

DCYF Equity Glossary

Equity Mission Statement: Through our Equity work we are seeking to build our understanding of historical and structural racism and the impacts it has on the communities we serve. The vision is to develop staff capacity to use an equity lens in making funding decisions and working with grantees to support those with the greatest need in the City of San Francisco.

Bias– is an inclination or outlook which holds a partial perspective, often accompanied by a refusal to consider the possible merits of alternative points of view. Also defined as: Prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair. Unconscious or implicit bias refers to biases that we carry without awareness. To learn more about implicit bias and to take an implicit association test online, visit Project Implicit at <https://implicit.harvard.edu/implicit/> (Adapted from dictionary.com & World Trust)

Discrimination- an act or instance of discriminating, or of making a distinction, treatment or consideration of, or making a distinction in favor of or against, a person or thing based on the group, class, or category to which that person or thing is perceived to belong to rather than on individual merit. This includes treatment of an individual or group, based on their actual or perceived membership in a certain group or social category, "in a way that is worse than the way people are usually treated".^[1] (Adapted from dictionary.com & World Trust)

Equity – Just and fair inclusion into a society in which all can participate, prosper, and reach their full potential. (OCOF Outcomes Framework)

Institutional Oppression –laws, customs, traditions and practices that systematically result in inequalities (based upon race, sex, gender, body image etc.) in a society. This is the institutionalization of personal oppression and discrimination. (Adapted from World Trust)

Institutional Racism – the laws and practices that institutions create in order to benefit White people at the expense of people of color. The outcomes of these policies and practices always have negative effects on people of color. Institutional Racism affects large groups of people at once. The result of Institutional Racism is White Privilege, the fact that White people have social advantages in things like getting jobs, getting into college, and running government and businesses. (Adapted from The Justice Collective)

Internalized Oppression – when, either knowing it or not, someone has negative ideas about themselves and their race or culture. These negative images come from racist ideas and images put out in society claiming that White people are superior. Basically, this is someone who feels that their race or culture is bad or at least not as good as the White culture or race. (Adapted from The Justice Collective)

Microaggressions – commonplace verbal or behavioral indignities, whether intentional or unintentional, which communicate derogatory, hostile, or negative racial slights or insults. (From The Justice Collective)

Oppression–the systematic mistreatment of the powerless by the powerful, resulting in the targeting of certain groups within the society for less of its benefits – involves a subtle devaluing or non-acceptance of the powerless group – may be economic, political, social, and /or psychological. Oppression also includes the belief of superiority or “righteousness” of the group in power. (Adapted from Dictionary.com & World Trust)

Power – Great or marked ability to do or act; strength; might; force. **Power**, by definition, is neutral. Pay attention to how Power plays a role within the terms and definitions within this glossary.

Prejudice– any preconceived opinion or feeling, either favorable or unfavorable toward a person or group, based on pre-judgment and evaluation, often using one’s own or one’s group’s standards as the “right” and “only” way. (Adapted from World Trust)

Privilege - a term in sociology describing any special status granted to one group and usually portrayed as default. A right, immunity, or benefit enjoyed only by a person beyond the advantages of most: **White Privilege**- (or white skin privilege/whiteness) is a term for societal privileges that benefit people identified as white in Western countries, beyond what is commonly experienced by non-white people under the same social, political, or economic circumstances. (Adapted from dictionary.com & World Trust)

Racism - the systematic oppression of people of color, whereby a belief or doctrine that inherent differences among the various human racial groups determine cultural or individual achievement, usually involving the idea that one's own race is superior and has the right to dominate others or that a particular racial group is inferior to the others; hatred or intolerance of another race or other races; This occurs at the individual, internalized, interpersonal, institutional, and/or cultural levels; may be overt or covert, intentional or unintentional. (Adapted from Dictionary.com & World Trust)

Sexism- or gender discrimination is prejudice or discrimination based on a person's sex or gender identity, discrimination or devaluation based on a person's sex or gender, as in restricted job opportunities, especially such discrimination directed against women or LGBTQ; ingrained and institutionalized prejudice against or hatred of women; misogyny. (Adapted from World Trust)

Structural Racism – While most of the legally based forms of racial discrimination have been outlawed, many of the racial disparities originating in various institutions and practices continue and accumulate as major forces in economic and political structures and cultural traditions. Structural racialization refers to the ways in which social structures and institutions,

over time, perpetuate and produce cumulative, durable, race-based inequalities. Structural Racism lies underneath, all around and across society. It encompasses:

- History, which lies underneath the surface, providing the foundation for white supremacy in this country.
- Culture, which exists all around our everyday lives, providing the normalization and replication of racism and,
- Interconnected institutions and policies, the key relationships and rules across society providing the legitimacy and reinforcements to maintain and perpetuate racism.

Structural Racism in the U.S. is the normalization and legitimization of an array of dynamics – historical, cultural, institutional and interpersonal – that routinely advantage whites while producing cumulative and chronic adverse outcomes for people of color. It is a system of hierarchy and inequity, primarily characterized by white supremacy – the preferential treatment, privilege and power for white people at the expense of Black; Latino, Asian, Pacific Islander, Native American, Arab and other racially oppressed people. (From The Justice Collective)

Structural Oppression – Structural oppression refers to a system of social structures that produces cumulative and durable inequalities. It is also a method of analysis that is used to examine how historical legacies, individuals, structures, and institutions work interactively to distribute material and symbolic advantages and disadvantages along racial, sexual, gender, body image etc. lines. (Adapted from World Trust)

White Supremacy – White supremacy is a historically based, institutionally perpetuated system of exploitation and oppression of continents; nations and peoples of color by white peoples and nations of the European continent; for the purpose of maintaining a system of wealth, power and privilege. The belief, theory, or doctrine that white people are inherently superior to people from all other racial groups, especially black people, and are therefore rightfully the dominant group in any society. (Adapted from The Justice Collective and dictionary.com)

Internalized Oppression – when, either knowing it or not, someone has negative ideas about themselves and their race or culture. These negative images come from racist ideas and images put out in society claiming that White people are superior. Basically, this is someone who feels that their race or culture is bad or at least not as good as the White culture or race. (Adapted from The Justice Collective)