Yale SOM’s DEI Terminology Guide:
The following is a list of terms and corresponding definitions related to Diversity, Equity, and Inclusion.

Affinity - A designated “safe space,” where everyone in that group shares a particular identity. This identity can be based on race, gender, sexual orientation, language, nationality, physical/mental ability, socio-economic class, family structure, religion, etc.

Allyship – A lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people.

Anti-racism - Anti-racism is an active and conscious effort to work against multidimensional aspects of racism. An anti-racist is a person who makes a conscious choice to act to challenge some aspect of the white supremacy system. An anti-racist may also referred to as a freedom fighter, activist, warrior, liberation fighter, political prisoner, prisoner of war.

Cisgender - Denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex.

Diversity – At the core, diversity is the acknowledgement of difference amongst factors that make individuals who they are and refers to the traits and characteristics that make people unique. These differences can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

Dominant Identity - Identities through which one holds or accesses power or is seen as the norm.

Equity - Crafting solutions that meet the needs of different groups based on their histories and access to resources - outcomes oriented (different than equality or sameness; equity deals with specificity). Equity is unfair - deliberately and intentionally so to lead to the outcome of fairness by taking into account different starting places.

Equity versus Equality – Equality is defined as treating everyone the same and giving everyone access to the same opportunities. Meanwhile, equity refers to proportional representation (by race, class, gender, etc.) in those same opportunities.

Erasure - Refers to the practice of collective indifference that renders certain people and groups invisible.

Ethnicity - Refers to the way in which one identifies learned aspects of themselves—i.e., nationality, language, and culture.

Gas lighting – Attempting to make someone believe that they are going insane by subjecting that person to a series of experiences that have no rational explanation.
Gender Diverse – Identifying with a gender or genders outside of male or female.

Implicit Bias - Implicit bias is an unconsciously held set of associations about a particular group. Implicit bias can lead to implicitly racist behavior, like when a teacher disciplines black children more harshly than white children, but many individuals harbor implicit biases without ever displaying overt racism. By becoming aware of our own implicit biases and actively resisting them, we can avoid perpetuating harmful racist stereotypes and prejudices.

Inclusion – Behaviors and social norms that ensure people feel included and have a sense of belonging.

Inequity - Policies or practices that perpetuate or reinforce inequality, uneven access, and uneven outcomes.

Intersectionality - Derived from the scholarship of Black women scholars, Kimberlé Crenshaw and Patricia Hill Collins. 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.

Micro aggressions - A term used for brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative prejudicial slights and insults toward any group, particularly culturally marginalized groups.

National Origin – Refers to the country a person was born in or where their ancestors lived.

Personal Gender Pronouns - A pronoun is a word that refers to either the people talking (I or you) or someone or something that is being talked about (like she, it, them, and this). Personal Gender pronouns (he/she/they/ze etc.) refer to the set of third-person pronouns that an individual prefers that others use in order to identify that person's gender (or lack thereof).

Positionality - Refers to one’s position in a social structure, often in relation to others.

Positive Intent - Starting from the idea that a person meant well or was doing their best, no matter what they say or do.

Power - Formal: based on one’s title or position.
Informal: based on one’s privilege, control, access, ability to decide.

Privilege - Unearned or unasked for sets of advantages that are accrued to you because of the relationship of parts of your identity to dominant forms of power; don’t have to think about it; benefit of the doubt.

Race - A socially constructed category of identification based on physical characteristics, ancestry, historical affiliation, or shared culture. Socially constructed BUT has real impact on all major life outcomes and experiences.

Racism - Interpersonal level: prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior. Systemic: a doctrine or political program or set of policies based on the assumption of racism and designed to execute its principles (see:
redlining). In the United States, systemic racism privileges Whiteness and is designed to uphold the superiority of Whiteness.

**Safe Space** – A place or environment in which a person or category of people can feel confident that they will not be exposed to discrimination, criticism, harassment, or any other emotional or physical harm.

**Subordinated/Minoritized Identity** - Identities through which one may experience oppression; identities that are not the historic norm.

**Title VI** - No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

**Title IX** - Education Amendments Act of 1972 is a federal law that states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

**Underrepresented Minorities / Historically Underrepresented Groups** – A group whose percentage of the population in a given group is lower than their percentage of the population in the country.

**White Supremacy** - The belief that white people are superior to those of all other races, especially the black race, and should therefore dominate society.