

SOCIAL JUSTICE

WHAT WE MEAN...

A society in which all members have basic human rights and access to opportunities and in which the common good is valued

WHICH IS...

- Inclusive of all people including those with disabilities, the elderly, the Indigenous, those of all economic classes, genders, LGBTQ, people of all races, ethnicities, and religions
- A recognition that we have not yet achieved this goal

DIVERSITY

WHAT WE MEAN...

We value human difference. A society and its organizations that represent the diversity of the people that constitute that society is stronger, healthier and more creative

WHICH IS...

- A belief that human diversity is important and adds value and perspective
- Access to resources and opportunities are equally accessible to all
- The people making policy decisions that affect people's lives are representative of those whose lives are affected
- A recognition that we have not yet achieved these goals

INCLUSION

WHAT WE MEAN...

Making sure that all stakeholders impacted by a decision have a voice in making the decision. In regards to inclusion of people with disabilities, ensuring that barriers are removed and access is provided including ramps, ASL interpreters, and other supports

WHICH IS...

- Having access to any necessary data and information
- Helping identify what to measure and how to measure it
- Being able to suggest changes, identify barriers, offer solutions, and make decisions without negative repercussions

EQUITY

WHAT WE MEAN...

Each of us has what we need to succeed

WHICH IS...

- A recognition that opportunity is not equal (for example, there is a wide variation in the quality of schools) and that some people fail because they are denied opportunities that others enjoy
- An understanding that everyone in society loses when some groups of people are denied full access to opportunity
- Individuals and groups who have historically been given more may need less and those who have historically been given less may need more in terms of decision-making influence and access to resources and opportunities

IMPLICIT BIAS

WHAT WE MEAN...

Extensive research shows that everyone has implicit biases, which consist of subconscious ideas and stereotypes about various social groups. These biases can be positive or negative and unintentionally lead to discrimination

WHICH IS...

- An understanding that human beings are not objective
- We develop implicit biases from messages that circulate throughout society
- Implicit biases are not an indicator of morality
- We cannot prevent having implicit biases but we can minimize the impact if we are open to seeing and challenging them

BIPOC

WHAT WE MEAN...

Black people, Indigenous people, and People of Color

WHICH IS...

- Evolving language to describe the wide array of ethnic human variation that does not fall neatly into the racial category "White"
- A term for people of color which names Black and Indigenous people first to highlight that they were the original targets of legal racial discrimination in the U.S.
- Note: this term is not used by everyone within social justice movements

CULTURAL COMPETENCE OR RELEVANCE

WHAT WE MEAN...

The ability to understand, appreciate, accommodate and engage with people across cultures

WHICH IS...

- Understanding your own culture and how it shapes your perspective
- Recognizing that not everyone shares the same culture and perspective
- Respect for and willingness to include people from other cultures
- Being open and curious about the cultural perspectives and approaches of others

DISCRIMINATION

WHAT WE MEAN...

Actions, policies, laws, or practices that have the effect - even if unintentional - of preventing the equitable distribution of rights, resources, and opportunities

WHICH IS...

- Actions that occur at the individual, interpersonal, cultural and institutional levels of society
- Actions, practices and policies that have an unequal outcome for different groups
- Not including all stakeholders in decision-making
- A failure to consider who will be impacted and how

MICRO-AGGRESSION

WHAT WE MEAN...

Frequent and often unintended everyday slights that are subtle expressions of racism, homophobia, Islamophobia, sexism, antisemitism, classism, ageism, and ableism

WHICH IS...

- A comment, behavior or assumption that expresses an underlying prejudicial attitude toward a person belonging to an historically marginalized group

WHITE PRIVILEGE / WHITE SUPREMACY

WHAT WE MEAN...

A racial hierarchy that places white people at the top and provides unfair advantage at the group level

WHICH IS...

- A social order no one alive today created but that continues to benefit white people overall
- An assumption that white peoples' interests and perspectives are ideal, universal and shared by everyone

SYSTEMIC RACISM

WHAT WE MEAN...

Centuries of on-going denial of equal treatment for people of color in housing, education, healthcare, law, wealth building, employment, and land rights

WHICH IS...

- So foundational to the laws, policies, practices, and norms of the U.S. that it continues today without requiring deliberate action
- Independent of the personal attitudes of individuals
- Not separate acts of meanness, but a system of bias working together at the individual, cultural, and institutional levels

DECOLONIZATION

WHAT WE MEAN...

Addressing the harms that have resulted from one nation invading and exploiting another nation's people and resources

WHICH IS...

- Acknowledging that harm was done
- Respecting the sovereignty, practices and resources of Indigenous peoples and their right to exist

RACIAL JUSTICE

WHAT WE MEAN...

The legacy of racial discrimination continues to impact the present. Racial justice seeks to identify how it does so and address what is necessary to correct and repair harms done

WHICH IS...

- Underscored by the recognition that race is a socio-political idea created to separate and rank people in a hierarchy of value and not based in science or nature
- Programs and policies, values and practices that ensure equal opportunity and equitable outcomes for people of all races

CRITICAL RACE THEORY

WHAT WE MEAN...

A field within legal scholarship that examines the role race plays in past and present public policy, law, and criminal justice

WHICH IS...

- An understanding that we cannot address persistent racial inequality without considering how the past informs the present, including how enslavement and Indigenous genocide and forced removal were foundational to the establishment of the U.S. and encoded in law
- Recognition that belief in inherent racial differences used to justify past legal policies was not eradicated and continues to influence law today
- An exploration of racial inequality that does not blame people of color for the outcome of centuries of legal discrimination
- The telling of history from multiple perspectives

ENVIRONMENTAL JUSTICE

WHAT WE MEAN...

The sustainable treatment of the environment and equitable distribution of its resources

WHICH IS...

- Prioritizing preservation of the earth and the wellbeing of all of its inhabitants
- Industries taking responsibility for their impact on the environment

HATE SPEECH

WHAT WE MEAN...

Public communication that expresses hate or encourages violence toward an individual or group based upon race, ethnicity, religion, national origin, sex, ability, or sexual orientation

WHICH IS...

- Speech, writing, gestures, conduct, or displays that incite violence or discriminatory actions against someone based upon membership in a group

INTERSECTIONALITY

WHAT WE MEAN...

A recognition that we are all members of multiple social groups (such as race, class, and gender) and that these groups interact in complex ways that need to be considered

WHICH IS...

- A concept that emerged from caselaw when Black women's claims in Title VII discrimination suits were unsuccessful despite being excluded from employment. Because white women were employed, courts did not see gender discrimination and because Black men were employed, courts did not see racial discrimination. Not understanding intersectionality functioned in law to erase discrimination against Black women

ACCOUNTABILITY

WHAT WE MEAN...

Creating processes and practices that take into account the needs and interests of the communities they impact

WHICH IS...

- Transparency in decision making
- Submitting policies and practices for evaluation by those they impact
- A recognition that there is a history of harm between white people and people of color and a willingness to examine and reform policies and practices to ameliorate that harm