

Glossary of Terms for Brookline Public Schools

Diversity: The range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

Implicit Bias: Learned stereotypes and prejudices that operate automatically, and unconsciously, when interacting with others. Also referred to as *unconscious bias*. When a person's actions or decisions are at odds with their intentions this is implicit bias. (John Powell)

Inclusion: Involvement and empowerment, where the inherent worth and dignity of all people are recognized. An inclusive university promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members.

Oppression: Unjust use of power and authority.

People of Color: A political construct created by People of Color to describe people who would generally not be categorized as White.

Prejudice: An unfavorable opinion or feeling formed beforehand or without knowledge, thought, or reason.

Privilege: Advantages and immunities enjoyed by one, usually powerful group or class, especially to the disadvantage of others.

Race: A socially constructed way of grouping people, based on skin color and other apparent physical differences, which has no genetic or scientific basis. This social

construct was created and used to justify social and economic oppression of people of color by Whites.

Racial Discrimination: Unfair treatment because of an individual's actual or perceived racial or ethnic background.

Racial Justice: The creation and proactive reinforcement of policies, practices, attitudes, and actions that produce equitable power, access, opportunities, treatment and outcomes for all people.

Racism: A system of advantage based on race. (David Wellman)

- **Internalized Racism** - The set of private beliefs, prejudices, and ideas that individuals have about the superiority of Whites and the inferiority of people of color. Among people of color, it manifests as internalized racial oppression. Among Whites, it manifests as internalized racial superiority.
- **Interpersonal Racism** - The expression of racism between individuals. These are interactions occurring between individuals that often take place in the form of harassing, racial slurs, or telling of racial jokes.
- **Institutional Racism** - Discriminatory treatment, unfair policies and practices, and inequitable opportunities and impacts within organizations and institutions, based on race.
- **Structural Racism** - Racial bias across institutions and society over time. It's the cumulative and compounded effects of an array of factors such as public policies, institutional practices, cultural representations, and other norms that work in various, often reinforcing, ways to perpetuate racial inequity.

Stereotype: A standardized mental picture that is held in common about members of a group that represents an oversimplified opinion, attitude, or unexamined judgment, without regard to individual difference.

White Privilege: Advantages and immunities enjoyed by whites in the US.

White Supremacy: 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.