

## Appendix C

*Other resources that contributed to the sources above were informed by the National Conference for Community and Justice, Oregon State University, Arizona State University – Intergroup Relations Center, and The National Center for Transgender Equality.*

## Dominoes

**Instructions: Print Copies and Cut out Sets.**

### **Movement Building**

Access or provision of equal opportunities, where individuals are seemingly protected from being discriminated against. on of equal opportunities, where individuals are seemingly protected from being discriminated against.

## **Equality**

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.

## **Equity**

The extent to which an institution, organization, practice, policy, public space, or facility is readily approachable and usable by marginalized populations.

## **Access**

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.

## **Cultural Humility**

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

## **Microaggression**

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.

## **Racism**

The dispossession and subjugation of a people through invasion of land, body, and/or knowledge base in ways that perpetuate institutional inequality and inequity.

## **Colonization**

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.



## **Patriarchy**

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.

## **Intersectionality**

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.

## **Diversity**

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.

## **Inclusion**

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.

## **Heterosexism**

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.

## **Racialized Xenophobia**

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.

**White  
Supremacy**

The process by which individuals in a given community come together to promote a common interest or cause.

**Community  
Organizing**

A social phenomenon and psychological state where prejudice is accompanied by the power to systemically enact it.

**-Ism**

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.