

Definition List

Dominant Identity

A social identity that has power ascribed by society

Marginalized Identity

A social identity that does not have power in society

Intersectionality

The notion that oppressive systems are interconnected and cannot be examined separately from one another.

Racism

Cultural and structural strategies that defend, maintain, and expand the advantages of power and privilege based on race, in service of Whiteness; Racism is systemic and individual, overt and covert. ***Power + Prejudice = Racism***

Microaggressions

[Microaggressions](#) are everyday slights, put-downs and insults that those who are marginalized experience in everyday interactions. Often appear to be a compliment or well-intentioned, but contain a hidden insult.

Power

The ability to have an effect on and control something.

Privilege

A consequence of power. An unearned advantage or benefit enjoyed by an individual or a group that has power.

Oppression

A consequence of power. An unearned *disadvantage* for individuals or groups that don't have power in society.

Bias

An inclination or preference. Can be explicit (conscious, aware) or implicit (subconscious, not aware)

Prejudice

Bias manifesting in cognitive (subscription to stereotypes), emotional (feelings of fear, anger, etc triggered by a particular identity group) or behavioral (discriminatory acts) ways. A preconceived judgment or opinion usually based on incomplete information.

Discrimination

Actions motivated by prejudice and seeking to maintain systems of oppression through individual actions or creation and enforcement of policies

Equity

Idea and practice of considering identity and distributing resources so everyone gets what they need to be successful. Differs from equality which is the idea and practice of distributing resources so everyone gets the same amount, without consideration to identity or need.