

Diversity Vocabulary Sorting Activity

TERM	DEFINITION	EXAMPLE
Institutional racism	Policies or practices in institutions that favor certain racial groups or put racial groups at a disadvantage	In the American judicial system, on average black offenders receive sentences that are 10% longer than white offenders for the same crimes
Microaggression	An everyday slight, putdown, indignity, or invalidation intentionally or unintentionally directed toward people of a marginalized group.	Saying these kinds of comments to others: "You don't act like a black person." "You're pretty in an exotic way." "So, which kind of Asian are you?" "You speak really good English."
Dehumanization	Dehumanization is the act or process of reducing people to objects that do not deserve the treatment accorded humans.	Using pictures of apes or monkeys to represent African Americans
Colorblindness	The idea that ignoring or overlooking racial and ethnic differences promotes racial harmony.	Saying things like: "I don't see color; I see only people." "We are all part of the human race."
Multiculturalism	The view that the various cultures in a society merit equal respect and scholarly interest.	Learning about the stories and cultures of many and not just the dominant culture.
Racism	Prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior.	Believing that people of color are not as smart as white people
Discrimination	The unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex	Charging higher rates for renting an apartment to people of color than to white people.
Sexism	Prejudice, stereotyping, or discrimination, typically against women, on the basis of sex, as well as conditions that foster stereotypes of gender roles.	Women are paid less than men for the same jobs Women being told they are too pretty to be an engineer/doctor/scientist... The focus and expectations placed on women's appearances versus the lack of emphasis placed on men's appearances
Feminism	The advocacy of women's rights on the grounds of political, social, and economic equality to men.	Questioning unfair and sexist policies in schools, workplaces, and government, and working to make the world equal among the sexes. In the words of Malala Yousafzai, "We cannot all succeed when half of us are held back."

Stereotype	Stereotypes are characteristics ascribed to groups of people involving gender, race, national origin and other factors. These characteristics tend to be oversimplifications of the groups involved.	These kinds of statements: Asians are good at math. All teenage girls love Taylor Swift. White people can't dance. Guys are jerks. Women can't drive well.
Classism	Differential treatment based on social class or perceived social class.	Using terms like "ghetto," "trailer trash," and "hood rats" to put down and discriminate against others of lower socioeconomic status.
Wealth inequality	The unequal distribution of assets within a population.	The wealth share of America's top 3 percent, Fed researchers calculate, rose from 44.8 percent of the nation's wealth in 1989 to 51.8 percent in 2007 and 54.4 percent in 2013. The top 3 percent now hold over double the wealth of America's poorest 90 percent of families. -Inequality.org
Socioeconomic class	The social standing or class of an individual or group. It is often measured as a combination of education, income, and occupation.	People with the same socioeconomic status tend to congregate together, as is the case when the wealthy live in elite neighborhoods. - wisegeek.com
Privilege	Historical and contemporary advantages in access to quality education, decent jobs and livable wages, homeownership, retirement benefits, wealth, and so on.	In the United States, whites have been given privilege and its society has been created around that privilege.
Anti-racism	Actively fighting racism and its effects	Working actively to challenge racism in society and working to create equality and equity for all races. As Oprah Winfrey has said, "Racism is the day-to-day wearing down of the spirit. Anti-racism is the day-to-day goin' after the little things."