

UUCA Racial Justice Glossary

Term	Definition	Ref
ARAOMC	acronym for anti-racism, anti-oppression, and multiculturalism	
anti-oppression	<ol style="list-style-type: none"> <li>1. Anti-oppression is working to oppose and dismantle systems of power that grant privileges to a dominant group while denying those privileges to others.</li> <li>2. In the United states the dominant group, or defined norm, is male, white, heterosexual, Christian, temporarily able-bodied, youthful, and has access to wealth and resources.</li> <li>3. Forms of oppression include sexism, racism, homophobia, classism, ableism, anti-Semitism and ageism.</li> </ol>	5,6
anti-racism	Anti-racism is the practice of taking a committed stand against racism, a stand that translates into action that interrupts racism in all of its forms, whether personal or institutional, blatant or routine, intended or unintended. Anti-racism is active by definition - the opposite of passivity, which colludes with racism.	9
anti-racist	<ol style="list-style-type: none"> <li>1. One who is supporting an anti-racist policy or expressing an anti-racist idea</li> <li>2. A person or community that develops an analysis of systemic racism and becomes committed to dismantling racism and escaping the prison of racism</li> </ol>	3,7
BIPOC	acronym for Black, Indigenous and People of Color	
equity	Quality of being fair, unbiased, and just. In other words, equity involves ensuring that everyone has access to the resources, opportunities, power and responsibility they need to reach their full, healthy potential as well as making so that unfair differences may be understood and addressed.	8
ethnicity	Ethnicity refers to the social characteristics that people may have in common, such as language, religion, regional background, culture, foods, etc.	11
intersectionality	The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups.	12
multiculturalism	Multiculturalism is the appreciation, respect and celebration of diverse cultures in society and within the human family. It is in contrast to blending all cultures into a melting pot to become part of a monoculture.	5
POC	Acronym for People of Color; referring to the indigenous peoples of North America and the diasporas of Africa, Asia, Latin America and the Middle East	4
race	Race and races are social and political constructs, categories that society invents and manipulates when convenient to serve a particular purpose.	2

racism	<p>As an ideology, racism is the belief that population groups, defined as distinct “races,” generally possess traits, characteristics or abilities, which distinguish them as either superior or inferior to other groups in certain ways. In short, racism is the belief that a particular race is (or certain races are) superior or inferior to another race or races.</p> <p><b>Individual Racism</b> can include face-to-face or covert actions toward a person that intentionally expresses prejudice, hate or bias based on race.</p> <p><b>Structural Racism</b> is a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity.</p> <p><b>Institutional Racism</b> refers to the policies and practices within and across institutions that, intentionally or not, produce outcomes that chronically favor, or put a racial group at a disadvantage.</p>	10, 11
racist	One who is supporting a racist policy or expressing a racist idea, either by action or inaction	3
white	A legal concept established by colonial slave owners to separate poor Europeans from Africans by giving legal privileges to Europeans while constructing system of chattel slavery for Africans. "White" is a political term. It was specifically created by colonial rulers to prevent oppressed people from different continents from uniting to confront their common oppressors.	4
white privilege	<ol style="list-style-type: none"> <li>1. An advantage, good, or resource that people with ascribed white racial identities receive and/or have greater access to and that people with ascribed nonwhite racial identities are denied and/or have less access to, primarily as a consequence of their ascribed racial identity and not because of what they do or do not do as individuals</li> <li>2. A condition of whiteness, whereby one is not, nor needs to be, cognizant of the racial dynamics that systematically benefit white people and disadvantage BIPOC.</li> </ol>	1
white supremacy	<ol style="list-style-type: none"> <li>1. The systematic provision of political, social, economic, and psychological benefits and advantages to whites, alongside the systematic provision of burdens and disadvantages to people who are not white</li> <li>2. A set of norms and expectations predicated on white habits, or the preferences, tastes, emotions, and perceptions of white people</li> <li>3. The belief that white people are inherently superior to BIPOC and should dominate over BIPOC</li> </ol>	1

Definitions were adapted from the following references with changes to capitalization and other minor changes.

1. *Stay Woke: A People’s Guide to Making All Black Lives Matter*, authors Candis Watts Smith, associate professor at Penn State University and Tehama Lopez Bunyasi, assistant professor at George Mason University.

2. [www.DismantlingRacism.org](http://www.DismantlingRacism.org)

3. *How to be an Antiracist*, Ibram X. Kendi, 2019

4. *Anti-Racism Resources*, Chestnut Hill United Methodist Church, July 2009

5. *A Place of Wholeness*, Beth Dana, Jesse Jaeger, 2010

6. *Dismantling Racism: A Resource Book*, Western States Center, 2003

7. *Becoming An Anti-Racist Church*, Joseph Barndt, pp. 156-157, 2011

8. City of Asheville Office of Equity and Inclusion

9. *Silent racism: How Well-Meaning White People Perpetuate the Racial Divide*, Barbara Trepagnier

10. Tim Wise, [tools4racialjustice.net/tim-wises-definitions](http://tools4racialjustice.net/tim-wises-definitions)

11. *Glossary for Understanding the Dismantling Structural Racism/Promoting Racial Equity Analysis*, <https://www.aspeninstitute.org/>

12. [www.merriam-webster.com/dictionary](http://www.merriam-webster.com/dictionary)