



# Equity Definitions

Word	Definition
<b>Active Bystander</b>	Making focused observations, asking questions, and having knowledge of what to do at various points on the continuum of biased and violent behaviors.
<b>Ally</b>	People who recognize the unearned privilege they receive from society's patterns of injustice and take responsibility for changing these patterns.
<b>Cisgender</b>	A person who identifies as the gender they were assigned at birth. "Cis" is derived from the Latin word meaning "on the same side." A cisgender person is not transgender. As an example, if a doctor said "it's a boy!" when you were born and you identify as a man, then you could probably be described as cisgender. (PCC)
<b>Classism</b>	A system of power and privilege based on the accumulation of economic wealth and social status. Classism is the mechanism by which certain groups of individuals, considered as a unit according to their economic, occupational, or social status, benefit at the expense of other groups. (PCC)
<b>Culture</b>	A group or community with which you share common experiences that shape the way you understand the world.
<b>Discrimination</b>	The ability or power to see or make fine distinctions; discernment.
<b>Equity (OFB's definition)</b>	At Oregon Food Bank, Equity is our collective journey of intentional and mindful work to disrupt and remove systemic injustices and discrimination with an open mind and a loving heart for the creation of equal outcomes, the promotion of respect for our shared human dignity and freedom. In other words, to us, equity is the embodiment of Dr. King's vision of the beloved community where poverty, hunger, and homelessness are not tolerated.
<b>Equity</b>	Takes into consideration the fact that the social identifiers (race, gender, socio-economic status, etc.) do in fact affect equality. In an equitable environment, an individual or a group would be given what was needed to give them equal advantage. This would not necessarily be equal to what others were receiving. It could be more or different. Equity is an ideal and a goal, not a process. It ensures that everyone has the resources they need to succeed.
<b>Folx</b>	A variation on the word folks, folx is meant to be a gender-neutral way to refer to members of or signal identity in the LGBTQ community. (Dictionary)
<b>Genocide</b>	Acts committed with intent to destroy, in whole or in part, a national, ethnic, racial =or religious group. (UN)
<b>Heterosexism</b>	Assuming every person to be heterosexual therefore marginalizing persons who do not identify as heterosexual. It is also believing heterosexuality to be superior to homosexuality and all other sexual orientations. (PCC)

<b>Indigenization</b>	The process by which indigenous ways of knowing, being, doing and relating are incorporated into educational, organizational, cultural and social structures of the institution. (CC)
<b>Intercultural Communication</b>	A set of cognitive, affective, and behavioral skills and characteristics that support effective and appropriate interaction in a variety of cultural contexts.
<b>Intersectionality</b>	An approach largely advanced by women of color, arguing that classifications such as gender, race, class, and others cannot be examined in isolation from one another; they interact and intersect in individuals' lives, in society, in social systems, and are mutually constitutive. Exposing [one's] multiple identities can help clarify the ways in which a person can simultaneously experience privilege and oppression. For example, a Black woman in America does not experience gender inequalities in exactly the same way as a white woman, nor racial oppression identical to that experienced by a Black man. Each race and gender intersection produces a qualitatively distinct life.(PCC)
<b>Microaggressions</b>	Everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.
<b>Oppression</b>	The systemic and systematic exercise of power to control.
<b>Prejudice</b>	A judgment before/prior to having knowledge, thought or reason.
<b>Privilege</b>	Unearned advantages a group of persons has that is restricted to certain groups.
<b>Racism</b>	A system of advantage based on race and supported by institutional structures, policies, and practices that create and sustain advantages for the dominant white group while systematically subordinating members of targeted racial groups. This relative advantage for Whites and subordination for individuals of color is supported by the actions of individuals, cultural norms, and values and the institutional structures and practices of society. (Adams, et al.)
<b>Sexism</b>	A system of advantages that serves to privilege men, subordinate women, denigrate women-identified values and practices, enforce male dominance and control, and reinforce forms of masculinity that are dehumanizing and damaging to men. (Adams, et al)
<b>White Supremacy</b>	White supremacy is a historically based, institutionally perpetuated system of exploitation and oppression of continents, nations, and individuals of color by white individuals and nations of the European continent; for the purpose of maintaining and defending a system of wealth, power and privilege.

### Sources

- Portland Community College Office of Equity and Inclusion
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- United Nations The Genocide Convention
- Camosu College
- Folx (2019) Dictionary.com