

Ableism is the intentional or unintentional discrimination or oppression of individuals with disabilities based on the belief that typical abilities are superior. Source: <https://www.nccj.org/ableism>

	<p>Adj: A term used to describe people whose gender identity matches the sex they were assigned at birth. Often abbreviated to cis.</p> <p>Source: <a href="https://www.catalyst.org/2019/05/30/12-diversity-inclusion-terms-you-need-to-know/">https://www.catalyst.org/2019/05/30/12-diversity-inclusion-terms-you-need-to-know/</a></p>
	<p>Refers to people's socio-economic status, based on factors such as wealth, occupation, education, income etc.</p>
	<p>Differential treatment based on social class or perceived social class. Classism is the systematic oppression of subordinated class groups to advantage and strengthen the dominant class groups. It's the systematic assignment of characteristics of worth and ability based on social class.</p> <p>Source: <a href="https://classism.org/about-class/what-is-classism/">https://classism.org/about-class/what-is-classism/</a></p>
	<p>Learned and shared values, beliefs, languages, and customs of a social group.</p>
	<p>DEI is an acronym for Diversity, Equity, and Inclusion.</p>



	<p>A pattern of social institutions—such as governmental organizations, schools, banks, and courts of law—giving negative treatment to a group of people based on their race.</p>
	<p>Our intentions (what we want or hope to do) don't always align with what we say or do which can impact how others receive what one says and does. INTENT Refers to what you hope or want to do when choosing to perform an action. IMPACT Refers to the reality (e.g. results) of your actions/ behaviors. The resulting impact may not always align with what you intended. Owning the impact: When one's impact is being called into question, especially if the action is perpetuating oppression, it is important to recognize the action is being called into question not the person/overall character. Source: <a href="https://everydayfeminism.com/2013/07/intentions-dont-really-matter/">https://everydayfeminism.com/2013/07/intentions-dont-really-matter/</a></p>
	<p>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. Source: <a href="https://aapf.org/kimberle-crenshaw">https://aapf.org/kimberle-crenshaw</a></p>
	<p>Justice, Equity, &amp; Inclusion</p>
	<p>Presence of systems and supports (e.g. policies, practices, norms) that achieve and sustain fair treatment, equitable opportunities, and outcomes for people of all races. Systematic, proactive reinforcement. Source: <a href="http://www.theinclusionsolution.me/beyond-the-rhetoric-centering-justice-anti-racism-in-our-dei-strategy-our-approach/">http://www.theinclusionsolution.me/beyond-the-rhetoric-centering-justice-anti-racism-in-our-dei-strategy-our-approach/</a></p>
	<p>Latine is also a gender-neutral form of the word Latino, created by gender non-binary and feminist communities in Spanish-speaking countries. Source: <a href="https://elcentro.colostate.edu/about/why-latinx/">https://elcentro.colostate.edu/about/why-latinx/</a></p>
	<p>Latinx is the gender-neutral alternative to Latina or Latino. It is a term originated by non-Latin folk and has been seen to some as problematic as it rejects culturally appropriate syntax and pronunciation.</p>
	<p>Lesbian, gay, bisexual, transgender, queer/questioning, intersex, and /asexual/aromantic/agender. Source: <a href="https://lgbtqia.ucdavis.edu/educated/glossary">https://lgbtqia.ucdavis.edu/educated/glossary</a></p>
	<p>To relegate to an unimportant or powerless position within a society or group Source: <a href="https://www.merriam-webster.com/dictionary/marginalize">https://www.merriam-webster.com/dictionary/marginalize</a></p>

Apparently small events which are often ephemeral and hard-to-prove, events which are covert, often unintentional, frequently unrecognized by the perpetrator, which occur wherever people are perceived to be different- Mary Rowe, MIT.

Source: <https://www.lewissilkin.com/en/insights/mansplaining-micro-inequities-and-managers/>

The everyday slights, indignities, put downs and insults that people of color, women, LGBT populations or those who are marginalized experience in their day-to-day interactions with people.

Source: <https://www.vox.com/2015/2/16/8031073/what-are-microaggressions>

Noun: The concept that there is great diversity in how people's brains are wired and work, and that neurological differences should be valued in the same way we value any other human variation.

Source:



People whose gender identity is different from the sex assigned to them at birth. "Trans" is often used as shorthand for transgender.

Source: