



the minnesotagroup
COURAGEOUS TRANSFORMATION



Glossary of Terms and References

Ableism: Systemic bias favoring societal definitions of normalcy; bias toward an individual based on physical or mental ability or lack thereof.

Accomplice: refers to someone who is more than an ally, who sees that they also gain from acting together against bias. An accomplice doesn't stand up for you, but with you, taking all the risks of engaging in anti-status quo behavior.

Accountability: refers to the ways in which individuals and communities hold themselves to their goals and actions and acknowledge the values and groups to which they are responsible. To be accountable, one must be visible, with a transparent agenda and process. Invisibility defies examination; it is, in fact, employed in order to avoid detection and examination. Accountability demands commitment. It might be defined as "what kicks in when convenience runs out." Accountability requires some sense of urgency and becoming a true stakeholder in the outcome. Accountability can be externally imposed (legal or organizational requirements), or internally applied (moral, relational, faith-based, or recognized as some combination of the two) on a continuum from the institutional and organizational level to the individual level. From a relational point of view, accountability is not always doing it right. Sometimes it's really about what happens after its done wrong (Berman et al., 2010).

Allyship: Any person that actively promotes and aspires to advance the culture of inclusion through intentional, positive, and conscious efforts that benefit people as a whole—3 Characteristics: Not self-defined, lifelong accountability, Opportunities for growth (Atchenson, 2018)

Antiracist: Someone who is supporting an antiracist policy through their actions or expressing antiracist ideas. This includes the expression or ideas that racial groups are equals and do not need developing, and supporting policies that reduce racial inequity (Kendi, 2019)

Anti-Racist Policies: Any measure that produces and sustains racial equity between groups (Kendi 2019, 18).

Cisgender: When your sex/gender identity matches your sex assigned at birth.

Critical Race Theory:

Culturally Responsive Pedagogy: Culturally Responsive Pedagogy (CRP) is a pedagogical approach that 1) improves the learning capacity of diverse students who have been marginalized educationally, 2) centers around affective and cognitive aspects of teaching and learning, and 3) builds resilience and academic mindset by pushing back on dominant narratives about people of color (Hammond, 2015).

Decolonization: the process of deconstructing colonial ideologies of the superiority and privilege of Western thought and approaches. On the one hand, decolonization involves dismantling structures that perpetuate the status quo and addressing unbalanced power dynamics. On the other hand, decolonization involves valuing and revitalizing Indigenous knowledge and approaches and weeding out settler biases or assumptions that have impacted Indigenous ways of being. (Cull et al.)

Deficit Mindset: Refers to the notion that students (particularly those of low income, racial/ethnic minority background) fail in school because such students and their families have internal defects (deficits) that thwart the learning process (Valencia, 2010)

Diversity: Refers to the various backgrounds and races that comprise a community, nation or other grouping. In many cases the term diversity does not just acknowledge the existence of diversity of background, race, gender, religion, sexual orientation and so on, but implies an appreciation of these differences. The structural racism perspective can be distinguished from a diversity perspective in that structural racism takes direct account of the striking disparities in well-being and opportunity areas that come along with being a member of a particular group and works to identify ways in which these disparities can be eliminated (Aspen Institute).

Equity Proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all (OEI MinnState, 2020)

Equity Minded: Individuals or processes cognizant of exclusionary practices, institutional racism, and power asymmetries that impact opportunities and outcomes for students of interest, often Black, Latinx, and Indigenous/Native Americans (Bensimon, Dowd, and Witham, 2016).

Inclusion: Authentically bringing traditionally excluded individuals and/or groups into processes, activities and decision/policy making in a way that shares power (OEI MinnState, 2020).

Inclusive Excellence:

Institutional Racism: refers to the policies and practices within and across institutions that, intentionally or not, produce outcomes that chronically favor, or put a racial group at a disadvantage. Poignant examples of institutional racism can be found in school disciplinary policies in which students of color are punished at much higher rates than their white counterparts, in the criminal justice system, and

within many employment sectors in which day-to-day operations, as well as hiring and firing practices can significantly disadvantage workers of color (OEI MinnState, 2020)

Intersectionality: The interconnected nature of social categorizations such as race, class and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage (OEI MinnState, 2020)

Intersectionality: the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups (Crenshaw 1989)

Marginalization: The process by which minority groups/cultures are excluded, ignored or relegated to the outer edge of a group/society/community. A tactic used to devalue those that vary from the norm of the mainstream, sometimes to the point of denigrating them as deviant and regressive (www.aspeninstitute.org).

Microaggression:

Oppression (institutionalized) - Systematic mistreatment of people within a society identity group supported and enforced by the society and its institution, solely based on the person's membership in the social identity group (OEI MinnState, 2020)

Overt Racism: obvious, in your face, bigotry and discrimination

Quiet/Aversive Racism: avoidance and distancing behaviors toward racialized others

Race: a social and political construct designed to differentiate and hierarchize groups of people

Race-Conscious Inquiry: An inquiry approach that changes the question from “are my practices working” to “*for whom* are my practices working?” The approach asks who/what is valued; what attitudes, behaviors, and emotions are students being asked to adopt; and are there racialized patterns? (Gray 2020)

Racial Equity: Racial equity refers to what a genuinely non-racist society would look like. In a racially equitable society, the distribution of society’s benefits and burdens would not be skewed by race. In other words, racial equity would be a reality in which a person is no more or less likely to experience society’s benefits or burdens just because of the color of their skin. This is in contrast to the current state of affairs in which a person of color is more likely to live in poverty, be imprisoned, drop out of high school, be unemployed and experience poor health outcomes like diabetes, heart disease, depression and other potentially fatal diseases. Racial equity holds society to a higher standard. It demands that we pay attention not just to individual-level discrimination, but to overall social (www.aspeninstitute.org).

Racial Literacy: A reading practice or way of responding to the racial climate and racial structures we encounter (Twine 2010)

Racialization: The process by which social, economic and political forces determine the content and importance of racial categories, and by which they are in turn shaped by racial meanings (Omi and Winant)

Racism: Prejudiced thoughts and discriminatory actions based on differences in race/ethnicity; usually by white/European descent groups against persons of color ((OEI MinnState, 2020)

Racist: One who is supporting a racist policy through their actions or inaction or expressing a racist idea. (Kendi 2019).

Racist Policies: Any measures that produces or sustains racial inequity between racial groups (Kendi 2019).

Social Justice: A vision of society in which the distribution of resources is equitable and all people are physically and psychologically safe and secure: ensuring full societal participation without of societal/systemic barriers.

Structural Competency: the ability to recognize how institutions, markets, or healthcare delivery systems shape symptom presentations and to mobilize for correction of health and wealth inequalities in society (Hansen and Metzl, 2016)

Systemic/Structural Racism: A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time. Structural racism is not something that a few people or institutions choose to practice. Instead, it has been a feature of the social, economic and political systems in which we all exist (www.aspeninstitute.org).

White Privilege: White privilege, or “historically accumulated white privilege,” as we have come to call it, refers to whites’ historical and contemporary advantages in access to quality education, decent jobs and livable wages, homeownership, retirement benefits, wealth and so on (Aspen Institute).

White Supremacy: a political, economic and cultural system in which whites overwhelmingly control power and material resources, conscious and unconscious ideas of white superiority and entitlement are widespread, and relations of white dominance and non-white subordination are daily reenacted across a broad array of institutions and social settings. (Frances Lee Ansley)

White Supremacy Culture: a set of characteristics, norms and standards that guide our behaviors without being proactively named or chosen by the group. Perfectionism, individualism, right to comfort,

dichotomous thinking, power hoarding, defensiveness are just a few. They are damaging because they promote white supremacy thinking. (Okun)

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