

**These definitions are not offered as the “right” or “only” definitions for the concepts.** We are asking that you **try them on** as a way of having a common language with which to communicate

1. **Consciousness** - the state of being awake, aware of your surroundings and self; the state of being conscious; awareness of one's own existence, sensations, thoughts, surroundings, etc. · the thoughts and feelings, collectively ...
2. Stereotype- a stereotype is a **fixed, over generalized belief about a particular group or class of people**. By stereotyping we infer that a person has a whole range of characteristics and abilities that we assume all members of that group have.
3. An attitude that targets another group as “less than” and leads to that group receiving fewer resources, such as power, privileges and opportunities, because of color, gender, economic status, age, class, religion, sexual orientation, and other differences. **What is Isms?**
4. Unfair treatment of a person or group. **What is discrimination?**
5. Treating people the same, regardless of social, economic or cultural differences. **What is equality?**
6. This is about fairness and equal access to opportunity. It takes social differences and the social structures of inequality into account rather than assuming that we all begin on a level playing field, and through hard work, anyone could succeed. **What is equity?**
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8. In the United States, this is a system in which white people maintain supremacy over people of other races through a set of attitudes, behaviors, social structures, plus institutional power. **What is racism?**
9. The unconscious acceptance of cultural norms that value certain attributes more than others, and then valuing people or groups who hold those attributes more than those who do not. This affects our very rapid, subconscious decision-making processes and our behaviors. **What is implicit bias?**
10. A word describing many cultural differences. **What is diversity?**  
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11. The values, beliefs and ways of thinking and speaking that a group develops to survive in a particular environment. **What is culture?**
12. These operate at the personal, interpersonal, cultural, and institutional levels and grants advantages, favors, and benefits to members of non-target social groups at the expense of members of target groups. These are unearned, often invisible and they are granted people in the dominant groups whether they want those privileges or not and regardless of their stated intent. **What are privileges?**

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13. A judgment or opinion that is formed on insufficient grounds before facts are known or in disregard of facts that contradict it.. **What is prejudice?**
14. The condition that would be achieved if one’s racial identity no longer predicted, in a statistical sense, how one will likely fare in life. It is the proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment and impacts for all. **What is racial equity?**
15. People who are passionately committed to eliminating the systems of oppression that unjustly benefit them. **What are allies?**
16. A **dominant culture** is one that has established its own norms, values, and preferences as the standard for an entire group of people. Preferences and norms are imposed regardless of whether they contradict what is usual for other members of the group. The group tends to accept and adopt these behaviors and practices, even if they aren't shared.
17. **Bias** - prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.