

We See You: Trauma Informed Care for LGBTQIA and Youth of Color Resource Packet: Glossary of Terms

Adapted from the Racial Equity Tools Glossary (<https://www.racialequitytools.org/glossary#>) and the Human Rights Campaign Glossary of Terms (<https://www.hrc.org/resources/glossary-of-terms>)

Oppression: The systemic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group. Oppression = Power + Prejudice

Racism: More than racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of society and by shaping cultural beliefs and values that support those racist policies and practices. Racism = Race Prejudice + Social & Institutional Power

Homophobia: The fear and hatred of or discomfort with people who are attracted to members of their same sex or gender.

Transphobia: The fear and hatred of or discomfort with people whose gender identity and gender expression fall outside of dominant social and cultural norms and expectations.

White Organizational/Institutional Culture: Refers to the dominant, unquestioned standards of behavior and ways of functioning embodied by the majority of institutions in the US. These standards may be seen as mainstream, dominant cultural practices. Because it is so normalized, it can be hard to see. In many ways it is indistinguishable from what we might call US culture or norms, for example: a focus on individuals over groups, or an emphasis on the written word as a form of professional communication. It can operate in more subtle ways, by actually defining what “normal” is, and likewise what “professional,” “effective,” or even “good” is.

White Supremacy: The idea that white people and the thoughts, beliefs and actions of white people are superior to those of BIPOC. While most people associate white supremacy with extremist groups like the KKK or neo-Nazis, white supremacy is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while casting people and communities of color as worthless, immoral, bad and inhuman and “undeserving.”

Equity & Inclusion: Equity is the condition that would be achieved if one’s racial identity, sexual orientation, gender identity and expression and other identities, no longer predicted, in a statistical sense, how one fares. Inclusion is authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power. Equity & Inclusion work addresses root causes of inequities, not just their

manifestation. This includes the elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes or fail to eliminate them.

BIPOC: Acronym for Black, Indigenous and People of Color. Used to highlight the unique relationship to whiteness that Indigenous and Black and African American people have, which shapes the experiences of and relationship to white supremacy for all people of color within a US context.

LGBTQ+: Acronym for Lesbian, Gay, Bisexual, Transgender and Queer. Q can also stand for Questioning, meaning the process of exploring and understanding one's sexual orientation and/or gender identity. LGBTQ+ can also be used as an umbrella that includes people of any sexual orientation and/or gender identity and expression that falls outside of dominant social and cultural norms and expectations.

Intersectionality: The term was created by lawyer, author, scholar and activist Kimberlé Crenshaw. "Intersectionality is simply a prism to see the interactive effects of various forms of discrimination and disempowerment. It looks at the way that racism, many times, interacts with patriarchy, heterosexism, classism, xenophobia – seeing that the overlapping vulnerabilities created by these systems actually create specific kinds of challenges.