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**SMCCCD ANTI-RACISM COUNCIL GLOSSARY**

These are some common terms and language used in the discussion and dialogues around equity, racial equity, and antiracism. This is not a static list but a dynamic list, as the scholarship changes terminology. We also have provided resource links to other glossaries for a deeper understanding of language and terminology.

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| **TERM** | **DEFINITION** | **EXAMPLES & CONSIDERATION** | **SOURCE** |
| ANTIBLACKNESS | The Council for Democratizing Education defines anti-Blackness as being a two-part formation that both voids Blackness of value, while systematically marginalizing Black people and their issues. The first form of anti-Blackness is overt racism. Beneath this anti-Black racism is the covert structural and systemic racism which categorically predetermines the socioeconomic status of Blacks in this country. The structure is held in place by anti-Black policies, institutions, and ideologies.The second form of anti-Blackness is the unethical disregard for anti-Black institutions and policies. This disregard is the product of class, race, and/or gender privilege certain individuals experience due to anti-Black institutions and policies. This form of anti-Blackness is protected by the first form of overt racism. |  | [Racial Equity Tools](https://www.racialequitytools.org/glossary)  |
| ANTI-RACISM | Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach and set up in opposition to individual racist behaviors and impacts. |  | [Racial Equity Tools](https://www.racialequitytools.org/glossary) |
| ANTI-RACIST | An anti-racist is someone who is supporting an antiracist policy through their actions or expressing antiracist ideas. This includes the expression or ideas that racial groups are equals and none needs developing, and is supporting policy that reduces racial inequity. |  | Ibram X Kendi, How to be an Antiracist,Random House, 2019 |
| CISSEXISM | prejudice or discrimination against transgender people. |  |  |
| CRITICAL RACE THEORY | 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.  |  | Richard Delgado and Jean Stefancic, [*Critical Race Theory: An Introduction*](https://www.worldcat.org/title/critical-race-theory-an-introduction/oclc/960741784), NYU Press, 2001 (2nd ed. [2012](https://www.jstor.org/stable/j.ctt9qg9h2), 3rd ed. 2017). |
| CULTURE | A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors and styles of communication. |  | A Community Builder's Tool Kit. Institute for Democratic Renewal and Project Change Anti-Racism Initiative. |
| DECOLONIZATION | Decolonization may be defined as the active resistance against colonial powers, and a shifting of power towards political, economic, educational, cultural, psychic independence and power that originate from a colonized nations’ own indigenous culture. This process occurs politically and also applies to personal and societal psychic, cultural, political, agricultural, and educational deconstruction of colonial oppression.Per Eve Tuck and K. Wayne Yang: “Decolonization doesn’t have a synonym”; it is not a substitute for ‘human rights’ or ‘social justice’, though undoubtedly, they are connected in various ways. Decolonization demands an Indigenous framework and a centering of Indigenous land, Indigenous sovereignty, and Indigenous ways of thinking.  | “Decolonization does not exist without a framework that centers & privileges Indigenous life, community, & epistemology” Sium, Desai, Ritskes, Towards the ‘tangible unknown’: Decolonization & the Indigenous future in Decolonization: Indigeneity, Education & Society, 2012. | The Movement for Black Lives, Https://policy.m4bl.org/glossary/ What Is Decolonization and Why Does It Matter? Eric Ritskes<https://intercontinentalcry.org/what-is-decolonization-and-why-does-it-matter/>  |
| EQUITY | Equity means fairness and justice and focuses on outcomes that are most appropriate for a given group, recognizing different challenges, needs, and histories. It is distinct from diversity, which can simply mean variety (the presence of individuals with various identities). It is also not equality, or “same treatment,” which doesn’t take differing needs or disparate outcomes into account. Systemic equity involves a robust system and dynamic process consciously designed to create, support and sustain social justice. |  | [Race Forward](https://www.raceforward.org/sites/default/files/Race%20Reporting%20Guide%20by%20Race%20Forward_V1.1.pdf) |
| EDUCATIONAL EQUITY | Intentional work towards the creation of positive, nutritive educational spaces that actively combat structural and institutionalized inequity so that all students are empowered, encouraged, and equipped to succeed academically precisely because they have been afforded rigorous and rich educational opportunities that allow them work towards the realization of their full academic and human potential. |  | Jeremiah Sims (2018) |
| ETHNIC STUDIES | Ethnic studies is a multidisciplinary, interdisciplinary and transdisciplinary field focused on the analysis of socially-constructed categories such as race, ethnicity, gender, sexual identity, nationality and (non)citizenship. Using a range of materials, from literary and musical works to sociological studies and historical texts, we deeply examine the processes whereby social categories of identity and difference are produced, resisted, inhabited, embraced, and transformed across historical time and geographic space. We trace the ways in which these racialized categories shape and are shaped by a variety of other complex issues, such as colonialism, military conflict, and the relations between capital and labor. |  | [College of San Mateo Ethnic Studies](https://collegeofsanmateo.edu/ethnicstudies/)  |
| HETERONORMATIVITY OR HETERONORMATIVE | Describes the commonly held perspective that heterosexuality is the normal, preferred, and default sexuality of individuals within a society.  | A product of heterosexism, the ideological system that denies, denigrates, and stigmatizes any nonheterosexual form of behavior, identity, relationship, or community ([Herek, 1990](https://lgbpsychology.org/html/prej_defn.html%22%20%5Cl%20%22References)). |  |
| INTERSECTIONALITY  | A frame of analysis that acknowledgement that multiple power dynamics/”isms” are operating simultaneously—often in complex and compounding ways—and must be considered together in order to have a more complete understanding of oppression and ways to transform it. |  | "Demarginalizing the Intersection of Race and Sex Kimberle Crenshaw 1989 |
| RACIALIZED CAPITALISM |  The process of deriving social and economic value from the racial identity of another person. |  | [“Racial Capitalism” Nancy Leong, Harvard Law Review 2013](https://harvardlawreview.org/2013/06/racial-capitalism/)  |
| MICROAGGRESSIONS | The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, ornegative messages to target persons based solely upon their marginalized group membership. |  | “Microaggressions: More than Just Race,” Derald Wing Sue, Psychology Today, November 17, 2010.  |
| PATRIARCHY | A form of political organization that distributed power unequally between men and women to the detriment of women. |  | <http://www.learnwhr.org/wp-content/uploads/D-Facio-What-is-Patriarchy.pdf>  |
| PRIVILEGE | Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.).  | Privilege is usually invisible to those who have it because we’re taught not to see it, but nevertheless it puts them at an advantage over those who do not have it. | <http://www.coloursofresistance.org/definitions/privilege/> |
| POWER | Power is unequally distributed globally and in U.S. society; some individuals or groups wield greater power than others, thereby allowing them greater access and control over resources. Wealth, whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates. Although power is often conceptualized as power over other individuals or groups, other variations are power with (used in the context of building collective strength) and power within (which references an individual’s internal strength). Learning to “see” and understand relations of power is vital to organizing for progressive social change.Power may also be understood as the ability to influence others and impose one’s beliefs. All power is relational, and the different relationships either reinforce or disrupt one another. The importance of the concept of power to anti-racism is clear: racism cannot be understood without understanding that power is not only an individual relationship but a cultural one, and that power relationships are shifting constantly. Power can be used malignantly and intentionally, but need not be, and individuals within a culture may benefit from power of which they are unaware. |  | Intergroup Resources, 2012Alberta Civil Liberties Research Center <http://www.aclrc.com/racism-and-power>  |
| RACISM | Racism = race prejudice + social and institutional power Racism = a system of advantage based on race Racism = a system of oppression based on race Racism = a white supremacy system Racism is different from racial prejudice, hatred, or discrimination. | Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices. | <https://www.dismantlingracism.org/racism-defined.html>  |
| SEXISM | Prejudiced thoughts and discriminatory actions based on difference in sex/gender, usually by men against women. A System that benefits based on sex or gender.  |  |  |
| SETTELER COLONIALISM | Settler colonialism refers to colonization in which colonizing powers create permanent or long-term settlement on land owned and/or occupied by other peoples, often by force. This contrasts with colonialism where colonizer’s focus only on extracting resources back to their countries of origin, for example. Settler Colonialism typically includes oppressive governance, dismantling of indigenous cultural forms, and enforcement of codes of superiority (such as white supremacy). Examples include white European occupations of land in what is now the United States, Spain’s settlements throughout Latin America, and the Apartheid government established by White Europeans in South Africa.Per Dino Gillio-Whitaker, “Settler Colonialism may be said to be a structure, not an historic event, whose endgame is always the elimination of the Natives in order to acquire their land, which it does in countless seen and unseen ways. These techniques are woven throughout the US’s national discourse at all levels of society. Manifest Destiny—that is, the US’s divinely sanctioned inevitability—is like a computer program always operating unnoticeably in the background. In this program, genocide and land dispossession are continually both justified and denied.” |  | Settler Fragility: Why Settler Privilege Is So Hard to Talk About, Dina Gilio-Whitaker<https://www.beaconbroadside.com/broadside/2018/11/settler-fragility-why-settler-privilege-is-so-hard-to-talk-about.html>  |
| UNDOCUMENTED | Umbrella term; person who has fallen out of legal status. | PREFERRED LANGUAGE AS OPPOSED TO “DREAMERS”. |  |
| WHITENESS | Whiteness itself refers to the specific dimensions of racism that serve to elevate white people over people of color. This definition counters the dominant representation of racism in mainstream education as isolated in discrete behaviors that some individuals may or may not demonstrate, and goes beyond naming specific privileges (McIntosh, 1988). Whites are theorized as actively shaped, affected, defined, and elevated through their racialization and the individual and collective consciousness’ formed with it (Whiteness is thus conceptualized as a constellation of processes and practices rather than as a discrete entity (i.e. skin color alone). Whiteness is dynamic, relational, and operating at all times and my myriad levels. These processes and practices include basic rights, values, beliefs, perspectives and experiences purported to be commonly shared by all, but which are actually only consistently afforded to white people |  | [White Fragility, Robin DiAngelo](https://libjournal.uncg.edu/ijcp/article/viewFile/249/116)  |
| WHITE SUPREMACY | White supremacy is a historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and peoples of color by white peoples and nations of the European continent; for the purpose of maintaining and defending a system of wealth, power and privilege.  |  | Challenging White Supremacy Workshop, Sharon MartinasFourth Revision. 1995.  |

*ADDTIONAL TOOLS & RESOURCES:*

* NYU Press [Keywords for American Cultural Studies](https://keywords.nyupress.org/american-cultural-studies/)
* SDSU Cora Learning Professional Development Courses
* USC Center for Urban Education Core Concepts of Racial Equity
* Achieving the Dream 2013 article for mission and vision statements
* Chancellor’s Office DEI Glos