



HB 2100 Task Force on Homelessness & Racial Disparities

Establishing a foundation for racial equity work requires a common language. Terms and concepts related to race are always evolving as is our own understanding, our local context and community relationships. The following represents key terms, excerpted, and adapted from a variety of resources. It is by no means complete.

On leading with racial equity: We lead with racial equity explicitly, *but not exclusively*. Many groups have been historically minoritized and excluded – based on race, ethnicity, gender, sexual orientation, disability, religion, geography, citizenship, income, education, etc. – but within those identities, there are inequities based on race. Racial inequities persist in every system across the country, without exception.

On racial identity: The concept of 'race' was socially constructed to group and divide people, based upon skin color; used to deny rights and justify social inequality.ⁱ Race is not real and yet it is deeply embedded in our society and continues to be used as a way of classifying individuals and groups.

How a person identifies ethnically and culturally (e.g., Black, African American; Latiné, Middle Eastern-North African, Ojibwe, Jewish, Mexican, Korean American, etc.) is a personal preference. It is important to ask people how they identify.

When creating programs to address the needs of lesser represented groups, it is important to name the groups you are seeking to work with - and not use abbreviations such as POC (people of color) or BIPOC (Black, Indigenous, people of color). These are homogenizing and minimize the rich diversity and key differences among varied ethnicities and cultures, for the sake of brevity.

And it is most important to discuss and determine with your community, how you will identify and refer to each other and to various groups. When in doubt, always ask the person or group how they want to be identified.

On this glossary: The following definitions were taken from a variety of sources, all listed at the end of this document. Many were adapted to be more accessible. Citations are included only for those definitions that were unique or taken from a recognized entity or individual recognized in the field. We appreciate and thank the many folks who continue to wrestle with the language of racial equity.

ⁱ <https://newsreel.org/guides/race/10things.htm>



HB 2100 Task Force on Homelessness & Racial Disparities

Ableism	A set of beliefs or practices that devalue and discriminate against people with disabilities and often rests on the assumption that disabled people need to be “fixed” in one form or the other. ⁱ
Accessible	The extent to which a space or activity is usable by people with disabilities. ⁱⁱ
Acculturation	Learning the nuances of or being initiated into a culture.
Affinity Group	A group of individuals with similar interests, identities or goals that can be formed to promote the development of inclusive organizations.
Affirmative Action	A set of procedures designed to eliminate unlawful discrimination among applicants, remedy the results of prior discrimination, and prevent discrimination in the future.
Ally	A member of a group that has privilege or power who acts against injustice directed at marginalized groups.
Anti-Black Racism	Attitudes, practices and/or policies that reflect the belief that Black people are inferior to other racial groups. ⁱⁱⁱ
Antiracism	The work to actively oppose racism by advocating for changes in political, economic, and social life. ^{iv}
Assimilation	A process by which a person or group adopts the practices of another; acculturation (coerced or voluntary); often understood to be a survival technique.
Bias	A negative or positive preference that can prevent one from being impartial.
Bigotry	An attachment to negative stereotypes and prejudices.
BIPOC	Stands for Black, Indigenous and People of Color. BIPOC was coined ~2013, to highlight the unique, historic, and on-going oppression of Black and Indigenous people in the United States and yet keep those groups in solidarity with the broader POC grouping.



HB 2100 Task Force on Homelessness & Racial Disparities

The term, however, is an abbreviation that minimizes the diversity that exists among the varied and numerous ethnic identities and cultures that are being grouped.

Brave Space	A discussion or activity that encourages full engagement from individuals who may be vulnerable while acknowledging that there may be difficult moments, which the facilitator and allies should address. ^v
Cisgender	People who identify with the gender assigned to them at birth; often identified as cis-male, cis-female, or cis.
Classism	Beliefs and actions that devalue individuals of lower socio-economic status.
Code-Switching	Altering one's behavior and communication style to be accepted; a tactic often used by marginalized groups to minimize discrimination against them.
Collusion	Willing participation in the oppression of one's own group. ^{vi}
Colonialism	An intentional process by which a political power from one territory exerts control over a different territory.
Colonization	The invasion, dispossession, and subjugation of a people.
Color-Blind Ideology	The argument that people should be treated without regard to race or ethnicity. This ideology ignores the ongoing legacy of systemic racism.
Colorism	Allocating advantage to people with lighter skin tones.
Community Agreements	Guidelines developed by a group to establish rules for how best to interact.
Counter Narrative	Narratives that emerge from the vantage point of those are marginalized.
Covert Racism	Racism that is disguised and subtle.



HB 2100 Task Force on Homelessness & Racial Disparities

Critical Race Theory

A decades old academic concept that race is a social construct, and that racism is embedded in legal systems and policies.^{vii}

Cultural Appropriation

Use of cultural elements for one's own benefit or profit without acknowledgement or respect for its value in the original culture.^{viii}

Cultural Competence

The ability to understand, appreciate and interact with people from cultures or belief systems different from one's own.^{ix}

Cultural Humility

Engaging in a lifelong process of self-reflection and self-critique in which you learn about other cultures, starting with reflecting on your own beliefs and cultural identities

Cultural Fit

When a person's attitudes, values, behaviors, and beliefs are in line with the values and culture of an organization.^x

Culture

The patterns of human behavior that people learn consciously and unconsciously that are seen in language, customs, governing institutions, values and more.

Decolonize

The active resistance to the forces of colonization that suppress people's lands, minds, and bodies.

Deculturalization

The process of suppressing and eliminating traditional cultural beliefs and practices, for instance stripping Native people of their language and culture through boarding schools and English-only policies.

Disability

Any condition of the body or mind (impairment) that makes it more difficult for the person with the condition to do certain activities (activity limitation) and interact with the world around them (participation restrictions).^{xi}

Disadvantaged

Having insufficient financial, political, and social resources to meet one's basic needs.



HB 2100 Task Force on Homelessness & Racial Disparities

Discrimination	The unequal treatment of members of a group.
Disenfranchised	Being denied access to power, rights, and opportunities, such as being denied the vote or being denied access to vote.
Disparity	A significant economic, social, racial, or cultural difference.
Diversity	All the ways in which people differ including race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, etc.
Dominant Culture	The cultural values, beliefs, and practices that are assumed to be the most common and influential within a given society. ^{xii}
Dominant Group	The group within a society, which may not be the majority, with the power, privilege, and social status to control and define resources, economic and political systems, and societal norms. ^{xiii}
Equality	Treating everyone the same; giving the same opportunities.
Equity	Providing varied levels of support based on an individual's or group's needs to achieve fairness in outcomes.
Ethnicity	Shared culture and language; is distinct from but may overlap with race.
Eurocentric	Centering European culture as the norm.
First Nation People	Original inhabitants of the Western Hemisphere.
Folx	Refers to individuals with a non-normative sexual identity or orientation.
Genocide	The erasure or destruction of a group of people because of their ethnicity, race, religion, or nationality through structural oppression and/or physical violence.



HB 2100 Task Force on Homelessness & Racial Disparities

Gentrification	The movement of upper-middle class and/or racially privileged individuals and businesses into historically poor and/or racially oppressed neighborhoods.
Hate Crime	A crime motivated by the victim's actual or perceived race, ethnicity, or sexual orientation.
Historical Trauma	The emotional wounds, carried across generations, of shared traumatic experiences such as slavery and forced relocation.
Implicit Bias	A negative or positive association or stereotype that affects our behavior towards and assessments of people in an unconscious manner. ^{xiv}
Imposter Syndrome	Doubting one's own abilities; often experienced by individuals in marginalized groups resulting from internalized oppression.
Inclusion	Bringing traditionally excluded groups or individuals into processes and activities in a way that values their participation. ^{xv}
In-Group Bias	The tendency for groups to favor themselves over other groups. ^{xvi}
Individual Racism	An individuals' beliefs, attitudes and actions that support or perpetuate racism ^{xvii} ; interpersonal racism.
Institutional Racism	Policies and practices that advantage White people and disadvantage of People of Color.
Internalized Racism	The adoption of beliefs and actions that demonstrate one's acceptance of the dominant society's racist stereotypes and that support the existing power structure; internalized racial inferiority; internalized oppression.
Intersectionality	How overlapping vulnerabilities such as race, class, gender, sexual orientation, ability status etc. ...create specific challenges for individuals. ^{xviii}



HB 2100 Task Force on Homelessness & Racial Disparities

Liberation	The progression toward societies, communities and everyone's development characterized by equity, fairness and the support and promotion of everyone's full humanity in which they can dream and thrive. ^{xix}
People of Color	Political or social (not biological) identity among groups of people that are racialized as non-White. The term, however, is an abbreviation that minimizes the diversity that exists among the varied and numerous ethnic identities and cultures that are being grouped.
Positional Power	Power held by virtue of one's position in an organization.
Prejudice	A preconceived opinion or assumption about someone rooted in stereotypes, leading to negative bias or hostility.
Race	A social and political construction—with no genetic or biological basis—used to arbitrarily categorize and divide groups of individuals based on physical appearance (particularly skin color), ancestry, cultural history, and ethnic classification. ^{xx}
Racial Disproportionality	The underrepresentation or overrepresentation of a racial or ethnic group at a particular decision point, event, or circumstance, in comparison to the group's percentage in the total population. ^{xxi}
Racial Equity	When a person's race does not predict their opportunities and outcomes.
Racial Inequity	When two or more racial groups are not standing on approximately equal footing; ^{xxii} unequal outcomes experienced by racial groups; racial disparity.
Racial Justice	The systemic fair treatment of all people resulting in equitable opportunities and outcomes, achieved through the elimination of all forms of racism and racial hierarchies.
Racial Profiling	The act of suspecting, targeting, or discriminating against a person based on their race, ethnicity, or religion; a



HB 2100 Task Force on Homelessness & Racial Disparities

practice frequently used by police in selecting which individuals to target for surveillance such as traffic stops.

Racial Trauma

A product of dealing with racial harassment, racial violence, or institutional racism; race-based stress.

Racially Coded Language

Language that is seemingly race-neutral but is a disguise for racial stereotypes, for instance use of the word “thug” to describe Black men and boys.

Racism

Race Prejudice + Institutional Power = Racism.
Racism is a complex system of advantage and oppression based on the racial superiority and dominance of one group over another.

Safe Space

An environment in which everyone feels able to participate fully, without fear of attack, ridicule, or denial of experience. Calls for safe space can also be invoked to prioritize the comfort of White people who feel discomfort in a cross racial dialogue.

Stereotypes

An exaggerated trait assumed to be true for all members of a particular social group.^{xxiii}

Targeted Groups

Social identity groups that are disenfranchised, targeted, or exploited.

Targeted Universalism

Setting universal goals pursued by targeted processes to achieve those goals for all groups concerned.^{xxiv}

Tokenism

The superficial effort to include a small number of people from underrepresented groups to appear inclusive.

Trigger

Words or phrases that stimulate an emotional response because they tap into anger or pain about oppression issues.

Underprivileged

Not having the same standard of living or rights as many people in a society.

Underrepresented Groups

Individuals or groups with insufficient or inadequate representation in various aspects of society.



HB 2100 Task Force on Homelessness & Racial Disparities

Universal Design	The design of an environment so that it can be accessed, understood, and used to the greatest extent possible by all people, regardless of their age, size, ability, or disability.
Upward Mobility	An individual or group's rise to increased social and/or economic status.
Violence	A tool of oppression used to acquire and/or maintain power. Violence for this purpose can be physical, psychological, social, cultural, political, and/ or economic. ^{xxv}
White Dominant Culture Norms	The explicit to subtle ways that the norms, preferences, and fears of white European descended people overwhelmingly shape how we organize our work and institutions, see ourselves and others, interact with one another and with time, and make decisions. ^{xxvi}
White Fragility	A range of defensive emotions and behaviors that White people exhibit when confronted with uncomfortable truths about race. ^{xxvii}
Whiteness	The way that White people, their customs, culture, and beliefs operate as the standard by which all other groups are compared and deemed inferior. ^{xxviii}
White Supremacy	A system of exploitation and domination that consolidates and maintains power and resources among White people and promotes whiteness as the standard. ^{xxix}
Xenophobia	Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that immigrants or outsiders are inferior to the dominant group of people. ^{xxx}



HB 2100 Task Force on Homelessness & Racial Disparities

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HB 2100 Task Force on Homelessness & Racial Disparities

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HB 2100 Task Force on Homelessness & Racial Disparities

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