

## 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*)