

## Common Language & Terms

Word/Term	Definition
<b>Ideology</b>	A system of ideas and ideals, especially one that forms the basis of economic or political theory or policy. (How one believes the world should run.)
<b>Race</b>	<ol style="list-style-type: none"> <li>1. Race is not biologically real - it is socially and politically constructed via law, public policy and social practices.</li> <li>2. While it is a dynamic phenomena rooted in political struggle, it is commonly observed as a fixed characteristic; while it does not exist in terms of human biology, people routinely look to the human body for evidence about racial identity.</li> <li>3. It is a specious classification of human beings created by Europeans (whites), during a period of world wide colonial expansion, using themselves as the model for humanity for the purpose of assigning and maintaining white skin access to power and privilege.</li> </ol> <p>e.g. A person who could be categorized as black in the United States might be considered white in Brazil or colored in South Africa.</p>
<b>Ethnicity</b>	<p>Socially defined category of people who identify with each other based on common ancestral, social, cultural or national experience.</p> <p>e.g. Italian, Jewish</p>
<b>Culture</b>	<p>A way of life of a group of people--the behaviors, beliefs, values, and symbols that they accept, generally without thinking about them, and that are passed along by communication and imitation from one generation to the next.</p> <p>e.g. I grew up in a small mid-western farm town where hunting is a right of passage.</p>
<b>Nationality</b>	<ol style="list-style-type: none"> <li>1. A group of people who share the same history, traditions, and language, and who usually live together in a particular country</li> <li>2. The fact or status of being a member or citizen of a particular nation</li> </ol> <p>e.g. American, South African</p>
<b>Diverse/Diversity</b>	<p>The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. It is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.</p>
<b>Multi-ethnic</b>	<ol style="list-style-type: none"> <li>1. Involving or including people of several different ethnic groups</li> <li>2. A multi-ethnic person has parents who come from different ethnic groups</li> </ol>

Word/Term	Definition
<b>Multi-cultural</b>	Involving or including people or ideas from many different countries, races, or religions
<b>Anti-racism</b>	The policy or practice of opposing racism.
<b>Color-blind</b>	<ol style="list-style-type: none"> <li>1. A term used to sound non-racist</li> <li>2. Treating people from different races equally and fairly</li> <li>3. Suppresses public discourse on race and masks discrepancies in decision-making.</li> </ol>
<b>Racism</b>	<ol style="list-style-type: none"> <li>1. Racism involves one group having the power to carry out systematic discrimination through the major institutions of society.</li> <li>2. social and institutional power + race prejudice</li> <li>3. system of advantage based on race</li> <li>4. system of oppression based on race</li> <li>5. white supremacy system</li> </ol> <p><i>Categories &amp; Levels:</i></p> <ol style="list-style-type: none"> <li>1. Systemic <ul style="list-style-type: none"> <li>• <b>Institutional</b> - social institutions, e.g. government, courts of law, banks, schools.</li> <li>• <b>Structural</b> - public policies, institutional practices, cultural representations, and other norms work to perpetuate racial group inequity.</li> </ul> </li> <li>2. Individual <ul style="list-style-type: none"> <li>• <b>Interpersonal</b> - occurs between individuals</li> <li>• <b>Internalized</b> - racist attitudes towards members of their own ethnic group, including themselves</li> </ul> </li> </ol>
<b>Colorism</b>	<p>prejudice or discrimination against dark skin tones, typically among people of the same ethnic or racial group.</p> <p>e.g. 'light skinned girls are prettier than dark skinned girls'</p>
<b>Prejudice</b>	<p>An attitude based on limited information, often on stereotypes. Prejudice is usually, but not always, negative. Positive and negative prejudices alike are damaging because they deny the individuality of the person. No one is free of prejudice.</p> <p>e.g Women are emotional. Asians are good at math.</p>

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<b>Oppressed/ Oppression</b>	<p>The systematic 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 exists when the following 4 conditions are found:</p> <ol style="list-style-type: none"> <li>1. the oppressor group has the power to define reality for themselves and others,</li> <li>2. the target groups take in and internalize the negative messages about them and end up cooperating with the oppressors (thinking and acting like them),</li> <li>3. genocide, harassment, and discrimination are systematic and institutionalized, so that individuals are not necessary to keep it going, and,</li> <li>4. members of both the oppressor and target groups are socialized to play their roles as normal and correct.</li> </ol>
<b>White Supremacy</b>	<p>The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of White people are superior to People of Color and their ideas, thoughts, beliefs, and actions.</p>
<b>White Privilege</b>	<p>White privilege (or white skin privilege) is a term for societal privileges that benefit white people in western countries beyond what is commonly experienced by non-white people under the same social, political, or economic circumstances.</p>
<b>Microaggression</b>	<p>A subtle but offensive comment or action directed at a minority or other nondominant group that is often unintentional or unconsciously reinforces a stereotype</p> <p>e.g. "I don't see you as black."</p>
<b>Melanin</b>	<p>The dark brown pigment that gives human skin, hair, and eyes their color. Dark-skinned people have more melanin in their skin than light-skinned people have. Melanin is produced by cells called melanocytes. Melanin protects the body by absorbing ultraviolet radiation from the sun and is also responsible for tanning.</p>
<b>Genotype</b>	<p>The set of genes in our DNA which is responsible for a particular trait.</p> <p>e.g. genes responsible for a person's height</p>
<b>Phenotype</b>	<p>The physical expression or characteristics of a trait. Influenced both by its genotype and by the environment.</p> <p>e.g. <i>skin color</i></p>
<b>Brownicity</b>	<p>(pronounced like 'ethnicity')</p> <p>A combination of the words <i>brown</i> and <i>ethnicity</i>. The word <i>brown</i> represents <i>melanin</i>, the pigment we all have. <i>Ethnicity</i> means that which we have in common.</p> <p><i>We are all hues of brown.</i></p>

Word/Term	Definition
<b>Representations</b>	cultural images that exhibit and sustain institutional structures; they are not neutral
<b>Frame</b>	An unconscious lens through which we view an issue or problem. Related to social cognition processes encoded in our brains, frames help us quickly make sense of complex information and then make individual and collective decisions on that basis. These processes generate deeply embedded perspectives that are easily activated in the subconscious, especially through devices like images, stories, stereotypes and slogans.  e.g. 'Hard work yields prosperity.'
<b>Narratives</b>	Specific stories (whether real, exaggerated, or fictionalized) used to convey or reinforce a given frame.  e.g. 'Those who have less are not hard workers, are lazy and are looking for a hand out.'
<b>Messages</b>	The takeaway from frames and narratives that invoke specific action.  e.g. 'Poor people want a hand-out. Don't help poor people.'
<b>Implicit/ Unconscious Racial Bias</b>	the thoughts that pop into our minds, the quick random gut reactions when we think about a particular group. They affect our behaviors in areas that maintain or exacerbate inequalities
<b>Inequality</b>	an unfair situation in which some people have measurably more rights or better opportunities than other people.
<b>Inequity</b>	lack of fairness or justice; an unfair circumstance
<b>Disparity</b>	may result in the inability to access quality care, resources, services or opportunities to thrive.
<b>Disproportionality</b>	caused by disparities, some in society at large, and some in public institutions.

These definitions are informed by the numerous resources referenced in *What LIES Between Us: Fostering First Steps Toward Racial Healing*, listed at [brownicity.com](http://brownicity.com) and searched through Google.