

## Vocabulary for Responsible Leadership

This is some helpful vocabulary to contextualize and continue processing some of the information we have discussed in our day on responsible leadership. Note that not all sources are peer reviewed, these are just helpful tools for understanding and continuing the work that was started today. Please comment with any words that you were confused about and would like to be added.

- Ability: This identity is about the diverse array of differences in physical, mental, cognitive, developmental, learning, and/or emotional make-up. It also includes mental health and the impact of social experiences such as trauma and surviving abuse. Source: <https://cae.appstate.edu/sites/cae.appstate.edu/files/big-8-identities.pdf>
  - Ableism is the individual, cultural, and institutional beliefs and discrimination that systematically oppress people who have mental, emotional and physical disabilities.
- Agent or Privileged identities: Social groups that are positively valued considered superior, independent, or “normal” and have access to resources and power. Source: <https://www.nccj.org/resources/social-justice-definitions>
- Ally: Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways. Allies commit to reducing their own complicity or collusion in oppression of those groups and invest in strengthening their own knowledge and awareness of oppression. Source: <https://www.racialequitytools.org/glossary>
- Cis-gender: Adjective that means “identifies as their sex assigned at birth” derived from the Latin word meaning “on the same side.” A cisgender/cis person is not transgender. “Cisgender” does not indicate biology, gender expression, or sexuality/sexual orientation. In discussions regarding trans issues, one would differentiate between women who are trans and women who aren’t by saying trans women and cis women. Cis is not a “mad up” word or slur. Note that cisgender does not have an “ed” at the end.
- Discrimination: The unequal allocation of goods, resources, and services, and the limitation of access to full participation in society based on individual membership in a particular social group; reinforced by law, policy, and cultural norms that allow for differential treatment on the basis of identity. Source: <https://www.nccj.org/resources/social-justice-definitions>
- 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. Source: <https://www.racialequitytools.org/glossary>

- 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, political and economic interests, history, and ancestral geographical base. Source: *Teaching for Diversity and Social Justice: A Sourcebook*, edited by Maurianne Adams, Lee Anne Bell, and Pat Griffin, Routledge, 1997.
- Equality: refers to the notion that every individual has an equal opportunity or giving everyone the exact same resources. Equality has become synonymous with ‘leveling the playing field’. Term is often mistakenly used interchangeably with ‘equity’. Source: <https://www.uml.edu/student-services/multicultural/programs/dpe-glossary.aspx>
- Equity: refers to distributing or dividing resources proportionally based on the needs of the recipients to achieve a fair outcome for those involved. Equity can be synonymously equated to “more for those who need it” to reach a level playing field. Source: <https://www.uml.edu/student-services/multicultural/programs/dpe-glossary.aspx>
- Gender: Refers to the socially constructed roles, behaviours, expressions and identities of girls, women, boys, men, and gender diverse people. It influences how people perceive themselves and each other, how they act and interact, and the distribution of power and resources in society. Gender identity is not confined to a binary (girl/woman, boy/man) nor is it static; it exists along a continuum and can change over time. There is considerable diversity in how individuals and groups understand, experience and express gender through the roles they take on, the expectations placed on them, relations with others and the complex ways that gender is institutionalized in society. Source: <https://cihr-irsc.gc.ca/e/48642.html>
  - Additionally helpful: Gender refers to the attitudes, feelings, and behaviors that a given culture associates with a person’s biological sex. Behavior that is compatible with cultural expectations is referred to as gender-normative; behaviors that are viewed as incompatible with these expectations constitute gender non-conformity. Source: <https://www.apa.org/pi/lgbt/resources/sexuality-definitions.pdf>
- Gender Expression: External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine. Source: <https://www.hrc.org/resources/sexual-orientation-and-gender-identity-terminology-and-definitions>
- Gender Identity: One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth. Source: <https://www.hrc.org/resources/sexual-orientation-and-gender-identity-terminology-and-definitions>

- Great resource for understanding different gender identities and expressions:  
<http://socialjustice.rutgers.edu/trans-ru/trans-101/>
- Intersectionality:
  - The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.
  - “Intersectionality is simply a prism to see the interactive effects of various forms of discrimination and disempowerment. It looks at the way that racism, many times, interacts with patriarchy, heterosexism, classism, xenophobia — seeing that the overlapping vulnerabilities created by these systems actually create specific kinds of challenges. “Intersectionality 102,” then, is to say that these distinct problems create challenges for movements that are only organized around these problems as separate and individual. So when racial justice doesn’t have a critique of patriarchy and homophobia, the particular way that racism is experienced and exacerbated by heterosexism, classism etc., falls outside of our political organizing. It means that significant numbers of people in our communities aren’t being served by social justice frames because they don’t address the particular ways that they’re experiencing discrimination.” – Kimberle Crenshaw. Source:  
<https://www.them.us/story/kimberle-crenshaw-lady-phyll-intersectionality>
  - It’s basically a lens, a prism, for seeing the way in which various forms of inequality often operate together and exacerbate each other. We tend to talk about race inequality as separate from inequality based on gender, class, sexuality or immigrant status. What’s often missing is how some people are subject to all of these, and the experience is not just the sum of its parts. – Kimberle Crenshaw. Source:  
<https://time.com/5786710/kimberle-crenshaw-intersectionality/>
- Nonbinary: A gender identity that embraces full universe of expressions and ways of being that resonate with an individual. It may be an active resistance to binary gender expectations and/or an intentional creation of new unbounded ideas of self within the world. Source:  
<https://lgbt.ucsf.edu/glossary-terms>
- Oppression: When an agent group, whether knowingly or unknowingly, abuses a target group. This pervasive system is rooted historically and maintained through individual and institutional/systematic discrimination, personal bias, bigotry, and social prejudice, resulting in a condition of privilege for the agent group at the expense of the target group. Source:  
<https://www.nccj.org/resources/social-justice-definitions>
- Prejudice: A judgment or belief that is formed on insufficient grounds before facts are known or in disregard of facts that contradict it. Prejudices are learned and can be unlearned. Source:  
<https://www.nccj.org/resources/social-justice-definitions>
- Privilege: Unearned access to resources (social power) that are only readily available to some people because of their social group membership; an advantage, or immunity granted to or enjoyed by one societal group above and beyond the common advantage of all other groups.

Privilege is often invisible to those who have it. Source:

<https://www.nccj.org/resources/social-justice-definitions>

- Great source from Janaya Future Khan on privilege that Christabel referenced:  
<https://nowthisnews.com/videos/politics/activist-janaya-future-khan-on-redefining-privilege>
- Queer: an umbrella term that individuals may use to describe a sexual orientation, gender identity or gender expression that does not conform to dominant societal norms. Historically, it has been considered a derogatory or pejorative term and the term may continue to be used by some individuals with negative intentions. Still, many LGBT individuals today embrace the label in a neutral or positive manner (Russell, Kosciw, Horn, & Saewyc, 2010). Some youth may adopt 'queer' as an identity term to avoid limiting themselves to the gender binaries of male and female or to the perceived restrictions imposed by lesbian, gay and bisexual sexual orientations (Rivers, 2010). Source: <https://www.apa.org/pi/lgbt/resources/sexuality-definitions.pdf>
- Race: Race is a human classification system that is socially constructed to distinguish between groups of people who share phenotypical characteristics. Since race is socially constructed, dominant groups in society have shaped and informed racial categories in order to maintain systems of power—thereby also producing racial inequality. Racial categorization has primarily been simplistic, essentialist, and typological in nature, forcing people to “fit” into categories that do not necessarily reflect their ethnic or national heritage. The process of racialization has shifted racial boundaries, depending on sociopolitical pressures for inclusion into particular racial groups or even the systematic exclusion of people due to social forces such as war or labor market pressures. Racism is a byproduct of racial categorization that focuses on the hierarchical arrangement of various racial groups. Racism is an oppressive force that creates and reproduces a complex system social inequality. Sociologists strive to illuminate the dynamics behind the persistent and lingering inequalities and injustices that continue to persist in our racialized society. Source:  
<https://www.oxfordbibliographies.com/view/document/obo-9780199756384/obo-9780199756384-0173.xml>
- Saliency: saliency: characteristic of a feature that is made prominent, important, or is brought to the forefront of a person’s social identity and how they are perceived by other. Source:  
<https://college.lclark.edu/live/files/18474-abcs-of-social-justice>
- Sex: a categorization based on the appearance of the genitalia at birth. Source:  
<https://lgbt.ucsf.edu/glossary-terms>. Refers to a set of biological attributes in humans and animals. It is primarily associated with physical and physiological features including chromosomes, gene expression, hormone levels and function, and reproductive/sexual anatomy. Sex is usually categorized as female or male but there is variation in the biological attributes that comprise sex and how those attributes are expressed. Source:  
<https://cihr-irsc.gc.ca/e/48642.html>
- Sexual orientation: refers to the sex of those to whom one is sexually and romantically attracted. Categories of sexual orientation typically have included attraction to members of one’s own sex (gay men or lesbians), attraction to members of the other sex (heterosexuals), and attraction to

members of both sexes (bisexuals). While these categories continue to be widely used, research has suggested that sexual orientation does not always appear in such definable categories and instead occurs on a continuum (e.g., Kinsey, Pomeroy, Martin, & Gebhard, 1953; Klein, 1993; Klein, Sepekoff, & Wolff, 1985; Shiveley & DeCecco, 1977) In addition, some research indicates that sexual orientation is fluid for some people; this may be especially true for women (e.g., Diamond, 2007; Golden, 1987; Peplau & Garnets, 2000). Source: <https://www.apa.org/pi/lgbt/resources/sexuality-definitions.pdf>

- Great resources/glossary for different sexual orientations: <https://lgbt.ucsf.edu/glossary-terms>
- Queer: a multi-faceted word that is used in different ways and means different things to different people. 1) Attraction to people of many genders. 2) Don't conform to cultural norms around gender and/or sexuality. 3) A general term referring to all non-heterosexual people. Some within the community, however, may feel the word has been hatefully used against them for too long and are reluctant to embrace it. Source: <https://www.vanderbilt.edu/lgbtqi/resources/definitions>
- Socialization: The process by which a human beginning at infancy acquires the habits, beliefs, and accumulated knowledge of society through education and training (by family, friends, culture and systems/institutions). Source: <https://www.nccj.org/resources/social-justice-definitions>
- Socioeconomic status: Socioeconomic status is the social standing or class of an individual or group. It is often measured as a combination of education, income and occupation. Examinations of socioeconomic status often reveal inequities in access to resources, plus issues related to privilege, power and control. Source: <https://www.apa.org/topics/socioeconomic-status>
- Target or Oppressed Identities: Social groups that are negatively valued, considered to be inferior, abnormal, or dependent and given limited access to resources and social power. Source: <https://www.nccj.org/resources/social-justice-definitions>
- Transgender: Used most often as an umbrella term, some commonly held definitions: 1. Someone whose gender identity or expression does not fit (dominant-group social constructs of) assigned birth sex and gender. 2. A gender outside of the man/woman binary. 3. Having no gender or multiple genders. Source: <https://lgbt.ucsf.edu/glossary-terms>
  - Also helpful: An adjective that is a umbrella term used to describe the full range of people whose gender identity and/or gender role do not conform to what is typically associated with their sex assigned at birth. While the term "transgender" is commonly accepted, not all TGNC people self-identify as transgender. Source: <https://www.apa.org/pi/lgbt/resources/sexuality-definitions.pdf>