
Able-bodied: In referring to people with disabilities, it is preferable to use language that focuses on their abilities rather than their disabilities. Therefore, the use of the terms "handicapped," "able-bodied," "physically challenged," and "differently abled" is discouraged. ... Use "non-disabled" instead.

Addiction: Addiction is a complex condition, a brain disease that is manifested by compulsive substance use despite harmful consequence. People with addiction (severe substance use disorder) have an intense focus on using a certain substance(s), such as alcohol or drugs, to the point that it takes over their life. They keep using alcohol or a drug even when they know it will cause problems. Yet a number of effective treatments are available and people can recover from addiction and lead normal, productive lives.

Adjustment Disorder: Emotional and/or behavioral problems following a specific stressor, which significantly interferes with social, work, or school functioning.

Advocate: (noun) (1) A person who actively works to end intolerance, educate others, and support social equity for a marginalized group. (verb) (2) To actively support/plead in favor of a particular cause, the action of working to end intolerance, educate others, etc.

Affirmative Action: Any action taken by an employer, in compliance with federal law, to promote the employment and advancement of people who have been the traditional targets of discrimination.

Ageism: Discriminatory behavior related to age.

Alaska Native or Native American Indian or Native Indian American: A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment. It includes people who classify themselves as described below.

- *Native American / Native Indian American:* Includes people who indicate their race as "Native American," entered the name of an Indian tribe, or report such entries as Canadian Indian, French-American Indian, or Spanish-American Indian.
- *Alaska Native:* Includes written responses of Eskimos, Aleuts, and Alaska Indians as well as entries such as Arctic Slope, Inupiat, Yupik, Alutiiq, Egegik, and Pribilovian. The Alaska tribes are the Alaskan Athabaskan, Tlingit, and Haida.

In the book, [Caste: The Origins of Our Discontents](#) by Isabel Wilkerson, the term is used to illustrate The United States' caste system whereby "Native American" is referred to as "original, conquered, or indigenous peoples."

Allistic: A person who is not affected by autism.

Ally: In social justice work the term Ally is often defined as a noun; a person who uses their privilege to advocate on behalf of someone else who doesn't hold that same privilege. Allyship is one of the first action-oriented tools one learns in social justice and bias trainings. Awareness of injustices; racism, sexism, homophobia, classism, and ableism (to name a few) is of course, the first step toward advocacy, but awareness alone is not enough to dismantle systems of oppression. To be an Ally requires that a person not simply notice an injustice, but also take action by bringing attention to the injustice and requesting that it be corrected. It is important to note here that Allies are not defined by the assignment of the term; one cannot simply declare themselves an Ally because they believe in justice. Allies are defined by their actions. In other words, the question to ask one's self is not am I an Ally, but rather, how have I advocated for or supported marginalized people or communities today? Yes, "today" is critical to the assessment of one's allyship, for the systems of injustice do not take days off and the work of allies must be just as steadfast. Being an ally is a lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people and it means learning from and listening to marginalized groups, empowering them, advocating for them, and looking inward to recognize your own bias and privilege.

Glossary of Key Terms

Androgynous: Identifying and/or presenting as neither distinguishably masculine nor feminine.

Anorexia: Anorexia has the highest mortality rate of any psychiatric illness. It is an eating disorder characterized by restricting food, intense fears of weight gain, and distorted body image. Inadequate calorie intake and/or excessive energy expenditure result in potentially life-threatening damage to the body and metabolism. Supportive care by health care providers, structured behavioral therapy, psychotherapy, and anti-depressant drug therapy are some of the methods that are used for treatment. Anyone, regardless of gender, race, or sexuality, can develop Anorexia.

Anosognosia: A condition that causes an individual to be unaware of or unable to accurately perceive their mental health condition and its effects. Anosognosia can be considered a lack of insight into one's own state of mental health. It typically means an individual does not realize they have a mental health issue or is unaware of its extent. For example, a person may experience delusions and not realize they are delusions but instead believe them to be real. This condition differs from denial. A person in denial is often consciously aware of a fact but refuses to accept it.

Antidepressant: Medication used to treat depression and other mood and anxiety disorders.

Antipsychotic: Medication used to treat psychosis.

Anti-racist: [Activists](#) and [leading scholars](#) have argued that it's not enough for allies to say they're "not racist." Instead, they must actively adopt anti-racism, a set of beliefs and actions that oppose racism and promote the inclusion and equality of Black and brown people in society. Dr. Ibram X. Kendi, a scholar and the author of "[How to Be an Antiracist](#)," has helped popularize the term.

Antisemitism: The belief or behavior hostile toward Jews just because they are Jewish. It may take the form of religious teachings that proclaim the inferiority of Jews, for instance, or political efforts to isolate, oppress, or otherwise injure them. It may also include prejudiced or stereotyped views about Jews.

Anti-Social Personality Disorder: Persons with this disorder characteristically disregard the feelings, property, authority, and respect of others, for their own personal gain. This may include violent or aggressive acts involving or targeting other individuals, without a sense of remorse or guilt for any of their destructive actions.

Anxiety: Your body's natural response to stress. It is a feeling of fear and apprehension about what's to come. Symptoms range from chronic, exaggerated worry, tension, and irritability and appear to have no cause or are more intense than the situation warrants. Physical signs, such as restlessness, trouble falling or staying asleep, headaches, trembling, twitching, muscle tension, or sweating, often accompany these psychological symptoms. Anxiety is among the most common, most treatable mental disorders.

Anxiety Disorders: Anxiety disorders range from feelings of uneasiness to immobilizing bouts of terror. Most people experience anxiety at some point in their lives and some nervousness in anticipation of a real situation. However, if a person cannot shake unwarranted worries, or if the feelings are jarring to the point of avoiding everyday activities, the person most likely has an anxiety disorder.

Arab: A member of a Semitic people, originally from the Arabian peninsula and neighboring territories, inhabiting much of the Middle East and North Africa.

Glossary of Key Terms

Asexual: Or “ace.” Someone who experiences little to no sexual attraction. They are not to be confused with “aromantic people,” who experience little or no romantic attraction. Asexual people do not always identify as aromantic; aromantic people do not always identify as asexual. More generally, some people (asexual or otherwise) identify as having a romantic orientation different than their sexual orientation. The terminology is similar: homoromantic, heteroromantic, biromantic and so on.

Asian: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. It includes “Asian Indian,” “Chinese,” “Filipino,” “Korean,” “Japanese,” “Vietnamese,” and “Other Asian.”

- *Asian Indian:* People who identify or trace their origins or lineage to India as a country.
- *Chinese:* Includes people who indicate their race as “Chinese” or who identify themselves as Cantonese, or Chinese American.
- *Filipino:* Includes people who indicate their race as “Filipino” or as Philipino, Philippine, or Filipino American.
- *Japanese:* Includes people who indicate their race as “Japanese” or as Nipponese or Japanese American.
- *Korean:* Includes people who indicate their race as “Korean” or Korean American.
- *Vietnamese:* Includes people who indicate their race as “Vietnamese” or Vietnamese American.
- *Cambodian:* Includes people who indicate their race as Cambodian or Cambodia.
- *Hmong:* Includes people who indicate their race as Hmong, Laohmong, or Mong.
- *Laotian:* Includes people who indicate their race as Laotian, Laos, or Lao.
- *Thai:* Includes people who indicate their race as Thai, Thailand, or Siamese.
- *Other Asian:* Includes people who indicate their race as Bangladeshi, Burmese, Indonesian, Pakistani, or Sri Lankan.

In the book, [Caste: The Origins of Our Discontents](#) by Isabel Wilkerson, the term is used to illustrate The United States’ caste system whereby “Asian” or “Latino” are referred to as middle castes.

Assigned or Assumed Sex: Refers to the sex someone was assigned at birth according to physical, hormonal, and/or chromosomal characteristics.

Assimilation: The process whereby a group gradually adopts the characteristics, customs and attitudes of the prevailing culture.

Attention Deficit Hyperactivity Disorder (ADD-ADHD): Attention-deficit/hyperactivity disorder, sometimes called ADHD, is a chronic condition and the most commonly diagnosed behavioral disorder among children and adolescents. It affects between 3 and 5 percent of school-aged children in a 6-month period (U.S. Department of Health and Human Services, 1999). Children and adolescents with attention-deficit/hyperactivity disorder have difficulty controlling their behavior in school and social settings. They also tend to be accident-prone. Although some of these young people may not earn high grades in school, most have normal or above-normal intelligence.

Auditory Hallucinations: False perceptions of sound. They have been described as the experience of internal words or noises that have no real origin in the outside world and are perceived to be separate from a person’s mental processes.

Autism: Refers to a broad range of conditions characterized by challenges with social skills, repetitive behaviors, speech and nonverbal communication. According to the Centers for Disease Control, autism affects an estimated 1 in 54 children in the United States today.

Autism Spectrum Condition: A neurological variation diagnosed in between 1% and 2% of the population.

Glossary of Key Terms

Avoidant Personality Disorder: Persons with this disorder are hypersensitive to rejection and thus, avoid situations with any potential for conflict. This reaction is fear-driven, however, persons with avoidant personality disorder become disturbed by their own social isolation, withdrawal, and inability to form close, interpersonal relationships.

Belonging: It has been said that diversity is like being invited to the party, inclusion is being asked to dance, and belonging is dancing like no one's watching to music the DJ selected that also happens to be my personal favorite playlist – it is that sense of psychological safety that employees can be their authentic selves without fear of judgment and overwhelmingly feel that they belong.

Benevolent Sexism: Less obvious. Kind of seems like a compliment, even though it's rooted in men's feelings of superiority. It's when men say women are worthy of their protection (off the sinking boat first) or that they're more nurturing than men (therefore should raise children). It's restrictive.

Bias: An inclination of preference, especially one that interferes with impartial judgment.

Bicultural: A person who is bicultural has the ability to function effectively and appropriately and can select appropriate behaviors, values and attitudes within either culture.

Bigotry: Prejudice carried to the extreme of overt hatred, often carried to the point of violence.

Binge Eating Disorder: Binge eating disorder (BED) is a severe, life-threatening, and treatable eating disorder characterized by recurrent episodes of eating large quantities of food (often very quickly and to the point of discomfort); a feeling of a loss of control during the binge; experiencing shame, distress or guilt afterwards; and not regularly using unhealthy compensatory measures (e.g., purging) to counter the binge eating. It is the most common eating disorder in the United States.

Biphobia: Prejudice, fear or hatred directed toward bisexual people.

BIPOC or Black, Indigenous, People of Color: Black can refer to dark-skinned peoples of Africa, Oceania, and Australia or their descendants without regard for the lightness or darkness of skin tone, and who were enslaved by white people. Indigenous, here, refers to ethnic groups native to the Americas, and who were killed en masse by white people. People of Color is an umbrella term for non-white people, especially as they face racism and discrimination in a white dominant culture. Growing in use and awareness during the 2020 George Floyd protests against racism and police brutality, *BIPOC* is meant to emphasize the particular hardships faced by Black and Indigenous people in the US and Canada—especially because Indigenous people often get forgotten in social justice causes and that anti-Black racism is particularly virulent.

Bipolar Disorder: Bipolar disorder, also known as manic-depressive illness, is a brain disorder that causes unusual shifts in mood, energy, activity levels, and the ability to carry out day-to-day tasks. There are four basic types of bipolar disorder; all of them involve clear changes in mood, energy, and activity levels. These moods range from periods of extremely "up," elated, and energized behavior (known as manic episodes) to very sad, "down," or hopeless periods (known as depressive episodes). Less severe manic periods are known as hypomanic episodes

Biracial: Of, relating to, or involving people from two races; also having parents from two different races.

Bisexual: A person whose emotional, sexual, or romantic attractions are to people of their gender or other gender identities. It is not a transition from straight to gay, as it had once been described.

Glossary of Key Terms

Black or African American: A person having origins in any of the black racial groups of Africa, Oceania, and Australia or their descendants without regard for the lightness or darkness of skin tone, and who were enslaved by white people. It may include people who indicate their race as "Black" or "African American," or as "Afro American," "Kenyan," "Nigerian," or "Haitian." In some social and/or professional settings, the term "African American" is considered, in some settings, to be the more professional and accepted usage. In the book, [Caste: The Origins of Our Discontents](#) by Isabel Wilkerson, the term is used to illustrate The United States' caste system whereby "African American" or "Black" are referred to as "subordinate caste, lowest caste, bottom caste, disfavored caste, historically stigmatized."

Black Lives Matter (BLM): The Black Lives Matter organization was founded in 2013 in response to the acquittal of Trayvon Martin's murderer and is a global organization in the US, UK, and Canada, whose mission is to eradicate white supremacy and build local power to intervene in violence inflicted on Black communities by the state and vigilantes. By combating and countering acts of violence, creating space for Black imagination and innovation, and centering Black joy, they are winning immediate improvements in Black lives. They are expansive and are a collective of liberators who believe in an inclusive and spacious movement. They also believe that in order to win and bring as many people with them along the way, they must move beyond the narrow nationalism that is all too prevalent in Black communities. They work to affirm the lives of Black queer and trans people, members of the disabled community, undocumented immigrants, people with records, women, and all Black lives along the gender spectrum. Their network centers those who have been marginalized within Black liberation movements and work for a world where Black lives are no longer systematically targeted for demise. They affirm Black humanity, Black contributions to this society, and Black resilience in the face of deadly oppression. The call for Black lives to matter is a rallying cry for ALL Black lives striving for liberation.

Black Tax: The term "black tax" is commonly used in South Africa, where it refers to the financial support that Black professionals are expected to give their extended families. In the U.S. it also describes the racial dimensions that perpetuate a cycle of inequality such as lower pay and a lower standard of education. In practice, it is why the Institute of Policy Studies reports that 37% of Black families have zero or negative wealth -- meaning their debts are equal to or greater than their assets -- compared to just 15.5% of white families. That means fewer opportunities to save for the future, reach financial goals such as buying a house, and create generational wealth. For many Black Americans, this tax begins in childhood and continues to the grave.

Body Dysmorphic Disorder: The excessive preoccupation with either a small or imagined defect in one's physical appearance.

Borderline Personality Disorder: Symptoms of borderline personality disorder, a serious mental illness, include pervasive instability in moods, interpersonal relationships, self-image, and behavior. The instability can affect family and work life, long-term planning, and the individual's sense of self-identity.

Boundaries: Limits people set in order to create a healthy sense of personal space. Boundaries can be physical or emotional in nature, and they help distinguish the desires, needs, and preferences of one person from another.

Bropropriating: Stealing an idea from a woman and putting it into the world as your own.

Bulimia Nervosa: An eating disorder characterized by excessive eating. People who have bulimia will eat an excessive amount of food in a single episode and almost immediately make themselves vomit or use laxatives or diuretics (water pills) to get rid of the food in their bodies. This behavior often is referred to as the "binge/purge" cycle. Like people with anorexia, people with bulimia have an intense fear of gaining weight.

Glossary of Key Terms

Caregiver: A family member or paid helper who regularly looks after a child or a sick, elderly, or disabled person.

Caste: An artificial hierarchy that helps determine standing and respect, assumptions of beauty and competence, and even who gets benefit of the doubt and access to resources. Isabel Wilkerson, the author of [Caste: The Origins of Our Discontents](#), explains "caste focuses in on the infrastructure of our divisions and the rankings, whereas race is the metric that's used to determine one's place in that infrastructure." She further explains, "caste predates the idea of race, which is ... only 400 or 500 years old, dating back to the transatlantic slave trade." Caste, she adds, "is the term that is more precise [than race]; it is more comprehensive, and it gets at the underlying infrastructure that often we cannot see, but that is there undergirding much of the inequality and injustices and disparities that we live with in this country [referring to the United States of America.]"

Change Agents: Change agents are individuals within an organization, at any level. They are educated about managing diversity, inclusion, and belonging, and committed to facilitating change by modeling appropriate behaviors. They also take every opportunity to ensure that systems, policies and practices are flexible enough to work for everyone, modifying them as appropriate. Change agents include top leadership, management and employees at every level. Because managing diversity represents a major change in the management of human resources, without multi-level change agents implementation will stall. It requires support from leaders with vision, credibility and authority -- our champions. A managing diversity champion actively supports the organization's commitment to managing diversity and is seen by others as a valued member of the current culture and thus has credibility as the organization moves to the new vision.

Cisgender: Someone whose gender identity matches the sex they were assigned at birth. Cisgender people experience privilege in many aspects of life, from being able to easily find a restroom that matches their gender expression to having their sex listed on their driver's license match their gender.

Citizen: A Legally recognized subject or national of a state or commonwealth, either native or naturalized.

Classism: Any attitude or institutional practice which subordinates people due to income, occupation, education and/or their economic condition.

Code-Switching: The act of adjusting one's style of speech, appearance, behavior, and expression in ways that will optimize the comfort of others in exchange for fair treatment, quality service, and employment opportunities. Code-switching often occurs in spaces where negative stereotypes of people run counter to what the dominant culture considers "appropriate" behavior and norms within a specific environment. Black/African Americans often engage in code-switching to appear less threatening.

Cognition: Conscious mental activities (such as thinking, communicating, understanding, solving problems, processing information and remembering) that are associated with gaining knowledge and understanding.

Cognitive Bias: An assumption implicitly made about the world and people based on cultural inputs.

Cognitive Behavioral Therapy (CBT): CBT helps people focus on how to solve their current problems. Therapist help patients learn how to identify distorted or unhelpful thinking patterns, recognize and change inaccurate beliefs, relate to others in more positive ways, and change behaviors accordingly.

Cognitive Impairment: Experiencing difficulty with cognition. Examples include having trouble paying attention, thinking clearly or remembering new information.

Glossary of Key Terms

Cognitive Remediation: Training that uses a variety of techniques including computer exercises and adaptive strategies to improve cognition. This therapy is designed to strengthen the underlying brain functions that help support cognitive skills such as memory, attention and problem solving.

Coming Out of the Closet: The process of self-acceptance and disclosure of sexual orientation to others. People can disclose to none, some, or all of the people they know.

Comorbidity: The existence of two or more illnesses in the same person. These illnesses can be physical or mental.

Compulsion: A behavior designed to reduce psychic distress or discomfort due to factors such as depression or anxiety. Individuals engaging in compulsions typically feel an irresistible need to engage in the compulsive behavior. Everyday behaviors such as handwashing, praying, and counting can become compulsions.

Conduct Disorders: Children with conduct disorder repeatedly violate the personal or property rights of others and the basic expectations of society. A diagnosis of conduct disorder is likely when these symptoms continue for 6 months or longer. Conduct disorder is known as a "disruptive behavior disorder" because of its impact on children and their families, neighbors, and schools.

Coping Mechanisms: The strategies people often use in the face of stress and/or trauma to help manage difficult and/or painful emotions. Coping mechanisms can help people adjust to stressful events while maintaining their emotional well-being.

Cross-Cultural: The interaction, communication, or other processes between people or entities from two or more different cultures.

Cultural Competence: Help that is sensitive and responsive to cultural differences. The goal is to be aware of the impact of culture and possess skills to help provide services or lead in a way that responds appropriately to a person's unique cultural differences, including race and ethnicity, national origin, religion, age, gender, sexual orientation, or physical disability.

Cultural Conditioning: The unconscious process by which we are socialized to adopt the way of thinking of our own group.

Cultural Diversity: Developing organizational processes that are inclusionary rather than exclusionary for cultural conformity.

Cross Dressing: When someone wears clothing traditionally worn by the other gender. People who identify as Cross-Dressers typically do not want to transition their bodies or live full-time as the other gender.

Culture: The collective behavior patterns, communication styles, beliefs, concepts, values, institutions, standards, and other factors unique to a community that are socially transmitted to individuals and to which individuals are expected to conform.

Delusion: A belief or altered reality that is persistently held despite evidence or agreement to the contrary, generally in reference to a mental disorder.

Dementia: A general term for a decline in mental ability severe enough to interfere with daily life. Memory loss is an example. Alzheimer's is the most common type of dementia.

Glossary of Key Terms

Demisexual: Someone who generally does not experience sexual attraction unless they have formed a strong emotional, but not necessarily romantic, connection with someone.

Depression: Lack of interest or pleasure in daily activities, sadness and feelings of worthlessness or excessive guilt that are severe enough to interfere with working, sleeping, studying, eating, and enjoying life.

Discrimination: Illegal treatment of a person or group (either intentional or unintentional) based on race, color, national origin, religion, sex, disability, veteran's status and in some states, sexual orientation. The term also includes the failure to remedy the effects of past discrimination.

Making decisions in prejudicial manner that may exclude or deny opportunity; making distinctions based on racial, ethnic, or distinguishing features such as usage, religious identification or disability.

- Combination of prejudice (superiority/inferiority belief system) and institutional power, the power to impose that system on others
- Without power, we all have about the same ability to be prejudiced
- Destructive "isms" (racism, sexism, ageism, ethnocentrism, homophobia, etc.)
- Use of institutional power to reinforce biased belief systems and to disadvantage others.

Displaced: People who have been dispossessed of their sovereign rights to self-government and/or forced to leave their homeland, typically because of colonization, war, persecution, or natural disaster.

Diverse Supplier: A minority-owned business that is at least 51 percent owned, managed and controlled by one or more African Americans, Hispanic Americans, Native Indian Americans / Native Americans, Asian Indian Americans or Asian Pacific Americans. Acceptable certifications are provided by the National Minority Supplier Development Council and by Federal, State and Local Governments.

Diversity: Diversity is the similarities and differences of people found in our workforce, our customers, and in the community in which we serve. Diversity includes many characteristics that may be visible such as race, gender, and age, and it also includes less obvious characteristics like personality style, ethnicity, ability, education, religion, job function, life experience, life style, sexual orientation, gender identity, geography, regional differences, work experience, and family situation that make us similar to and different from one another.

Diversity Disconnect: Refers to tension, misunderstandings, or conflicts caused by cultural differences in perceptions, values, beliefs and experiences. A diversity disconnect is often caused by the misinterpretation of a statement or a behavior.

Diversity, Equity, and Inclusion: Diversity, equity, and inclusion is used in corporate spaces to encompass efforts by business leaders to make their spaces more diverse, fair, and inclusive. In this understanding, Diversity initiatives aim to increase the number of people from marginalized backgrounds in places where they are underrepresented – for example, on a company's board. Equity efforts are those that seek to promote justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems while Inclusion is an organizational effort in which different groups or individuals having different backgrounds are culturally and socially accepted and welcomed, and equally treated.

Disability Owned Business Enterprise (DOBE): The DOBE certification is granted to businesses that are at least 51% owned, operated, controlled, and managed by a person with a disability.

Glossary of Key Terms

Domestic Partner: Unmarried partners who share living quarters.

Dual Diagnosis: Having a mental health disorder and an alcohol or drug problem at the same time.

Dyslexia: A language-based learning disability. Dyslexia refers to a cluster of symptoms, which result in people having difficulties with specific language skills, particularly reading. Students with dyslexia usually experience difficulties with other language skills such as spelling, writing, and pronouncing words. Dyslexia affects individuals throughout their lives; however, its impact can change at different stages in a person's life. It is referred to as a learning disability because dyslexia can make it very difficult for a student to succeed academically in the typical instructional environment, and in its more severe forms, will qualify a student for special education, special accommodations, or extra support services.

EEO (Equal Employment Opportunity): Basing terms and conditions of employment, as well as management decisions, on job-related factors without regard to age, color, disability, national origin, race, religion or sex.

Emotional Tax: Emotional tax refers to the unseen mental work that people from marginalized backgrounds have to do every day to feel included, respected, and safe. The research firm Catalyst defines it as "the combination of being on guard to protect against bias, feeling different at work because of gender, race, and/or ethnicity, and the associated effects on health, well-being, and ability to thrive at work."

Equality: The state of being equal. It's foundational in a democratic society. The fight for equality is the fight to attain different kinds of equality, like racial, gender, or the equality of opportunity between rich and poor, is often associated with progress toward that ideal of everyone being truly equal.

Ethnic: Of or relating to people grouped according to a common racial, national, tribal, religious, linguistic, or cultural origin.

Ethnicity: Refers to shared cultural practices, perspectives, and distinctions that set apart one group of people from another. The most common characteristics distinguishing various ethnic groups are culture, religion, language, or the like.

Family-like Arrangements: A broad range of living arrangements that simulate a family situation. This includes foster care and small group homes.

Feminazi: A derogatory term for a radical feminist.

Feminism: Belief in and desire for equality between the sexes. It is the belief that men and women should have equal rights and opportunities and encompasses social, political and economic equality.

First Episode Psychosis: The first time an individual experiences an episode of psychosis.

Frames of Reference: A particular way of perceiving and making sense of the world around us. A set of filters through which thoughts, actions and decisions pass.

Gay: A common and acceptable word for males who are attracted to other males, but sometimes used for both genders.

Glossary of Key Terms

Gender: This term refers to the external, socially constructed rules, roles, behaviors, activities, and attributes that a society considers appropriate for women and men; gender categories are "women" and "men."

Gender Dysphoria: Clinically significant distress caused when a person's assigned birth gender is not the same as the one with which they identify. According to the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders (DSM), the term - which replaces Gender Identity Disorder - "is intended to better characterize the experiences of affected children, adolescents, and adults." It is important to note this is a clinical diagnosis given to transgender and gender non-conforming individuals. It is considered offensive because it labels them "disordered." "Dysphoria" is used by many trans people to describe experiences of discomfort and/ or alienation from one's mind and/or body, but cis individuals should not use this term to "diagnose" or label trans people's lived experiences.

Gender-Expansive: Conveys a wider, more flexible range of gender identity and/or expression than typically associated with the binary gender system.

Gender Expression: External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

Gender Identity: One's innermost concept of self as male, female, a blend of both or neither - how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

Gender Nonconforming, or G.N.C.: One who expresses gender outside traditional norms associated with masculinity or femininity. Not all gender-nonconforming people are transgender, and some transgender people express gender in conventionally masculine or feminine ways.

Genderqueer: Genderqueer people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see themselves as being both male and female, neither male nor female or as falling completely outside these categories.

Gender Fluid: A term used by people whose identity shifts or fluctuates. Sometimes these individuals may identify or express themselves as more masculine on some days, and more feminine on others.

Gender Role: Rules assigned by society that define what clothing, behaviors, thoughts, feelings, relationships, etc., are considered appropriate and in- appropriate for members of a given sex.

Gender-Neutral: Someone who prefers not to be described by a specific gender but prefers "they" as a singular pronoun (the American Dialect Society's 2015 Word of the Year) or the honorific "Mx.," a substitute for "Mr." or "Ms." that entered the Oxford English Dictionary in 2015.

Gender Transition: The process by which some people strive to more closely align their internal knowledge of gender with its outward appearance. Some people socially transition, whereby they might begin dressing, using names and pronouns and/or be socially recognized as another gender. Others undergo physical transitions in which they modify their bodies through medical interventions.

Glass Ceiling: Barriers, either real or perceived, that affect the promotion or hiring of protected group members.

Glossary of Key Terms

Go Back To Where You Came From: This is a derogatory phrase and should never be used. The U.S. Equal Employment Opportunity Commission (EEOC) has written specific rules that protect people, mostly immigrants, against employment discrimination on the basis of their national origin. The agency is responsible for enforcing laws that prohibit discrimination and harassment based on race, color, sex, religion, national origin, age and disability. "Ethnic slurs and other verbal or physical conduct because of nationality are illegal if they are severe or pervasive and create an intimidating, hostile or offensive working environment, interfere with work performance, or negatively affect job opportunities," the commission said on its website to describe harassment based on national origin. "Examples of potentially unlawful conduct include insults, taunting, or ethnic epithets, such as making fun of a person's foreign accent or comments like, 'Go back to where you came from,' whether made by supervisors or co-workers."

Graysexual: Someone who occasionally experiences sexual attraction but usually does not; it covers a kind of gray space between asexuality and sexual identity.

Group Therapy: This form of therapy involves groups of usually 4 to 12 people who have similar problems and who meet regularly with a therapist. The therapist uses the emotional interactions of the group's members to help them get relief from distress and possibly modify their behavior.

Hair Discrimination: Discrimination based on hair texture is a form of social injustice, found worldwide, that targets Black people, specifically Black people who have afro-textured hair that has not been chemically straightened.

Hallucinations: Hearing, seeing, touching, smelling, or tasting things that are not real.

Harassment (Ethnic and Racial): Words or conduct communicated with malice and with the intent to intimidate or harass another person in a way that is associated with that person's race, ethnicity, color, religion, ancestry, or national origin.

Harassment (Malicious): Intentional intimidation associated with a person's race, color, religion, ancestry, national origin, or mental, physical, or sensory disability that causes physical injury to another person; or by words or conduct places another person in reasonable fear of harm.

Harassment (Sexual) See Sexual Harassment.

Heteronormative: Cultural rules (including social, family, and legal) that pressure everyone to conform to a heterosexual standard of identity. A heteronormative society operates on the assumption that heterosexuality and specific gender features are the human 'default.' These assumptions can be hurtful because they are stigmatizing and marginalizing, making people who are LGBTQIA+ feel like they are perceived as deviant or unnatural.

Heterosexism: The attitude that heterosexuality is the only valid sexual orientation. Heterosexism denies, denigrates, and stigmatizes any non-heterosexual form of behavior, relationship, or community. Heterosexism often takes the form of ignoring or discriminating against LGBTQIA+ individuals or discounting their experiences altogether.

Heterosexual/Straight: A person whose emotional, sexual, or romantic attractions are primarily to members of the opposite sex.

Glossary of Key Terms

Hispanic or Latin: People who identify with the terms “Hispanic” or “Latino” are those who classify themselves in one of the specific Hispanic or Latino categories—“Mexican,” “Puerto Rican,” or “Cuban”—as well as those who indicate that they are “other Spanish, Hispanic, or Latino.” Origin can be viewed as the heritage, nationality group, lineage, or country of birth of the person or the person’s parents or ancestors before their arrival in the United States. People who identify their origin as Spanish, Hispanic, or Latino may be of any race. In the book, [Caste: The Origins of Our Discontents](#) by Isabel Wilkerson, the term is used to illustrate The United States’ caste system whereby “Asian” or “Latino” are referred to as middle castes.

Homophobia: The irrational fear and hatred of or discomfort with people who are attracted to members of the same sex. It is the fear that enforces sexism and heterosexism. The extreme behavior of homophobia is violence.

Hostile Sexism: The one most people think about. Openly insulting, objectifying, and degrading women.

Immigrant: Anyone who has moved internationally into a destination country of which they are not natives. In the U.S., with the exception of Native Americans, we are all immigrants.

Inclusion: Providing equal opportunity to all people to fully engage themselves in creating an environment and a cultural attitude whereby everyone and every group fits, feels accepted, has value, and is supported by a foundation built on trust and mutual respect.

Inclusiveness: The act of encouraging belonging.

Institutional Racism: A variety of systems operating within an organization that have attitudes, behaviors, and practices that subordinate persons or groups because of race or ethnic background.

Islamophobia: Irrational fear of, aversion to, or discrimination against Islam or people who practice Islam.

Ism: Power plus prejudice.

Internalized Oppression: The process by which a member of an oppressed group comes to oppression: accept and live out the inaccurate myths and stereotypes applied to the oppressed group.

Internalized Sexism: When the belief in women’s inferiority becomes part of one’s own worldview and self-concept.

Interpersonal Psychotherapy: Through one-on-one conversations, this approach focuses on the patient’s current life and relationships within the family, social, and work environments. The goal is to identify and resolve problems with insight, as well as build on strengths.

Interpersonal Violence or Intimate Partner Violence (IPV): Intimate partner violence includes physical violence, sexual violence, threats of physical or sexual violence, stalking, and psychological aggression (including coercive tactics) by a current or former intimate partner.

Intersectionality: A legal term created by Kimberlé Williams Crenshaw that holds the classical models of oppression within society, such as those based on race/ethnicity, gender, religion, nationality, sexual orientation, class, species or disability do not act independently of one another; instead, these forms of oppression interrelate, creating a system of oppression that reflects the “intersection” of multiple forms of discrimination.

Glossary of Key Terms

Intersex: A term for someone born with biological sex characteristics that aren't traditionally associated with male or female bodies. Intersexuality does not refer to sexual orientation or gender identity.

In The Closet (Closeted): LGBTQIA+ individuals who do not openly disclose their sexual orientation to others. People can disclose to none, some, or all of the people they know.

Latinx: The gender-neutral alternative to Latino, Latina and even Latin@. Used by scholars, activists and an increasing number of journalists, Latinx is quickly gaining popularity among the general public. It's part of a "linguistic revolution" that aims to move beyond gender binaries and is inclusive of the intersecting identities of Latin American descendants. In addition to men and women from all racial backgrounds, Latinx also makes room for people who are transgender, queer, agender, non-binary, gender non-conforming or gender fluid. Despite the growing popularity of the term, Latinx has been faced with criticism. Many opponents of the term have suggested that using an un-gendered noun like Latinx is disrespectful to the Spanish language and some have even called the term "a blatant form of linguistic imperialism." In the book, [Caste: The Origins of Our Discontents](#) by Isabel Wilkerson, the term is used to illustrate The United States' caste system whereby "Asian" or "Latino" are referred to as middle castes.

Lesbian: A woman whose emotional, sexual, or romantic attractions are primarily to other women.

LGBTQIA+: This is the acronym most commonly used in the United States to address the lesbian, gay, bisexual, and transgender community. The acronym can vary in a number of ways, including LGBT, GLBT and GLB, and now includes additional letters, such as Q (queer; also questioning); A (straight ally) or Asexual; and I (intersex) along with the + symbol to denote everything on the gender and sexuality spectrum that letters and words cannot yet describe.

M.A.A.B./F.A.A.B./U.A.A.B.: Male-assigned at birth/female-assigned at birth/unassigned at birth.

Majority Group: A group of people within a society that has the most power in a particular place, and sometimes it has the most members.

Male Gaze: A way of looking at the world through a masculine lens that views women as sexual objects.

Managing Diversity: This is a comprehensive managerial process for developing an environment that works for all employees. This process takes into account the need to change organization systems to sustain the organization's ability to get from all employees everything they have to offer. It means approaching diversity at all three levels: Individual, team or department and organizational. It deals with the way managers do their jobs. It requires a fundamental change in the culture and the way things are done. It is a change in the corporate way of life.

Mania: An abnormally elevated or irritable mood. Associated with bipolar disorder.

Mansplain (verb) Mansplains (adjective): When a man explains something to a woman in a condescending way when he either 1) doesn't know anything about it or 2) knows far less than the woman he is talking to.
(*Sorry, if you already knew that.*)

Maninterrupting: When a man interrupts a woman, especially excessively.

Melting Pot: A place where immigrants of different ethnicity or culture form an integrated and homogenous society.

Glossary of Key Terms

MENA: The Middle East and Northern Africa, referring to the countries between Iran in the East and Tunisia and Morocco in the West.

Mental Health: Refers to how a person thinks, feels, and acts when faced with life's situations. It is how people look at themselves, their lives, and the other people in their lives; evaluate the challenges and the problems; and explore choices. This includes handling stress, relating to other people, and making decisions.

Mental Health Problems: Mental health problems are real. They affect one's thoughts, body, feelings, and behavior. Mental health problems are not just a passing phase. They can be severe, seriously interfere with a person's life, and even cause a person to become disabled. Mental health problems include depression, bipolar disorder (manic-depressive illness), attention-deficit/ hyperactivity disorder, anxiety disorders, eating disorders, schizophrenia, and conduct disorder.

Microaggression: Verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely on their marginalized group identity. Here are some [examples of microaggressions](#).

Micro-inequities: Small, sometimes unspoken, often unconscious messages we constantly send and receive that have a powerful impact on our interactions with others. They can be either positive or negative. Some common examples include a wink of understanding from across the table; a distracted glance at the ceiling or watch while someone is speaking.

Minority Business Enterprise (MBE) – a business that is at least 51 percent owned/operated/ controlled by:

- African American (ethnic origins in any of the black racial groups of Africa)
- Hispanic American (ethnic origins in any of the Spanish-speaking areas of Latin America or the following regions: Mexico, Central America, South America, and the Caribbean basin only)
- Asian-Pacific American (ethnic origins in Japan, China, Taiwan, Korea, Vietnam, Laos, Cambodia, the Philippines, Samoa, Guam, the U.S. Trust Territories of the Pacific, or the Northern Mariana Islands)
- Asian-Indian American (ethnic origins in India, Pakistan, or Bangladesh)
- Native American (a person who is American Indian, Eskimo, Aleutian, or native Hawaiian, and regarded as such by the community of which she or he claims to be a part)

Misandry: Hatred of men.

Misgendering: When someone incorrectly identifies a person, such as a transgender person, by using the wrong label (such as Mr. or Ms.) or pronoun (such as she, he, or they). It often makes a person feel invalidated as a human being.

Misogynoir: Misogyny directed toward Black women.

Misogyny: Hatred of women.

Mood Disorders: Mental disorders primarily affecting a person's mood.

Multicultural: The co-existence of many distinct cultures within a given context, such as community or nation.

Glossary of Key Terms

Myth: An ill-founded belief, usually based on limited experience, given uncritical acceptance by members of a group, especially in support of existing or traditional practices and institutions.

Native Hawaiian and Other Pacific Islander: A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. It includes people who indicate their race as "Native Hawaiian," "Guamanian or Chamorro," "Samoaan," and "Other Pacific Islander."

- *Native Hawaiian:* Includes people who indicate their race as "Native Hawaiian" or who identify themselves as "Part Hawaiian" or "Hawaiian."
- *Guamanian or Chamorro* – Includes people who indicate their race as Chamorro or Guamanian.
- *Samoaan:* Includes people who indicate their race as "Samoaan" or who identified themselves as American Samoaan or Western Samoaan.
- *Other Pacific Islander:* Includes people who indicate their race as a Pacific Islander group such as Tahitian, Northern Mariana Islander, Palauan, Fijian, or a cultural group such as Melanesian, Micronesian, or Polynesian.

Negative Symptoms: Symptoms of schizophrenia are often classified as positive or negative. Examples of negative symptoms that "take away" from life include social withdrawal, lost interest in life, low energy, emotional flatness, reduced ability to concentrate and remember.

Neurodiversity: The concept that humans don't come in a one-size-fits-all neurologically 'normal' package. It recognizes that all variations of human neurological function need to be respected as just another way of being, and that neurological differences like autism and ADHD are the result of normal/natural variations in the human genome.

Neurotypical: A person whose mental or neurological functions are considered "normal" by the general population.

Non-Binary: A person who identifies as neither a man nor a woman and sees themselves outside the gender binary. This is sometimes shortened to N.B. or enby. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do. One notable example of someone who identifies as Non-Binary is Taylor Mason, a financial analyst on the show "Billions." Taylor is believed to be the first gender non-binary character on television and is played by the non-binary actor Asia Kate Dillon.

Non-LGBTQIA+: Anyone who does not identify as part of the LGBTQIA+ community; most commonly refers to straight/heterosexual individuals.

Obsessive-Compulsive Disorder (OCD): A mental health disorder that affects people of all ages and walks of life, and occurs when a person gets caught in a cycle of obsessions and compulsions. Obsessions are unwanted, intrusive thoughts, images or urges that trigger intensely distressing feelings. Compulsions are behaviors an individual engages in to attempt to get rid of the obsessions and/or decrease his or her distress.

Organizational Assessment: Organizational assessment involves discovering where the organization is today. This process examines systems, policies and practices to ensure they are flexible enough to support the future state environment. This phase is at the heart of "managing diversity." It involves data collection to assess the organizational climate. It consists of surveys (Employee Opinion Surveys) which are attitudinal in nature to get a sense of what the work environment is like, cultural audits (which look at the organization's roots that drive its systems), assessments of written and unwritten organization policies and procedures, and reviews of complaint and grievance data. Change to support the effective management of diversity must take place at a root level to be lasting.

Glossary of Key Terms

Organizational Culture: "Underlying values, beliefs and principles that serve as a foundation for the organization's management system, as well as the set of management practices and behaviors that both exemplify and reinforce those principles." (Cox, Taylor Jr., *Cultural Diversity in Organizations: Theory, Research & Practice*, Berrett-Koehler: San Francisco, 1993, p. 161)

Orthorexia Nervosa: An eating disorder characterized by a fixation on the consumption of healthy foods and the avoidance of those perceived to be unhealthy. Those who have this condition may experience physical and emotional health issues, social isolation, and other issues as a result of their desire to maintain a pure diet.

Out Employee: An employee who discloses his or her LGBTQIA+ identity to a few, some, or all of his or her coworkers.

Outing: Exposing someone's LGBTQIA+ identity to others without their permission. Outing someone can have serious repercussions on employment, economic stability, personal safety or religious or family situations.

Panic Disorder: People with panic disorder experience heart-pounding terror that strikes suddenly and without warning. Since they cannot predict when a panic attack will seize them, many people live in persistent worry that another one could overcome them at any moment.

Pansexual: Someone who is attracted to people of all gender identities. Or someone who is attracted to a person's qualities regardless of their gender identity. (The prefix "pan" means "all," rejecting the gender binary that some argue is implied by "bisexual.")

Paranoia: Symptoms of paranoia include feelings of persecution and an exaggerated sense of self-importance. The disorder is present in many mental disorders and it is rare as an isolated mental illness. A person with paranoia can usually work and function in everyday life since the delusions involve only one area. However, their lives can be isolated and limited.

Patriarchy: A hierarchical-structured society in which men hold more power.

Permanent Resident: A Person's legal resident status in a country or territory of which such person is not a citizen but where they have the right to reside on a permanent basis.

Persons of Color: People of non-European ancestry. All persons self-identifying by the general categories of African-American or Black; Hispanic, Latino or Chicano; Asian or Pacific Islander; American Indian or Native American or Alaskan Native.

Physical Abilities:

- Disabled (disAbled, disABLED). This is the most currently appropriate term.
- Vision impaired (limited vision)
- Blind (no vision)
- Hearing impaired (limited hearing)
- Deaf (no hearing)
- Hidden challenges (e.g., high blood pressure, heart disease, diabetes, etc.)
- Little People

Glossary of Key Terms

Pica: An eating disorder characterized by the desire to eat non-food substances such as paper, dirt, or hair. Because temporary periods of eating inappropriate objects are common in childhood, symptoms must be present for more than a month and must not be developmentally appropriate. A one-year-old who occasionally eats dirt, for example, does not qualify for a diagnosis of pica.

Pluralism: A system that holds within it individuals or groups differing in a basic background experiences and cultures. It allows for the development of a common tradition, while preserving the right of each group to maintain its cultural heritage.

Positive Symptoms: Psychotic symptoms are often classified as positive or negative. Examples of positive symptoms that "add to" a person's experiences include delusions (believing something to be true when it is not) and hallucinations (seeing, hearing, feeling, smelling or tasting something that is not real).

Postpartum Depression: Affects women after childbirth, typically within the first year. Mild and major depression is estimated to affect more than 19% of women in the first few months after childbirth. Symptoms of depression often go unrecognized, though, because women experience dramatic shifts in hormones during pregnancy and postpartum. Most new moms are likely to show signs of fatigue, for example, along with changes in appetite and sleep patterns, as they adjust to caring for a new baby.

Post-Traumatic Stress Disorder (PTSD): An anxiety disorder that develops as a result of witnessing or experiencing a traumatic occurrence, especially life-threatening events. PTSD can interfere with a person's ability to hold a job or to develop intimate relationships with others.

Prejudice: Implies a preconceived idea, judgment, or opinion, usually an unfavorable one marked by hatred, and is directed toward a racial religious, cultural, or ethnic group.

- Judgments about others that reinforce superiority/inferiority belief systems.
- Exaggerate value/worth of a particular group while diminishing worth for other group(s).
- Reinforced supported by stereotypes.

Privilege: A special right, advantage, or immunity granted or available only to a particular person or group.

Psychoanalysis: Psychoanalysis focuses on past conflicts as the underpinnings to current emotional and behavioral problems. In this long-term and intensive therapy, an individual meets with a psychoanalyst three to five times a week, using "free association" to explore unconscious motivations and earlier, unproductive patterns of resolving issues.

Psychodynamic Psychotherapy: Based on the principles of psychoanalysis, this therapy is less intense, tends to occur once or twice a week, and spans a shorter time. It is based on the premise that human behavior is determined by one's past experiences, genetic factors, and current situation. This approach recognizes the significant influence that emotions and unconscious motivation can have on human behavior.

Glossary of Key Terms

Psychosis: The word psychosis is used to describe conditions that affect the mind, where there has been some loss of contact with reality. When someone becomes ill in this way it is called a psychotic episode. During a period of psychosis, a person's thoughts and perceptions are disturbed and the individual may have difficulty understanding what is real and what is not. Symptoms of psychosis include delusions (false beliefs) and hallucinations (seeing or hearing things that others do not see or hear). Other symptoms include incoherent or nonsense speech, and behavior that is inappropriate for the situation. A person in a psychotic episode may also experience depression, anxiety, sleep problems, social withdrawal, lack of motivation and difficulty functioning overall.

Psychosocial Interventions: Non-medication therapies for people with mental illness and their families. Therapies include psychotherapy, coping skills, training and supported employment and education services.

Psychosocial Rehabilitation: Therapeutic activities or interventions provided individually or in groups that may include development and maintenance of daily and community-living skills, self-care, skills training includes grooming, bodily care, feeding, social skills training, and development of basic language skills.

Psychotherapy: Treatment of mental illness by talking about problems rather than by using medication. Treatment for first episode psychosis is based on cognitive behavioral therapy principles and emphasizes resilience training, illness and wellness management, and coping skills. Treatment is tailored to each client's needs.

Queer: A fluid term with numerous meanings. It is commonly used to describe sexual orientation and/or gender identity or gender expression that does not conform to heterosexual norms. The term is often used to refer to the general LGBTQIA+ community. It can be either a positive or a negative term, depending on the context in which it is used.

Questioning: A term used to describe people who are in the process of exploring their sexual orientation or gender identity.

Race: As a biological concept, it defines groups of human beings based on a set of genetically transmitted characteristics, i.e., physical characteristics, including color. The concept of race as a socio-cultural concept is being replaced by the more appropriate concept of ethnicity. The concept of race as used socio-politically by the U.S. Census Bureau reflects self-identification by people according to the race or races with which they most closely identify. The latter socio-cultural and socio-political categories include both racial and national-origin groups.

Racial Consciousness: An awareness of the historical journey of a group, knowledge of disparities impacting that group of people, and a self-appraisal of one's attitudes and biases toward the group.

Racism: An assumption that there is an inherent purity and superiority of certain races and inferiority of others. It denotes any attitude, behavior, or institutional structure that subordinates persons or groups because of their race or ethnic background. Such practices can be intentional or unintentional. In essence, it is the systemic oppression of a racial group to the social, economic, and political advantage of another.

Recovery: The process by which people with mental illness return or begin to work, learn, and participate in their communities. For some individuals and their families, recovery means the ability to live a fulfilling and productive life.

Glossary of Key Terms

Redlining: For decades, many banks in the U.S. denied mortgages to people, mostly people of color in urban areas, preventing them from buying a home in certain neighborhoods or getting a loan to renovate their house. The practice – once backed by the U.S. government – started in the 1930s and took place across the country. That includes in many of the nation's largest cities, such as Atlanta, Chicago, Detroit, Tampa and others with large minority populations. As a result, banks and other mortgage lenders commonly rejected loans for creditworthy borrowers based strictly on their race or where they lived. As part of that practice, financial firms, real estate agents and other parties demarcated geographic areas that were effectively off limits for issuing loans. Scholars who study housing discrimination point to redlining as one factor behind the gulf in wealth between blacks and whites in the U.S. today. Black families have lost out on at least \$212,000 in personal wealth over the last 40 years because their home was redlined, said real estate app Redfin. The actual term itself is a nod to how lenders identified and referenced specific neighborhoods with a greater share of people deemed more likely to default on mortgage. Using red ink, lenders outlined on paper maps the parts of a city that were considered at high risk of default, as well as more desirable neighborhoods for approving a loan. Riskier neighborhoods were predominantly black and Latino. Physical copies of such maps are stored in the National Archives. The University of Richmond has digital versions of about 200 maps once legally used for redlining.

Reparations: Reparations are usually understood as monetary compensation for a widespread injustice. But it can mean more: the [United Nations](#) states in its Basic Principles “that States are under legal obligation to provide reparations for gross violations attributable to them,” and defined the concept’s elements as restitution, rehabilitation, compensation, satisfaction (apologies) and guarantees of non-repetition. When the federal government ended slavery in the District of Columbia in the U.S. during the Civil War, it paid slaveholders [\\$300 for every emancipated slave](#), while enslaved people were only offered assistance if they agreed to emigrate to Africa. As he led Union armies through the South, General William T. Sherman promised formerly enslaved Black Americans 40 acres of confiscated Confederate land. President Andrew Johnson put an end to that plan in 1865 and ex-slaves never received compensation for the wealth they generated. More recently, Representative John Conyers introduced a bill in 1989 to establish an exploratory committee on reparations for that he reintroduced every year until his resignation in 2017. In 2019, the House Subcommittee on the Constitution, Civil Rights and Civil Liberties held a hearing on a resolution calling for a commission to investigate reparations and make formal recommendations. Perhaps the most famous example of reparations is Germany paying reparations to Holocaust survivors following World War II. Its reparations have varied in amount and form, but historians estimate that Germany has made over \$80 billion in social welfare payments to Jewish people who suffered under the Nazi regime. In 1995, the South African government established the Truth and Reconciliation Commission to publicly confront its history of apartheid and later paid reparations to 18,000 victims who gave testimony. In 1988, the U.S. gave \$20,000 to each of the 82,219 Japanese Americans who survived internment during World War II. Economist Robert Browne argued in 2000 that between \$1.4 trillion and \$4.7 trillion is needed to “restore the black community to the economic position it would have if it had not been subject so slavery and discrimination.” The amount is what Browne calculates as the income produced by enslaved people for their White owners prior to 1860. Yahoo Finance reporter Kristin Myers estimates a \$17.1 trillion price tag on compensating African Americans for the cumulative damage of slavery, segregation and the present inequalities in American society.

Reproductive Rights: The rights of individuals to decide whether to reproduce and have reproductive health, including an individual's right to plan a family, terminate a pregnancy, use contraceptives, learn about sex education in public schools, and gain access to reproductive health services.

Same-Gender Loving: A term some prefer to use instead of lesbian, gay or bisexual to express attraction to and love of people of the same gender.

Schizoaffective Disorder: A mental condition that causes both a loss of contact with reality (psychosis) and mood problems (depression or mania).

Glossary of Key Terms

Schizophrenia: A severe mental disorder that appears in late adolescence or early adulthood. People with schizophrenia may have hallucinations, delusions, loss of personality, confusion, agitation, social withdrawal, psychosis and/or extremely odd behavior.

Schizophreniform Disorder: Symptoms consistent with Schizophrenia but that last less than six months.

Seasonal Affective Disorder (SAD): A form of depression that appears related to fluctuations in the exposure to natural light. It usually strikes during autumn and often continues through the winter when natural light is reduced.

Self-Esteem: How a person feels about herself or himself; pride in oneself. Self-esteem is linked to family traditions, language, social customs, economic background, and other aspects of one's cultural environment.

Serious Emotional Disturbances: Diagnosable disorders in children and adolescents that severely disrupt their daily functioning in the home, school, or community. Serious emotional disturbances affect one in 10 young people. These disorders include depression, attention- deficit/hyperactivity, anxiety disorders, conduct disorder, and eating disorders.

Sex: This term refers to the biological characteristics that define an individual; sex categories are "female," "male," or "non-binary."

Sexism: A system of beliefs or attitudes, which relegates women to limited roles and/or options because of their sex. It centers on the idea that women are inferior to men.

Sexual Harassment: Unwelcome sexual advances, request for sexual favors (quid pro quo) and other verbal or physical conducts of a sexual nature when:

- submission to such conduct is made either implicitly a condition of employment;
- submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual; or
- such conduct has the purpose of effect of unreasonably interfacing with an individual's work performance or creating an intimidating, hostile working environment. (This definition is according to Equal Employment Opportunity Commission (EEOC) guidelines.)

Sexual Minority: Individuals who do not identify as part of the sexual majority or cultural mainstream (e.g., straight). Individuals can identify as lesbian, gay, bisexual, transgender, or queer, for example.

Sexual Orientation: A person's sexual identity in relation to the gender to which they are attracted.

Sexual Preference: This term implies sexuality is an individual's choice. This term has a negative connotation and should not be used.

Sexual Reassignment Surgery (SRS): Genital surgery that a transgender person may undergo. It is only one part of a transgender person's transition. The term is used by some medical professionals to refer to a group of surgical options that alter a person's anatomical sex characteristics. While not inherently derogatory term, it is reductive.

Social Anxiety: Also known as social phobia, can be described as a fear of social situations or of interacting with people other than one's close friends and family. When social anxiety is persistent or has a detrimental effect on one's daily life, therapy may be helpful in addressing this issue and exploring treatment and coping methods.

Glossary of Key Terms

Some Other Race: Includes all other responses not included in the "White," "African American or Black," "American Indian or Native American and Alaska Native," "Asian," and the "Native Hawaiian and Other Pacific Islander" race categories described above. Persons identified as multiracial, mixed, interracial, or a Hispanic/Latino group (for example, Mexican, Puerto Rican, or Cuban) in the "Some other race" category are included in this category.

Straight/Heterosexual: A person whose emotional, sexual, or romantic attractions are primarily to members of the opposite sex.

Straight-passing: A person whose perceived sexuality is heterosexual (even if this differs from the sexuality with which they identify).

Stereotypes: The belief that all people of a certain racial, ethnic, or cultural group are the same and behave in the same way.

Stress: Stress is primarily a physical response. When stressed, the body thinks it is under attack and switches to 'fight or flight' mode, releasing a complex mix of hormones and chemicals such as adrenaline, cortisol, and norepinephrine to prepare the body for physical action. This causes a number of reactions, from blood being diverted to muscles to shutting down unnecessary bodily functions such as digestion. Mild levels of stress are beneficial; however, excessive stress can have negative mental and physical health consequences.

Suicide: A successful or unsuccessful attempt to intentionally kill oneself. Suicide is the result of actions taken to deal with intolerable mental anguish and pain, fear or despair that overwhelms an individual's value for living and hope in life. While there is a well-established link between suicide and depression, each suicide occurs in a unique mix of complex interconnected factors, individual, environmental, biological, psychological, social, cultural, historical, political and spiritual, including psychological trauma (both developmental and intergenerational).

SWANA: A way to describe the Southwest Asian and North African region in a geographical, non-political, non-religious and non-Eurocentric way.

Systems Thinking Approach: The knowledge that societal structures give and/or take opportunity from specific groups of people, and when added to the timing of interactions and relationships that exist between them, create persistent outcomes.

Temporary Resident: A foreign national granted the right to stay in a country for a certain length of time (e.g. with a visa or residency permit), without full citizenship. This may be for study, business, or other reasons.

TERF: The acronym for "trans exclusionary radical feminists," referring to feminists who are transphobic.

Tourette Syndrome: Tourette syndrome starts in childhood. It involves uncontrollable repetitive movements or unwanted sounds (tics), such as repeatedly blinking the eyes, shrugging shoulders, or blurting out offensive words. Treatment may include medication or psychological therapies.

Transgender: People who identify with the characteristics, roles, behaviors, or desires of a gender different from the one they were assigned at birth. This identity is not related to sexual preference.

Transgendered: Not a word. Often used as one.

Trans or Trans+: Two umbrella terms for non-cisgender identities.

Glossary of Key Terms

Transition: The term used to describe the process of changing from one gender to the other; taking steps such as changing one's name and/or medical intervention.

Trans Man: Someone who was assigned female at birth and identifies as male.

Transmisogyny: A blend of transphobia and misogyny, which manifests as discrimination against "trans women and trans and gender non-conforming people on the feminine end of the gender spectrum."

Transphobia: The fear and hatred of, or discomfort with, transgender people.

Trans Woman: Someone who was assigned male at birth and identifies as female.

Trichotillomania: Sometimes referred to as hair-pulling disorder, TTM, or just trich, is a state in which a person has powerful, compulsive urges to pull out hair from the body. The location on the body can vary, as can the severity and the way a person responds to treatment. Treatment options for trichotillomania typically include forms of behavioral therapy. In some cases, a qualified professional may also recommend medication.

Trigger: Something that forces you to relive a trauma.

Trigger Warning: A statement that someone is about to experience challenging material that could potentially be disturbing (graphic, racially-insensitive, sexually explicit, etc.).

Two or More Races: "Two or more races" refers to combinations of two or more of the following race categories:

- White
- African American or Black
- American Indian or Native American and Alaska Native
- Asian
- Native Hawaiian and Other Pacific Islander or some other race

Two-spirit: A person who identifies as being a part of a third gender that takes a gender-variant ceremonial and social role in their cultures, and is used to describe sexual, gender and/or spiritual identity.

Unconscious Bias: Social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Unconscious bias is far more prevalent than conscious prejudice and often incompatible with one's conscious values.

Understanding Differences: Understanding differences is the awareness and acceptance of differences among and between people both on an interpersonal and personal level. It encompasses myriad dimensions such as race, sex, age, thinking style, religion, sexual orientation, professional degrees, and functionality. This can also refer to organizations and systems (for example, field offices versus headquarters). The objective is to enhance interpersonal or inter-functional relationships.

Undocumented Immigrant / Non-Citizen: Foreign-born people who do not possess a valid visa or other immigration documentation, because they entered without inspection, stayed longer than their temporary visa permitted, or otherwise violated the terms under which they were admitted.

Glossary of Key Terms

Values: Values are our subjective reactions to the world around us. They guide and mold our options and behavior. Values have three important characteristics. First, values are developed early in life and are very resistant to change. Values develop out of our direct experiences with people who are important to us, particularly our parents. Values rise not out of what people tell us, but as a result how they behave toward us and others. Second, values define what is right and what is wrong. Notice that values do not involve external, outside standards to tell right or wrong; rather, wrong, good or bad are intrinsic. Third, values themselves cannot be proved correct or incorrect, valid or invalid, right or wrong. If a statement can be proven true or false, then it cannot be a value. Values tell what we should believe, regardless of any evidence or lack thereof.

Valuing Differences: Refers to systemic, organizational and personal development work (not a program) that focuses on all employees, clients, customers, and investors feeling valued (not just tolerated).

Veteran: A person who served in the active military, naval, or air service and who was discharged or released under conditions other than dishonorable.

Veteran Owned Business: A company that is at least 51% owned, operated, and controlled by a Veteran.

Victim-Blaming: When the victim of a crime or harmful act is held fully or partially responsible for it. If you hear someone questioning what a victim could have done to prevent a crime, that's victim-blaming, and it makes it harder for people to come forward and report abuse.

White: Merriam-Webster states as it relates to population groups – this term has historically been fluid, with people of particular ancestries being excluded for a time before being included, and vice versa. The category has also often functioned as a grouping into which people who are not designated as belonging in some other category are placed. Specific parameters are, however, sometimes set, as in the U.S. 2020 Census, which stipulates that "the category of 'White' includes all individuals who identify with one or more nationalities or ethnic groups originating in Europe, the Middle East, or North Africa." It is important to note, this U.S. definition is **not** the most accurate definition given it includes demographics that have not been fully recognized in the U.S as being their own racial demographic. It should also be noted that in the book, [Caste: The Origins of Our Discontents](#) by Isabel Wilkerson, the term is used to illustrate The United States' caste system whereby "White" is referred to as "dominant caste, ruling majority, favored caste, or upper caste."

White Fragility: A state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves, including the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. An example of this could be a Black person pointing out a white person's problematic or racist behavior and the white person immediately jumping to defend themselves, making excuses and crying instead of listening and accepting what the other person is saying. The term has gained popularity as a result of Robin DiAngelo, a researcher and author of the book "[White Fragility](#)."

White Nationalism: A term that originated among white supremacists as a euphemism for white supremacy. Eventually, some white supremacists tried to distinguish it further by using it to refer to a form of white supremacy that emphasizes defining a country or region by white racial identity and which seeks to promote the interests of whites exclusively, typically at the expense of people of other backgrounds.

Glossary of Key Terms

White Privilege: The vast set of advantages and benefits that people have solely because they are white or pass as white. Examples include being able to walk around in a department store without being followed by a store clerk who suspects you of shoplifting, or being able to drive around a neighborhood without fearing that someone will call the police on you, or being stopped by the police and not fearing one will be murdered as a result of doing nothing other than being non-white.

White Supremacy: A term used to characterize various belief systems central to which are one or more of the following key tenets: 1) whites should have dominance over people of other backgrounds, especially where they may co-exist; 2) whites should live by themselves in a whites-only society; 3) white people have their own "culture" that is superior to other cultures; 4) white people are genetically superior to other people. As a full-fledged ideology, white supremacy is far more encompassing than simple racism or bigotry. Most white supremacists today further believe that the white race is in danger of extinction due to a rising "flood" of non-whites, who are controlled and manipulated by Jews, and that imminent action is need to "save" the white race.

Woke: Rooted in Black activist culture, it means you're educated and aware, especially about injustice.

Woman Business Enterprise (WBE) – a business that is at least 51 percent owned/operated/ controlled by a non-minority woman.

Women Of Color: A term to unite women from marginalized communities of color who have experienced oppression. It could include women of African, Asian, Latin or Native American descent.

Yes Means Yes: A paradigm shift in the way we look at rape, moving beyond "no means no" toward the idea that consent must be explicit.

+: Not just a mathematical symbol anymore, but a denotation of everything on the gender and sexuality spectrum that letters and words cannot yet describe.