



# CAREER EQUITY RESOURCE CENTER (CERC)



## Equity Basics Glossary of Terms

**Cultural competence** is a set of congruent behaviors, attitudes, and policies that come together in a system, agency, or among professionals and enable that system, agency or those professions to work effectively in cross-cultural situations. It refers to the ability to understand how behaviors, gestures, and knowledge are interpreted differently across cultures.

**Disproportionality** is the over- or under-representation of a given population group, often defined by racial and ethnic backgrounds, but also defined by socioeconomic status, national origin, English proficiency, gender, and sexual orientation, in a specific population category.

**English Language Learners** - Section 3(16) of **Perkins IV** defines English Language Learners as an individual with limited English proficiency in speaking, reading, writing, or understanding the English language, and (A) whose native language is a language other than English; or (B) who lives in a family or community environment in which a language other than English is the dominant language.

The **Equal Access Act** is a federal Act passed in 1984 to compel federally-funded secondary schools to provide equal access to extracurricular clubs. The Act provides that it shall be unlawful for any public secondary school which receives Federal financial assistance and which has a limited open forum to deny equal access or a fair opportunity to, or discriminate against, any students who wish to conduct a meeting within that limited open forum on the basis of the religious, political, philosophical, or other content of the speech at such meetings.

**Equity** - One definition for equity is all students receiving the resources and services needed for full access, participation, and success in high-quality CTE programs.

**Equity Barriers** - The political, social, and structural barriers that disadvantage certain groups by limiting their educational opportunities.

Immigrant - A person who migrates to another country, usually for permanent residence.

**Implicit bias** is the bias in judgment and/or behavior that results from subtle cognitive processes (e.g., implicit attitudes and implicit stereotypes) that often operate at a level below conscious awareness and without intentional control. **Implicit bias** influences the ways in which we see and treat others.

**Inequity** is a problem of practice wherein particular populations encounter barriers to receiving the resources and services needed to fully access, participate, and succeed in CTE programs. Inequities must be considered from an intersectional, comprehensive, and holistic lens that addresses barriers through practical but innovative solutions.

**Intersectionality** is the idea that racial and ethnic minority groups hold multiple social statuses, which interact with one another to uniquely shape the experiences of that individual.



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**LGBTQ** is an acronym for lesbian, gay, bisexual, transgender, and questioning.

**Marginalized Groups** may be denied involvement in mainstream economic, political, cultural, and social activities. Marginalized Groups may not have access to services and programs that are available to other groups

A **non-traditional career** is one where more than 75 percent of the workforce is of the opposite gender — or conversely where fewer than 25 percent of the workforce is of your gender.

**Root causes** are an initiating cause of either a condition or a causal chain that leads to an outcome or effect of interest. Commonly, root cause is used to describe the depth in the causal chain where an intervention could reasonably be implemented to improve performance or prevent an undesirable outcome.

**Sexual Orientation** - A person's sexual identity in relation to the gender to which they are attracted; the fact of being heterosexual, homosexual, or bisexual.

**Special populations**, as defined by section 29 of **Perkins IV**: Individuals with disabilities; individuals from economically disadvantaged families, including foster children; individuals preparing for nontraditional training and employment; single parents, including single pregnant women; displaced homemakers; and individuals with limited English proficiency.

**Stereotype threat** is defined as a situational predicament in which individuals are at risk of confirming negative stereotypes about their group. It is the resulting sense that one might be judged in terms of negative stereotypes about one's group instead of on personal merit.

**Underrepresented Groups** - A subset of a population that holds a smaller percentage within a significant subgroup than the subset holds in the general population. Specific characteristics of an underrepresented group vary depending on the subgroup being considered.