

# FAMSF Docent Council Cultural Glossary

#	Term	Definition/Description	Source	Last Update
1		Date PDF created: July 3, 2021		
2	About the Cultural Glossary	<p>This Glossary of terms, formatted and adapted by the FAMSF Docent Council's Cultural Glossary Group, references a number of resources, including universities, dictionaries, encyclopedias and museum websites. This glossary is comprehensive, but not exhaustive, as it lists terminology used primarily in our conversations about diversity and equity. Because language is a reflection of the lived experience, these descriptions are neither definitive nor dispositive.</p> <p>If you have comments or suggestions for words, please contact Lisa Sabatini - Chair, Cultural Glossary Group at <a href="mailto:lisa7866@sbcglobal.net">lisa7866@sbcglobal.net</a></p>		
3	Accessibility	Accessibility defines the extent to which a facility is readily approachable and usable by individuals with physical challenges, such as self-opening doors, elevators for upper levels, or raised lettering on signs. As regards museums, the term may refer to specifics such as height of artworks and display cases, signage font size, galleries seating availability, and the like.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a> <a href="#">Accessibility Resources f...</a>	5/19/2021
4	Accommodation	An Accommodation is change in the environment or in the way things are customarily done that enables an individual with a disability to have equal opportunity, access and participation.	<a href="#">Cultural Glossary Group ...</a> <a href="#">Harvard University "Glos...</a>	6/5/2021

#	Term	Definition/Description	Source	Last Update
5	Acculturation	<p>Acculturation is the process by which immigrants incorporate the values, beliefs, language, customs and mannerisms of the new country in which they live.</p> <p>This term is problematic.</p> <p>Purportedly, it was applied not only to immigrants, but to indigenous populations as well and, as such, was rationale for the infamous 19th boarding school system. For many, the term is inappropriate as cultural and literal genocide were partially a result of this ideology.</p>	<p>Merrian-Webster Diction...</p> <p>Oxford Language Diction...</p> <p>Cultural Glossary Group ...</p>	5/30/2021
6	Advocate	An Advocate speaks up for her/himself and members of his/her identity group; e.g., a woman who lobbies for equal pay for women.	<p>University of Washington...</p> <p>Cultural Glossary Group ...</p>	6/1/2021
7	African American, cf. Black	African Americans (also referred to as Black Americans or Afro-Americans) are an ethnic group of Americans with total or partial ancestry from any of the black racial groups of Africa. The term African American generally denotes descendants of enslaved black people who are from the United States, while some recent black immigrants or their children may also identify as African-American.	<p>Cultural Glossary Group ...</p>	6/1/2021

#	Term	Definition/Description	Source	Last Update
8	Afrofuturism	<p>Afrofuturism describes a contemporary movement of African American, African, and Black diasporic writers, artists, musicians, and theorists. Afrofuturism comprises cultural production and scholarly thought, including literature, visual art, photography, film, multimedia art, performance art, music, and theory, that imagine greater justice and a freer expression of black subjectivity either in the future or in alternative places, times, or realities.</p> <p>Afrofuturism often speculates about a world wherein black people are normative. Afrofuturism may also imagine dystopic futures, into which contemporary injustices are projected and often intensified. However, Afrofuturist works do not always look to the future but, rather, often unsettle notions of linear time.</p> <p>More broadly defined, Afrofuturism reimagines not only new forms of temporality but also new black experiences and identities via science and speculative fiction that explore both the potential and the pitfalls of techno culture and post humanism. Although the movement has certainly exploded since 2000, its intellectual and aesthetic underpinnings can be traced back to mid- and late-19th-century African American novels that imagined alternative realities and communities for black people.</p>	<p>Oxford Bibliographies "Afr...</p> <p>Cultural Glossary Group ...</p>	6/25/2021
9	Ageism	Ageism includes biased prejudicial thoughts and decisions, as well as discriminatory actions based on differences in age. Ageism is evidenced generally as a societal predilection for younger persons over older persons.	<p>University of Washington...</p> <p>Cultural Glossary Group ...</p>	4/30/2021
10	Agency	Agency refers to the thoughts and actions taken by people that express their individual power in social context. Agency can take individual and collective forms.	<p>University of Washington...</p> <p>Cultural Glossary Group ...</p>	4/6/2021

#	Term	Definition/Description	Source	Last Update
11	Agent/Target	<p>Agent: An Agent (usually plural) is a member of a dominant social group who actively exploits and reap unfair advantage over members of a target group.</p> <p>Target: A Target is a member of a group which is discriminated against, marginalized, disenfranchised, oppressed, or exploited by the Agent's system of institutions.</p>	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/12/2021
12	Aggression	An Aggression is a forceful action, such as an unprovoked attack, especially when intended to dominate or master.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/2/2021
13	Ally	An Ally makes the commitment and effort to recognize privilege (based on gender, class, race, sexual identity, etc.) and works in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	4/30/2021
14	Androgynous	An Androgynous person's identity is between the two traditional genders. A person whose biological sex is not readily apparent, whether intentionally or unintentionally is Androgynous. The individual may reflect an appearance that is both masculine and feminine, or appear as neither male or female. An Androgynous person may reject gender roles entirely.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	4/30/2021
15	Anti-Semitism	Anti-Semitism is the fear or hatred of Jews as an ethnic, religious, or racial group.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	4/30/2021

#	Term	Definition/Description	Source	Last Update
16	Anticolonialism	<p>Anticolonialism describes the various resistance movements directed against European, and other, including the United States, colonial and imperial powers.</p> <p>For further information:</p> <p>Anticolonialism includes every kind of opposition—from political thought to popular violence—against imperialism and colonialism. The ideas associated with Anticolonialism, namely justice, equity, and self-determination, blend with other ideologies such as nationalism and antiracism, as well as struggles against sexism, homophobia, classism and the like. The conquest, domination, exploitation, and rule of neighboring and distant peoples and their lands by a powerful and often alien polity, by their very nature, has time and again produced many different kinds of challenges, opposition, and violence. Although anticolonial thought and action has existed for many centuries, indeed, for millennia, the concept "Anticolonialism" is quite recent. The word colonialism did not appear in an English dictionary until the mid-nineteenth century. Although theorists in the past have emphasized the difference between colonialism and imperialism, writers and even historians today often use these concepts interchangeably.</p>	Oxford Handbooks Online	6/3/2021
17	Asexual	An Asexual individual has no evident sex or sex organs. The term may refer also to a person who is not sexually active, or not sexually attracted to other people.	University of Washington... Cultural Glossary Group ...	
18	Assault	Assault is the act of inflicting physical harm or unwanted physical contact upon a person.	Merriam-Webster Diction...	4/30/2021
19	Assimilation	Assimilation refers to the voluntary or involuntary absorption and integration of a marginalized group by the dominant group. The process is one by which the marginalized group takes on the cultural and other traits of the larger group.	University of Washington... Cultural Glossary Group ...	5/30/2021

#	Term	Definition/Description	Source	Last Update
20	Bias	Bias is an inclination or preference, especially one that interferes with impartial judgment.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	4/30/2021
21	Bigendered/Dual Gendered	A Bigendered/Dual Gendered person possesses and expresses a distinctly masculine persona as well as a distinctly feminine persona. This individual is comfortable in, and enjoys expressing, both gender roles.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/12/2021
22	Bigotry	Bigotry defines the intolerance and prejudice found in persons who glorify their own group and denigrate other groups.	<a href="#">University of Washington...</a> <a href="#">Merriam-Webster Diction...</a>	4/30/2021

#	Term	Definition/Description	Source	Last Update
23	BIPOC	<p>BIPOC is an acronym meaning Black, Indigenous and People of Color.</p> <p>For further information:</p> <p>“People of Color,” POC, collectively refers to all people of color — anyone who isn’t white. But the term’s breadth diminishes its power, particularly when used to discuss the specific struggles faced by people of color with differing ethnic backgrounds. BIPOC references the unique injustices affecting Black and Indigenous people. In specifying the language, BIPOC avoids the generic “marginalized” and “ethnic minority.” These terms might remain factually correct; however, placing all people of color into one category, even when attempting to emphasize certain voices, may still diminish their individual experiences and cultural identity.</p> <p>BIPOC emphasizes, more specifically than does the term POC, the varying types of discrimination and prejudice faced by people of color. Black and Indigenous individuals and communities still bear the impact of slavery and genocide. All people of color experience oppression and invalidation, yet systemic racism continues to oppress, invalidate, and deeply affect the lives of Black and Indigenous people in ways other people of color may not necessarily experience. The term highlights the specific violence, cultural erasure, and discrimination experienced by Black and Indigenous people.</p>	<p>Cultural Glossary Group ...</p> <p>The BIPOC Project</p>	6/1/2021
24	Biracial	A Biracial person identifies as being of two races. A bi-racial person's biological parents are of two different racial groups.	<p>University of Washington...</p> <p>Merriam-Webster Diction...</p>	4/30/2021
25	Bisexual	A Bisexual person is attracted to members of both the male and female sex.	<p>University of Washington...</p> <p>Cultural Glossary Group ...</p>	

#	Term	Definition/Description	Source	Last Update
26	Black Lives Matter	Black Lives Matter is a human rights movement, originating in the Black/African-American community. It campaigns against violence and systemic racism toward black people. The movement began with the use of the hashtag #BlackLivesMatter on social media after the acquittal of George Zimmerman in the shooting death of African-American teen Trayvon Martin in February 2012.	<a href="#">Harvard University "Glos...</a> <a href="#">Cultural Glossary Group ...</a>	6/4/2021
27	Black, cf. African American	The term Black generally refers to a person with African ancestral origins. In some circumstances, usually in politics or power struggles, the term Black signifies all non-White minority populations. The term Black has a long service in social, political, and everyday life to denote African ancestry. While the term Black has a psychosocial and political significance, such a broad term is usually unhelpful. The term covers a wide range of ethnic and cultural backgrounds and is potentially offensive and unreliable. It conceals a remarkable heterogeneity of cultures among diverse African populations, and reinforces racial stereotypes.	<a href="#">Cultural Glossary Group ...</a> <a href="#">Encyclopedia Britannica</a>	6/1/2021
28	Caste	<p>A Caste system is a class structure that is determined by birth in some societies.</p> <p>For further information:</p> <p>In America, Caste has been described as an artificial hierarchy that helps determine standing and respect, assumptions of beauty and competence, and even who gets the benefit of the doubt and access to resources. ["The term is more precise than racism--it gets at the underlying infrastructure which undergirds much of the inequality and disparities we live with in this country." Isabel Wilkerson, <i>Caste: the Origins of our Discontents</i>, 2020]</p>	<a href="#">Cultural Glossary Group ...</a> <a href="#">Oxford Language Diction...</a>	
29	CIS	CIS is an abbreviation for individuals whose birth gender, bodies, and personal identity align. Often referred to as cis-male or cis- female, these terms describe the antonym to transgender.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	

#	Term	Definition/Description	Source	Last Update
30	CODA	Child of Deaf Adults	Cultural Glossary Group ...	6/1/2021
31	Colonialism/Colonizing	Colonialism describes the invasion, dispossession and subjugation of a people that results in long-term institutionalized inequality in which the colonizer benefits at the expense of the colonized.	University of Washington... Cultural Glossary Group ...	6/1/2021
32	Color Blind	<p>For the Color Blind, no differences in skin color or ethnicity are acknowledged. Everyone is viewed as the same. A Color Blind individual believes that everyone should be treated "equally", irrespective of their societal, economic, historical, racial or other differences.</p> <p>The term is problematic:</p> <p>In current practice, the connotation may be pejorative as it renders invisible an individual of color.</p>	University of Washington... Cultural Glossary Group ...	6/1/2021
33	Critical Race Theory	<p>Critical Race Theory evolved in response to White Supremacy (cf. "White Supremacy") and racial conditions in the United States. According to the American Bar Association, Critical Race Theory "is not a diversity and inclusion 'training' but a practice of interrogating the role of race and racism in society that emerged in the legal academy and spread to other fields of scholarship." While the exact term "Critical Race Theory" was coined by legal scholars in the 1970s and 1980s, critical theories of race in the U.S. go back as far as the mid-19th and early 20th centuries, with roots in the writings of prominent intellectual activists such as Frederick Douglass, Sojourner Truth, and W. E. B. Du Bois. Historically, Critical Race Theory sought to uncover, critique and demolish racially oppressive social structures for the purposes of combating racism. In its current iteration, the major objects of study and thought for critical theorists of race are White Supremacy, race and racism.</p>	Cultural Glossary Group ... American Bar Associatio...	6/24/2021

#	Term	Definition/Description	Source	Last Update
		<p>For further information:</p> <p>White Supremacy culture explicitly and implicitly privileges whiteness and discriminates against non-Western and non-white standards related to dress, speech, meritocracy, family structure, punctuality and timeliness, et al. Many people equate White Supremacy with violent segregationist groups such as the Ku Klux Klan and their modern-day equivalents. However, Critical Race Theorists introduce a different approach to thinking about White Supremacy. In their definition, the term describes a series of characteristics that normalize and institutionalize whiteness as superior to other ethnic, racial, and regional identities and customs. Although this theorization of White Supremacy is not inherently violent, it can be the basis of systematic discrimination and physical violence against people of color.</p> <p>With regard to race, critical race theorists aggressively challenge theories that define race as something “essential” or biologically determined in humans. For critical race scholars, racial categories like Black, White, Latino, Asian, Mulatto, Quadroon, etc., are social constructions, produced not by biology but by social relationships, cultural meanings as well as institutions like law, politics, religion, and the state. Further, critical race theorists contend that the construct of “race” has been a central aspect of modern social organization and modern forms of knowledge like human biology, medicine, and law.</p> <p>Critical race theorists have challenged understandings of racism that simply see it as a result of individual prejudices and hateful acts. They have developed a structural and systemic understanding of racism often referred to as “Institutional Racism” (cf. Institutional Racism under “Racism” entry). Institutional Racism recognizes racism as embedded both in individual minds as well as in social relationships, practices, and institutions. These social structures and relationships shape individual minds and identities, and allocate economic, political, and social resources (decent housing, voting rights, and medical access) in racially unequal ways. Beyond these contemporary</p>		

#	Term	Definition/Description	Source	Last Update
		<p>manifestations, Institutional racism, beginning with the Declaration of Independence has created a society in which generations of mass incarceration and a permanent underclass are the result.</p>		
34	CryptoArt	<p>CryptoArt, an emerging art niche, comprises rare digital artworks, sometimes described as digital trading cards or "rares". As an art native to blockchain technology, CryptoArt represents, for Crypto artists and their collectors, a new and important movement in the arts. The digital artwork is published on a blockchain network in the form of a non-fungible token (NFT), making the artwork's ownership, transference, and sale cryptographically secure. This NFT is like a unique ID number. The NFT is checked against a distributed database or blockchain that is updated and shared across a network of computers. The database is sent out in a number of "blocks" of data, each leading sequentially to the next – hence the "chain." Each time an NFT transaction occurs – buying, selling, gifting, or exchanging – it is timestamped, adding another block to the chain. CryptoArt creates a specific, unique copy of digital art and confirms it with the world through the shared blockchain. However, it does nothing to prevent the digital image from being endlessly copied and spread. CryptoArt quickly grew in popularity due to the unprecedented ability afforded by blockchain technology for purely digital artworks (including motion graphics, interactive displays) to be bought, sold, or collected by anyone in a decentralized manner.</p> <p>For further information:</p> <p>Crypto art is a category of art related to distributed ledger technology, a blockchain. A blockchain is essentially a record of transactions that is duplicated and distributed across the entire network of computer systems on the blockchain. It is a method of recording information in a way that makes changing, hacking or cheating the system virtually impossible. Stored as an NFT, Crypto art offers an opportunity to make digital art unique and valuable simultaneously. NFTs are non-fungible, meaning they cannot be exchanged, thereby rendering them singular — the perfect way to trade and acquire digital art. (Bitcoins, for</p>	<p>Cultural Glossary Group ...</p> <p>Artnome</p> <p>Blockchain Council</p> <p>The Guardian "What is C...</p>	6/24/2021

#	Term	Definition/Description	Source	Last Update
		example are fungible, meaning they function as cash, and any two tokens are interchangeable in the same way that two dollar bills are.) Storing an original Crypto artwork as an NFT on the blockchain is essentially creating "a limited edition" of a file that could otherwise be easily reproduced.		
35	Cultural Appropriation	Cultural Appropriation is the claiming of cultural elements - including symbols, art, language, customs, etc. - for personal use, commodification, or profit. Often, Cultural Appropriation occurs without understanding, acknowledgement, or respect for an artwork's value its original culture.	<a href="#">Cultural Glossary Group ...</a> <a href="#">University of Washington...</a>	6/1/2021
36	Cultural Hegemony	<p>Cultural hegemony is the domination of a culturally diverse society by the ruling class.</p> <p>For further information:</p> <p>This ruling class manipulates the culture of that society, including but not limited to the beliefs and explanations, perceptions, values, and mores, so that the imposed, ruling-class worldview becomes the accepted cultural norm. This universally valid dominant ideology justifies the social, political, and economic status quo as natural and inevitable, perpetual and beneficial for every social class, rather than as artificial social construct that benefits only the ruling class.</p>	<a href="#">University of Chicago</a> <a href="#">Cultural Glossary Group ...</a>	6/1/2021
37	Culture	<p>Culture is a social system of values, beliefs, customs, habits, behaviors, patterns of thinking, and communication styles. Culture also contains characteristics and knowledge of a particular group of people; these include language, religion, cuisine, social habits, music and arts.</p> <p>The term "Culture" first appeared in Edward Tylor's (1871) seminal anthropology text. Culture is, "that complex whole which includes knowledge, belief, art, law, morals, custom, and any other capabilities and habits acquired by man as a member of society."</p>	<a href="#">University of Washington...</a> <a href="#">Stanford University</a> <a href="#">Cultural Glossary Group ...</a>	6/1/2021

#	Term	Definition/Description	Source	Last Update
38	Deaf, Hearing Impaired, Hard of Hearing	<p>"Deaf" generally refers to a severe hearing loss in which there is very little or no functional hearing.</p> <p>"Hard of Hearing" describes a hearing loss where there may be enough residual hearing that an auditory device, such as a hearing aid or FM system, provides adequate assistance to process speech.</p> <p>The term "Hearing Impaired" often describes people with any degree of hearing loss, from mild to profound, including those who are deaf and those who are Hard of Hearing.</p> <p>However, many individuals who are Deaf or Hard of Hearing prefer the terms "Deaf" and "Hard of Hearing," as these terms are more positive than the term "Hearing Impaired," which implies a deficit or defect.</p> <p>"Deafened" usually refers to a person who becomes deaf as an adult and, therefore, faces different challenges than those of a person who became deaf at birth or as a child.</p> <p>Deaf, Deafened, and Hard of Hearing individuals may choose to use hearing aids, cochlear implants, and/or other assistive listening devices to boost available hearing. Alternatively, or in addition, they may read lips, use sign language, sign language interpreters, and/or captioning.</p> <p>People who are Deaf or Hard of Hearing may have speech that is difficult to understand due to the inability to hear their own voice.</p>	National Association of t...	5/15/2021

#	Term	Definition/Description	Source	Last Update
39	Decolonialization	<p>In general usage, Decolonization is the process by which colonies become independent of the colonizing country.</p> <p>Decolonization may be gradual and peaceful for some but violent for others, where native rebellions were energized by nationalism.</p> <p>Theories of decolonization are concerned with revolution, economic inequality, violence, and political identity.</p> <p>As applied to institutions, Decolonization is a process museums adopt to expand the perspectives by which they share authority, documentation and interpretation of minority and Native American cultures.</p>	<p>Encyclopedia Britannica</p> <p>Stanford University</p>	5/11/2021
40	Diaspora	A Diaspora is a group of people forced from their homeland into a new region or regions. These removals are attributable to historical events - war, famine, drought, disease, civil unrest and the like - that necessitated the native population's removal.	<p>University of Washington...</p> <p>Cultural Glossary Group ...</p>	6/1/2021
41	Discrimination	Discrimination includes actions stemming from conscious or unconscious prejudice, which favor and empower one group over others based on differences of race, gender, economic class, sexual orientation, physical ability, religion, language, age, national identity, religion and other categories.	<p>University of Washington...</p> <p>Cultural Glossary Group ...</p>	5/1/2021
42	Diversity	<p>Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.</p> <p>A broader definition includes not only race, ethnicity, and gender - the groups most often associated with the term "diversity" - but also age, religion, disability, socioeconomic status, education, marital status, and language.</p>	<p>University of Washington...</p> <p>Cultural Glossary Group ...</p>	5/12/2021
43	Domestic Partner	A Domestic Partner refers to either member of an unmarried, cohabiting, and especially homosexual, couple who seeks employment benefits which generally are available exclusively to spouses.	<p>University of Washington...</p> <p>Cultural Glossary Group ...</p>	5/1/2021

#	Term	Definition/Description	Source	Last Update
44	Dominant Culture	Cultural values, beliefs, practices, language and traditions that are assumed to be the most common, accepted, and influential within a given society comprise those of the Dominant Culture.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/1/2021
45	Drag Queen/King	A Drag Queen/King is man or woman dressed as the opposite gender, usually for the purpose of performance or entertainment.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/1/2021
46	Equality vs. Equity	<p>Equality means each individual or group of people is given the same resources or opportunities.</p> <p>Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.</p>	<a href="#">Cultural Glossary Group ...</a> <a href="#">Oxford Language Diction...</a>	5/11/2021
47	Ethnicity	Ethnicity defines a socially constructed grouping of people who share a common cultural heritage derived from values, behavioral patterns, language, political and economic interests, history, geographical base, and ancestry. Examples include: Cape Verdean, Haitian, African American (Black); Chinese, Korean, Vietnamese (Asian); Cherokee, Mohawk, Navajo (Native American); Cuban, Mexican, Puerto Rican (Latino); Polish, Irish, and Swedish (White European) cf. Race	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/15/2021
48	Ethnocentrism	Ethnocentrism describes a tendency that people have to evaluate others from their own cultural reference	<a href="#">United States Conferenc...</a>	5/30/2021

#	Term	Definition/Description	Source	Last Update
49	Feminism	<p>Feminism is the belief in and support of equal rights for women and girls. The term may also describe the political, cultural, and economic movements that sought equal rights in the areas of voting, employment and business opportunities, education, and legal protection. Feminism in the United States is often separated into three waves. The first occurred in the nineteenth century, when women fought for suffrage and equality in property rights and marriage relationships. The second wave emerged in the 1960s alongside the Civil Rights movement and is sometimes referred to as women's liberation. This period addressed issues such as equality in the workplace and educational opportunities. The third wave emerged in the 1980s and 1990s, when feminism expanded across class and race lines. Many argued that the earlier movements had focused exclusively on the struggles of middle-class, white women.</p>	<p>Cultural Glossary Group ...</p> <p>Smithsonian Museum of ...</p>	6/6/2021
50	Finish Fetish	<p>Arguably, artists working in New York dominated American art in the 1950s; however, the early 1960s saw the birth of a rapidly burgeoning art scene specific to Los Angeles. A group of artists, associated with the Ferus Gallery on La Cienega Boulevard, including Craig Kauffman, Billy Al Bengston, and Larry Bell, was soon to be joined by others like John McCracken, Helen Pashgian and De Wain Valentine, creating a distinctive "LA Look" throughout the decade. The sensuous colors and beautiful, pristine surfaces these artists painstakingly achieved also earned them the label "Finish Fetish". Employing new resins, paints and plastics, they adopted highly innovative fabrication processes from the industrial world to create seamless, bright, and pristine-looking objects directly inspired by California culture. In doing so, they often blurred the boundaries between painting and sculpture, 2D and 3D, handcrafted and industrially-produced objects.</p>	<p>Getty Museum," Finish F...</p> <p>Cultural Glossary Group ...</p>	6/25/2021

#	Term	Definition/Description	Source	Last Update
51	First Nations People	<p>First Nations People is a term for Canadian indigenous people south of the Arctic Circle. The term Native American is not commonly used in Canada. Inuit are the group of culturally similar indigenous people inhabiting the Arctic regions of: Greenland, Canada and Alaska.</p> <p>*Eskimo is a contentious term used primarily in Canada. It is inappropriate in the U.S.</p>	Cultural Glossary Group ...	5/1/2021
52	Gaslighting	<p>Gaslighting is an elaborate and insidious technique of deception and psychological manipulation. Gaslighting is usually practiced by a single deceiver, or "gaslighter," on a single victim over an extended period. Its effect is to gradually undermine the victim's confidence to distinguish truth from falsehood, right from wrong, or reality from appearance, thereby rendering the person pathologically dependent on the gaslighter. The term originated from the 1938 play (and 1944 film adaptation) "Gaslight", in which the protagonist's husband slowly manipulated her into believing she's going mad.</p> <p>For further information:</p> <p>Those dramas vividly, if somewhat simplistically, depicted some of the basic elements of the technique. These may include: attempting to convince the victim that something intuitively bizarre or outrageous is true by forcefully insisting on it or by amassing superficial evidence; flatly denying that one has said or done something that one has obviously said or done; invalidating the victim's contrary perceptions or feelings as absurd or pathological; questioning the knowledge and impugning the motives of persons who contradict the viewpoint of the gaslighter; gradually isolating the victim from independent sources of information and validation, including other people; and manipulating the physical environment to encourage the victim to doubt the veracity of his memories or perception.</p>	<p>Cultural Glossary Group ...</p> <p>Encyclopedia Britannica</p> <p>Harvard University</p>	5/27/2021

#	Term	Definition/Description	Source	Last Update
53	Gay	Gay refers to or is characterized by sexual or romantic attraction to people of one's same sex; the term generally refers to men only.	<a href="#">Cultural Glossary Group ...</a> <a href="#">Texas A &amp; M</a>	5/27/2021
54	Gender	Gender denotes either of the two sexes (male and female), especially when considered with reference to social and cultural differences rather than biological ones. The term is also used more broadly to denote a range of identities that do not correspond to established ideas of male and female.	<a href="#">Oxford Language Diction...</a> <a href="#">Cultural Glossary Group ...</a>	5/31/2021
55	Guerilla Girls	Guerrilla Girls is an anonymous group of feminist, female artists devoted to fighting sexism and racism within the art world. The group formed in New York City in 1985 with the mission of bringing gender and racial inequality into focus within the greater arts community. The group employs culture jamming in the form of posters, books, billboards, and public appearances to expose discrimination and corruption. To remain anonymous, members don gorilla masks and use pseudonyms that refer to deceased female artists. According to the Guerilla Girls, identities are concealed because issues matter more than individual identities, "Mainly, we wanted the focus to be on the issues, not on our personalities or our own work." ("Guerilla Girls, The Art of Behaving Badly" 2020, Chronicle Books LLC)	<a href="#">The Tate Museum, "Guer...</a> <a href="#">Cultural Glossary Group ...</a>	6/25/2021
56	Hate Crime	A Hate Crime, in the legal and legislative systems, designates a crime as being motivated by hate for the actual or perceived race, color, religion, national origin, ethnicity, gender, disability, or sexual orientation of any person and assigns a greater penalty for conviction of such a crime.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/2/2021
57	Homophobia	Homophobia is the fear or hatred of non-heterosexual identities including persons perceived to be lesbian, gay, bisexual, transgender, intersex, queer, transitioning, and gender fluid.	<a href="#">Cultural Glossary Group ...</a> <a href="#">University of Washington...</a>	5/2/2021

#	Term	Definition/Description	Source	Last Update
58	Homosexual	<p>Homosexual denotes a person who is attracted to members of the same sex.</p> <p>The term is problematic:</p> <p>The terms 'Gay' or 'Lesbian' are preferred because of the American Psychological Association's prior definition of 'Homosexuality' as a mental illness.</p>	<p>University of Washington...</p> <p>Cultural Glossary Group ...</p>	5/12/2021
59	Identity	<p>Identity is the distinguishing character or personality of an individual.</p> <p>Personal Identity: Personal Identity describes a person's defining characteristics, as for example, history, personality, name, and other characteristics that make us unique.</p> <p>Racial and Ethnic Identity: An individual's awareness and experience of being a member of a racial and ethnic group defines a Racial Identity. Factors as biological heritage, physical appearance, cultural affiliation, early socialization, and personal experience each contribute to a person's Racial Identity.</p> <p>Social Identity: An individual's Social Identity comprises the ways in which a person self-characterizes. This may include but is not limited to personal values, affiliations and affinities; behavior patterns in social settings, and the selection of norms that govern everyday behavior.</p>	<p>University of Washington...</p> <p>Merriam-Webster Diction...</p>	5/25/2021

#	Term	Definition/Description	Source	Last Update
60	Implicit Bias	<p>An Implicit Bias is an unconsciously triggered belief in the inferiority of, or negative attitude toward, a group or groups. Implicit Bias also describes negative, involuntary associations that people express unconsciously. Hidden or unconscious bias refers to the same condition.</p> <p>For further information:</p> <p>Plausible studies suggest that by affecting individuals and their actions, implicit biases spawn real-world implications. Notably, implicit biases inhibit an individual's stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes professed by the same person. The Implicit Association Test (IAT) is often used to measure implicit biases with regard to race, gender, sexual orientation, age, religion, among other topics.</p>	<p>University of Washington...</p> <p>Cultural Glossary Group ...</p> <p>Harvard University</p>	4/25/2021
61	In-group Bias (Favoritism)	In-group Bias (Favoritism) describes the tendency for groups to "favor" themselves by rewarding group members economically, socially, psychologically, and emotionally in order to uplift one group over another.	<p>University of Washington...</p> <p>Cultural Glossary Group ...</p>	5/2/2021
62	Inclusion	Inclusion is the act of authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.	<p>University of Washington...</p> <p>Cultural Glossary Group ...</p>	6/1/2021

#	Term	Definition/Description	Source	Last Update
63	Indigeneity	<p>Indigeneity is the state of originating or occurring naturally in a particular place.</p> <p>Indigenous people are composed of the existing descendants of the peoples who inhabited the present territory of a country at the time when persons of a different culture or ethnic origin arrived there from other parts of the world. These persons, subsumed into a dominant culture, live more in conformity with their own particular social, economic and cultural customs than with those institutions of the country's state structure of which they now form part.</p> <p>Examples include, Maori living in the territory now defined as New Zealand; Mexicans living in the territory now defined as Texas, California, New Mexico, Arizona, Utah, Nevada and parts of Colorado, Wyoming, Kansas, and Oklahoma; any and all Native American tribes in the territory now defined as the United States.</p>	<p>Cultural Glossary Group ...</p> <p>Merrian-Webster Diction...</p>	5/31/2021

#	Term	Definition/Description	Source	Last Update
64	Indigenous People, Native American, American Indian	<p>1. Indigenous peoples are the descendants of the peoples who inhabited the Americas, the Pacific, and parts of Asia and Africa prior to European colonization. Generally, Indigenous refers to those peoples with pre-existing sovereignty who were living together as a community prior to contact with settler populations, most often – though not exclusively – Europeans. Indigenous Peoples refers to a group of Indigenous peoples with a shared national identity, such as “Navajo”.</p> <p>2. Native American and American Indian are terms used to refer to peoples living within what is now the United States prior to European contact.</p> <p>3. American Indian has a specific legal context because the branch of law, Federal Indian Law, uses this terminology. American Indian is also used by the U.S. Office of Management and Budget through the U.S. Census Bureau.</p> <p>Whenever possible, it is best to use the name of an individual’s particular Indigenous community or nation of people; for example, “Tongva,” “Tataviam” and “Chumash” are the Indigenous Peoples of the Los Angeles area, and they are also “American Indian,” “Native American,” and “Indigenous.”</p>	<p>U.C. Los Angeles</p> <p>Cultural Glossary Group ...</p> <p>Texas A &amp; M</p>	5/12/2021
65	Internalized Oppression	<p>People who are targeted, discriminated against or oppressed over a period of time may internalize the myths, stereotypes and misinformation that society, culture or family communicates to them about their group. In believing these falsehoods to be true, the individual forms a self-image and personality around this disinformation, thereby internalizing the oppression. Believing these socially communicated misconceptions to be true, they act as if they were true. They turn the experience of oppression or discrimination inward. This is called Internalized Oppression.</p> <p>For further information:</p>	<p>University of Washington...</p> <p>Cultural Glossary Group ...</p>	6/5/2021

#	Term	Definition/Description	Source	Last Update
		<p>Internalized oppression affects many groups, including women, people of color, poor and working-class people, persons who are differently abled, the elderly, Jews, Catholics, Muslims, immigrants, and queer. Persons who internalize myths and misinformation consider themselves, perhaps unconsciously, inherently not as worthy, capable, intelligent, beautiful, good, etc. as people outside their group.</p> <p>Not all members of oppressed groups necessarily turn stereotypes inward. Many, remaining proud of their heritage, take prominent places in the larger society. Some successfully escape their situations by emigration or other means. Others rise up and overthrow their oppressors, often with unfortunate results.</p> <p>Assuming internal oppression to be a universal may be problematic. Without understanding the individual person, efforts at empathy may be perceived as condescending or insulting.</p> <p>Internalized oppression may have serious consequences for communities. In restricting people from thinking well of themselves, from living full lives, and from standing up against injustice, Internalized Oppression may propagate physical or mental illness and self-destructive behavior. Internalized Oppression may divide people within the same group, as well as creating suspicions about those outside their own group.</p>		
66	Intersectionality	Intersectionality is the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups.	<a href="#">Merrian-Webster Diction...</a> <a href="#">Cultural Glossary Group ...</a>	6/11/2021
67	Intersex	An Intersex person is biologically intermediate between male and female. In biology, an intersex person has both ovarian and testicular tissue, or with two ovaries or two testes, but ambiguous genitals.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/2/2021

#	Term	Definition/Description	Source	Last Update
68	Juneteenth	Juneteenth (short for "June Nineteenth") indicates the day when federal troops arrived in Galveston, Texas in 1865 to take control of the state and ensure that all enslaved people be freed. The troops' arrival came a full two and a half years after the signing of the Emancipation Proclamation. Juneteenth honors the end to slavery in the United States and is considered the longest-running African American holiday. On June 17, 2021, Juneteenth officially became a federal holiday.	<a href="#">The History Website, "Ju...</a> <a href="#">Cultural Glossary Group ...</a>	6/25/2021
69	Latinx	<p>Latinx as a gender-neutral alternative to Latino or Latina.</p> <p>The Term is controversial:</p> <p>Pan-ethnic labels describing the U.S. population of people tracing their roots to Latin America and Spain have been introduced over the decades, rising and falling in popularity. Today, the two dominant labels in use are Hispanic and Latino, with origins in the 1970s and 1990s respectively. More recently, a new, gender-neutral, pan-ethnic label, Latinx, has emerged as an alternative. The emergence of Latinx coincides with a global movement to introduce gender-neutral nouns and pronouns into many languages whose grammar has traditionally used male or female constructions.</p> <p>Yet the use of Latinx is not common practice, and the term's emergence has generated debate about its appropriateness in a gendered language like Spanish. Some critics point to its origins among U.S. English speakers, saying it ignores the Spanish language and its gendered form. Meanwhile, others see Latinx as a gender and LGBTQ-inclusive term, reflecting a broader movement within the U.S. around gender identity.</p>	<a href="#">Pew Research</a> <a href="#">Cultural Glossary Group ...</a> <a href="#">Merriam-Webster Diction...</a>	5/11/2021
70	Lesbian	A Lesbian is a woman who is attracted to other women.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/2/2021

#	Term	Definition/Description	Source	Last Update
71	LGBTQA	LGBTQA is an acronym encompassing the diverse groups of lesbian, gay, bisexual, transgendered populations and allies and/or lesbian, gay, bisexual, and transgender alliances/associations.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/3/2021
72	LGBTIQQ	LGBTIQQ is an acronym for Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, and Questioning.	<a href="#">University of Washington...</a>	4/28/2021
73	manumission	<p>Manumission, the noun form of the transitive verb, manumit, is the formal release from slavery.</p> <p>For Further Information:</p> <p>Manumission takes place when masters free their slaves voluntarily. Emancipation is the process of freeing slaves through government action. Abolition is the process by which a government ends slavery completely.</p>	<a href="#">Oxford Language Diction...</a> <a href="#">Cultural Glossary Group ...</a>	6/13/2021
74	Marginalized	Marginalized describes those individuals who are excluded, ignored, or relegated to the outer edge of a group/society/community.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	6/1/2021
75	Matriarchy	Matriarchy is a social system in which females hold the primary power positions in roles of political leadership, moral authority, social privilege and control of property. It is sometimes defined as the state of being an older, powerful woman in a family or group.	<a href="#">Cultural Glossary Group ...</a> <a href="#">Oxford Language Diction...</a>	5/31/2021
76	Microaggression	A Microaggression is a statement, action, or incident that indirectly, subtly, or unintentionally discriminates against members of a marginalized group such as a racial or ethnic minority.	<a href="#">Merriam-Webster Diction...</a> <a href="#">Cultural Glossary Group ...</a>	5/12/2021

#	Term	Definition/Description	Source	Last Update
77	missionization	Missionization is the practice of missionary work; especially the introduction (or imposition) of Christian culture by missionaries.	Oxford Language Diction...	6/13/2021
78	Model Minority	<p>A Model Minority refers to a minority ethnic, racial, or religious group whose members achieve a higher degree of success than the population average and who are assumed by the dominant group to be a model of assimilation for other marginalized groups. This success is typically measured in income, education, and related factors such as low crime rate and high family stability.</p> <p>The term is politically charged and profoundly problematic:</p> <p>For example, a stereotypical view of an ethnic or racial minority group, labeled as “model minority” – refers to Asian Americans, specifically the East Asian Americans (Chinese, Japanese, Korean), who are assumed to have achieved a high level of educational, economical, and professional success within the parameters of a dominant culture in the U.S. Such groups are held up as a "model"of behavior for other marginalized minorities.</p> <p>Asian Americans are frequently labeled, perceived, or expected to be an obedient, law-abiding, smart, hard-working, self-sufficient, and high-achieving group that has overcome discrimination and achieved educational and career success through drive and innate talent—typically in math and science. However, the term’s description, interpretation, emphasis and use vary depending on who is saying it in the context of discussing the ongoing issues of racial equality in the U.S. It plays a role in the decision making of institutional policies. The seemingly positive prejudice and laudatory attributes ascribed to Asian Americans, as the “model minority”, not only drives a wedge between different disadvantaged ethnic groups, but also hurts Asian Americans and puts them at a disadvantage in a variety of ways.</p>	Cultural Glossary Group ...	6/1/2021

#	Term	Definition/Description	Source	Last Update
79	Multicultural Competency	Multicultural Competency describes the process of learning about and becoming familiar with people from other cultural backgrounds, thereby broadening our own understanding and ability to positively interact with diverse people and groups. The key element to becoming more culturally competent is respect for the ways that others live in and organize the world, and an openness to learn from them.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	6/1/2021
80	Multiethnic	A Multiethnic individual comes from more than one ethnic group and/or whose parents are born from more than one ethnicity.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	6/1/2021
81	Multiracial	A Multiracial individual comes from more than one race or whose parent's are born from more than one race.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/2/2021
82	Naming	Naming articulates a thought that traditionally has not been discussed due to its counter-culture nature.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/2/2021
83	Naming the Problem	<p>"Naming the Problem" is a generic term that has applications in many fields of study. To "Name the Problem" is to define the problem. It is the first step in a process of solving a problem.</p> <p>For further information:</p> <p>In current cultural discourse, an example of "Naming the Problem" might be to unmask and describe a system that defines the effects of racism as problems of or caused by people of color. As a result of this system, people of color may not see their purported "violence" as a result of state-sanctioned political violence or the privatized violence of an embedded power structure.</p>	<a href="#">Cultural Glossary Group ...</a>	5/8/2021

#	Term	Definition/Description	Source	Last Update
84	National Origin	National Origin describes the political state from which an individual hails; it may or may not be the same as that the person's current location or citizenship.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	6/1/2021
85	Neurodiverse	Neurodiverse is defined as displaying or characterized by autistic or other neurologically atypical patterns of thought or behavior; not neurotypical.	<a href="#">Cultural Glossary Group ...</a>	5/11/2021
86	NFT (Non-fungible token)			
87	Oppression	Oppression is a dominant group's appropriation of power to disenfranchise and marginalize other groups of people. The advantages and privileges conferred by this power dominate the culture and society, further disenfranchising the oppressed.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/2/2021
88	Othering	Othering refers to the process whereby an individual or groups of people attribute negative characteristics to other individuals or groups of people	<a href="#">U.C. Berkeley, "Equity Fl...</a> <a href="#">Cultural Glossary Group ...</a>	6/5/2021
89	Patriarchy	<p>Patriarchy is a system of society or government in which the father or eldest male is head of the family and descent is traced through the male line. It is also a system of society or government in which men hold the power and women are largely excluded from it.</p> <p>In current discourse, Patriarchy refers to the male domination both in public and private spheres. Feminists mainly use the term Patriarchy to describe the power relationship between men and women.</p>	<a href="#">Cultural Glossary Group ...</a> <a href="#">Oxford Language Diction...</a>	5/31/2021

#	Term	Definition/Description	Source	Last Update
90	People of Color	<p>People of Color is a collective term for persons who are neither White nor of European heritage.</p> <p>The term is controversial:</p> <p>Some cultures find this term problematic, as it suggests that anti-blackness doesn't exist in Latino communities or that anti-immigrant sentiments don't exist in Black American communities. Whenever possible identify an individual in a manner more specific to their cultural identity: Asian-American, Latinx,(cf. Latinx) etc.</p>	Cultural Glossary Group ...	5/3/2021
91	Postcolonial Theory	<p>Postcolonial theory emerged in the second half of the 20th century, as countries and peoples at one time under colonial rule, such as India, a British colony, and Algeria, a French colony, struggled for and gained their political independence. Postcolonial scholars study the exploitive, deleterious effects imposed by centuries of imperial rule on colonial subjects and their cultures. Postcolonial theory combats imperialist social structures and cultural values that reproduce oppression and racism. Larger than any individual, these mores endure beyond one historical period. Postcolonial theorists study institutions, archives, films, television programming, media outlets, literature, social media content, etc. to understand how these structural and cultural determinants manifest in daily life. Postcolonial theorists suggest that imperial countries shape the view not only of their former colonial subjects, but also of themselves.</p>	<p>Cultural Glossary Group ...</p> <p>Oxford Bibliographies, "...</p>	6/26/2021
92	Preferred Gender Pronouns	<p>Pronouns are words to refer to a person after initially using their name. Gendered pronouns include she and he, her and him, hers and his, and herself and himself.</p> <p>"Preferred Gender Pronouns" (or PGPs) are the pronouns that people ask others to use in reference to themselves. They may be plural gender neutral pronouns such as they, them, their(s). Or, they may be ze (rather than she or he) or hir (rather than his or hers).</p>	Harvard University "Glos...	5/30/2021

#	Term	Definition/Description	Source	Last Update
93	Prejudice	<p>Prejudice describes a pre-judging or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics.</p>	<p>University of Washington... Cultural Glossary Group ...</p>	5/3/2021
94	Privilege	<p>Privilege is a special advantage or immunity granted or available only to a particular person or group of people - a certain entitlement to immunity granted by the state or another authority to a restricted group, either by birth or on a conditional basis.</p> <p>White Privilege:</p> <p>White Privilege refers to the unquestioned and unearned advantages, entitlements, benefits and choices bestowed on White people. Generally, White people who experience such privilege do unconsciously.</p> <p>Structural White Privilege:</p> <p>Structural White Privilege creates and maintains belief systems that normalize current racial advantages and disadvantages. The structure includes powerful incentives for maintaining White privilege, as well as powerful disincentives against interrupting or reducing White privilege. The structure includes internal and external manifestations at the individual, interpersonal, cultural and institutional levels. Inequities based on race, ethnicity and wealth reflect the accumulated and interrelated advantages and disadvantages of White privilege. These inequities are compounded through differential access to opportunities and resources.</p> <p>Interpersonal White Privilege:</p>	<p>University of Washington... Cultural Glossary Group ... Ami Gaston - World Trus...</p>	4/17/2021

#	Term	Definition/Description	Source	Last Update
		<p>Interpersonal White Privilege defines behavior that consciously or unconsciously reflects White superiority or entitlement.</p> <p>Cultural White Privilege:</p> <p>Cultural White Privilege expresses dominant cultural assumptions reflecting Western European White values that define the good, normal or appropriate while dismissing or demonizing other world views.</p> <p>Institutional White Privilege:</p> <p>Institutional White Privilege comprises practices, policies and behaviors that maintain or increase accumulated advantages for the White population, while maintaining or increasing disadvantages for non-White racial and ethnic groups. Institutional White Privilege furthers the survival and expansion of policies, practices and behaviors that fail to redress accumulated disadvantages and/or inequitable outcomes for people of color.</p>		

#	Term	Definition/Description	Source	Last Update
95	Queer	<p>Queer describes a person who is gay, lesbian, bisexual, pansexual, transgender, transsexual or otherwise not heterosexual. Queer also describes a person whose gender identity is nonbinary or differs from the sex they had or were identified as at birth.</p> <p>The Term is controversial:</p> <p>Originally harmful in its intent, the term is now used by some LGBTQQ individuals. However, many LGBTQQ people still live in contexts in which this term is violently weaponized against them. Some use Queer as an alternative to gay on an effort to be more inclusive. The term has either a derogatory, when used by someone not part of the LGBTQQ community, or as an affirming connotation, as many have sought to reclaim the term that was once widely used against them in a negative way.</p>	<p>Merrian-Webster Diction...</p> <p>Cultural Glossary Group ...</p> <p>U.C. Berkeley, "Equity Fl...</p>	6/5/2021
96	Questioning	<p>In current gender discourse, Questioning refers to an individual who is uncertain of her/his sexual orientation or identity.</p>	<p>University of Washington...</p> <p>Cultural Glossary Group ...</p>	4/14/2021

#	Term	Definition/Description	Source	Last Update
97	Race	<p>Race is defined as "a category of humankind that shares certain distinctive physical traits." (The term ethnicities is more broadly defined as "large groups of people classed according to common racial, national, tribal, religious, linguistic, or cultural origin or background.")Race, the idea that the human species is divided into distinct groups on the basis of inherited physical and behavioral differences. Genetic studies in the late 20th century refuted the existence of biogenetically distinct races, and scholars now argue that "races" are cultural interventions reflecting specific attitudes and beliefs that were imposed on different populations in the wake of western European conquests beginning in the 15th century.</p> <p>The term is problematic:</p> <p>From Stanford University:</p> <p>"This inherited racial biological foundation manifests itself primarily in physical phenotypes, such as skin color, eye shape, hair texture, and bone structure, and perhaps also behavioral phenotypes, such as intelligence or delinquency. This historical concept of race has faced substantial scientific and philosophical challenge, with some important thinkers denying both the logical coherence of the concept and the very existence of races. Others defend the concept of race, albeit with substantial changes to the foundations of racial identity, which they depict as either socially constructed or, if biologically grounded, neither discrete nor essentialist, as the historical concept would have it."</p> <p><a href="https://plato.stanford.edu/entries/race/">https://plato.stanford.edu/entries/race/</a></p>	<p>Encyclopedia Britannica</p> <p>National Geographic</p> <p>Stanford University</p> <p>Cultural Glossary Group ...</p> <p>Texas A &amp; M</p>	5/12/2021

#	Term	Definition/Description	Source	Last Update
98	Racial Equity	Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	6/1/2021
99	Racial Justice	Racial Justice describes the proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/2/2021
100	Racial Profiling	Racial profiling denotes the practice of constructing a set of characteristics or behaviors based on race. This set of racially oriented characteristics is then applied to decisions made to ascertain an individual's guilt regarding some crime and thereby liable to investigation or arrest.	<a href="#">United States Conferenc...</a> <a href="#">Cultural Glossary Group ...</a>	5/30/2021
101	Racial Reconciliation	Reconciliation involves three ideas. First, it recognizes that racism in America is both systemic and institutionalized, with far-reaching effects on both political engagement and economic opportunities for minorities. Second, reconciliation is engendered by empowering local communities through relationship building. Lastly, justice is the essential component of the conciliatory process—justice that is best termed as restorative rather than retributive, while still maintaining its vital punitive character.	<a href="#">Cultural Glossary Group ...</a> <a href="#">University of Washington...</a>	6/1/2021
102	Racism	<p>Racism is the belief in a doctrine that asserts racial differences in character, intelligence, etc. and the superiority of one race over another or others. Typically, A Racist doctrine seeks to maintain the supposed purity of a race over other races. A current example exists in the United States with the belief some persons hold that Caucasians are superior to persons of color.</p> <p>The dominant scholarly position is that the concept of race is a modern phenomenon, at least in Europe and the Americas. However,</p>	<a href="#">University of Washington...</a> <a href="#">Harvard University</a> <a href="#">Stanford University</a> <a href="#">Cultural Glossary Group ...</a> <a href="#">Merriam-Webster Diction...</a>	5/26/2021

#	Term	Definition/Description	Source	Last Update
		<p>less agreement exists regarding whether Racism, even absent a developed race concept, may have existed in the ancient Greek and Roman worlds. Some scholars, emphasizing the lack of anti-black prejudice in the ancient world, led many students of Racism to conclude that Racism did not exist in that epoch. However, others have responded that reducing all forms of racism to its peculiarly American version based on skin color and other markers of non-white identity is inaccurate, contending that the ancient Greeks and Romans did hold proto-racist views that applied to other groups which today might be considered white.</p> <p>Anti-Racism: Anti-Racism refers to a form of action against racial hatred, bias, systemic racism, and the oppression of marginalized groups. Generally, Anti-racism is structured around conscious efforts and deliberate actions to provide equitable opportunities for all people on an individual and systemic level. Acknowledging personal privileges, confronting acts and systems of racial discrimination, as well as working to change personal racial biases all contribute to an Anti-racist stance.</p> <p>Cultural Racism: Cultural Racism maintains a system of internalized supremacy and racism. Cultural Racism influences how we hear language, and what constitutes appropriate behavior, status and personal expression. Cultural Racism refers to representations, messages and stories conveying the idea that behaviors and values associated with the dominant group, are "better" or more "normal" than those associated with other groups.</p> <p>Individual Racism: Individual Racism references beliefs, attitudes, and actions of individuals who support or perpetuate Racism. Individual Racism can be deliberate, or the individual may a perpetuate or support racism without unconsciously, as for example, telling a racist joke or believing in the inherent superiority of one race over others.</p>		

#	Term	Definition/Description	Source	Last Update
		<p>Structural Racism: An historical structure in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity defines Structural Racism. For example, Structural Racism identifies dimensions of U.S. history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time. Structural racism is not that which a few people or institutions choose to practice. Instead, as an historical paradigm, it has been a feature of the social, economic and political systems in which we all exist.</p> <p>Systematic Racism: The terms “Structural Racism” and “Systematic Racism” are often used interchangeably. However, Structural Racism may be considered the cause and the Systematic Racism its effect. Systematic Racism, resulting from Structural Racism, infuses all historical, cultural, social, political institutions as well as psychological aspects of our currently racialized society.</p>		
103	Religion	A Religion comprises system of beliefs, usually spiritual in nature, and often in terms of a formal, organized institution.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/2/2021
104	Reparations	Reparations are acts of making amends, offering expiation, or giving satisfaction for a wrong or injury. A Reparation may also be that which is done or given as amends or satisfaction.	<a href="#">Merrian-Webster Diction...</a> <a href="#">Cultural Glossary Group ...</a>	5/5/2021
105	Safe/Brave Space	A Safe/Brave 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.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	4/14/2021

#	Term	Definition/Description	Source	Last Update
106	Sex	Sex is the biological classification of male or female (based on genetic or physiological features); as opposed to gender.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/3/2021
107	Sexism	Sexism describes prejudiced thoughts and discriminatory actions based on difference in sex/gender, typically by men against women.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/3/2021
108	Sexual Orientation	An individual's Sexual Orientation describes a natural preference in sexual partners.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/3/2021
109	Silencing	Silencing, in contemporary cultural context, describes the conscious or unconscious processes by which the voice or participation of particular social identities is excluded or inhibited.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/3/2021
110	Slave/Enslaved Person	<p>Slave: A Slave is a human being stripped of free will. A Slave is classified as property and forced to work for nothing. A Slave may be physically confined or restrained as well.</p> <p>Enslaved Person: An Enslaved Person is a human being who is made to be a slave.</p> <p>For further information:</p> <p>A significant difference inheres in the terms. The former, "Slave", equates a human being with property. The latter, "Enslaved" describes a human being who occupies a position in society, but is not reduced to that position. The term "Enslaved Person" acknowledges these individuals as humans and not as someone's property. The term "Enslaved Person" is preferred in current discourse, as it decouples a human being from a descriptive condition.</p>	<a href="#">Cultural Glossary Group ...</a> <a href="#">Oxford Language Diction...</a>	6/1/2021

#	Term	Definition/Description	Source	Last Update
111	Social Justice	Social Justice is broad term for action intended to create genuine equality, fairness and respect among peoples.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/3/2021
112	Spanglish	Spanglish is a colloquial and contested mixture of Spanish and English words, phrases and grammar.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/3/2021
113	Spotlighting	Spotlighting describes the practice of inequitably calling attention to particular social groups in specific language, while leaving others as the invisible, de facto norm: for example, "black male suspect"(versus "male suspect," presumed White); "WNBA" (as opposed to "NBA," presumed male).	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/3/2021
114	Stereotype	A Stereotype describes a belief and expectation about members of certain groups that presents an oversimplified opinion, prejudiced attitude, or biased judgment. A Stereotype is generally negative, poorly informed and highly inflammatory.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/3/2021
115	Stonewall Riots	The Stonewall Riots, also called the Stonewall Uprising, began in the early hours of June 28, 1969 when New York City police raided the Stonewall Inn, a gay club located in Greenwich Village in New York City. The raid ignited a riot among bar patrons and neighborhood residents as police removed employees and patrons from the bar. These actions initiated six days of protests and violent clashes between gay rights activists and law enforcement outside the bar on Christopher Street, in neighboring streets and in nearby Christopher Park. The Stonewall Riots served as a catalyst for the gay rights movement in the United States and around the world.	<a href="#">Cultural Glossary Group ...</a> <a href="#">The History Website, "St...</a>	6/28/2021

#	Term	Definition/Description	Source	Last Update
116	Subaltern	<p>Subaltern has many definitions. However, for purposes of our Cultural Glossary, the following definitions are the more apt:</p> <ol style="list-style-type: none"> <li>1. From Merriam Webster Dictionary: A person holding a subordinate position is a Subaltern</li> <li>2. Colonial Studies and Critical Race Theory: In Postcolonial Studies as well as Critical Race Theory (CRT), the term Subaltern designates and identifies those colonized populations who are socially, politically, and economically excluded from an imperial colony's hierarchy of power.</li> </ol> <p>Antonio Gramsci coined the term Subaltern to identify the cultural hegemony that excludes and displaces specific people and social groups from the socio-economic institutions of society, thereby denying these displaced and colonized their agency and voices in colonial politics. Subaltern proponents stress the importance of presenting imperial history from the perspective of the colonized rather than from the perspective of the colonizers.</p> <p>In moving the historical perspective from the colonizing Europeans to that of the colonized, Subaltern Studies became the model for historical research of the Subaltern's experience of colonialism, as well as for exploring the subordinate experiences of other disenfranchised populations .</p> <p>In the 1970s, the term Subaltern specifically denoted the colonized peoples of the Indian subcontinent. However, in current cultural discourse, the term Subaltern has a more generic application, as for example to the North American indigenous populations and their subordination to Western European colonizers.</p>	<p>Oxford University Press</p> <p>The Traditional Square o...</p> <p>Gayatri Chakravorty Spiv...</p> <p>Merriam-Webster Diction...</p>	5/30/2021
117	System of Oppression	<p>A System of Oppression comprises conscious and unconscious, intentional and organized harassment, discrimination, exploitation, discrimination, prejudice and other forms of unequal treatment that impact different groups.</p>	<p>University of Washington...</p> <p>Cultural Glossary Group ...</p>	5/3/2021

#	Term	Definition/Description	Source	Last Update
118	Tokenism	Tokenism is the practice of making only a perfunctory or symbolic effort to perform a particular action, especially in recruiting a small number of people from underrepresented groups to present an appearance of racial equity within a workforce. Essentially, Tokenism creates an illusion of equality without actually achieving it, and can give a false sense of achievement. For example, many corporate boards may have only one woman director, which may be considered tokenism without a fully inclusive board environment.	<a href="#">Cultural Glossary Group ...</a> <a href="#">U.C. Berkeley, "Equity Fl...</a>	6/5/2021
119	Tolerance (n)	Tolerance, now an outdated term, describes an acceptance and open-mindedness to different practices, attitudes, and cultures, but that does not mean agreement with the differences.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	5/3/2021
120	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.	<a href="#">Cultural Glossary Group ...</a>	5/3/2021
121	Transsexual	One who identifies as a gender other than that of their biological sex is a Transsexual.	<a href="#">Cultural Glossary Group ...</a>	5/3/2021
122	Two-Spirit	Two-Spirit, a Native American term, describes individuals who identify both as male and female. In western cultures these individuals are identified as lesbian, gay, bi-sexual or transgendered.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	4/14/2021
123	White Fragility	White Fragility is a term coined by Robin D'Angelo in her article of the same name. The term describes the privilege that accrues to white people living in a society that protects and insulates them from race-based stress. D'Angelo argues that this builds an expectation of always feeling comfortable and safe, which in turn lowers the ability to tolerate racial stress and triggers a range of defensive reactions.	<a href="#">Harvard University "Glos...</a> <a href="#">Cultural Glossary Group ...</a> <a href="#">Robin DiAngelo's article ...</a>	6/4/2021

#	Term	Definition/Description	Source	Last Update
124	White Privilege	White Privilege describes the inherent advantages possessed by a white person on the basis of their race in a society characterized by racial inequality and injustice. (See Privilege)	<a href="#">Oxford Language Diction...</a> <a href="#">Cultural Glossary Group ...</a>	6/5/2021
125	White Supremacy	White supremacy espouses beliefs and ideas purporting the natural superiority of the lighter-skinned, or "white," human races over other racial groups. In contemporary usage, the term White Supremacist has been used to describe some groups espousing ultranationalist, racist, or fascist doctrines. White supremacist groups often have relied on violence to achieve their goals. White Supremacy, along with European Colonial practices, has resulted in an institutionally perpetuated system of exploitation and oppression of continents, nations and peoples of color for the purpose of maintaining and defending a system of wealth, power and privilege.	<a href="#">University of Washington...</a> <a href="#">Encyclopedia Britannica</a> <a href="#">Cultural Glossary Group ...</a>	6/5/2021
126	Woke	<p>Woke is a term defining an individual's awareness of social issues and movements against injustice, inequality, and prejudice. Woke is entering the mainstream via African American Vernacular English, in which awake is often rendered as woke, as in, "I was sleeping, but now I'm woke." Colloquial associations concerning Woke first appeared in print during the 1940s. Originally, coined by Black Americans during defining moments of social upheaval, the term has now found currency in other activist movements as well. Woke resurfaced in 2014 during the Black Lives Matter Movement as a label for vigilance and activism concerning racial inequalities and social disparities including discrimination against the LGBTQQ community, women, immigrants and other marginalized populations. The Oxford dictionary expanded its definition of the word "woke" in 2017, adding it as an adjective "alert to injustice in society, especially racism".</p> <p>For further information:</p> <p>From February 26, 2012 to May 25th, 2020 a sequence of incidents brought attention to the treatment of young black Americans by police and sparked an eruption in social justice and equality activism. In</p>	<a href="#">Cultural Glossary Group ...</a> <a href="#">Oxford Language Diction...</a> <a href="#">U.C. Berkeley, "Equity Fl...</a>	6/14/2021

#	Term	Definition/Description	Source	Last Update
		<p>summer 2013, after George Zimmerman was found not guilty of killing teenager Trayvan Martin, the hashtag #blacklivesmatter was created, urging people to stay woke and be conscious of race struggles. The phrase "stay woke" gained strength, becoming a symbol of movement and activism. Staying woke became a clarion call for movements like #blacklivesmatter (fighting racism), the #MeToo movement (fighting sexism, and sexual misconduct), and the #NoBanNoWall movement (fighting for immigrants and refugees).</p> <p>The Term is controversial:</p> <p>Some conservatives have labeled the term "woke" as derisive of those who hold progressive social justice views. In particular, the word's right-wing connotation implies a "woke" person or entity is being performative or phony. It's directly linked to language like "political correctness" and "cancellation" — which are also at the forefront of conservative messaging.</p>		
127	Worldview	Worldview defines the perspective through which an individual perceives the world. An individual's Worldview comprises the history, experiences, culture, family history, and spiritual beliefs, among other influences, that inform this perspective.	<a href="#">University of Washington...</a> <a href="#">Cultural Glossary Group ...</a>	4/14/2021