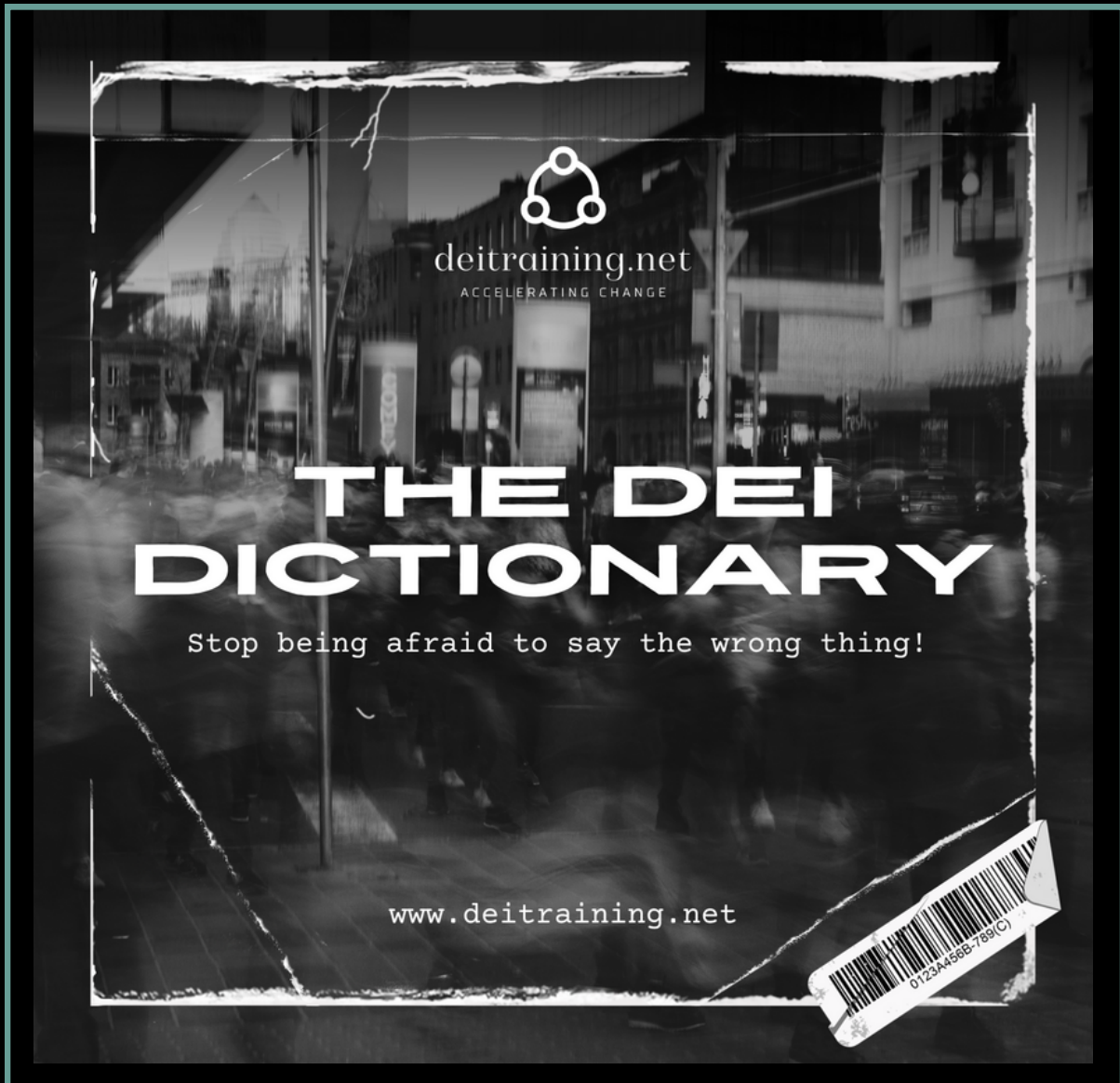


Kengen

**56 MORE FOUNDATIONAL DEI
WORDS + CONCEPTS THAT EVERY
ALLY SHOULD KNOW**





- 01 **Affirmative Action** – refers to positive steps taken to increase the representation of minorities (racial, ethnic minorities and women, in general) in areas of employment, education, and business from which they have been historically excluded.
- 02 **Anti-racism** – a process of actively identifying and opposing racism. The goal of anti-racism is to challenge racism and actively change the policies, behaviors, and beliefs that perpetuate racist ideas and actions.
- 03 **Apartheid** – a system of racial segregation used in South Africa from 1948 to the early 1990s. The term originates in Afrikaans or Dutch, where it means “separateness”. Races, classified by law into White, Black, Indian, and Coloured groups, were separated, each with their own homelands and institutions. This prevented non-white people from having a vote or influence on the governance. Education, medical care and other public services available to non-white people were vastly inferior and non-whites were not allowed to run businesses or professional practices in those areas designated as ‘White South Africa’.

- 04 **Asexual** – people who may not be interested in sex, but may still feel emotionally close to other people.
- 05 **Assimilation** – a process of consistent integration whereby members of an ethno- cultural group, typically immigrants, or other minority groups, are “absorbed“ into an established larger community.
- 06 **Bias, Affinity** – the tendency people have to connect with others who share similar interests, experiences and backgrounds.
- 07 **Bias, Beauty** – the favorable treatment that individuals receive when they are deemed more attractive.
- 08 **Bias, Conformity** – the tendency people have to act similar to the people around them regardless of their own personal beliefs or idiosyncrasies — also known as peer pressure.
- 09 **Bias, Unconscious** – attitudes that are held subconsciously and affect the way individuals feel and think about others around them. Also known as implicit bias.





- 10 **Bicurious** – refers to people who are questioning or exploring bisexuality, which typically includes curiosity about one’s romantic or sexual attraction to people of the same or different genders
- 11 **Biethnic** – of two ethnic groups: belonging or relating to two different ethnic groups. Usually, used in reference to a person. For example: if a person’s father is French and mother English, she is biethnic though not biracial.
- 12 **Biracial** – of two races. Usually, used to refer to people whose parents come from two different races, e.g., father is Chinese and mother English.
- 13 **Black Codes** – laws passed across the South aimed at maintaining white supremacy. They restricted freedom of speech for Blacks, as well as outlawing interracial marriages, loitering, vagrancy, Black legal rights and freedom of assembly. Used by Southern whites to keep Blacks in an inferior position for decades after the official abolition of slavery.
- 14 **Black History Month** – an opportunity to honor the too-often neglected accomplishments of Black Americans in every area of endeavor throughout our history. It began as Negro History Week in 1926 during Abraham Lincoln and Frederick Douglass’ birthdays. In 1970, Kent State University celebrated Black History Month. In 1976, Black History Month was officially recognized by President Gerald Ford during the America’s bicentennial celebration.

15 **Cancel culture** – a modern form of ostracism in which someone is thrust out of social or professional circles – whether it be online, on social media, or in person. Those subject to this ostracism are said to have been “cancelled”.

16 **Chattel slavery** – refers to a form of human enslavement in which the slave is completely owned by another person. Slavery has been practiced for thousands of years. However, this type of slavery was unique to the Age of Exploration and began with Christopher Columbus. In this type of slavery, someone with enough money can own another human being, order that person to do whatever they would like, and own any offspring from that person. The word chattel itself simply means a personal possession.



17 **Communitism** – belief in promoting the interests of one ethnic, religious, or cultural group rather than society as a whole (aka sectarianism).

18 **Cyber-Racism** – racist rhetoric that occurs online and includes hate speech, racist stereotypes, racial jokes or comments, and racial harassment or intimidation or comments that inflame hostility toward certain groups.



19 Defund the Police – reallocating or redirecting funding away from the police department to other government agencies funded by the local municipality. Defunding police highlights fiscal responsibility, advocates for a market-driven approach to taxpayer money, and has some potential benefits that will reduce police violence and crime.

20 Discrimination – treatment or consideration based on caste or category defined by prejudicial attitudes and beliefs that deny equal treatment, civil liberties and opportunities to education, accommodation, health care, employment and access.

21 Diversity – understanding that each individual is unique, and recognizing individual differences along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

22 Diversity dishonesty – when employee demographics don't match the company's written commitment to diversity.

23 Ethnic slur – a term used to insult someone on the basis of ethnicity, race or nationality.

- 24 **Elitism** – the belief or notion that individuals who form an elite — a select group of people perceived as having an intrinsic quality, high intellect, wealth, power, notability, special skills, or experience — are more likely to be constructive to society as a whole, and therefore deserve influence or authority greater than that of others.
- 25 **Gaslighting** – defined as making someone question their own reality. The term may also be used to describe a person who presents a false narrative to others which leads them to doubt their perceptions and become misled, disoriented or distressed.
- 26 **Gender dysphoria** – refers to psychological distress that results from an incongruence between one’s sex assigned at birth and one’s gender identity. Not all trans people experience dysphoria, and those who do may experience it at varying levels of intensity.
- 27 **Gender nonconforming** – 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.
- 28 **Gentrification** – literally the return of the gentry - redevelopment that displaces current populations and negatively impacts the social fabric.



29 **Halo effect** – the tendency people have to place another person on a pedestal after learning something impressive about them.

30 **Historical revisionism + negationism** – distortion of the historical record such that certain events appear to have occurred and/or impacted history in a way that is in drastic disagreement with the historical record and/or consensus. Usually meant to advance a socio-political view or agenda.

31 **Horns effect** – the tendency people have to view another person negatively after learning something unpleasant or negative about them.



32 **Inclusion** – the extent to which various team members, employees, and other people feel a sense of belonging and value within a given organizational setting.

33 **Intersex** – an umbrella term used to describe people with differences in reproductive anatomy, chromosomes or hormones that don't fit typical definitions of male and female.

34 **Ku Klux Klan** – born out of a desire to regain Southern white political ascendancy; targeted Blacks in public office, Black schools, churches and whites sympathizers. Formed in December 1865 by ex-soldiers of the Confederate Army and peaked in 1870. The Klan was suppressed by the Ku Klux Klan Act 1871 and the use of federal troops, but it would be reborn in 1915 with support from traditional white supremacists.

35 **Lesbian** – Women who are attracted romantically to other women.

36 **Marginalized** – to render or treat as marginal; to remove from the center or mainstream; to force (an individual, minority group, etc.) to the periphery of a dominant social group; (gen.) to belittle, depreciate, discount, or dismiss.

37 **Matrifocal** – mother-centered society. It often refers to a household with no resident husband-father.

38 **Matrilineage** – line of descent as traced through women on the maternal side of a family. In some cultures, membership of a specific group is inherited matrilineally. For example one is a Jew if one's mother (rather than one's father) is a Jew. The Nairs of Kerala, India are also matrilineal.



39 **Meritocracy** – a system of government based on rule by ability or merit rather than by wealth, race or other determinants of social position. Nowadays this term refers to openly competitive societies like the USA where large inequalities of income and wealth accrued by merit rather than birth is accepted. In contrast egalitarian societies like the Scandinavian countries aim to reduce such disparities of wealth.

40 **Mestizo** – a term used to refer to people of partly Native American descent.

- 41 **Open class system** – stratification system that facilitates social mobility, with individual achievement and personal merit determining social rank.
- 42 **Oppression, internalized** – the process whereby people in the target group make oppression internal and personal by coming to believe that the lies, prejudices, and stereotypes about them are true. Internalized oppression can create low self-esteem, self-doubt, and even self-loathing. It can also be projected outward as fear, criticism, and distrust of members of one's own target group.
- 43 **Patriarchy** – political system ruled by men in which women have inferior social and political status, including basic human rights.
- 44 **Patrilineage** – Line of descent as traced through men on the paternal side of a family each of whom is related to the common ancestor through males - opposite of matrilineage.
- 45 **Political asylum** – the right to live in a foreign country granted by the government to people who have been forced to flee their own country because of the threat of persecution.
- 46 **Power distance** – The extent to which the less powerful members of institutions and organizations within a country expect and accept that power is distributed unequally.
- 47 **Power over** – The type of power that is built on force, coercion, domination and control and motivates largely through fear. ... The power one person can wield power over another is dependent on a myriad of external factors and subtle agreements.

48 **Power with** – Power with is constructed by an agreement in which all parties decide to act in ways that construct the welfare of all. We have decided how we are going to be with each other in a manner that serves us.

49 **Purdah** – The Muslim or Hindu practice of keeping women hidden from men outside their own family; or, a curtain, veil, or the like used for such a purpose.



50 **Queer** – an umbrella term used to describe individuals who aren't exclusively heterosexual. In some circles, the word has been reclaimed. The word holds in its history, both pain and empowerment. The word will always be a pejorative term in certain contexts. It will always cause pain when used in a derogatory way or as an insistence that someone is abnormal and, thus, underserving of fair treatment and love.

51 **Questioning** – The process of being curious about or exploring some aspect of sexuality or gender.

52 **Racism, Institutional** – Occurs in an organization. These are discriminatory treatments, unfair policies, or biased practices based on race that result in inequitable outcomes for whites over people of color and extend considerably beyond prejudice. These institutional policies often never mention any racial group, but the intent is to create advantages. Example: A school system where students of color are more frequently distributed into the most crowded classrooms and underfunded schools and out of the higher-resourced schools.

- 53 **Right wing vs left wing ideology** – Generally, the left wing is characterized by an emphasis on “ideas such as freedom, equality, fraternity, rights, progress, reform and internationalism” while the right wing is characterized by an emphasis on “notions such as authority, hierarchy, order, duty, tradition, reaction and nationalism.”
- 54 **Sub-culture** – A part or subdivision of a dominant culture or an enclave within it with a distinct integrated network of behaviour, beliefs and attitudes. The subculture may be distinctive because of the race, ethnicity, social class, gender or age of its members.
- 55 **Westernization** – The acculturative influence of Western expansion on native cultures.
- 56 **Xenophile** – is a person attracted to everything that is foreign, especially to foreign peoples, manners, or cultures or the belief that people and things from other countries must be superior.

