



1. **Able-ism** – The belief that disabled individuals are inferior to non-disabled individuals, leading to discrimination toward and oppression of Individuals with disabilities and physical differences.
2. **Ally** – Advocates for people from marginalized groups. An ally takes action to support people outside their own group.
3. **Anti-Racist** – a person who identifies and challenges the values, structures and behaviors that perpetuate systemic racism
4. **Assimilation** – A process by which people in marginalized groups (persons who are others by virtue of cultural heritage, gender, age religious background, and so forth) are brought into, or made to take on the existing identity of the group into which they are being assimilated.
5. **Belonging**- the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group. It is when an individual can bring their authentic self to work. – use picture belonging infographic
6. **Benevolent racism** – Occurs when a positive trait is applied to a group of people based on their race. This is often rooted in media portrayals or stereotyping and while the traits themselves may be superficially understood as positive, they still have the effect of forcing their objects into a tired stereotype or a prejudice by reducing their multiplicities and contingencies. It is often insidious within societies thanks to widely unchallenged media depictions and cultural stereotypes. It may not seek to intentionally cause harm to its objects but still does. It often stems from a lack of understanding of how systemic racism operates and can lead to tokenism, a phenomenon where individuals are given opportunities to serve as representatives of their race by are not genuinely valued for qualities beyond their race.
7. **Bias** – Prejudice, and inclination or preference, especially one that interferes with impartial judgement
8. **Big 3** – As related to Special Olympics Illinois, our 3 key outcomes include
 - Raise more Resources
 - Improve Athlete Experience
 - Reach More Athletes
9. **Bicultural** – Of or related to an individual who possesses the languages, values, beliefs, and behaviors of two distinct racial or ethnic groups
10. **Bigotry** – an unreasonable or irrational attachment to negative stereotypes and prejudices
11. **Cisgender** – A term used to describe people whose gender identity matches the sex they were assigned at birth.

12. **Conformity** - a type of social influence involving a change in belief or behavior in order to fit in with a group. This change is in response to real (involving the physical presence of others) or imagined (involving the pressure of social norms / expectations) group pressure
13. **Color Blind** – the belief in treating everyone “equally” by treating everyone the same; based on the presumption that differences are by definition bad or problematic, and therefore best ignored. The racial ideology that posits the best way to end discrimination is by treating individuals as equally as possible, without regard to race, culture, or ethnicity. The term “colorblind” de-emphasizes, or ignores, race and ethnicity, a large part of one’s identity.
14. **Conscious Bias** – (Explicit Bias) Refers to the attitudes and beliefs we have about a person or group on a conscious level.
15. **Corporate Social Responsibility** – Practicing good corporate citizenship by going beyond profit maximization to make a positive impact on communities and societies.
16. **Covert Racism** - Expresses racist ideas, attitudes, or beliefs in subtle, hidden, or secret forms. Often unchallenged, this type of racism does not appear to be racist because it is indirect behavior.
17. **Cultural Appropriation-** The unacknowledged or inappropriate adoption of the customs, practices, ideas, etc. of one people or society by members of another and typically more dominant people or society.
18. **Cultural Humility** – a humble and respectful attitude toward individuals of other cultures that pushes one to challenge their own culture biases, realize they cannot possibly know everything about other cultures and approach learning about other cultures as a lifelong goal and process
19. **Denial** - the refusal to acknowledge the societal privileges that are granted or denied based on an individual’s identity components. Those who are in a stage of denial tend to believe, “People are people. We are all alike regardless of the color of our skin.” In this way, the existence of a hierarchical system of privileges based on ethnicity or race is ignored. (Institute for Democratic Renewal and Project Change)
20. **Disability-** A disability is any condition of the body or mind (impairment) that makes it more difficult for the person with the condition to do certain activities (activity limitation) and interact with the world around them (participation restrictions).
21. **Dissent** – Hold or express opinions that are at variance with those previously, commonly, or officially expressed
22. **Divergence / Divergent** – moving or extending in different directions from a common point; differing from each other or from a standard; tending to be different to develop in a different direction
23. **Diversity** – Diversity describes the myriad ways in which people differ, including the psychological, physical, and social differences that occur among all individuals, such as race, ethnicity, nationality, socioeconomic status, religion, economic class, education, age, gender, sexual orientation, marital status, mental and physical ability, and learning styles. Diversity is all-inclusive and supportive of the proposition that everyone and every group should be valued. It is about understanding these differences and moving beyond simple tolerance to embracing and celebrating the rich dimensions of our differences
24. **Double minorities** – Somebody who is mixed with 2 minority groups in the USA

25. **Emotional Tax** – the combination of being on guard to protect against bias, feeling different at work because of gender, race, and/or ethnicity, and the associated effect on health, well-being, and ability to thrive at work.
26. **Equality** – Treating everyone the same way, often while assuming that everyone also starts out on equal footing or with the same opportunities.
27. **Equity** – Working toward fair outcomes for people or groups by treating them in ways that address their unique advantages or barriers.
28. **Ethnicity** – A social construct which divides individuals into smaller social groups based on characteristics such as a shared sense of group membership, values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base.
29. **Gender Expression** – How a person publicly expresses or presents their gender. This can include behavior and outward appearance such as dress, hair, make-up, body language and voice. A person’s chosen name and pronoun are also common ways of expressing gender.
30. **Gender Identity** – A person’s deeply-felt internal sense of their gender. Gender identity is not visible to others. There are many different gender identities, including male, female, transgender, gender neutral, non-binary, agender, pangender, genderqueer, two-spirit, and all, none, or a combination of these.
31. **Health Equity** - Health equity is achieved when every person has the opportunity to “attain his or her full health potential” and no one is “disadvantaged from achieving this potential because of social position or other socially determined circumstances.” Health inequities are reflected in differences in length of life; quality of life; rates of disease, disability, and death; severity of disease; and access to treatment.
32. **Inclusion/Inclusiveness** - Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power
33. **Implicit Bias** - Negative associations expressed automatically that people unknowingly hold; also known as unconscious or hidden bias. Many studies have indicated that implicit biases affect individuals’ attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Notably, implicit biases have been shown to be favored above individuals’ stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that people may profess.
34. **Informational influence** – the person with the most influence, who can lead others to achieve a goal or accomplish a task; ability to lead, direct or achieve without an official leadership title. Individuals with informal power may be the most experienced or knowledgeable in a certain area or the most respected because of perceived notions displayed through personality traits.
35. **Institutional Racism** -also known as **Systemic Racism**– the systematic distribution of resources, power, and opportunity in our society to the benefit of people who are white and the exclusion of people of color.
36. **Intersex person- “Intersex”** is a general term used to indicate a person born with a reproductive or sexual anatomy and/or chromosome pattern that does not seem to fit binary notions of explicitly male or female bodies.

- 37. Intersectionality** – the intertwining of social identities such as gender, race, ethnicity, social class, religion, sexual orientation, and/or gender identity, which can result in unique experiences, opportunities, and barriers.
- 38. Marginalized Groups** – Sub-communities socially excluded from participating in the routine and mainstream activities of society. They often are confined to the lower peripheral edge of society thereby lacking access to employment, affordable formal education, healthcare, and social power, which often results in income discrepancies.
- 39. Microaggression** - the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership
- 40. Misogyny** – Hatred, Dislike of, aversion to, contempt for, or ingrained and institutionalized prejudice against women.
- 41. Neurodiversity** – the concept that there is great diversity in how people’s brains are wired and work, and that neurological differences should be valued in the same way we value any other human variation
- 42. Non-Binary (also known as Genderqueer)** – A category for fluid constellation of gender identities beyond the woman/man gender binary.
- 43. Oppression** – a situation in which people are governed in an unfair and cruel way and prevented from having opportunities and freedom. Prolonged cruel or unjust treatment or control. The exercise of authority or power in a burdensome, cruel, or unjust manner.
- 44. Privilege** – power and advantages benefiting a group derived from the historical oppression and exploitation of other groups
- 45. Prototypic** – Someone or something that serves to illustrate the typical qualities of a class; model; exemplar
- 46. Racism** – A system of advantage based on race. A system of oppression based on race. A way of organizing society based on dominance and subordination based on race. Penetrates every aspect of personal, cultural, and institutional life. Includes prejudice against people of color, as well as exclusion, discrimination against, suspicion of, and fear and hate of people of color. Racism = Prejudice + the POWER to implement that prejudice. (Exchange Project of the Peace & Development Fund)
- 47. Social Determinants of Health** - The social determinants of health (SDH) are the non-medical factors that influence health outcomes. They are the conditions in which people are born, grow, work, live, and age, and the wider set of forces and systems shaping the conditions of daily life. These forces and systems include economic policies and systems, development agendas, social norms, social policies, and political systems.
- 48. Transgender** - A term for a person whose gender identity differs from the sex they were assigned at birth. Identity is not dependent upon physical appearance or medical procedures.
- 49. Unconscious Bias** – An implicit association, whether about people, places, or situations, which are often based on mistaken, inaccurate, or incomplete information and include the person histories we bring to the situation.

- 50. Vicarious racism** – known also as Secondary racism, is the secondhand exposure to the racial discrimination and/or prejudice directed at another individual. Another form of racism that occurs when individuals who do not experience racism become distressed by hearing or witnessing discrimination or prejudice or hearing about them. This can manifest in various ways, generally from feeling personally offended on behalf of a person of color who may not be offended by a particular experience themselves. It can create an environment where people of color are expected to self-oppress for the satisfaction of vicarious racists.
- 51. White Fragility** – a term describing the emotional reaction (anger, defensiveness, dismissal/silence) caused by realizing that racism affects us all and whether you have been intentional about it or not, you have benefited from a system that puts your skin tone above others.
- 52. White Privilege** - refers to the unquestioned and unearned set of advantages, entitlements, benefits, and choices bestowed on people solely because they are White. White people who experience such privilege may or may not be conscious of it. White Privilege is the spillover effect of racial prejudice and White institutional power. It means, for example, that a White person in the United States has privilege, simply because one is White. It means that as a member of the dominant group a White person has greater access or availability to resources because of being White. It means that White ways of thinking and living are seen as the norm against which all people of color are compared. Life is structured around those norms for the benefit of White people. White privilege is the ability to grow up thinking that race does not matter. It is not having to think daily about skin color and the questions, looks, and hurdles that need to be overcome because of one's color. White Privilege may be less recognizable to some White people because of gender, age, sexual orientation, economic class or physical or mental ability, but it remains a reality because of one's membership in the White dominant group.
- 53. Workplace Inclusion** – An atmosphere where all employees belong, contribute, and can thrive. Requires deliberate and intentional action.
- 54. Xenophobia** – An aversion or hostility to, disdain for, or fear of foreigners, people from different cultures, or strangers. Fear and hatred of strangers or foreigners or of anything that is strange or foreign. Dislike of or prejudice against people from other countries.