

# Glossary of Terms: A Common Language

**Diversity:** Diversity is the full range of human and/or organizational differences and similarities.

**Equity:** How we address any disparities that exist to make sure everyone has access to opportunities according to their individual differences and needs.

**Inclusion:** The process of leveraging the power of difference and similarities to effectively integrate everyone into the culture of the organization to achieve a common objective.

**Belonging:** Acceptance as a member or part of group.

**Implicit Bias:** Unconscious biases are the automatic, mental shortcuts used to process information and make decisions quickly. 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. Implicit or unconscious bias is not discrimination. But it can lead to it. There is correlation, not causation.

**Stereotypes:** The beliefs and opinions people hold about the characteristics, traits and behaviors of a certain group.

**Discrimination:** This is the behavior that treats people unequally because of their group memberships. It starts with unexplored and unchecked implicit biases.

**Dehumanization:** The association of groups of people as non-human as a way to reduce the moral resistance to actions that would otherwise be unacceptable to the actor.

**Micro Aggressions:** Brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional.

Harvard psychiatrist Chester Pierce coined the term in 1970 to describe racially charged "subtle blows ... delivered incessantly. " More than just hurt feelings, this is death by a thousand cuts.

Examples:

- A white woman clutching her purse when walking past a black man (signaling black men are dangerous criminals)
- Asking someone who isn't white "Where are you *really* from?" (signaling they are not American)
- Mistaking a female physician for a nurse (signaling women aren't as capable as men)

**Self-Awareness:** The foundation of emotional intelligence; the recognition of one's own emotional state at any given point in time and the degree to which that state influences our behavior and thought process. Important first step to uncovering implicit bias.

# Glossary of Terms: A Common Language

**Racial Anxiety:** Stress or anxiety caused by inter-racial interactions.

**Unbiasing:** the process of acknowledging and minimizing the impact that unconscious bias has on our attitudes and decisions.