

GLOSSARY OF EQUITY TERMS

ADVANTAGE/PRIVILEGE: A set of conditions or immunities that allow a group of people to benefit on a daily basis beyond those common to others. Advantage can exist without a person's conscious knowledge. (3)

BIAS: Prejudice toward one group and its members relative to another group. (1)

CULTURAL COMPETENCE: Authentic relationships across differences of individual, group and institutional levels. (2)

CULTURAL COMPETENCIES (3)

- Recognizing the influence of one's own cultural worldview on interactions with others
- Developing an openness towards cultural differences
- Acknowledging different cultural practices and worldviews
- Modeling cross-cultural skills

CULTURALLY RESPONSIVE TEACHING (2)

Teaching students in such a way that:

- More of our students across more of their differences achieve at a higher level
- Engage at a deeper level more of the time without giving up who they are

1. EQUALITY: Treating all people the same. (3)

2. EQUITY: Empowering students, families and staff by providing relationships and nurturing capability to collectively remove barriers that prevent anyone from achieving their aspirations. (3)

3. INTERSECTIONALITY: The ways social identifiers contribute to a person's experiences. Each identity is interconnected, interrelated and contributes simultaneously to a person's experience; therefore, no one identifier can be examined independently. (3)

4. OPPRESSION: A situation in which a person or a group of people is subjected to unjust treatment or control that prevents opportunities and freedom. (3)

5. EQUITY RESULT: The condition we aim to achieve in the community. (1)

6. EDUCATIONAL EQUITY: Educational disparities based on race, economics and other dimensions of difference are reduced and eliminated. Positive school outcomes are distributed equitably proportionally across all demographic and identity groups. Negative outcomes and disproportionality are reduced for all groups. (2)

7. EXCELLENCE: We keep the bar high in all we do. We educate students for life and for reflective citizenship. We empower students and employees in the preservation of their identity

and culture. Substance, depth, and critical thinking are more important than compliance or test scores. (2)

8. EXPLICIT BIAS: Biases that people are aware of and that operate consciously. They are expressed directly. (1)

9. IMPLICIT BIAS: Biases people are usually unaware of and that operate at the subconscious level. Implicit bias is usually expressed indirectly. (1)

10. INDIVIDUAL RACISM: Pre-judgment, bias, or discrimination based on race by an individual. (1)

11. INSTITUTIONAL RACISM: Policies, practices, and procedures that work better for white people than for people of color, often unintentionally. (1)

12. OPPRESSION: A situation in which a person or a group of people is subjected to unjust treatment or control that prevents opportunities and freedom. (3)

13. RACIAL EQUITY: Race can no longer be used to predict life outcomes and outcomes for all groups are improved. (1)

14. RACIAL INEQUITY: Race can be used to predict life outcomes, e.g., disproportionality in education (high school graduation rates), jobs (unemployment rate), criminal justice (arrest and incarceration rates), etc. (1)

15. STRUCTURAL RACISM: A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color. (1)

16. WORKFORCE EQUITY: The workforce of a jurisdiction reflects the diversity of its residents, including across the breadth (functions and departments) and depth (hierarchy) of government. (1)

NOTE: Alexandria City Public Schools (ACPS) is participating with the City of Alexandria in the DMV Regional Cohort of the Government Alliance on Race and Equity, known as GARE. GARE is a national network of government working to achieve racial equity and advance opportunities for all. One of the goals of ACPS' GARE participation is to provide equitable access and services across the city through a shared understanding of race and equity and the use of common language. Additional information on GARE can found at <https://www.racialequityalliance.org/> The glossary of terms listed below includes definitions from GARE, Gary Howard (national leader in equity work) and ACPS.

Resources:

(1) Government Alliance on Race and Equity (GARE)

(2) Gary Howard

(3) *Equity in ACPS Definitions* 2018 document