Do:

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be concretely defined) and focus on internal spiritual growth).

(rejecting organized religion to

Atheist: A person who rejects the belief that any sort of god or gods exist.

Agnostic: A person who believes that the existence of god is impossible to know.

### <u>Race</u>

Biracial: a person who has heritage from two different races.

Multiracial: a person (or group) who has heritage from three or more races.

Latinx (includes Afrolatinx): a gender-neutral term sometimes used in lieu of Latino (male) or Latina (female). Afrolatinx describes someone who is of African and Latin American heritage.

Latina/Latino: a person who of Latin American origin. This includes Brazil, but excludes Spain.

Hispanic: a Spanish-speaking person living in the US, especially one of Latin American descent.

Video:

/c

But instead of being about body parts, it is about how one is culturally expected to act because of your sex.

#### Gender identity

may not correspond with their assigned sex at birth. It is helpful to specify gender by using the following pronouns- he/him/his, she/her, hers, they/them.

Web Resource: <u>https://www.genderbread.org/resource/genderbread-person-v4-0</u>

LGBTQIA+: an abbreviation for lesbian, gay, bisexual, transgender, queer, intersex, asexual (or allied), and beyond.

Intersex: a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female

out-of-status, they are not allowed to return for up to a decade.

# Section 3: Types of Bias

Ableism

## Section 4: Other Important Terminology

Ally-A person who recognizes and takes action to dismantle the oppression of targeted groups. Allies strengthen their knowledge, commit to reducing their own complicity in structural oppression, and work in support of and in community with recognized leaders.

### Video: <u>5 Tips for Being an Ally</u>

Closeted Describes an LGBTQ person who has not disclosed or is not open about their sexual orientation or gender identity. Some individuals may be out to some people in

Feminism

Out A person who self-identifies as LGBTQ in their personal, public, and/or professional lives. For example: Ricky Martin is an out pop star from Puerto Rico. (Out preferred to openly gay.)

Outing Exposing or publicly declaring (sometimes based on rumor or speculation)

consent. Outing someone can have serious repercussions on employment, economic stability, personal safety, religious, or family situations.

Privilege Power and advantages benefiting a group, based on a particular identity. Such power is derived from the historical oppression and exploitation of other groups. Examples of privilege include: white, male, heterosexual, religious, socio-economic, etc. challenges

-income men may face

classist prejudices, while still benefiting from male privilege. White LGBTQ individuals may face homophobia or transphobia, while still benefiting from white privilege.

Video: <u>What is Privilege?</u> Exercise: <u>Privilege Walk</u>

Race The term race refers to the concept of dividing people into populations or groups on the basis of various sets of physical characteristics (which usually result from genetic ancestry). Race presumes shared biological or genetic traits, whether actual or asserted. Historically and today, racial differences were and are ascribed significance in areas of intelligence, health, and personality. There is no evidence validating these ideas.

Safe Space A place or environment in which a person or category of people can feel confident that they will not be exposed to discrimination, criticism, harassment, or any other emotional or physical harm.

Sex Isa medical assignment usually made by a doctor based on the biological differences between males and females, such as the genitalia and chromosomal genetic differences. Sometimes, a person's genetically assigned sex does not line up with their gender identity. These individuals might refer to themselves as transgender, non-binary, or gender-nonconforming.

Sex / Gender as assigned at birth Refers to the sex that y

your birth certificate.

Social Justice A vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others and the society as a whole.