Race, Equity, and Inclusion Glossary of Terms

This document is divided into three sections.

Below is a list of some terms that are important to have shared understanding of their meaning for the Race, Equity, and Inclusion Working Group. This list is not exhaustive. This list is not representative of many common terms that refer to other identities in particular LGBTQ+ and ability.

Section I.

Race: the concept of dividing people into populations or groups on the basis of various sets of physical characteristics.

Racial Equity: When race can no longer be used to predict life outcomes and outcomes for all groups are improved. As an outcome, we achieve racial equity when race no longer determines one's socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live. As a process, we apply racial equity when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.

Redlining: Redlining is the practice of denying a creditworthy applicant a loan for housing in a certain neighborhood even though the applicant may otherwise be eligible for the loan. The term refers to the presumed practice of mortgage lenders of drawing red lines around portions of a map to indicate areas or neighborhoods in which they do not want to make loans.

Diversity: Any dimension that can be used to differentiate groups and people from one another. Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender — the groups that most often come to mind when the term "diversity" is used — but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.

Equity: Equity is defined as "the state, quality or ideal of being just, impartial and fair." The concept of equity is synonymous with fairness and justice. It is helpful to think of equity as not simply a desired state of affairs or a lofty value. To achieve and sustain equity, it needs to be thought of as a structural and systemic concept.

Section II.

Equity vs. Equality: Equity involves trying to understand and give people what they need to enjoy full, healthy lives. Equality, in contrast, aims to ensure that everyone gets the same things in order to enjoy full, healthy lives. Like equity, equality aims to promote fairness and justice, but it can only work if everyone starts from the same place and needs the same things.

Implicit bias: The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control.

Inclusion: Ensuring the right conditions are in place for each person to achieve their full potential. Inclusion should be reflected in an organization's culture, practices and relationships that are in place to support a diverse workforce. Inclusion is the process of creating a working culture and environment that recognizes, appreciates, and effectively utilizes the talents, skills, and perspectives of every employee; uses employee skills to achieve the agency's objectives and mission; connects each employee to the organization; and encourages collaboration, flexibility, and fairness.

Inclusion is more than just allowing people to participate or join; it's about being welcoming.

Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.

Anti-racism: Anti-racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach and set up in opposition to individual racist behaviors and impacts.

Belonging: the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group or place.

Institution/organizational racism: Policies, practices, and procedures that work better for white people than for people of color, often unintentionally. Institutional racism occurs in an organization. These are discriminatory treatments, unfair policies, or biased practices based on race that result in inequitable outcomes for whites over people of color and extend considerably beyond prejudice. These institutional policies often never mention any racial group, but the implicit or explicit intent is to create advantages.

Intersectionality: the interconnected nature of social categorizations such as, but not limited to, race, class, ability, sexual orientation, and gender as they apply to a given individual or group.

Structural racism: The history and current conditions of an overarching system of racial bias across institutions and society. These systems give privileges to white people resulting in disadvantages to people of color

Section III.

Sources:

Advancing Racial Equity and Transforming Government: A Resource Guide to Put Ideas into Action, Government Alliance on Race & Equity (GARE), racialequityalliance.org

America's formerly redlined neighborhoods have changed, and so must solutions to rectify them, Brookings Institute brookings.edu

Annie E. Casey Foundation

Federal Reserve, Federal Fair Lending Regulations and Statutes Fair Housing Act federalreserve.gov

George Washington University, Office for Diversity, Equity, and Community Outreach, diversity.gwu.edu/diversity-and-inclusion-defined

National Museum of African American History & Culture nmaahc.si.edu

National Conference for Community and Justice nccj.org

Race Forward

Society for Human Resource Management

Sacramento Native American Health Center

UC Berkeley Center for Equity, Inclusion and Diversity