

## Check Your Knowledge

1. A preference in favor of, or against a person, group of people or thing.

Ally

Bias

Equality

Power

2. For this movement to happen someone had to first communicate that Black lives do not matter & this has happened for centuries.

Agent Group

Colorism

Implicit Bias

Black Lives Matter

3. Black and Indigenous as distinct from People of Color because of different lived experiences of racism & oppression.

Target Group

Racism

Black Indigenous People of Color (BIPOC)

Equity

4. Members of dominant groups privileged by birth who knowingly exploit & benefit from unfair advantages over target group.

Black Lives Matter

Agent Group

Colorism

Implicit Bias

5. Prejudiced thoughts and discriminatory actions based on a difference in race/ethnicity.

Racism

Equity

Black Indigenous People of Color (BIPOC)

Target Group

6. Proactive efforts to root out racism within our communities/organizations while advocating for equity, inclusion and justice.

Ethnicity

Privilege

Anti-Racism

Bias

7. Negative beliefs that people unknowingly hold about other people.

Black Lives Matter

Implicit Bias

Colorism

Agent Group

8. Working toward fair outcomes for people/groups by treating them in ways that address their unique advantages or barriers.

Target Group	Racism
Black Lives Matter	Equity

9. Access to resources that enhances one's chances of getting what one needs to lead safe, comfortable and productive life.

Ally	Power
Bias	Equality

10. Within-group and between-group prejudice in favor of lighter skin color.

Black Lives	Agent Group
Colorism	Implicit Bias

11. Unearned, unasked for, often invisible benefits and advantages available not to members of targeted/disadvantaged group.

Privilege	Anti-Racism
Ethnicity	Black Lives Matter

12. Advocates for people from underrepresented or marginalized groups.

Equality	Power
Bias	Ally

13. Treating everyone the same way, often while assuming that everyone also starts out on equal footing.

Power	Ally
Equality	Bias

14. The multiplicity of beliefs, behaviors and traditions held in common by a group of people.

Privilege	Anti-Racism
Ethnicity	Agent Group

15. A social identity group that is disenfranchised, exploited and victimized in a variety of ways.

Black Indigenous People of Color (BIPOC)	Racism
Equity	Target Group

## Answer Key

1. Bias
2. Black Lives Matter
3. Black Indigenous People of Color
4. Agent Group
5. Racism
6. Anti-Racism
7. Implicit Bias
8. Equity
9. Power
10. Colorism
11. Privilege
12. Ally
13. Equality
14. Ethnicity
15. Target Group