

POWER

The capacity to exercise control over others, decide what is best for them, and determine who will have access to or deny resources.

RACISM

Prejudice, discrimination, or antagonism directed against a person or people on the basis of their membership in a particular racial or ethnic group, typically one that is a minority or marginalized.

SEXISM

Prejudice, stereotyping, or discrimination, typically against women, on the basis of sex.

SOCIAL JUSTICE

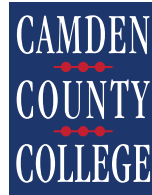
Understanding that all individuals deserve equitable access and economic, political, and social opportunities within a particular institution.

SOCIAL JUSTICE EDUCATION

The sustained application of social justice principles and practice in formal and informal educational pathways.

Examples of Social Justice Education in practice are:

- > Camden County College's Diversity and Social Justice Associate in Arts degree program
- > Imbedded DEI content in coursework and extra-curricular educational forums
- > Professional development training, including DEI training for employees
- > Far-ranging College-sponsored social justice colloquia, as offered through the Center for Cultural Engagement, the Teaching and Learning Center (TLC) and in Human Resources *Diversity Spotlight* notifications.



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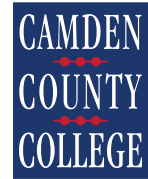
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Making It Better, Together.

WE ARE WHAT'S
NEXT



DIVERSITY, EQUITY, AND INCLUSION

Glossary

SOCIAL JUSTICE EDUCATION COMMITTEE



ABLEISM

A set of beliefs or practices that devalue and discriminate against people with physical, intellectual, or psychiatric disabilities and often rests on the assumption that disabled people need to be “fixed” in one form or another.

AGEISM

Prejudice or discrimination against people based on their age. It typically applies to people who are older, but may also affect young people.

ANTI-RACISM

The policy or practice of actively opposing racism and promoting racial equality.

BELONGING

Acceptance, inclusion, and identity recognition for a member of a certain group. Belonging ensures that an individual can bring their authentic self to the workplace.

CISGENDERISM

The ideology that delegitimizes and pathologizes people's understanding of their genders and bodies and treats their understanding as disordered.

CULTURAL AWARENESS

The process of being open to the idea of diverse cultural attitudes and one's own bias, including that which is hidden.

CULTURAL KNOWLEDGE

Understanding the cultural characteristics, history, values, beliefs, and behaviors of another ethnic or cultural group.

CULTURAL SENSITIVITY

An awareness that differences exist between cultures, but not assigning value to the differences, for example, deeming something better or worse, right or wrong.

DIVERSITY

The full range of differences and similarities, visible and non-visible, that make each individual unique.

EQUALITY

The process of ensuring that individuals, or groups of individuals, are given the same access to resources and not treated less favorably because of their protected identities.

EQUITY

The process of exercising fairness and justice while acknowledging that individuals have different circumstances based on their protected identities and allocating resources and opportunities needed to reach an equal outcome. The ongoing process requires all to identify and overcome intentional and unintentional barriers arising from bias or systemic structures.

EQUITY (RACIAL)

Understanding and deliberately meeting the particular needs of specific racial and ethnic groups; achieving parity in opportunity, performance, and psycho-emotional wellness outcomes; correcting structures, systems, cultures, and policies that (re)produce racial stress and stratification; and fostering and sustaining environments that people across all racial and ethnic groups experience as fair, affirming, and inclusive.

ETHNOCENTRISM

Evaluation of other cultures according to preconceptions originating in the standards and customs of one's own culture.

EXPLICIT BIAS

Overt and intentional beliefs that negatively view, characterize, and engage others. Often, these biases are self-reported as being held by individuals.

IMPLICIT BIAS

Attitudes or stereotypes that affect one's understanding, actions, and decisions in an implied manner. Bias can be positive or negative and is often activated involuntarily, without awareness or intentional control.

INCLUSION

Recognizing, valuing, and fully leveraging different perspectives and backgrounds to embrace diversity and drive results.

INTERSECTIONALITY

The interplay of one's identities, the status of those identities, and the situational context of how, when, and where those identities influence how systems of oppression overlap to create distinct experiences for people with multiple identity categories.

MARGINALIZE

The intentional act of relegating individuals through discrimination and exclusion across economic, political, social, and cultural dimensions based on race, ethnicity, gender, gender identity, sexual orientation, class, age, religion, or ability.

MICROAGGRESSION

Brief, commonplace, verbal, nonverbal, behavioral, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or harmful messages to target persons based solely upon their marginalized group membership.

PRIVILEGE

Unearned access to resources due to a person's social group membership(s). It can operate to exempt one from liability or duty, granted as a special benefit or advantage that is at the expense of another person and group of persons.