

## Equity Definitions

**Purpose:** This was created to assist organizations in and developing shared language of understanding to improve diversity, equity, and inclusion practices. The information gathered will aid organizational leadership and staff in process improvement activities to create safe and equitable spaces for staff.

### Definitions:

#### Affinity Group

*An employee resource group wherein people get to meet in a space that involves either fellow people of color or fellow white people. This is not to segregate but to offer sacred spaces for POC to be only among fellow POC, or for white people to be able to examine their bias and internalized privilege without fear of harming POC. This should not be the only method for racial equity but is an important space to create when the timing is right.*

*Source: Portland Means Progress*

#### Anti-Racism

*Antiracism is the identification and elimination of racism by changing oppressive systems, structures, policies, practices and attitudes so that historic and future harm can be eliminated for people of color.*

*Source: Portland Means Progress*

#### Ableism

*A set of beliefs or practices that devalue and discriminate against people with physical, intellectual, or psychiatric disabilities and often rest on the assumption that disabled people need to be 'fixed' in one form or another.*

*Source: Center for Disability Rights*

#### Bias

*To have prejudice against a group of people based on their identity.*

*Source: OEHR*

#### Black/African Diaspora

*The involuntary mass dispersion of Africans and their descendants to various parts of the world during the transatlantic slave trades.*

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	<p><i>Source: Portland Means Progress</i></p>
<p><b>BIPOC</b></p>	<p><i>POC is a movement-building term to align the struggles and resiliency of all people of color. However, it doesn't get at the specific and unique struggles that different communities of color face based on their race. BIPOC stands for Black, Indigenous, and all People of Color. It is a term to make visible the unique and specific experiences of racism and resilience that the Black/African Diaspora and Indigenous communities have faced in the structure of race within the United States. BIPOC is a term that both honors all people of color and creates opportunity to lift up the voices of those communities.</i></p> <p><i>Source: Race Forward, Moving the Race Conversation Forward</i></p>
<p><b>Brave Space/Safe Space</b></p>	<p><i>This is a framework to create a space where folks feel safe to dialogue about race. Unfortunately, no space can ever be promised as fully safe, especially for people of color. Brave space is the concept of honoring the bravery it takes for people of color to talk about race in shared-identity spaces, and asks white folks to be brave to open up and share the labor and learning of dismantling racism.</i></p> <p><i>Source: Portland Means Progress</i></p>
<p><b>Care Economy</b></p>	<p><i>An unpaid economy sometimes called the "domestic" or "reproductive" sector or "social reproduction" in which women do most of the work of maintaining the labor force and keeping the social framework in good order – both vital services for government and the commercial economy. The care economy produces and reproduces family and provides community-oriented goods and services such as healthcare, childcare, education and the like as a part of the process of caring for people, often outside the money economy. The care economy overwhelmingly depends on women's labor. The value of the care economy is usually excluded from official economic statistics, making it hard to assess the gender impact of budget and policy decisions that touch on this sector. Work in the care economy is often not paid, though it may be supported by payments from the government. Conversely, government cutbacks on social programs or funding</i></p>

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	<p><i>inadequacies in the provision of basic social services and essential utilities in infrastructure and other areas of basic needs can add substantially to women’s burden of unpaid work in the care economy</i></p> <p><i>Source: Feminist Movement Builders</i></p>
<b>Cis / Cisgender</b>	<p><i>Denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex.</i></p> <p><i>Source: Portland Means Progress</i></p>
<b>Climate</b>	<p><i>The shared perceptions of a group that is shaped by leadership</i></p>
<b>Colonialism</b>	<p><i>Colonialism is a power relationship in which an external nation state (colonizer, in this case Europe and the U.S.) directly controls the political and economic system of another nation state and/or people (in our platform we’ll be focused on Black people). It normally involves the presence of a military force to crush dissent and the migration of people from the colony to the nation state of the colonizer (in this case, stopping African migrants from moving to the U.S.). Colonialism can also occur within geographic boundaries of a colonizer nation state. For example, Black people exist as a domestic colony within the U.S.</i></p> <p><i>Source: Race Forward, Moving the Race Conversation Forward</i></p>
<b>Communities of Color</b>	<p><i>A term used primarily in the United States to describe communities of people who are not identified as White, emphasizing common experiences of racism.</i></p> <p><i>Source: OEHR</i></p>
<b>Cultural Humility</b>	<ol style="list-style-type: none"> <li><i>1. A personal lifelong commitment to self-evaluation and self-critique</i></li> <li><i>2. Recognition of power dynamics and imbalances, a desire to fix those power imbalances and to develop partnerships with people and groups who advocate for others</i></li> <li><i>3. Institutional accountability</i></li> </ol>

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	<p><i>Source: Tervalon &amp; Murray-Garcia</i></p>
<b>Cultural Responsiveness</b>	<p><i>The ability to learn from and relate respectfully with people of your own culture as well as those from other cultures.</i></p> <p><i>Source: National Center for Culturally Responsive Educational Systems (NCCREST)</i></p>
<b>Diversity</b>	<p><i>The collection of differences within a group. Diversity includes not only race, ethnicity, and gender, but also age, national origin, religion, (dis)ability, sexual orientation, socio-economic status, education, and language. Diversity also encompasses cultural values, ideas, and perspectives. Diversity is having multiple perspectives, identities, and cultures present in your workplace. While this is a great start, it doesn't always incorporate the dynamics that will make everyone successful.</i></p> <p><i>Source: Portland Means Progress</i></p>
<b>Equality</b>	<p><i>Treating everyone the same regardless of identity. (While the intent might be to say, people aren't discriminated against based on their identity and should get equal treatment, equality also means that people aren't getting their specific needs met and their racial identity or barriers based on their race may be ignored).</i></p> <p><i>Source: Race Forward, Moving the Race Conversation Forward</i></p>
<b>Equity</b>	<p><i>Working toward an organizational culture that meets the specific needs of your diverse workforce, customers and products. It is not synonymous with equality. For example, if three people are eating pizza and each person gets one slice, that would be equality. Equity is asking who is the hungriest and dividing the pizza to meet each person's needs. Equity is using available resources to meet the specific needs of someone based upon their identities.</i></p> <p><i>Source: National Center for Culturally Responsive Educational Systems (NCCREST)</i></p>
<b>Gender Non-Conforming</b>	<p><i>Someone that does not conform to the expected gender norms of society, such as being assigned female at birth but not expressing</i></p>

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	<i>feminine gender through clothing, mannerisms, speech or other expressions.</i>
<b>Implicit Bias</b>	<i>Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.</i>
<b>Inclusion</b>	<i>The authentic engagement of underserved or traditionally excluded groups into activities and policy/decision making. Inclusion can also mean creating an environment where all can show up as their authentic selves. It involves ensuring the optimal space and process for diverse people to participate, engage, and want to stay in your workplace.</i>  <i>Source: Portland Means Progress</i>
<b>Intersectionality</b>	<i>The idea that various biological, social, and cultural categories – including race, gender, class, and ethnicity – compound and overlap with each other to create a truly unique experience for those multiple identities. These experiences are inseparable and contribute toward systemic social injustice.</i>  <i>Source: Race Forward, Moving the Race Conversation Forward</i>
<b>Institutional Racism</b>	<i>Occurs within institutions and systems of power. It is the unfair policies and discriminatory practices of particular institutions (schools, workplaces, etc.)</i>  <i>Source: Race Forward, Moving the Race Conversation Forward</i>
<b>LGBTQ2S+</b>	<i>The acronym for lesbian, gay, bisexual, trans, queer, Two-Spirit and + referring to many other members of the community.</i>
<b>Marginalized</b>	<i>Marginalized populations are groups and communities that experience discrimination and exclusion (social, political and economic) because of unequal power relationships across economic, political, social and cultural dimensions. Source:</i>  <i>Source: <a href="#">National Collaborating Centre for Determinants of Health</a></i>

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<b>Microaggression</b>	<i>A comment or action that subtly expresses a prejudiced attitude toward a member of a marginalized group, including people of color, whether intentional or not.</i>
<b>Oppression</b>	<p><i>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. Rita Hardiman and Bailey Jackson state that oppression exists when the following four conditions are found:</i></p> <ul style="list-style-type: none"> <li><i>• The oppressor group has the power to define reality for themselves and others.</i></li> <li><i>• The target groups take in and internalize the negative messages about them and end up cooperating with the oppressors (thinking and acting like them).</i></li> <li><i>• Genocide, harassment, and discrimination are systematic and institutionalized, so that individuals are not necessary to keep it going.</i></li> <li><i>• Members of both the oppressor and target groups are socialized to play their roles as normal and correct.</i></li> </ul> <p><i>Source: Portland Means Progress</i></p>
<b>Racial Equity</b>	<i>Adjusting the organizational approach to specifically address the needs of communities of color. Note that it's different from equality which means using the same approach for everyone</i>
<b>Racism</b>	<i>Refers to socially constructed categories of physical body, ethnicity, and origin designed to perpetuate power for one group over another. Today race has significant cultural meanings and affects our experiences and opportunities.</i>
<b>Reparations</b>	<i>The making of amends for a wrong that has been done – whether by individuals, corporations, government or other major institutions – by paying money, control of land, housing, jobs, health care, transportation and even finance and trade.</i>

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	<p><i>Source: Agenda to Build Black Futures and UN Working Group of Experts: Mississippi Mission, US South Human Rights Abuses, Workers Rights and Economic Justice Testimony</i></p>
<b>Restorative Justice</b>	<p><i>Restorative Justice is 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. It emphasizes individual and collective accountability. Crime and conflict generate opportunities to build community and increase grassroots power when restorative practices are employed.</i></p> <p><i>Source: Portland Means Progress</i></p>
<b>Strength-based Language</b>	<p><i>A framework that describes people from a standpoint of resiliency and centers the voices and experiences of people of color. Resilient communities vs. Underserved/Underrepresented. Should also include “unconditional positive regard.” Never using deficit-based language to describe community members</i></p>
<b>Structural Racism</b>	<p><i>A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time. Structural racism is not something that a few people or institutions choose to practice. Instead it has been a feature of the social, economic and political systems in which we all exist.</i></p> <p><i>Source: The Aspen Institute</i></p>
<b>Trauma-informed Approach</b>	<p><i>A framework that is grounded in understanding the psychological, physical, spiritual and mental stresses that come with experiencing racism, genocide, and slavery.</i></p>

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<p><b>White Culture</b></p>	<p><i>A term to capture all dynamics that go into being defined and/or perceived as white in society. The unspoken values of whiteness / dominant culture can dictate concepts of success and worth in American society. These values include obsession with the written word, perfectionism, rigid concepts of time, competition, either/or thinking, individualism, and materialism. Whiteness grants material and psychological advantages (see white privilege) that are often invisible and taken for granted by people who are white.</i></p> <p><i>Source: Portland Means Progress</i></p>
<p><b>White Fragility</b></p>	<p><i>Discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice.</i></p> <p><i>Source: Robin DiAngelo</i></p>
<p><b>White Privilege</b></p>	<p><i>Unearned advantages possessed by a white person based on their race in a society that lifts up and prioritizes the experience of white people through white supremacy.</i></p>
<p><b>White Supremacy</b></p>	<p><i>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.</i></p>
<p><b>Xenophobia</b></p>	<p><i>Prejudice against people from other countries</i></p>