

# Cobble Hill Playschool

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## Diversity, Equity & Inclusion at CHP: Glossary of Terms

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**Affinity Groups** — Affinity Groups are a collection of individuals with similar interests or goals. Affinity Groups promote inclusion, diversity, and other efforts that benefit people from underrepresented groups.

**Allyship** — Allyship is the process in which people with privilege and power work to develop empathy towards to advance the interests of an oppressed or marginalized outgroup. Allyship is part of the anti-oppression or anti-racist conversation, which puts into use social justice theories and ideals. The goal of allyship is to create a culture in which the marginalized group feels supported.

**Anti-Racism** — Anti-Racism means to actively oppose racism by advocating for political, economic, and social change.

**BIPOC** — What does BIPOC mean? The BIPOC acronym stands for Black, Indigenous, People of Color.

**Covert Racism** — Covert Racism is an indirect behavior used to express racist attitudes or ideas in hidden or subtle forms.

**Diversity** — Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender—the groups that most often come to mind when the term "diversity" is used—but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.

**Equality** — The term "equality" (in the context of diversity) is typically defined as treating everyone the same and giving everyone access to the same opportunities. It is sometimes used

as an alternative to “inclusion”. The company Salesforce, for example, uses Chief Equality Officer as the job title for the top diversity and inclusion executive.

**Equity** — The term “equity” (in the context of diversity) refers to proportional representation (by race, class, gender, etc.) in employment opportunities. The company Slack, for example, uses “Equity” in some job titles (e.g. Senior Technical Recruiter, Diversity Equity Inclusion Lead).

**Implicit Bias** — What is Implicit Bias? Implicit Bias, or hidden bias, refers to the attitudes or stereotypes that affect a person’s understanding, actions, or decisions unconsciously as it relates to people from different groups. Also known as Unconscious Bias.

**Intersectionality** — Intersectionality means to intertwine social identities like gender, race, ethnicity, social class, religion, sexual orientation, or gender identity which causes unique opportunities, barriers, experiences, or social inequality.

**Restorative Justice** — Restorative Justice is an effort to repair the harm caused by crime and conflict related to bias or racism.

**Structural Racism** — Structural Racism, sometimes called Institutional Racism, refers to institutional practices or policies that create different outcomes for various racial groups. The effects of Structural Racism usually create advantages for white people and oppression or disadvantages for people of color.

**Tokenism** — Tokenism is a practice of including one or a few members of an underrepresented group in a team or company.

**Unconscious Bias** — Unconscious Bias, also known as Implicit Bias, refers to attitudes or stereotypes about certain groups which are often based on mistaken or inaccurate information

**White Privilege** — White Privilege represents the unearned set of advantages, privileges, or benefits given to people based solely on being white.

**White Supremacy** — White Supremacy refers to the exploitation or oppression of nations or people of color by white people for the purpose of maintaining and defending a system of wealth, privilege, and power.

Source: “Glossary.” *Racial Equity Tools*, RacialEquityTools.org, [www.racialequitytools.org/glossary](http://www.racialequitytools.org/glossary).

