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❑ Glossary of Terms primarily drawn from . . . <https://guides.library.georgetown.edu/antiracism/glossary> & <https://www.racialequitytools.org/glossary>

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Agnostic

A person who believes that nothing is known or can be known of the existence or nature of *God*, or of anything beyond material phenomena; a person who claims neither faith nor disbelief in *God*. Race

Ally

Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for 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. (OpenSource Leadership Strategies, “[The Dynamic System of Power, Privilege and Oppressions.](#)”)

Antiracist

A conscious decision to make frequent, consistent, equitable choices daily. These choices require ongoing self-awareness and self-reflection as we move through life. In the absence of making antiracist choices, we (un)consciously uphold aspects of white supremacy, white-dominant culture, and unequal institutions and society. Being racist or antiracist is not about who you are; it is about what you do. (National Museum of African American History and Culture, [Taking about Race](#))

Atheist

A person who disbelieves or lacks belief in the existence of *God* or gods.

Bigotry

Intolerant prejudice that glorifies one's own group and denigrates members of other groups. SOURCE: National Conference for Community and Justice - St. Louis Region. Unpublished handout used in the *Dismantling Racism Institute* program.

BIPOC

Black, Indigenous, People of Color, the term is used to highlight the unique relationship to whiteness that Indigenous and Black (African Americans) people have, which shapes the experiences of and relationship to white supremacy for all people of color within a U.S. context. (The BIPOC Movement)

BRICS

A coalition known as **BRICS** named for **Brazil, Russia, India, China and South Africa.**

Colorblind racial ideology

Has been defined in a landmark American Psychologist article by *Helen A. Neville* and *colleagues* (2013) as consisting of two interrelated domains:

- Color-evasion — denial of racial differences by emphasizing sameness.
- Power-evasion — denial of racism by emphasizing equal opportunities.

Cultural Appropriation

Theft of cultural elements for one's own use, commodification, or profit—including symbols, art, language, customs, etc.—often without understanding, acknowledgement, or respect for its value in the original culture. Results from the assumption of a dominant (i.e., white) culture's right to take other cultural elements. ([Colours of Resistance Archive](#))



Diversity

The range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

EDI

Equity, Diversity, and Inclusion

Equity

A measure of fair treatment, opportunities, and outcomes across race, gender, class, and other dynamics.

Fascism

A far-right, authoritarian, and ultranationalist political ideology and movement, characterized by a dictatorial leader, centralized autocracy¹, militarism, forcible suppression of opposition, belief in a natural social hierarchy, subordination of individual interests for the perceived good of the nation or race, and strong regimentation of society and the economy. *Generations - A Year-by-Year Guide*²

¹ Autocracy is a system of government in which absolute power is held by the ruler, known as an autocrat.

² *Parents*, by *Sarah Cottrell*, Updated on May 30, 2024, Fact checked by *Karen Cilli*



Generations (DEFINED)

GENERATIONS	BORN
The Greatest Generation (GI Generation)	1901–1927
The Silent Generation	1928–1945
Baby Boom Generation	1946–1964
Generation X	1965–1980
Millennial Generation or Generation Y	1981–1996
Generation Z or iGen	1997–2010
Generation Alpha	2010-2024

Greatest Generation (GI Generation): Born 1901–1927

This generation lived through the Great Depression and then went off to fight in World War II. Notably, they popularized jazz and swing music, but don't be fooled by the wild provocations of the cultural preferences of the times. Due to the current events of this generation, the challenge of raising a family put a premium on traits like hard work and grit.

Silent Generation: Born 1928–1945

The silent generation famously got their name for being so conformist that they were silent through the McCarthy era when the fear of Communism swept the country.² During this era, kids were expected to earn their way through life using a strong work ethic.

Baby Boom Generation: Born 1946–1964

Gen Z may think of Baby Boomers as their out-of-touch grandparents (as in "OK, Boomer"), but this generation actually had a wild youth we often don't talk about. Boomers are named for the population "boom" that occurred after WWII, and many young people of this generation defied their parents, protested the Vietnam War, and created the "Summer of Love."

Boomer parents notably redefined parenting by being the first generation to look at their kids' perspective of growing up, and they started the concept of having family meetings.

Generations - A Year-by-Year Guide (CONTINUED)

Generation X: Born 1965–1980

So often dismissed as the slacker generation, Generation X lived through the AIDS epidemic, MTV culture, and a shifting landscape that would give rise to LGBTQ+ rights.

Generation X parents were the first to use helicopter parenting styles. Unlike their Boomer parents, who famously let their kids stay outside until the streetlights came on, Gen X'ers have a tendency to be far more involved with their children's social and educational development.

Millennial Generation or Generation Y: Born 1981–1996

Millennials lived through 9/11, remember when Amazon only sold books, and are also the first generation to know a childhood both with and without the internet, which now plays a significant role in their personal lives.

While Boomers may accuse Millennials of being self-centered and impatient due to their excessive use of technology, this generation has proven to actually be incredibly community-oriented and environmentally conscious, which are traits that are being picked up by their children.

When it comes to parenting, millennials are more likely than prior generations to encourage their children to live as their authentic selves, and are leading the movement in helping gender non-conforming kids to be happy with who they are, points out Carr. "Some millennial parents, who were 'helicoptered over' in their youth, are taking on a freer approach to parenting, allowing their children to explore and create without constant structure or supervision."

Generation Z or iGen: Born 1997–2010

Generation Z kids are the first to be born into a world where they know nothing else besides being constantly connected to one another, albeit through phones, screens, and tablets. However, like millennials before them, Gen Z'ers are often environmentally conscious, inclusive and accepting of others, and extremely politically aware—despite many of them not yet being of voting age.

Generations - A Year-by-Year Guide (CONTINUED)



Generation Alpha: Born 2010-2024

Kids born between 2010 and 2024 are part of Generation Alpha. Generation Alpha is the first generation of kids who will never know a time when social media didn't exist, and they are far more tech-savvy than any generation previously, which is a powerful tool that can change humanity in myriad positive ways.

It may be too soon to peg the Alphas as *this* or *that* based on how little we know about them so far. However, there are a few things we understand: Some Gen Alphas are the first to be born amid the COVID-19 pandemic, they're more diverse than any other generation, and they're more likely to be in a single-parent household.

Like the generations that came before them, every passing year will shape the cultural perception of who they are. In the meantime, parents get the pride and honor to help guide them to making the best choices possible.

God's Kin-dom

Most attribute the phrase to a Franciscan Nun named Georgene Wilson. It has been widely used in the feminist movement and was also influential in the liberation movements of Latin America. It has become popularized in recent years as a way to describe the community God is creating on earth, unburdened by the imperial, patriarchal and autocratic tones the word "Kingdom" often has associated with it.



Inclusion

Refers to the intentional, ongoing effort to ensure that diverse individuals fully participate in all aspects of organizational work, including decision-making processes. It also refers to the ways that diverse participants are valued as respected members of an organization and/or community. (University of Washington Racial Equity Glossary)

Implicit Bias

Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. 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 eclipse an individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess. (The Kirwan Institute for the Study of Race and Ethnicity, *Implicit Bias Review*)

Individual Racism

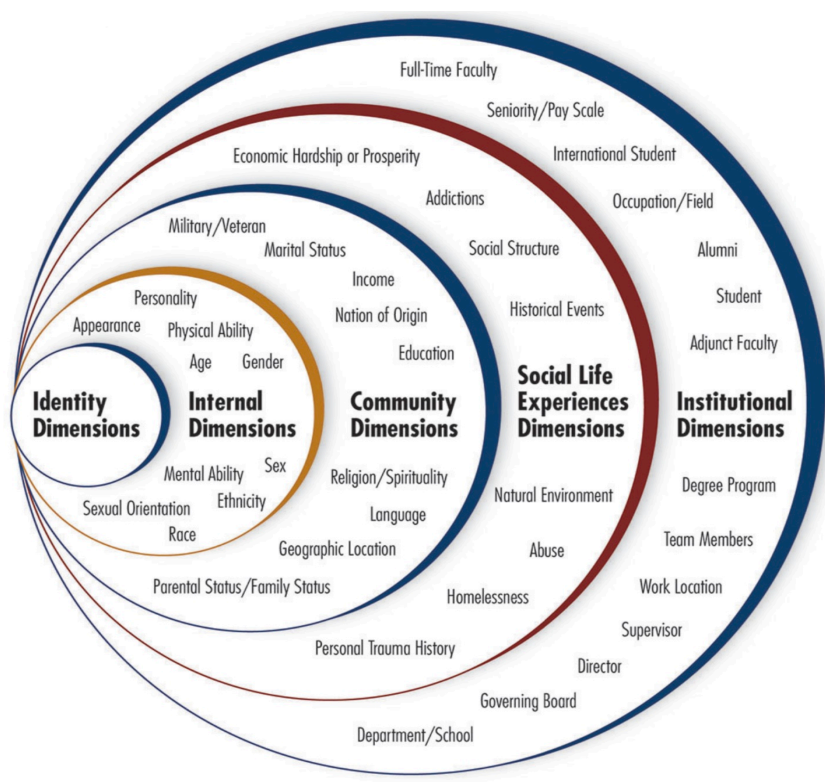
Occurs between individuals. These are public expressions of racism, often involving slurs, biases, or hateful words or actions. (National Museum of African American History and Culture, *Taking about Race*)

Institutionalized Racism

Occurs in an organization. These are discriminatory treatments, unfair policies, or biased practices based on race that result in inequitable outcomes for whites over people of color and extend considerably beyond prejudice. These institutional policies often never mention any racial group, but the intent is to create advantages. Example: A school system where students of color are more frequently distributed into the most crowded classrooms and underfunded schools and out of the higher-resourced schools. (National Museum of African American History and Culture, *Taking about Race*)

- Exclusion of blacks from the New Deal programs, such as GI Bill, social security, and unemployment insurance. (When Affirmative Action Was White by *Ira Katznelson*)
- Federal government's Home Owners' Loan Corporation exhorted segregation and enshrined it as public policy. Whole areas of cities were declared ineligible for loan guarantees (Redlining - selectively granting loan and insisting that any property it insured be covered by a restrictive covenant - a clause in the deed forbidding the sale of the property to anyone other than white). Officially outlawed in 1968.

Institutionalized Racism (CONTINUED)



Intersectionality

Where issues of race, class, gender, sexuality, language, ability, nationality, age, etc. converge (come together). As such, these intersecting identity groups manifest and complicate our understanding of power, privilege, and oppression. (Adapted from Patricia Hill Collins, 1990).

LGBTQIA+



An abbreviation for lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual, and more. These terms are used to describe a person's sexual orientation or gender identity. See below for a more detailed definition of each term, from GLAAD's LGBTQ Media Reference Guide.

LESBIAN

A woman whose enduring physical, romantic, and/or emotional attraction is to other women. Some lesbians may prefer to identify as gay or as gay women.

GAY

The adjective describes people whose enduring physical, romantic, and/or emotional attractions are to people of the same sex. Sometimes lesbian is the preferred term for women.

BISEXUAL

A person who can form enduring physical, romantic, and/or emotional attractions to those of the same gender or more than one gender. People may experience this attraction in differing ways and degrees over their lifetime. Bisexual people need not have had specific sexual experiences to be bisexual; they need not have had any sexual experience at all to identify as bisexual.

TRANSGENDER

An umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth. People under the transgender umbrella may describe themselves using one or more of a wide variety of terms— including transgender or nonbinary. Some transgender people are prescribed hormones by their doctors to bring their bodies into alignment with their gender identity. Some undergo surgery as well. But not all transgender people can or will take those steps, and a transgender identity is not dependent upon physical appearance or medical procedures.

QUEER

An adjective used by some people whose sexual orientation is not exclusively heterosexual or straight. This umbrella term includes people who have nonbinary, gender-fluid, or gender nonconforming identities. Once considered a pejorative term, queer has been reclaimed by some LGBTQIA+ people to describe themselves; however, it is not a universally accepted term even within the LGBTQIA+ community.

QUESTIONING

Sometimes, when the Q is seen at the end of LGBT, it can also mean questioning. This term describes someone who is questioning their sexual orientation or gender identity.

INTERSEX

An adjective used to describe a person with one or more innate sex characteristics, including genitals, internal reproductive organs, and chromosomes, that fall outside of traditional conceptions of male or female bodies. Do not confuse having an intersex trait with being transgender. Intersex people are assigned a sex at birth — either male or female — and that decision by medical providers and parents may not match the gender identity of the child. Not all intersex folks identify as being part of the LGBTQIA+ community.

ASEXUAL

The adjective describes a person who does not experience sexual attraction. Sometimes shortened to "ace," it is an umbrella term that can also include people who are demisexual, meaning they do experience some sexual attraction; graysexual, meaning those who may not fit the strictest definition of the word asexual; and aromantic, meaning they experience little to no romantic attraction and/or has little to no desire to form romantic relationships.

LGBTQIA+ (CONTINUED)

NONBINARY

The adjective describes a person whose gender is not male or female and uses many different terms to describe themselves. Other terms include genderqueer, agender, bigender, genderfluid, and more. None of these terms mean exactly the same thing - but all speak to an experience of gender that is not simply male or female.

+ PLUS

The 'plus' is used to signify all of the gender identities and sexual orientations that letters and words cannot yet fully describe.

BEHIND THE COLORS OF THE LGBTQIA+ FLAG



Microaggression

Brief, commonplace, subtle, or blatant daily verbal, behavior, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color. (University of Washington Racial Equity Glossary)

“A term coined by eminent Harvard psychiatrist Chester Pierce in 1970... to describe the constant verbal and nonverbal abuse racist White people unleash on Black people wherever we go, day after day, A White woman grabs her purse when a Black person sits next to her. The seat next to a Black person stays empty on a crowded bus. A White woman calls the cops at the sight of Black people barbecuing in the park. White people telling us that our firmness is anger or that our practiced talents are natural. Mistaking us for the only other Black person around. Calling the cops on our children for selling lemonade on the street. Butchering Ebonics for sport. Assuming we are the help. Assuming the help isn't brilliant. Asking us questions about the entire Black race. Not giving us the benefit of the doubt. Calling the cops on us for running down the street.” – Ibram X.Kendi, *How to Be an Antiracist*, pp. 45-46.

- “Having established that microaggressions are hard to see, let's take a look at some of the ways they can show up in everyday conversations for people of color:
- ‘Are you the first person in your family to graduate from college?’
- ‘Are you an affirmative action hire?’
- ‘Wow, you speak English really well.’
- ‘You aren't like other black people.’
- ‘I thought Asian people ate a lot of rice.’
- ‘Why do black people give their kids such funny names?’
- ‘That's so ghetto.’
- ‘Is that your real hair? Can I touch it?’
- ‘You listen to opera? I thought you were black.’
- ‘Wow, you're so articulate.’
- ‘Your name is too difficult for me. Do you have a nickname?’
- ‘Where are you from? No...I mean, where are your parents from? I mean...where is your name from?’
- ‘Is the baby-daddy in the picture?’
- ‘You have really big eyes for an Asian person.’
- ‘Why are you complaining? I thought Chinese people loved homework.’
- ‘Welcome to America.’
- ‘Do your kids all have the same dad?’
- ‘You don't sound black.’
- ‘Are you the maid?’
- ‘Excuse me, this is the first-class area.’
- ‘Is this a green-card marriage?’
- ‘You're so exotic.’
- ‘You have such a chip on your shoulder.’
- ‘Are you the nanny?’
- ‘That fiery Latin blood.’
- ‘Did you grow up in a teepee?’
- ‘Are you visiting in this neighborhood?’
- ‘Your accent is adorable.’

For nonwhites, racial microaggressions find a way into every part of every day.” – Ijeoma Oluo, *So You Want to Talk About Race*, pp. 170-172.

POC

People of Color, often the preferred collective term for referring to non-white racial groups, rather than “minorities.” Racial justice advocates have been using the term “people of color” (not to be confused with the pejorative “colored people”) since the late 1970s as an inclusive and unifying frame across different racial groups that are not white, to address racial inequities. While “people of color” can be a politically useful term, and describes people with their own attributes (as opposed to what they are not, eg: “non-white”), it is also important whenever possible to identify people through their own racial/ethnic group, as each has its own distinct experience and meaning and may be more appropriate. (Race Forward, "[Race Reporting Guide](#)")

Project 2025

Project 2025, also known as the Presidential Transition Project, is a collection of conservative and right-wing policy proposals from the Heritage Foundation to reshape the United States federal government and consolidate executive power should the Republican Party candidate win the 2024 presidential election. It proposes reclassifying tens of thousands of merit-based federal civil service workers as political appointees in order to replace them with those who will be more willing to enact the wishes of the next Republican president. It asserts that the president has absolute power over the executive branch. Critics of Project 2025 have characterized it as an authoritarian, Christian nationalist plan to transform the United States into an autocracy. Many legal experts have asserted it would undermine the rule of law, the separation of powers, the separation of church and state, and civil liberties.

The Heritage Foundation is an activist American conservative think tank based in Washington, D.C. The Heritage Foundation has had significant influence in U.S. public policy making, and has historically been ranked among the most influential public policy organizations in the United States. (Wikipedia)

Protest

“An intentional public demonstration of disapproval” ([Merriam Webster’s Dictionary of Law](#)).

Race

- A **race** is a grouping of humans based on shared physical or social qualities into categories generally viewed as distinct by society.
 - The term was first used to refer to speakers of a common language and then to denote national affiliations.
 - By the 17th century the term began to refer to physical traits.
 - Modern scholarship regards race as a social construct, an identity which is assigned based on rules made by society.

While partially based on physical similarities within groups, race does not have an inherent physical or biological meaning.

- All living humans belong to the same subspecies, *Homo sapiens* **Homo** (from Latin *homō* 'man') ; *sapiens* intelligent; *Homo sapiens* - Latin, literally 'wise man'.
- This includes aspects of the outward appearance (shape, structure, colour, pattern, size), i.e. **external morphology**³ (or eidonomy), as well as the form and structure of the internal parts like bones and organs, i.e. **internal morphology** (or anatomy).
([Wikipedia](#))

Riot

“A disturbance of the peace created by an assemblage of usually three or more people acting with a common purpose and in a violent and tumultuous manner to the terror of the public” ([Merriam Webster's Dictionary of Law](#)).

³ mor·phol·o·gy — the study of the forms of things.

- Biology the branch of biology that deals with the form of living organisms, and with relationships between their structures.
- Linguistics the study of the forms of words.



Social Creed

As it appears in The United Methodist Book of Discipline ⁴

We believe in *God*, Creator of the world; and in *Jesus Christ*, the Redeemer of creation. We believe in the *Holy Spirit*, through whom we acknowledge *God's* gifts, and we repent of our sin in misusing these gifts to idolatrous ends.

We affirm the natural world as *God's* handiwork and dedicate ourselves to its preservation, enhancement, and faithful use by humankind.

We joyfully receive for ourselves and others the blessings of community, sexuality, marriage, and the family.

We commit ourselves to the rights of men, women, children, youth, young adults, the aging, and people with disabilities; to improvement of the quality of life; and to the rights and dignity of all persons.

We believe in the right and duty of persons to work for the glory of *God* and the good of themselves and others and in the protection of their welfare in so doing; in the rights to property as a trust from *God*, collective bargaining, and responsible consumption; and in the elimination of economic and social distress.

We dedicate ourselves to peace throughout the world, to the rule of justice and law among nations, and to individual freedom for all people of the world.

We believe in the present and final triumph of *God's* Word in human affairs and gladly accept our commission to manifest the life of the gospel in the world. Amen.

Structural Racism

The overarching system of racial bias across institutions and society. These systems give privileges to white people resulting in disadvantages to people of color. Example: Stereotypes of people of color as criminals in mainstream movies and media. (National Museum of African American History and Culture, [Taking about Race](#))

System Thinking Made Simple

Houda Boulahbel

- **Linear thinking** breaks the world into smaller parts, and focuses on each one separately.
- **Design thinking** starts from the needs of the user, how they behave, what their needs are, and builds the optimal solutions.
- **System thinking** takes a more holistic view, with focus on interactions and relationships between things.

⁴ The Book of Discipline for the United Methodist Church. Nashville: United Methodist Publishing House, 2016



White Fragility

A state in which even a minimum amount of racial stress becomes intolerable [for white people], triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium. ([White Fragility](#) by Robin DiAngelo)

White Nationalist

People or groups which espouse white supremacist or white separatist ideologies, often focusing on the alleged inferiority of nonwhites. Groups listed in a variety of other categories—Ku Klux Klan, neo-Confederate, neo-Nazi, racist skinhead and Christian Identity—could also be fairly described as white nationalist. (Southern Poverty Law Center)

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 Privilege: Unpacking the Invisible Knapsack](#)" by Peggy McIntosh)

White Rage

A particular expression of White Fragility, usually moving from anger to rage, driven by a sense of unjust loss due to the perceived advancement of others.

White Supremacy

A form of racism centered upon the belief that white people are superior to people of other racial backgrounds and that whites should politically, economically, and socially dominate non-whites. While often associated with violence perpetrated by the KKK and other white supremacist groups, it also describes a political ideology and systemic oppression that perpetuates and maintains the social, political, historical, and/or industrial White domination. (Race Forward, "[Race Reporting Guide](#)")

Willful Blindness

Is a legal concept which means, if there's information that you could know, and you should know, but you somehow manage not to know, the law deems that you're willfully blind. You have chosen not to know.

DEFINITION

- A legal concept which means, if there's *information that you could know*, and you should know, but you somehow manage not to know, the law deems that you're willfully blind. *You have chosen not to know.*
- *Deliberate failure to make a reasonable inquiry* of wrongdoing despite suspicion or an awareness of the high probability of its existence Note, it involves *conscious avoidance of the truth* and gives rise to an inference of knowledge of the event/activity in question.