

# YWCA RACIAL EQUITY FOUNDATIONS

## Racial Equity Glossary of Terms

*Review these terms prior to the start of your first racial equity workshop.*

**Racial Equity** - a process of eliminating racial disparities and improving outcomes for everyone. Racial equity occurs when race no longer determines the outcomes for people's lives or their ability to thrive.

**Implicit Bias**- the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Bias is universal; everyone has it.

**Privilege** - certain social advantages, benefits, or degrees of prestige and respect that an individual has by virtue of belonging to certain social identity groups.

**Microaggression**- a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority. Indirect, subtle, or unintentional discrimination against members of a marginalized group.

**Oppression** - the combination of prejudice and institutional power which creates a system that discriminates against some groups

**Discrimination** - an action or practice that excludes, disadvantages, or merely differentiates between individuals or groups of individuals on the basis of some ascribed or perceived trait

**Social Power/Capital** - it can be accumulated. It comprises the social assets of a person (education, intellect, style of speech, style of dress, etc.) that promote social mobility in a stratified society

**Institutional change**- the change of institutions considered as rules and expectations that govern human interactions and paths of development in society.

**Systemic change**- means that change has to be fundamental and affects how the whole system functions

**Institutional/Systemic racism** - a form of racism that is embedded in the laws and regulations of a society or an organization. It manifests as discrimination in areas such as criminal justice, employment, housing, health care, education, and political representation