

**Colorism** refers to discrimination based on skin color. Colorism disadvantages dark-skinned people while privileging those with lighter skin.

**Ethnicity** refers to shared cultural factors, including nationality, regional culture, ancestry, values and language, e.g. Indian, Irish, Jewish, Nigerian, Dominican, Latinx\*\*\*

**Implicit Bias** is unconscious preference toward or aversions of certain groups. These automatic responses or assumptions may include emotional responses and unconsciously disregarding, discounting, or dismissing certain groups and unconscious deference and preference for other groups. It may also include unconscious feelings of superiority or inferiority.

### 5 Forms of Implicit Bias

- **Affinity bias.** The tendency to gravitate towards individuals who are (assumed to be) like us, therefore, we prefer people who look like us.
- **Halo effect.** The tendency to think everything about a person as good because of one (perceived) good trait or attribute.
- **Perception bias.** The tendency to form stereotypes and assumptions about certain groups that make it impossible to make an objective judgement about members of those groups.
- **Confirmation bias.** The tendency for people to seek information that confirms pre-existing beliefs or assumptions.
- **Group think.** This bias occurs when people try too hard to fit into a particular group by mimicking others or holding back thoughts and opinions. This causes them to lose part of their own identities and causes organizations to lose out on creativity and innovation.

**Intersectionality** is a framework that recognizes that aspects of identity, such as race, gender, class, sexual orientation, age, religion, and disability, do not exist separately from each other but are interwoven together and exponentially impact the experience of systemic advantage and disadvantage.

**Microaggressions** are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, which communicate hostile, derogatory, or negative racial slights and insults toward people of color. 2. The “normalized” (verbal and non-verbal) violent behaviors that daily challenge the full humanity and dignity of people who are or appear to be members of a minoritized population. Due to their frequency, microaggressions have a cumulative (negative) impact on the psychological, emotional, and/or physical well-being of the recipients of these assaults.

**Privilege** is the unearned social, political, economic, and psychological benefits of membership in a group that has institutional and structural power. It is living and existing in a world where standards and rules are premised upon your needs, wants and desires. It is identifying with or be identified as a member of a dominant social group (as opposed to a Minoritized group).

**Race** A social construct that refers to groups of people who have differences and similarities in physical traits (skin color, bone structure, hair texture, etc.) deemed by society to be **socially significant**, e.g. White, Black, Asian, Indigenous/Native American, Multiracial\*\*\*

**Racism** describes a system of power and advantages based on race. It is a system that involves cultural messages and institutional policies/practices, as well as the beliefs and actions of individuals.

**Racial anxiety** is discomfort about the experience and potential consequences of interracial interaction. People of color can be anxious that they will be the target of discrimination and hostile or distant treatment. Whites can be anxious that they will be assumed to be racist and, therefore, will be met with distrust or hostility.

**Social identities** are a result of shared constructions and social relations of the people who created it based on societal norms (Johnson, 2006). It includes how we define ourselves and how we are perceived by others. **Examples (The “Big 8”):** Race, Gender Identity, Ethnicity, Ability Identity, Sexual orientation, Religion/Spiritual Identity, Nationality, Socioeconomic status

**Stereotype** A trait and/or characteristic assumed to be true of all members of a particular social group. Many American cultural practices and public policies are rooted in racial, gendered, and class-based stereotypes, such as Asians are the model minority.

**Stereotype Threat** refers to the risk of internalizing, confirming, and/or enacting negative stereotypes about an individual’s racial, ethnic, gender, or cultural group.

**Whiteness** encompasses much more than racial and ethnic identity. It is the structural belief system that perpetuates racism. It includes cultural factors, racial identity, racial bias, and racial privilege, even though white is often unexamined as a race or a culture because it is not usually considered as either. It is the culturally normative, standardized center from which all OTHER identities and cultures are considered. Consider what “diversity” or “multicultural” actually means.

**White Passing Privilege** is the privilege some people of color (POC) are afforded when their features, such as skin color or hair texture, cause them to be mistaken as white.