

Diversity: The numerous variants of identity, skill, appearance, ability and other characteristics of any group. The level of difference represented within any group.

Equality vs. Equity: Equality means each individual or group of people is given the same resources or opportunities. Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

Inclusion: A set of community values, which suggest that people of all backgrounds, perspectives and beliefs should have an equal opportunity to belong, achieve and contribute to their community. Inclusion requires people to value, respect and accept diversity.

Social Groups: A group of people who share a common social identity. Any group of people set apart by socially-defined boundaries such as race, gender, sexual orientation, religion, age, ethnicity, ability, and socio-economic class. In each social group, individuals are either members of **privileged** groups (those with the social power) and privilege to oppress others or members of **target** groups (those who are oppressed). The number of memberships an individual has in the privileged group defines one's amount of social power in the American society.

Oppression: A systematic social phenomenon based on the perceived and real differences among social groups that involve ideological domination, institutional control and the promulgation of the oppressors ideology, logic system, and culture to the oppressed group. The result is the exploitation of one social group by another for the benefit of the oppressor group.

Racism: The systematic subordination of targeted racial groups who have relatively little social power in the United States (Black, Latinx, Native American, Asian, Biracial & Multiracial people), by the members of the privileged racial group who have relatively more social power (White people). This subordination is supported by the actions of the individuals, cultural norms and values, and the institutional structures and practices of society.

Implicit bias: automatic associations between social groups and traits or characteristics

Explicit bias: beliefs and attitudes that we report and endorse

Discrimination: negative behavior directed toward a person because of their group identity

Bias blind spot: cognitive bias where we recognize others' biases but think we are objective

Motivated reasoning: cognitive process where we find evidence to justify our decisions

Growth mindset: mindset where change is viewed as a challenge rather than an obstacle

Bias literacy: objective (measured) and subjective (felt) knowledge of bias