



Diversity Equity Inclusion
Forsyth County Schools

Definitions

This glossary is not meant to be a complete list, but a means to highlight some terms and phrases that are commonly used and mentioned in reference to diversity, equity and inclusion (DEI). Another DEI resource includes [Disability Glossary](#). To recommend additions to this list contact jcaracciolo@forsyth.k12.ga.us

A

Ableism: Prejudice and/or discrimination against people with mental and/or physical disabilities.

Ageism: Prejudice and/or discrimination against people because of their real or perceived age.

Ally: Someone who speaks out on behalf of or takes actions that are supportive of someone who is targeted by bias or bullying, either themselves or someone else.

Anti-bias: An active commitment to challenging prejudice, stereotyping and all forms of discrimination.

Anti-Semitism: Prejudice or discrimination that is directed towards Jews. Anti-Semitism is based on stereotypes and myths that target Jews as a people, their religious practices and beliefs, and the Jewish State of Israel.

B

Bias: An inclination or preference either for or against an individual or group that interferes with impartial judgment. All forms of bias can be both explicit (aware, voluntary and intentional) and implicit (unaware, involuntary and unintentional). All manifestations of bias and discrimination can be both personal (an individual act of bias, meanness or exclusion) or institutional (supported and sanctioned by power and authority that confers privilege on members of a dominant group while disadvantaging members of other groups).

Bigotry: Prejudice and/or discrimination against a person or group based on stereotypes.

Bystander: Someone who sees bias or bullying and does not say or do anything.

C

Cultural Appropriation: When people use specific elements of a culture (e.g., ideas, symbols, images, clothing) that misrepresents and/or disrespects the culture of that marginalized group of people.

Cultural Competence: Having an awareness of one's own cultural identity and views about difference, and the ability to learn and build on the varying cultural and community norms of students and their families. It is the ability to understand the within-group differences that make each student unique, while celebrating the between-group variations that make our country a tapestry. This understanding informs and expands teaching practices in the culturally competent educator's classroom.

Cultural Diversity: The variations among social groups that impact all areas of relationships.

Cultural Heritage: One's ancestry, morals, values, beliefs and ethnic traditions.

Culture: The patterns of daily life that can be seen in language, arts, customs, holiday celebrations, food, religion, beliefs/values, music, clothing and more that a group of people share.

D

Disability: Disability is a physical, mental, or cognitive impairment or condition that qualifies under federal and state disability nondiscrimination laws for special accommodations to ensure programmatic and physical access.

Disadvantage: Unfavorable and unequal access to a country's resources (e.g. employment, education, better housing).

Discrimination: Unfair treatment of one person or group of people because of the person or group's identity (e.g., race, gender, ability, religion, culture, etc.).

Diversity: Different or varied.

From the FCS Diversity, Equity and Inclusion Design Team: The broad set of visible and invisible dimensions encompassing all the ways in which people, processes and perspectives differ within the FCS family. Dimensions include:

Abilities/Disabilities	Age	Appearance
Culture	Education	Ethnicity
Gender/Gender Identity	Geography	Income
Language	Learning Styles	Life Experiences
Military/Veteran Status	Nationality	Occupation

Parental/Family Status
Political Beliefs
Religion

Personality
Race
Sexual Orientation

Philosophy
Relationship Status
Values

E

Equality: Treating everyone the same.

Equity: Providing the tools and resources to be successful.

From the FCS Diversity, Equity and Inclusion Design Team: The result of ensuring each individual has what they need to lead and succeed. Equity includes identifying and removing personal and systemic barriers that limit the full participation of all individuals and groups. specific solutions and remedies, which may be different, are necessary.

Ethnicity: Refers to a person's identification with a group based on characteristics such as shared history, ancestry, geographic and language origin, and culture.

Ethnocentrism: A tendency to view events especially from the perspective of one's own culture with a corresponding misunderstanding of other cultural groups.

G

Genocide: The act of or intent to deliberately and systematically annihilate an entire religious, racial, national or cultural group.

H

Hate Crime: A criminal act against property, a person or group where the victim is intentionally targeted because of their actual or perceived race, religion, sexual orientation, national origin, disability, gender/gender identity or ethnicity.

Hate Literature: Ideologies and beliefs conveyed in written or electronic form that create, maintain or worsen hostile and unfriendly attitudes and actions against a specific group of people.

Historically underrepresented: Groups who have been denied access and/or suffered past institutional discrimination in the United States and, according to the Census and other federal measuring tools, includes African Americans, Asian Americans, Hispanics or Chicanos/Latinos, and Native Americans.

I

Identity: A subjective sense of coherence, consistency and continuity of self, rooted in both one's personal and one's group history.

Implicit Basis: The unconscious attitudes, stereotypes and unintentional actions (positive or negative) towards members of a group merely because of their membership in that group.

Inclusion: Act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.

From the FCS Diversity, Equity and Inclusion Design Team: The active process of welcoming, respecting, supporting, connecting and valuing while acknowledging the uniqueness or identity of all FCS family members.

Inequality: An unjust situation or condition when some people have more rights or better opportunities than other people.

Inequity: Refers to a lack of fairness or justice; unfair and avoidable differences in treatment or experience.

Insensitivity: Lack of knowledge, awareness or cultural appreciation.

Intolerance: Rejection; non-acceptance of a particular person, idea or concept.

L

Learning Styles: The various ways information is comprehended, stored and processed.

M

Microaggressions: The everyday slights, indignities, put-downs and insults that people of color, women, LGBT+ populations and other marginalized people experience in their day-to-day interactions.

Multicultural: Refers to the characteristics, values and status of all cultures within a country and their right to maintain their religious and cultural traditions.

Multiculturalism: An acknowledgment that, as people, we are culturally diverse and multifaceted, and a process through which the sharing and transforming of cultural experiences allow us to re-articulate and redefine new spaces, possibilities, and positions for ourselves, and others.

Multi-ethnic: Relating to the characteristics, value and status of all cultures within a country and their right to maintain their religious and cultural traditions.

Multiracial: A society that is made up of, involving, or acting on behalf of various races. On an individual level, it refers to a person whose ancestors are of several or various races.

N

Nationality: Solely refers to a person's citizenship by origin, birth, or naturalization.

Non-discriminatory: Environment without bias and prejudice that fully infuses equitable practices.

P

Paradigm Shift: A paradigm shift is a significant change in underlying beliefs or theory that comes about as a result of new discoveries, inventions, or real-world experiences.

Prejudice: Prejudging or deciding about a person or group of people without sufficient knowledge. Prejudicial thinking is frequently based on stereotypes.

R

Race: Refers to the categories into which society places individuals based on physical characteristics (such as skin color, hair type, facial form and eye shape).

Racial Discrimination: Any distinction, exclusion, restriction or preference based on race, color, descent or national or ethnic origin that has the purpose of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field or public life.

Racism: Prejudice and/or discrimination against people because of their race.

S

School Climate: Describes people's shared perceptions of the organization or work unit (how people feel about their organization).

School culture: A product of the history of the relationships in a school. Important elements of culture are the norms, values, beliefs, and traditions translated by a group of people.

Segregation: The practice of keeping people of different races, religions, etc., separate from each other.

Separatism: Ideology expressing a preference for separate development of cultural groups in economic, social and political terms.

Sexism: Prejudice and/or discrimination based on a person's sex.

Stereotype: The conscious or unconscious attribution of generalized characteristics of a whole group to all its individual members.

U

Underserved: Underserved populations are ones that are disadvantaged in relation to other groups because of structural/societal obstacles and disparities.

W

Weightism: Prejudice and discrimination against overweight and obese people.

X

Xenophobia: Prejudice and/or discrimination against anyone or anything that is perceived to be foreign or outside one's own group, nation or culture.

References: [ADL](#), [NEA](#) and [Merriam-Webster](#)