

Book: How to be an Antiracist, Ibram X. Kendi

Glossary:

Racism: A marriage of racist policies and racist ideas that produces and normalizes racial inequities.

Racist policy: Any policy that sustains racial inequity between racial groups.

Equity: Often incorrectly used interchangeably with the word equality. Equality is treating everyone the same regardless of starting point. Equity implies proportional representation in those same opportunities to account for differing starting points.

Inequity: is the persistence of unequal systems and practices without taking into account built-in inequalities.

Antiracist:

National Museum of African American History & Culture definition: “Being antiracist is based on the conscious efforts and actions to provide equitable opportunities for all people on an individual and systemic level. People can act against racism by acknowledging personal privileges, confronting acts of racial discrimination, and working to change personal racial biases.

Kendi definition: One who is supporting an antiracist policy through their actions or expressing an antiracist idea. As opposed to the definition of **racist:** One who is supporting a racist policy through their actions or inaction or expressing a racist idea.

Privilege: a special advantage or right possessed by an individual or group. A privilege is a right or advantage gained by birth, social position, effort, or concession.

Micro-aggression: a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.