

Working Definitions

Agent Groups - Social identity groups that are advantaged, afforded agency, and hold an unearned privilege in society

Ally- A member of the agent social group who takes a stand against social injustice directed at target groups. They make a commitment and effort to recognize their privilege and works in solidarity with oppressed groups in the struggle for justice. They understand that it is their responsibility to end all forms of oppression

Environmental Racism- when communities of color and Native communities are subjected to disproportionate exposure to environmental hazards and/or denial of access to ecological benefits (clean air, water, land)

Environmental Justice - (EJ) is defined as the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies.

Power- ability to do something or act in a particular way; the capacity or ability to direct or influence the behavior of other or the course of events

Systemic or Institutional Power- Ways that a dominant force, the mainstream or the majority builds oppressive policies into systems and institutions

Oppression- prejudice + systemic/institutional power: systematic targeting or marginalization of one social group by a more powerful group for social, economic and political benefit. Oppression can manifest through racism, classism, sexism, heterosexism. Only the dominant group can be oppressive because they're the only group that has institutional POWER

Racism- prejudice, discrimination directed against someone of a different race based on the belief that one's own race is superior. Race Prejudice + Systemic Power = Racism

Privilege = ISM + Systemic POWER: unearned benefits bestowed upon mainstream or dominant groups at the expense of others

Equality/Equity: **Equality** is the measure of sameness. **Equity** is a measure of fair treatment, opportunities and outcomes across race, gender, class and other dynamics. This distinction is important. We are told that to be fair we must treat everyone the same (equal); however, when we recognize the legacy of institutionalized and structural racism we understand that differing people and communities need different resources (equity). In order to be equitable we provide specific, unique resources that will support people and communities getting their basic needs met and reaching their full potential. Sameness is not always fairness if the oppressed group remains disadvantaged.

Explicit/Implicit Bias - **Explicit** - Consciously accepts prejudice in favor of, or against one group compared with another usually in a way considered to be unfair. **Implicit** - Consciously rejects prejudice and stereotypes and supports anti-discrimination efforts but also hold negative associations unconsciously.

Race - A theory of specious classification of human beings that assigns human worth and social status using skin color and other visible characteristics for the purpose of establishing and maintaining privilege and power. Race is a social and political construct.

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Racial Disparities - Differences in measurable societal outcomes based on race. These disparities are rooted in unfairness and injustice and are perpetuated by policies and practices with racial bias (implicit or explicit).

Racial Equity - When social, economic and political opportunities and outcomes are not predicted based upon a person's race.

Racial Inequity - When a person's race can predict their social, economic and political opportunities and outcomes.

Racial Justice - Working to eliminate racial disparities resulting from individual, institutional and structural racism. Equitable outcomes for all are central to racial justice efforts.

Racial Microaggressions - Brief commonplace, subtle or blatant daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color.

Structural Racism - The history and current reality of institutional racism across all institutions. This combines to create a system that negatively impacts communities of color.

Target Groups - Social identity groups that are disenfranchised, targeted, or exploited.

White Fragility - a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation.

Leadership - A leader is someone who takes responsibility for enabling others to achieve their purposes in an uncertain world.