

Diversity, Equity, Inclusion, and Accessibility (DEIA) Glossary

The purpose of this glossary is to introduce common diversity, equity, inclusion, and accessibility (DEIA) language and terms. This resource is not meant to be a comprehensive list of terms, but rather establish foundational knowledge and understanding to promote conversation and continued learning.

Diversity: Recognition of the vast array of different groups, including those of different races, ethnicities, genders, and cultures, that may have varying behaviors, attitudes, values, beliefs, rituals, traditions, languages, or histories.

Equity: The fair and respectful treatment of all people. It means to identify and eliminate unfair biases, stereotypes or barriers that may limit full participation of all people. Equity in education means that personal or social circumstances such as gender, ethnic origin or family background, are not obstacles to achieving educational potential.

Inclusion: Valuing differences as a source of strength, innovation, and performance; creating belonging. The behaviors and social norms that ensure people feel welcome. Inclusion is involvement and empowerment, where the inherent worth and dignity of all people are recognized.

Bias: Prejudice in favor of or against one thing, person or group compared to another; usually in a way considered unfair. Implicit bias is unconscious, explicit bias is conscious.

Implicit Bias (*aka unconscious bias or implicit social cognition*): Refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These preferences and associations, which can be both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. These include, but are not limited to, associations between people/groups and social traits.

Cultural Competence: The ability of an individual or organization to interact effectively with people of different cultures. This includes drawing on knowledge of culturally based values, traditions, customs, language, and behavior to plan, implement, and evaluate service activities. Some organizations use the terms "cultural accountability" or "cultural responsiveness."

Culturally Responsive Practices: The extent to which a practitioner is able to understand and consider the different cultural backgrounds of the people to whom services are offered

Cultural Humility: An awareness of one's limitations to understanding a client's cultural background and experience. Cultural humility also involves an interpersonal stance that is other oriented rather than self-focused in regard to the cultural background and experience of the client.

Cultural Identity: 1.) The definition of groups or individuals (by themselves or others) in terms of cultural or subcultural categories (including ethnicity, nationality, language, religion, and gender). In stereotyping, this is framed in terms of difference or otherness. 2.) "One's sensation and perception of self as it is informed by a shared and intergenerationally transmitted integrated historical, ontological, epistemological, axiological, and teleological meaning-making system." 3.) "Self-identification, a sense of belonging to a group that reaffirms itself. It is the extent to which one is a representative of a given culture behaviorally, communicatively, psychologically and sociologically. It consists of values, meanings, customs and beliefs used to relate to the world. It reflects the common historical experiences and shared cultural codes which give us as one entity a stable, unchanging, continuing frame of reference and meaning. People's judgments about whether they or others belong to a cultural group can be influenced by physical appearance, ancestral origin or personal behavior (dressing, speech, holidays, and celebrations)."

Culture: Is the values, beliefs, traditions, behavioral norms, linguistic expression, knowledge, memories, and collective identities that are shared by a group of people and give meaning to their social environments. Culture is learned and inherited behavior that distinguishes members of one group from another group.

Discrimination: Prejudiced treatment of a person on the basis of the social groups to which they belong, and stereotypes about those groups. When committed by an individual, discrimination can be broken down into two types: traditional discrimination (openly negative treatment) and modern discrimination (subtle negative treatment).

Racism: A belief that racial differences produce or are associated with inherent superiority or inferiority. Racially-based prejudice, discrimination, hostility or hatred. Institutionalized racism, also known as systemic racism, refers to forms of racism that are engrained in society or organizations. It is when entire racial groups are discriminated against, or consistently disadvantaged, by larger social systems, practices, choices or policies.

Ethnicity: A socially or politically constructed group based on cultural criteria, such as language, customs, and shared history.

Additional DEIA Vocabulary

*Sources: Anti-Violence Project. Glossary. University of Victoria; Colors of Resistance. Definitions for the Revolution; Cram, R. H. (2002); Teaching for diversity and social justice: A sourcebook; Equity and Inclusion. Glossary. UC Davis; Potapchuk, M., Leiderman, S., et al, (2009). Glossary, Center for Assessment and Policy Development; Center for Diversity & Inclusion. Glossary of Bias Terms. Washington University in St. Louis; College of the Environment. Glossary. University of Washington; Marymount College University. DEI Glossary; Harvard Human Resources. Glossary of Diversity, Inclusion and Belonging (DIB) Terms. Harvard University. The SAGE Encyclopedia of Abnormal and Clinical Psychology: Cultural Identity. Oxford Reference (Oxfordreference.com). Cambridge Dictionary (dictionary.cambridge.org)