Addressing Racism: A Road Map for Action

Key Terms

Anti-Racism
The act of opposing racism and white supremacy in all its forms—even the racism that exists within you and the forms you perpetuate with your behaviors.

Anti-Racist
One who supports anti-racist policies or behaviors through their actions or by expressing ideas that oppose racism and white supremacy in all its forms.

Bias
An inclination or tendency based on one's experiences or associations that results in judgment without question.

Ethnicity
A category of people who identify with each other based on similarities such as common ancestry, language, culture, or nationality, e.g., Hispanic vs. Non-Hispanic

Equity
Freedom from bias or favoritism; a state of fairness where no one is disadvantaged due to socially determined circumstances.

Intersectionality
Intersections of race, gender, class, ability, sexual orientation, sexual identity, and other dimensions of diversity that affect individual experiences.

Identity Privilege
The societal advantage that operates on personal, interpersonal, cultural, and institutional levels and gives advantages and benefits to members of dominant groups at the expense of members of target groups.

Microaggressions
Painful remarks, questions, or actions that result from an individual's biases against members of a group that has been historically marginalized, discriminated against, or subject to stereotypes.

Non-Racist
Passive rejection of, opposition to, and disassociation from behaviors, discourses, and ideologies that are considered racist.

Race
The historical classification of humans into groups based on physical traits, ancestry, genetics, or social relations.

Racism
Prejudice or discrimination against someone based on a preconceived notion of superiority.

Social Determinants of Health
The conditions in which people are born, live, work, grow, and age that are shaped by the distribution of money, power, and resources at global, national, and local levels.

Systemic Racism
The power of one group to carry out 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.

Unconscious Bias
Mental associations without awareness, intent, or control that often conflict with our attitudes, behaviors, and intentions.

White Fragility
Defensive moves that white people make when challenged racially, characterized by emotions such as anger, fear, and guilt, and by behaviors including argumentation and silence.

White Privilege
Societal advantage that comes with being seen as the norm in America, automatically conferred irrespective of wealth, gender, or other factors.

White Supremacy
The ideology that white people and their beliefs, actions, and ideas are superior to those of Blacks and other people of color.