

Inclusive Excellence Glossary of Terms

Anti-racism: Opposed to racism

Able-bodied: Describes someone who does not identify as having a disability

Abnormality: Used to describe a condition that deviates from what is considered normal (Note: The use of this word is used in a medical context, but it is derogatory in other contexts.)

Able-ism: The belief that disabled individuals are inferior to non-disabled individuals, leading to discrimination toward and oppression of individuals with disabilities and physical differences.

Acquiesce: Consent without objection

Adept: Being highly skilled or well trained in a particular discipline, an expert

Adulation: Excessive praise

Adult-ism: Prejudiced thoughts and discriminatory actions against young people, in favor of the older person(s)

Ageism: A system of beliefs, attitudes, and actions that stereotype and discriminate individuals or groups on the basis of their age

Albinism: A group of inherited disorders that result in little or no production of the pigment melanin (produced by your body and determines the color of skin, hair, and eyes) (Note: When referring to a person with albinism do not say 'an albino' or 'albino'.)

Ally: Someone who supports a group other than one's own (in terms of multiple identities such as race, gender, age, ethnicity, sexual orientation, religion, etc.). An ally acknowledges oppression and actively commits to reducing their own complicity, investing in strengthening their own knowledge and awareness of oppression.

Assigned Sex: What a doctor determines to be your physical sex birth based on the appearance of one's primary sex characteristics

Anti-Semitism: A hatred or hostility towards Jewish people/people of Jewish heritage or ancestry

Bias: Prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair. While also giving special treatment to the favored group

Bigotry: Obstinate or intolerant devotion to one's own opinions and prejudices

Body Shaming: Mocking or humiliating some based on their weight or physical appearance

Cisgender: A term for people whose gender identity, expression, or behavior aligns with those typically associated with their assigned sex at birth

Cis-Sexism: Oppression based assumption that transgender identities and sex embodiments are less legitimate than cis-gender ones

Classism: A biased or discriminatory attitude based on distinctions made between social or economic classes

Colorism: Prejudice or discrimination against individuals with a dark skin tone, typically among people of the same ethnic or racial group

COMPASS: An acronym for core online modules to promote and accelerate student success - a series of modules assessing quantitative and writing skills as well as lessons on ethics and justice and other core values of Gillings

CQI: An acronym for Continuous Quality Improvement

Cultural Competence: A set of congruent behaviors, attitudes and policies that come together in a system, agency or among professionals that enables effective work in cross-cultural situations

Equity: Fairness or justice in the way people are treated

Equity-Mindedness: “The term ‘Equity-mindedness’ refers to the perspective or mode of thinking exhibited by practitioners who call attention to patterns of inequity in student outcomes. These practitioners are willing to take personal and institutional responsibility for the success of their students, and critically reassess their own practices. It also requires that practitioners are race-conscious and aware of the social and historical context of exclusionary practices in American Higher Education.”

Gender Identity: A person’s perception of their gender, which may or may not correspond with their birth sex

Hack-a-thon: An event in which individuals gather to engage in coding or programming in a collaborative environment

Health Disparities: Preventable differences in the burden of disease, injury, violence, or opportunities to achieve optimal health that are experienced by socially disadvantaged populations

Health Equity: An ongoing process to assure the conditions necessary to achieve optimal health for all people. To achieve health equity, [Dr. Camara Jones](#) said the United States needs to (1) value all individuals and populations equally, (2) recognize and rectify historical injustices that have led to disproportionate harm on marginalized communities, and provide resources according to population needs.

Health Inequities: The principle underlying a commitment to reduce—and, ultimately, eliminate—disparities in health and in its determinants, including social determinants

Hegemonic Norms: Socially acceptable principles and standards of behavior of a dominant philosophy

Homophobia: Hatred or hostility (stereotypes) towards homosexuality or people that identify as lesbian, and gay

Identity-First Language (IFL): Referring to someone as their identity first, then as a person. (Ex: An epileptic person instead of a person with epilepsy. Debate on which is better for the community, using IFL or PFL)

Imposter Syndrome: A phenomenon in which high-achieving individuals are unable to internalize their accomplishments and instead constantly fear being exposed as a ‘fraud’

Inclusion: The active, intentional, and ongoing engagement with diversity—in the curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect—in ways that increase awareness, content knowledge, cognitive sophistication and empathic understanding of the complex ways individuals interact within systems and institutions

Inclusive Excellence Council: A permanent dean’s level committee established to address issues of diversity and inclusion for retention, recruitment, success and satisfaction of staff, faculty, and students at the Gillings School of Global Public Health

Inclusive Language: Language that avoids the use of certain expressions or words that might be considered to exclude particular groups of people

Interpersonal Racism: Directly perceived hostility and discrimination between two or more people based on race that includes a power dynamic contingent on the differing races of the individuals involved

Intersectionality: The interconnected nature of social categorization (race, class, gender, etc.) that can create overlapping and interdependent systems of discrimination or disadvantage (Note: Term coined by Kimberle Crenshaw)

Mainsplain: When men explain to someone (usually a woman) in a manner that is condescending or patronizing

Marginalized Populations: Those excluded from mainstream social, economic, cultural, or political life. See the SAGE Encyclopedia of Qualitative Research Methods for a more complete definition.

Microaggression:

Term used for brief and commonplace daily verbal, behavioral or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups

Muslim Racism: Having hatred for people of Islam based on prejudice of their own belief or 9/11

Nonbinary: People whose gender is not male or female use many different terms to describe themselves, with nonbinary being one of the most common. Other terms include genderqueer, agender, bigender, and more. None of these terms mean exactly

the same thing – but all speak to an experience of gender that is not simply male or female

People of Color: Individuals that are not ascribed as or identify as white

Person-First Language (PFL): When referring to a person with a disability, you should always put the PERSON first instead of the disability. (Note: Debate on which is better for the community, using IFL or PFL)

Perspective-taking Training: A training that helps foster empathy for minorities and other groups by having people look at things from someone else's point of view

Power-Based Interpersonal Violence (PBIV): Any kind of violence in which one person uses their power to maintain control or hurt another person (domestic violence, bullying, elder abuse, etc.)

Prejudice: Preconceived opinion that is not based on reason or actual experience (Prejudice could be a synonym for stereotyping)

Privilege: A right or advantage that only some people have access or availability to because of their social group membership

Public Health: The science of protecting and improving the health of people and their communities. This work is achieved by promoting healthy lifestyles, researching disease and injury prevention, and detecting, preventing, and responding to infectious diseases

Racial Equity: Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation. This includes elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

Social Justice: A political and philosophical theory which asserts that there are dimensions to the concept of justice beyond those embodied in the principles of civil or criminal law, economic supply and demand, or traditional moral frameworks

Stereotype: A widely known but oversimplified idea of a particular person, group, or thing

Structural Bias: Institutional discrimination or prejudice against certain individuals

Structural Racism: Structural racism is defined as 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

Structural and Systemic Racism (cont.): The Aspen Institute defines Structural and Systemic Racism as a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time. Structural racism is not something that a few people or institutions choose to practice. Instead, it has been a feature of the social, economic, and political systems in which we all exist. In many ways “systemic racism” and “structural racism” are synonymous. If there is a difference between the terms, it can be said to exist in the fact that a structural racism analysis pays more attention to the historical, cultural, and social psychological aspects of our currently racialized society.

Their version (Inclusive Excellence): The Association of American Colleges and Universities’ (AAC&U) guiding principle for access, student success and high-quality learning. It is designed to help colleges and universities integrate diversity, equity and educational quality efforts into their missions and institutional operations.

Tokenism: The practice of making only a perfunctory or symbolic effort to be inclusive, especially by recruiting a small number of people from underrepresented groups in order to give the appearance of sexual or racial equality within a workforce

Transphobia: Hatred or hostility (stereotypes) towards homosexuality or people that identify as transgender

URM: An acronym for “underrepresented minority”

Xenophobia: Fear and hatred of strangers or foreigners or of anything that is strange or foreign

Reference

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