DC Child & Family Services Agency
Diversity, Equity, Inclusion, & Belonging
Glossary

CONTENTS

INTRODUCTION

The DC Child & Family Services Agency (CFSA) strives to be a child welfare agency that is equitable, just, and centered on the voices and lived experiences of the children and families we serve. We vow to prioritize the identification and elimination of all forms of racism, dismantle all policies and practices rooted in privilege, and center on the voices and lived expertise of children, parents, caregivers, families, and their communities.

DEIB GLOSSARY BACKGROUND AND PURPOSE

As CFSA moves forward in both its internal journey to examine organizational culture and practices as well as its external efforts with our partners to address equity, it is critical that staff have a shared vocabulary to engage in meaningful communication to advance goals. Language is vital for change. This DEIB glossary is a living document of terminology that aims to increase shared understanding and promote conversations about equity. The first edition of this glossary has been created with a focus on addressing terminology from a race equity lens. Forthcoming editions will expand our learning to include a greater number of terms from additional DEIB areas.

This glossary provides definitions along with context for child welfare and usage preferences, with the following intentions:

- Build common understanding of key terms and concepts.

- Lead and direct consistent DEIB communication among staff in their day-to-day interactions with each other and with the children and families we serve, resulting in more strength-based interactions.

- Provide a guide to educate our external stakeholders including our providers and community and government partners on DEIB language efforts in child welfare.

GLOSSARY APPLICATIONS IN PRACTICE

Language is dynamic, and this glossary will be reviewed and updated regularly. This public-facing glossary will be accessible to staff and stakeholders. Terminologies will be integrated into CFSA's operations and procedures including:

- Internal and public-facing documents such as federal and local reports, policy and strategic planning documents, case plans, contracts, and grant agreements.

- The new Comprehensive Child Welfare Information System (CCWIS): Stronger Together Against Abuse and Neglect in DC (STAAND).

- Trainings offered by the Child Welfare Training Academy (CWTA) (e.g., pre-service, and in-service training for staff and resource parents).

GLOSSARY METHODOLOGY

CFSA hosted a series of DEIB workshops to brainstorm and determine introductory glossary terms that were foundational to understanding racial equity concepts and/or had a particular relevance to the field of child welfare. Once these initial terms were identified, the CFSA DEIB Shared Language and Understanding (SLU) Subcommittee, a committee comprised of CFSA staff at all levels, conducted the following process to create definitions and context:

- Ensured each term had a minimum of 3-4 definitions to compare from reputable sources including DEIB glossaries, child welfare glossaries, federal definitions, existing definitions throughout CFSA and adjacent DC systems, and general glossaries.

- Ensured ample time to allow members of the CFSA DEIB SLU Subcommittee to read and compare the definitions.

- Ensured ample time for the CFSA DEIB SLU Subcommittee to discuss the definitions associated with each term to either come to a consensus to select or create a definition, or revisit after additional research.

- Ensured that any context that is not reflected in the definition, but may be important to know, is included as a supplementary note (particularly if it gives context to child welfare). This is identified as "Additional Context" beside the definition.

- Created space for additional rounds of review from CFSA management, as well as stakeholders to give feedback, to comment on collected definitions, and to propose any additional terms.

For each term, the SLU Subcommittee reviewed existing definitions from available glossaries and related sources—which are listed in the "Source List" on the concluding pages of this glossary. The SLU Subcommittee selected, paraphrased, and refined definitions and accompanying notes to make them easy to understand and apply in a child welfare context.

CFSA will maintain the DEIB Glossary as a living document based on the evolution of language that staff are encouraged to save the SharePoint link for quick accessibility (and this will allow updates as needed using the current methodology described). In addition, these documents will be updated regularly alongside policy, and updated on the CFSA website after official review for full access to CFSA stakeholders and the community-at-large.

This language will further align CFSA to the shared vision of CFSA's Director, the mayor's call for equity, and the Children's Bureau focus on racial equity. While these definitions and context can be useful in CFSA communications, be mindful that some individuals and other organizations may have different preferences for terminology or different perspectives on meaning.

TERMS AND DEFINITIONS

The following table presents terms along with definitions. The third column includes notes that expand on definitions, highlight context within child welfare, compare terms, and present recommendations for usage.

Term	Definition	Context/Usage Notes
Abolition Movement	• Most commonly refers to the efforts to end the practice of slavery in the United States. This campaign lasted from roughly 1830 to 1870. The movement started with religious groups, and eventually grew into a controversial political issue that divided much of the country.	• There have been other abolition movements in history, and today the term is used in some other contexts (e.g., the prison abolition movement and the police abolition movement).
Abuse	• The legal definitions can be found, pursuant DC Code §16-2301 (9) (A), here.	• An example of a potential erroneous allegation of abuse is Congenital dermal melanocytosis, which is a naturally discolored pigment on children of color above the buttocks that may be confused for/resemble bruises. • Please refer to the definition of "neglect," as these two terms overlap.
Adverse Childhood Experiences (ACEs)	• Refers to a specific set of potentially traumatic events that children can experience. Researchers have studied these experiences and the long-term outcomes of those children. Various studies have shown that ACEs can be correlated with later life outcomes around mental health, physical health, and general well-being. Some examples of ACEs include: • Experiencing physical or emotional abuse • Abandonment or neglect • Losing a family member to suicide	• Critics of ACEs have pointed out that the experiences discount socio-economic factors that could affect family outcomes, among other shortcomings.

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Term	Definition	Context/Usage Notes
	• Growing up in a household with substance abuse or alcoholism	
African American	• Largely the descendants of enslaved people who were brought from their African homelands by force to work in the New World. Their rights were severely limited, and they were long denied a rightful share in the economic, social, and political progress of the United States. Nevertheless, African Americans have made basic and lasting contributions to American history and culture.	• One of the largest of the many ethnic groups in the United States. African Americans are mainly of African ancestry, but many have non-Black ancestors as well. • While some Black immigrants or their children may also come to identify as African American, most first-generation immigrants do not, preferring to identify with their nation of origin. For more information, please see "Black" and "Immigrant."
Afro-Latino	• People of African descent living in Latin countries or countries of South, Central America, and the Caribbean that speak Spanish.	• Afro-Latino people can be Black or multi-racial.
Antiracism	• Describes engagement in activity that actively oppresses racism by advocating for changes in politics, economics, and society, which can be done by an individual or a system. The work is usually structured around conscious efforts and deliberate actions which are intended to provide equal opportunities for all people on both an individual and a systemic level.	• As a philosophy, it can be engaged in by the acknowledgment of personal privileges, confronting acts as well as systems of racial discrimination, and/or working to change personal racial biases. Major contemporary anti-racism efforts include Black Lives Matter.
Assumptions	• Premises or suppositions that something is factual or true; that is, the act of taking something for granted.	
Belief Systems	• A set of values, tenets, thoughts, ideas, practices, etc., that a person or a group of people believe.	• Belief systems are not solely tied to religion, as there are other types such as political and personal views.

Term	Definition	Context/Usage Notes
Belonging	• Describes everyone being treated and feeling like a full member of the larger community and can thrive. Belonging encompasses the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group or place.	• For people to feel like they belong, the environment (in this case the workplace) needs to be set up to be a diverse and inclusive place.
Bias	• A subjective opinion, preference, prejudice, or inclination, in favor of or against one thing, person, or group, often formed without reasonable justification, that influences the ability of an individual or group to evaluate a situation objectively or accurately.	• Read the other definitions for kinds of biases.
BIPOC	• An acronym that stands for Black, Indigenous, and People of Color (intended to center the experiences of Black and Indigenous groups).	• BIPOC is person-first language. It enables a shift away from terms like "marginalized" and "minority." While these terms might remain factually correct, they lack a sense of humanity, since there is no clear indication that they refer to people. As such, the terms are generic, inadequate descriptors that also carry a suggestion of inferiority and of being "less than" the group that is *not* in the minority.
Biracial	• Referring to a person born to parents of two different racial heritages— (e.g., Asian, Black or white).	• A mixed-race couple would be referred to as an "interracial couple." The 2010 census showed an increase of almost 2.2 million people identifying with more than one race, for a total of around 9 million. By 2020, 33.8 million people in the U.S. identified with two or more races.
Black	• Relating to any of various population groups of especially African ancestry often considered as having dark	• Black is a racialized classification of people, usually a political and skin color-based category for specific populations.

Term	Definition	Context/Usage Notes
	pigmentation of the skin but in fact having a wide range of skin colors.	
Blind Removal	• A practice in some jurisdictions where information that might give a clue to the race of the child and family is withheld from the committee of staff who make the decision to remove. The information that is withheld includes race, ethnicity, first and last names, addresses, the location of the reporter if that reflects the community where the child lives, and any other information (such as socioeconomic status or receipt of government benefits) that is not deemed to affect safety or risk.	• Staff traditionally present case details to a committee made up of supervisors, managers, and an attorney before the decision is made to remove a child from his or her home. After hearing the details, participating staff evaluate the facts of the case, including whether there is evidence of high risk to determine if safety is an imminent concern. • With blind removal, the members of this committee were no longer given information that might give a clue as to the race of the child and family.
Child Displacement	• Can include children separated from their parents or environment such as refugees, asylum seekers, and internally displaced children who are those removed from their environment due to war, natural disasters, or civil unrest. It is an especially destabilizing and traumatic experience for children as it uproots and exposes them to risks at a time in their lives when they most need protection and stability.	• Historically, Native American children were forcibly removed and sent to boarding schools. This term does not refer to children removed or separated from their family by an outside authority.
Children and Families of Color	• A collective term for children and families who are not white.	• Often the preferred collective term for referring to non-White racial groups. Racial justice advocates have been using the term "people of color" (not to be confused with the pejorative "colored people") since the late 1970s as an inclusive and unifying frame across different racial groups that are not White, to address racial inequities. While "people of color" can be a politically useful term and describes people with their own attributes (as opposed to

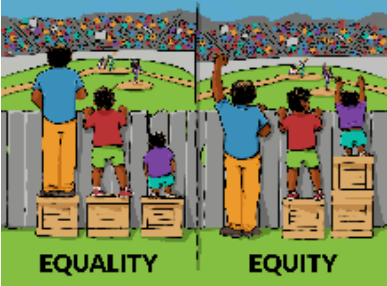| Term	Definition	Context/Usage Notes
		what they are not, e.g., "non-White"), it is also important whenever possible to identify people through their own racial/ethnic group, as each has its own distinct experience and meaning and using the more specific identifier may be more appropriate.
Commercial Sexual Exploitation of Children (CSEC)	• A range of crimes and activities involving the sexual abuse or exploitation of a child for the financial benefit of any person or in exchange for anything of value (including monetary and non-monetary benefits) given or received by any person.	• Examples of crimes and acts that constitute CSEC: • child sex trafficking which can include situations where a minor, whether or not at the direction of any other person, engages in sexual activity in exchange for anything of value, which includes non-monetary things such as food, shelter, drugs, or protection from any person. • child sex tourism involving commercial sexual activity. • commercial production of child pornography. • child sex tourism involving commercial sexual activity. • commercial production of child pornography. • Online transmission of live video of a child engaged in sexual activity in exchange for anything of value.
Conscious or Explicit Bias	• Negative associations, attitudes, and stereotypes about a person or group that people hold on a conscious level, that influence judgment, decision-making, and behavior.	• Read the other definitions for kinds of biases. • Much of the time, these biases and their expression arise as the direct result of a perceived threat. When people feel

Term	Definition	Context/Usage Notes
		threatened, they are more likely to draw group boundaries to distinguish themselves from others.
Critical Race Theory (CRT)	• An academic movement, writing, and approach which seeks to link racism, race, and power. Unlike the Civil Rights movement, which sought to work within the structures of American democracy, critical race theorists challenge the very foundations of the liberal order, such as rationalism, constitutional law, and legal reasoning. Critical race theorists argue that American social life, political structures, and economic systems are founded upon race, which is a social construct. • CRT also refers to the effects of race on one's social standing. It arose as a challenge to the idea that in the two decades since the Civil Rights Movement and associated legislation, racial inequality had been solved and affirmative action was no longer necessary. CRT continues to be an influential body of legal and academic literature that has made its way into more public, non-academic	• The word critical in its name is an academic term that refers to critical thinking, critical theory, and scholarly criticism, rather than criticizing or blaming people. University professors, and others in academia, developed CRT during the 1970s and 1980s in response to what they viewed as a lack of racial progress. • CRT centers on the idea that racism is systemic in the country's institutions. The theory also argues that U.S. institutions work to keep white people as the most powerful group. • The creators of the theory argue that the U.S. was founded on stolen land and labor, through the colonization of native land and slavery. Supporters of the theory also believe race is not biological, but culturally invented.
Cultural Competence	• An ability to effectively interact with people from cultures different from one's own, especially through a knowledge and appreciation of cultural differences that lead to effective and appropriate communication with people of other cultures. • In general, *competence* means the quality of possessing the necessary skill or knowledge to handle a particular situation or task.	• Within systems, agencies, and programming, cultural competence is a demonstrated awareness and integration of care and services that are tailored to meet clients' social, cultural, and linguistic needs.

Term	Definition	Context/Usage Notes
	• In *cultural competence*, this means having the knowledge and tact to understand people and treat them equitably despite cultural differences (which often result in very different views about what is expected or appropriate in a particular situation).	
Cultural Humility	• A process of reflection and lifelong inquiry, involves self-awareness of personal and cultural biases as well as awareness and sensitivity to significant cultural issues of others. Core to the process of cultural humility is the deliberate reflection of personal values and biases.	• Additionally, there is a recognition of the power imbalance between groups and a desire to fix those power imbalances.
Culture	• According to sociologists, culture consists of the values, beliefs, systems of language, communication, and practices that people share in common and that can be used to define them as a collective.	• Culture can also include ways of life such as arts, beliefs, and institutions of a population that are passed down from generation to generation.
Dehumanizing	• Describes redefining the targets of prejudice and violence by making them seem less human (that is, less civilized or less sentient) than other people. By depriving individuals or groups of positive human qualities, they are denied their full humanness and any accompanying empathy.	• Dehumanization in most present in large-scale atrocities or genocides committed by governments, armies, or terrorists. The main purpose is to get people to accept or even engage in behaviors that they know are wrong and can result in cruel treatment and suffering of others.
Diaspora	• The mass dispersion of a population from its indigenous territories or the movement, migration, or scattering of a people away from an established or ancestral homeland. Scholars recognize two kinds of diaspora: forced and voluntary. Forced diaspora often arises from traumatic events such as wars, imperialistic conquest, or enslavement, or from natural disasters like famine or extended drought. Voluntary	•

Term	Definition	Context/Usage Notes
	diaspora is a community of people who have left their homelands in search of economic opportunity.	
Differential Response	• Differential response is an approach that allows child protective services to respond differently to accepted reports of child abuse and neglect, based on such factors as the type and severity of the alleged maltreatment, number and sources of previous reports, and willingness of the family to participate in services. It is also known as "dual track," "multiple track," "alternative response," or "family assessment approach."	• Differential response has been recognized as a strategy that could reduce racial disproportionality and disparity in the child welfare system. This flexible, strengths-based practice recognizes that variations in families' needs require different approaches and provides options for using family involvement and community resources in case planning and service provision.
Discrimination	• Unfavorable or unequal treatment towards an individual or group based on their actual or perceived membership in a certain group or a protected class which results in restricting access to opportunities or privileges that are available to members of another group.	• In the United States, the Title VII of Civil Rights Act of 1964 makes it illegal to discriminate against someone based on race, color, religion, national origin, or sex. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. The law also requires that employers reasonably accommodate applicants' and employees sincerely held religious practices, unless doing so would impose an undue hardship on the operation of the employer's business.
Discriminatory Practices	• Any direct or indirect act or practice of exclusion, distinction, restriction, segregation, limitation, refusal, denial, or any other act or practice of differentiation or preference in the treatment of a person or group because of race, creed, color, religion, sex, age, or national origin.	• Read the definition for discrimination for fuller understanding.

Term	Definition	Context/Usage Notes
Disparate Impact	• A neutral practice/policy that does not appear to be discriminatory on its face; but is one that is discriminatory in its application or effect. Disparate impact occurs when policies, practices, rules or other systems that appear to be neutral result in a disproportionate impact on a protected group.	• Read the definition for racial disparity.
Disparity	• The unequal outcomes of one racial or ethnic group compared with the outcomes of another racial or ethnic group.	• Current and historical discrimination in the U.S., and globally, has resulted in the inequalities experienced and seen in society today.
Disproportionality	• The overrepresentation or underrepresentation of a racial or ethnic group compared with its percentage in the total population.	
Diversity	• Refers to the range of differences that make up a community, nation, or other grouping. These differences present in psychological, physical, and social characteristics including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, health, mental or physical ability, physical size, personality traits, learning differences, jobs, and functions. Diversity also includes different ideas, perspectives, beliefs, and values.	• It is important to note that diversity is not framed in relation to "non-dominant" groups." The term diversity does not just acknowledge its existence but implies an appreciation of these differences.
Economic Inequality	• The unequal distribution of income, wealth, and opportunity between different groups in a society.	• Historical and current policies and practices have prevented certain groups from accumulating wealth, e.g., redlining and wage gap.

Term	Definition	Context/Usage Notes
English Language Learner (ELL)	• A term used to describe a student who is learning the English language and has a native language that is not English.	• Some educational advocates classify these students as non-native English speakers or emergent bilinguals. Various other terms are also used to refer to students who are not proficient in English, such as English as a Second Language (ESL), English as an Additional Language (EAL), limited English proficient (LEP), Culturally and Linguistically Diverse (CLD), non-native English speaker, bilingual students, heritage language, multilingual students, and language-minority students.
Epigenetics	• The study of how behaviors and environment can cause changes that affect the way genes work.	• Unlike genetic changes, epigenetic changes are reversible and do not change DNA sequence, but they can change how a body reads a DNA sequence. For example, a pregnant woman's environment and behavior during pregnancy, such as whether she eats healthy food, can change the baby's epigenetics. Some of these changes can remain for decades and might make the child more likely to get certain diseases. In recent years, many studies invoking epigenetic mechanisms have focused on nutrition, the incidence of stress in African American populations who suffered the trauma of slavery, or on prenatal stress transmitted from African-American mothers to their offspring.

Term	Definition	Context/Usage Notes
Equality	• The state of being equal, especially in status, rights, and opportunities, but often ignores the realities and impacts of historical exclusion and power differentials among whites and other racialized groups.	• Please see the accompanying image demonstrating the difference between "equality" and "equity." These individuals have unequal access to a system — in this case, viewing a baseball game. With **equal** support from evenly distributed tools (boxes), their access to the game still remains unequal. The **equitable** solution, however, allocates the exact resources that each person needs to see the game, leading to positive outcomes for all individuals. • Equity considers the fact that social identifiers (race, gender, socioeconomic status, etc.) do affect equality. This principle acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups. In an equitable environment, individuals or groups are given what is needed to give everyone equal advantage.

Term	Definition	Context/Usage Notes
Equity	• The process of ensuring fair treatment, access, opportunity, and advancement while striving to identify and eliminate barriers that have prevented the full participation of some groups.

EQUALITY   EQUITY |
| Erasure | • Refers to the practice of collective indifference that renders certain people and groups under-represented or invisible. The practice denies their identity, history, contributions, and pain. | • Please see the accompanying image demonstrating the difference between "equality" and "equity." These individuals have unequal access to a system — in this case, viewing a baseball game. With **equal** support from evenly distributed tools (boxes), their access to the game still remains unequal. The **equitable** solution, however, allocates the exact resources that each person needs to see the game, leading to positive outcomes for all individuals.

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Term	Definition	Context/Usage Notes
Ethnicity	• A social group that shares a common and distinctive culture, religion, or language.	• "Race" is usually associated with biology and linked with physical characteristics such as skin color or hair texture. "Ethnicity" is linked with cultural expression and identification. However, both are social constructs used to categorize and characterize seemingly distinct populations.
First Nations	• An increasingly common term to describe all ancestrally indigenous communities who lived on the land later claimed and named America, long before European contact.	• The acknowledgement of a First Nations identity is inherently tricky. Prior to the arrival of Europeans, First Nations groups shared no sense of common identity. They were ethnically, linguistically, and culturally diverse. This term is often used in Canada. • Terms such as "First Nations" are used today to describe the pan-Indian identity today, but it is still always best to identify somebody by their specific Nation, whenever possible. In the United States, any person who belongs to a federally recognized tribe may claim to be a First Nations person.
Gentrification	• The process in which a poor or working-class community's character changes through an influx of more affluent residents and businesses, resulting in an increased property value, which typically displaces the original community members.	• This process is known to displace lower income and BIPOC community members and businesses due to the rising costs of living and associated change in community culture. The people and businesses that are moving into and contributing to gentrification may have goals for their new homes that are at odds with the goals of people who have lived there for a long time. It has been a feature of industrialized cities since the mid-1960s. Since the early 1990s, scholars have focused less on its causes and more

Term	Definition	Context/Usage Notes
		on its consequences, including displacement and the effects that it has had upon urban policy.
Harmful Practices	• Harmful practices are persistent practices and behaviors that are grounded in discrimination-on the basis of sex, gender, and age that often involve violence and cause physical and/or psychological harm or suffering. The harmful practices are committed regularly over time that communities and societies begin to consider them acceptable.	•
Health Disparities	• Preventable differences in the burden of disease, injury, violence or in opportunities to achieve optimal health experienced by socially disadvantaged racial, ethnic, and other population groups, and communities. These differences include who gets screened for or contracts certain diseases, who experiences complications, the severity of the disease, mortality rate, or access to health care. These group identities may be based on race, ethnicity, immigrant status, disability, mental health status, age, sex, gender, sexual orientation, sexual identity, geography, income, economic status, level of education or religion. These differences result in the incidence, prevalence, mortality, and burden of diseases and other adverse health conditions that exist among specific population groups in the United States.	• Historically, these characteristics have been linked to discrimination or exclusion. When a particular group of people doesn't have the same kind of access to health care, education, or healthy behaviors, it can cause them to fall behind their peers on all kinds of health measures. These disparities can often persist for generations.
Hispanic	• Refers to individuals from, or descended from, Spain and the Spanish-language-speaking countries of the Caribbean and Latin America based on shared ethnicity, culture, and identity rather than skin color, race, or other physical features. The word *Hispanic* can both refer to Spanish-speakers as well as	• *Hispanic* was popularized by the federal government when it was added to the Census in the 1970s to refer to people with ancestry from Spain. • Some argue that *Hispanic* reflects the imperialist history of Spain as a European colonizer in Latin America, at the

Term	Definition	Context/Usage Notes
	people who don't speak Spanish but still come from Spanish-speaking countries.	expense of the rich cultures (and languages) of the Indigenous, African, and Asian ancestry of peoples throughout Latin America. • *Hispanic* does not include those who come from a non-Spanish-speaking country. For example: if a man was born and raised in Rio de Janeiro, Brazil, and Portuguese is his first language, he is Latino because he is from Latin America, but he is not Hispanic because he speaks Portuguese.
Immigrant	• A person who moves to another country with the goal of becoming a permanent resident. They are motivated to migrate for a variety of reasons, including a desire for economic prosperity, family reunification, retirement, climate, or environmentally induced migration, or to escape from prejudice, conflict, or natural disaster. Commuters, tourists, and other short-term stays in a destination country do not fall under this definition; however, seasonal labor immigration is sometimes included.	•
Immigrant Experience	• A significant journey which encompasses the dynamic process of belonging and not belonging while maintaining, adjusting, or bridging their distinct language, cultures, beliefs, and institutions to a new environment.	
Immigrant Story	• The account of someone who has moved to another country. This story could include the difficulties or opportunities they encounter. In some stories, there is tension or conflict as a character has to balance the demands of two cultures. They	

Term	Definition	Context/Usage Notes
	can portray unfair immigration and criminal justice laws as well as resilience.	
Inclusion	• The practice of authentically bringing the many people and communities of various identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs into processes, activities, and decision/policy making in a way that shares power. Inclusive environments are those in which any individual or group can be and feel welcomed, respected, supported, and valued as a fully participating member. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.	• "Diversity is being invited to the party; inclusion is being asked to dance."
Inconclusive Data	• Information gathered that is not statistically significant, lacks sufficient evidence, or does not lead to a firm conclusion or result.	
Individual Racism	• Racism that takes place when a person's beliefs, attitudes, fears, behaviors, and actions are based on and driven by biases or prejudices against another race. (Also referred to as personal racism.)	• Read the definition for racism, as well as the other types of racism for a fuller understanding.
Institutional Bias	• Bias by institutions—such as patterns, practices, policies, or cultural norms – that advantage or disadvantage people from marginalized communities or groups.	• Read the other definitions for kinds of biases.
Institutional Racism	• The laws, policies, and practices that perpetuate racial disparities, create advantages for white people, and harm People of Color and keep them in negative cycles.	• Read the definition for racism, as well the other types of racism for a fuller understanding.

Term	Definition	Context/Usage Notes
Internalized Racism	• An individual's acceptance of the dominant society's racist stereotypes and views about their own race or culture.	• Read the definition for racism, as well as the other types of racism for a fuller understanding.
Interpersonal Racism	• Biased or bigoted interactions between individuals; can include face-to-face behavior (e.g., racial slurs) or covert actions that express prejudice, hate, or bias based on race.	• Read the definition for racism, as well as the other types of racism for a fuller understanding.
Interracial	• Relates to, involves, or exists between two or more race or ethnic groups	• There is no real agreement about what constitutes a "race." Marriages, adoption, and groups of people can be interracial. Loving v. Virginia ruled that race-based restrictions on marriages, such as the anti-miscegenation law in the state of Virginia, violated the Equal Protection Clause (adopted in 1868) of the United States Constitution.
Intersectionality	• A framework for understanding how social identities overlap across systems of discrimination and privilege. It acknowledges the ways in which oppressive institutions (racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined separately from one another. It is a framework for understanding how different aspects of a person's social and political identities (e.g., gender, race, class, sexuality, ability, physical appearance, etc.) combine to create unique modes of discrimination and privilege. Intersectionality identifies advantages and disadvantages that are felt by people due to this combination of factors.	 • Exposing one's multiple identities can help clarify the ways in which a person can simultaneously experience privilege and oppression. For example, a Black woman in America does not experience gender inequalities in the same way as a white woman, nor racial oppression identical to that

Term	Definition	Context/Usage Notes
		experienced by a Black man. Each race and gender intersection produces a qualitatively distinct life. In child welfare, the lack of attention to intersectionality has contributed to inequality, injustice, and discrimination for workers, children, and families. This term was coined Kimberle Crenshaw.
Latina/o/x	• The terms Latina/o/x refer to diverse U.S. communities with Latin and Caribbean roots representing over 20 countries, regardless of whether the person speaks Spanish. It covers a variety of ethnic and cultural identities, informed by African, Asian, European and Indigenous ancestry. It is a way of grouping individuals based on shared ethnicity, culture, and identity rather than skin color, race, or other physical features.	• Spanish is a gender-based language, meaning all nouns, adjectives, and articles are feminine or masculine (ending in the letter a/o), leaving no option for those who identify as non-binary. Latinx is the gender-neutral form of Latina/o. Understanding if a person identifies as Latina/o or Latinx can be helpful to correctly identify and refer to them. • CFSA uses the term Latinx as the default when referring to a group of individuals of mixed Latin American backgrounds, such as "Latinx neighborhood" or "Latinx community" or when an individual's specific cultural background is unknown. • Latinx individuals have rarely used a single label to describe themselves. Most use country-based identifiers such as Guatemalan or Peruvian. Generation and location also affect how people identify themselves. For example, Mexican Americans in California and the Southwest adopted the term Chicana/o, Puerto Ricans may use the term Boricua. Using the collective term Latina/o/x, offers the possibility of greater political power through a national identity.

Term	Definition	Context/Usage Notes
LGBTQIA+	• An acronym standing for lesbian, gay, bisexual, transgender, questioning/queer, intersex, and agender/asexual/ally. The plus is widely taken as a symbol to represent self-identifying members of the community who are not included in the LGBTQIA acronym. These terms are used to describe a person's sexual orientation or gender identity. LGBTQIA+ is seen as an inclusive and accepting way to refer to the queer community and those people who don't identify as heterosexual or cisgender.	
Limited English Proficiency (LEP)	• Individuals in the United States who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English.	• These individuals may be entitled to language assistance with respect to a particular type or service, benefit, or encounter. LEP and English-language learner (ELL) are terms used by the Office for Civil Rights, a sub-agency of the U.S. Department of Education.
Microaggression	• A comment or action that unconsciously or unintentionally expresses or reveals a prejudiced attitude toward a member of a marginalized group, such as a racial minority. • The everyday verbal, nonverbal, and environmental slights, snubs, or insults, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.	
Microassaults	• Explicitly racial denigrations characterized primarily by violent verbal or nonverbal attack meant to hurt the intended victim	

Term	Definition	Context/Usage Notes
	through name-calling, avoidant, or purposeful discriminatory behavior.	
Microinsults	• Behavioral/verbal remarks or comments that convey rudeness, insensitivity and demean a person's racial heritage or identity.	
Microinvalidations	• (Often unconscious) Verbal comments or behaviors that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of a person of color.	
Misogynoir	• Contempt for or ingrained prejudice toward Black women. The term can also be understood as the unique oppression experienced by Black women at the intersection of race and gender, in comparison to women of other races. Misogynoir utilizes and reinforces stereotypes of Black women.	• Coined by the queer, Black feminist, Moya Bailey in 2010, the term is a blending of concepts that combines "misogyny" and the French word for black, "noir." Bailey describes *misogynoir* as "where racism and sexism meet, an understanding of anti-Black misogyny."
Mixed-Status Family	• A family whose members include people with different citizenship or immigration statuses.	• These families may consist of members with any combination of legal status. One example of a mixed-status family is one in which the parents are undocumented, and the children are U.S.-born citizens. • Approximately 16.2 million people in the United States live in a mixed-status family. These families house an estimated 6.1 million U.S. citizen children.
Multicultural	• Comprised of or includes more than one ethnic group or culture.	• The term "multicultural" is often used as a descriptive term to characterize the fact of diversity in a society, but in what follows, the focus is on multiculturalism as a normative

Term	Definition	Context/Usage Notes
		ideal in the context of Western liberal democratic societies. While the term has come to encompass a variety of normative claims and goals, it is fair to say that proponents of multiculturalism find common ground in rejecting the ideal of the "melting pot" in which members of minority groups are expected to assimilate into the dominant culture. Instead, proponents of multiculturalism endorse an ideal in which members of minority groups can maintain their distinctive collective identities and practices.
Multiracial	• People of more than one race or ethnicity.	• The term may also include Americans of multi-race ancestry who self-identify with just one group culturally and socially (i.e. the one-drop rule). Historical reasons are said to have created a racial caste such as the European-American suppression of Native Americans, often led people to identify or be classified by only one ethnicity, generally that of the culture in which they were raised. Prior to the mid-20th century, many people hid their multiracial heritage because of racial discrimination against minorities. While many Americans may be considered multiracial, they often do not know it or do not identify so culturally, so they no longer maintain all the differing traditions of a variety of national ancestries.
Multiracial Families	Those families consisting of parents of different races and their biracial/multiracial offspring.	

Term	Definition	Context/Usage Notes
Native American or Indigenous	• Refers to those peoples with pre-existing sovereignty who were living together as a community prior to contact with settler populations, most often – though not exclusively – Europeans. Indigenous Peoples refers to a group of Indigenous peoples with a shared national identity, such as "Navajo" and is the equivalent of saying "the American people." The U.S. Census defines American Indian or Alaska Native as "A person having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment."	• The United States Constitution, more than 300 treaties, and over two centuries of Federal law recognize Indian tribes as domestic dependent nations with degrees of sovereignty existing within the confines of the United States. Individual American Indians are, by legal definition, citizens of their federally recognized tribal nations, the United States, and the state in which they live. American Indian has a specific legal context because the branch of law, Federal Indian Law, uses this terminology. American Indian is also used by the U.S. Office of Management and Budget through the U.S. Census Bureau. • The term "First Peoples" is commonly used in Canada.
Nativism	• A policy or stance of favoring native inhabitants as opposed to immigrants. Nativism in America refers to the preference for established US residents, as opposed to foreigners or "others" considered to be outsiders and the opposition to immigration. The belief in Nativism was a prejudicial attitude towards immigrants based on their national origin, their ethnic background, their race, or religion.	
Neglect	• Refers to lack of or inadequate food, shelter, supervision, education, or medical care for a child due to actions or inactions of a parent, guardian or custodian. Unrelated to the parent guardian or custodian's lack of financial means. • Can also refer to the failure to protect from the infliction of physical or mental injury upon a child, or the sexual	• Remember not to confuse poverty with neglect (particularly when engaging with families of color from low-income communities). For example, a family who lacks access to housing, utilities, food, or other necessities may need information or assistance. • DC has a diverse population where community standards and levels of poverty and income can differ dramatically from one home or community to the next.

Term	Definition	Context/Usage Notes
	abuse, exploitation, negligent treatment, or maltreatment of a child by the child's parent, guardian, or custodian. • The legal definitions can be found, pursuant DC Code §16-2301 (9) (A), [here]().	In some communities maintaining rent, housing utilities, childcare, food and/or clothing is an expense beyond many people's means.
Non-binary	• Describes someone who does not identify exclusively as a man or a woman. Instead, a person may define their gender identity and experience outside of these binary terms. It can be used to describe the aesthetic/presentation/expression of a cisgender or transgender person. May also be spelled nonbinary.	
Oppression	• Occurs whenever one group holds power over another in society through the control of social institutions, along with society's laws, customs, and norms. This is an interlocking and reciprocal relationship between the individual, institutional and structural levels which function as a system of racism. These various levels of racism operate together in a lockstep model and function together as a whole system. These levels are: • Individual (interactions between people based on their gender, race, class, sexual orientation, language, etc.). • Institutional (within institutions and systems of power). • Structural or societal (among institutions and across society)	• The outcome of social oppression is that groups in society are sorted into different positions within the social hierarchies of race, class, gender, sexuality, and ability. Those in the controlling, or dominant group, benefit from the oppression of other groups through heightened privileges relative to others, greater access to rights and resources, a better quality of life, and overall greater life chances. Those who experience the brunt of oppression have fewer rights, less access to resources, less political power, lower economic potential, worse health and higher mortality rates, and lower overall life chances.
"Other" Category	• Form field option or data collection category often used to collect demographic data such as race, ethnicity, and gender. For example, collecting race data may include the following categories or answer options: • White	

Term	Definition	Context/Usage Notes
	- Black or African American - Asian or Pacific Islander - American Indian or Alaska Native - Other: when people don't identify with a given category, they are often marked as "other".	
Othering	- Any action by which an individual or group becomes mentally classified in somebody's mind as "not one of us" because of different racial, sexual, or cultural characteristics. Rather than always remembering that every person is a complex bundle of emotions, ideas, motivations, reflexes, priorities, and many other subtle aspects, it's sometimes easier to dismiss them as being in some way less human, and less worthy of respect and dignity, than we are. - A pattern of exclusion and marginalization based on having identities that are different from the norm.	- An effect that influences how people perceive and treat those who are viewed as being part of the in-group versus those who are seen as being part of the out-group. In the workplace, *othering* is an often-invisible mechanism that bars people outside the dominant culture from access to opportunity. - Also involves attributing negative characteristics to people or groups that differentiate them from the perceived normative social group.
People of Color	- Primarily used to describe any person who is not considered white, having skin pigmentation darker than what is considered white.	- People may prefer to view themselves through their cultural identities rather than color-related terminology. The term, as used in the United States, emphasizes common experiences of systemic racism. A related term is "Youth of Color" which follows the same definition as "People of Color" but refers to youth. (plural: People of Color or Persons of Color; sometimes abbreviated POC).
Post Traumatic Slave Syndrome	- A condition that exists because of multigenerational oppression of Africans and their descendants resulting from centuries of chattel slavery, a form of slavery which was predicated on the belief that African Americans were inherently/genetically inferior to whites. This slavery was then	- Key Patterns of Behavior Reflective of P.T.S.S. - Vacant Esteem - Insufficient development of what Dr. DeGruy refers to as primary esteem, along with feelings of hopelessness, depression, and a general self-destructive outlook.

Term	Definition	Context/Usage Notes
	followed by institutionalized racism which continues to perpetuate injury on this community.	◦ Marked Propensity for Anger and Violence – Extreme feelings of suspicion perceived negative motivations of others. Violence against self, property and others, including the members of one's own group, i.e., friends, relatives, or acquaintances. ◦ Racist Socialization/Internalized Racism – Learned helplessness, literacy deprivation, distorted self-concept, antipathy or aversion for the following: ▪ The members of one's own identified cultural/ethnic group. ▪ The mores and customs associated one's own identified cultural/ethnic heritage. ▪ The physical characteristics of one's own identified cultural/ethnic group. • This term was coined by Dr. Joy DeGruy Leary.
Pronouns	• Any word that can replace a noun or noun phrase (I, you, them). • Gendered pronouns include she and he, her and him, hers and his, and herself and himself. "Personal gender pronouns" (or PGPs) are the pronouns that people ask others to use in reference to themselves. • Most frequently used pronouns include he/him/his, she/her/hers, they/them/theirs, ze/hir/hirs.	• Rather than guess, it is better to either ask or use the person's name instead of assuming their correct pronouns. One way to learn another person's pronouns is when you introduce yourself, you can include your pronouns for the other person. For example, "I am Matthew and I use he/him/his pronouns." • If you forget someone's pronouns, follow the same protocol: apologize, correct it, and move on. • For more guidance in situations using pronouns, please click:

Term	Definition	Context/Usage Notes

| | **The different types of pronouns** | Pronouns Guide \| American University, Washington, DC |

The different types of pronouns:

Subject Pronoun	Object Pronoun	Possessive Pronoun	Reflexive Pronoun
___ is an activist	I am proud of ___	That is ___ book and That book is ___	That person likes ___
She	Her	Her/Hers	Herself
He	Him	His	Himself
Ze*	Hir	Hir/Hirs	Hirself
Ze*	Zir	Zie/Zirs	Zirself
E or Ey	Em	Eir/Eirs	Eirself or emself
Per	Per	Per/Pers	Perself
They (are)**	Them	Their/Theirs	Themselves
Name	Name	Name's/Name's	Name

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Term	Definition	Context/Usage Notes
Protected Class	A group of people with a common characteristic who are legally protected from employment discrimination on the basis of that characteristic. Protected classes are created by both federal and state law.	• The Civil Rights Act of 1964 ended segregation in public places, provided for the integration of schools and other public facilities, and banned employment discrimination on the basis of race, color, religion, sex, or national origin. Title VII of the Civil Rights Act of 1964 prohibits discrimination in virtually every employment circumstance on the basis of race, color, religion, gender, pregnancy, or national origin. In general, Title VII applies to employers with 15 or more employees. Title VII prohibits not only intentional discrimination, but also practices that have the effect of discriminating against individuals because of their race, color, national origin, religion, or sex. The purpose of Title VII's protections is to level the playing field by requiring employers to consider only objective, job-related criteria in making employment decisions. • Federal protected classes include: race, color, religion or creed, National origin or ancestry, sex (including gender, pregnancy, sexual orientation, and gender identity), age,

Term	Definition	Context/Usage Notes
		physical or mental disability, veteran status, genetic information, citizenship.
		In Washington DC, the following are Protected Traits for Housing, Employment, Public Accommodations and Educational Institutions include: the above and marital status, personal appearance, family responsibilities, political affiliation. In addition, the following traits may be applicable to some areas: matriculation, familial status, source of income, place of residence or business, status as a victim of an intrafamily offense, credit information, or status as a victim or family member of a victim of domestic violence, a sexual offense, or stalking.
Race	• An unscientific social construct used to group people based on racial classifications to identify, distinguish, and marginalize some groups across nations, regions, and the world. It divides human populations into groups often based on physical appearance, social factors, and cultural backgrounds.	• The term was first used to refer to speakers of a common language, and then to denote national affiliations. By the 17th century, the term began to refer to physical (phenotypical) traits. Modern science regards race as a social construct, an identity which is assigned based on rules made by society. While partly based on physical similarities within groups, race does not have an inherent physical or biological meaning. The concept of race is foundational to racism, the belief that humans can be divided based on the superiority of one race over another.
Racial Bribe	A strategy that invites specific racial or ethnics groups to advance within the existing black-white racial hierarchy by becoming 'white.' The strategy expands the range of physical characteristics that can fall within the definition of 'white.'	• There are four goals to this strategy: (1) to defuse the previously marginalized group's oppositional agenda, (2) to offer incentives that discourage the group from affiliating with black people, (3) to secure high status for individual group members within existing hierarchies, and (4) to make

Term	Definition	Context/Usage Notes
		the social position of 'whiteness' appear more racially or ethnically diverse.
Racial Disparity	• The imbalances and incongruities between the treatment of racial groups who are held to a different standard, including economic status, income, housing options, societal treatment, safety, and myriad other aspects of life and society.	• Contemporary and past discrimination in the U.S., and globally, has profoundly impacted the inequalities seen in society today.
Racial Disproportionality	• The difference between the percentage of children of a certain racial or ethnic group in the country and the percentage of children of the same group in the child welfare system.	
Racial Equity	• A process of eliminating racial disparities and improving outcomes for those who have been disadvantaged. It is the intentional and continual practice of changing policies, practices, systems, and structures by prioritizing measurable change in the lives of people of color.	• In child welfare, racial equity means that racial identity no longer predicts how someone will fare in the child welfare system related to assessment, service quality, or opportunities.
Racism	• A system, consisting of structures, policies, practices, norms, and behaviors, that assigns value and determines opportunity based on the way people look or the color of their skin. This results in conditions that unfairly advantage members of targeted racial groups, who hold less sociopolitical power and/or are categorized as non-white, as a means to maintain power and advantages among individuals identified as white.	• Different from racial prejudice, hatred, or discrimination. Involves one group having the power to carry out systematic discrimination through institutional policies and practices of society and by shaping the cultural beliefs and values that support racist policies and practices.
Racism in Sentencing	• Results from disparate treatment of Blacks at every stage of the criminal justice system, including stops and searches, arrests, quality of representation, the charging phase, prosecutions and plea negotiations, trials, and sentencing,	• Sentences imposed on Black males in the federal system are nearly 20 percent longer than those imposed on white males convicted of similar crimes. Black and Latino offenders sentenced in state and federal courts face

Term	Definition	Context/Usage Notes
	each of which impact whether juvenile and adult defendants face a potential LWOP (Life Without Parole) sentence. The combined impacts of biased policing, discretionary charging decisions, sentencing enhancements, and the continuing impacts of the tough-on-crime movement have created and bolstered a criminal legal system in which People of Color, particularly Black people, are more likely to be sentenced to prison and are subject to lengthier periods of incarceration.	significantly greater odds of incarceration than similarly situated white offenders and receive longer sentences than their white counterparts in some jurisdictions.
Redlining	• As it pertains to housing, the deliberate segregation and federally mandated exclusion of African Americans and other communities of color either through service denial or the raising of prices. This was especially relevant during the construction of new, suburban homes in the 1930s -- the consequences of which we still address today. The government's efforts were primarily designed to provide housing to white, middle-class, and lower-middle-class families. African Americans and other People of Color were left out of the new suburban communities — and pushed instead into urban housing projects, which are often in less desirable areas (i.e., close to factories).	• One of the key contributors to the racial wealth gap is the fact that subprime mortgages and higher mortgage rates are more frequently sold to households of color. Studies have also found that Black homebuyers buy less expensive first homes, with more debt than white first-time homebuyers; buy homes later in life than white ones; and are less likely to sustain their homeownership than white ones. These racial inequalities have led to a startling conclusion: Black homeownership rates have now fallen to the same level that it was 50 years ago when the Fair Housing Act was first passed.
Reparation	• The making of amends for a wrong one has done by paying money to or otherwise helping those who have been wronged.	• States have a legal duty to acknowledge and address widespread or systematic human rights violations, in cases where the state caused the violations or did not seriously try to prevent them. • Reparations initiatives seek to address the harms caused by these violations. They can take the form of

Term	Definition	Context/Usage Notes
		compensating for the losses suffered, which helps overcome some of the consequences of abuse. They can also be future oriented—providing rehabilitation and a better life to victims—and help to change the underlying causes of abuse. Reparations publicly affirm that victims are rights-holders entitled to redress. This can be administered to individuals or nations, based on the type of harm that was caused.
Restorative Justice	• A theory of justice that emphasizes repairing the harm caused by crime and conflict. It places decisions in the hands of those who have been most affected by a wrongdoing, and gives equal concern to the victim, the offender, and the surrounding community. Restorative responses are meant to repair harm, heal broken relationships, and address the underlying reasons for the offense and, thus addresses the dehumanization frequently experienced by people in the traditional criminal justice system.	• Restorative Justice emphasizes individual and collective accountability. Crime and conflict generate opportunities to build community and increase grassroots power when restorative practices are employed.
Social Determinants of Health (SDOH)	• Social determinants of health are an individual's personal circumstances that impact their health and well-being, including their quality-of-life outcomes and risks. They include political, socioeconomic, and cultural factors, alongside how easily someone can access healthcare, education, a safe place to live, and nutritious food.	• SDOH can influence individual and group differences in health status.
SOGIE (Sexual Orientation,	• An acronym that stands for Sexual Orientation, Gender Identity, and Expression and describes a wider spectrum of all people. It is now being introduced in many legal doctrines, including United Nation documents. Its significance lies in its	

Term	Definition	Context/Usage Notes
Gender Identity, and Expression)	inclusiveness. SOGIE refers to characteristics common to all human beings as everyone has a sexual orientation and a gender identity. Everyone expresses their gender.	
Strength-Based (Language)	• An approach to people that is primarily dependent upon positive attitudes about people's dignity, capacities, rights, uniqueness, and commonalities. It intentionally utilizes an individual's skills, traits, and patterns of thought and behavior that are positive for the individual's benefit, as well the society.	• Tracing its roots from social work, the strengths-based approach uses a different lens to view individuals, families, and communities. Developed as a response to models that focus on the deficit, the strength-based approach seeks to view the individual holistically and explore their abilities and circumstances, rather than focusing on their weaknesses and deficits.
Structural or Systemic Racism	• Historical, social, political, institutional, and cultural factors that contribute to, normalize, legitimize, and maintain racial disparities, which routinely advantage whites while producing cumulative adverse outcomes for children and families of color. The relationship and behavior of these interdependent elements has allowed racism to recreate itself generation after generation, such that systems that perpetuate racial inequity no longer need racist actors or to explicitly promote racial differences in opportunities, outcomes, and consequences to maintain those differences.	• Read the definition for racism, as well as the other types of racism for a fuller understanding.
Transcultural, Cross cultural Parenting, Families	• Families that consist of children of one culture being raised by parents of a different culture.	• When raising a child of a different ethnic background, adoptive and foster parents may need extra help to support the children understand discrimination and develop a strong sense of their own identity.

Term	Definition	Context/Usage Notes
Transgender	• An umbrella term for people whose gender identity differs from the sex they were assigned at birth. The term transgender is not indicative of gender expression, sexual orientation, hormonal makeup, physical anatomy, or how one is perceived in daily life.	• There are a lot of different terms transgender people use to describe themselves. For example, sometimes the word transgender is shortened to just trans, or trans male/trans female. It's always best to use the language and labels that the person prefers. • Transgender people express their gender identities in a plethora of different ways. Some people use their dress, behavior, and mannerisms to live as the gender that feels right for them. Some, but not all, people take hormones and may have surgery to change their body, so it matches their gender identity. Some transgender people reject the traditional understanding of gender as divided between just "male" and "female," so they identify just as transgender, or genderqueer, genderfluid, or something else. • For example, a transgender boy is a child who was assigned female at birth, but whose gender identity is male. Likewise, a transgender girl is a child who was assigned male at birth, but whose gender identity is female.
Transracial Parenting	• Families that consist of children of one race being raised by parents of a different race.	• In the United States these terms usually refer to the placement of children of color or children from another country with white adoptive parents. • When raising a child of a different race or ethnic background, adoptive and foster parents may need extra support to help the children understand racism and develop a strong sense of their own identity.

Term	Definition	Context/Usage Notes
Tribes	• In the United States, an American Indian tribe, Native American tribe, Alaska Native village, tribal nation, or similar concept is any extant or historical clan, tribe, band, nation, or other group or community of Native Americans in the United States. • "Federally recognized Indian tribe" is a legal term of art in United States law with a specific meaning.	• Modern forms of these entities are often associated with land or territory of an Indian reservation. An Indian tribe recognized by the United States government usually possesses tribal sovereignty, a "dependent sovereign nation" status with the Federal Government that is similar to that of a state in some situations, and that of a nation in others. Depending on the historic circumstances of recognition, the degree of self-government and sovereignty varies somewhat from one tribal nation to another. A list of the federally recognized Tribes may be found in the U.S. Department of Interior website.
Two-spirit (Two spirit, Two-spirited, 2S)	• Used to describe a variety of people who embody traits, identities and gender expressions, of both masculine and feminine energies. Used by some Indigenous people to describe their sexual, gender, and/or spirit identity. Many Indigenous languages are verb-focused and describe what people do rather than how they identify.	• Within Indigenous communities, these individuals historically fulfilled specialized roles in both work and spiritual practices. • The term is not used by all tribes. Some Indigenous cultures have their own variations on the term.
Unconscious or Implicit Bias	• Negative associations, attitudes, and stereotypes that people unknowingly hold, expressed without conscious awareness, that influence judgment, decision-making, and behavior.	• Read the other definitions for kinds of biases. • Everyone holds unconscious beliefs about various social and identity group, and these biases stem from one's tendency to organize social world by categorizing. Many studies have indicated that implicit biases affect individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Implicit

Term	Definition	Context/Usage Notes
		biases may be held by an individual, group, or institution and can have negative or positive consequences.
Undocumented	• The preferred term for identifying people who do not have proper authorization in the United States. In the past, these individuals have been identified as "illegal," a term which places precedence on their legal status as opposed to their personhood.	• Illegal alien is the term used to describe someone in the United States in violation of our immigration laws. "Illegal" should only describe an action but not a person. In April 2021, the Biden administration instructed U.S. immigration enforcement agencies to replace the term "illegal alien" (which is used throughout U.S. immigration law) with "undocumented noncitizen." The notion of illegality plays a large role in constructing, perpetuating, and solidifying whiteness … illegality, like race, has historically functioned as a signifier of nonwhiteness and thereby marks entire communities.
Vulnerable Families	• Refers to familial living situations that are considered problematic, with a particular need for socially responsible, professionally provided support. Typically, are often considered to be low income, single parent families who lack access to affordable housing, quality schools and good neighborhoods. They also lack medical insurance and other basic necessities.	• This means of categorizing families is extremely ambivalent, indicating not only a need for society to support forms of family life and family achievements, but also a particular need to protect children growing up within the family. • It also has implications for an understanding of interventions geared to the riskiness of family living situations and their standardization, an understanding that risks losing sight of families' variety and individual peculiarities. Families in need of support have a fundamental right for their individuality and parenthood to be recognized.

Term	Definition	Context/Usage Notes
Weathering	• Describes how the constant stress of racism and social and economic adversity may lead to premature biological aging and poor health outcomes for Black women, like disproportionately high death rates from chronic conditions such as heart disease, stroke, diabetes, and most cancers.	• This term was coined by Arline Geronimus in her research on maternal health of Black women.
White Privilege	• The unearned, mostly unacknowledged social advantage white people have over other racial groups simply because they are white and the efforts to protect white racial privileges, and other rights or special benefits. The social advantage includes political, institutional, and economic power.	
White Savior Industrial Complex	• An ideology that is acted upon when a white person, from a position of superiority, attempts to help or rescue a BIPOC person or community from their own situation. Whether this is done consciously or unconsciously, people with this complex have the underlying belief that they know best or that they have skills that BIPOC people don't have. Though they think that they are doing the right thing, white people going out of their way to insert themselves into the lives of POC is doing more harm than good.	• Sometimes called white savior syndrome or white saviorism. The term "white savior" is a sarcastic or critical description of a white person who is depicted as liberating, rescuing or uplifting non-white people; it is critical in the sense that it describes a pattern in which third world peoples are denied agency and are seen as passive recipients of white benevolence. The role is considered a modern-day version of what is expressed in the poem "The White Man's Burden" (1899) by Rudyard Kipling. Writer Teju Cole combined the term with "industrial complex" (derived from military-industrial complex and similarly applied elsewhere) to coin "White Savior Industrial Complex (WSIC)." • In activism work, we commonly see this as "tokenism" – the practice of making only a perfunctory or symbolic effort to do a particular thing, especially by recruiting a small number of people from underrepresented groups in order to give the appearance of sexual or racial

Term	Definition	Context/Usage Notes
		equality within a workforce. An inherent imbalance of power or privilege exists in order for the WSIC to take place. Non-white people can perpetuate WSIC by their proximity to whiteness, power, or privilege because it relies on these structures to maintain inequality.
White Supremacy	• The widespread ideology that white people are superior to those of other races and thus should dominate them. It has been normalized in American culture, valuing practices that are more familiar and come more naturally to those from a white, western tradition, while devaluing others. It is rooted in the discredited doctrine of scientific racism and was a key justification for slavery, imperialism, colonialism, and genocide.	
Whitening	• A social, political, and economic practice used in many post-colonial countries to "improve the race" towards a supposed ideal of whiteness.	• An ideology which emerged after the trans-Atlantic slave trade was abolished. Supporters of this ideology believed that if a "superior" white population was encouraged to mix with an "inferior" Black population, Black people would advance culturally, genetically, or even disappear totally, within several generations. • Also referred to as "racial whitening," Blanqueamiento, and mejorar la raza.
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