

SCCM DEI Contemporary Lexicon

Term	Definition
ableism	Intentional or unintentional discrimination or oppression of people with disabilities based on the belief that typical abilities are superior
ally	A person or a group that aligns with and supports a cause or a group that is not their own. Allies strengthen their own knowledge and awareness of oppression and work toward reducing their own complicity or collusion. Allies align in support of other disenfranchised and minority communities such as people of color and LGBTQIA+ communities.
bias	A form of prejudice that results from the need to classify people into categories and base actions on those categories
bigotry	Intolerant prejudiced behavior that denigrates other groups and glorifies one's own group
BIPOC	Black, indigenous, and other people of color
cisgender	A person who identifies with the gender they were assigned at birth
color-blindness	A belief based on treating everyone equally without respect to racial, societal, economic, historical, or other differences
confirmation bias	The act of seeking information that confirms one's own viewpoint while rejecting information that opposes one's beliefs
Creative Community	SCCM committee volunteers
cultural appropriation	The inappropriate use of cultural elements such as language, art, and customs for one's own profit, often without understanding, acknowledgment, or respect for its value to the culture
cultural/multicultural competence	A set of academic and interpersonal skills for increasing people's understanding, sensitivity, appreciation, and responsiveness to cultural differences and interactions
cultural pluralism	Recognition of the contribution of each group to a common civilization, a commitment to deal



	cooperatively with common concerns, and striving to create harmony and respect within a culturally diverse society
culture	The integrated pattern of human knowledge, beliefs, and behavior that depends on the capacity for learning and transmitting knowledge to successive generations. The major elements of culture are symbols, language, norms, values, and artifacts.
decolonizing	The active and intentional process of unlearning values, beliefs and conceptions that have caused physical, emotional, or mental harm to people through colonization. Decolonizing requires a recognition of systems of oppression.
disability	Physical or mental impairment that affects a person's ability to carry out typical day-to-day activities
discrimination	Unequal treatment of members of various groups based on conscious or unconscious prejudice that favors one group over others on differences of race, gender, economic class, sexual orientation, physical ability, religion, language, age, national identity, religion, and/or other categories
diversity	Presence of a variety of human qualities and attributes within a group or organization, such as age, sex, race, ethnicity, culture, language, physical and intellectual ability, religion, sexual orientation, point of view, educational background, and expertise
dominant identity	Identity with which an individual or group assumes power or is believed to be the norm over other identities
equality	A state in which all people within a society or group have the same status in certain respects, including civil rights, freedom of speech, property rights, and equal access to certain social goods and services
equity	The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that prevent the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is necessary to provide equal opportunities to all groups.

ethnicity	A socially or politically constructed group based on cultural criteria, such as language, customs, and shared history
gender fluidity	A gender identity characterized by fluctuation among masculine, feminine, and other (gender expression) and/or man-ness, woman-ness, and other (gender identity). Some gender-fluid people experience frequent shifts (daily), while others shift less frequently.
gender identity	A profoundly held core sense of self in relation to gender. Gender identity does not correspond to biological sex. People may become aware of gender identity as early as age 18 months.
gender nonconformity	Describes those who do not follow gender stereotypes or who expand ideas of gender expression or gender identity
harassment	Unsolicited attention or behavior, as a single occurrence or an ongoing dynamic. Harassment can create a climate of hostility, endangering someone's comfort or ability to participate or access resources in a workplace, public place, service, or event. The harasser may have more social or direct power than the harassed person. Harassment may be specifically targeted to a person or people or it may be passive, without a direct target.
Hispanic	People who have a cultural connection to Spain or Spanish-speaking countries, particularly Latin America. Hispanics typically includes people from Spanish-speaking backgrounds or those who trace their heritage to countries where Spanish is the predominant language. It is an ethnicity rather than a race although, in practice, it often refers to race.
historically excluded people and groups	Those who have been historically excluded from full rights, privileges, and opportunities in a society or organization
implicit bias	Negative associations that people hold unknowingly and that are expressed without conscious awareness
inclusion	The act of bringing traditionally excluded individuals and/or groups into processes, activities, decision-making, and policymaking in a way that shares power
inclusive leadership	Leadership commitment to ensure the equal treatment of team members, allowing them to feel a sense of belonging, value, and access to resources and support they need to achieve their full

	potential. Leaders are aware of their own biases and actively seek and consider different perspectives to inform decision-making and effective collaboration.
indigenous people	Existing descendants of the peoples who inhabited the present territory of a country wholly or partially at the time when peoples of different cultures or ethnic origin arrived there from other parts of the world, overcame them and, by conquest, settlement, or other means, reduced them to a nondominant or colonial condition. Indigenous people live more in conformity with their particular social, economic, and cultural customs and traditions than with those of the country of which they now form part, under a state structure that integrates mainly national, social, and cultural characteristics of other segments of the population that are predominant.
inequity	Difference in well-being that disadvantages an individual or group in favor of another. Inequities are systematic, patterned, unfair, and nonrandom. They are caused by past and current decisions, systems of power and privilege, and policies and their implementation.
institutional racism	Institutional policies and practices that create different outcomes for different racial groups. For example, institutional racism may create advantages for Whites or another majority group and oppression and disadvantage for people from groups classified as people of color.
intercultural competence	The ability to demonstrate targeted knowledge, skills, and attitudes that lead to effective and appropriate communication with people of other cultures; the ability to adapt to different cultural contexts; and the ability to create a new perspective, shift perspective, and adapt behavior to bridge differences in culturally appropriate ways
intersectionality	The interconnected nature of social categorizations such as race, class, and gender. Exposing a person's multiple identities can help clarify the ways in which a person can simultaneously experience privilege and/oppression. Each identity intersection produces a qualitatively distinct life.
ism	Prejudice or discrimination based on social hierarchy, such as racism (racial), classism (economic system), sexism (sex), ageism (age), or heterosexism (sexual orientation)
Latino/Latina	While the term "Hispanic" refers to language, Latino and Latina are based on geography, encompassing people who are from Latin America or descended from people from Latin



	America, regardless of the language they speak. Latino and Latina can include people of diverse linguistic backgrounds, such as Spanish, Portuguese, French, and indigenous languages.
Latinx	A gender-neutral version of Latino/Latina, as defined as above
LGBTQIA+	Lesbian, gay, bisexual, transgender/transsexual, queer/questioning, intersex, and allied/asexual/aromantic/agender
low-income countries	Countries with a less developed industrial base relative to other countries, often poorer nations with less-developed infrastructure and opportunities for growth
microaggression	Verbal, nonverbal, and environmental slights, snubs, insults, or actions, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target people based solely on discriminatory belief systems
neurodiversity	The presence of neurologic differences in the way people act, think, hear, and communicate, such as dyspraxia, dyslexia, attention-deficit/hyperactivity disorder, dyscalculia, and autism spectrum disorder
nonbinary	An umbrella term describing people whose gender identity is not wholly consistent with being male or female. Nonbinary identities vary. Some nonbinary people identify with some aspects of binary identities, while others reject them entirely.
oppression	Systemic devaluing, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm, when some people are denied something of value, while others have ready access
otherness	The quality or fact of being different, especially from an expected norm; diversity
Pan-Africanism	The desire to educate all peoples of the African diaspora about their common plight and the connections among them. Some theorists promote linking all African countries across the continent through a common government, language, ideology, or belief.
Pan-Asianism	Relating to all people who identify as Asian or as members of the Asian diaspora



patriarchy	Actions and beliefs that prioritize masculinity. Patriarchy is practiced systemically in the ways through which power is distributed in society (e.g., jobs and positions of power given to men in government, policy, and criminal justice) while also influencing how we interact with one another interpersonally (e.g., gender expectations, sexual dynamics, space-taking).
positive intent	An attitude that starts with the assumption that someone means well or is doing their best
power	The ability to exercise one's will over others. Power is wielded when some individuals or groups have a greater advantage over others, thereby allowing the powerful group greater access to and control over resources. Wealth, Whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates.
prejudice	A preconceived judgment or preference, especially one that interferes with impartial judgment and can be rooted in stereotypes, that denies the right of individual members of certain groups to be recognized
privilege	Exclusive access to material and immaterial resources based on membership in a dominant social group
queer	An umbrella term for anyone who transgresses society's view of gender or sexuality. The definitional indeterminacy of the word queer, i.e., its elasticity, is one of its characteristics.
race	A social construct, not a biological trait, that artificially divides people into distinct groups based on characteristics such as physical appearance, ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the social, economic, and political needs of a society at a given period of time.
racial equity	The fair treatment, access, and advancement of each race that would be achieved if people's racial identities no longer predict, in a statistical sense, how they fare. Racial equity may imply that it is one part of racial justice and thus that it also includes work to address the root causes of inequities, not just their manifestations.
racism	A system in which superiority, value, and opportunity are assigned based on race, leading to unfair disadvantages to and oppression certain races and unfair advantages to others

safe space	An environment in which everyone feels comfortable expressing themselves and participating fully, without fear of attack, ridicule, or denial of experience
sexism	A system where men hold power over woman and women are subordinate to men
sexual orientation	A personal characteristic that indicates the direction of a person's sexual interest or attraction, covering the range of human sexuality, including lesbian, gay, bisexual, and heterosexual
social justice	Action intended to create genuine equality, fairness, equity, and respect among people
stereotype	An incorrect assumption based on factors such as race, color, ethnic origin, place of origin, or religion. Stereotyping typically involves attributing the same characteristics to all members of a group regardless of their individual differences and is often based on misconceptions, incomplete information, and/or false generalizations.
structural inequality	Systemic disadvantages of one social group compared to other groups, rooted and perpetuated through conscious or unconscious discriminatory practices that are reinforced through institutions, ideologies, representations, policies, laws, and practices. When structural inequality is related to racial/ethnic discrimination, it is referred to as systemic or structural racism.
system of oppression	Conscious and unconscious, nonrandom, and organized harassment, discrimination, exploitation, prejudice, and other forms of unequal treatment that impacts different groups
tokenism	Covert racism. Racism requires those in power to maintain their privilege by exercising social, economic, and/or political muscle against people of color (POC). Tokenism achieves the same while giving those in power the appearance of being nonracist and even champions of diversity because they recruit and use POC as racialized props. Examples include: <ul style="list-style-type: none"> ● Recruiting POC to formal leadership positions but keeping all the power ● Only hiring POC for POC duties or activities ● Convening special diversity councils but not building POC leadership on the main board ● Using POC as a mouthpiece and shield against other POC
transgender	People who either do not identify with their assigned biological sex at birth or the binary gender system



URIM	Underrepresented in medicine refers to racial/ethnic populations who are underrepresented in the medical profession relative to their numbers in the general population
White supremacy	A historically based, institutionally perpetuated system of exploitation and oppression of continents, nations, and people of color by White and European people for the purpose of maintaining and defending a system of wealth, power, and privilege
WOC	Women of color