



## Milwaukee County Office of Equity Glossary (Created for use in the Equitable Policy Assessment project)

Word/Words	Definition	Source
Ableism	A set of beliefs or practices at the individual, community, or systemic level 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 the other.	CSSP
Access	The ability to enter, use, or obtain something	Chat GPT
Accessibility	The extent to which a space is readily approachable and usable by people with disabilities. A space can be described as a physical or literal space, such as a facility, website, conference room, office, or bathroom, or a figurative space, such as a conversation or activity.	CSSP
Accountable	Being responsible for something and being required to explain actions and decisions to others	Chat GPT
Active engagement	A state of being fully involved and participating in something, such as a conversation or a project	Chat GPT
Addresses	To deal with or discuss a specific topic or issue	Chat GPT
Affirm	To acknowledge, respect, value, and support someone's full identity and self—including race, ethnicity, sexual orientation, gender identity and expression, experiences, ideas, beliefs, etc.—and to encourage the development and exploration of who they are.	CSSP
Anti-Black Racism	Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that Black people are inferior to another racial group. Anti-Black racism is reflected in interpersonal, institutional, and systemic levels of racism and is a function of White supremacy.	CSSP
Anti-Racism	Active process of identifying and challenging racism, by changing systems, organizational structures, policies and practices, and attitudes, to redistribute power in an equitable manner.	CSSP
Attention	Focused awareness or consideration of something	Chat GPT
Barriers to access	Obstacles or challenges that prevent or hinder someone from being able to enter, use, or do something	Chat GPT - Modified



Classism	The institutional, cultural, and individual set of practices and beliefs that assign differential value to people according to their socioeconomic status. Classism also refers to the systematic oppression of poor and working-class people by those who control resources.	CSSP
Color-Blind Racial Ideology	The belief that people should be regarded and treated as equally as possible, without regard to race or ethnicity. While a color-blind racial ideology may seem to be a pathway to achieve equity, in reality it invalidates the importance of peoples' culture; ignores the manifestations of racist policies which preserves the ongoing processes that maintain racial and ethnic stratification in social institutions.	CSSP
Colorism	Using White skin color as the standard, colorism is the allocation of privilege and favor to lighter skin colors and disadvantage to darker skin colors. Colorism operates both within and across racial and ethnic groups.	CSSP
Consider	To think about something carefully and take it into account when making decisions	Chat GPT
Creates/reinforces	To bring something into existence or strengthen it	Chat GPT
Cultural Competence	The ability to understand, communicate with, and effectively interact with people across cultures. Grounded in the respect and appreciation of cultural differences, cultural competence is demonstrated in the attitudes, behaviors, practices, and policies of people, organizations, and systems.	CSSP
Cultural Humility	When one maintains an interpersonal stance that is open to individuals and communities of varying cultures, in relation to aspects of the cultural identity most important to the person. Cultural humility can include a life-long commitment to self-critique about differences in culture and a commitment to be aware of and actively mitigate power imbalances between cultures.	CSSP
Culture	The languages, customs, beliefs, rules, arts, knowledge, and collective identities and memories developed by members of all social groups that make their social environments meaningful.	CSSP



Damage Imagery	Perpetuating stereotypes through the use of visuals, text/narratives, or data (e.g. statistics) to highlight inequities without the appropriate historical and sociopolitical context. This can be remedied by leading with an explanation of historical and systemic barriers, and by focusing on strengths and solutions within the communities that are the subject of the visuals, text/narratives, or data.	CSSP
Decision-making	The process of making choices or reaching a conclusion based on available information	Chat GPT
Disadvantaged groups	Groups of people who face challenges or obstacles that make it difficult for them to have access to or equal opportunities	Chat GPT - Modified
Discrimination	The unequal treatment of members of various groups based on race, ethnicity, gender, gender expression, socioeconomic class, sexual orientation, physical or mental ability, religion, citizenship status, a combination of those identified, and/or other categories. See Racism.	CSSP
Disempowered or structurally excluded	People who are excluded from certain systems or structures due to societal or institutional barriers	Chat GPT - Modified
Disparate impact	A situation where a policy or practice has a disproportionately negative impact on a particular group of people	Chat GPT
Distinct	Unique or separate from other things	Chat GPT
Diversity	A synonym for variety. A diversity focus emphasizes “how many of these” we have in the room, organization, etc. Diversity programs and cultural celebrations/education programs are not equivalent to racial justice or inclusion. It is possible to name, acknowledge, and celebrate diversity without doing anything to transform the institutional or structural systems that produce, and maintain, racialized injustices in our communities.	CSSP
Dominant Group	Not necessarily the majority, but the group within a society with the power, privilege, and social status to control and define societal resources and social, political, and economic systems and norms.	CSSP
Empowerment	The process of supporting inherent power within someone or a group of people	Developed internally
Engagement	Involvement or participation in something	Chat GPT



Equality	The effort to treat everyone the same or to ensure that everyone has access to the same opportunities. However, only working to achieve equality ignores historical and structural factors that benefit some social groups and disadvantages other social groups in ways that create differential starting points. See Racial Equity; see Justice.	CSSP
Equity	The effort to provide different levels of support based on an individual's or group's needs in order to achieve fairness in outcomes. Working to achieve equity acknowledges unequal starting places and the need to correct the imbalance. See Racial Equity; see Justice.	CSSP
Ethnicity	Denotes groups that share a common identity-based ancestry, language, or culture. It is often based on religion, beliefs, and customs as well as memories of migration or colonization.	CSSP
Fairness	Doing what's right and making sure people have they need to thrive.	MKE County 3C
Fosters	To encourage the growth or development of something	Chat GPT
Gender expression	How people express their gender in a variety of ways, such as appearance, dress, and behavior. Examples of gender expression may include our way of speaking, mannerisms, how we interact with others, how we dress or accessorize, how we style our hair, or what activities we enjoy. Gender expression is most commonly categorized as masculine, feminine, or androgynous, but there are many other terms that someone might use to describe their gender expression.	CSSP
Gender identity	How one perceives themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth. Some examples of gender identities may include cisgender man or woman, transgender man or woman, non-binary, agender, bigender, two-spirit, and many more.	CSSP
Gender Pronoun	The term one uses to identify themselves in place of their name (i.e. ze/hir/hirs, ey/em/eirs, they/them/theirs, she/her/hers, he/him/his, etc.). The use of the specific gender pronoun identified by each individual should be respected and should not be regarded as optional.	CSSP
Guideposts	Clear and specific markers or guidelines to follow when making decisions or taking actions	Chat GPT



Harm	Damage or negative effects caused by actions or decisions	Chat GPT
Homophobia	The fear and hatred of or discomfort with people who are attracted to members of the same gender. Homophobia occurs in a broader heterosexual social context that systematically disadvantages LGBTQ+ people and promotes and rewards anti-LGBTQ+ sentiment.	CSSP
Ignores	To not pay attention to something or someone	Chat GPT
Impact	The effect or influence that something has on something or someone else	Chat GPT
Implicit Bias	A belief or attitude that affects our understanding, decision, and actions, and that exists without our conscious awareness.	CSSP
Inclusion	Assuring the values, perspectives, and ideas of diverse people are represented in decision making.	MKE County 3C
Indigenous Decolonization	The repatriation of Indigenous land and life, as well as the ongoing theoretical and political processes used to contest and reframe narratives about indigenous community histories and the effects of colonial expansion, genocide, and cultural assimilation. Indigenous people engaged in decolonization work adopt a critical stance towards White, western-centric practices and discourse and seek to reposition knowledge within Indigenous cultural practices. This is commonly referred to as decolonization.	CSSP
Individual/Personal Racism	An internalized bias that takes place when a person's beliefs, attitudes, fears, behaviors, and actions are both based on and driven by racial biases/prejudices. Individual/personal racism are the conscious and unconscious beliefs we have that Whiteness is superior.	CSSP
Inequities	Unfair or unequal treatment or distribution of resources, opportunities, or access	Chat GPT - Modified
Institutional/Systemic Racism	The practices that perpetuate racial disparities, uphold White supremacy, and serve to the detriment and harm of persons of color and keep them in negative cycles. Institutional/systemic racism also refers to policies that generate different outcomes for persons of different race. These laws, policies, and practices are not necessarily explicit in mentioning any racial group, but work to create advantages for White persons and disadvantages for people of color.	CSSP



Internalized Racism	The conscious and unconscious development of ideas, beliefs, actions, and behaviors that demonstrate one’s acceptance of the dominant society’s racist tropes and stereotypes about their own race. Internalized racism is the simultaneous hating of oneself and/or one’s own race and valuing of the dominant race. Internalized racism is an individual’s system of oppression in response to any and all forms of racism.	CSSP
Interpersonal Racism	The racism that occurs between individuals. It is when someone consciously or unconsciously employs or acts upon on racist thoughts, in ways that perpetuate stereotypes and harms people of color. See: Individual/ Personal Racism; Implicit Bias.	CSSP
Intersectionality	Coined by Professor Kimberlé Crenshaw in 1989, this term describes the ways in which race, class, gender, and other aspects of our identity “intersect” overlap and interact with one another, informing the way in which individuals simultaneously experience oppression and privilege in their daily lives interpersonally and systemically. Intersectionality promotes the idea that aspects of our identity do not work in a silo. Intersectionality, then, provides a basis for understanding how these individual identity markers work with one another.	CSSP
Justice	Righting wrongs and mitigating future hurt, harm, and danger	MKE County 3C
LGBTQ+	An acronym for “lesbian, gay, bisexual, transgender, and queer.” The plus (+) is inclusive of all other expressions of gender identity and sexual orientation.	CSSP
Liberation	The progression toward or the conscious or unconscious state of being in which one can freely exist, think, dream, and thrive in a way which operates outside of traditional systems of oppression. Liberation acknowledges history, but does not bind any person to disparate systems or outcomes. Liberation is a culture of solidarity, respect, and dignity.	CSSP
Marginalization	The process that occurs when members of a dominant group relegate a particular group to the edge of society by not allowing them an active voice, identity, or place for the purpose of maintaining power.	CSSP
Misgender	To intentionally or unintentionally refer to a person, relate to a person, or use language to describe a person that does not align with their gender	CSSP



Misogynoir	<p>identity. This often occurs when people make assumptions about a person’s gender.</p> <p>Coined by Dr. Moya Bailey, this term describes contempt for or ingrained prejudice toward Black women. The term can also be understood as the unique oppression experienced by Black women at the intersection of race and gender, in comparison to women of other races. Misogynoir utilizes and reinforces stereotypes of Black women. See: Stereotype; Intersectionality.</p>	CSSP
Objective	Based on facts and evidence, without personal biases or opinions	Chat GPT
Oppression	<p>A system of supremacy and discrimination for the benefit of a limited dominant class that perpetuates itself through differential treatment, ideological domination, and institutional control. Oppression reflects the inequitable distribution of current and historical structural and institutional power, where a socially constructed binary of a “dominant group” horde power, wealth, and resources at the detriment of the many. This creates a lack of access, opportunity, safety, security, and resources for non-dominant populations.</p>	CSSP
Othering	<p>The perception or placing of a person or a group outside and/or in opposition to what is considered to be the norm. Othering is based on a conscious or unconscious assumption that a certain identified group poses a threat to the favored or dominant group. See: Marginalization.</p>	CSSP
Patriarchy	<p>The manifestation and institutionalization of men and/or masculinity as dominant over women and/or femininity in both the private and public spheres, such as the home, political, religious, and social institutions, sports, etc. Patriarchy is deeply connected with cissexism and heterosexism through the perpetuation and enforcement of the gender binary.</p>	CSSP
Penalties/Consequences	Punishments or negative outcomes resulting from actions or decisions	Chat GPT
People of Color	<p>Political or social (not biological) identity among and across groups of people that are racialized as non-White. The term “People of color” is used to acknowledge that many races experience racism in the U.S, and the term includes, but is not synonymous with, Black people.</p>	CSSP



Power	The ability to define, set, or change situations. Power can manifest as personal or collective self-determination. Power is the ability to influence others to believe, behave, or adopt values as those in power desire.	CSSP
Prejudice	A preconceived opinion or assumption about something or someone rooted in stereotypes, rather than reason or fact, leading to unfavorable bias or hostility toward another person or group of people. Literally a “pre-judgement.”	CSSP
Race	A social construct that categorizes people by color and physical or cultural characteristics. Over time has evolved to center whiteness in global society.	MKE County 3C
Racial Anxiety	The fear of being judged, based on an individual’s race, when interacting with people of other races. White people fear assumptions of being racist, while people of color fear being the victim of discriminatory behavior and violence.	CSSP
Racial Disparity	An unequal outcome one racial group experiences as compared to the outcome for another racial group.	CSSP
Racial Disproportionality	The underrepresentation or overrepresentation of a racial or ethnic group at a particular decision point, event, or circumstance, in comparison to the group’s percentage in the total population.	CSSP
Racial Equity	The just and fair inclusion of people of color in a society where all people can participate, prosper, and reach their full potential. Both a process and an outcome. For Milwaukee County, this is accomplished by acknowledging and eliminating past and current barriers and addressing the unique needs of each community while creating access for all	MKE County 3C
Racial Justice	The proactive process of reinforcing and establishing a set of policies, practices, attitudes, and actions that produce equitable power, access, opportunities, treatment, impacts, and outcomes for all individuals and groups impacted by racism. The goal, however, is not only the eradication of racism, but also the presence of deliberate social systems and structures that sustain racial equity through proactive and preventative measures. See: Social Justice; Anti-Racism.	CSSP





Racial Microaggression	Commonplace verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate or imply hostile or derogatory racial slights and insults toward people of color (e.g. asking a person of color “How did you get your job?” to imply they are not qualified).	CSSP
Racially Coded Language	Language that is seemingly race-neutral but is actually a disguise for racial stereotypes without the stigma of explicit racism.	CSSP
Racism	The system and hierarchy of racialized power, privilege, and prejudice-based decision making, based on the construct of “race”, that favors white people over people of color	MKE County 3C
Sexual orientation	A term used to describe the gender or genders of the people to whom one is sexually attracted to. Some common examples include heterosexual or straight, gay, lesbian, bisexual, pansexual, asexual, and queer.	CSSP
Siloed	Isolated or separated from other parts or systems, often resulting in a lack of communication or collaboration	Chat GPT
Social Justice	A process, not an outcome, which (1) seeks fair (re)distribution of resources, opportunities, and responsibilities; (2) challenges the roots of oppression and injustice; (3) empowers all people to exercise self-determination and realize their full potential; (4) and builds social solidarity and community capacity for collaborative action.	CSSP
SOGIE	An acronym that was created by the United Nations to honor the fluidity of numerous and ever expanding identities related to sexual orientation (SO), gender identity (GI), and expression (E).	CSSP
Specific Stakeholders	Clearly defined or identified Individuals, groups, or organizations who have an interest in a particular project, issue, or system	Chat GPT Chat GPT
Stereotype	Exaggerated or distorted beliefs about the characteristics, attributes, and behaviors of individuals and communities that categorize individuals and communities into singular, pejorative terms.	CSSP
Stereotype Threat	The threat of being stereotyped or the fear of doing something that would inadvertently confirm that stereotype. The resulting apprehension often causes the individual to behave in ways that reinforce that stereotype.	CSSP



Structural Racism	Historical, social, political, institutional, and cultural factors that contribute to, legitimize, and maintain racial inequities. Structural racism is not something that a few people or institutions choose to practice, it is the confluence of racist concepts and theories that control our economic, political, and social systems.	CSSP
Sufficient	Adequate or enough to meet a particular need or requirement	Chat GPT
Supports and implements strategies	To provide assistance or resources to put plans or actions into effect	Chat GPT
Systems	A set of interconnected parts or elements that work together to achieve a particular goal or function	Chat GPT
Systems of Oppression	The ways in which history, culture, ideology, public policies, institutional practices, and personal behaviors and beliefs interact to maintain a hierarchy—based on race, class, gender, sexuality, and/or other group identities—that allows the privileges associated with the dominant group and the disadvantages associated with the targeted group to endure and adapt over time.	CSSP
Systems Reform or Systems Change	A process designed to address the root causes of social problems and fundamentally alter the components and structures that perpetuate them in public systems (i.e. education system, child welfare system, etc.).	CSSP
Targeted Universalism	Setting universal goals pursued by targeted processes to achieve those goals. Within a targeted universalism framework, universal goals are established for all groups concerned. The strategies developed to achieve those goals are targeted, based upon how different groups are situated within structures, culture, and across geographies to obtain the universal goal. Targeted universalism is goal oriented, and the processes are directed in service of the explicit, universal goal.	CSSP
Transparent	Open and honest, with information or actions that are easily accessible and understandable	Chat GPT
Transphobia	The fear and hatred of, or discomfort with, transgender people. Transphobia occurs in a broader cisgenderist social context that systematically disadvantages trans people and promotes and rewards anti-trans sentiment.	CSSP



Unclear/subjective	Lacking clarity or being open to interpretation based on personal opinions or biases	Chat GPT
Violence	A primary tool of oppression used to acquire and/or maintain power at the expense of the physical, psychological, social, cultural, political, and/or economic safety of others.	CSSP
White Fragility	A range of defensive (and centering) emotions and behaviors that White people exhibit when confronted with uncomfortable truths about race. This may include outward displays of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate White racial equilibrium.	CSSP
White Privilege	The unearned power and advantages that benefit people just by virtue of being White or being perceived as White. See: White Fragility; White Supremacy.	CSSP
White Supremacy	An institutionally perpetuated and ever-evolving system of exploitation and domination that consolidates and maintains power and resources among White people. This system promotes the ideology of Whiteness as the standard and the belief that White people are superior to other races.	CSSP
Xenophobia	Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that immigrants are inferior to the dominant group of people. Xenophobia is reflected in interpersonal, institutional, and systemic levels oppression and is a function of White supremacy.	CSSP

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