

## Definitions for 2022 Collective Grant Committee

*Last updated November 2021*

Advocacy	Our understanding of advocacy is work that seeks to advance an idea, argue a position, and/or enrich the debate about an issue of public concern. This could include education, research, litigation, campaigning, or nonpartisan political work.
Characteristics historically linked to discrimination	We know that there are many forms of discrimination, exclusion, and oppression, and also acknowledge the intersectional nature of this discrimination. While we are prioritizing funding for services to communities affected by discrimination on the basis of their race and/or gender identity, we understand that discrimination also does occur - and has historically occurred in our country - on the basis of socioeconomic class, religion, disability, sexual orientation, country of origin, immigration status, age, or any combination of these characteristics, and this discrimination results in inequity.
Cisgender	Someone who identifies as the gender/sex they were assigned at birth.
DEI	Typically stands for Diversity, Equity, and Inclusion.
Discrimination	Power plus privilege.
Disparities	Differences in life experiences, life outcomes, and the distribution of society's benefits and burdens determined by a person's race, gender identity, and other characteristics historically linked to discrimination and/or exclusion.
Equity	The condition that would be achieved if one's identity no longer predicted how one fared in life.
Gender Identity	A person's internal, deeply held sense of their gender.
Implicit Bias	The attitudes or stereotypes that affect one's understanding, actions and decisions in an unconscious manner. Implicit or unconscious biases affect not only our perceptions but also our behavior, policies and institutional arrangements. Also known as implicit social cognition or unconscious bias.
Institutional Racism	Racial inequity within institutions and systems of power, such as places of employment, government agencies, and social services. It can take the form of unfair policies and practices, discriminatory treatment, and inequitable opportunities and outcomes.
Internalized Racism	The private racial beliefs held by and within individuals. The way we absorb social messages about race and adopt them as personal beliefs, biases, and prejudices are all within the realm of internalized racism.

Interpersonal Racism	How our private beliefs about race become public when we interact with others. When we act upon our prejudices or unconscious bias - whether intentionally, visibly, verbally or not - we engage in interpersonal racism. Interpersonal racism also can be willful and overt, taking the form of bigotry, hate speech, or racial violence.
Intersectionality	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.
Power	Control, influence or authority. Rashad Robinson said "Power is the ability to change the rules." Dr. Martin Luther King, Jr. said, "Power is the ability to achieve a purpose. Whether or not it is good or bad depends upon the purpose." In a social change and equity context, distinctions are made between "power over" and "power with."
Race	A socially constructed system of categorizing humans based on observable physical features (phenotypes) such as skin color and on ancestry. There is no scientific basis for or discernable distinction between racial categories. The ideology of race has become embedded in our identities, institutions and culture and is used as a basis for discrimination and domination.
Racial Justice	The systematic fair treatment for people of all races that results in equitable opportunities and outcomes for everyone. All people are able to achieve their full potential in life, regardless of race, ethnicity or the community in which they live. Racial justice - or racial equity - goes beyond "anti-racism." It's not just about what we are against, but also what we are for. A "racial justice" framework can move us from a reactive posture to a more powerful, proactive and even preventative approach.
Sexism	Prejudice, stereotyping, or discrimination, on the basis of sex/gender.
Structural Racism	The macro level systems, social forces, institutions, ideologies and processes that interact with one another to generate and reinforce inequities among racial and ethnic groups.
Transgender	An umbrella term for people whose gender identity and/or gender expression differs from what is typically associated with the sex they were assigned at birth.
White Privilege	Inherent advantages possessed by a white person on the basis of their race in a society characterized by racial inequality and injustice.