

TCI Shared Glossary

| Concept | Debriefing Questions |
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| <p>Discrimination: The denial of justice and fair treatment by both individuals and institutions in many areas, including employment, education, housing, banking and political rights. Discrimination is an action that can follow prejudicial thinking. (Specific forms of discrimination: racism, sexism, classism, ageism, homophobia, transphobia, etc. People can discriminate because of prejudice, stereotypes, or both)</p> | <ul style="list-style-type: none"> • Have you ever been discriminated against? What happened? • Do you think people sometimes discriminate more based on their perception that individuals had a choice in their condition as opposed to something that was out of their control (e.g., genetics)? |
| <p>Prejudice: Prejudging or making a decision about a person or group of people without sufficient knowledge. Prejudicial thinking is frequently based on stereotypes.</p> | <ul style="list-style-type: none"> • What are the main reasons why it is important to reduce prejudice? • What are the reasons for prejudice? • What are the effects of prejudice? |
| <p>Stereotype: An oversimplified generalization about a person or group of people without regard for individual differences. Even seemingly positive stereotypes that link a person or group to a specific positive trait can have negative consequences.</p> | <ul style="list-style-type: none"> • What are some stereotypes you have learned about Black and other people of color? • How might you unlearn them? • How can the media (social media, television, movies) help to reduce or eliminate stereotyping? |
| <p>Racism: Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices. Racism = race prejudice + social and institutional power. Racism = a system of advantage/oppression based on race.</p> | <ul style="list-style-type: none"> • What's one way in which racist power has hurt or benefited you? • Do you think that white nationalists are the worst perpetrators of racism in America? Why or why not? • How do these definitions compare with your personal understanding of racism? • How do you see racism playing out in current times? In society, at work, in school, etc. |

Internalized racism: lies within individuals. This type of racism comprises our private beliefs and biases about race and racism, influenced by our culture. This can take many different forms including: prejudice towards others of a different race; internalized oppression—the negative beliefs about oneself by people of color; or internalized privilege—beliefs about superiority or entitlement by white people.

Interpersonal racism: (personally mediated) occurs between individuals. This is the bias that occurs when individuals interact with others and their personal racial beliefs affect their public interactions.

Institutional racism: occurs within institutions and systems of power. This refers to the unfair policies and discriminatory practices of particular institutions (schools, workplaces, etc.) that routinely produce racially inequitable outcomes for people of color and advantages for white people. Individuals within institutions take on the power of the institution when they reinforce racial inequities.

Structural racism: is racial bias among institutions and across society. This involves the cumulative and compounding effects of an array of societal factors, including the history, culture, ideology and interactions of institutions and policies that systematically privilege white people and disadvantage people of color.

- Rabbi Tarfon said, "It is not your responsibility to finish the work of perfecting the world, but you are not free to desist from it either."
- What does that mean for you and your organization as it relates to racism? Other forms of oppression?

Erasure or “Colorblind”: The act of denying or refusing to acknowledge that people’s race/ethnicity and people’s lived experience in America differs because of their race. This is reflected in statements like, “I don’t see race,” “I’m colorblind,” “We are all equal,” and “But we’re all just one human race.”

Implicit Bias: The unconscious attitudes, stereotypes, and unintentional actions (positive or negative) towards members of a group merely because of their membership in that group. These associations develop over the course of a lifetime through exposure to direct and indirect messages. When people are acting out of their implicit bias, they are not even aware that their actions are biased. In fact, those biases may be in direct conflict with a person’s explicit beliefs and values.

Microaggressions: The result of implicit bias wherein a statement, action, or incident is indirectly or subtly (often unconsciously) reflective of prejudice. An example would be a person clutching their bag as they walk by a black person.

White Advantage (Privilege): Systemic, race-based advantages and preferential treatment based on skin color that leads to inequitable access to resources, opportunities, and rewards for non-dominant groups. A phenomenon that social systems award preference based on the presumptions of white as the norm.

- Racial “colorblindness” or racial neutrality is racist because it ignores the inequality between racial groups. Can you name two ways in which racial neutrality might harm one racial group’s opportunity for equality?
 - What messages were you taught about color blindness and seeing color growing up?
 - How do you think you harm Black, Indigenous and other People of Color (BIPOC) in your life by insisting you do not see color?
 - Why does it matter that people understand that they have implicit biases? What are some advantages to knowing that you have biases? What are some disadvantages?
 - What are some possible positive consequences to having a better understanding of your own biases? What are some possible negative consequences? Can people’s biases change over time? Why or why not?
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- What is an example of microaggression?
 - What are the three types of microaggressions?
 - How do you respond to microaggressions?
 - How do you prevent microaggressions?
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- In what ways do you hold white advantage/privilege?
 - What negative experiences has your white privilege/advantage protected you from, throughout your life?
 - What positive experiences has your white privilege granted you throughout your life, that non-white people don’t have?
 - What have you learned about your white advantage/privilege that makes you uncomfortable?

White Fragility: The defensiveness and avoidance that arise for white and white passing people, when facing even a minimum amount of racial stress. The feelings can be so uncomfortable that white and white passing people distance themselves from engaging or actively shut down conversations about race. It may surface as the outward display of emotions such as crying, anger, fear, and guilt, and behaviors such as centering one's own feelings, argumentation, silence, and leaving the stress-inducing situation.

White Supremacy: A racist ideology that is based on the belief that white people are superior in many ways to people of other races and that therefore, white people should be dominant over other races. It is not just an attitude or a way of thinking - it also extends to how systems and institutions are structured to uphold white dominance. It is a system that conveys unearned privileges, protection and power to white people.

White Supremacy Culture: Characteristics of white supremacy that manifest in organizational culture, and are used as norms and standards without being proactively named or chosen by the full group. The characteristics are damaging to both people of color and white people in that they elevate the values, preferences, and experiences of one racial group above all others. Organizations that are led by people of color or have a majority of people of color can also demonstrate characteristics of White Supremacy Culture.

<https://coco-net.org/wp-content/uploads/2019/11/Coco-WhiteSupCulture-ENG4.pdf>

- How do you feel when you hear the words white and white passing people? Do they make you feel uncomfortable?
 - How does your white fragility show up during conversations about race? Do you fight, freeze, or flee?
 - Describe your most visceral memory of experiencing white fragility. How old were you? Where were you? What was the conversation about? Why did it bring up fragility in you? How did you feel during and after the interaction? How do you feel today?
 - Think back across your life, from childhood to where you are in your life now. In what ways have you consciously or subconsciously believed that you are better than BIPOC?
 - In what ways have you believed that you are “one of the good ones”, or above the conditioning of white supremacy?
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- How do these cultural features exist in your organization or group?
 - How are they hurting us, if they are? How do the descriptions mirror our experience or not?
 - Is there a difference in how people of color in the group experience these cultural beliefs and how white people do?
 - What could we learn from that?
 - What steps could we take to change these features in a day-to-day way?
 - What solutions could the antidotes offer us? Are we ready and willing to do that?

Racial Trauma*: Racial trauma, or race-based traumatic stress (RBTS), refers to the mental and emotional injury caused by encounters with racial bias and ethnic discrimination, racism, and hate crimes.

- Is this a new term and concept to you?
- Do you think all people are equally vulnerable to experiencing Racial Trauma (or RBTS)?
- What do you think and how do you feel about racism being described as a health crisis?

Racist: pertaining to 1) a person and/or 2) societal practices. 1) prejudiced against or antagonistic toward a person or people on the basis of their membership in a particular racial or ethnic group, typically one that is marginalized, Black, Indigenous and other people of color; 2) upholding beliefs, values, practices, and policies that systematically harm Black, Indigenous and other people of color (e.g. redlining, predatory home loans, etc.) [oxford dictionary - adapted]

- How have you stayed silent when it comes to race and racism?
- What types of situations elicit the most silence from you?
- How has your silence been complicit in upholding racist behavior?
- Whom in your life do you harm with your silence?

Antiracist: intentionally, consistently, and systematically opposing racism and promoting racial equity, tolerance, empathy, compassion, and understanding of shared humanity. [oxford dictionary – adapted]

- All policies are either racist or antiracist. Can you describe a policy which appears to be racially neutral but actually creates racial inequality?
- Do you agree or disagree with this statement: Policy should be colorblind. It should never consider race. Why or Why not?

Antiracism: The active process of identifying and eliminating racism by changing systems, organizational structures, policies, practices and attitudes, so that power is redistributed and shared equitably.

- To what extent have your values helped your ability to practice antiracism?
- What contradictory values do you hold that hinder your ability to practice antiracism?
- How has your desire to be seen as a good person with white privilege prevented you from actually being “good”?

Allyship: An active, consistent and challenging practice of unlearning and reevaluating, in which a person of privilege seeks to work in solidarity with a marginalized group. It is not an identity, but rather a practice.

- In what ways have you been apathetic when it comes to racism?
- In what ways have you observed people who hold white privilege in your community (family, friends, work) being apathetic when it comes to racism?
- What do you think it means by allyship is not an identity, but a practice?
- Has there been a time in your life when you practiced allyship? What was it?

Accomplice: Someone who works to disrupt and dismantle the structures that oppress a marginalized group under the direction of stakeholders in that marginalized group.

- What do you think of this definition?
- When have you ever played the role of an accomplice? Where and how?
- Why would it be important to follow the direction of an oppressed and/or marginalized group when becoming an accomplice?

Anti-Black: Resistant or antagonistic to Black people or their values or objectives (*anti-Black sentiment among some reactionary groups*)

- How have you excluded, discounted, minimized, used, tone policed, or projected your white fragility and white superiority onto Black people? How about Black Women? How Black Men?
- Do you have a relationship with either Black men or women? If you don't why do you think that is? If you do, how deep are those relationships?

BIPOC: Black, Indigenous and People of Color
The term is used to acknowledge that not all people of color face equal levels of injustice. BIPOC is significant in recognizing that Black and Indigenous people are severely impacted by systemic racial injustices. According to Google Trends, the use of the acronym began to spike in May 2020, coinciding with the growing [Black Lives Matter movement](#) in the wake of the deaths of George Floyd, Breonna Taylor and Ahmaud Arbery.

- When was a time you felt uncomfortable or felt like you didn't fit in because you are BIPOC?
- Do you feel you are tokenized? Did you notice when it happened? Do you accepted or enjoyed it? Did you challenge it?
- What is an environment you find yourself most comfortable in? Who else is there?
- Have you tokenized BIPOC to prove your words, thoughts, or actions are not racist?
- How have you justified your racism by using your proximity to BIPOC?

Decolonization: is about “cultural, psychological, and economic [freedom](#)” for Indigenous people with the goal of achieving Indigenous sovereignty — the right and ability of Indigenous people to practice self-determination over their land, cultures, political and economic systems.

Colonialization: is a historical and ongoing global project where settlers continue to occupy land, dictate social, political, and economic systems, and exploit Indigenous people and their resources. It is a global endeavor

Intersectionality: is a framework for understanding and acting on different kinds of inequality and privilege for overlapping social groups simultaneously.

Oppression: A system that maintains advantage and disadvantage based on social group memberships and operates, intentionally and unintentionally, on individual, institutional, and cultural levels.

Power: The ability to define, set, or change situations. Power can manifest as personal or collective self-determination. Power is the ability to influence others to believe, behave, or adopt values as those in power desire.

Tokenism: is the practice of making only a perfunctory or symbolic effort to be inclusive to members of minority groups, especially by recruiting people from underrepresented groups in order to give the appearance of racial or gender equality within a workplace or educational context.

- Do you know whose land you travel, work, and live on? If not, please spend some time exploring this [crowd-sourced map](#) before moving on. And don't stop there! Try researching about the Indigenous communities you find; what do you learn?
- TED Talk: [Decolonization is for Everyone](#)

- How does inequality manifest in the workplace?
- How does social context influence our perceptions of race, class, and gender?
- How does discrimination work?
- How do people experience their age?
- How does sexuality relate to home, work, and family?

- Have you ever felt oppressed by any system(s)?
- How does the “pull yourself up by your bootstraps” mentality help deny oppression?
- Who benefits from oppression?

- What is your relationship to power?
- Do you feel comfortable in sharing power?
- Can you be seen as someone who hordes power?

- What is an example of tokenism?
- What is the result of tokenism
- How can tokenism be prevented in the workplace?

Note: The main source for this Glossary and the reflection questions is Layla F. Saad's book entitled *"me and white supremacy: Combat Racism, Change the World, and Become a Good Ancestor"*.

Please also note, that not all the questions apply to all participants—some are targeted at white participants, and some are targeted at Black, Indigenous and other people of color participants

Other Sources:

Racial Equity Tools

<https://www.racialequitytools.org/glossary>

Mental Health America

<https://www.mhanational.org/racial-trauma>

National Association of Social Workers

<https://www.socialworkers.org/About>

National Education Association

<https://www.nea.org/resource-library/white-supremacy-culture-resources>

"How to be An Antiracist" by Ibram X. Kendi

<https://www.ibramxkendi.com/>

Alberta Civil Liberties Research Center

<https://www.aclrc.com/>