

Diversity, Equity, and Inclusion Glossary of Terms

DEI TERMS

Ally

An ally is someone who is not a member of a marginalized group but who supports and advocates for the rights and needs of that group. Allies can be individuals or organizations that work to create a more inclusive and equitable environment for all people.

Anti-Racist

Anti-racism is a practice that seeks to identify and challenge the systems and structures of racism. It involves actively working to dismantle white supremacy and create a more equitable and just society. Anti-racism is not just about opposing racism, but about creating a world where everyone has the opportunity to thrive.

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Bias

Bias is a prejudice or preference for or against a particular group, person, or thing. It can be conscious or unconscious and can lead to unfair treatment and discrimination. Bias is often rooted in stereotypes and can be challenging to recognize and overcome.

Co-conspirators

Co-conspirators are individuals or organizations that work together to perpetuate a system of oppression or discrimination. They are often seen as complicit in the actions of others and are held accountable for their role in the system.

Discrimination

Ethnicity

Gender

Gender Identity

Implicit Bias

Inclusion

Intersectionality

Microaggressions

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Power n n n
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Transgender

White Supremacy