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Ableism: Prejudiced thoughts and discriminatory actions based on differences in physical, mental, and/or emotional ability; usually that of able-bodied / minded persons against people with illness, disabilities, or less developed skills / talents.

Accessibility: The extent to which a facility is readily approachable and usable by individuals with disabilities, particularly such areas as the personnel office, worksite and public areas.

Androgyne/Androgynous/Androgyne (n):
1. A person whose biological sex is not readily apparent, whether intentionally or unintentionally.
2. A person whose identity is between the two traditional genders.
3. A person who rejects gender roles entirely.

Advocate: Someone who speaks up for members of any marginalized group; e.g., a woman who lobbies for equal pay for women; a straight person who stands up against trans violence.

Agender: (gender) see Genderqueer, a- meaning non; being of no gender

Agent: The perpetrator or perpetuator of oppression and/or discrimination; usually a member of the dominant, non-target identity group.

Ageism: Prejudiced thoughts and discriminatory actions based on differences in age

Ally - people who recognize the unearned privilege they receive from society's patterns of injustice and take responsibility for changing these patterns. Part of becoming an ally is also recognizing one's own experience of oppression in order to empathize with the struggles of others. An ally is a person whose commitment to dismantling oppression is reflected in a willingness to do the following:

i Educate oneself about oppression;
ii Learn from and listen to people who are targets of oppression;
iii Examine and challenge one's own prejudices, stereotypes, and assumptions;
iv Work through feelings of guilt, shame, and defensiveness to understand what is beneath them and what needs to be healed;
v Learn and practice the skills of challenging oppressive remarks, behaviors, policies, and institutional structures;
vi Act collaboratively with members of the target group to dismantle oppression
Anti-Semitism: The fear or hatred of Jews, Judaism, and related symbols.

Appropriation: when elements are copied from a minority culture by members of the dominant culture, and these elements are used outside of their original cultural context - sometimes even against the expressed, stated wishes of representatives of the originating culture.

Asexual: (orientation) a- meaning non; the lack of sexual attraction, and one identifying with this orientation.

Bias: Prejudice; an inclination or preference, especially one that interferes with impartial judgment.

Bigender: (gender) see Genderqueer, bi- meaning two; being of two genders, typically masculine and feminine, but not necessarily.

Bigotry: intolerant prejudice that glorifies one’s own group, but oppresses members of other groups.

Biphobia: The fear or hatred of homosexuality (and other non-heterosexual identities), and persons perceived to be bisexual.

Bi-racial: A person who identifies coming from two races. A person whose biological parents are of two different races.

Bisexual: (orientation) bi- meaning two; the sexual attraction to both male/men and female/women, and one identifying with this orientation.

Categorization: The natural cognitive process of grouping and labeling people, things, etc based on their similarities. Categorization becomes problematic when the groupings become oversimplified and rigid: stereotypes

Cisgender: (gender) cis- meaning on the near side, and opposed to trans-; when the sex of the body matches the gender of the mind, and one identifying with this.

Classism: Prejudiced thoughts and discriminatory actions based on difference in socio-economic status, income, class; usually by upper classes against lower.

Coalition: A collection of different people or groups, working toward a common goal.

Codification: The capture and expression of a complex concept in a simple symbol, sign or
Color Blind: the belief in treating everyone “equally” by treating everyone the same; based in the presumption that differences are by definition bad or problematic, and therefore best ignored (i.e., “I don’t see race, gender, etc.”).

Contact Hypothesis: The original scientific motivation for integration of education and the armed forces, this theory posits that bringing peoples of different backgrounds together (on a college campus, for example) will lead to improved relations among them. Additional research has shown this to be true only under certain conditions including: sanction by authority, common goals, and equal status contact (both numerically and psychologically). (Allport, 1957)

Cross Dressing: (gender) see also Drag; the practice or act of dressing as the other gender.

Culture: a learned system of shared meanings, values, beliefs and norms that is expressed in interpersonal interactions, customs, rituals, symbols, art and artifacts and social systems. While most people perceive culture in terms of ethnicity, culture is a concept that is applicable to any social group with commonalities.

- Acculturation - a socialization process in which groups of individuals come in continuous and direct contact with each other, resulting in changes in the cultural patterns of either group or both. In principle, acculturation is a neutral term, but in practice, changes tend to occur less in the dominant culture.

- Assimilation - the process whereby certain groups are encouraged or forced to give up their cultural customs and accommodate as quickly as possible to values and culture of another group. It is an ethnocentric, one way process of cultural exchange, in that only one group is expected to adapt, with the implied promise that group acceptance will be the social reward.

Demisexual: (orientation) the lack of sexual attraction without a deep emotional connection or relationship, and one identifying with this orientation.

Denial: refusal to acknowledge the social privileges that are granted or denied based on an individual’s privilege. Those who are in a stage of denial tend to believe, “People are people. We are all alike regardless of the color of our skin, gender identity, etc.” In this way, the existence of a hierarchical system or privileges can be ignored.

Dialogue: “Communication that creates and recreates multiple understandings” (Wink, 1997); it is bidirectional, not zero-sum and may or may not end in agreement; it can be emotional and uncomfortable, but is safe, respectful and has greater understanding as its goal.

Discrimination: prejudice + power. It occurs when members of a more powerful social group behave unjustly or cruelly to members of a less powerful social group.

- Prejudice - conscious or unconscious negative belief about a whole group of people and its individual members made without adequate evidence.
Diversity: The wide variety of shared and different personal and group characteristics among human beings.

Domestic Partner: either member of an unmarried, cohabiting, and same-sex couples that seeks benefits usually available only to spouses.

Dominant Culture: Dominant Culture: The cultural values, beliefs, and practices that are assumed to be the most common and influential within a given society.

Dominant Group: a group of individuals who share certain characteristics, that as a result of these characteristics, are afforded specific forms of power and privileges which are at the expense of the exploitation of other groups and individuals. Characteristics of the dominant group in the United States include being White, male, middle to upper class, heterosexual, able-bodied, 18 to 65 years of age, Christian, English-speaking, university educated, and living within an urban community.

Drag King: (gender) see also Transvestite or Drag Queen; a female/woman who dresses as a male/man, typically as a performance.

Drag Queen: (gender) see also Transvestite or Drag King; a male/man who dresses as a female/woman, typically as a performance.

Drag: (gender) see also Cross Dressing; the practice or act of dressing as the other gender, typically as a performance.

Exclusion: the feeling and experience of being disempowered, degraded, or marginalized through intentional or systemic discrimination.

Female: (sex) being of the female sex.

Fetishization: to be excessively or irrationally devoted to (an object, activity, etc)

F to M/FTM/F2M: Female to male. Abbreviation used to specify the direction of sex or gender role change, usually used by those who identify as transsexual.

First Nations People: Individuals who identify as those who were the first people to live on the Western Hemisphere continent. People also identified as Native Americans or Indigenous.

Fundamental Attribution Error: A common cognitive action in which one attributes his/her own success and positive actions to his/her own innate characteristics (“I’m a good person”) and failure to external influences (“I lost it in the sun”), while attributing others success to external influences (“he had help, was lucky”) and failure to others’ innate characteristics (“they’re bad people”). This operates on the group levels as well, with the ingroup giving itself favorable attributions, while giving the outgroup unfavorable attributions, as way of maintaining a feeling of superiority. A “double standard.”
Gay: (orientation) slang term for Homosexual.

Gender: The socially constructed concepts of masculinity and femininity; the ‘appropriate’ qualities accompanying biological sex.

Gender Bending: (v): Dressing or behaving in such a way as to question the traditional feminine or masculine qualities assigned to articles of clothing, jewelry, or mannerisms.

Gender Binary: (gender) binary meaning of two parts; the concept that gender is a binary, comprised of masculine/men and feminine/women.

Genderqueer: (gender) see Agender and Bigender; being of neither, both and/or other gender in regards to the masculine/feminine gender binary.

Hapa: a Hawaiian language term used to describe a person of mixed Asian or Pacific Islander racial or ethnic heritage.

Hate Crime: Hate crime legislation often defines a hate crime as a crime motivated by the actual or perceived race, color, religion, national origin, ethnicity, gender, disability, or sexual orientation of any person.

He/Him: (pronoun) referring to one who is of masculine gender.

Heteronormativity: is a system that works to normalize behaviors and societal expectations that are tied to the presumption of heterosexuality and an adherence to a strict gender binary.

Heterosexism: The presumption that everyone is, and should be, heterosexual.

Heterosexual: Attracted to members of other or the opposite sex.

Homophobia: The fear or hatred of homosexuality (and other non-heterosexual identities), and persons perceived to be gay or lesbian.

Homosexual: (orientation) homo- meaning same; the sexual attraction to the same sex/gender, and one identifying with this orientation. Female/women sexually attracted to female/women, and male/men sexually attracted to male/men.

In-group Bias: (favoritism): the tendency for groups to “favor” themselves by rewarding group members economically, socially, psychologically, and emotionally in order to uplift one group over another.

Inclusion: creating an environment in which people have both the feeling and reality of belonging and (thus) able to work to their full potential.

Intersectionality: an integrated approach to social justice which begins from the concept that people live and experience multiple, layered identities such as, race,
Intergroup Conflict: Tension and conflict which exists between social groups. And which may be enacted by individual members of these groups.

Intersex: (sex) being born of ambiguous or indeterminate sex.

1. A person who is biologically intermediate between male and female.
2. A person with both ovarian and testicular tissue.
3. A person with two ovaries or two testes, but ambiguous genitals.

-Ism: A social phenomenon and psychological state where prejudice is accompanied by the power to systematically enact it.

Lesbian: (orientation) of female/women, the sexual attraction to female/women, and one identifying with this orientation.

LGBT: Lesbian, Gay, Bisexual, Transgender; the original acronym, when it was realised there were other identities than gay and lesbian.

LGBTQ: Lesbian, Gay, Bisexual, Trans, Queer; the more inclusive acronym, adding queer to acknowledge the existence of other identities without turning the acronym into alphabet soup.

Naming: "When we articulate a thought that traditionally has not been discussed."

National Origin: The political state from which an individual hails; may or may not be the same as that the person’s current location or citizenship.

Oppression: the systematic domination of a group of people by another group with access to social power, the result of which benefits one group over the other and is maintained by social beliefs and practices.

∞ Institutional Oppression - arrangements of a society used to benefit one group at the expense of other groups through the use of language, media, education, religion, economics, and so forth.

∞ Internalized Oppression - when a member of an oppressed group accepts and lives out the stereotypes applied to their oppressed group(s).

Pansexual: pan- meaning all; the sexual attraction to all sexes/genders, and one identifying with this orientation.

People of Color: A collective term for men and women of Asian, African, Latin and Native American backgrounds; as opposed to the collective "White" for those of European ancestry.
**Personal Identity:** Our identities as individuals—including our personal characteristics, history, personality, name, and other characteristics that make us unique and different from other individuals.

**Polyamory:** The practice of having multiple open, honest loving relationships.

**Polyamorous:** poly meaning many; the desire or need to have multiple relationships or multiple people in a relationship.

**Polysexual:** orientation) poly- meaning many; see also Spectralsexual; the sexual attraction to various sexes/genders, and one identifying with this orientation.

**Prejudice:** A preconceived judgment about a person or group of people; usually indicating negative bias.

**Privilege:** 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. In the United States, privilege is granted to people who have membership in one or more of these social identity groups:

Privilege is characteristically invisible to people who have it. People in dominant groups often believe that they have earned the privileges that they enjoy or that everyone could have access to these privileges if only they worked to earn them. In fact, 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.

**Queer:** An umbrella term that can refer to anyone who transgresses society's view of gender or sexuality. The definitional indeterminacy of the word Queer, its elasticity, is one of its constituent characteristics: "A zone of possibilities."

**Questioning:** A term used to refer to an individual who is uncertain of her/his sexual orientation or identity.

**Race:** a classification system used to categorize humans into large and distinct populations or groups by anatomical, cultural, ethnic, genetic, geographical, historical, linguistic, religious, and/or social affiliation. Race is not biological, but is a social construct. However, the social construct of race impacts many aspects of life, especially for those in targeted/minoritized populations.

**Racism:** a system in which one race maintains supremacy over another race through a set of attitudes, behaviors, social structures, and institutional power. A person of any race can have prejudices about people of other races (interpersonal), but only members of the dominant social group can exhibit racism because racism is prejudice plus the institutional power to enforce it (structural/systemic).
Rainbow Flag: The Rainbow Freedom Flag was designed in 1978 by Gilbert Baker to designate the great diversity of the LGBTIQ community. It has been recognized by the International Flag Makers Association as the official flag of the LGBTIQ civil rights movement.

Reclaiming: for a minority identity to use words or symbols that at one time were pejorative but has been brought back into acceptable usage—usually starting within the communities that experienced oppression under that word, but sometimes also among the general populace as well.

Refencing (exception-making): A cognitive process for protecting stereotypes by explaining any evidence/example to the contrary as an isolated exception.

Religion: A system of beliefs, usually spiritual in nature, and often in terms of a formal, organized denomination.

Reverse Discrimination: term often used to put down efforts to create equity in service and employment for marginalized people, through positive action. It is a misnomer to term such equity efforts as 'reversing' discrimination because increasing access for marginalized groups does not produce systemic inequality for privileged groups. It does not 'reverse' broad social and historical power imbalances.

Safe Space: Refers to an environment in which everyone feels comfortable in expressing themselves and participating fully, without fear of attack, ridicule or denial of experience.

Saliency: The quality of a group identity of which an individual is more conscious and which plays a larger role in that individual's day-to-day life; for example, a man's awareness of his "maleness" in an elevator with only women.

Sex: biological classification of male or female (based on genetic or physiological features); as opposed to gender.

Sexism: Prejudiced thoughts and discriminatory actions based on difference in sex/gender; usually by men against women.

Sexual Orientation: one's natural preference in sexual partners; predilection for homosexuality, heterosexuality, or bisexuality.

Silencing: The conscious or unconscious processes by which the voice or participation of particular social identities is exclude or inhibited.

Social Identity: It involves the ways in which one characterizes oneself, the affinities one has with other people, the ways one has learned to behave in stereotyped social settings, the things one values in oneself and in the world, and the norms that one recognizes or accepts governing everyday behavior.
**Social justice:** a basic value and desired goal in democratic societies that includes equal and fair access to social institutions, laws, resources, opportunities, without individual limitations based on observed, or interpretations of, differences in age, color, culture, physical or mental disability, education, gender, income, language, national origin, race, religion, or sexual orientation.

**Stereotypes:** can be defined as an unvarying form or pattern; a fixed or conventional notion or conception, as of a person, group, idea, etc., held by a number of people, and allowing for no individuality, critical judgment. Stereotyping may happen as a result of our socialization or when the real environment becomes too complex for individuals to deal with, they reconstruct it into a simpler model in order to cope. Because stereotypes are built on specific attributions, individuals tend to pick out a sample that supports their prejudice and generalize it to be representative to the entire group. Stereotypes also help to justify the hostility of some individuals towards their vulnerable targets.

**System of Oppression:** Conscious and unconscious, non-random, and organized harassment, discrimination, exploitation, discrimination, prejudice and other forms of unequal treatment that impact different groups.

**Tolerance:** Acceptance and open-mindedness to different practices, attitudes, and cultures; does not necessarily mean agreement with the differences.

**Transgender:** Appearing as, wishing to be considered as, or having undergone surgery to become a member of the opposite sex. Transgendered people can include transsexuals, cross-dressers, drag kings/queens, masculine women, feminine men, and those who defy what society tells them is appropriate for their gender.

**Worldview:** The perspective through which individuals view the world; comprised of their history, experiences, culture, family history, and other influences.
The OIDictionary is a resource for anyone looking for terminology, language, and explanation of social justice terms. Our resource guide is a living document, so if you would like any words or definitions added in, please email Dean Sumi at spendakur@hmc.edu.

The Office of Institutional Diversity (OID) serves as a social justice education hub for the entire Harvey Mudd campus community. OID is guided by three primary goals: to increase Awareness, Allyship and Action through our work.