

Equity Definitions



Word	Definition
Ableism	Social structures that value able-bodied and able-minded individuals, while devaluing, seeking cures for, or marginalizing disabled bodyminds
Active Bystander	A person who makes observations, asks questions, and uses their knowledge with the intent to stop an altercation, microaggression, and/or violent situation from escalating.
Acculturation	The transfer of values and customs from one group to another. The process of learning and incorporating the values, beliefs, language, customs and mannerisms of the new country immigrants and their families are living in, including behaviors that affect health such as dietary habits, activity levels and substance use.
Affinity Spaces	Locations where groups of people are drawn together because of a shared interest, experience, or engagement in a common activity. (PCC)
Ageism	Discrimination against individuals because of their age, often based on stereotypes. (The National Multicultural Institute)
Ally	People who recognize the unearned privilege they receive from society's patterns of injustice and take active responsibility for changing these patterns; people who interrupt, intervene, create buffers and use their unearned privileges to be in solidarity with those most impacted by systemic violence.
Anti-Blackness	Strips Blackness of value (dehumanizes) and systematically marginalizes Black people (UCSF MRC)
Anti-Indigeneity	Opposes self-determination (ability to control/decide key issues affecting one's life), political and cultural autonomy (independence), and the right to maintain, use, and protect traditional territories and resources. (High Country News)
Anti-Racism	The work of actively opposing discrimination based on race by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, which is set up to counter an individual's racist behaviors and impact. (Time's Up)
Cisgender	A person who identifies as the gender they were assigned at birth. "Cis" is derived from the Latin word meaning "on the same side." A cisgender person is not transgender. As an example, if a doctor

	said "it's a boy!" when you were born and you identify as a man, then you could probably be described as cisgender. (PCC)
Classism	A system of power and privilege based on the accumulation of economic wealth and social status. Classism is the mechanism by which certain groups of individuals, considered as a unit according to their economic, occupational, or social status, benefit at the expense of other groups. (PCC)
Colonialism	The violent act of forcibly taking full or partial political and economic control over another people's ancestral lands by subjecting and displacing its original stewards and natural resources to make way for settlers and colonies.
Colorism	Prejudice or discrimination especially within a racial or ethnic group favoring people with lighter skin over those with darker skin.
Critical Race Theory (CRT)	A theory a part of anti-racist practice that provides critical analysis of how racism is ingrained within the systems of American society. This theory discusses the ways in which race is socially constructed in order to maintain and perpetuate white supremacy, white privilege, and oppress Black, Indigenous, people of color.
Cultural Assimilation	When an individual, family, or group gives up certain aspects of its culture in order to adapt to the dominant culture. (The National Multicultural Institute)
Culture	A group or community with which you share common experiences that shape the way you understand the world. Culture is a pattern of daily life learned by a community, has known/unknown aspects
Decolonizing	To free from the process whereby a nation or culture establishes and maintains its domination on another nation or culture. (PCC) A journey to unlearn and reject white-supremacist and settler-colonial values, beliefs, structures and practices in order to be in community relationship with the land, Native people and the community around you.
Discrimination	Mistreatment towards individuals or groups with the purpose of othering and excluding folx due to aspects of their identity such as religion, race, sexual orientation, etc.
Disparity	Differences in outcomes among groups of people having the same experience (e.g., food insecurity)
Disproportionality	Differences in the proportion/amount of people from a particular group than would be expected based on the size of the population

	(e.g., higher than national average rates of food insecurity for trans/GNC folks)
Equity (OFB's definition)	At Oregon Food Bank, Equity is our collective journey of intentional and mindful work to disrupt and remove systemic injustices and discrimination with an open mind and a loving heart for the creation of equal outcomes, the promotion of respect for our shared human dignity and freedom. In other words, to us, equity is the embodiment of Dr. King's vision of the beloved community where poverty, hunger, and homelessness are not tolerated.
Equity	A perspective and practice that acknowledges how the intersections of race, gender, socio-economic status, and other social identifiers impact and influence the opportunities and privileges of individuals and groups. Equity is not the same as equality. Individuals do not receive the same or equal resources but rather, resources and supports are distributed according to need with the purpose of eliminating existing power and privilege gaps between individuals and groups. In an equitable society, everyone would receive the resources, knowledge and support necessary to create an equal playing field for all to be successful and thrive.
Fatphobia	Also known as anti-fat, is the implicit and explicit bias of overweight individuals that is rooted in a sense of blame and presumed moral failing. Being overweight and/or fat is highly stigmatized in Western Culture. Anti-fatness is intrinsically linked to anti-blackness, racism, classism, misogyny, and many other systems of oppression. (Boston Medical Center)
Folx	A variation on the word folks, folx is meant to be a gender-neutral way to refer to members of or signal identity in the LGBTQ community. (Dictionary)
Food Sovereignty	1) the right to healthy and culturally appropriate foods produced through sustainable mentions. 2) the right for all people to define their own food and agricultural systems (Uprooted & Rising)
Genocide	Acts committed with intent to destroy, in whole or in part, a national, ethnic, racial or religious group. (UN)
Gentrification	The process in which higher income and higher-educated people move into historically marginalized neighborhoods, displacing vulnerable residents and changing the neighborhood's culture and character (Uprooted & Rising)

Heterosexism	Assuming every person to be heterosexual therefore marginalizing persons who do not identify as heterosexual. It is also believing heterosexuality to be superior to homosexuality and all other sexual orientations. (PCC)
Horizontal or Lateral Oppression	Displaced violence or support of systemic oppression directed against one's peers rather than adversaries. This construct is one way of explaining violence and prejudice between individuals and groups who are both experiencing violence and oppression under the systems of capitalism and white supremacy. It is a cycle of abuse and its roots lie in factors such as: colonization, oppression, intergenerational trauma and the ongoing experiences of racism and discrimination (Canadian Race Relations Foundation)
Imperialism	Similar to colonialism, imperialism forcibly subjects and displaces people off of their native land, however, instead of through acts of force, this is done through policy, diplomacy, and military force.
Implicit Bias	The act of having preconceived attitudes about a person or group of people who hold membership outside of your own group (often based on stereotypes) without awareness of doing so. The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner (Kirwin Institute).
Inclusive Language	Words or phrases that include all potential audiences from any identity group. Inclusive language does not assume or connote the absence of any group (The National Multicultural Institute). An example of gender inclusive language is using "humankind" instead of "mankind."
Indigenization	The process by which indigenous ways of knowing, being, doing and relating are incorporated into educational, organizational, cultural and social structures of the institution. (PCC)
Intercultural Communication	A culturally sensitive and inclusive communication style that supports collaboration and builds understanding and empathy between people of differing cultural and regional backgrounds.
Intent vs. Impact	This distinction is an integral part of inclusive environments; intent is what a person meant to do and impact is the effect it had on someone else. Regardless of intent, it is imperative to recognize how behaviors, language, actions, etc. affect or influence other people. An examination of what was said or done and how it was received is the focus, not necessarily what was intended. (Workforce Diversity Network)

Internalized Racism/ Internalized Oppression/Internalized Colonialism	<p>Defined as the tendency of some individuals belonging to historically oppressed ethnic groups to regularly invalidate, demean, and/or suppress their own and other marginalized groups' heritage, identity, self-worth, and human rights. Often, those with degrees of internalized racism are consciously or unconsciously socialized into believing that being a member of their own cultural group is somehow "lesser," "inferior," "shameful," "undesirable," or "unacceptable" in relation to the "mainstream" dominant culture. They regard themselves and/or members of their own cultural group with embarrassment (self-rejection) and disdain (self-loathing). (Psychology Today - Taylor Renee)</p>
Intersectionality	<p>An approach largely advanced by Black women and other 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. (PCC)</p>
Justice	<p>A process and a goal wherein all social groups have what they need to thrive, fully, and equally participate and live in a society mutually shaped to meet all human needs (Adams et al.)</p>
Land Justice	<p>The right for underserved communities and communities of color to access, control, and benefit from land, territory, and resources. (Uprooted & Rising) This also includes advocating for the justice and healing of the land through practices of care that work to undo, prevent and address the harm and exploitation the environment is experiencing due to colonization, settler colonialism, capitalism and white supremacy.</p>
Microaggressions	<p>Everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.</p>
Multiculturalism	<p>The practice of acknowledging and respecting the various cultures, religions, races, ethnicities, attitudes, and opinions within an environment. The theory and practice promotes peaceful coexistence of all identities and people. (University of Maryland)</p>

Neocolonialism	In which a greater power maintains or extends its influence over other areas or other peoples through economic and political means (Uprooted & Rising)
Non-binary	An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. (Human Rights Campaign)
Oppression	The systemic and systematic exercise of power to control.
Prejudice	A judgment before/prior to having knowledge, thought or reason.
Privilege	Under white supremacy and capitalism, white, able-bodied, cis-heterosexual individuals are considered "the standard" and therefore, society operates to accommodate their lifestyles. Privilege is the unearned advantages given to individuals and groups due to their proximity to whiteness and ability to assimilate to dominant, white supremacist and capitalist society, culture and expectations. These advantages exist to maintain the status quo of white supremacy and other systemic inequities.
Pronouns	The pronoun or set of pronouns that an individual personally uses and would like others to use when referring to them. Replaces the term Preferred Gender Pronoun, which incorrectly implies that their use is optional. (PFLAG)
Racism	A system of advantage based on race and supported by institutional structures, policies, and practices that create and sustain advantages for the dominant white group while systematically subordinating members of targeted racial groups. This relative advantage for whites and the oppression of Black, Indigenous, people of color (BIPOC) is supported by the actions of individuals, cultural norms, and values and the institutional structures and practices of society. (Adams, Bell and Griffin et al.)
Social Justice	A vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others and the society as a whole (Adams, Bell and Griffin et al.)
Self-Determination	The power to decide one's own destiny (Black Feminist Thought)
Sexism	A system of advantages that serves to privilege men, subordinate women, transgender and nonbinary people, and denigrate traditionally feminine/ nonmasculine values and practices, enforce male dominance and control, and reinforce forms of masculinity

	that are dehumanizing and damaging to men. (Adams, Bell and Griffin et al.)
Tokenism	Tokenism is the word used to describe when a person who is a member of an oppressed group is used as the token of diversity at an institution or organization. This person is often made visible in advertising /outreach materials from the organization. The problem with tokenism is that no further action is taken to improve the diversity and inclusion policies of the organization (Duma, 2018).
Trans-antagonism	Acts that actively promote violence and hatred towards the transgender community.
Trauma Informed Care	Is an approach, based on knowledge of the impact of trauma, aimed at ensuring environments and services are welcoming and engaging for service recipients and staff. (Trauma Informed Oregon)
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.
White Supremacy Culture/ Characteristics	Anyone, regardless of race and ethnicity, can enforce and internalize white supremacy culture and characteristics. See Kenneth Jones and Tema Okun's White Supremacy Culture .

Sources

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