

## ODOT Office of Equity and Civil Rights – Foundational Glossary

### ***Access***

The ability, right and permission to approach, enter, speak with, or fully use all aspects of the systems, institutions and the services offered in a society.

### ***Ally***

Someone who supports a group other than one's own. An ally acknowledges oppression and actively commits to reducing their own complicity, investing in building their own knowledge and awareness.

### ***Belonging***

More than just being seen, it requires having a meaningful voice and the opportunity to participate in the design of social and cultural structures.

### ***Color Blind***

The belief that everyone should be treated “equally” without respect to societal, economic, historical, racial or other difference. No differences are seen or acknowledged. Common phrase: “I don't see color.”

### ***Equity***

The fair treatment, access, opportunity and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented full participation of some groups.

### ***Identity***

Who you are, the way you think about yourself, and the characteristics that define you. How we are viewed by the world and are assigned identities that may or may not align with how we see ourselves.

### ***Inclusion***

The act of creating environments in which any individual or group can be and feel welcomed, respected, supported and valued as a fully participating member.

### ***Oppression***

Social power, privilege, and prejudice systems that create multilayered inequities, sustained and reinforced through actions, laws, policies, and processes.

### ***Othering***

Dynamics, processes, and structures that produce marginality and lasting inequity across human identities of religion, sex, race, ethnicity, socioeconomic status (class), language spoken, ability, sexual orientation, and skin tone.

***Systemic/Institutional/Structural racism***

*A form of racism that is expressed in social and political systems. It can lead to issues of discrimination in criminal justice, employment, housing, healthcare and political power.*

***Unlearn/relearn***

The process of continually analyzing, evaluating, and challenging knowledge as a process to increase proficiency, innovation, and belonging.