



DEIB Glossary

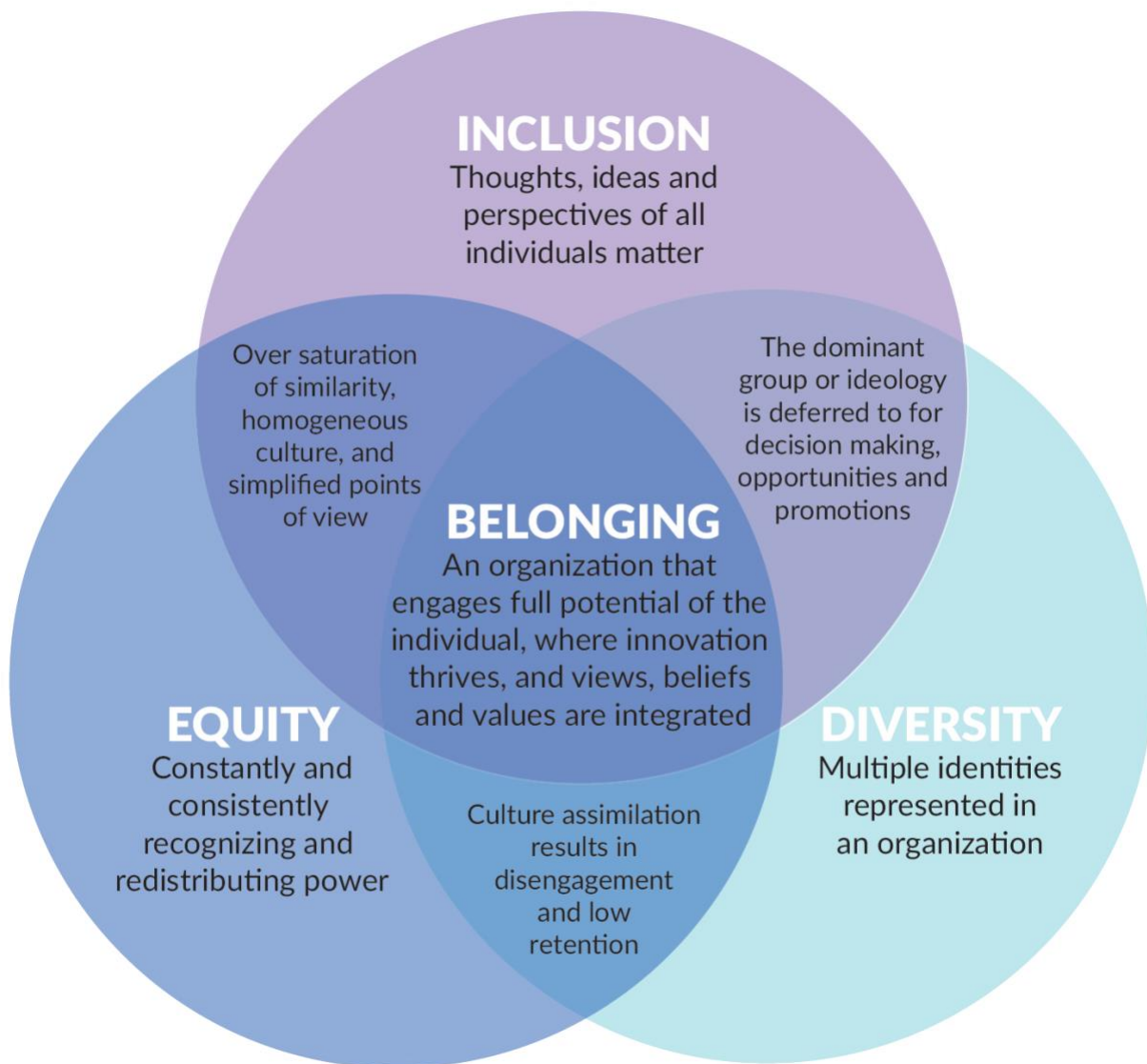
The dialogue around diversity, equity and inclusion is broad and growing, creating the need for a guide to common vocabulary to avoid misunderstandings and misinterpretations. This glossary is not meant to be exhaustive, as language is continuously evolving, but the purpose of this glossary is to promote dialogue around equity and inclusion and to encourage a common understanding in the use of DEIB terminology in our classrooms and across our school.

Depending on lived experiences, words might hold different meanings for different people, and in different contexts, the meaning of these words may change and evolve. This glossary and its definitions provide only a starting point for engaging in open and honest conversation.

If you feel there is a missing term that should be referenced in this glossary or a definition worth reconsidering, please feel free to submit your insights for consideration to Romina Pacheco at rpacheco@thewindwardschool.org.

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CORE CONCEPTS



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. Diversity also involves different ideas, perspectives, and values. (Source: hollins.edu)

N.B., While all people have a diversity of identities that make up who they are as individuals, we do not refer to individual community members as diverse. “Diverse” should not be used as a descriptor for a person of color, as that would imply that white individuals are not part of the diversity of a community. We seek a diverse school, made up of a diversity of people.

Equity

While the terms equity and equality seem synonymous, in practice, implementing one versus the other can lead to dramatically different outcomes, especially for historically marginalized populations. **Equality** refers to each individual or group receiving the same resources or opportunities. **Equity** begins with the recognition that each person or group has different circumstances, and equity promotes the allocation of resources and opportunities necessary for individuals to reach equal outcomes. As a function of fairness, equity implies ensuring that people have what they need to participate in school life and reach their full potential. In equitable schools, systems are in place to support equal access to the program, services, activities, and technologies. An example is Windward’s Financial Aid program that ensures that children can attend Windward and participate fully in the life of the School regardless of their families’ financial resources.

Inclusion

Inclusion is the action of taking every individual’s experience and identity into account. The School strives to create conditions in which all are accepted, safe, supported, and affirmed. Community members *understand the language* used when talking about gender, oppression, race, identity, etc., and they can *devise solutions* when issues arise. An example is when people stand up for those marginalized within interpersonal situations.

Belonging

Belonging represents the affinity and positive relationships that emerge among individuals of various backgrounds when communities actively promote diversity, equity, and inclusion. (Source: collectivehealth.com) Belonging also means that

everyone is treated *and feels* like a full member of the larger community and can thrive within it. (Source: Harvard Human Resources)

Core Concepts Terms

Allies

Individuals who make the commitment and effort to recognize their opportunity to stand in solidarity with individuals and oppressed groups when necessary to promote equity and justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways (Adapted by Open Source Leadership strategies from multiple sources, 2013-2023).

Example:

In May 2015, Andrew Grill was a Global Managing Partner at IBM and a speaker at the Online Influence Conference. He was [on a panel](#) along with five other men when a female member of the audience posed the obvious question to the all-male lineup: “Where are the women?”

The moderator then asked the panelists to address the topic of gender diversity, and Andrew, after sharing some of his thoughts, quickly realized he wasn’t the best person to respond. In fact, none of the panelists were. He instead asked the woman who asked the question, Miranda Bishop, to take his place on the panel. By stepping aside, Andrew made a bold statement in support of gender diversity on stage and championed Miranda at the same time.

Since then, the nonprofit organization GenderAvenger has created a pledge to reduce the frequency of all-male panels at conferences and events. It reads, “I will not serve as a panelist at a public conference when there are no women on the panel.” (Catlin, 2019)

Bystander

An individual (or group) who observes an act of discrimination or other form of distress and does nothing to help. The greater the number of onlookers, the higher the likelihood of inaction—a phenomenon known as the bystander effect.

Example:

The most frequently cited real-life example of the bystander effect regards a young woman called [Kitty Genovese](#), who was murdered in Queens, New York, in 1964, while several of her neighbors looked on. No one intervened until it was too late (Emeghara, 2020).

Privilege

"Privilege exists when one group has something of value that is denied to others simply because of the groups they belong to, rather than because of anything they've done or failed to do" (McIntosh, 1988).

Two types of privilege exist: (1) unearned advantage – something of value that all people should have but that is restricted to certain groups; and (2) conferred dominance – bestowed control, granted authority, and power given to one group over another.

Privilege in dominant groups often renders its bearers unaware of the conditions their privilege imposes on members of subordinate groups. The Windward School sees the identification of various forms of privilege not as attempts to induce guilt in those that have privileges but as opportunities for individuals to learn and take responsibility for working towards building a more equitable and inclusive community. Our awareness, for instance, that being a part of The Windward School is a privilege, is a driving force for the work of the Windward Institute to bring effective, research-based instruction to teachers and students beyond the walls of our school.

See the section "What Privilege Looks Like in Everyday Life" on p.7 of [The Trouble We're In: Privilege, Power, and Difference](#) by Allan G. Johnson.

Example

Unearned advantage:

Lower-, working-, and lower-middle-class whites and males know all too well the price they pay for a lack of class privilege...which can blind them to the fact that the cultural valuing of whiteness or maleness over color and femaleness gives the man edge in most situations that involve evaluations of credibility or competence. To give up that advantage would double or even triple the amount of competition. This would especially affect white males, who are a shrinking numerical minority of the U.S. population (Johnson, 2017).

Conferred dominance

African-American journalist Ellis Cose tells the story of an African-American lawyer, a partner in a large firm, who goes to the office early one Saturday morning to catch up on some work and is confronted near the elevator by a recently hired white attorney. "Can I help you?" the white man says pointedly. The partner shakes his head and tries to pass, but the white man steps in his way and repeats what is now a challenge to the man's very presence in the building: "Can I help you?" Only then does the partner reveal his

identity to the young man who then steps aside to let him pass. The young white man had no reason to assume the right to control the older man standing before him, except the reason provided by the cultural assumption of white racial dominance that can override any class advantage a person of color might have (Johnson, 2017).

Social Justice

A vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Social justice is both a goal and a process. It 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 (Adams et al., 2023).

Example

Audrey Murph-Brown, a member of the Springfield Education Association (SEA) in Massachusetts, has been a school social worker for 26 years. She described a “perfect storm” during the 2017–2018 school year, with nepotism, favoritism, and institutional biases that prevented highly qualified educators of color from becoming lead teachers or being offered lateral promotions. The [Massachusetts Teachers Association](#) offered training that led to the establishment of ALANA (African American, Latino, Asian, and Native American) Educators and Allies, an arm of SEA. The group focused on building a diverse and culturally proficient environment for educators of color, and when the opportunity arose to speak to school board members during a public meeting, they did.

“They’ve never had a collective raised voice before and we were bold,” recalls Murph-Brown, referring to the school committee. After powerful testimony from Murph-Brown and other educators, the door to communication was cracked open, and efforts have been made to level the playing field. For example, principals must add an applicant’s ethnicity to the hiring application as a way to keep track of who’s applying for teaching positions. The school committee’s human resource department is looking into better practices within its hiring process, too. (NEA, 2019).

Upstander

A person who speaks or acts in support of an individual or cause, particularly someone who intervenes on behalf of a person being attacked or bullied (Facing History & Ourselves, 2020).

Example

Two Nova Scotia students are being praised across North America for the way they turned the tide against the bullies who picked on a fellow student for wearing pink.

The victim — a Grade 9 boy at Central Kings Rural High School in the small community of Cambridge — wore a pink polo shirt on his first day of school. Bullies harassed the boy, called him a homosexual for wearing pink and threatened to beat him up, students said.

Two Grade 12 students — David Shepherd and Travis Price — heard the news and decided to take action. "I just figured enough was enough," said Shepherd. They went to a nearby discount store and bought 50 pink shirts, including tank tops, to wear to school the next day. Then the two went online to e-mail classmates to get them on board with their anti-bullying cause that they dubbed a "sea of pink."

But a tsunami of support poured in the next day. Not only were dozens of students outfitted with the discount tees, but hundreds of students showed up wearing their own pink clothes, some head-to-toe.

When the bullied student, who has never been identified, walked into school to see his fellow students decked out in pink, some of his classmates said it was a powerful moment. He may have even blushed a little. "Definitely it looked like there was a big weight lifted off his shoulders. He went from looking right depressed to being as happy as can be," said Shepherd.

And there's been nary a peep from the bullies since, which Shepherd says just goes to show what a little activism will do. "If you can get more people against them . . . to show that we're not going to put up with it and support each other, then they're not as big as a group as they think they are," he says (Facing History & Ourselves, 2020).

IDENTITY

Beverly Daniel Tatum states, "The concept of **identity** is a complex one, shaped by individual characteristics, family dynamics, historical factors, and social and political contexts. Who am I? The answer depends in large part on who the world around me says I am. Who [does my family] say I am? Who do my peers say I am? What message is reflected back to me in the faces and voices of my teachers, my neighbors, store clerks? What do I learn from the media about myself? How am I represented in the cultural images around me? Or am I missing from the picture altogether? As social scientist Charles Cooley pointed out long ago, other people are the mirror in which we see ourselves." (Horace Mann School, 2023)

Terms Related to Identity

Ability

The diverse array of differences in physical, mental, cognitive, developmental, learning, and/or emotional makeup. It also includes mental health and the impact of social experiences such as surviving trauma and abuse.

Affinity Group

Generally, an affinity group refers to a group of people who come together with a common interest or goal or who act together for a specific purpose. In a school setting, an affinity group can be a group of faculty, staff, students or families linked by a common purpose, ideology, or interest. Often facilitated with agreed upon standards and procedures, affinity groups can play a critical role in supporting an environment where all are valued, included, and empowered to succeed. (Source: www.diversity.pitt.edu)

Class

Relative social rank in terms of income, wealth, status, and/or power (University of Pittsburgh, 2023).

Intergenerational wealth: Wealth, or net worth, is the value of assets owned by a family, such as a home or a savings account, minus outstanding debt, such as a mortgage or student loan. Accumulated over time, wealth is a source of retirement income, protects against short-term economic shocks, and provides security and social status for future generations.

Ethnicity

An affiliation among people who share and claim common characteristics, including but not limited to a shared sense of group membership, values, behavioral patterns, language, political and economic interests, history, nationality, and ancestral geographical base (Adams et al., 2023).

GSA (Gender Sexuality Alliance)

Gender and Sexuality Alliances are student-run organizations that unite LGBTQ+ and allied youth to build community and organize around issues impacting them in their schools and communities. GSAs are typically run in middle and high schools with the support of adult facilitators.

Gender

Across what is known as the trans spectrum is a set of cultural identities, expressions, and roles—often codified as feminine or masculine—that are assigned to people, based upon the interpretation of their bodies, and more specifically, their sexual and reproductive anatomy. Since gender is a social construction as opposed to one's sex, it is possible to reject or modify the assignment made and develop something that feels truer and just to oneself (GLSEN, 2014).

Gender Expression: The manner in which a person communicates about gender to others through external means such as clothing, appearance, or mannerisms. This communication may be conscious or subconscious and may or may not reflect their gender identity or sexual orientation. While most people's understandings of gender expressions relate to masculinity and femininity, there are countless combinations that may incorporate both masculine and feminine expressions, or neither, through androgynous expressions. All people have gender expressions, and an individual's gender expression does not automatically imply one's gender identity. (Source: PFLAG)

Gender Identity: A person's deeply held core sense of self in relation to gender (see *Gender*). Gender identity does not always correspond to biological sex. People become aware of their gender identity at many different stages of life, from as early as 18 months and into adulthood. Gender identity is a separate concept from sexuality (see *Sexual Orientation*) and gender expression (see *Gender Expression*). (Source: PFLAG)

Cisgender: A person whose gender identity and expression are aligned with the sex they were assigned at birth (GLSEN, 2014).

Transgender : A person whose gender identity and/or expression are not aligned with the gender they were assigned at birth. "Transgender" or more simply "Trans" is often used as an umbrella term encompassing a large number of identities related to gender nonconformity (University of Nebraska Omaha, 2023). Transgender people may or may not decide to alter their bodies hormonally and/or surgically to match their gender identity. (Source: [PFLAG](#))

Nonbinary: Preferred umbrella term for all genders other than female/male or woman/man, used as an adjective. Not all nonbinary people identify as trans and not all trans people identify as nonbinary. Sometimes (and increasingly), nonbinary can be used to describe the aesthetic/presentation/expression of a cisgender or transgender person (University of Nebraska Omaha, 2023).

Gender-fluid: A changing, or “fluid,” gender identity (University of Nebraska Omaha, 2023).

LGBTQ+

An acronym that collectively refers to individuals who are lesbian, gay, bisexual, transgender, or queer—sometimes stated as LGBT. The addition of the Q for queer is a more recently preferred version of the acronym as cultural opinions of the term queer focus increasingly on its positive, reclaimed definition. The Q can also stand for questioning, referring to those who are still exploring their own sexuality and/or gender. The “+” represents those who are part of the community but for whom LGBTQ does not accurately capture or reflect their identity. (Source: [PFLAG](#))

Race

A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly color); ancestral heritage; cultural affiliation; cultural history; ethnic anticlassification; and the social, economic, and political needs of a society at a given period of time. Race and ethnicity are distinct cultural identifiers although they are often used incorrectly and interchangeably. Racial categories may include ethnic groups. Genetic science has unequivocally proven that there is no scientific bases to racial categories (Adams et al., 2023).

Sex

When referring to biology, the term should be used as a classification, generally as male or female, according to the reproductive organs and functions that derive from the chromosomal complement [generally XX for female and XY for male]. Additionally, while most people are born biologically female or male, rare biological syndromes can result in genital ambiguity. Or a resistance to a sex hormone can result in traits typical of the opposite biological sex (Yale School of Medicine, 2019).

Sexual Orientation

The inner feelings of whom a person is attracted to emotionally and/or physically, in relation to their own gender identity. Some people may identify as asexual, bisexual, gay, lesbian, pansexual, queer, straight, and many more (Source: GLSEN).

OPPRESSION

The systemic and pervasive nature of social inequality woven throughout social institutions and also embedded within individual consciousness. **Oppression** fuses

institutional and systemic discrimination, personal bias, bigotry, and social prejudice in a complex web of relationships and structures that saturate most aspects of life within a society.

Oppression denotes structural and material constraints that significantly shape a person's life chances and sense of possibility. It also signifies a hierarchical relationship in which dominant or privileged groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups.

Oppression resides not only in external social institutions and norms but also within the human psyche (Adams et al., 2023).

Systems of Oppression

Ableism

Beliefs or practices that rest on the assumption that being able-bodied is "normal" while other states of being need to be "fixed" or altered. This can result in devaluing or discriminating against people with physical, intellectual or psychiatric disabilities.

Institutionalized ableism may include or take the form of un/intentional organizational barriers that result in disparate treatment of people with disabilities (Harvard University, 2021)

Classism

The set of attitudes, beliefs, behaviors, and institutional practices that sustain and justify class-based power differences. These differences convey privilege to middle- and higher-income groups at the expense of the poor and working classes (American Psychological Association, 2023).

Colorism

A form of prejudice or discrimination in which people are treated differently based on the social meanings attached to skin color (University of Pittsburgh, 2023).

Ethnocentrism

The emotional attitude that one's own race, nation, or culture is superior to all others (University of Pittsburgh, 2023).

Heterosexism

The belief that (1) all people are or should be heterosexual, (2) it is more desirable to be heterosexual, and (3) heterosexuality represents the norm of both gender identity and sexual attraction. The ultimate result is bias and

discrimination toward those who possess a different sexual orientation (Harper, 2010).

Racism

A system of advantage based on race that is supported intentionally or unintentionally by institutional power and authority to the advantage of one race and the disadvantage of other races. Racism can operate at multiple levels: individual, institutional, structural, cultural, implicit/unconscious, etc. (NEA, 2017). For related but fundamentally different terms, see also in this glossary definitions for Prejudice and Bias.

Sexism

Refers to the range of attitudes, beliefs, policies, laws, and behaviors that discriminate on the basis of sex or gender (University of Pittsburgh, 2023).

Xenophobia

A strong and irrational, sometimes pathological, fear of strangers, which can manifest in hostile attitudes or aggressive behavior toward people of other nationalities, ethnic groups, regions, or neighborhoods (APA, 2023).

Terms Related to Oppression

Anti-Oppression

The strategies, theories, actions and practices that actively challenge systems of oppression on an ongoing basis in one's daily life and in social justice/change work. (Source: [Simmons University Library](#))

Antisemitism

Antisemitism is a certain perception of Jews, which may be expressed as distrust or hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward the Jewish community, institutions, and religious facilities. (U.S. Dept. of State)

Bias

A form of prejudice that results from our need to quickly classify individuals into categories (University of Washington College of the Environment, 2023).

Implicit/unconscious bias: A bias that occurs automatically and outside of conscious awareness and control. It differs from an *explicit stereotype*, which is the kind that individuals deliberately think about and report (Harvard University, 2011).

Many studies have indicated that implicit biases affect individuals' attitudes and actions, thus creating real-world implications even though individuals may not 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 (The Ohio State University, 2013).

Critical Race Theory (CRT)

A framework that helps individuals develop critical thinking skills, recognize inequities in society, understand the mechanics of systemic racism, and learn how to enact change (Duckworth, 2021). CRT is an interdisciplinary academic field mostly taught in institutions of higher education.

Culture

A social system of meaning and custom shared, developed, and transmitted by a group of people to ensure the group's adaptation and survival. Cultural groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors, and styles of communication (Institute for Democratic Renewal; Project Change Anti-Racism Initiative, 1999).

Cultural appropriation: Indiscriminate use or adoption of cultural elements—artifacts, customs, symbols, names, etc.—for one's own use or profit, often without understanding, acknowledgment, respect, or deference for its value in the original culture. This practice results from the assumption or conferral of a dominant (for example, white) culture's right to take, make, and define social rules, norms, and behaviors (Colours of Resistance, 2023).

Cultural competency: The application of a defined set of values, principles, skills, attitudes, policies, and behaviors that enable individuals and groups to work effectively across cultures. Cultural competence is a developmental process (and continuum) that evolves over time for both individuals and organizations.

Cultural competency is defined as having the capacity to (1) value diversity, (2) conduct self-assessment, (3) manage the dynamics of difference, (4) acquire and apply cultural knowledge, and (5) adept to diversity and the cultural contexts of the communities in which one lives and works (National Center for Cultural Competence, Georgetown University, 2023).

Discrimination

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

Discrimination is an action; prejudice is an attitude (Institute for Democratic Renewal; Project Change Anti-Racism Initiative, 1999).

In the United States, the law generally makes it illegal to discriminate against someone on the basis of race, color, religion, nation origin, sex, and a variety of other traits. Employment law also makes it illegal to retaliate against a person because he or she complains about discrimination, has filed a charge of discrimination, or has participated in an employment discrimination investigation or lawsuit. The law also requires that schools reasonably accommodate disabilities in students and members of the visiting public unless doing so would impose an undue hardship. If a school takes federal financial assistance, many of these laws are more definitively enforced and have a variety of compliance requirements that schools must meet (Debra Wilson, former legal counsel at NAIS).

Gentrification

A process of neighborhood change that includes economic change in a historically disinvested neighborhood—by means of real estate investment and new higher-income residents moving in—as well as demographic change—not only in terms of income level, but also in terms of changes in the education level or racial make-up of residents (Urban Displacement Project, 2021).

Intersectionality

An approach largely advanced by women of color, arguing that classifications such as gender, race, and class cannot be examined in isolation from one another. The classifications interact and intersect in individuals' lives, in society, and in social systems and are mutually constitutive (White Privilege Conference, 2013).

Exposing one's multiple identities can help clarify the ways in which a person may simultaneously experience privilege and oppression. For example, a black woman in America does not experience gender inequalities in exactly the same way as a white woman; nor does a black woman experience racial oppression in the same way as a black man. Each race and gender intersection produces a qualitatively distinct life (Intergroup Resources, 2012).

Marginalization

The systematic disempowerment of a person or community by denying access to necessary resources; by enforcing prejudice through society's institutions; and/or not allowing for that individual or community's voice, history, and perspective to be heard. A tactic used to devalue those that vary from the

norm of the mainstream, sometimes to the point of denigrating them as deviant and regressive (University of Pittsburgh, 2023).

Microaggression

Microaggressions are 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 (Sue, 2010).

Neurodiversity

A viewpoint that brain differences are normal, rather than deficits and can have benefits for people with learning and thinking differences (University of Pittsburgh, 2023).

Police Brutality

The use of excessive and/or unnecessary force by police when dealing with civilians (The Law Dictionary, 2023).

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 attachment to a close circle of acquaintances or an in-group such as a family. Prejudice is often aimed at out-groups (University of Pittsburgh, 2023).

Pronouns

A pronoun is a word that refers to someone or something that is being talked about (like *she*, *it*, *them*, and *this*). Gender pronouns (like *he* and *hers*) specifically refer to people that you are talking about. You cannot always know what pronoun (*she/her*, *he/him*, *they/them*) someone uses by looking at them. Asking and correctly using someone's personal pronoun is one of the most basic ways to show your respect for their gender identity (University of Pittsburgh, 2023).

Racialization

The extension of racial meaning to a previously racially unclassified relationship, social practice, or group. Racialization is an ideological process, a historically specific one (Omi & Winant, 1994).

Redlining

An unethical and unlawful discriminatory practice of systematic denial of services to a certain race or ethnic group (Gordon, 2022).

Voter Suppression

To suppress means “to end or stop by force.” Voter suppression laws are used to impact the outcome of an election by discouraging or preventing specific groups of people from voting (Anti-Defamation League, 2021).

White Flight

Mass exodus of Whites out of an inner city (Law Insider, 2023).

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Yale School of Medicine, 2019

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Class
Classism
Colorism
Conferred dominance
Critical Race Theory
Culture
Cultural appropriation
Cultural competency
Diversity
Equity
Ethnicity
Ethnocentrism
Gender
Gender fluid
Heterosexism
Identity
Implicit Bias
Inclusion
Institutionalized ableism

Intergenerational wealth
Nonbinary
Oppression
Privilege
Social Justice
Race
Racism
Sex
Sexism
Sexual Orientation
Trans spectrum
Transgender
Unconscious bias
Unearned advantage
Upstander
Xenophobia