Terms and Definitions. What do we mean when we say . . .

**Equity**: "Equity is not the same as formal equality. Formal equality implies sameness. Equity, on the other hand, assumes difference and takes difference into account to ensure a fair process and, ultimately, a fair (or equitable) outcome. Equity recognizes that some groups were (and are) disadvantaged in accessing educational and employment opportunities and are, therefore, underrepresented or marginalized in many organizations and institutions. The effects of that exclusion often linger systemically within organizational policies, practices, and procedures. Equity, therefore, means increasing diversity by ameliorating conditions of disadvantaged groups."\(^1\)

**Diversity**: "Diversity can be defined as the sum of the ways that people are both alike and different. Visible diversity is generally those attributes or characteristics that are external. However, diversity goes beyond the external to internal characteristics that we choose to define as ‘invisible’ diversity. Invisible diversity includes those characteristics and attributes that are not readily seen. When we recognize, value, and embrace diversity, we are recognizing, valuing, and embracing the uniqueness of each individual."\(^1\)

**Inclusion**: "Inclusion means an environment in which all individuals are treated fairly and respectfully; are valued for their distinctive skills, experiences, and perspectives; have equal access to resources and opportunities; and can contribute fully to the organization’s success."\(^1\)

**Identity**: "The collective aspect of the set of characteristics by which a person is definitively recognized or known" AND "The set of behavioral or personal characteristics by which an individual is recognizable as a member of a group."\(^2\)

**Visible vs. Invisible Identity**: "Your identity consists of the various characteristics you use to categorize and define yourself and the various characteristics that are constructed by those around you. Some aspects of your identity are visible, such as skin color. Others are not as easily knowable, such as the language you speak. Still others are invisible, such as religion or sexual orientation."\(^2\)
Intersectionality: "Intersectionality refers to the ways aspects of identity intersect to create specific experiences, needs, privileges, and oppressions. This means that one person can experience both privilege and oppression (for example, they may experience racial privilege for being white, but class oppression for being working class). Privilege and oppression can also intersect with one another to create unique experiences of a specific aspect of their identity."3

Privilege: "Privilege, simply put, is societally granted, unearned advantages accorded to some people and not others. Generally, when we talk about privilege, we are referring to systemic or structural advantages that impact people based on identity factors such as race, gender, sex, religion, nationality, disability, sexuality, class, and body type. We might also include level of education and other factors of social capital under the umbrella of privilege."3

Oppression: "The combination of prejudice and institutional power which creates a system that discriminates against some groups (often called 'target groups') and benefits other groups (often called 'dominant groups')."4

Implicit Bias: "Unconscious bias (or implicit bias) is often defined as prejudice or unsupported judgments in favor of or against one thing, person, or group as compared to another, in a way that is usually considered unfair. Many researchers suggest that unconscious bias occurs automatically as the brain makes quick judgments based on past experiences and background. As a result of unconscious biases, certain people benefit and other people are penalized. In contrast, deliberate prejudices are defined as conscious bias (or explicit bias). Although we all have biases, many unconscious biases tend to be exhibited toward minority groups based on factors such as class, gender, race, ethnicity, religious beliefs, age, able-bodiness, and other such traits."5

Microaggression: "[M]icroaggressions are brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative . . . slights and insults to the target person or group."6

Institutional Racism: "Institutional racism refers to the policies and practices within and across institutions that, intentionally or not, produce outcomes that chronically favor, or put a racial group at a disadvantage. Poignant examples of institutional racism can be found in school disciplinary policies in which students of color are punished at much higher rates that their white counterparts, in the criminal justice system, and within many employment sectors in which day-to-day operations, as well as hiring and firing practices can significantly disadvantage workers of color."7
**Structural Racism:** "A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with 'whiteness' and disadvantages associated with 'color' to endure and adapt over time. Structural racism is not something that a few people or institutions choose to practice. Instead it has been a feature of the social, economic and political systems in which we all exist."\(^7\)

**White Supremacy:** "White Supremacy is an historically based, institutionally perpetuated system of exploitation and oppression of continents, nations, and peoples of color by white peoples and nations of the European continent, for the purpose of maintaining and defending a system of wealth, power, and privilege."\(^8\)
Definition sources:
5. Vanderbilt University Office for Equity, Diversity and Inclusion. https://www.vanderbilt.edu/diversity/unconscious-bias/

Other resources:
II. White author provides examples of how she participates in and benefits from institutional racism without being "racist." https://www.egc.org/blog-2/2018/2/12/not-that-kind-of-racism
III. Dismantling White Supremacy in Libraries & Archives, zine created by Kelly Wooten, Laurin Penland, and Leah Kerr for the IDEAL Conference, Columbus, OH, August 2019. (Just print, cut, and fold into a booklet!) https://twitter.com/kellywooten/status/1157660408393715713
IV. NLA Diversity Committee's List of Articles, Websites, and Other Resources (a growing list that would never fit on a conference handout). https://bit.ly/2TsSkrx