**DONALD AND BARBARA
ZUCKER SCHOOL *of* MEDICINE
AT HOFSTRA/NORTHWELL**

Equity Handbook

Table of Contents

Diversity, Equity, Inclusion and Anti-Racism Glossary of Terms

A

Able-ism

The belief that disabled individuals are inferior to non-disabled individuals, leading to discrimination toward and oppression of individuals with disabilities and physical differences.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Accessibility

Accomplice

The actions of an accomplice are meant to directly challenge institutionalized racism, colonization, and white supremacy by blocking or impeding racist people, policies and structures.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Advocate

Someone who speaks up for themselves and members of their identity group; e.g. a person who lobbies for equal pay for a specific group.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Age-ism

Prejudiced thoughts and discriminatory actions based on differences in age; usually that of younger persons against older.

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Ally

A person of one social identity group who stands up in support of members of another group. Typically, member of dominant group standing beside member(s) of targeted group; e.g., a man arguing for equal pay for women.

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Anti- Black

The Council for Democratizing Education defines anti-Blackness as being a two-part formation that both voids Blackness of value, while systematically marginalizing Black people and their issues. The first form of anti-Blackness is overt racism. Beneath this anti-Black racism is the covert structural and systemic racism which categorically predetermines the socioeconomic status of Blacks in this country. The structure is held in place by anti-Black policies, institutions, and ideologies.

The second form of anti-Blackness is the unethical disregard for anti-Black institutions and policies. This disregard is the product of class, race, and/or gender privilege certain individuals experience due to anti-Black institutions and policies. This form of anti-Blackness is protected by the first form of overt racism.

SOURCE:
The Movement for Black Lives

https://www.racialequitytools.org/glossary#anti-black

Anti-Semitism

The fear or hatred of Jews, Judaism, and related symbols.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Anti-Racism

Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach and set up in opposition to individual racist behaviors and impacts.

SOURCE:

Race Forward
https://www.racialequitytools.org/glossary#anti-racism

B
Bias

Prejudice; an inclination or preference, especially one that interferes with impartial judgment.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Bigotry

An unreasonable or irrational attachment to negative stereotypes and prejudices.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Bi-Phobia

The fear or hatred of homosexuality (*and other non-heterosexual identities*), and persons perceived to be bisexual.

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Bi-Racial

A person who identifies as coming from two races. A person whose biological parents are of two different races.

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Black (African American/ Afro-Caribbean /African)

A person having origins in any of the Black racial groups of Africa.

https://www.census.gov/topics/population/race/about.html

Black Lives Matter

C

Categorization

The natural cognitive process of grouping and labeling people, things, etc. based on their similarities. Categorization becomes problematic when the groupings become oversimplified and rigid (*e.g. stereotypes*).

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Cis-Gender

A person who identifies as the gender they were assigned at birth.

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Cis-Sexism

Oppression based assumption that transgender identities and sex embodiments are less legitimate than cis-gender ones.

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Class-ism

Prejudiced thoughts and discriminatory actions based on a difference in socioeconomic status, income, class; usually by upper classes against lower.

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Color Blind

The belief in treating everyone "equally" by treating everyone the same; based on the presumption that differences are by definition bad or problematic, and therefore best ignored (*i.e., "I don't see race, gender, etc."*).

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Color-ism

A form of prejudice or discrimination in which people are treated differently based on the social meanings attached to skin color.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Conscious Bias (Explicit Bias)

Refers to the attitudes and beliefs we have about a person or group on a conscious level. Much of the time, these biases and their expression arise as the direct result of a perceived threat. When people feel threatened, they are more likely to draw group boundaries to distinguish themselves from others.

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Critical Race Theory

Critical race theory in education challenges the dominant discourse on race and racism as they relate to education by examining how educational theory, policy, and practice are used to subordinate certain racial and ethnic groups. There are at least five themes that form the basic perspectives, research methods, and pedagogy of critical race theory in education:

The centrality and intersectionality of race and racism:
The challenge to dominant ideology
The commitment to social justice
The centrality of experiential knowledge
The interdisciplinary perspective

Culture

Culture is the pattern of daily life learned consciously and unconsciously by a group of people. These patterns can be seen in language, governing practices, arts, customs, holiday celebrations, food, religion, dating rituals, and clothing.

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Cultural Racism

Cultural Racism refers to representations, messages and stories conveying the idea that behaviors and values associated with white people or "whiteness" are automatically "better" or more "normal" than those associated with other racially defined groups. Cultural racism shows up in advertising, movies, history books, definitions of patriotism, and in policies and laws. Cultural racism is also a powerful force in maintaining systems of internalized supremacy and internalized racism. It does that by influencing collective beliefs about what constitutes appropriate behavior, what is seen as beautiful, and the value placed on various forms of expression. All of these cultural norms and values in the U.S. have explicitly or implicitly racialized ideals and assumptions (for example, what "nude" means as a color, which facial features and body types are considered beautiful, which child-rearing practices are considered appropriate.)

SOURCE:
http://racialequitytools.org/fundamentals/core-concepts#cultural

https://www.racialequitytools.org/glossary#cultural-racism

D

D.A.C.A (Deferred Action for Childhood Arrivals)

An American immigration policy that allows some individuals who were brought to the United States without inspection as children to receive a renewable two-year period of deferred action from deportation and become eligible for a work permit in the U.S.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Dialogue

"Communication that creates and recreates multiple understandings" (Wink, 1997). It is bi-directional, not zero-sum and may or may not end in agreement. It can be emotional and uncomfortable, but is safe, respectful and has greater understanding as its goal.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Disability

An impairment that may be cognitive, developmental, intellectual, mental, physical, sensory, or some combination of these. It substantially affects a person's daily life activities and may be present from birth or occur during a person's lifetime.

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Discrimination
1. The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other categories.
2. [In the United States] the law makes it illegal to discriminate against someone on the basis of race, color, religion, national origin, or sex. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. The law also requires that employers reasonably accommodate applicants' and employees' sincerely held religious practices, unless doing so would impose an undue hardship on the operation of the employer's business.

SOURCE:
Institute for Democratic Renewal and Project Change Anti-Racism Initiative. *A Community Builder's Tool Kit.*
U.S. Equal Employment Opportunity Commission, "Laws Enforced by EEOC" Accessed June 28 2013
https://www.racialequitytools.org/glossary#discrimination

Diversity

Diversity is 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.

https://www.ferris.edu/HTMLS/administration/president/DiversityOffice/Definitions.htm

"Diversity" refers to both an obvious fact of human life—namely, that there are many different kinds of people—and the idea that this diversity drives cultural, economic, and social vitality and innovation.

https://greatergood.berkeley.edu/topic/diversity/definition

Domestic Partner

Either member of an unmarried, cohabiting, straight and same-sex couple that seeks benefits usually available only to spouses.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Dominant Culture

The cultural values, beliefs, and practices that are assumed to be the most common and influential within a given society.

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E

Ethnicity

A social construct which divides individuals into smaller social groups based on characteristics such as a shared sense of group membership, values, behavioral patterns, language, political and economic interests, history and ancestral geographical base.

Note: The NIH categorizes ethnicity differently; "The revised standards contain five minimum categories for race: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White. There are two categories for ethnicity: "Hispanic or Latino" and "Not Hispanic or Latino."

Examples of different ethnic groups are but not limited to:

Haitian
African
African American (Black)
Chinese
Korean
Vietnamese (Asian)
Cherokee, Mohawk
Navajo (Native American)
Cuban
Mexican
Puerto Rican (Latino)
Polish
Irish
Swedish (White)

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Ethnocentricity

Considered by some to be an attitude that views one's own culture as superior. Others cast it as "seeing things from the point of view of one's own ethnic group" without the necessary connotation of superiority.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Euro-Centric

The inclination to consider European culture as normative. While the term does not imply an attitude of superiority (*since all cultural groups have the initial right to understand their own culture as normative*), most use the term with a clear awareness of the historic oppressiveness of Eurocentric tendencies in U.S and European society.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Equality

A state of affairs in which all people within a specific society or isolated group have the same status in certain respects, including civil rights, freedom of speech, property rights and equal access to certain social goods and services.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Equity

Takes into consideration the fact that the social identifiers (*race, gender, socioeconomic status, etc.*) do, in fact, affect equality. In an equitable environment, an individual or a group would be given what was needed to give them equal advantage. This would not necessarily be equal to what

others were receiving. It could be more or different. Equity is an ideal and a goal, not a process. It ensures that everyone has the resources they need to succeed.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

F

First Nation People

Individuals who identify as those who were the first people to live on the Western Hemisphere continent. People also identified as Native Americans.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

G

Gay

A person who is emotionally, romantically or sexually attracted to members of the same gender.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Gender

The socially constructed concepts of masculinity and femininity; the "appropriate" qualities accompanying biological sex.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Gender Bending

Dressing or behaving in such a way as to question the traditional feminine or masculine qualities assigned to articles of clothing, jewelry, mannerisms, activities, etc.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Gender Dysphoria (Gender Identity Disorder)

Significant, clinical distress caused when a person's assigned birth gender is not the same as the one with which they identify. The American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders (DSM) consider Gender Identity Disorder as "intended to better characterize the experiences of affected children, adolescents, and adults."

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Gender Expression

External manifestations of gender, expressed through a person's name, pronouns, clothing, haircut, behavior, voice, and/or body characteristics.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Gender Fluid

A person who does not identify with a single fixed gender; of or relating to a person having or expressing a fluid or unfixed gender identity.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Gender Identity

Your internal sense of self; how you relate to your gender(s).

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Gender Non-Conforming

A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit into a category.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Gender Queer

Gender queer people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "gender queer" may see themselves as both male or female aligned, neither male or female or as falling completely outside these categories.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

H

Hate Crime

Hate crime legislation often defines a hate crime as a crime motivated by the actual or perceived race, color, religion, national origin, ethnicity, gender, disability, or sexual orientation of any person.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Hermaphrodite

An individual having the reproductive organs and many of the secondary sex characteristics of both sexes. (*Not a preferred term. See: Intersex*)

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Heteronormativity

The belief that heterosexuality, predicated on the gender binary, is the norm or default sexual orientation. It assumes that sexual and marital relations are most fitting between people of opposite sex. A heteronormative view therefore involves alignment of biological sex, sexuality, gender identity and gender roles. Heteronormativity is often linked to heterosexism and homophobia.

https://en.wikipedia.org/wiki/Heteronormativity#:~:text=Heteronormativity%20is%20the%20belief%20that,between%20people%20of%20opposite%20sex.

Hetero-sexism

The presumption that everyone is, and should be, heterosexual.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Heterosexuality

An enduring romantic, emotional and/or sexual attraction toward people of the other sex. The term "straight" is commonly used to refer to heterosexual people.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Heterosexual

Attracted to members of other or the opposite sex.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Hispanic

Someone who is a native of, or descends from, any Spanish-speaking country (includes Spain, excludes Brazil). The term hispano/hispana (Hispanic) wasn't invented in the United States; it's a Spanish word that means "belonging or relating to Hispania, Spain," and "belonging or relating to Hispanoamérica (countries in the Americas where Spanish is spoken)."

https://www.exploratorium.edu/sites/default/files/Genial_2017_Terms_of_Usage.pdf

Homophobia

The fear or hatred of homosexuality (*and other non-heterosexual identities*), and persons perceived to be gay or lesbian.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Homosexual

Person who performs sexual activity with members of the same sex. *(Not a preferred term to describe a Gay, Lesbian person.)*

I

Implicit Bias

Also known as unconscious or hidden bias, implicit biases are negative or positive 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 trump individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess. The Implicit Association Test (IAT) is often used to measure implicit biases with regard to race, gender, sexual orientation, age, religion, and other topics.

SOURCE:
State of the Science Implicit Bias Review 2013, Cheryl Staats, Kirwan Institute, The Ohio State University.

https://www.racialequitytools.org/glossary#implicit-bias

Impostor Syndrome

Refers to individuals' feelings of not being as capable or adequate as others. Common symptoms of the impostor phenomenon include feelings of phoniness, self-doubt, and inability to take credit for one's accomplishments. The literature has shown that such impostor feelings influence a person's self-esteem, professional goal directed-ness, locus of control, mood, and relationships with others.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Inclusion

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

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Inclusive Language

Refers to non-sexist language or language that "includes" all persons in its references. For example, "a writer needs to proofread his work" excludes females due to the masculine reference of the pronoun. Likewise, "a nurse must disinfect her hands" is exclusive of males and stereotypes nurses as females.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Intercultural Competency (Humilty)

A process of learning about and becoming allies with people from other cultures, thereby broadening our own understanding and ability to participate in a multicultural process. The key element to becoming more culturally aware is respect for the ways that others live in and organize the world and an openness to learn from them.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Individual Racism

Individual Racism refers to the beliefs, attitudes, and actions of individuals that support or perpetuate racism. Individual racism can be deliberate, or the individual may act to perpetuate or support racism without knowing that is what he or she is doing.

Examples:

- Telling a racist joke, using a racial epithet, or believing in the inherent superiority of whites over other groups;
- Avoiding people of color whom you do not know personally, but not whites whom you do not know personally (e.g., white people crossing the street to avoid a group of Latino/a young people; locking their doors when they see African American families sitting on their doorsteps in a city neighborhood; or not hiring a person of color because "something doesn't feel right");
- Accepting things as they are (a form of collusion).

SOURCE:
Flipping the Script: White Privilege and Community Building. Maggie Potapchuk, Sally Leiderman, Donna Bivens and Barbara Major. 2005.

https://www.racialequitytools.org/glossary#individual-racism

In-Group Bias (Favoritism)

The tendency for groups to "favor" themselves by rewarding group members economically, socially, psychologically, and emotionally in order to uplift one group over another.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Institutional Racism

Institutional Racism refers specifically to the 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 is to create advantages for whites and oppression and disadvantage for people from groups classified as people of color.

Examples:

- Government policies that explicitly restricted the ability of people to get loans to buy or improve their homes in neighborhoods with high concentrations of African Americans (also known as "red-lining").
- City sanitation department policies that concentrate trash transfer stations and other environmental hazards disproportionately in communities of color.

SOURCE:
Flipping the Script: White Privilege and Community Building. Maggie Potapchuk, Sally Leiderman, Donna Bivens and Barbara Major. 2005.
https://www.racialequitytools.org/glossary#institutional-racism

Internalized Racism
is the situation that occurs in a racist system when a racial group oppressed by racism supports the supremacy and dominance of the dominating group by maintaining or

participating in the set of attitudes, behaviors, social structures and ideologies that undergird the dominating group's power. It involves four essential and interconnected elements:

Decision-making - Due to racism, people of color do not have the ultimate decision-making power over the decisions that control our lives and resources. As a result, on a personal level, we may think white people know more about what needs to be done for us than we do. On an interpersonal level, we 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 our own communities and to control the resources of our community. We learn to believe that serving and using resources for ourselves and our particular community is not serving "everybody."

Standards - With internalized racism, the standards for what is appropriate or "normal" that people of color accept are white people's or Eurocentric standards. We have difficulty naming, communicating and living up to our deepest standards and values, and holding ourselves and each other accountable to them.

Naming the problem - There is a system in place that misnames the problem of racism as a problem of or caused by people of color and blames the disease - emotional, economic, political, etc. - on people of color. With internalized racism, people of color might, for example, believe we are more violent than white people and not consider state-sanctioned political violence or the hidden or privatized violence of white people and the systems they put in place and support.

SOURCE:
Internalized Racism: A Definition, Donna Bivens, Women's Theological Center. 1995
https://www.racialequitytools.org/glossary#internalized-racism

Internalized Homophobia

Among lesbians, gay men, and bisexuals, internalized sexual stigma (*also called internalized homophobia*) refers to the personal acceptance and endorsement of sexual stigma as part of the individual's value system and self-concept. It is the counterpart to sexual prejudice among heterosexuals.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Internalized Oppression

The process whereby individuals in the target group make oppression internal and personal by coming to believe that the lies, prejudices, and stereotypes about them are true. Members of target groups exhibit internalized oppression when they alter their attitudes, behaviors, speech, and self-confidence to reflect the stereotypes and norms of the dominant group. Internalized

oppression can create low self-esteem, self-doubt, and even self-loathing. It can also be projected outward as fear, criticism, and distrust of members of one's target group.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Interpersonal Racism

Interpersonal Racism occurs between individuals. Once we bring our private beliefs into our interaction with others, racism is now in the interpersonal realm.
Examples: public expressions of racial prejudice, hate, bias and bigotry between individuals
SOURCE:
Tools and Concepts for Strengthening Racial Equity, Presentation to School District U-46 Terry Keleher, Applied Research Center, 2011.

https://www.racialequitytools.org/glossary#interpersonal-racism

Intersectionality

An approach largely advanced by women of color, arguing that classifications such as gender, race, class, and others cannot be examined in isolation from one another; they interact and intersect in individuals' lives, in society, in social systems, and are mutually constitutive. Exposing [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 racial oppression identical to that experienced by a Black man. Each race and gender intersection produces a qualitatively distinct life.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Intersex

An umbrella term describing people born with reproductive or sexual anatomy and/or chromosome pattern that can't be classified as typically male or female.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

ISM

A social phenomenon and psychological state where prejudice is accompanied by the power to systemically enact it.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

L
Latino/a

Someone who is native of, or descends from, a Latin American country. The term Latino/Latina includes people from Brazil and excludes those who were born in or descended from Spain. Not all Brazilians identify themselves as Latino/Latina, but many do. Thus, Hispanic refers more to language, while Latino/Latina refers more to culture.

https://www.exploratorium.edu/sites/default/files/Genial_2017_Terms_of_Usage.pdf

Latinx

A gender-neutral term to refer to a Latino/Latina person. The "x" replaces the male and female endings "o" and "a" that are part of Spanish grammar conventions. This term comes from American-born Latinos/Latinas who want to be more inclusive and gender neutral, which is more akin to the English language.

https://www.exploratorium.edu/sites/default/files/Genial_2017_Terms_of_Usage.pdf

Lesbian

A woman who is attracted to other women. Also used as an adjective describing such women.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

LGBTQIA+

Acronym encompassing the diverse groups of lesbians, gay, bisexual, transgender populations and allies and/or lesbian, gay, bisexual, and transgender alliances/associations.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

M
Marginalized

Excluded, ignored, or relegated to the outer edge of a group/society/community.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Micro-Aggressions

Commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory racial slights. These messages may be sent verbally, (*"You speak good English"*), non-verbally (*clutching one's purse more tightly around people from certain race/ethnicity*) or environmentally (*symbols like the confederate flag or using Native American mascots*). Such communications are usually outside the level of conscious awareness of those who deliver microaggressions.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Micro-Insults

Verbal and nonverbal communications that subtly convey rudeness and insensitivity and demean a person's racial heritage or identity. An example is an employee who asks a colleague of color how she got her job, implying she may have landed it through an affirmative action or quota system.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Micro-Invalidation

Communications that subtly exclude, negate or nullify the thoughts, feelings or experiential reality of a person of color. For instance, white individuals often ask Asian-Americans where they were born, conveying the message that they are perpetual foreigners in their own land.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Multi-Cultural

This term is used in a variety of ways and is less often defined by its users than terms such as multiculturalism or multicultural education.

One common use of the term refers to the raw fact of cultural diversity: "multicultural education … responds to a multicultural population." Another use of the term refers to an ideological awareness of diversity: "[multicultural theorists] have a clear recognition of a pluralistic society." Still others go beyond this and understand multicultural as reflecting a specific ideology of inclusion and openness toward "others." Perhaps the most common use of this term in the literature is in reference simultaneously to a context of cultural pluralism and an ideology of inclusion or "mutual exchange of and respect for diverse cultures."

When the term is used to refer to a group of persons *(or an organization or institution)*, it most often refers to the presence of and mutual interaction among diverse persons *(in terms of race, class, gender, and so forth)* of significant representation in the group. In other words, a few African Americans in a predominantly European American congregation would not make the

congregation "multicultural." Some, however, do use the term to refer to the mere presence of some non-majority persons somewhere in the designated institution *(or group or society)*, even if there is neither significant interaction nor substantial numerical representation.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Multi-Cultural Feminism

The advocacy of women's rights on the ground of the equality of the sexes within cultural/ethnic groups within a society.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Multi-Ethnic

An individual that comes from more than one ethnicity. An individual whose parents are born with more than one ethnicity.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Multi-Racial

An individual that comes from more than one race.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

N

Non-Binary/Gender Queer/Gender Variant

Terms used by some people who experience their gender identity and/or gender expression as falling outside the categories of man and woman.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Non-White

Used at times to reference all persons or groups outside of the white culture, often in the clear consciousness that white culture should be seen as an alternative to various non-white cultures and not as normative.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

O

Oppression

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 4 conditions are found:
the oppressor group has the power to define reality for themselves and others,
the target groups take in and internalize the negative messages about them and end up cooperating with the oppressors (thinking and acting like them),
genocide, harassment, and discrimination are systematic and institutionalized, so that individuals are not necessary to keep it going, and,
members of both the oppressor and target groups are socialized to play their roles as normal and correct.
Oppression = Power + Prejudice
SOURCE:
Dismantling Racism Works web workbook
https://www.racialequitytools.org/glossary#oppression

P

Pan-Sexual

 A term referring to the potential for sexual attractions or romantic love toward people of all gender identities and biological sexes. The concept of pan-sexuality deliberately rejects the gender binary and derives its origin from the transgender movement.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms#H

People of Color

Often the preferred collective term for referring to non-White racial groups. 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, e.g., "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.

SOURCE:
Race Forward, "Race Reporting Guide"

https://www.racialequitytools.org/glossary#people-of-color

Personal Identity

Our identities as individuals including our personal characteristics, history, personality, name, and other characteristics that make us unique and different from other individuals.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Prejudice

A prejudgment or preconceived opinion, feeling, or belief, usually negative, often based on stereotypes, that includes feelings such as dislike or contempt and is often enacted as discrimination or other negative behavior; OR, a set of negative personal beliefs about a social group that leads individuals to prejudge individuals from that group or the group in general, regardless of individual differences among members of that group.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Privilege

Unearned access to resources (social power) only readily available to some individuals as a result of their social group.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Privileged Group Member

A member of an advantaged social group privileged by birth or acquisition, i.e. Whites, men, owning class, upper-middle-class, heterosexuals, gentiles, Christians, non-disabled individuals.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Post-Racial

A theoretical term to describe an environment free from racial preference, discrimination, and prejudice.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

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 and control over resources.

Wealth, whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates. Although power is often conceptualized as power over other individuals or groups, other variations are power with (used in the context of building collective strength) and power within (which references an individual's internal strength). Learning to "see" and understand relations of power is vital to organizing for progressive social change.

Power may also be understood as the ability to influence others and impose one's beliefs. All power is relational, and the different relationships either reinforce or disrupt one another. The importance of the concept of power to anti-racism is clear: racism cannot be understood without understanding that power is not only an individual relationship but a cultural one, and that power relationships are shifting constantly. Power can be used malignantly and intentionally, but need not be, and individuals within a culture may benefit from power of which they are unaware.

SOURCE:

Intergroup Resources, 2012

Alberta Civil Liberties Research Center

https://www.racialequitytools.org/glossary#power

Q

Queer

An umbrella term that can refer to anyone who transgresses society's view of gender or sexuality. The definition indeterminacy of the word Queer, its elasticity, is one of its constituent characteristics: "A zone of possibilities."

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Questioning

A term used to refer to an individual who is uncertain of their sexual orientation or identity.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

R

Race

A social construct that artificially divides individuals into distinct groups based on characteristics such as physical appearance (particularly skin color), ancestral heritage, cultural affiliation or history, ethnic classification, and/or the social, economic, and political needs of a society at a

given period of time. Scientists agree that there is no biological or genetic basis for racial categories.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Racial and Ethnicity 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 him or herself based on such factors as biological heritage, physical appearance, cultural affiliation, early socialization, and personal experience.
SOURCE:
Teaching for Diversity and Social Justice: A Sourcebook. Maurianne Adams, Lee Anne Bell, and Pat Griffin, editors. Routledge, 1997.
https://www.racialequitytools.org/glossary#racial-and-ethnic-identity

Racial Equity

Racial equity is the condition that would be achieved if one's racial identity is no longer predicted, in a statistical sense, how one fares. When this term is used, the term may imply that racial equity is one part of racial justice, and thus also includes work to address the root causes of inequities, not just their manifestations. This includes the elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Racial Inequity

Racial Inequity is when two or more racial groups are not standing on approximately equal footing. such as the percentages of each ethnic group in terms of dropout rates, single family home ownership, access to healthcare, etc.
SOURCE:
Ibram X Kendi, How to be an Antiracist, Random House, 2019
https://www.racialequitytools.org/glossary#racial-inequality

Racial Justice

The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice—or racial equity—goes beyond "anti-racism." It is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures. Racial Justice [is defined] as the proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.
SOURCE:

Race Forward, "Race Reporting Guide"
Catalytic Change: Lessons Learned from the Racial Justice Grantmaking Assessment Report,
Philanthropic Initiative for Racial Equity and Applied Research Center, 2009.
https://www.racialequitytools.org/glossary#racial-justice

Racial Profiling

The use of race or ethnicity as grounds for suspecting someone of having committed an offense.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Racial Reconciliation

Reconciliation involves three ideas. First, it recognizes that racism in America is both systemic and institutionalized, with far–reaching effects on both political engagement and economic opportunities for minorities. Second, reconciliation is engendered by empowering local communities through relationship- building and truth–telling. Lastly, justice is the essential component of the conciliatory process—justice that is best termed as restorative rather than retributive, while still maintaining its vital punitive character.
SOURCE:
Position Statement on Reconciliation, The William Winters Institute for Racial Reconciliation, 2007.
https://www.racialequitytools.org/glossary#racial-reconciliation

Racism

Prejudiced thoughts and discriminatory actions based on a difference in race/ethnicity; usually by white/European descent groups against persons of color. Racism is racial prejudice plus power. It is the intentional or unintentional use of power to isolate, separate and exploit others. The use of power is based on a belief in superior origin, the identity of supposed racial characteristics. Racism confers certain privileges on and defends the dominant group, which in turn, sustains and perpetuates racism.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Racist

One who is supporting a racist policy through their actions or interaction or expressing a racist idea.
SOURCE:
Ibram X Kendi, How to be an Antiracist, Random House, 2019
https://www.racialequitytools.org/glossary#racist

Racist Policy

A racist policy is any measure that produces or sustains racial inequity between or among racial groups. Policies are written and unwritten laws, rules, procedures, processes, regulations and guidelines that govern people. There is no such thing as a nonracist or or race-neutral policy. Every policy in every institution in every community in every nation is producing or sustaining either racial inequity or equity between racial groups. Racist policies are also express through other terms such as "structural racism" or "systemic racism". Racism itself is institutional, structural, and systemic.
SOURCE:
Ibram X Kendi, How to be an Antiracist, Random House, 2019
https://www.racialequitytools.org/glossary#racist-policies

Reparations

States have a legal duty to acknowledge and address widespread or systematic human rights violations, in cases where the state caused the violations or did not seriously try to prevent them. Reparations initiatives seek to address the harms caused by these violations. They can take the form of compensating for the losses suffered, which helps overcome some of the consequences of abuse. They can also be future oriented—providing rehabilitation and a better life to victims—and help to change the underlying causes of abuse. Reparations publicly affirm that victims are rights-holders entitled to redress.
SOURCE:
International Center for Transitional Justice

https://www.racialequitytools.org/glossary#reparations

Restorative Justice

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. Restorative Justice emphasizes individual and collective accountability. Crime and conflict generate opportunities to build community and increase grassroots power when restorative practices are employed.
SOURCE:
The Movement for Black Lives

https://www.racialequitytools.org/glossary#restorative-justice

S

Safe Space

Refers to an environment in which everyone feels comfortable expressing themselves and participating fully, without fear of attack, ridicule or denial of experience.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Safer Space

A supportive, non-threatening environment that encourages open-mindedness, respect, a willingness to learn from others, as well as physical and mental safety.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Sexism

Prejudiced thoughts and discriminatory actions based on a difference in sex/gender; usually by men against women.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Social Identity

Involves the ways in which one characterizes oneself, the affinities one has with other people, the ways one has learned to behave in stereotyped social settings, the things one values in oneself and in the world, and the norms that one recognizes or accepts governing everyday behavior.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Social Identity Development

The stages or phases that a person's group identity follows as it matures or develops.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Social Justice

A broad term for action intended to create genuine equality, fairness, and respect among peoples.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Social Oppression

This condition exists when one social group, whether knowingly or unconsciously, exploits another group for its own benefit.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Stereotype

Blanket beliefs and expectations about members of certain groups that present an oversimplified opinion, prejudiced attitude, or uncritical judgment. They go beyond necessary and useful categorizations and generalizations in that they are typically negative, are based on little information and are highly generalized.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Structural Racism (Systemic Racism)

The normalization and legitimization of an array of dynamics – historical, cultural, institutional and interpersonal – that routinely advantage Whites 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.
For example, we can see structural racism in the many institutional, cultural and structural factors that contribute to lower life expectancy for African American and Native American men, compared to white men. These include higher exposure to environmental toxins, dangerous jobs and unhealthy housing stock, higher exposure to and more lethal consequences for reacting to violence, stress and racism, lower rates of health care coverage, access and quality of care and systematic refusal by the nation to fix these things.
https://www.racialequitytools.org/glossary#structural-racism

System of Oppression

Conscious and unconscious, non-random, and organized harassment, discrimination, exploitation, discrimination, prejudice and other forms of unequal treatment that impact different groups.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

T

Tolerance

Acceptance, and open-mindedness to different practices, attitudes, and cultures; does not necessarily mean agreement with the differences.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Token-ism

Hiring or seeking to have representation such as a few women and/or racial or ethnic minority persons so as to appear inclusive while remaining mono-cultural.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Transgender/Trans

An umbrella term for people whose gender identity differs from the sex they were assigned at birth. The term transgender is not indicative of gender expression, sexual orientation, hormonal makeup, physical anatomy, or how one is perceived in daily life.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Transgressive

Challenging the accepted expectations and/or rules of the appropriateness of "polite society".

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

U

Unconscious Bias (Implicit Bias)

Social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Underrepresented

Inadequately represented

https://www.merriam-webster.com/dictionary/underrepresented

Underrepresented in Medicine (URM)

The AAMC definition of underrepresented in medicine is:
"Underrepresented in medicine means those racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population."

AAMC Underrepresented in Medicine Definition

At ZSOM, this generally refers to Black and Hispanic people. Historically URM groups are: Blacks, Hispanics, & Native Americans (that is, American Indians, Alaska Natives, and Native Hawaiians).

Undocumented

A foreign-born person living in the United States without legal citizenship status.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

Undocumented Student

School-aged immigrants who entered the United States without inspection/overstayed their visas and are present in the United States with or without their parents. They face unique legal uncertainties and limitations within the United States educational system.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

V

Veteran Status

Whether or not an individual has served in a nation's armed forces (or other uniformed service).

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

W

Whiteness

Whiteness itself refers to the specific dimensions of racism that serve to elevate white people over people of color. This definition counters the dominant representation of racism in mainstream education as isolated in discrete behaviors that some individuals may or may not demonstrate, and goes beyond naming specific privileges (McIntosh, 1988). Whites are theorized as actively shaped, affected, defined, and elevated through their racialization and the individual and collective consciousness' formed within it (Whiteness is thus conceptualized as a

constellation of processes and practices rather than as a discrete entity (i.e. skin color alone). Whiteness is dynamic, relational, and operating at all times and on myriad levels. These processes and practices include basic rights, values, beliefs, perspectives and experiences purported to be commonly shared by all but which are actually only consistently afforded to white people.
SOURCE:
Race: The Power of an Illusion, PBS
White Fragility, Robin DiAngelo
https://www.racialequitytools.org/glossary#whiteness

White Fragility

Per Robin DiAngelo, white fragility is "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."
SOURCE:
White Fragility, Robin DiAngelo
https://www.racialequitytools.org/glossary#white-fragility

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 so do without being conscious of it.

- *Institutional White Privilege*: Policies, practices and behaviors of institutions -- such as schools, banks, non-profits or the Supreme Court -- that have the effect of maintaining or increasing accumulated advantages for those groups currently defined as white, and maintaining or increasing disadvantages for those racial or ethnic groups not defined as white. The ability of institutions to survive and thrive even when their policies, practices and behaviors maintain, expand or fail to redress accumulated disadvantages and/or inequitable outcomes for people of color.

SOURCE:
1. ***White Privilege and Male Privilege: A Personal Account of Coming to See Correspondences Through Work in Women Studies***. **Peggy McIntosh. 1988.**
2. ***Transforming White Privilege: A 21st Century Leadership Capacity***, **CAPD, MP Associates, World Trust Educational Services, 2012.**

https://www.racialequitytools.org/glossary#white-privilege

White Supremacy

White supremacy is a historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and individuals of color by white individuals and nations of the European continent for the purpose of maintaining and defending a system of wealth, power and privilege.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

X

Xenophobia

Hatred or fear of foreigners/strangers or of their politics or culture.

https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms

ZSOM Specific Resources
A Message from the Dean
Zucker SOM Mission, Vision, Values
Office of Diversity, Equity, & Inclusion

National Organizations:
AAMC Diversity & Inclusion
AAMC Minorities in Medicine
AAMC Statement on Police Brutality and Racism in America and Their Impact on Health
AAMC Calls for Enhanced COVID-19 Data Collection on Health Disparities
GSA Committee on Student Diversity Affairs (COSDA)

Educational Resources
Implicit Bias Test: https://implicit.harvard.edu/implicit/takeatest.html

Messages from Healthcare Providers:
How Do We Cope? A Message From Dr. Keisha Gibson
Open Letter from Chicago's Medical Student Council
A Letter From Medical Students on Racism and Police Brutality (signed by current & incoming ZSOM students)

Articles
Opinion | Ahmaud Arbery, Race and the Quarantined City By Brandi T. Summers
Racial Health Disparities and Covid-19 — Caution and Context | NEJM Merlin
Chowkwanyun, Ph.D., M.P.H., and Adolph L. Reed, Jr., Ph.D.
COVID-19 in Racial and Ethnic Minority Groups Centers for Disease Control:
National Center for Immunization and Respiratory Diseases (NCIRD), Division of Viral
Diseases
How Covid-19 exacerbated America's racial health disparities By Courtney Connley; CNBC
COVID-19 and African Americans | Health Disparities | JAMA By Clyde W. Yancy, MD,
MSc1: JAMANetwork

Anti-Racism Resources:
Ways You Can Help
bit.ly/ANTIRACISMRESOURCES
Ten Steps to Non-optical Allyship
Questions I Ask Myself as A White Person When Posting About Racism to Social Media

Educational Media
[Mapping Our Roles in A Social Change Ecosystem](#) (image by @deepiaviyer, shared by @buildingmovementproject)
[A Guide to White Priviledge](#) (by @courtneyahndesign)
[Areas to Diversify in Daily Life](#) (by @ohhappydani)
[Living While Black](#) (TED Talk)
[Systematic Racism](#) (ActTV)
List of Podcast - [Pods with Friends: An Inexhaustive Primer for Racial Justice Edition](#) (list)

Anti-Racism Resources for Parents:
[The Conscious Kid](#) Instagram account
[They're Not Too Young to Talk About Race](#) (PDF)
[Parenting Forward podcast episode 'Five Pandemic Parenting Lessons with Cindy Wang Brandt'](#)
[Fare of the Free Child podcast](#)