

**Shur Fellow Guidance**  
**March 2019**  
**DEI Definitions**

Articles and books on DEI are full of buzzwords and acronyms that can feel like puzzles to be solved as you attempt to deepen your knowledge of DEI. Additionally, some terms, even those that seem familiar, may be used differently in different spaces. Others can be so similar in meaning it can sometimes be difficult to know what term to use and when.

As the League continues our DEI work, we seek to establish a common language and understanding of the words we use.

We have defined what we mean by the terms Diversity, Equity and Inclusion on the League Management Site: <https://www.lwv.org/league-management/leadership-development/diversity-equity-and-inclusion>.

Below is a glossary of commonly used words with detailed definitions and their sources. As you read through ask the following:

1. What definitions surprised you?
2. What definitions are new to you?
3. What familiar definitions have you used interchangeably?
  - a. In reviewing them, what differences can you see and why are they important to how and when the words are used?
4. What role can you play in connecting these definitions to League work and sharing them with your League network?

Term	Definition
Diversity	Includes all the ways in which people differ, and it encompasses all the characteristics that make one individual or group different from one another. It is all-inclusive and recognizes everyone and every group as part of this should be valued.  <i>Source: Racial Equity Tools; UC Berkeley Center for Equity, Inclusion and Diversity, Glossary of Terms.</i>
Equity	To treat everyone fairly; an emphasis on this seeks to render justice by deeply considering structural factors that benefit some social groups/communities and harms other social groups/communities. Sometimes justice demands an unequal response to achieve this.  <i>Source: Everyday-Democracy; YWCA Social Justice Glossary</i>
Inclusion	Authentically brings traditionally excluded individuals and/or groups into processes, activities and decision/policy making.  <i>Source: W.K. Kellogg Foundation; Crossroads Charlotte Individual Initiative Scorecard for Organizations Scorecard Overview, revised 3/12/07.</i>

Ally	<p>Describes someone who supports a group other than one’s own. [This someone] acknowledge[s] disadvantage and oppression of other groups than their own; take[s] risks and support[s] action on their behalf; commit[s] to reducing their own complicity or collusion in oppression of those groups and invest[s] in strengthening their own knowledge and awareness of oppression.</p> <p><i>Source: W.K. Kellogg Foundation; Center for Assessment and Policy Development</i></p>
Bigotry	<p>Intolerant prejudice which glorifies one’s own group and denigrates members of other groups.</p> <p><i>Source: W.K. Kellogg Foundation; National Conference for Community and Justice St. Louis Region — unpublished handout used in the Dismantling Racism Institute program.</i></p>
Collusion	<p>When people act to perpetuate oppression or prevent others from working to eliminate oppression. Example: Able-bodied people who object to strategies for making buildings accessible because of the expense.</p> <p><i>Source: W.K. Kellogg Foundation; Maurianne Adams, Lee Anne Bell and Pat Griffin, editors. Teaching for Diversity and Social Justice: A Sourcebook. New York: Routledge.</i></p>
Culture	<p>A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors and styles of communication.</p> <p><i>Source: W.K. Kellogg Foundation; Institute for Democratic Renewal and Project Change Anti-Racism Initiative. A Community Builder's Tool Kit.</i></p>
Ethnicity	<p>A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history and ancestral graphical base.</p> <p><i>Source: W.K. Kellogg Foundation; Maurianne Adams, Lee Anne Bell and Pat Griffin, editors. Teaching for Diversity and Social Justice: A Sourcebook. New York: Routledge.</i></p>
Implicit Bias	<p>A negative association that people unknowingly hold. Expressed automatically, without conscious awareness. Many studies have indicated that [it] affects individuals’ attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that [it] exist[s] within themselves. Notably, [it has] been shown to trump</p>

	<p>individuals’ stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess.</p> <p><i>Source: Racial Equity Tools; State of the Science Implicit Bias Review 2013, Cheryl Staats, Kirwan Institute, The Ohio State University.</i></p>
“ism”	<p>A way of describing any attitude, action or institutional structure that subordinates (oppresses) a person or group because of their target group, [e.g. color, gender, economic status, age, religion, sexual orientation, language, citizenship, etc.]</p> <p><i>Source: W.K. Kellogg Foundation; Institute for Democratic Renewal and Project Change Anti-Racism Initiative. A Community Builder's Tool Kit. Claremont, Calif.: Claremont Graduate University.</i></p>
Oppression	<p>The systemic and pervasive nature of social inequality woven throughout social institutions as well as imbedded within individual consciousness. Fuses institutional and systemic discrimination, personal bias, bigotry and social prejudice in a complex web of relationships and structures that saturate most aspects of life in our society.</p> <ul style="list-style-type: none"> <li>• Denotes structural and material constraints that significantly shape a person’s life changes and sense of possibility.</li> <li>• Signifies a hierarchical relationship in which dominant or privileged groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups.</li> <li>• Resides not only in external social institutions and norms but also within the human psyche as well.</li> <li>• Eradicating this ultimately requires struggle against all its forms, and that building coalitions among diverse people offers the most promising strategies for challenging this systematically.</li> </ul> <p><i>Source: W.K. Kellogg Foundation; Maurianne Adams, Lee Anne Bell and Pat Griffin, editors. Teaching for Diversity and Social Justice: A Sourcebook. New York: Routledge.</i></p>
Power	<p>Unequally distributed globally and in U.S. society; some individuals or groups wield a greater amount than others, thereby allowing them greater access and control over resources. Wealth, whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which this operates.</p> <p><i>Source: Racial Equity Tools; Intergroup Resources, 2012.</i></p>
Prejudice	<p>A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or</p>

	<p>stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.</p> <p><i>Source: Racial Equity Tools; Institute for Democratic Renewal and Project Change Anti-Racism Initiative. A Community Builder's Tool Kit.</i></p>
Privilege	<p>Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group. Is usually invisible to those who have it because we're taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.</p> <p><i>Source: Racial Equity Tools; Colors of Resistance Archive Accessed June 28 2013.</i></p>
Race	<p>A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly color), ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the social, economic, and political needs of a society as a given period of time.</p> <p><i>Source: W.K. Kellogg Foundation; Maurianne Adams, Lee Anne Bell and Pat Griffin, editors. Teaching for Diversity and Social Justice: A Sourcebook. New York: Routledge.</i></p>
Racism	<p>A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate [a certain type of] 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. It is not something 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.</p> <p><i>Source: Everyday-Democracy; Aspen Institute</i></p>
Social Justice	<p>Includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others and the society as a whole.</p> <p><i>Source: W.K. Kellogg Foundation; Maurianne Adams, Lee Anne Bell and Pat Griffin, editors. Teaching for Diversity and Social Justice: A Sourcebook. New York: Routledge.</i></p>
Social Power	<p>Access to resources that enhance one's chances of getting what one needs or influencing others in order to lead a safe, productive, fulfilling life.</p>

	<p><i>Source: W.K. Kellogg Foundation; Maurianne Adams, Lee Anne Bell and Pat Griffin, editors. Teaching for Diversity and Social Justice: A Sourcebook. New York: Routledge</i></p>
White Supremacy	<p>A historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and peoples of color by white peoples and nations of the European continent; for the purpose of maintaining and defending a system of wealth, power and privilege.</p> <p><i>Source: Racial Equity Tools; Transforming White Privilege: A 21st Century Leadership Capacity, CAPD, MP Associates, World Trust Educational Services, 2012.</i></p>