MCW Anti-Racism, Equity, Diversity, and Inclusion Glossary

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The Medical College of Wisconsin (MCW) benefits from faculty, staff and students who bring diverse perspectives, cultures and identities to the MCW community. A commitment to inclusion ensures that our diversity is a source of strength in achieving excellence in our missions and fostering the health of the local and global communities we serve. But to benefit from our diversity we need a shared language that helps us integrate our differences and thrive through the energy and innovation that we co-create.

There are many definitions of diversity and inclusion related terms available. However, this guide provides a set of shared definitions and concepts aligned with MCW institutional and school strategies, our formal codes for our treatment of each other, and our policies that codify our practices.

Content

Key Concepts

What is diversity within an institutional context?

There are many dimensions of diversity that an organization or institution such as MCW can draw from. A truly "diverse" organization is representative of many visible and invisible differences in all aspects of institutional work, power structures and systems of equitable benefit for all members. An organization can have diversity, but not have inclusion or operate equitably.

What is an inclusive environment?

Within an institution like MCW, inclusion refers to how we engage differences to create growing and thriving place to work and contribute positively to our stakeholder communities and society. It is an environment where we recognize and treat people of all cultural orientations and identity groups as full members of the MCW community and people experience a sense of belonging, engagement, growth and advancement, and empowerment.

It is an environment in which:
- All individuals feel safe from neglect, abuse, harassment or unfair treatment.
- Is established through critical self-reflection, awareness of ones identities in relation to others, mutual respect, communication that pays attention to both intention and impact, collaborative partnerships throughout the work together, empathy, and interest in the success of others, particularly those of a different set of identities or with different ways of thinking and being.

What is the difference between equality and equity?

Equality assumes that same starting point for everyone. Equity acknowledges that many social injustices and life circumstances do not provide a level "playing field" for everyone. To foster the development of the full potential of our people and community, we strive to create equitable access to opportunity, resources and power within MCW and in our relationships with our external community.

Equity is not equal. Diversity is not a hiring goal. Inclusion is not the number of "diverse," faces in a room, or a program, or initiative. We employ an anti-racist, anti- "ism" lens to how we <u>integrate</u> EDI into who we are, what we do, and how we do things to serve our community and thrive in a changing world.

> *- C. Greer Jordan, PhD, MCW Vice President Inclusion and Diversity*

The Glossary

This glossary provides working definitions to promote understanding and a basis for action, not operationalized definitions for research or related measurement.

Defined Word/Phrase	Definition
Ableism	Prejudice toward or unfair treatment of people with disabilities
Ally ship	The lifelong process of building relationships based on trust, consistency and accountability with marginalized individuals and/or groups of people; a person who supports the LGBTQ+ community
Androgyny/Androgynous	Displaying physical and social characteristics identified in this culture as both feminine and masculine
Anti-Racist Institution	An institution that has committed to identifying and changing its role in the systemic accumulation of disadvantages for one group(s) to the advantage of another group(s), based on persisting racist beliefs, with a sustained focus on racism that impacts BIPOC
Anti-Semitism	Hostility to or prejudice against Jews
Asexual	A person who does not experience sexual attraction towards others, or who has limited sexual interest or desire for others. Asexual people often refer to themselves as "Ace."
Assigned Sex	The sex recorded on a person's birth certificate. A person's assigned sex is determined by a cursory visual inspection of an infant's external genitalia and may or may not be congruent with the person's gender identity or with other biological markers of sex such as chromosomes and internal reproductive structures.
Bias	Prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair. Unconscious or implicit bias refers to biases that we carry without awareness. To learn more about implicit bias and to take an implicit association test online, visit Project Implicit at https://implicit.harvard.edu/implicit.
Bisexual Individual	A person emotionally, romantically or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree
Black Indigenous People of Color (BIPOC)	See *People of Color*. "Two letters, for Black and Indigenous, were included in the acronym to account for the erasure of Black people with darker skin and Native American people," according to Cynthia Frisby, a professor of strategic communication at the University of Missouri School of Journalism https://www.nytimes.com/article/what-is-bipoc.html. Its use is still evolving and contested by some activists.
Cisgender Individual (Cis)	A term used to describe people whose gender identity matches the sex they were assigned at birth
Coercion	Coercion occurs when a person is persuaded to do something by force or use of threats or intimidation

Defined Word/Phrase	Definition
Cultural Competence	The capacity to function effectively with various cultures and successfully navigate a multicultural, global society. On an organizational level, it assumes the capacity to creatively utilize a diverse workforce for meeting business goals, achieving the mission and enhancing performance.
Cultural Humility	The "ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the person." Cultural humility is different from other culturally based training ideals because it focuses on self-humility rather than achieving a state of knowledge or awareness.
Cultural Sensitivity	Basic and obvious respect for human differences. Demonstration of respect and appreciation among individuals and groups with cultural differences from our own.
Culture	Shared attitudes, values, beliefs, practices, goals, aesthetic standards, linguistic expression, patterns of thinking, behavioral norms and styles of communication which a group of people has developed to assure its survival in a particular environment and characterize a group
Disability	An individual with a disability is defined by the ADA as a person who has a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment.
Discrimination	Discrimination may occur when employment or academic decisions are threatened or made, implicitly or explicitly, based upon race, sex, age, religion, disability, marital status, national origin, sexual orientation, gender identity or any other basis prohibited by law or regulation. All decisions are made with a legitimate business or educational purpose and rationale. Also see *Prejudice*.
Diversity	The dimensions of human physiological, psychological and social differences that make us who we are and influence the nature of social relations. Fully engaging and benefiting from human diversity requires equitable conditions and a culture of inclusion.
Dysphoria	A state of unease or dissatisfaction. **Gender dysphoria** is a term used to describe the distress and discomfort that occurs when one's emotional and psychological gender identity does not align with the gender they were assigned at birth and are sometimes continually assigned socially. **Body dysphoria** (different from dysmorphia) is when this discomfort applies to one's body. A person does not have to experience body dysphoria to be trans, and body dysphoria is not experienced in the same way for every trans person.
Equality	Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents.

Defined Word/Phrase	Definition
Equity	The assurance of conditions for optimal access and opportunity for all people, with particular focus on promoting policies, practices and cultural messages that <u>eliminate differential negative</u> outcomes for people from historically subordinated groups
Ethnicity	A group of people who share a common racial, national, tribal, religious, linguistic or cultural origin or background
Gay	A person who is emotionally, romantically or sexually attracted to members of the same gender
Gender	A term used to define either of the two sexes (male and female), especially when considered with reference to social and cultural differences rather than biological ones. The term is also used more broadly to denote a range of identities that do not correspond to established ideas of male and female.
Gender Expression	How a person expresses their gender through clothing and accessories, grooming, speech, body language, social interactions and other behaviors
Gender Fluid	Please see definition for *Non-Binary/Gender Fluid*.
Gender Identity	An individual's inner sense of their own gender, of being male, female, something in between or any other gender
Gender Neutral	Words or expressions that cannot be taken to refer to a specific gender and include terms like they, them and theirs
Gender Neutral/Inclusive Pronouns	Gender neutral pronouns, such as zie, zim, zieself, that are used to show respect to individuals and groups whose gender identity is non-binary, non-conforming or fluid
Harassment	Harassment may occur whenever unwelcome verbal or nonverbal conduct, comments, touching, teasing, joking or intimidation is occurring and based on any of the behaviors, interferes with work or creates an intimidating, hostile or offensive working or learning environment.
Health Equity	Health equity occurs when everyone has the opportunity to attain their full health potential and no one is disadvantaged in achieving their potential because of their social position or other socially determined circumstances.
Heterosexual	A technical term for a person who is emotionally, romantically or sexually attracted to members of the opposite gender
Homophobia/Homophobic	A myriad of behaviors, beliefs and attitudes ranging from hatred, discomfort, fear, erasure, violence against/toward people who identify or are perceived as gay, lesbian or queer that manifest interpersonally, institutionally and systemically
Homosexual	A term that is no longer used; refers to a person who is emotionally, romantically or sexually attracted to members of the same gender

Defined Word/Phrase	Definition
Inclusion (Organizational Inclusion)	The co-creation and continual nurturing of a culture in which all people experience respect, belonging, access to opportunity and influence through the integration of many cultural backgrounds, ideas, perspectives and approaches to the work. An inclusive culture can produce learning, innovation, excellence and mutual benefit throughout the missions of MCW and the communities we serve.
Inclusive leadership	Leadership that assures that all community members feel they are treated respectfully and fairly, are valued and sense that they belong, and are confident and inspired
Intersex	An umbrella term used to describe a wide range of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male. In some cases, these traits are visible at birth, and in others, they are not apparent until puberty. In most cases, these individuals have historically been assigned a binary sex identity (male or female).
Islamophobism/ Islamophobia	Dislike of or prejudice against Islam or Muslims, especially as a political force
"Isms"	Destructive attitudes or beliefs, such as racism, sexism, heterosexism, ableism, classism, ageism and other forms of oppression based in power and prejudice about human differences
LGBTQIAP+ LGBTQ+	Two of the many acronyms used to refer to the community of individuals who are not heterosexual and/or cisgender. The first stands for "Lesbian, Gay/Genderqueer/Genderfluid, Bisexual/Biromantic/Bigender, Transgender, Queer/Questioning, Intersex, Asexual/Aromantic/Agender, and ansexual/Panromantic/Pangender."
Lesbian	A woman who is primarily (perhaps exclusively) attracted to other women, emotionally, romantically or sexually
Microaggression	A term coined by psychiatrist and Harvard University professor Chester M. Pierce in 1970 to describe insults and dismissals he regularly witnessed non-Black Americans inflict on African Americans. In 1973, MIT economist Mary Rowe extended the term to include similar aggressions directed at women, and those of different abilities, religions, disabled and other social identity groups. Psychologist Derald Wing Sue, who has done considerable research on the phenomenon, defines microaggressions as "brief, everyday exchanges that send denigrating messages to certain individuals because of their group membership." This process is often unconscious and may be unintentional.

Defined Word/Phrase	Definition
Micro-affirmation	Proactively affirming the efforts and achievements of others. Actions include affirming the achievements of others, appreciative inquiry, recognition and validation of experiences and feelings, reinforcing and rewarding positive behaviors, intentional inclusion, ameliorating damage, meeting a core emotional concern, evoking reciprocal affirmation, creating a role-modeling effect, and rectifying our own unconscious bias.
Microinequities	In 1973, MIT economist Mary Rowe used this term to distinguish microaggressions from injurious behavior that did not seem "aggressive," but possibly stemming from (what we now call) unconscious bias, and from negligence and even "innocent ignorance." Currently, microinequities are understood to be subtle, often unconscious, messages that devalue, discourage and impair workplace performance. They are conveyed through facial expressions, gestures, tone of voice, choice of words, nuance and syntax. Microinequities, micro-affirmations and micro-advantages all fall within the broader category of what is termed micro-messaging.
Misogyny	A type of gender-based oppression founded in the belief that women are inferior to and must remain subordinate to men; "misogyny" literally means "hatred of women." It is predicated upon the binary gender system. Misogyny, and societal acceptance of it, can be blamed for men's violence against women and girls (including trans women); discrimination against women in employment, education and politics; lack of appropriate health care for women; and continuing unequal divisions of labor in the home, among many other social inequities.
Multiculturalism	A descriptive term to characterize the fact of diversity in a society that is often used prescriptively to characterize the moral and political claims of a wide range of marginalized groups, including African Americans, women, LGBT people and people with disabilities (Glazer 1997, Hollinger 1995, Taylor 1992)
Nationality	The country of a person's citizenship or country in which the person is deemed a national
Non-Binary/Gender Fluid	An umbrella term for gender identities that are not exclusively masculine or feminine; i.e., a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories.
Oppression	A system of structured inequality where goods, services, rewards and benefits are available to individuals based on their social identity group
Pansexual	Someone who experiences emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree

Defined Word/Phrase	Definition
People of Color (POC)	A phrase used to identify people who are Black, Latinx, Asian and Indigenous peoples – not to be confused with "colored" (a pejorative because of its historical context); the phase now frequently is used instead of "minority" https://www.npr.org/sections/codeswitch/2014/03/30/295931070/the-journey-from-colored-to-minorities-to-people-of-color
People with a Disability (PWD)	Dictionary of Terms Relating to People with a Disability note this resource is from 2003 and language evolves Macmillan Dictionary terms related to disability and people with a disability
Prejudice	Favorable or unfavorable prejudgment of people based on their group identity, often using one's own or one's own group standards as the "right" and "only" way
Privilege	A social process that enables one to receive unearned rights, rewards, benefits, access, opportunities and advantages conferred because of a dominant social group status and without regard to achievement. Privilege is often experienced unconsciously. For example, a physically able individual would be able to manage his or her day without concern for accessibility. The term is commonly used in the context of social inequality, particularly regarding age, disability, race, ethnicity, gender, sexual orientation, religion and/or social class. Substantial research exists examining this construct with noted limitations in the use of the term, such as its tendency to conflate disparate groups.
Power	The ability or authority to make decisions regarding access to goods or services, how resources are allocated, and the quality of life for others based on one's identity or position in a social structure
Queer	An umbrella term to describe one who expresses fluid sexual/gender identities and orientations; often used interchangeably with "LGBTQ." Individuals from this community are typically the only ones to use this term.
Race	A group of people identified as distinct from other groups because of supposed physical or genetic traits shared by the group
Racial Equity	Full participation and access to the benefits and institutions of society free from discrimination for all people. These include health care, education, safe and affordable neighborhoods, sustainable employment and the right to vote.
Racial Justice	Analyzing the norms, policies and structures that perpetuate racism to strengthen practices and attitudes that produce equitable opportunities and treatment for all
Racial Socialization	The developmental processes by which children acquire the behaviors, perceptions, values and attitudes of an ethnic group, and come to see themselves and others as members of the group. This term has is interchangeably with ethnic or cultural socialization.

Defined Word/Phrase	Definition
Racism	Racism is the belief in the superiority of one race over another which results in discrimination and prejudice toward people because of their race or ethnicity combined with the power to discriminate against those thought to be inferior through systemic means.
Racism – Institutional	These are discriminatory treatments, unfair policies or biased practices based on race that result in inequitable outcomes for whites over people of color and extend beyond prejudice. These institutional policies often never mention any racial group, but the intent is to create advantages. Sometimes used synonymously with systemic, structural or organizational racism.
Racism – Structural	Structural racism refers to a system of social structures that produces cumulative, durable, race-based inequalities. It is also a method of analysis used to examine how historical legacies, individuals, structures and institutions work interactively to distribute material and symbolic advantages and disadvantages along racial lines.
Racism – Systematic	Systematic racism is a set of practices that discriminate based on race.
Racism – Systemic	Systemic racism is a system that has racism inherent in how it operates.
Sexual Orientation	Describes an interpersonal perspective regarding to whom a person is physically, emotionally or sexually attracted
Social Justice	Elimination of oppression and the "isms" to create a full and equal participation of all groups in a society where the distribution of resources is equitable and all members are physically and emotionally safe and secure
Stereotype	A cognitive bias that assumes individuals' traits to apply to a larger social group. It can be positive or negative and is formulaic and oversimplified notion to predict certain aspects of an individual's skills or behaviors.
Stereotype Threat	A situational predicament in which individuals are at risk of confirming negative stereotypes about their group. It is the resulting sense that one might be judged in terms of negative stereotypes about one's group instead of on personal merit. Research over the past 15 years has shown that stereotype threat contributes to low performance among African Americans, Latinos, the economically disadvantaged and among women in math and science.
Straight	A person who is emotionally, romantically or sexually attracted to members of the opposite gender
Transgender	A term used to describe people who identify with the physical characteristics, roles, behavior, and/or desires of a gender different from the one associated with the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation.

Defined Word/Phrase	Definition
Unconscious Bias (Implicit Bias)	A bias in judgment and/or behavior that results from subtle cognitive processes that often operates at a level below conscious awareness and without intentional control. Measurement of this construct has largely been the work of social psychology researchers Anthony Greenwald and Mahzarin Banaji who asserted that the idea of implicit and explicit memory can apply to social constructs such as race and gender. The widely used Implicit Association Test (IAT) is a measure within social psychology designed to detect the strength of a person's automatic association between mental representations of objects (concepts) in memory. https://implicit.harvard.edu/implicit/research/
Underrepresented Groups	Groups who have traditionally not had equal access to economic opportunities because of discrimination or other societal barriers. This may vary by context and geography but can include race, gender, ethnicity, sexual-orientation, disability or low-income status.
White Supremacy	"… A political, economic and cultural system in which whites overwhelmingly control power and material resources, conscious and unconscious ideas of white superiority and entitlement are widespread, and relations of white dominance and non-white subordination are daily reenacted across a broad array of institutions and social settings." (Gillborn, D., 2006)
Whiteness	The way that white people, their customs, culture and beliefs operate as the standard by which all other groups of are compared. Whiteness is also at the core of understanding race globally. Whiteness and the normalization of white racial identity throughout history has created a culture where people who are not identified as white, or like whites are seen as inferior or abnormal. Persons who identify as white rarely think about their racial identity because they live within a culture where whiteness has been *normalized.*
Xenophobism / Xenophobia	The fear and hatred of strangers or foreigners

Pronouns – A How To

Subjective	Objective	Possessive	Reflexive
She	Her	Hers	Herself
He	Him	His	Himself
They	Them	Theirs	Themselves
Per	Per	Pers	Perself
Xe	Xem	Xyrs	Xemself
Ze/Zie	Hir	Hirs	Hirself
E/Ey	Em	Eirs	Eirself

*This is not an exhaustive list of pronouns. Remember to ask what pronouns a person prefers.

Pronouns: What You Should Know

1. Remember to ask what pronouns a person uses.

2. Gender identity is fluid. A person may begin to use different pronouns at any time.

3. Pronouns are connected to gender identity, and the use of someone's pronouns is a respectful way to acknowledge them.

4. Pronouns are one of the main ways that people identify themselves and refer to others.

5. Knowing and using someone's gender pronouns is a positive way to support them and the people around you.

For more information, visit [MCW's Title IX webpage](#).

References and Resources

Anti-Racism Learning Resources

MCW Anti-Racism Equity Diversity and Inclusion Resources for Self-Directed Learning

MCW Leader's Resource Guide to Communicating, Learning and Acting Towards an Anti-Racist Institution

Basic Definitions of Institutional and Structural Racism

A Comprehensive List of Definitions related to race and prejudice

More precise definitions of social science and practice concepts related to racism

White Fragility is a controversial term – here is an explanation from the researcher

Systemic Vs Systematic - the difference is critical for working on the right actions

Systemic vs Systematic- Racism - With Examples

Community Organizations Offering Events, Support, Resources, and Engagement

Milwaukee LGBT Community Center

Minus18

Wisconsin Department of Health Services

Diversity and Inclusion Resources

MCW Anti-Racism Equity Diversity and Inclusion Resources for Self-Directed Learning

B Lab: The Basics of Diversity & Inclusion in Your Workplace

Inclusive Leadership Resources

Deloitte: The Six Signature Traits of Inclusive Leadership

Harvard Business Review: Why Inclusive Leaders are Good for Organizations, and How to Become One

Cultural Humility versus Cultural Competence: A Critical Distinction in Defining Physician Training Outcomes in Multicultural Education

Institute for Healthcare Improvement: How to Reduce Implicit Bias

MIT Management Sloan School: Transforming Workplace Culture with Micro-Affirmations

LGBTQ+ Learning Resources

FORGE Forward Definitions - Milwaukee

Human Rights Campaign Glossary of Terms

National LGBT Health Education Center: A Program of the Fenway Institute

The Asexual Visibility and Education Network

University of Wisconsin – Milwaukee LGBTQ+ Resource Center

University of Southern California LGBT Resource Center

University of Florida LGBTQ Terms and Definitions

USA Today LGBTQ Definitions Every Good Ally Should Know

Resources for Writing in Contemporary and Respectful Language

The Radical Copyeditor's Style Guide for Writing about Transgender People

Conscious Style Guide

University of California Diversity Style Guide

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