

More Than Just A Hashtag: The Lessons in 2020 and What's Next

*"The lion's story will never be known as long as the hunter is the one to tell it."
West African Proverb*

Vocabulary You May Hear Today and Other Relevant Terms

Equity: the guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations.

Diversity: the full range of human differences.

Workplace Diversity: refers to the understanding, acceptance and value that is placed on the differences between coworkers.

Inclusion: the act of creating environments in which any individual or group can feel welcomed, respected, supported, and valued to fully participate and bring their full, authentic selves to work.

Belonging: the feeling of being part of something and mattering to others.

Equality: treating everyone the same, even if they start at different places and have different needs. It's an attempt at fairness but tends to be used as cover when inequity is revealed. "We're all being treated the same!"

Culture: the shared values, assumptions, and practices that guide human behavior (Olson & Olson, 2003)

Unconscious Bias: also known as implicit bias, the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

Microaggression: a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority or women.

Race: a socially constructed system of categorizing humans largely based on observable physical features (phenotypes) such as skin color and on ancestry. There is no scientific basis for or discernible distinction between racial categories.

Racism: a system of advantage and oppression based on race. A way of organizing society based on dominance and subordination based on race.

Prejudice: an unjustified or incorrect attitude (usually negative) towards an individual based solely on the individual's membership of a social group.

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Me Too Movement: a social movement that is against sexual violence and sexual assault. It advocates for women who survived sexual violence to speak out about their experience in order to expose and combat various forms of sexual misconduct.

Black Lives Matter: a decentralized political and social movement advocating for non-violent civil disobedience in protest against incidents of police brutality and all racially motivated violence against Black people founded by three Black women.

Dominant culture: refers to the established language, religion, values, rituals, and social customs on which the society was built. It has the most power, is widespread, and influential within a social entity, such as an organization, in which multiple cultures are present.

Racial Literacy: having the knowledge, skills, awareness and dispositions to talk about race and racism.