

White supremacy

-The belief that white people are superior to those of all other races (often especially the black race) and should therefore dominate society.

Intersectionality

- The interconnected nature of social categorizations such as race, class, sexual orientation and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

Institutional and Structural Racism

-Institutional racism is a pattern of social institutions — such as governmental organizations, schools, banks, police, and courts of law — giving negative treatment to a group of people based on their race
-This is 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. (Aspen Institute)

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 outcomes. (Aspen Institute)

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 liveable wages, homeownership, retirement benefits, wealth and so on. The following quotation from a publication (unpacking the invisible backpack) by Peggy Macintosh can be helpful in understanding what is meant by white privilege: “As a white person I had been taught about racism that puts others at a disadvantage, but had been taught not to see one of its corollary aspects, white privilege, which puts me at an advantage. . . White privilege is an invisible package of unearned assets which I can count on cashing in every day, but about which I was meant to remain oblivious.”

Ally

-An ally is committed to challenging the individual injustices and institutional inequities that exist as a result of racism and other forms of discrimination, and to speaking out whenever and wherever it exists. An ally is also committed to challenging our own biases, inculcated by a society that has trained all people holding privilege, including many of us, to one degree or another, to internalize notions of our own superiority.
-Sometimes it helps to think of “ally” as a verb and not a noun. It is the action of supporting a person or situation to help resolve discrimination and not just being a passive concept that one is permanently an ally

Queer phobia

- Fear, hatred, or mistrust of lesbians, gay men or anyone who identifies or “passes” as part of the LGBTQ community.

Discrimination

- The unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex.

White fragility

-White Fragility is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation.

Tokenism

-The practice of making only a perfunctory or symbolic effort to do a particular thing, especially by recruiting a small number of people from underrepresented groups in order to give the appearance of sexual or racial equality within a workforce or community.