



Diversity, Equity, and Inclusiveness Terminology Originally Crafted by: [Creative Strategies for Change](#)

Culture: The ways of living; shared behaviors, beliefs, customs, values, and ways of knowing that guide groups of people in their daily life and are transmitted from one generation to the next.

Cultural Racism: The belief that the cultural norms of the dominant group are inherently superior and should be the basis by which all other cultures are judged. Examples of cultural racism include using the term "flesh colored" or "nude" for clothing designed to match only white skin tones, emphasizing individualism without acknowledging collective or group orientations to success, defining one form of English as standard, omitting people of color and including only white authors, composers, historical figures, etc. in curriculum in History or the Arts.

Cultural Responsiveness: A cyclical and ongoing process, requiring continuous self-reflection and proactive responses to the person, family, or community with whom one is interacting. The process includes valuing diversity, understanding the impact of social and cultural factors, and reducing power differences. Organizations develop cultural responsiveness through leadership, governance structures, budgetary decisions, environments, policies, procedures, and practices.

Diversity: The numerous variants of identity, skill, appearance, abilities, and other characteristics of any group. The level of difference represented within any group.

Dominant Culture: The values, beliefs, and practices that are assumed to be the most common and influential within a given society, reflected in the society's historic and current norms, social, economic, and political systems.

Ethnicity: A social construct that divides people into social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history, and ancestral geographical location. Members of an ethnic group are often presumed to be culturally or biologically similar, although this is not necessarily the case. Some examples of ethnic groups identified in the U.S. are: Haitian, African American, Korean, Vietnamese, Cherokee, Mohawk, Navajo, Jewish, Jamaican, Mexican, Puerto Rican, Polish, & many more.

Equity: Addressing root causes of identity-based disparities, not just their manifestation. This includes elimination of policies, practices, attitudes, actions, and cultural messages that reinforce differential outcomes by identity, AND the development and proactive reinforcement of policies, practices, attitudes, actions, and cultural messages that produce equitable power, access, opportunities, treatment, impacts, and outcomes for all people. CSC views equity through an *intersectional* lens.

Implicit Bias: Also known as implicit social cognition, implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness. Rather, implicit biases are not accessible through introspection.

Inclusion: A set of community values which suggest that people of all backgrounds, identities, abilities, perspectives and beliefs should have an equal opportunity to belong, achieve, and contribute to their communities. To be truly inclusive requires people to value, respect, and accept diversity, as well as utilizing an equity lens or power analysis.

Intersectionality: The intersections of systems of oppression; an analysis of how systems of oppression relate, and mutually reinforce each other. People's realities may be shaped by the intersection of social identities, simultaneously benefitting from some systems of oppression, and being harmed by others. Coined by Kimberle Crenshaw referencing gender and race.

(Structural) Oppression: Systematic discrimination against social identity groups, historically and currently. Systems of oppression harm groups who do not have access to power, and benefits those who do. *Most people in the dominant groups have internalized negative messages about other groups and consider their attitudes towards them normal. Oppression = Power + Prejudice. Some examples include: Racism, Sexism, Classism, Heterosexism, Ableism, and Ageism.*

The Four I's of Oppression Framework: *Operates Consciously and Unconsciously*

1. Ideological Oppression: Pervasive ideas and stereotypes present in society that devalue and harm some groups, while valuing and benefiting others, these ideas inform, support, and perpetuate systems of oppression.

2. Institutional Oppression: Those pervasive ideas and stereotypes that devalue and harm some groups, while valuing and benefiting others are embedded in the systems and institutions of our society-- laws, law enforcement, legal systems, schools, political systems, public policy, housing, media, family, nonprofit, health care, public health, transportation, etc.

3. Interpersonal Oppression: The oppressive ideas and institutions gives permission and reinforcement for individual members of the dominant/privileged groups to personally disrespect, mistreat, or inflict violence against members of groups harmed by systems of oppression.

4. Internalized Oppression: The oppressive ideas and institutions that give permission for members of dominant groups to disrespect, mistreat, and inflict violence against members of groups harmed by systems of oppression - are internalized. Members of both groups internalize the *ideology* of the inferiority of harmed groups and the superiority of privileged groups. *Most people in the dominant or privileged groups are not consciously oppressive.*

Power: The access to internal and external resources, decision-makers, and institutions, in order to meet individual and collective needs.

Prejudice: Pre-judging or making a decision about a person or a group of people without sufficient knowledge. Prejudice is often based on stereotypes. No one is free of prejudice.

Race: A social construct that divides people into groups based on characteristics such as physical appearance (particularly skin color), ancestral heritage, cultural affiliation or history, ethnic identity, and the social, economic, and political "needs" of a society at a given period of time. *Scientists agree that there is no biological or genetic basis for racial categories.*

(Social) Privilege: The benefits of access to resources, social rewards, and the power to shape the norms and values of society. These benefits are experienced by members of normalized/dominant social groups, regardless of their awareness of it. When basic rights are accessible to some social identity groups, and denied to some, they become privileges.

Somatics: A field within bodywork and movement studies which emphasizes internal physical perception and experience based on the soma, or "the body as perceived from within". This is a highly effective method of neuromuscular education and change theory, by which one can embody transformation, individually and collectively. Embodied transformation is foundational change that is sustained over time, showing in our actions, ways of being, relating, and perceiving.

Stereotype: An oversimplified generalization about a person or group of people without regard for individual differences. Even "positive" stereotypes that link a person/group to a specific trait can have negative consequences.

(Structural) Racism: A system of advantage based on race and supported by cultural and institutional structures, policies, and practices that create and sustain advantages for the dominant/normalized white group, while systematically harming people of color (members of all other racial groups). This relative advantage for whites and harm for people of color is supported by the actions of individuals, cultural norms and values, and the institutional structures and practices of society. Racism = Power + Racial Prejudice. Reverse racism is not possible.

White Supremacy: An 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.

Sources: Teaching for Diversity and Social Justice, The Chinook Fund, Challenging White Supremacy, The Kirwin Institute, Harvard: Project Implicit, Dr. Adeyemi Stembridge (NYU), Indigenous Allied Health Australia, The Education Alliance, Generative Somatics, Essential Somatics, Hannah Somatics, and Brown University