



Glossary of Terms

Allyship	An active and consistent effort to use privilege & power to support and advocate for people with less privilege. Allyship is a lifelong practice of unlearning, reevaluating, and building relationships with marginalized individuals and/or groups of people based on trust, consistency, and accountability.
Cisgender	A term used to refer to an individual whose gender identity aligns with the sex assigned to them at birth. The prefix cis- comes from the Latin word for “on the same side as.”
Diversity	Each individual is unique, and groups of individuals reflect multiple dimensions of difference including race, ethnicity, gender, class, sexual orientation, age, physical abilities, religious beliefs, political beliefs, and cognitive styles.
Dominant Culture	The established language, religion, values, rituals, and social customs on which society was built. The dominant culture has the most power. It is widespread and influential within a social entity in which multiple cultures are present. In this framework, dominant culture refers specifically to the American context in which organizational culture is predominantly defined by white men and white women in positional power.
Equity vs Equality	In the context of societal systems, equality and equity refer to similar but slightly different concepts. Equality generally refers to equal opportunity and the same levels of support for all segments of society. Equity is meeting communities where they are and allocating resources and opportunities as needed to create equal outcomes for all community members.
Gender Binary	The disproven concept that there are only two genders, male and female, and that everyone must be one or the other. Also often misused to assert that gender is biologically determined. This concept also reinforces the idea that men and women are opposites and have different roles in society.
Gender Equity	The provision of fairness and justice in the distribution of benefits and responsibilities between all genders. Gender equity means respecting all people without discrimination, regardless of their gender. It also means addressing gender inequalities and biases that limit a person’s ability to access opportunities to achieve better health, education and economic outcomes based on their gender.
Gender Identity	A person’s deeply held core sense of self in relation to gender. Gender identity does not always correspond to biological sex. Gender identity is a separate concept from sexuality and gender expression.

Gender Norms	The strict set of societal beliefs that dictate the so-called acceptable behaviors for people of different genders, usually binary in nature. Many people find these to be restrictive and harmful, as they reinforce the gender binary.
Genderfluid	Describes a person who does not consistently adhere to one fixed gender and who may move among genders.
Implicit Bias	The attitudes or stereotypes about groups of people, characteristics, or traits (gender, age, race, etc.) that affect our understanding, actions, and decisions unconsciously. They are activated involuntarily, without conscious awareness or intentional control. They can be either positive or negative, and do not necessarily align with core beliefs. Implicit bias is pervasive and tends to favor groups we belong to or identify with. Implicit bias affects judgements, decisions, and behaviors, and they are malleable and able to be unlearned.
Inclusion	Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policymaking in a way that shares power.
Intersectionality	Coined by Kimberlé Williams Crenshaw, this term refers to the overlap of social categorizations or identities such as race and ethnicity, sexuality, gender, disability, geography, and class which exist in an individual or group of people that can contribute to discrimination or disadvantage.
Microaggressions	Microaggressions are defined as the everyday, subtle, intentional — and oftentimes unintentional — interactions or behaviors that communicate hostile, derogatory, negative, and/or biases toward historically marginalized groups. Microaggressions are our implicit biases coming to life in our everyday interactions and express or reveal a prejudiced attitude. These small, common occurrences include insults, slights, stereotyping, undermining, devaluing, delegitimizing, overlooking, or excluding someone. Over time, microaggressions can isolate and alienate those on the receiving end, and affect their health and wellbeing.
Occupational Segregation	Occupational segregation occurs when one demographic group is overrepresented or underrepresented in a certain job category. It diminishes wages and working conditions for all workers in a job where marginalized groups are overrepresented; contributes to overall wage gaps based on immutable and often intersecting demographic characteristics; and limits economic growth. Occupations dominated by men usually pay better than female-dominated fields, even when those jobs require the same level of education and skill.
Privilege	The unearned and sustained advantages, access, and/or benefits granted to the dominant group whose needs have traditionally been prioritized. Privilege can be based on a variety of social identities such as race, gender, religion, socioeconomic status, ability status, sexuality, age, education level and more. Privilege can be experienced on personal, interpersonal and institutional levels. Within the United States, members of social groups that hold privileges (white, male, wealthy, able-bodied, etc.) have historically held dominance and power over targeted groups.

Structural Racism	A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequality. It is the presence of racial bias among institutions and across society. It involves the cumulative and compounding effects of societal factors including the history, culture, ideology, and interactions of institutions and policies that systematically privilege white people and disadvantage people of color.
Transgender	A term describing a person's gender identity that does not necessarily match their assigned sex at birth. Transgender people may or may not decide to alter their bodies hormonally and/or surgically to match their gender identity.
White Supremacy Culture	The existence of racial power that denotes a system of structural or societal racism that privileges white people over others. White racial advantages occur at both the collective and individual levels. Both people of color and white people can perpetuate white-dominant culture, resulting in the overall disenfranchisement of African Americans, Indigenous, and other people of color in many aspects of society.

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