



# Foundational Diversity Workshop Handout

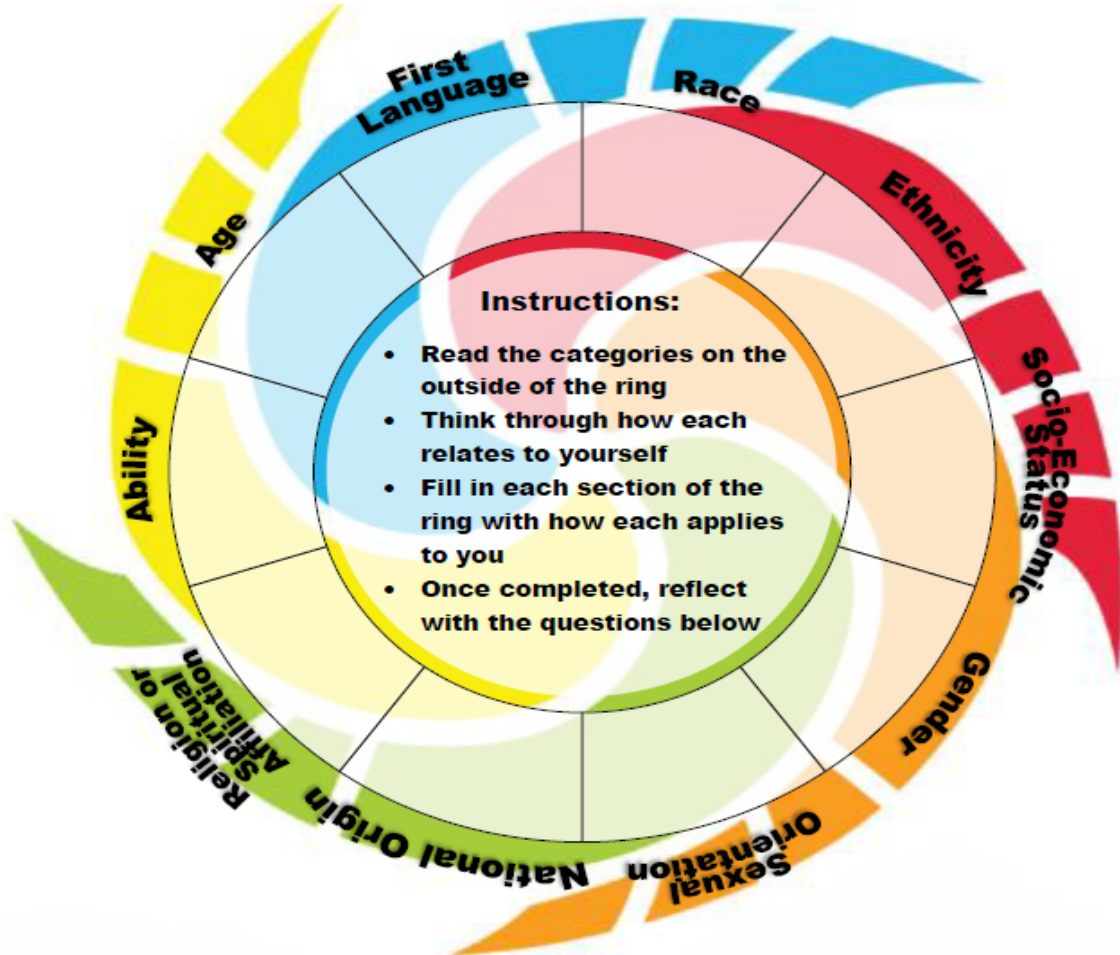
What words stick out to you in our mission?

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To me, respect means \_\_\_\_\_

# Social Identity Wheel

Explore and reflect on your social identities





## **DIVERSITY AND INCLUSION VOCABULARY**

*This is by no means all-encompassing. Words may have various meanings for different people.*

- **Diversity**: The unique differences among individuals in a group based on which we may be treated differently in society. Can include but is not limited to race, ethnicity, gender, sexuality, ability, citizenship, socioeconomic class, etc.
- **Inclusion**: An **active** effort to encompass people of all identities, while providing resources needed by various communities. It is to be incorporated in all aspects of a process, not just the beginning.
- **Equity**: Ensuring that there is equal opportunity among people by providing the resources certain people might need to overcome societal disadvantages. It seeks to balance disparities.
- **Privilege**: The benefits society gives to a person has based on identities they possess. **Privilege is not a shameful or bad thing.** It is a tool to uplift other communities and your own.
- **Intersectionality**: The interconnected nature of our identities. We do not exist as one identity alone, but as the overlap of them all. Our identities influence one another.
- **Microaggressions**: Subtle, often unconscious, discriminating behaviors or acts of speech toward someone from a disadvantaged identity. They are displays of unconscious or conscious biases we might have. While they are small individually, they can add up to cause harm to people.
- **Stereotypes**: Widely spread, oversimplified ideas we hold about a person based on their identities. There is no such thing as a positive stereotype.
- **Bias**: conscious or unconscious prejudice in favor or against identities or groups that is considered unfair often.
- **People First Language**: Saying “a person who identifies as” followed by their identity rather than saying “a \_\_\_\_\_ person”. For example, “a person who identifies as gay” rather than “a gay person”. It enforces that people are not just their identity; they are much more than that.
- **Colorblindness**: The process by which a person attempts to ignore the existence of a society based on race or skin color. It ignores the real life experiences people have faced due to their race.
- **Socioeconomic Class**: The social standing someone has based on wealth, assets, education, occupation, zip code, and so on. It can change over time for someone.
- **Disability**: a physical, mental, or emotional difference that society has perceived to be a disadvantage for an individual. They are a disadvantage only because society decided that the norm was different from the ability status someone has.
- **Sex Assigned at Birth**: Given to an infant at birth by a medical professional based on external genitalia. The labels typically are male, female, or intersex
- **Gender expression**: The way someone displays gender to the outside world. It is not necessarily the same as their gender identity (potentially for safety reasons).
- **Cisgender**: Someone whose gender identity is the same as the gender associated with sex assigned at birth (For example, a person assigned female at birth identifying as a woman)
- **Transgender**: Someone whose gender is not the same as the gender associated with their sex assigned at birth
- **Non-binary**: Someone who does not choose to identify with the gender binary of man or woman
- **Sexuality**: Who you are attracted to emotionally, romantically, or sexually. It is also the capacity to feel attraction of various degrees.
- **Queer**: It was once a slur used towards people of the LGBTQ+ community, but for some, it is now a reclaimed word used by the community.

