness based on ethics, rationality, law, religion, equity and fairness.

**Law Enforcement:** the activity of some members of government who act in an organized manner to enforce the law by discovering, deterring, rehabilitating, or punishing people who violate the rules and norms governing that society. The term encompasses police, courts, and corrections.

**Microaggressions:** a term used for brief and commonplace daily verbal, behavioral or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups.

**Performative Activism:** activism done to increase one's social capital rather than because of one's devotion to a cause.

**Police Brutality:** the excessive use of force by law enforcement. It can be legally defined as a civil rights violation in which officers exercise undue or excessive force against a person. This may include, but is not limited to, physical or verbal harassment, physical or mental injury, property damage, and, in some cases, death.

**Prison Industrial Complex:** a term used to describe the overlapping interests of government and industry that use surveillance, policing, and imprisonment as solutions to economic, social and political problems.

**Privilege:** a special right, advantage, or immunity granted or available only to a particular person or group.

## terms to know

**Psychological Safety:** being able to show and employ one's self without fear of negative consequences of self-image, status or career.

**Race:** a grouping of humans based on shared physical or social qualities into categories generally viewed as distinct by society.

**Stereotypes:** an over-generalized belief about a particular category of people. It is an expectation that people might have about every person of a particular group. The type of expectation can vary; it can be, for example, an expectation about the group's personality, preferences, appearance or ability.

**Systemic or Institutional Racism:** the pattern of social and political systems discriminating against a group of people based on race. It is reflected in disparities regarding wealth, income, criminal justice, employment, housing, health care, political power and education, among other factors.

**Unconscious Bias:** unconscious forms of discrimination and stereotyping based on race, gender, sexuality, ethnicity, ability, age, and so on. Examples include

- Affinity bias, also known as similarity bias, is the tendency people have to connect with others who share similar interests, experiences and backgrounds.
- Confirmation bias is the inclination to draw conclusions about a situation or person based on your personal desires, beliefs and prejudices rather than on unbiased merit.
- Attribution bias is a phenomenon where you try to make sense of or judge a person's behavior based on prior observations and interactions you've had with that individual that make up your perception of them.
- Conformity bias is the tendency people have to act similar to the people around them regardless of their own personal beliefs or idiosyncrasies — also known as peer pressure.
- The halo effect is the tendency people have to place another person on a pedestal after learning something impressive about them.
- The horns effect is the tendency people have to view another person negatively after learning something unpleasant or negative about them

Learn more: <https://builtin.com/diversity-inclusion/unconscious-bias-examples>