

Definitions of Key DEIB Concepts

In order to bring everyone to the same level of understanding, we are providing a series of definitions core to understanding anti-racism, diversity, equity, and inclusion ([ARDEI](#)) broadly and in the context of education.

BIPOC: Black, Indigenous, and People of Color, meant to unite all POC in the work for liberation while acknowledging that not all POC face the same levels of injustice

White privilege: the implicit or systemic advantages that people who are perceived as white have relative to people who are not deemed white

Racism: Discrimination based on race, racial prejudice, and oppression of racial groups

Individual racism: the beliefs, attitudes, and actions of individuals that support or perpetuate racism in conscious and unconscious ways

Systemic racism: the ways in which policies and practices of organizations or parts of systems create different outcomes for different racial groups

Ableism: discrimination of and social prejudice against people with disabilities and chronic conditions, which includes the full spectrum of disability from physical to cognitive disabilities and mental illnesses, based on the belief that typical abilities are superior

Bias: a particular tendency, trend, inclination, feeling, or opinion, especially one that is preconceived or unreasoned

Unconscious bias: having and/or acting on biases without realizing they exist or acknowledging how they might be affecting others

Allyship: the practice of emphasizing social justice, inclusion, anti-racism, and human rights to advance the interests of an oppressed or marginalized out-group

Positionality: the social and political context that creates your identity in terms of race, class, gender, sexuality, and ability status. Positionality also describes how your identity influences, and potentially biases, your understanding of and outlook on the world.

Anti-racism: an active and conscious effort to work against multidimensional aspects of racism

Diversity: having a people of different backgrounds, ethnicities/races, genders, sexualities, perspectives, and mental and physical ability present; note that the presence of a diverse group does not necessarily mean each member is being treated equitably or being supported as needed

Equity: providing support to people on an individual basis to ensure that each member of a group or community can participate equally

Inclusion: the active, intentional, and ongoing engagement with diversity (in the classroom or broader communities) in ways that increase awareness, knowledge, and understanding of the complex ways individuals interact within systems and institutions.

**This is a more traditional definition of inclusion, but we want to incorporate the idea that we are trying to create an environment and culture where members who have historically been excluded or marginalized are welcomed and accommodated within an organization or group.

Inclusive teaching: teaching in such a way that all students are able to succeed and learn; this is often accomplished by including active learning, diverse ways of communicating and assessing information, and connecting course content to student interests and world experiences

If we've forgotten anything, please don't hesitate to let us know!

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