

# DEI Key Terms & Definitions:

Hudson County Community College defines the following key terms as follow:

**Culture** refers to the customs, arts, social institutions, and achievements of a particular nation, people, or other social groups.

**Diversity** refers to the ways in which the organizational culture supports, celebrates, and encourages a wide variety of backgrounds, life experiences, values, worldviews, and approaches.

**Equality** ensures that everyone has an equal opportunity to be successful.

**Equity** ensures the removal of barriers to fair treatment, access, opportunity, and advancement for all community members so that all have the capability to be successful.

**Inclusion** refers to efforts around building a welcoming environment in which community members feel respected, represented, supported, and valued to fully participate.

**Diverse Identities** include, among others, race, ethnicity, gender, gender identity/expression, culture, national origin, sexual orientation, religion, physical and intellectual abilities, marital status, socioeconomic status, creed, class, age, profession, veteran status, and regional identity.

**Intersectionality** is the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

**Colonialism:** The imperialist expansion of Europe into the rest of the world during the last four hundred years in which a dominant imperium or center carried on a relationship of control and influence over its margins or colonies. This relationship tended to extend to social, pedagogical, economic, political, and broadly culturally exchanges often with a hierarchical European settler class and local, educated elite class forming layers between the European "mother" nation and the various indigenous peoples who were controlled. Such a system carried within it inherent notions of racial inferiority and exotic otherness.

**Diaspora:** the voluntary or enforced migration of peoples from their native homelands. Diaspora literature is often concerned with questions of maintaining or altering identity, language, and culture while in another culture or country.

**Hegemony:** the power of the ruling class to convince other classes that their interests are the interests of all, often not only through means of economic and political control but more subtly through the control of education and media.

**Other:** the social and/or psychological ways in which one group excludes or marginalizes another group. By declaring someone "Other," persons tend to stress what makes them dissimilar from or opposite of another, and this carries over into the way they represent others, especially through stereotypical images.

**Race:** the division and classification of human beings by physical and biological characteristics. Race often is used by various groups to either maintain power or to stress solidarity. In the 18th and 19th centuries, it was often used as a pretext by European colonial powers for slavery and/or the "white man's burden."

**Explicit Bias:** Attitudes and beliefs that we have about a person or group on a conscious level. We are fully aware of these, so they can be self-reported

**Implicit Bias:** "the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner," Unconscious attitudes that lie below the surface, but may influence our behaviors

**Affinity Bias:** When we tend to like people who are most like us. For example, a person might spend time talking to a colleague that attended their same alma mater while a colleague who attended a different school may not get this type of informal, yet important, conversation which helps to build relationships.

**Performance Bias:** occurs when we judge the "in group" on potential, but judge the "out group" on performance. For example, research has shown that men are often hired for their potential to do the job while women are hired if they are able to demonstrate experience on their resume.

**Confirmation Bias:** When we readily accept information that already matches our current belief. This is often linked to stereotyping behavior which is "confirmed" when the individual behaviors in a manner that's consistent with the belief held.

**Microaggressions:** the brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial, gender, sexual orientation, and religious slights and insults to the target person or group.

**Microinsults:** Types of microaggressions, which are verbal, nonverbal, and environmental communications that subtly convey rudeness and demean a person's racial heritage or identity. Ex: an employee who asks a co-worker of color how they got their job, implying they may have landed it through an affirmative action or quota system.

**Microassaults:** Types of microaggressions, that are conscious and intentional discriminatory actions. Ex. using racial epithets, displaying white supremacist symbols - swastikas, or preventing one's child from dating outside of their race.

**Microinvalidations:** Types of communications that subtly exclude, negate or nullify the thoughts, feelings, or experiential reality of a person of color. Ex. For instance, asking people where they were born, conveying the message that they are perpetual foreigners in their own land.

**Racial Microaggressions:** Brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults towards Black Indigenous People of color (BIPOC).

**Privilege:** the “unearned access to resources (special rights, advantages, or immunity granted) only readily available to some people as a result of their advantaged social group membership.”

- Privilege operates on personal, interpersonal, cultural, and institutional levels and gives advantages, favors, and benefits to members of dominant groups at the expense of members of target groups.
- Privileges are unearned and they are granted to people in the dominant groups whether they want those privileges or not, and regardless of their stated intent.
- In the United States, privilege is granted to people who have membership in one or more of these

Dominant Social Identity groups:

- White people;
  - Able-bodied people;
  - Heterosexuals;
  - Males;
  - Christians;
  - Middle Class, Upper Class or owning class people;
  - Middle-aged people;
  - English-speaking people.
- Privileges may shift over time, space, environments, etc.

**Racism:** A system of advantage based on race and/or ethnicity, rooted in and reinforced by cultural, political, economic, and educational foundations.

**Cultural Privilege:** A system of an advantage-based cultural group membership. Examples: A person wearing traditional Muslim clothing being stopped and searched at an airport while a person wearing 'western' clothing can pass through an airport neutrally and with little discrimination based on their clothing and appearance.

**Language Privilege or Linguistic Privilege:** A system of advantage-based language (oral, written, communication) Provides easier access to social, political, and educational institutions as well as access to additional forms of capital. The ability to avoid having one's speech perceived negatively. Examples: Tax forms, job/school applications, phone lines, mass media, and road signs are all in English.

**Gender Privilege:** Types of communications that subtly exclude, negate Or nullify the thoughts, feelings, or experiential reality of a person of color.

**Heterosexism:** A system of advantage based on sexuality or sexual identity. The assumption is that we are all heterosexual. Discrimination of LGBTQI-Two-Spirited folks by heterosexuals and heteronormative society.

**Sexism:** A system of advantage based on gender, the impact of a patriarchal system. The subordination of femininity by masculinity.

**Ableism/Ability Privilege:** Cultural, institutional and individual practices that assign different (lower) value to those who have developmental, emotional, sensory, or health-related disabilities, thereby resulting in differential treatment. Examples: Inaccessible entries (no ramps or elevators), Not having closed captioning available during presentations, etc.

**Socioeconomic Status/Class Privilege:** Differential treatment based on social class or perceived social class. The systemic oppression of those with less economic means to advantage and strengthen the dominant class. It is based on a capitalist system.

**Other Dimensions of Privileges:** Religious, Age, Educational