Glossary of Terms (Diversity & Inclusion)
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Advocate and Ally: An advocate speaks up for herself or himself and members of his or her identity group; e.g., a woman who lobbies for equal pay for women. An ally is a person of one social identity group who stands up in support of members of another group; typically this involves a member of a dominant group arguing on behalf of a less privileged group.

Affirmative Action: An active effort to improve the employment or educational opportunities of members of minority groups and women; also: a similar effort to promote the rights or progress of other disadvantaged persons.¹

Cultural Agility: The attitudes, skills and knowledge necessary to provide effective leadership in an ever-changing diverse community.²

Campus Climate: The current attitudes, behaviors and standards of faculty, staff, administrators and students concerning the level of respect for individual needs, abilities and potential.³

Cultural Competence: Includes learning and utilizing a set of interpersonal skills that allow individuals to increase their understanding of and responsiveness to cultural differences among people. Developing cultural competence involves learning about and coming to appreciate different cultural practices and worldviews. Over time, cultural competence results in an ability to understand, communicate with and effectively interact with individuals across cultures.

Cultural Humility: The ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the person.⁵ An individual’s effort and commitment to be open, curious and flexible, and to acknowledge what he or she does not know. Cultural humility is an active, lifelong-learning process that is both reflective and flexible.

Cultural Taxation: The obligation to show good citizenship towards the institution by serving its needs for ethnic representation on committees, or to demonstrate knowledge and commitment to a cultural group, which, though it may bring accolades to the institution, is not usually rewarded by the institution on whose behalf the service was performed.⁶

Diversity: The wide variety of personal and group characteristics among human beings accounting for all aspects of their personality and individual identity. The more commonly referenced dimensions of diversity include: age, race (color), disability, ethnicity (national origin), gender, gender identity, sexual orientation, socioeconomic
status, religious affiliation, political beliefs and status as a veteran. Additionally, diversity can refer to generation, life experience or educational level.

Our Commitment to Diversity - Diversity is an indispensable component of academic excellence and holistic development. As a Catholic university and the largest private institution of higher learning in Minnesota, the University of St. Thomas has both an extraordinary opportunity and a special responsibility to create and maintain a climate that affirms diversity of persons as well as diversity of views. A commitment to diversity means a commitment to the inclusion, welcome, and support of individuals from all groups, encompassing the various characteristics of persons in our community. Among these characteristics are race, ethnicity, national origin, gender, age, socioeconomic background, sexual orientation, geographic and linguistic background, religion, and physical ability. As we harness the power of diversity, we will provide students, faculty, and staff a university experience rich in perspectives and opportunities to learn from each other.

**Ethnicity:** Cultural factors, including nationality, regional culture, ancestry and language.\(^8\)

**Engaged public scholarship:** Faculty scholarly work from application of academic expertise to community engaged scholarship that involves the faculty member in a reciprocal partnership with the community, is interdisciplinary, and integrates faculty roles of teaching, research, and service.\(^9\)

**Equality:** The state of being equal, especially in status, rights, and opportunities.\(^10\)

**Equity:** Fairness or justice in the way people are treated.\(^11\)
Historically underrepresented: Refers to groups that have been denied access and/or suffered past institutional discrimination, revealed by an imbalance in the representation of different groups in education, jobs and housing, for example. This results in marginalization for some groups and individuals – including but not limited to African Americans, Asian Americans, Latinos, Native Americans, veterans, people with disabilities, lesbian, gay, bisexual, and transgender individuals, and different religious groups – relative to the population. These groups are also often underserved, disadvantaged in relation to other groups due to societal obstacles and disparities.¹²

Implicit bias: The attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness.¹³

Inclusion: Inclusion is a state of being valued, respected and supported.¹⁴ A proactive fostering and nurturing of an environment where every person perceives that s/he has value, the opportunity to contribute her or his best work, and the ability to achieve his or her full potential. Inclusion is active, intentional and ongoing. It results from choices we make as individuals and organizations to create a climate and culture based on respect, curiosity, communication, cultural competence, and the involvement and influence of multiple perspectives.

Intercultural Empathy: Adequate understanding of the complexity of what can be important to persons from a different culture.¹⁵

Justice: Treatment of people that is fair and morally right.¹⁶

Microaggressions: The subtle but offensive comment or action directed at a minority or other nondominant group that is often unintentional or unconsciously reinforces a stereotype.¹⁷

Multiculturalism: The co-existence of diverse cultures, where culture includes racial, religious, or cultural groups and is manifested in customary behaviors, cultural assumptions and values, patterns of thinking, and communicative styles.¹⁸

Race: A person’s physical characteristics, such as skin color, bone structure, hair or eye color. An example of race is brown, white or black skin (all from various parts of the world); an example of ethnicity is German or Spanish ancestry (regardless of race).¹⁹

Social Justice: The virtue which guides us in creating those organized human interactions we call institutions. In turn, social institutions, when justly organized, provide us with access to what is good for the person, both individually and in our associations with others.²⁰
Stereotype: To believe unfairly that all people or things with a particular characteristic are the same.\textsuperscript{21}

Unconscious bias: An assumption of which we are unaware, and which happens automatically. Unconscious bias is triggered by quick judgments and assessments of people and situations based on our own background, cultural environment and personal experiences.\textsuperscript{22}

Worldview: The perspective through which individuals view the world, comprised of their history, experiences, culture and family background, among other influences.\textsuperscript{23}

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