

AIDE GLOSSARY

Sources:

1. <https://www.racialequitytools.org/glossary>
2. <https://cssp.org/resource/key-equity-terms-and-concepts-a-glossary-for-shared-understanding/>
3. <https://www.bmc.org/glossary-culture-transformation>
4. <https://nirn.fpg.unc.edu/sites/nirn.fpg.unc.edu/files/imce/documents/The%20Power%20of%20Using%20Shared%20Language%20FINAL.pdf>
5. <https://www.aecf.org/blog/racial-justice-definitions>

Anti-Racism

1. An anti-racist is someone who is supporting an antiracist policy through their actions or expressing antiracist ideas. This includes the expression of ideas that racial groups are equals and do not need developing, and supporting policies that reduce racial inequity. **SOURCE:** Ibram X. Kendi, *How To Be An Antiracist*, Random House, 2019.
2. Active process of identifying and challenging racism, by changing systems, organizational structures, policies and practices, and attitudes, to redistribute power in an equitable manner.

Social Justice

2. A process, not an outcome, which (1) seeks fair (re)distribution of re- sources, opportunities, and responsibilities; (2) challenges the roots of oppression and injustice; (3) empowers all people to exercise self-determination and realize their full potential; (4) and builds social solidarity and community capacity for collaborative action.

Critical Race Theory

1. The Critical Race Theory movement considers many of the same issues that conventional civil rights and ethnic studies take up, but places them in a broader perspective that includes economics, history, and even feelings and the unconscious. Unlike traditional civil rights, which embraces incrementalism and step by step progress, critical race theory questions the very foundations of the liberal order, including equality theory, legal reasoning, Enlightenment rationalism, and principles of constitutional law.

Cultural Competency

2. The ability to understand, communicate with, and effectively interact with people across cultures. Grounded in the respect and appreciation of cultural differences, cultural competence is demonstrated in the attitudes, behaviors, practices, and policies of people, organizations, and systems.

Cultural Humility

2. When one maintains an interpersonal stance that is open to individuals and communities of varying cultures, in relation to aspects of the cultural identity most important to the person. Cultural humility can include a life-long commitment to self-critique about differences in culture and

a commitment to be aware of and actively mitigate power imbalances between cultures.

Equity

2. The effort to provide different levels of support based on an individual's or group's needs in order to achieve fairness in outcomes. Working to achieve equity acknowledges unequal starting places and the need to correct the imbalance. See Racial Equity; see Justice.

4. Most often "equality" is used to refer to inputs – people receive the same resource, with the expectation that the outcome will be the same. However, if people are situated differently when receiving the same resource, equal input will only reinforce existing inequities. On the other hand, we urge the use of "equity" to refer to outcomes – all people can achieve a valued goal or circumstance – which typically requires differential resources because groups are not situated similarly at the outset. Racial equity is measurable, as seen when disparities are declining or gaps are closing across racial groups.

5. Equity is defined as "the state, quality or ideal of being just, impartial and fair." The concept of equity is synonymous with fairness and justice. It is helpful to think of equity as not simply a desired state of affairs or a lofty value. [To achieve and sustain equity](#), it needs to be thought of as a structural and systemic concept.