



“When DCPS says we mean...”

- **Social Identity Groups:** *An individual's physical, social, mental characteristics, such as race, sex, gender, class, etc. and their membership in said identity groups. It is understood that they [identities] are socially constructed, constantly shifting, and often influenced by time and context (Evans, et al., 2010; Jones & Abes, 2013; Racial Equity Tools, 2019).*
- **Identity Salience:** *The prominence or importance one places on a (or various) resonating social identity(s) (Jones & Abes, 2013).*
- **Pronouns:** A pronoun is a word that refers to either the people talking (I or you) or someone or something that is being talked about (like she, it, them, and this). Gender pronouns (he/she/they/ze etc.) specifically refer to people that you are talking about
- **Power & Privilege:** *[privilege] is granted based upon the perception that individuals who belong to a particular social group possess a set of visible and invisible characteristics and values, regardless of whether these perceptions are accurate. Members of the privileged group dominate positions of power, and individuals within that group are associated with societal privilege (Lechuga, Clerc, & Howell, 2009).*
- **Oppression:** *when a group of people is denied something of value whether it is social, political, or economical as a result of membership within a social category that does not share similar characteristics and values (Lechuga, Clerc, & Howell, 2009).*
- **Minoritized Identities:** *social identities (see definition) that have less power compared to dominant identities/groups in society and experience oppression (Kirwan Institute, 2012).*
- **Prejudice/Stereotypes:** *A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or group toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics (Racial Equity Tools, 2019)*
- **Implicit Bias:** *Also known as implicit social cognition, implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions unconsciously. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control (Kirwan Institute, 2012; Racial Equity Tools 2019).*
- **Interpersonal Bias:** *is bias (implicit or explicit) that occurs between two or more people and is directed at individuals via interpersonal engagement (Kirwan Institute, 2012).*



- **Institutional Bias:** *A tendency for the procedures and practices of institutions to operate in ways which result in certain social groups being advantaged or favored and others being disadvantaged or devalued (Kirwan Institute, 2012; Racial Equity Tools 2019).*
- **History:** *refers to the [historical context] social, economic, and political conditions that existed and affected schools or district (Baumeister & Muraven, 1996; Delgado-Bernal, 2002).*
- **Culture:** *refers to the current environment of the school/district. Traditionally, this is understood, as an organization's expectations, experiences, philosophy, as well as the values that guide member behavior and is expressed in member self-image, inner workings, interactions with the outside world, and future expectations. Culture can and has been influenced by the school's/districts' history, as well as its predecessors. It allows us to understand what has influenced the current culture, positively or negatively. (Delgado-Bernal, 2002; Racial Equity Tools 2019).*
- **Restorative Justice:** *culture and set of practices that engage a community in building relationships emphasizes repairing the harm caused by crime and conflict. It places decisions in the hands of those who have been most affected by a wrongdoing, and gives equal concern to the victim, the offender, and the surrounding community. Restorative responses are meant to repair harm, heal broken relationships, and address the underlying reasons for the offense and repairing harm through mutual, inclusive dialogue, understanding, and cooperation.*

Note – an extended list of definitions can be found in the Racial Equity Tools Glossary (2019)

References

Racial Equity Tools. (2019). *Racial Equity Tools Glossary*. October 2019. Retrieved from https://www.racialequitytools.org/resourcefiles/RET_Glossary.pdf