

Appendix B

SOCIAL JUSTICE TERM GLOSSARY:

1. **Movement Building:** The process of humanizing marginalized groups by using collective power to address and propose solutions to root causes of social problems through structural shifts in ways that promote socially just values across issues, campaigns, and sectors. [1]
2. **Equality:** Access or provision of equal opportunities, where individuals are seemingly protected from being discriminated against. [2][3]
3. **Equity:** The condition that would be achieved if one's marginalized identity no longer predicted how one fares through proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all. [4] [5]
4. **Access:** The extent to which an institution, organization, practice, policy, public space, or facility is readily approachable and usable by marginalized populations. [6]
5. **Cultural Humility:** A lifelong process of self-reflection, self-critique and commitment to understanding and respecting marginalized points of view by engaging with others humbly, authentically and from a place of learning, when a part of one's own dominant identity makes it difficult to understand universal impacts. [2][7]
6. **Microaggression:** Everyday insults, indignities and demeaning messages sent to historically marginalized groups by members of a socially dominant group who are aware or unaware of the hidden messages being sent. [8]
7. **Racism:** Individual, cultural, institutional and systemic ways disproportionate and disadvantaging consequences are created for groups historically or currently defined as non-white (African, Asian, Hispanic, Native American, etc.) due to the systemic advantage of groups historically or currently defined as white. [9]
8. **Colonization:** The dispossession and subjugation of a people through invasion of land, body, and/or knowledge base in ways that perpetuate institutional inequality and inequity. [10]
9. **Patriarchy:** An economic, political, cultural and social system of domination of women, non-binary, non-heterosexual, or transgender people in ways that privileges non-transgender men and is informed by white supremacy and capitalism. This continues the interlocking of systemic oppression. [11][12]

10. **Intersectionality:** An approach largely advanced by women of color, arguing that classifications such as gender, race, class, and others cannot be examined in isolation from one another; they interact and intersect in individuals' lives, in society, in social systems. [13][14]
11. **Diversity:** The presence of different races, ethnicities, genders, and sexualities, national origins, religions, disabilities, sexual orientations, socioeconomic statuses, education levels, marital statuses, languages, and physical appearances. [15][9]
12. **Inclusion:** Authentically developing inherent policies, cultures, and practices that integrate traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power. [16]
13. **Heterosexism:** The presumption that everyone is, and should be, heterosexual and identify with the gender they were assigned at birth. This comes with social and systemic persecution of those who do not identify as heterosexual or with the gender binary of being male or female. [12]
14. **Racialized Xenophobia:** The fear and hatred of people who are perceived to be a racially marginalized person whose national origin differs from the place they are present within. [17] [10]
15. **White Supremacy:** A historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and peoples of color by white peoples and nations of the European continent; for the purpose of maintaining and defending a system of wealth, power and privilege. [18]
16. **Community Organizing:** The process by which individuals in a given community come together to promote a common interest or cause. [20]
17. **XXX – is there something missing here? -ism:** A social phenomenon and psychological state where prejudice is accompanied by the power to systemically enact it. [19]
18. **Oppression:** Results from the use of institutional power and privilege where one person or group benefits at the expense of another. Oppression is the use of power and the effects of domination. [19]

Sources:

[1] Roots: Building the Power of Communities of Color to Challenge Structural Racism. Akonadi

Foundation, 2010. (Definition from the Movement Strategy Center.)

[2] Center for Social Policy

[3] Manza, J., & Sauder, M. (2009). *Inequality and society: social science perspectives on social stratification*. New York, NY: Norton.

[4] Center for Assessment and Policy Development

[5] *Catalytic Change: Lessons Learned from the Racial Justice Grantmaking Assessment Report*, Philanthropic Initiative for Racial Equity and Applied Research Center, 2009.

[6] University of central Florida Social Justice Terminology

[7] Schaefer, R. T. (2008). *Encyclopedia of race, ethnicity, and society*. Los Angeles: SAGE Publications.

[8] North Seattle University: Diversity and Social Justice Terminology

[9] Racial Equity Tools Glossary

[10] *Colonization and Racism*. Film by Emma LaRocque, PhD

[11] Catalyst Project

[12] Act 4 Social Justice

[13] WPC Glossary from 14th Annual White Privilege Conference Handbook, White Privilege Conference, 2013.

[14] Crenshaw, K. (1991). Mapping the margins: Intersectionality, identity politics, and violence against women of color. *Stanford law review*, 1241-1299.

[15] University of Washington, Tacoma: Diversity and Social Justice Glossary

[16] OpenSource Leadership Strategies, Some Working Definitions

[17] Suffolk University, Center for Student Diversity and Inclusion

[18] *Challenging White Supremacy Workshop*, Sharon Martin. Fourth Revision. 1995.

[19] University of Massachusetts, Office of Multicultural Affairs: Diversity and Social Justice, A Glossary of Working Definitions

[20] Bolder Advocacy: Terminology