Equity Terms & Definitions

The following definitions have been adopted by the Community Foundation of Johnson County to be used as shared language among our staff, board of directors, and stakeholders. Sources can be found at the links attached.

Accessible | In the case of a facility, readily usable by a particular individual; in the case of a program or activity, presented or provided in such a way that a particular individual can participate, with or without auxiliary aid(s) (Disabilities, Opportunities, Internetworking, & Technology – University of Washington)

Accommodation | An adjustment to make a program, facility, or resource accessible to a person with a disability (Disabilities, Opportunities, Internetworking, & Technology – University of Washington)

Ally | A term used to describe someone who is actively supportive of LGBTQ people; it encompasses straight and cisgender allies, as well as those within the LGBTQ community who support each other (Human Rights Campaign)

Anti-racist | A person who supports an antiracist policy through their actions or expressing antiracist ideas; this includes the expression of ideas that racial groups are equals and do not need developing, and supporting policies that reduce racial inequity (Ibram X. Kendi via Iowa Council of Foundations Racial Equity Cohort)

Assistive technology | Technology used to assist a person with a disability, e.g. wheelchair, handsplints, computer-based equipment, etc. (Disabilities, Opportunities, Internetworking, & Technology – University of Washington)

Bias | A prejudice in favor of or against one thing, person, or group compared with another, usually in a way that's considered to be unfair; biases may be held by an individual, group, or institution and can have negative or positive consequences PEAK Grantmaking – Uncovering Bias in Philanthropy

BIPOC | An acronym for "black, Indigenous, and people of color"

Cisgender | A term used to describe a person whose gender identity aligns with those typically associated with the sex assigned to them at birth (Human Rights Campaign)

Coming out | The process in which a person first acknowledges, accepts, and appreciates their sexual orientation or gender identity and begins to share that with others (Human Rights Campaign)

Communication device | Hardware which allows a person who has a difficulty using their voice clearly to use words or symbols for communication; may range in complexity from a simple picture board to complex electronic devices that allow personalized, unique construction of ideas (Disabilities, Opportunities, Internetworking, & Technology – University of Washington)

Disability | Physical or mental impairment which substantially limits one or more major life activities; a record of such an impairment; or being regarded as having that impairment (Americans with Disabilities Act of 1990 via Disabilities, Opportunities, Internetworking, & Technology – University of Washington)

Discrimination | The act of making a difference in treatment or favor on a basis other than individual merit e.g. race, gender, social class, sexual orientation, physical ability, religion, and other categories (Disabilities, Opportunities, Internetworking, & Technology – University of Washington)

Diversity | Quantity, different identities, and cultures (Race Forward via Iowa Council of Foundations Racial Equity Cohort)

Equity |Equity is the differentiated, targeted treatment in order to meet the needs of those most marginalized; equity is process, practice, and outcome (Race Forward via <u>Iowa Council of Foundations Racial Equity Cohort</u>)

Gender Expression | External appearance of one's gender identity, usually expressed through behavior, clothing, body characteristics or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine (<u>Human Rights Campaign</u>)

Inclusion | Quality, participation across identities, and cultures (Race Forward via <u>Iowa Council of Foundations Racial Equity Cohort</u>)

Institutional Racism | Racism which occurs within institutions; involves discriminatory treatment, unfair policies and practices, and inequitable opportunities and impacts, based on race (Race Forward via <u>Iowa Council of Foundations Racial Equity Cohort</u>)

Internalized Racism | Internalized racism lies within individuals; private beliefs about race that reside inside our minds (Race Forward via <u>Iowa Council of Foundations Racial Equity Cohort</u>)

Intersectionality | A prism to see the interactive effects of various forms of discrimination and disempowerment; it looks at the way that racism often interacts with patriarchy, heterosexism, classism, xenophobia — seeing that the overlapping vulnerabilities created by these systems actually create specific kinds of challenges. (Otamere Guobadia, "Kimberlé Crenshaw and Lady Phyll via <u>Iowa Council of Foundations Racial Equity Cohort</u>)

Justice | Policies, practices, and procedures to ensure equitable outcomes (Race Forward via <u>Iowa Council of Foundations Racial Equity Cohort</u>)

LGBTQ | An acronym for "lesbian, gay, bisexual, transgender and queer" (<u>Human Rights Campaign</u>)

Racial Equity | Racial equity involves proactive, targeted, and differentiated treatment and strategies that: name racism and white supremacy explicitly, address the needs of underrepresented people of color, eliminate racial barriers and disparities, and prioritize racially equitable processes and practices that build towards racial justice (Race Forward via <u>Iowa Council of Foundations Racial Equity Cohort</u>)

Sexual orientation | An inherent or immutable enduring emotional, romantic or sexual attraction to other people. Note: an individual's sexual orientation is independent of their gender identity (<u>Human Rights Campaign</u>)

Universal design | Designing programs, services, tools, and facilities so that they are useable, without modification, by the widest range of users possible, taking into account a variety of abilities and disabilities (<u>Disabilities, Opportunities, Internetworking, & Technology – University of Washington</u>)