

# RACIAL EQUITY TERMINOLOGY

**Race:** the socially constructed meaning attached to a variety of physical attributes including but not limited to skin and eye color, hair texture, and bone structure of people in the US and elsewhere. (Race is a powerful social idea that gives people different access to opportunities and resources. Race is not biological but is real. Race affects everyone, whether we are aware of it or not).

**Racism:** the conscious or unconscious, intentional or unintentional, enactment of racial power, grounded in racial prejudice, by an individual or group against another individual or group perceived to have lower racial status.

**Individual racism:** Pre-judgment, bias, stereotypes about an individual or group based on race. The impacts of racism on individuals include members of certain racial groups internalizing privilege and people of color internalizing oppression.

**Internalized Racism:** *Lies within individuals.* Refers to private beliefs and biases about race and racism.

**Interpersonal Racism:** *Occurs between individuals.* The bias that occurs when individuals interact with others.

**Institutional Racism:** *Within institutions.* Policies, practices, procedures & organizational cultures that work better for white people and work to the detriment of people of color, often unintentionally or inadvertently.

**Structural racism:** *Across society.* The interplay of policies, practices, and programs of multiple institutions which leads to adverse outcomes and conditions for people of color compared to members of other racial groups. This occurs within the context of racialized historical and cultural conditions.

**Anti-racism:** actively fighting racism and its effects wherever they may exist. IMPORTANT: This is not against White people, this is a way for us all to examine institutional power and the ways in which people of all races can gain the same level of access and privileges. To be anti-racist means to be active.

**Cultural blindness:** any policy, practice or behavior that ignores existing cultural differences or that considers such differences inconsequential. (Zaretta Hammond)

**Color blindness:** any policy, practice or behavior that uses the power of the dominant racial group to deny recognition of differences to the oppressed group. (Skillful Teacher)

**Educational and Racial Equity:** Providing equitable access to opportunities, resources and support for each and every child by intentionally recognizing and eliminating historical barriers, as well as the predictability of personal and academic success based on race, background and/or circumstance.

**Culture:** The ways that we each live our lives; including values, language, customs, behaviors, expectations, ideals governing childrearing, the nature of friendship, patterns of handling emotions, social interaction rate, notions of leadership, etc.