



## COLORBLIND

Often seen in the statement: I DON'T SEE COLOR. Term used over the last several decades by white people to imply that they are seeing someone for who they really are and not their skin color. This has dangerous implications because it means you are not seeing the "whole person." It also works to promote the status quo as opposed to finding ways forward in the conversations around race.

## CULTURE

Culture is the set of shared meanings or the ways people agree to be (behave, act, respond) in order to respond to new and familiar situations in their lives. Culture becomes the filter through which people interpret reality and perceive their future. As such, any particular culture represents a coherent but distinctive way of looking at the world.

## DISCRIMINATION

The unequal or unfair treatment of a person based upon one or more personal characteristics.

## ETHNICITY

Ethnicity is a social classification of humans based on their common culture, heritage, nationality, religion, language, and/or other similar categories. Biblically translated "tribe" or "people group."

## IMPLICIT BIAS

Negative associations that people unknowingly hold, sometimes known to override an individual's stated commitments to equality and fairness.

## PEOPLE OF COLOR

People of color (often abbreviated "POC") is the common term for non-white people or communities. Another common term is BIPOC (Black, Indigenous & People of Color).

## PREJUDICE

Preconceived judgment or opinion about a person or group of people, based on stereotyped generalizations.

## RACE

Race is the social classification of humans into categories based on a broad range of physical characteristics such as skin color, facial features, and hair texture. Racial categorization is not based on science, but on arbitrary distinctions which have shifted over time. Widespread usage of the concept of race did not occur until the 17th century.

## RACISM

Racism is a system of social advantage based on race, involving cultural messages, misuses of power, and institutional bias, in addition to the racist beliefs and actions of individuals.

## SYSTEMIC RACISM

Refers to the complex interactions of large scale societal systems, practices, ideologies, and programs that produce and perpetuate inequities for racial minorities. The key aspect of structural or systematic racism is that these macro-level mechanisms operate independent of the intentions and actions of individuals, so that even if individual racism is not present, the adverse conditions and inequalities for racial minorities will continue to exist (Gee & Ford, 2011)

## WHITE PEOPLE

White people is the term used to describe Caucasian people or communities, or those of European descent.