

Glossary



Race to Justice Glossary

Word choice matters. The Health Department’s Race to Justice effort is committed to using language that elevates the voices most impacted by health inequity and prioritizes inclusion and social justice. This glossary is a collection of evolving terms, concepts and definitions related to racial equity and social justice. This glossary will be updated regularly on SharePoint.

Oppression: As defined by Iris Young in “Five Faces of Oppression,” oppression is when people reduce the potential for other people to be recognized as fully human.

“This could mean treating them in a dehumanizing manner. But, it could also mean denying people language, education, and other opportunities. People should be free to pursue life plans in their own way. Oppressive forces seek to diminish those plans and thus those people as well.

People are not always oppressed by cruel tyrants with bad intentions. In many cases, a well-intentioned progressive society can place system-wide constraints on groups. Oppression can be the result of a few people’s choices or policies that cause embedded unquestioned norms, habits, and symbols.”¹



Young's Five Types of Oppression:

Each of these types of oppression are used to support different systems of oppression, including racism, cissexism and heterosexism, listed in Part 2 of the glossary.

- ▶ **Exploitation:** the act of using the labor of others for profit without fair compensation.
- ▶ **Marginalization:** the act of excluding or confining a group of people to a lower social standing or outer limit of society.
- ▶ **Powerlessness:** a lack of decision-making power, an inability to develop one's capacities and exposure to disrespectful and harmful treatment.
- ▶ **Cultural imperialism:** when the culture of the ruling class or group is established as the norm.
- ▶ **Violence:** physical, psychological or emotional attacks intended to damage, humiliate or destroy a person.

¹Iris Young. "Five Faces of Oppression." Originally published in *Oppression, Privilege, & Resistance* edited by Lisa Heldke and Peg O'Connor. McGraw Hill. Boston, 2004. <https://mrdevin.files.wordpress.com/2009/06/five-faces-of-oppression.pdf>

PART 1:

The terms included in this section further expand some key concepts of public health and oppression. The terms are related to each of the systems of oppression, including racism, cissexism and heterosexism, listed in Part 2. For definitions, see Pages 11-17.

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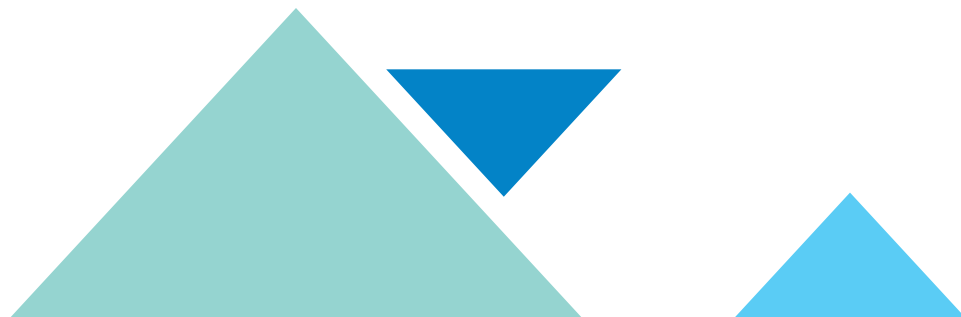
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PART 1

The terms included in this section further expand some key concepts of public health and oppression. The terms are related to each of the systems of oppression, including racism, cissexism and heterosexism, listed in Part 2.

Understanding Public Health

Terms	Definitions ²	Sources
Health care disparities	The differences in access to or availability of facilities and services.	2009 Medical Subject Headings (MeSH))
Health disparities	Population-based differences in health outcomes. A disparity reflects the difference between groups, not an outcome that is only experienced by one group. Not all disparities reflect an inequity. In general, use the term “inequities,” particularly when describing differences in health outcomes by race, ethnicity, sex and gender identity.	Centers for Disease Control and Prevention – Division of Community Health. A Practitioner’s Guide for Advancing Health Equity: Community Strategies for Preventing Chronic Disease. Atlanta, GA: US Department of Health and Human Services; 2013.
Health equity	When no one is kept from reaching their highest level of health because of social position or social identities.	New York City Health Department
Health inequities	Differences in health outcomes and the opportunities groups have to achieve optimal health that are rooted in social and structural injustices that are avoidable and unfair. Example: The NYC 2008-2012 Severe Maternal Morbidity Report asserted that access to care, residential segregation, inadequate housing, lower educational attainment and the attendant stresses associated with racism contribute to health inequities in maternal mortality: Black non-Latina mothers were 12 times as likely as White non-Latina mothers to die from pregnancy-related causes. ³	Adapted from National Association of County and City Health Officials (NACCHO) and Bureau of Primary Health Care

²Unless otherwise noted, the definitions in this glossary have been quoted directly from their sources.

³New York City Department of Health and Mental Hygiene (2016). Severe Maternal Morbidity in New York City, 2008–2012. New York, NY.

Understanding Oppression

Terms	Definitions	Sources
Population health	The health outcomes of a group of individuals, including the distribution of those outcomes within that group.	American Public Health Association
Bias	A particular tendency, trend, inclination, feeling or opinion in favor of or against one thing, person or group compared with another. Bias may be conscious or unconscious, see “Implicit bias.”	Adapted from Merriam-Webster
Bigotry	Treatment of members of a group (such as a racial or ethnic group) with hatred and intolerance. Bigotry based on race or ethnicity can occur between all racial or ethnic groups. The difference between acts of bigotry and racism is that racism occurs on all four levels (internalized, intrapersonal, institutional and structural – see page 19) producing community- and society-level outcomes of advantage and disadvantage.	Adapted from Merriam-Webster
Discrimination	Usually used to describe unjust or prejudicial treatment of an individual or group based on their actual or perceived membership in a social category, including race, age, sex, gender, ability, socioeconomic class, immigration status, national origin or religion.	Adapted from Race Forward
Fetishism	A form of desire that typically involves objectifying the physical appearance (race, ethnicity, body type or gender identity) or cultural practices of the person being fetishized.	Adapted from Oxford Dictionary



Understanding Oppression

Terms	Definitions	Sources
Gentrification	Gentrification is a general term for the arrival of wealthier people in an existing low-income neighborhood and displacement of current residents and businesses, followed by a related increase in rents and property values, and changes in the district’s character and culture.	Adapted from “What is Gentrification?” by Benjamin Grant, defining gentrification for Flag Wars [documentary] POV June 17, 2003
Implicit bias	The brain’s automatic, instant association of stereotypes or attitudes toward particular groups, without our conscious awareness	Perception Institute
Power	<ul style="list-style-type: none"> ▶ The ability or right to control people or things ▶ The legitimate and collective control of or access to systems sanctioned by the state ▶ The ability to define reality 	Adapted from Merriam-Webster Dictionary and Race Forward
Prejudice	A prejudgment or unjustifiable, and usually negative, attitude of an individual or group toward another group and its members.	Racial Equity Resource Guide. (2012). American Healing. W. K Kellogg Foundation



Understanding Oppression

Terms	Definitions	Sources
Privilege	<p>A set of unearned advantages systemically conferred on a particular person or group of people.</p> <p>Privilege and oppression go hand in hand: they are two sides of the same power relationship, and both sides must be understood and addressed. People can be disadvantaged by one identity and privileged by another. White people are racially privileged even if they may be economically underprivileged.</p> <p>See “Intersectionality.”</p>	Race Forward
Social construct	<p>An idea that has been created and accepted by people in a society but is not founded in science. Race, class and gender are social constructs.</p>	Adapted from Merriam-Webster Dictionary
Stereotype	<p>Characteristics ascribed to a person or group based on generalizations and oversimplifications that may result in stigmatization and discrimination. Even so-called positive stereotypes (e.g., Asians as “model minorities”) can be harmful due to their limiting nature.</p>	Race Forward
Stereotype threat	<p>The brain’s response to experiencing stereotypes.</p> <p>“Stereotype threat” is like a self-fulfilling prophecy. When we worry that our behavior may confirm stereotypes about a group we belong to, our attention splits between the task at hand and our anxieties, often causing us to behave in ways that confirm the very stereotypes at the root of our anxieties. When we experience stereotype threat, we get distracted and our bodies undergo temporary changes. This can have serious consequences. In one study, Black Stanford students were given a test; the group that was told the test was measuring intellectual ability scored far worse than the group who were told they were merely problem solving.</p>	Perception Institute



Understanding how to respond

Terms	Definitions	Sources
Allyship	<p>An active, consistent, and arduous practice of unlearning and re-evaluating, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group.</p> <p>Sometimes, people say “doing ally work” or “acting in solidarity with” to acknowledge the fact that “ally” is not an identity, but rather an ongoing and lifelong process.</p> <p>Example: One form of allyship is White allyship. A White person who practices allyship acknowledges the limits of their knowledge about other people’s experiences but doesn’t use that as a reason not to think and/or act. This individual does not remain silent but confronts racism as it comes up daily. They seek to deconstruct racism institutionally and live in a way that challenges systemic oppression, at the risk of experiencing some of that oppression. White allyship entails building relationships with both people of color, and also with White people to challenge them in their thinking about race.</p>	The Anti-Oppression Network TriCollege Consortium
De-biasing	<p>Efforts to reduce implicit bias, including stereotype behavior replacement. In this strategy, a person recognizes when a response is based on stereotype, labels the response as stereotypical, reflects on why the response occurred, and identifies how this biased response could be avoided in the future.</p>	Adapted from the Perception Institute



Understanding how to respond

Terms	Definitions	Sources
<p>Diversity</p>	<p>The condition of having or being composed of differing elements, especially the inclusion of different types of people (as people of different races or cultures) in a group or organization.</p> <p>Race, gender, sexual orientation, class, age, country of origin, education, religion, geography and physical or cognitive abilities are all points of diversity.</p> <p>Valuing diversity means recognizing differences between people, acknowledging that these differences are an asset, and striving for diverse representation as a critical step toward equity.</p>	<p>Merriam Webster Adapted from Race Forward</p>
<p>Empowerment</p>	<p>A social process that helps individuals or groups gain control over their own lives by acting on issues they define as important.</p> <p>In agency communications materials, avoid stating that the agency is empowering communities, as communities and individuals empower themselves. Rather, use the word “support.”</p>	<p>University of Connecticut People Empowering People</p>
<p>Equity</p>	<p>When all people have what they need to enjoy full, healthy lives.</p> <p>Using the term “equity” recognizes that people need different things to lead full, healthy lives. As opposed to equality, which aims to ensure that everyone gets the same things. Although equality may also aim to promote fairness and justice, it can only work if everyone starts from the same place and needs the same things.</p>	<p>SGBA e-Learning Resource: Rising to the Challenge</p>



Understanding how to respond

Terms	Definitions	Sources
Inclusion	The action or state of including or of being included within a group, institution or structure. More than simply diversity and numerical representation, inclusion means authentic and full participation and a true sense of belonging.	Race Forward
Intersectionality	Overlapping or intersecting social identities and related systems of oppression, domination or discrimination. The idea that multiple identities intersect to create a whole that is different from the component identities. The term was coined by Kimberlé Williams Crenshaw, an American civil rights advocate and scholar of critical race theory in 1989.	Crenshaw, K.W. "Mapping the Margins: Intersectionality, Identity Politics, & Violence Against Women of Color" Stanford Law Review Vol. 43:1241
Social justice	The equitable distribution of goods, resources and opportunities informed by inclusive participation of all people in social decision-making.	Adapted from NACCHO



PART 2

The terms included in this section can help our understanding of different systems of oppression. There are many terms not included in this list. The definitions for the terms provided may change over time.

Racism

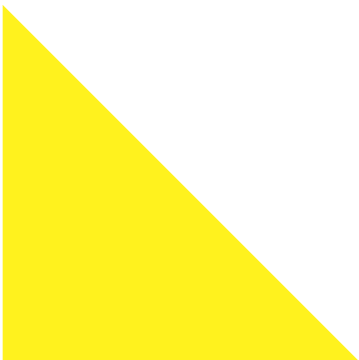
Terms	Definitions	Sources
Institutional racism	Institutional racism occurs on the level of institutions. This is when policies, practices, and systems within institutions create and sustain racialized outcomes.	Adapted from Dr. Camara Jones, The People’s Institute, Race Forward
Internalized racism	Internalized racism operates on a psychological level within individuals. These may be conscious or unconscious beliefs about ourselves and others based on race. Racism’s systematic assignment of value translates into negative beliefs about people of color and positive beliefs about White people and Whiteness.	Ibid
Interpersonal racism	Interpersonal racism occurs between people. Interpersonal racism exists when we bring our private beliefs and biases into our communications and interactions with others of a different race.	Ibid
Racism	A system of power and oppression that structures opportunities and assigns value based on race and ethnicity, unfairly disadvantaging people of color, while unfairly advantaging Whites. Racial prejudice + power = racism.	Adapted from Dr. Camara Jones, The People’s Institute, Race Forward
Scientific racism	The use of scientific techniques, theories and hypotheses to sanction the belief of racial superiority, inferiority or racism. During the 19th century, science was increasingly used to justify racist ideas and practices, including slavery. Samuel Morton’s 1839 illustrated book, <i>Crania Americana</i> , examined skull shapes to justify a racial hierarchy. The book became extremely influential throughout the century, creating a pseudo-scientific foundation for the justification of Black slavery, Native American genocide and later the emergence of eugenics under Francis Galton.	Fairchild, H.H. Scientific racism: The cloak of objectivity. <i>Journal of Social Issues</i> V47;9; Undesign the Redline. Design the We
Structural racism	Structural racism is racial bias across institutions and society. It is the system of structures, institutions and policies that work together to advantage White people and disadvantage people of color. It is the broadest manifestation of racism and encompasses multiple dimensions: <ul style="list-style-type: none"> ▶ Historical events ▶ Culture ▶ Interconnected policies and institutions 	Adapted from Dr. Camara Jones, The People’s Institute, Race Forward

What terms help us understand racism?

Terms	Definitions	Sources
Ethnicity	A social construct that divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, traditions, political and economic interests, history and ancestral geographical base.	Maurianne Adams, Lee Anne Bell and Pat Griffin, editors. Teaching for Diversity and Social Justice: A Sourcebook. New York: Routledge.
Nationality	A social construct of belonging to a particular country or being a citizen of a particular nation. Nationality can also refer to an ethnic group that is not defined by political borders or passport ownership and includes nations that lack an independent state.	Adapted from Cambridge Dictionary and Wikipedia
People of color	Often the preferred collective term for referring to non-White racial or ethnic groups, rather than [the term] “minorities.” Racial justice advocates have been using the term “people of color” (not to be confused with the pejorative “colored people”) since the late 1970s as an inclusive and unifying frame across different racial groups who are not White. While “people of color” can be a politically useful term, and describes people with their own attributes (as opposed to what they are not, e.g.: “non-White”), it is also important whenever possible to mirror the language people use to define themselves, as each has its own distinct experience and meaning and may be more appropriate.	Race Forward
Race	<ul style="list-style-type: none"> ▶ A socially constructed system with real and material effects of categorizing humans largely based on observable physical features (phenotypes) such as skin color and ancestry. There is no scientific basis for or discernible distinction between racial categories. The ideology of race has become embedded in our identities, institutions and cultures and is used as a basis for discrimination and domination. ▶ A specious classification of humans created by Europeans (in the 17th and 18th centuries) using “white” as the model of humanity for the purpose of establishing and maintaining social status, privilege and a legitimate relationship to power. 	Adapted from Race Forward and The People’s Institute

How does racism show up in actions and attitudes?

Terms	Definitions	Sources
<p>Cultural appropriation</p>	<p>Adoption of elements of a culture whose members have been subordinated in social, political or economic ways by a different cultural group. Cultural appropriation often relies on offensive stereotypes, and is insensitive to how the culture of a group has been exploited by the culture in power, often for profit.</p>	<p>Race Forward</p>
<p>Ethnocentrism, jingoism, nativism</p>	<p>Ethnocentrism: Evaluation of other cultures or ethnicities according to preconceptions originating in the standards and customs of one’s own culture or ethnicity believing theirs to be superior.</p> <p>Jingoism: Extreme patriotism, especially in the form of aggressive or warlike foreign policy. Example: The U.S. federal government’s support of the coup led by mostly Americans that ended with the annexation of Hawaii.</p> <p>Nativism: Policies of protecting the interests of native-born or established inhabitants against those of immigrants. The term comes from the 1800s Know Nothing party which portrayed Catholic immigration from Germany and Ireland as a grave threat to native-born Protestant Americans.</p>	<p>Adapted from Oxford Dictionary and Vocabulary.com: https://en.oxforddictionaries.com/definition/jingoism / https://en.oxforddictionaries.com/definition/nativism / https://www.vocabulary.com/dictionary/ethnocentrism</p>

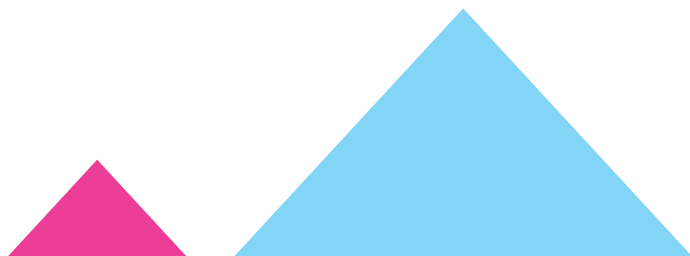


How does racism show up in actions and attitudes?

Terms	Definitions	Sources
<p>Racial anxiety</p>	<p>The brain’s stress response before or during interracial interactions.</p> <ul style="list-style-type: none"> ▶ For people of color, racial anxiety happens when they fear they will experience bias from someone else, through discrimination, hostile treatment or invalidation. ▶ For White people, racial anxiety happens when they fear their actions will be perceived as racist or that they will be met with distrust or hostility. <p>Example: “Given that White people continue to be overrepresented in positions of greater power, their anxiety can have significant consequences for members of other racial and ethnic groups. What this means is, for example, a Black patient may suffer the effects of her own experience of interracial anxiety with a White doctor, but may also suffer the effects of the doctor’s anxiety. As a result, it is in everyone’s interest to identify and address the effects of racial anxiety.”</p>	<p>Perception Institute; Example from The Science of Equality, Volume 1: Addressing implicit bias, racial anxiety, and stereotype threat in education and health care</p>
<p>Racial segregation</p>	<p>The practice of restricting people to certain areas of residence or to separate institutions and facilities on the basis of race or perceived race.</p> <p>Racial segregation helps a politically, socially or economically dominant group maintain its advantages. In recent history, White populations have used it to maintain power over other groups by legal and social means. In the United States, segregation also helped to maintain second-class citizenship status. For example, in the 19th and 20th centuries, Black Americans were separated from Whites by law and by private action in transportation, public accommodations, recreational facilities, churches, cemeteries, prisons, armed forces and schools in both Northern and Southern states. In 1896 the Supreme Court approved legal separation of the races with its ruling in <i>H.A. Plessy v. J.H. Ferguson</i>, which held that separate but equal facilities did not violate the U.S. Constitution’s 14th Amendment. Today, housing discrimination and school policies have maintained segregation in many places across the country, including in New York City.</p>	<p>Adapted from Library of Congress</p>

How does racism show up in actions and attitudes?

Terms	Definitions	Sources
Tokenism	The practice of making only a hurried or symbolic effort, especially by recruiting a small number of people from under-represented groups to give the appearance of equality within a workforce.	Oxford Dictionary
Whiteness	<p>A social construct that can refer to skin color, dominant culture, norms and values against which all other cultures, groups and individuals are compared against and usually found to be inferior.</p> <p>Two other dimensions of Whiteness include institutional or structural advantage and White transparency, the tendency of White people not to think about norms, behaviors, experiences or perspectives that are White-specific.</p> <p>Whiteness has changed over time and come to include groups previously not considered White, such as Italians and the Irish.</p>	Adapted from Henry & Tator, 2006, pp. 46-67; Lietz W. Whiteness and white identity development CYS, 2015.
White fragility	Among White people, a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display 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.	International Journal of Critical Pedagogy, Vol 3 (3) (2011) pp 54-70



How does racism show up in actions and attitudes?

Terms	Definitions	Sources
<p>White privilege</p>	<p>A set of unearned advantages and/or immunities that White people (and those with white or light skin) benefit from on a daily basis.</p> <p>It can exist without White people’s conscious knowledge of its presence and it helps to maintain the racial hierarchy in the United States.</p> <p>A societal privilege that benefits White people beyond what is commonly experienced by people of color in the same social, political or economic circumstances.</p> <p>An interchangeable term for “systemic racial privilege.”</p> <p>White privilege does not deny individual hardship.</p> <p>It is one of many types of privilege (other types of privilege include economic privilege, gender privilege, heterosexual privilege and able-bodied privilege).</p>	<p>Adapted from Mt. Holyoke College</p>
<p>White supremacy</p>	<p>A historically based, institutionally sustained system of exploitation and oppression of continents, nations and people of color by White people and nations of the European continent, for the purpose of maintaining and defending a system of wealth, power and privilege.</p>	<p>Adapted from the Challenging of White Supremacy Workshop, San Francisco, CA & Collective Liberation</p>



Glossary

What are some solutions?

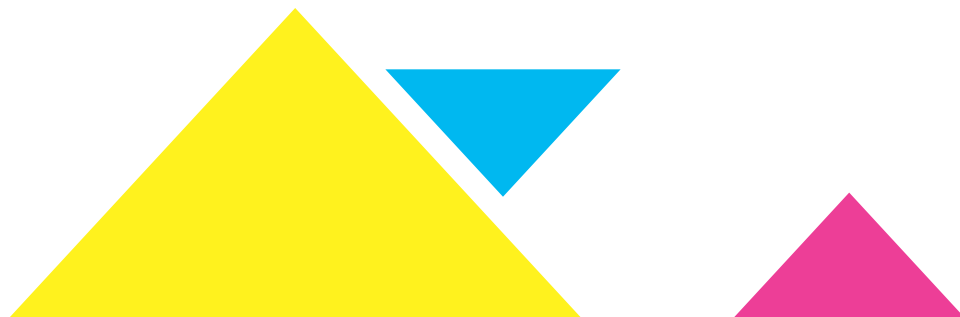
Terms	Definitions	Sources
Racial equity	The condition that would be achieved if one's racial identity no longer predicted life outcomes. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them. Racial equity is a needed component to achieve social justice.	Adapted from the Center for Assessment and Policy Development
Racial justice	The systematic and fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice is the process by which racial equity is achieved.	Race Forward

Cissexism

Terms	Definitions	Sources
Cissexism	Prejudice or discrimination against those who do not identify as entirely male or female and transgender people. Cissexism includes the attitudes, stereotypes, and the institutional and cultural elements that promote this prejudice or discrimination. This form of oppression typically privileges cisgender people (those whose gender identity matches their sex assigned at birth) over transgender, non-binary and gender nonconforming people.	Adapted from Oxford Dictionary: https://en.oxforddictionaries.com/definition/cissexism

What terms help us understand cissexism?

Terms	Definitions	Sources
Cisgender	Describes a person whose gender identity matches their sex assigned at birth. Cis women can experience oppression based on their sex assigned at birth along with their gender identity.	Adapted from Gender-affirming Practices and Language Guide for Bureau of HIV (BHIV)
Gender binary	Refers to the idea that gender is an “either or” option of male/man/masculine or female/woman/feminine, based on sex assigned at birth, rather than unique gender identities and expressions. For example, boys are expected to be masculine and girls are expected to be feminine.	Adapted from Gender-affirming Practices and Language Guide for Bureau of HIV (BHIV)
Gender expression	The presentation of an individual, including physical appearance, clothing choice and accessories, and behaviors that express aspects of one’s gender identity or role. Gender expression may or may not conform to a person’s gender identity.	Adapted from American Psychological Association: https://www.apa.org/pi/lgbt/resources/sexuality-definitions.pdf
Gender identity	A person’s deep-seated, internal sense of who they are as a gendered being – specifically, the gender with which they identify themselves. All people have a gender identity.	Adapted from Gender-affirming Practices and Language Guide for Bureau of HIV (BHIV)



What terms help us understand cissexism?

Terms	Definitions	Sources
<p>Gender nonconforming (GNC)</p>	<p>Describes a person whose gender expression is perceived as being inconsistent with cultural norms expected for that gender. Not all transgender people are GNC, and not all GNC people identify as transgender, they may be cisgender.</p>	<p>Language Guide for Bureau of HIV (BHIV)</p>
<p>Queer</p>	<p>A term used for identities, presentations and sexual orientations that reject gender conventions and expectations.</p> <p>“Queer” has been and is sometimes still used in a derogatory way, but many LGBTQ individuals have reclaimed this term. Take care in using the word “queer.” What constitutes as queer for one person may not be the same for another. It can also be seen as an umbrella term for the LGBTQ spectrum and/or a political term.</p>	<p>Adapted from Gender-affirming Practices and Language Guide for Bureau of HIV (BHIV)</p>
<p>Sex assigned at birth</p>	<p>Refers to the biological sex category designated to each of us at birth, mainly based on external anatomy. Most people are either assigned female at birth (AFAB) or assigned male at birth (AMAB), as most states in the U.S. do not offer any other options (for example, intersex) on birth certificates.</p>	<p>Adapted from Gender-affirming Practices and Language Guide for Bureau of HIV (BHIV)</p>
<p>Transgender</p>	<p>Describes a person whose gender identity does not fully match their sex assigned at birth, including non-binary people. Transgender is typically used as an umbrella term to refer to the full range and diversity of identities within transgender communities.</p> <p>You may see the terms “trans” or “trans*.” These are meant to be inclusive shorthand for the transgender umbrella. There is ongoing controversy about the use of trans* so when in doubt, use trans instead of trans*. People may or may not use the word transgender to describe themselves, so it’s best to use the term the individual prefers.</p>	<p>Adapted from Gender-affirming Practices and Language Guide for Bureau of HIV (BHIV)</p>

How does cissexism show up in actions and attitudes?

Terms	Definitions	Sources
Cisnormativity, cisnormative	A world view that assumes or promotes cisgender as the “normal,” default or preferred gender identity.	Adapted from Oxford Dictionary
Femmephobia	The fear and hatred of individuals and groups who are perceived as femme, feminine or effeminate regardless of their gender. It is also the devaluation of the idea of the feminine.	Adapted from Social Justice Wiki: http://sjwiki.org/wiki/Femmephobia#.WW_PcBXyu2x
Genderism	The belief that gender is a binary, comprising male and female, and that the aspects of a person’s gender are inherently linked to their sex at birth.	Wiktionary.org: https://en.wiktionary.org/wiki/genderism
Misogyny	The hatred or dislike of women, girls or femininity; the denigration of women and characteristics deemed feminine.	The Anti-Violence Project
Patriarchy	<p>A system of power that centers, privileges and prioritizes masculinity.</p> <p>Patriarchy, one of the most influential systems of power in our society, is practiced systemically in the ways and methods through which power is distributed in society (jobs and positions of power given to men in government, policy, criminal justice, etc.) while also influencing how we interact with one another interpersonally (gender expectations, sexual dynamics, space taking, etc.).</p> <p>As a colonial construct, patriarchy operates powerfully and hierarchically through exercising and enforcing the gender binary and white supremacy. We see this, for example, in the way that White cis masculinity exercises power over not only women, trans folks and children, but also other forms of masculinity (trans, racialized, poor, disabled, etc.).</p>	The Anti-Violence Project



Glossary

How does cissexism show up in actions and attitudes?

Terms	Definitions	Sources
Sexism	Prejudice or discrimination based on a person's perceived or actual gender identity, gender expression or sex assigned at birth and the attitudes, stereotypes, and institutional and cultural elements that promote this prejudice and discrimination. Historically and contemporarily, sexism refers to the oppression that privileges men and masculinity over women and femininity.	Adapted from Finally Feminism: https://finallyfeminism101.wordpress.com/2007/10/19/sexism-definition/
Transmisogyny	Dislike of, contempt for or prejudice against transgender women.	Adapted from Oxford Dictionary
Transphobia	A range of irrational fears of, aversions to, discomfort with, mistrust of or discrimination against transsexuality or people who are perceived to be or identify as transgender, transsexual or gender nonconforming.	Adapted from Merriam-Webster and Planned Parenthood

What are some solutions?

Terms	Definitions	Sources
Gender equity	The condition that would be achieved if one's gender identity or expression no longer predicted life outcomes. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by gender identity or fail to eliminate them. Gender equity is a necessary part of social justice.	Adapted from Center for Assessment and Policy Development
Gender justice	The systematic fair treatment of people of all gender identities and gender expressions, resulting in equitable opportunities and outcomes for all. Gender justice is the process by which gender equity is achieved.	Adapted from Race Forward

Heterosexism

Terms	Definitions	Sources
Heterosexism	Prejudice or discrimination against lesbian, gay and bisexual people and the attitudes, stereotypes, and the institutional and cultural elements that promote this prejudice or discrimination. Heterosexism privileges heterosexual attraction and relationships while stigmatizing other forms of orientation, attraction and relationships.	Adapted from Oxford Dictionary

What terms help us understand heterosexism?

Terms	Definitions	Sources
LGBQ	A broad term inclusive of individuals who identify as lesbian, gay, bisexual, queer or who are questioning their sexual identity or the concept of sexual identity.	Adapted from Gender-affirming Practices and Language Guide for BHIV
Queer	(See definition under Cissexism)	Gender-affirming Practices and Language Guide for BHIV
Sexual orientation	Sexual orientation is about who you're attracted to and want to have relationships with. Sexual orientations include gay, lesbian, straight, bisexual and asexual.	Planned Parenthood

How does heterosexism show up in actions and attitudes?

Terms	Definitions	Sources
Heteronormativity, heteronormative	A world view that assumes or promotes heterosexuality as the "normal," default or preferred sexual orientation.	Adapted from Oxford Dictionary
Homophobia	Irrational fear of, aversion to, discomfort with, mistrust of or discrimination against homosexuality or people who are perceived to be or identify as lesbian, gay or bisexual.	Adapted from Merriam-Webster and Planned Parenthood

Other forms of oppression

Terms	Definitions	Sources
Ableism	Practices, assumptions and dominant attitudes in society that devalue and limit the potential and opportunities of people with developmental, emotional, physical or psychiatric disabilities. Ableism also includes prejudice or discrimination against people with disabilities and the attitudes, stereotypes, and institutional and cultural elements that promote this prejudice or discrimination.	Adapted from Stop Ableism: http://www.stopableism.org/what.asp
Ageism	Practices, assumptions and dominant attitudes in society that devalue and limit the potential and opportunities of people on the basis of age. Ageism also includes prejudice or discrimination against older adults and the attitudes, stereotypes, and institutional and cultural elements that promote this prejudice or discrimination. Ageism often refers to the experiences of older adults and is occasionally used to refer to younger people (the term “adultism” refers to age discrimination against young people).	Adapted from Cambridge Dictionary: http://dictionary.cambridge.org/us/dictionary/english/ageism
Classism	Classism is the systematic oppression of certain class groups maintained by attitudes that rank people according to economic status, family lineage, job status, level of education and other divisions. Race can be a major determinant of one’s social or economic class. Though closely connected, race and class each need distinct attention.	Race Forward
Sizeism	Prejudice or discrimination against people based largely or solely on a person’s weight, height or both and the attitudes, stereotypes, and institutional and cultural elements that promote this prejudice or discrimination. Historically and contemporarily used to refer to discrimination as a result of fatphobia.	Adapted from The Free Dictionary: http://medical-dictionary.thefreedictionary.com/sizeism



