Definitions of key terms

Slurs

Diversity

Ableism

Inclusion

Antisemitism

Unconscious bias

Islamophobia

Equity

Microaggressions

Anti-Racism

Anti-racism: - need to define ***race*** *and* ***racism*** also in order to define ***anti-racism***

'**race**' refers to the idea that humans can be organised into distinct biological 'races' with defined physical and social traits. Today, it is widely accepted that biological categories of race do not exist. However, race as a concept is relevant, as it has influenced the identities of today's cultures and societies, with certain racial identities perceived and positioned as superior to others. (Source)

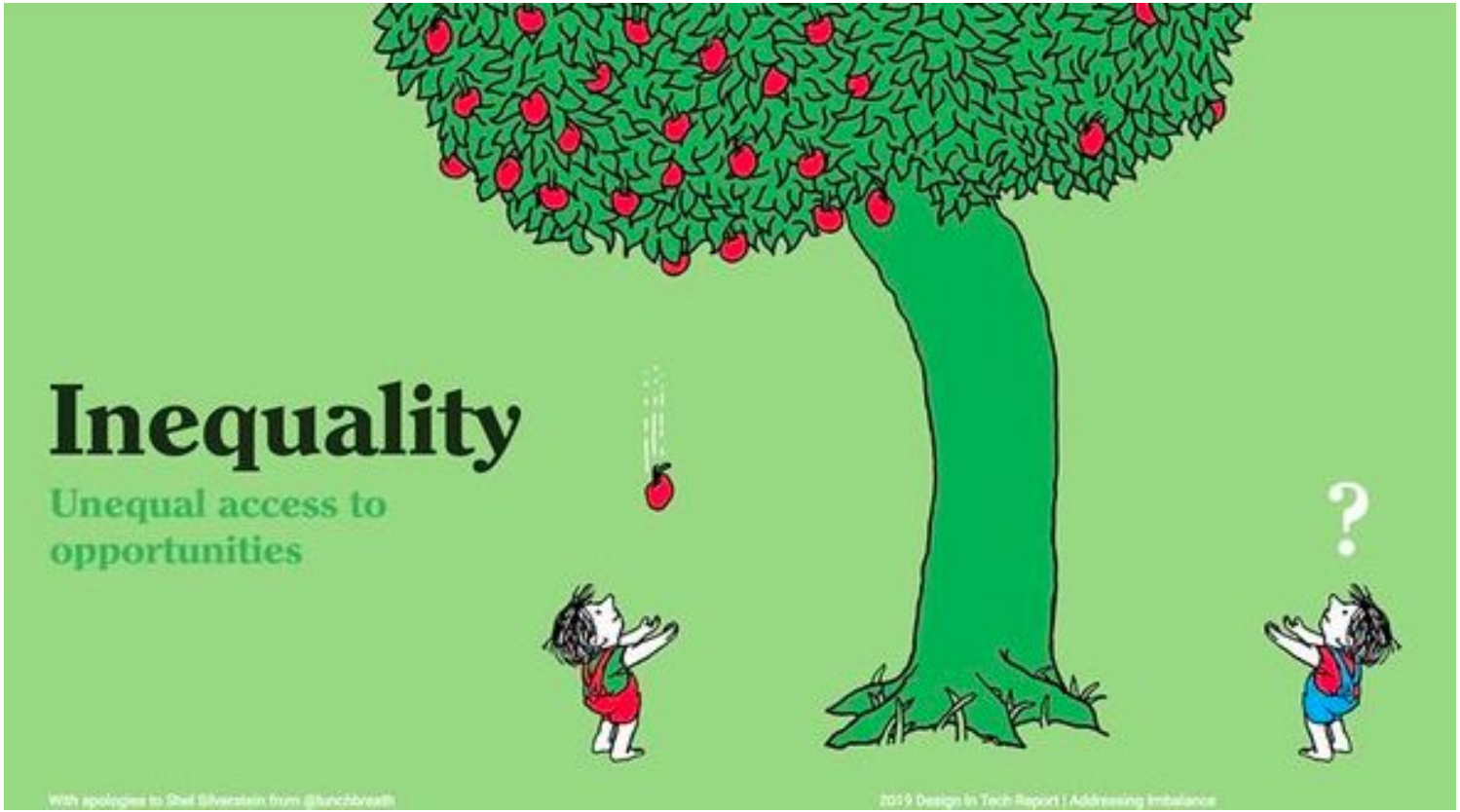
Racism is the process by which systems and policies, actions and attitudes create inequitable opportunities and outcomes for people based on race. Racism is when prejudice in thought or action – whether individual or institutional – is accompanied by the *power* to discriminate against, oppress or limit the rights of others. (Source)

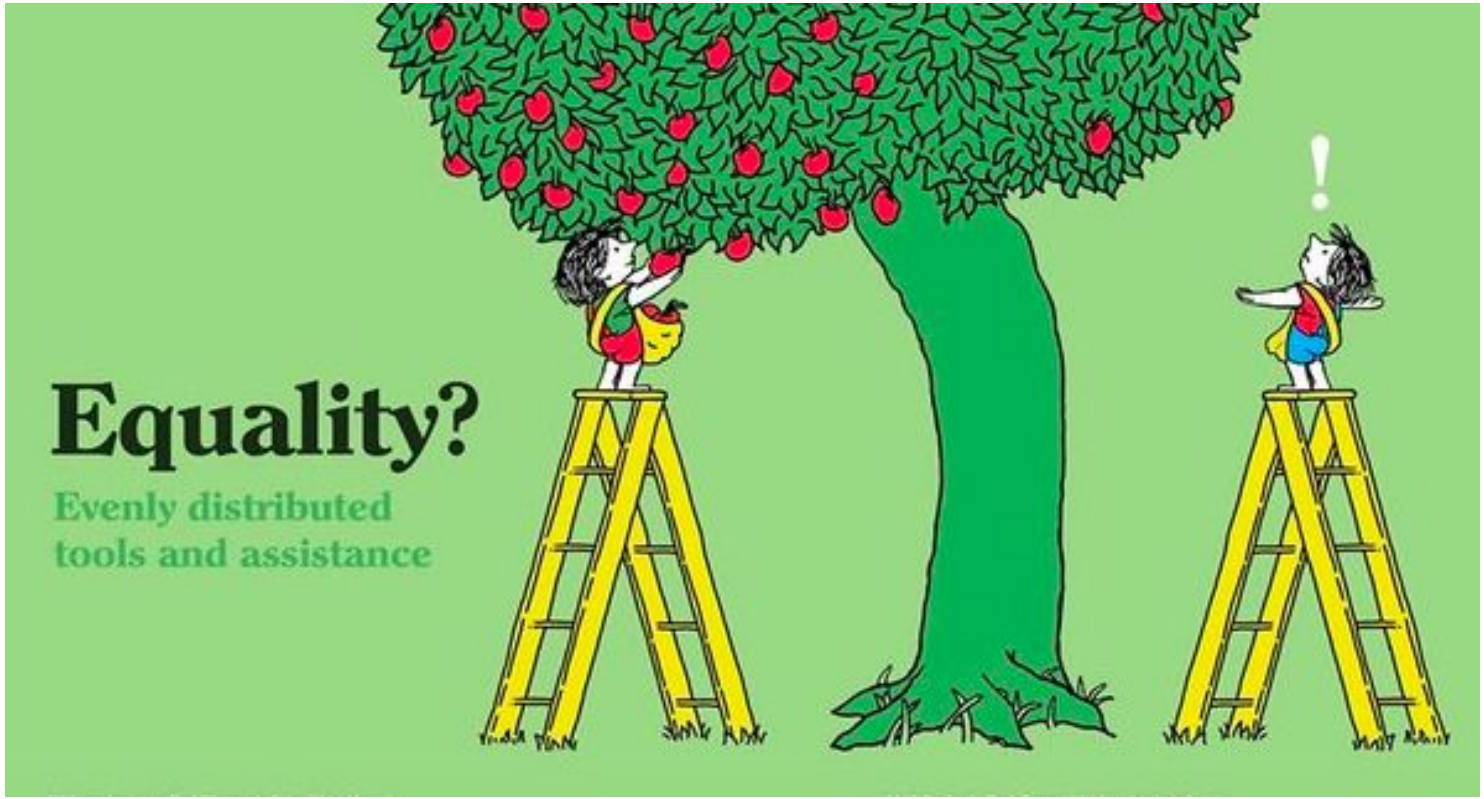
Anti-racism =

actively attempting to combat racist policies, practices, culture and ideas. Anti-racism is about more than being ‘not racist’. It involves active decisions that seek to combat injustice and promote racial equity. It can be helpful to think of anti-racism as a skill set that we can all develop and use to promote a better, more equitable society. (Source)

Diversity = the mix of people in a community - the range of nationality, national or ethnic origin, race, colour, caste, religion or beliefs, language, culture, age, sex, sexual orientation, gender identity or expression, marital status, family status, socio-economic background/ status, genetic characteristics or disability. Also includes diversity of thoughts, views, beliefs, values, ideas and perspectives. UWC is intentionally diverse, through the selections of staff and students for example.

Inclusion = how a mix of people in a community studies, works and lives together. The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate, in a climate which embraces differences and offers respect in words and actions for all people. An inclusive group is by definition diverse, a diverse group is not always inclusive.


Inequality
Unequal access to opportunities
?
With apologies to Shel Silverstein from @lunchbreath
2019 Design In Tech Report | Addressing Imbalance


Equality?
Evenly distributed
tools and assistance
!

Equity

Custom tools that identify and address inequality

With apologies to Shel Silverstein from @lunchbreath

Unconscious bias = a favourable or unfavourable attitude, where we form positive or negative impressions based on someone's skin colour, religion, appearance, nationality, abilities or other personal feature or quality. Bias can lead to unfair outcomes for some people, particularly when it appears in organisations like schools, sports teams or workplaces, or within areas such the health system, education system the criminal justice system. Bias does not necessarily amount to racism, but does when coupled with the power to discriminate against or limit the rights of others. Unconscious bias can be hard to detect, even in ourselves, and we are all likely to hold biases of some kind, so it's important that we commit to identifying our own biases.

Microaggressions = seemingly casual expressions that perpetuate racist stereotypes and ideas, which may not be noticeable to everyone but may have a severe, cumulative impact. An example of a microaggression might be repeatedly mispronouncing someone's name, despite being corrected, asking where someone is from 'originally', or asking to touch someone's hair.

Slurs = often racial, but can be sexist or homophobic for example, are words or phrases that refer to members of racial and other minority groups in a derogatory manner. Slurs dehumanize targeted groups and justify oppression by suggesting that targeted populations are unworthy of equality. **(Source)**

Ableism = the various forms of negative biases and discrimination that people can face because of their disability, or physical, mental or learning difference. It is discrimination in favour of people who do not have a disability or difference form the perceived norm. Individual people can have an ableist attitude, an organisation or a society can have an ableist culture, or a country can have ableist laws. Ableism can take many forms like assumptions, stereotypes, attitudes or practices. (Source)

Antisemitism = hostility to, prejudice towards, or discrimination against Jews. For example: calling for, aiding, or justifying the killing or harming of Jews or making dehumanizing or demonizing allegations about Jews. This may include conspiracy theories about Jews controlling the media, economy, government or other societal institutions, accusing Jews as a people of being responsible for real or imagined wrongdoing committed by the state of Israel, or accusing the Jews as a people of inventing or exaggerating the Holocaust. (Source)

Islamophobia = the fear of, hatred of, or prejudice against the religion of Islam or Muslims in general, especially when seen as a geopolitical force or a source of terrorism. It can lead to hate speech and hate crimes, social and political discrimination, can be used to rationalize policies such as mass surveillance, incarceration, and disenfranchisement, and can influence domestic and foreign policy. (Source)