

Equity, Diversity, and Inclusion Glossary of Terms

UNIVERSITY OF WASHINGTON – SCHOOL OF PUBLIC
HEALTH

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INCLUSION (EDI) COMMITTEE

Introduction

The Glossary of Equity, Diversity, and Inclusion (EDI) terms was developed by the Epidemiology Department's EDI Committee.

The intention behind the development of this Glossary is to encourage a common understanding and use of EDI terminology in our classrooms and across our department. The definitions provided are based on a review of published definitions and may represent a composite of available definitions. The terms included in this glossary are intended for use in public health coursework and research, and as such, are typically not as expansive as those one may find in the social sciences.

The glossary is updated on an annual basis to ensure that the content, both terms included and their definitions, reflects the evolution of language. We actively encourage feedback to ensure its continual improvement. If you have suggestions, please email the EDI chair, Jen Balkus, at jbalkus@uw.edu.

A brief note on capitalization. Guidance regarding the capitalization of race and ethnicity varies by discipline. In this glossary, we have chosen to capitalize race and ethnicity when it is used as an adjective to describe a population or individual.

Citation

University of Washington Department of Epidemiology Equity, Diversity, and Inclusion Committee. Glossary of Equity, Diversity, and Inclusion Terms. 2020. [Date accessed site].

Ableism

Prejudiced thoughts and discriminatory actions and practices based on real or perceived differences in physical, mental and/or emotional ability that contribute to a system of oppression; usually of able-bodied/minded persons against people with illness(es) or disabilities.

Accessibility

The extent to which a facility is readily approachable and usable by individuals with physical, mental, or social disabilities, such as self-opening doors, elevators for upper levels, or raised lettering on signs.

Asexual

Someone who does not experience sexual attraction. Asexual people have emotional needs and can experience emotional or romantic attraction, but this attraction usually doesn't need to be realized in any sexual manner. Asexuality is considered an identity, and is not the same as celibacy, which is a choice.

Acculturation

A process in which members of one cultural group adopt the beliefs, patterns, and behaviors of another group, typically the dominant one. Acculturation (n.) The process of learning and incorporating the language, values, beliefs, and behaviors that make up a distinct culture. This concept is not to be confused with assimilation, where an individual, family, or group may give up certain aspects of its culture in order to adapt to that of their new host country.

African American

Refers to people in the United States who have ethnic origins in the African continent. While the terms "African American" and "Black" are often used interchangeably in the United States, it is best to ask individuals how they identify. For example, some individuals in immigrant communities may identify as Black, but do not identify as African American. This is also an established race categorization used by federal agencies and academic institutions in the US.

Alaska Native

Umbrella term for the Indigenous peoples of Alaska, a diverse group consisting of over 200 federally recognized tribes, and speaking 20 Indigenous languages. This is a general term; Alaska Native people may prefer to define or identify themselves by their specific tribal affiliation(s). The term "Eskimo" is considered derogatory by some Alaska Native people, and should be avoided. This is also an established race categorization used by federal agencies and academic institutions in the US.

American Indian

This term is used to refer Indigenous people and numerous tribes of North America, most commonly referencing those within the current United States. This term is also part of an established race categorization used by federal agencies and academic institutions in the US “American Indian or Alaska Native.” Many Indigenous people prefer to define or identify themselves by their specific tribal affiliation(s).

Anglo or Anglo-Saxon

Of or related to the descendants of Germanic peoples (Angles, Saxons, and Jutes) who reigned in Britain until the Norman conquest in 1066. Often refers to White English-speaking persons of European descent in England or North America, not of Hispanic or French origin.

Anti-Racist

A person who identifies, challenges, and actively and consciously opposes the values, structures and behaviors that perpetuate systemic racism.

Anti-Semitism

Hatred, discrimination, hostility, or oppression of or against Jewish people as a group or as individuals.

Anti-Muslim

Hatred, discrimination, hostility, or oppression of or against Muslim people as a group or as individuals.

Arab

Of or relating to the cultures or people that have ethnic roots in the following Arabic-speaking lands: Algeria, Bahrain, Egypt, Iraq, Jordan, Kuwait, Lebanon, Libya, Morocco, Oman, Palestine, Qatar, Saudi Arabia, Sudan, Syria, Tunisia, the United Arab Emirates, and Yemen. “Arab” is not synonymous with “Muslim.” Arabs practice many religions, including Islam, Christianity, Judaism, and others.

Asian-American

Of or related to Asian Americans. The U.S. Census Bureau defines “Asian” as “people having origins in any of the original peoples of Asia or the Indian subcontinent. It includes people who indicated their race or races as ‘Asian,’ ‘Indian,’ ‘Chinese,’ ‘Filipino,’ ‘Korean,’ ‘Japanese,’ ‘Vietnamese,’ or ‘Other Asian.’ Asian-Americans are approximately 3.6 percent of the total U.S. population, and 4.2% including persons of mixed race. Individuals with origins in the Indian subcontinent (ie. India, Bangladesh, Pakistan, Sri Lanka, etc.) are often wrongly excluded from the Asian-American narrative.

Assimilation

The process by which one group takes on the cultural and other traits of a larger group, often giving up aspects of their own culture or beliefs to do so; usually refers to the forced acculturation of a marginalized group by the dominant or White group.

Bias	Prejudice; an inclination or preference, especially one that interferes with impartial judgement.
Bicultural	Of or related to an individual who possesses the languages, values, beliefs, and behaviors of two distinct racial or ethnic groups.
BIPOC	An abbreviation that stands for “Black, Indigenous, and People of Color”. The burden of white supremacy disproportionately falls on Black and Indigenous people in the US. This term centers the experiences of Black and Indigenous people and their relationship to whiteness, which shapes the experiences of and relationship to white supremacy for all People of Color within a U.S. context.
Biracial	A person who identifies as being of two races or who’s biological parents are of two different racial groups.
Birth Assigned Sex	The binary designation that refers to a person’s biological, morphological, hormonal, and genetic composition. One’s sex is typically assigned at birth and classified as either male or female.
Bisexual	An identity term for people who are attracted to people of two or more genders, usually to both men and women. Bi* is used as an inclusive abbreviation for the bi, pan, and fluid community.
Black	Of or related to persons having ethnic origins in the African continent, including those whose ancestors were kidnapped into chattel slavery; persons belonging to the African Diaspora. “African American” is often interchangeably and incorrectly used with “Black” in the United States (see definition for African American). Please see this link to determine which term is appropriate.
Brahmanism	The doctrines and practices of Brahmans and orthodox Hindus, characterized by the caste system in India. It is considered the “highest” caste and is often manipulated to oppress the lower classes.
Casteism	The caste system was originally developed as a way to define religious practices and professions of individuals within communities in early India. However, modern day casteism manifests as prejudice or antagonism directed against individuals of a different (lower) caste, and can even dictate marriage and employment decisions.

Chicano	Chicano is a term that describes someone of Mexican-American descent, in other words, those who are beyond first generation.
Cisgender	An abbreviation for individuals in whom there is a match between the sex they were assigned at birth, their bodies, and their personal identity. Often referred to as a cis-male or cis-female, these terms describe the antonym to transgender.
Classism	Prejudicial thoughts and discriminatory actions based on difference in socio-economic status and income, usually referred to as class. Differential treatment based on social class or perceived social class. Classism is the systematic oppression of subordinated class groups to advantage and strengthen the dominant class groups. The systematic assignment of characteristics of worth and ability based on social class. "Classism" can also be expressed through the use of public policies and institutional practices that prevent people from breaking out of poverty rather than ensuring equitable economic, social, and educational opportunity.
Color Blind(ness)	The problematic racial ideology that posits the best way to end discrimination is by treating individuals as equally as possible, without regard to race, culture, or ethnicity, and in doing so legitimizes systemic racism. The term "colorblind" de-emphasizes, or ignores, race and ethnicity, a large part of one's identity and disregards systemic racism and persistent discrimination.
Communities of Color	A term used primarily in the United States to describe communities of people who are not identified as White, emphasizing common experiences of racism.
Covert Racism	Expresses racist ideas, attitudes or beliefs in subtle, hidden or secret forms. Covert racism is often excused or confused with mechanisms of exclusion and inclusion.
Disability	Disabilities are physical or mental impairments which have a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.
Discrimination	The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion, national origin, age, physical/mental abilities and other categories that may result in differences in provision of goods, services or opportunities.

Diversity

Diversity describes the myriad ways in which people differ, including the psychological, physical, and social differences that occur among all individuals, such as race, ethnicity, nationality, socioeconomic status, religion, economic class, education, age, gender, sexual orientation, marital status, mental and physical ability, and learning styles. Diversity is all-inclusive and supportive of the proposition that everyone and every group should be valued. It is about understanding these differences and moving beyond simple tolerance to embracing and celebrating the rich dimensions of our differences.

Equality

Equality is the condition under which every individual is treated in the same way, and is granted the same rights and responsibilities, regardless of their individual differences.

Equity

Equity ensures that individuals are provided the resources they need to have proportionate access to the same opportunities, as the general population. Equity represents impartiality, i.e. the distribution is made in such a way to even opportunities for all the people. Conversely, equality indicates uniformity, where everything is evenly distributed among people.

Ethnicity/Ethnic Group

A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, cultural heritage, values, language, political and economic interests, history and ancestral geographical base.

First Nations

Indigenous peoples of Canada who are not Inuit or Métis. The term “Aboriginal Peoples” can be used to refer to the first inhabitants of Canada as a group (including First Nations, Inuit, and Métis peoples in aggregate.) These are general terms; many First Nations people prefer to define or identify themselves by their specific tribal affiliation(s).

Gay

An identity term used to describe a male-identified person who is attracted to other male-identified people in a romantic, sexual, and/or emotional sense. Also an umbrella term used to refer to people who experience same-sex or same-gender attraction.

Gender

Gender is the socially constructed roles, behaviors, activities, and attributes that society considers "appropriate" for men and women. It is separate from 'sex', which is the classification of male or female based on physiological and biological features. A person's gender may not necessarily correspond to their birth assigned sex or be limited to the gender binary (woman/man).

Gender Identity

Refers to all people's internal, deeply felt sense of being a man, woman, both, in between, or outside of the gender binary, which may or may not correspond with sex assigned at birth. Because gender identity is internal and personally defined, it is not visible to others, which differentiates it from gender expression.

Gender Nonconforming

Persons whose gender expression does not conform to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category.

Health Equity

Attainment of the highest level of health for all people. Efforts to ensure that all people have full and equitable access to opportunities that enable them to lead healthy lives.

Heterosexism

The individual, societal, cultural, and institutional beliefs and practices that favor heterosexuality and assume that heterosexuality is the only natural, normal, or acceptable sexual orientation. This creates an imbalance in power, which leads to systemic, institutional, pervasive, and routine mistreatment of gays, lesbians, bisexuals and other individuals who do not identify as heterosexual.

Heterosexual

An identity term for a female-identified person who is attracted to male-identified people or a male-identified person who is attracted to female-identified people.

Hispanic

The term "Hispanic" was instituted by federal agencies and describes individuals who are descendants of people from Spain, or from predominantly Spanish-speaking regions formerly colonized by Spain. The term is not used to describe race. Some find the term offensive as it honors the colonizers and not the Indigenous groups the term represents. The U.S. Census Bureau defines Hispanic origin as those people who classified themselves in one of the specific Spanish, Hispanic, or Latino categories listed on the Census 2020 questionnaire (Mexican, Mexican American, Chicano, Puerto Rican, Cuban or additional Hispanic origins including but not limited to Argentinian, Colombian, Dominican, Nicaraguan, and Salvadorian).

Homosexual

A person who is primarily attracted to members of what they identify as their own sex or gender. Many people reject the term homosexual because of its history as a term denoting mental illness and abnormality - the terms Gay, Lesbian, or Queer are preferred.

Implicit Bias

Negative associations expressed automatically that people unknowingly hold; also known as unconscious or hidden bias. 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. Notably, implicit biases have been shown to be more predominant than the individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that people may profess.

Inclusion/Inclusiveness

Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.

Institutional Racism

Institutional racism refers specifically to the systemic 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 creates advantages for White people and oppression and disadvantage for people from groups classified as People of Color (people who are not of White or European ancestry).

Internalized Racism

Internalized racism is a phenomenon that occurs when a group oppressed by racism supports the supremacy and dominance of a racist system by maintaining or participating in the set of attitudes, behaviors, social structures and ideologies that reinforce that system. In the U.S. this generally involves reinforcement of white supremacy. Internalized racism involves four essential and interconnected elements:

Decision-making — Due to racism, People of Color may not have total control over the decisions that affect daily life and resources. As a result, on a personal level, some People of Color may (consciously or unconsciously) think White people know more about what needs to be done for their community than they do. On an interpersonal level, communities of color may not support each other's authority and power — especially if it is in opposition to the dominating racial group. Structurally, there is a system in place that rewards People of Color who support white supremacy and power and coerces or punishes those who do not.

Resources — Resources, broadly defined (e.g., money, time, etc.), are unequally in the hands and under the control of White people. Internalized racism is the system in place that makes it difficult for People of Color to get access to resources for their communities and to control the resources of their community.

Standards — People of Color may accept standards for what is appropriate or "normal" that are Eurocentric or American-centric (e.g., "Western," to borrow an imperialist phrase). They may have difficulty naming, communicating, and living up to "Western" standards and values, and holding themselves and each other accountable to them.

Naming the problem — There is a system in place that misnames the problem of racism and its effects as problems of or caused by People of Color. As a result of internalized racism, People of Color might, for example, believe they are more violent than White people instead of recognizing the role of state-sanctioned political violence and institutional racism.

Interpersonal Racism

Interpersonal racism occurs between individuals. When private beliefs are put in interaction with others', racism resides in the interpersonal realm. Examples: public expressions of racial prejudice, hate, bias and bigotry between individuals. These are biases that occur when individuals interact with others and their private racial beliefs affect their public interactions.

Intersectionality

The theoretical framework introduced by Kimberle' Crenshaw that various biological, social, and cultural categories-- including gender, race, class, ethnicity, sexual orientation and social categories-- interact and contribute towards systematic social inequality. This concept recognizes that groups of people or individuals:

- 1) belong to more than one social category simultaneously and
- 2) may experience either privileges or disadvantages on that basis depending on circumstances and relationships.

Exploring [one's] multiple identities can help clarify the ways in which a person can 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 is her racial oppression identical to that experienced by a Black man. Each intersection produces a qualitatively distinct life.

Intersex

The term "intersex" is a general term that refers to internal and/or external anatomical sexual characteristics, where features usually regarded as male or female may be mixed to some degree. These variations are naturally occurring variations in humans and not a medical condition.

Islamophobia

Prejudice, fear, and hostility toward Islam and people who practice Islam (Muslims) and those with names that reflect ties to South and West Asia and North Africa (SWANA). Those perceived to be visibly Muslim may face increased discrimination, including Muslim women who wear a hijab (headscarf) and Sikh men (not Muslim) who wear a turban. These practices and beliefs often result in discrimination, surveillance, and hate crimes.

Latino/Latina/Latinx

The term “Latino/Latina” are gendered terms used to describe individuals who are descendants of people from Latin America. The term is not used to describe race. U.S. Census Bureau uses the term “Hispanic or Latino” (see definition of Hispanic). The term Latinx is a gender appropriate term for Latino/Latina. This term omits any masculine or feminine roots and is typically used by younger generations.

Lesbian

The term is used to describe female-identified people attracted emotionally, physically, and/or sexually to other female-identified people.

LGBT/LGBTQIA/LGBTQA/LGBTIQ, etc.

LGBTQ: This acronym is an umbrella term used to describe lesbian, gay, bisexual, transgender, and queer people. Another common acronym used is LGBTQIA, which encompasses intersex and asexual identities, although there doesn't seem to be consensus within the intersex or asexual communities about wanting to be included in or directly linked to the LGBTQ community.

Marginalized/Marginalization

The process by which minority groups/cultures are excluded, ignored or relegated to the outer edge of a group/society/community. 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.

Microaggression

Everyday slights, insults, putdowns, invalidations, and demeaning behaviors and messages sent to historically marginalized groups by members of the majority group sent through verbal, behavioral, or environmental cues that subtly but definitely perpetuate stigma. Perpetrators of microaggressions may be unaware that they have engaged in demeaning ways towards a target group. Insensitivity toward others in ways that devalue, discriminate, and deny all or some parts of someone’s personal identity (see definition of Personal Identity below). Micro refers to the interpersonal nature of the and not the “size” of impact. More information, including examples, can be found [here](#).

Minoritized	The uncontrollable and systemically oppressive force of being in a minority group, with respect to race, religion, or other aspects of identity. Oppression permeates the language we use to describe persons who bear the burden of white supremacy, heteronormativity and Western-centric ideals. This term is preferable to terms such as “vulnerable,” “disadvantaged,” “underserved,” or “minority.”
Multicultural	Of or pertaining to more than one culture.
Multiethnic	An individual that comes from more than one ethnicity.
Multiracial	An individual that comes from more than one race.
Non-binary	A person who does not identify exclusively as a man or a woman (gender binary). Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories.
Native American	Can be used to refer broadly to the Indigenous peoples of North and South America, but is more commonly used as a general term for the Indigenous peoples of the contiguous United States. This term has been used interchangeably with the term “American Indian,” although some Native Americans find this latter term offensive since “Indian” is a misnomer. These are general terms which refer to groups of people with different tribal affiliations; many Native American individuals prefer to identify themselves by their specific tribal affiliation(s).
Oppression	The systemic and pervasive nature of social inequality woven throughout social institutions as well as 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 in our society. Oppression also signifies a hierarchical relationship in which dominant or privileged groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups.
Pacific Islander	Pacific Islander, or Pasifika, refers to the Indigenous inhabitants of the Pacific Islands, specifically persons whose origins are of the following sub-regions of Oceania: Polynesia, Melanesia, and Micronesia.

Person/People of Color (POC)

Used primarily in the United States to describe any person who is not White or of European descent; the term is meant to be inclusive among non-White groups, emphasizing common experiences of racism. (This definition parallels the Communities of Color definition.) BIPOC, defined above, is a term that centers the experience of Black and Indigenous POC in conversations, as POC are not a monolith.

Personal Identity

Evolving and defining properties of an individual's experience that have shaped the ways in which they engage with the world. Self-chosen, self-identifying terms may include ethnicity, race, religion, sexuality, gender, disability, politics, profession, and life experiences (such as immigrating).

Power

Power is unequally distributed globally and in U.S. society; some individuals or groups wield greater power than others, thereby allowing them greater access to and control over resources. Wealth, Whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates.

Prejudice

An unjustifiable, and usually negative, attitude toward a 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 (set of advantages, entitlements, and benefits) accorded by the formal and informal institutions of society to the members of a dominant group (e.g., White people with respect to People of Color, men with respect to women, heterosexuals with respect to LGBTQ+ people, adults with respect to children, citizens of a certain country with respect to immigrants to it, and rich people with respect to poor people). Privilege tends to be invisible to those who possess it, because its absence (lack of privilege) is what calls attention to it. In other words, men are less likely to notice/acknowledge a difference in advantage because they do not live the life of a woman; White people are less likely to notice/acknowledge racism because they do not live the life of a person of color; straight people are less likely to notice/acknowledge heterosexism because they do not live the life of a gay/lesbian/bisexual person.

Queer

Queer is a multi-faceted word that is used in different ways and means different things to different people. It can refer to any combination of gender identity and sexual orientation. Reclaimed from its earlier negative use, the term is valued by some for its defiance, by some because it can be inclusive of the entire community, and by others who find it to be an appropriate term to describe their more fluid identities. However, it is still possible to use and interpret the word as a slur, depending on context.

Here are some ways that queer is used today:

*** Due to its varying meanings, this word should only be used when self-identifying or quoting someone who self-identifies as queer (i.e. "My cousin identifies as queer.")*

1) Queer (adj.): non-heterosexual. Queer is sometimes used as an umbrella term to refer to all people with non-heterosexual sexual orientations or all people who are marginalized on the basis of sexual orientation.

2) Queer (adj.): attracted to people of many genders. Although dominant culture tends to dictate that there are only two genders, gender is actually far more complex. Queer can be a label claimed by a person who is attracted to men, women, genderqueer people, and/or other gender nonconforming people.

3) Queer (adj.): not fitting cultural norms around sexuality and/or gender identity/expression. Similarly to the above, queer can be a label claimed by a person who feels that they personally don't fit into dominant norms, due to their own gender identity/expression, their sexual practices, their relationship style, etc.

4) Queer (adj.): transgressive, revolutionary, anti-assimilation, challenging of the status quo. Many people claim the label queer as a badge of honor that has a radical, political edge.

5) Queer (n.): an epithet or slur for someone perceived to be gay or lesbian. Queer is still sometimes used as a derogatory term, and is disliked by some within the LGBT community.

Race	A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly skin color), cultural affiliation, cultural history, ethnic classification, and the social, economic and political needs of a society at a given period of time. There are no distinctive genetic characteristics that truly distinguish between groups of people. Created by Europeans (White populations), race presumes human worth and social status for the purpose of establishing and maintaining privilege and power. Race is independent of ethnicity.
Racism	The term “racism” specifically refers to individual, cultural, institutional, and systemic ways by which differential consequences are created for different racial groups. Racism is often grounded in a presumed superiority of the White race over groups historically or currently defined as non-White (African, Asian, Hispanic, Native American, etc.). Racism can also be defined as "prejudice plus power." The combination of prejudice and power enables the mechanisms by which racism leads to different consequences for different groups.
Racial and Ethnic Identity	An individual's awareness and experience of being a member of a racial and ethnic group; the racial and ethnic categories that an individual chooses to describe themselves based on such factors as ancestry, physical appearance, cultural affiliation, early socialization, and personal experience.
Racial Justice	The proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts, and outcomes for all.
Religion	A system of beliefs, usually spiritual in nature, and often in terms of a formal, organized institution.
Reverse Racism	The falsely held belief of perceived discrimination against a dominant group or political majority. Commonly used by opponents to affirmative action who believe that these policies are causing members of traditionally dominant groups to be discriminated against.
Safe Space	A place where anyone can fully express, without fear of being made to feel uncomfortable, unwelcome, or unsafe on account of biological sex, race/ethnicity, sexual orientation, gender identity or expression, cultural background, religious affiliation, age, or physical or mental ability.

Scientific Racism

The use of scientific techniques, theories, and hypotheses to sanction the belief of racial superiority, inferiority, or racism. Examples include eugenics, Tuskegee Syphilis Study, Puerto Rico contraceptive trials, cells taken from Henrietta Lacks without consent, "Indigenous Races of the Earth", and many others.

Sex

The biological classification of male or female based on physiological and biological features. A person's sex may differ from their gender identity.

Sexual Orientation

Refers to the sex(es) or gender(s) to whom a person is emotionally, physically, sexually, and/or romantically attracted. Examples of sexual orientation include gay, lesbian, bisexual, heterosexual, asexual, pansexual, queer, etc.

Sinophobia

Racist or xenophobic sentiments against China, Chinese people, or Chinese culture. When COVID-19 began to spread outside of China, political leaders and others in the United States and elsewhere took advantage of its apparent origin in China to stoke latent Sinophobia.

Stereotype

Widely held beliefs, unconscious associations and expectations about members of certain groups that are presumed to be true of every member of that group, and that present an oversimplified opinion, prejudiced attitude or uncritical judgment. Stereotypes go beyond necessary and useful categorizations and generalizations in that they are typically negative, are based on little information and are highly generalized and/or inflammatory.

Structural Racism

The normalization and legitimization of an array of dynamics – historical, cultural, institutional and interpersonal – that routinely advantage White people while producing cumulative and chronic adverse outcomes for People of Color. Structural racism encompasses the entire system of White domination, diffused and infused in all aspects of society including its history, culture, politics, economics and entire social fabric. 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.

Transgender

An umbrella term for people whose gender identity and/or gender expression differs from their assigned sex at birth (i.e. the sex listed on their birth certificates). Transgender people may or may not choose to alter their bodies through the use of hormones and/or gender affirmation surgery. Transgender people may identify with any sexual orientation, and their sexual orientation may or may not change before, during, or after transition (linked definition). Use "transgender," not "transgendered." Transgender people use pronouns that are person-specific, please ask and do not assume.

Transition

The process that people go through as they affirm their gender expression and/or physical appearance (e.g. through hormones and/or surgery) to align with their gender identity. A transition may occur over a period of time, and may involve coming out to family, friends, coworkers and others; changing one's name and/or sex designation on legal documents; and/or medical intervention. Some people find the term "transition" offensive, and prefer terms such as "gender affirmation". It is best to ask individuals which terms they prefer.

Two Spirit/Two-spirit

A term that refers to a person who identifies as having both a masculine and a feminine spirit. It is used by some Indigenous people to describe their sexual, gender and/or spiritual identity. Two Spirit may now be included in the umbrella of LGBTQ and may encompass same-sex attraction and a wide variety of gender variance, including people who might be described in Western culture as gay, lesbian, bisexual, transgender, gender queer, or who have multiple gender identities.

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.

White Supremacy

White supremacy is a historically based, institutionally perpetuated system of exploitation and oppression of continents, nations, and peoples of color by white peoples and nations of the European continent. The ideological goals of white supremacy include maintaining and defending a system of wealth, power, and privilege for White people, typically involving the creation of a White ethnostate from which People of Color are excluded, by force if necessary.

Xenophobia

Literally, fear of the outsider. A specific form of racism against people from other countries, including immigrants and refugees.

