

BUILDING AN INCLUSIVE SISTERHOOD *Glossary*

Ability

Profession of the means or skill to do something; talent, skill, or proficiency in a particular area; pertains to the diverse array of differences in physical, mental, cognitive, developmental, learning and/or emotional makeup.

Age

The length of time that a person has lived.

Bias

A preference for or prejudice against a person or group of people.

Birth Order

The ordinal position of a child in the family (first-born, second-born, youngest, etc.).

Calling In

Action taken when there is an opportunity to explore deeper, make meaning together and find a mutual sense of understanding across difference.

Calling Out

Action taken when someone needs to be made aware their words or actions are unacceptable and will not be tolerated.

Collective Power

Power with; synergy achieved through working in groups, increased ability to achieve outcomes by pooling resources, and/or belief that combined effort yields more than the sum of its parts.

Culture

The cumulative deposit of knowledge, experience, beliefs, values, attitudes, meanings, hierarchies, religion, notions of time, roles, spatial relations, concepts of the universe, and material objects and possessions acquired by a group of people over the course of generations through individual and group striving

Cultural Appreciation

Seeking to understand and learn about another culture in a way to broaden your own perspective.

Cultural Appropriation

The act of taking or using things from a culture that is not your own, especially without showing you understand or respect this culture. Cultural appropriation is problematic because the symbols and practices used by dominant groups are often cultural traditions that marginalized groups have faced oppression for practicing throughout history or still face oppression for practicing today.

Cultural Exchange

Involves sharing different ideas, traditions, and knowledge from your own culture with someone who is from a different background.

Discrimination

Actual negative or positive actions/treatment toward members of a particular social group based on their membership in that social group.

Dominant Culture

A community of people whose access to institutional and structural power has been systemically guaranteed, regardless of the size of the population. As a result, the community routinely excludes and disempowers the most vulnerable communities, known as the minority populations.

Education

The number of years of schooling a person has had or the degrees someone has obtained.

Empathy

The ability to share in another's emotions, thoughts or feelings.

Equality

Each individual or group of people is given the same resources and opportunities.

Equity

The fair treatment, access, opportunity and advancement for all people, which includes striving to identify and eliminate barriers that have prevented the full participation of some groups.

Explicit Bias

Attitudes and beliefs that someone has about a person or group on a conscious level. People are fully aware of their explicit biases, so they can be self-reported. Think of these biases as central to the brain. We know they are there and we can recognize them.

Gender

One's innermost concept of self as male, female, a blend of both or neither.

Gender Expression

External appearance of one's gender identity, usually expressed through behavior, clothing, body characteristics or voice, which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

Genuine Conversations

These types of interactions are real, authentic, and honest. They are nonjudgmental and involve active listening, seeking to understand and giving grace while also upholding a standard of accountability.

Health

A person's mental or physical condition; the state of being free from illness or injury

Hometown

The town of one's birth or early life, or one's present, fixed residence.

Identity

The collective aspect of the set of characteristics by which a person is definitively recognized or known; the set of behavioral or personal characteristics by which an individual is recognizable as a member of a group.

Implicit Bias

Unconscious attitudes that lie below the surface but may influence our behaviors. Implicit biases often form because our brain takes shortcuts. It is possible for implicit bias to affect one's judgment, causing someone to commit a microaggression.

Inclusion

The process of engaging in repeated, intentional acts to create an environment of open participation from all individuals with different ideas and perspectives where everyone feels heard, valued and validated.

Income

The social standing or class of an individual group, often measured as a combination of education, income and occupation.

Individual Power

Power within; individual strength, ability and/or expression.

Institutional Power

Power over; systemic influence or control over an outcome or other through means of enforcement

Institutionalization

The process of establishing something as part of a structured and usually well-established system.

Intent vs. Impact

A concept typically applied when there is a negative outcome or experience. Intent is a crucial aspect of our actions, but it does not negate the impact on others, whether intentional or unintentional. Just because the intent behind a statement or scenario is innocuous does not mean the impact is not harmful. In other words, not meaning to hurt someone in a situation does not mean we didn't hurt them.

Last Name

A surname, or family name, that indicates one's family, tribe or community.

Microaggressions

Brief and commonplace verbal, behavioral or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory or negative prejudicial slights and insults toward any group, particularly culturally marginalized groups.

Microassault

Explicit derogation characterized primarily by a verbal or nonverbal attack meant to hurt the intended victim through name-calling, avoidant behavior or purposeful discriminatory actions.

Minority Culture

A community of people whose access to institutional and structural power has been severely limited, regardless of the size of the population. As a result, the community is constantly being excluded and disempowered by the dominant population.

Microinvalidation

Actions characterized by communications that exclude, negate or nullify the psychological thoughts, feelings or experiential reality of a persons of a culturally marginalized group.

Microinsult

Actions characterized by communications that convey rudeness and insensitivity and demean a person's heritage or identity.

Native Language

The language a person acquires in early childhood because it is spoken in the family and/or it is the language of the region where the child live.

Occupation

A job or profession.

Oppression

A system that maintains advantages and disadvantages based on social group memberships and operates, intentionally and unintentionally, on individual, institutional and cultural levels.

Prejudice

A typically negative attitude or affective response toward a certain social group and its individual members.

Privilege

Unearned access to resources (social power) as a result of advantaged or dominant cultural group membership.

Political Beliefs

One's beliefs or views on issues the government deals with; belonging to or identifying with a particular political party, supporting candidates or in some way identifying with a political cause.

Power

Ability to decide who will have access to resources; the capacity to direct or influence the behavior of others, oneself and/or the course of events.

Religion/Faith

A person's sense of religion and/or spiritual identity over the course of their lifetime.

Sexual Orientation

An inherent or immutable enduring emotional, romantic or sexual attraction to other people.

Social Group

People who share a range of physical, cultural or social characteristics within one of the social identity categories.

Social Justice

A concept of fair and just relations between individuals and society

Stereotypes

A widely held but fixed and oversimplified image or idea of a particular group of people or culture.

Understanding

The ability to be sympathetically aware of others' experiences.