

Glossary of Key Terms

Session A: Identity

Microaggression

A comment or action that subtly and often unconsciously or unintentionally expresses a predicted attitude toward a member of another group. (*Oxford Languages*)

Implicit Bias

People act based on prejudice and stereotypes without intending to do so. (*Stanford Encyclopedia of Philosophy*)

Identity

A social category defined by both personal affiliation and social membership. (*Science Direct, Social Identity Theory, Confronting Prejudice and Discrimination, 2019*)

Racism

Racism is a set of societal, cultural and institutional beliefs and practices (regardless of intention) that oppress one race for the benefit of another. (*Western States Center's Dismantling Racism: A Resource Book for Social Change Groups. Defining Racism Handout*)

Personal Racism: The way in which we perpetuate racism on an individual basis.

Systemic Racism: A system that continually advantages one racial group and systemically disadvantages another over time.

Anti-Racist

One either allows racial inequalities to continue, as a racist, or confronts racial inequities, as an antiracist. There is no in-between safe space of 'not racist.' (*Ibram X. Kendi, How to Be an Anti-Racist*)

Colonialism

A practice of domination that subjugates one people to another. (*Stanford Encyclopedia of Philosophy*)

Colorism

A practice of discrimination by which those with lighter skin are treated more favorably than those with darker skin. (*National Conference for Community and Justice*)

Session B: History

Safety and Threat Response

The brain's central role of keeping ourselves safe and avoiding threat. (*Center for Courageous Living*)

Artifact

Objects crafted and used for a particular purpose; artifacts are not neutral and tell and celebrate specific narratives. *(Oxford Languages)*

Frontier: The extreme limit of settled land beyond which lies wilderness.

Pioneer: A person who is among the first to explore or settle a new country or area.

Settler Colonialism

A form of colonialism that seeks to replace the original population of a colonized land with a new society of settlers. *(Learning for Justice Magazine)*

Pattern

Something from which a copy is made; a way something is done, organized or happens, often in a repeating series. *(Cambridge English Dictionary)*

Resistance

The act of fighting against something that is attacking you or refusing to accept something. *(Cambridge English Dictionary)*

Session C: Awareness

Awareness

A way of seeing and investigating the world that empowers one to shift it. *(Merriam-Webster)*

Oppression

Systematic domination of one group of people for the benefit of another group of people. *(Glasberg, Shannon, Davita, Deric (2011). Political Sociology: Oppression, Resistance, and the State. USA, p. 1)*

Power

The ability to direct and shift the world around us. *(Merriam-Webster)*

Spect-actor

Someone who actively works to see, investigate, and shift the world around them. *(Wardrip-Fruin, 352; Wardrip-Fruin, Noah, and Nick Montfort. "From Theatre of the Oppressed". Cambridge, Mass.: MIT)*

Session D: Action

Well-being

The state of being healthy, happy, and prosperous. *(Merriam-Webster)*

Resilience

A way of being that enables us to not only survive adversity, but to adapt and thrive. *(Merriam-Webster)*

Empowerment

The process of becoming stronger and more confident in directing one's life and shifting the world around them. *(Oxford Languages)*