

A GLOSSARY OF TERMS ABOUT RACE, RELIGION AND CULTURE

Term	Definition
Acculturation	The process of interchanging cultural traits [customs, manners, values, etc.] among different ethnic groups, thus contributing to the further growth and enrichment of each one as one group adopts the values and traditions of another racial-ethnic group.
Active Racism	Actions which have as their stated or explicit goal the maintenance of the system of racism and the oppression of those in the targeted racial groups. People who participate in active racism advocate the continued subjugation of members of the targeted groups and protection of “the rights” of members of an agent group. These goals are often supported by a belief in the inferiority of People of Color and the superiority of white people, culture, and values.
Bigotry	Intolerant prejudice which glorifies one’s own group, but, denigrates members of other groups. <i>Source: National Conference for Community Justice – St. Louis Region – Dismantling Racism Institute program.</i>
Classism	Prejudice and/or discrimination, either personally or institutionally, against people because of their real or perceived economic status or background. <i>Source: www.soaw.org (School of the Americas Watch)</i>
Covert Racism	Unstated, unwritten, hidden practices
Cross-Cultural Communication	Communication between persons from different cultures. It can be enhanced when individuals from the different cultures begin to interpret symbols in similar ways and when they have a strong desire to communicate effectively.
Cultural Assimilation	The process by which an individual or group acquires the cultural traits of a different ethnic or cultural group through integration.
Culture	A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors and styles of communication. <i>Source: Institute for Democratic Renewal and Project Change Anti-Racism Initiative. A Community Builder’s Tool Kit. Claremont Graduate University, 2001.</i>

Term	Definition
Inclusiveness	Openness, acceptance and support that enables all persons to participate in the life of the church, the community and the world. Thus, inclusiveness denies every semblance of discrimination. The mark of an inclusive society is one in which people are open, accepting and supportive of all other persons, enabling them to participate fully in the life of the church, the community and the world. In the United Methodist Church, inclusiveness means the freedom for total involvement of all persons in the membership and leadership of the church at all levels and in every place, provided their participation meets the requirements of The United Methodist <i>Book of Discipline</i> .
Individual Racism	The beliefs, attitudes, and actions of individuals that support or perpetuate racism. Individual racism can occur at both unconscious and conscious levels, and can be both active and passive. Examples include telling a racist joke, using a racial epithet, or believing in the inherent superiority of Whites.
Internalized Racism	When people from targeted racial groups believe, act on, or enforce the dominant system of beliefs about themselves and members of their own racial group. Examples include using creams to lighten one's skin, believing that the most competent administrators or leaders are white, feeling that they cannot be as intelligent as white people, believing that racism is the result of people of color not being able to raise themselves up "by their own bootstraps." <i>Source: © Readings for Diversity and Social Justice, Second Edition, Routledge, 2010</i>
Intentional Racism	Individual or institutional actions focused on an expected outcome.
Intraracial Discrimination	(also Intra-racial Discrimination): Oppression, suppression, hate, dislike, or distrust of another person or group of the same race based on physical characteristics such as skin color (light vs. dark), hair texture, nose size, etc., but also tribal and cultural reasons, as well as differences in caste or class.

Term	Definition
Oppression	<p>The negative outcome experienced by people targeted by the arbitrary and cruel exercise of power in a society or social group. It involves institutional control, ideological domination, and the imposition of the dominant group's culture on the oppressed group. Oppression is different from discrimination, bias, prejudice, or bigotry because:</p> <p>It is pervasive – woven throughout social institutions as well as embedded within individual consciousness</p> <p>It is restricting – structural limits significantly shape a person's life chances and sense of possibility in ways beyond the individual's control</p> <p>It is hierarchical – the dominant or privileged groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups</p> <p>The dominant group has the power to define and name reality and determine what is "normal," "real," or "correct"</p> <p><i>Source: University of Arkansas - www.uark.edu/~pride/archives/definitions</i></p>
Overt Racism Passive Racism Personal Racism Prejudice	<p>Out in the open, easy to identify.</p> <p>Conscious and unconscious beliefs, attitudes, and actions that support the system of racism, racial prejudice, and racial dominance and contribute to the maintenance of racism, without openly advocating violence, discrimination or an ideology of white supremacy. <i>Source: © Readings for Diversity and Social Justice, Second Edition, Routledge, 2010</i></p> <p>Allowing actions or statements to go unchallenged; perpetuating the "status quo."</p> <p>A positive or negative attitude toward a person or group, formed without just grounds or sufficient knowledge – will not be likely to change in spite of new evidence or contrary argument. Prejudice is an attitude.</p> <p><i>Source: University of Arkansas - www.uark.edu/~pride/archives/definitions</i></p>

Term	Definition
<p>Racial Equality</p>	<p>The belief that individuals, regardless of their racial characteristics, are morally, politically, and legally equal and should be treated as such. Furthermore, it is the belief that different racial groups, as groups, are equal, with none being inherently superior or inferior in intelligence, virtue, or beauty. In the U.S. the term is commonly linked to the belief in equal treatment under the law as well as equal opportunity as a principle to ensure individuals, regardless of their race, an equal opportunity in education, employment and politics. <i>Source:Streich, Gregory. "Racial Equality." New Dictionary of the History of Ideas. 2005. Encyclopedia.com.</i></p>
<p>Racial Equity</p>	<p>The framework used to address race-based challenges by advancing policies and practices that consciously ask who might be left behind and crafting approaches that will include all. "Equal-rights legislation is rendered hollow without policies that comprehensively address those practical barriers to economic and social parity. Equity in essence, makes real the promise of equality" <i>Source: Uncommon Common Ground Race and America's Future Blackwell, Kwoh, Pastor. 2010</i></p>
<p>Racial Formation</p>	<p>The process by which social, economic and political forces determine the content and importance of racial categories, and by which they are in turn shaped by racial meanings. Crucial to this formulation is the treatment of race as a central axis of social relations which cannot be subsumed under or reduced to some broader category or conception <i>Source: . Racial formation in the United States: From the 1960s to the 1980s. New York: Routledge. and Winant, 1989).</i></p>
<p>Racial harassment</p>	<p>Abusive and/or derogatory language that in a subtle or overt manner belittles, humiliates, impugns, or defames a person or a group of persons based on racial and ethnic traits, heritage or characteristics. An individual, group or institutional behavior, which abuses, belittles, humiliates, defames or demeans a person or a group of persons based on racial and ethnic traits, heritage, or characteristics. Documentation, printed or visual, which abuses, humiliates, defames or demeans a person or group of persons based on racial and ethnic traits, heritage or characteristics.</p>

Term	Definition
<p>Racism</p>	<p>Belief that race is the primary determinant of human traits and capacities and that those racial differences produce an inherent superiority of a particular race.</p> <p>Racial and cultural prejudice and discrimination, supported intentionally or unintentionally by institutional power and authority, used to the advantage of one race and the disadvantage of other races. The critical element that differentiates racism from prejudice and discrimination is the use of institutional power and authority to support prejudices and enforce discriminatory behaviors in systemic ways with far-reaching outcomes and effects. <i>Source: University of Arkansas - www.uark.edu/~pride/archives/definitions</i></p> <p>The combination of the power to dominate by one race over other races or ethnic groups that is grounded in historical assumptions and prejudice that the dominant race is innately superior to the others. Racism is a sin because it divides the human family by denying the image of God in all persons.</p> <p>“Racism is different from racial prejudice, hatred, or discrimination. Racism involves having the power to carry out systematic discriminatory practices through the major institutions of our society.” <i>Source: what curriculum Leaders Can Do About Racism by Delmo Della-Dora. New Detroit, Inc., 970.</i></p>
<p>Self-Determination</p> <p>Sexism</p> <p>Social Power</p>	<p>The right of all persons to determine from themselves their needs, aspirations and choices.</p> <p>The oppression and/or exploitation of women based on gender. <i>Source: www.awid.org/ywl/glossary/index (Association for Women’s Rights Development</i></p> <p>Access to resources that enhance one’s chances of getting what one needs or influencing others in order to lead a safe, productive, fulfilling life. <i>Source: Maurianne Adams, Lee Anne Bell, and Pat Griffin, editors. Teaching for Diversity and Social Justice: Sourcebook. New York: Routledge.</i></p>

Term	Definition
Stereotypes	<p>Fixed impressions, exaggerated or preconceived ideas about particular social groups, usually based solely on physical appearance.</p> <p>The danger in relying on stereotypes to guide our thoughts and actions stems from their being: Simplified ideas, whether negative or positive in nature Overgeneralizations that do not represent all, or perhaps even most individuals within a group Designed to enhance our own self-identity The foundation for prejudice and discrimination Obstacles in getting to know others for whom they are versus who we think they might be</p> <p>Stereotypes are unfortunately learned at a young age, and they remain, as most mental models do – untested, unchallenged, confused with reality. Common sources of stereotypes include parents, other family members, educators, peers, media, etc.</p> <p>Even “positive” stereotypes are harmful to those they target. They, like negative stereotypes, result in negative self-image, stress, mental illness, pressure to conform, and ineffective intercultural interactions. Source: Susan Pizarro-Eckert, “Your Guide to Race Relations” – www.about.com/od</p>
Structural Racism	<p>The analytical framework which identifies aspects of our history and culture that have allowed the privilege associated with ‘whiteness’ and the disadvantage of ‘color’ to endure and adapt over time. It points out the ways in which public policies and institutional practices contribute to inequitable racial outcomes. It lays out assumptions and stereotypes that are embedded in our culture that, in effect, legitimize racial disparities, and it illuminates the ways in which progress toward racial equity is undermined. <i>Source:</i> Karen Fulbright-Anderson, Keith Lawrence, Stacey Sutton, Gretchen Susi, and Anne Kubisch, <i>Structural Racism and Youth Development Issues, Challenges, and Implications</i>. New York: The Aspen Institute.</p>

Term	Definition
Unintentional Racism	Actions not consciously intended to be racist, but having the same effect as intentional discrimination.
White Privilege	<p>A right, advantage, or immunity granted to or enjoyed by white persons beyond the common advantage of all others; an exemption in many particular cases from certain burdens or liabilities; A privileged position; the possession of an advantage white persons enjoy over non-white persons. <i>Source: WhitePrivilege.com</i></p> <p>The unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.</p> <p>Examples of privilege might be: “I can walk around a department store without being followed.” “I can come to a meeting late and not have my lateness attributed to my race;” “being able to drive a car in any neighborhood without being perceived as being in the wrong place or looking for trouble;” “I can turn on the television or look to the front page and see people of my ethnic and racial background represented.” “I can take a job without having co-workers suspect that I got it because of my racial background.” “I can send my 16-year old out with his new driver’s license and not have to give him a lesson how to respond if police stop him.” <i>Source: Peggy McIntosh, “White Privilege and Male Privilege: A Personal Account of Coming to See Correspondences Through Work in Women Studies.”</i></p>
Xenophobia	A pre-conceived and unfounded fear of everything that is foreign, especially to all persons from a foreign origin.