

Working definitions used in Inclusion Center's programs

All information is TM by the Inclusion Center for Community and Justice

Prejudice: Judging someone before you get to know them.

Stereotype:

- A generalization based on group identity.
- A fixed image, exaggerated belief, or distorted truth about a person or group of people that allows for no individuality, critical judgment, or social variation.

Prejudice:

- A fixed attitude, opinion, or feeling formed without adequate knowledge (ignorance), thought, or reason.
- Irrational belief, rationalized (exception to the rule).
- Internalization of *stereotypes / prejudgments*.

Discrimination:

- *Prejudice* in action.
- Individual Discrimination
Five Levels of Discrimination (adapted from ADL.org): **V.A.A.V.M.**
 1. Verbal (Slurs / Name Calling)
 2. Avoidance
 3. Access (Denying someone their rights)
 4. Violence (Belligerence to Physical)
 5. Murder / Genocide
- Institutional Discrimination: a. When an institutions design or procedures exclude, mistreat, *stereotype*, profile, harm or extort people based on race, class, sex, sexual orientation, etc.
b. The failure of institutions to integrate or provide services to all groups equitably.

Bigotry:

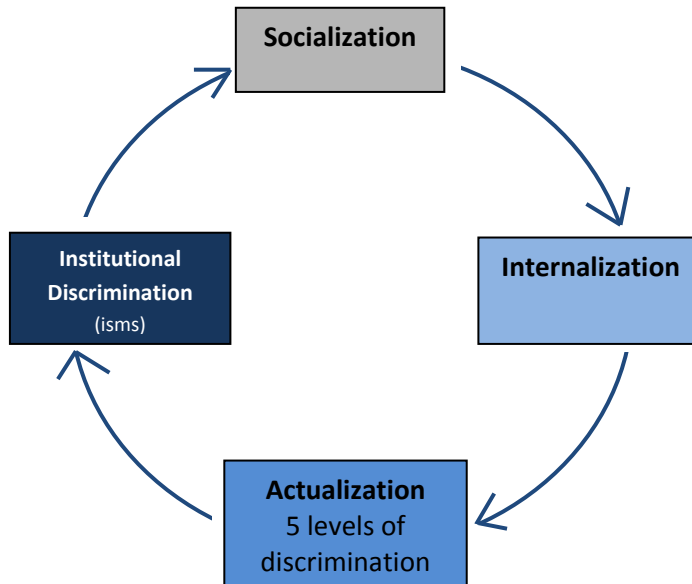
- Intolerant prejudice that glorifies one's own group, and, denigrates members of other groups.
- Nobodys born a bigot

Oppression: The combination of *prejudice* and power, which has historically and presently creates a system of advantage that benefits some groups (often called the dominant / non-target group) and *discriminates* against other groups (target groups). This system of advantage enables dominant groups to exert control over target groups by limiting their rights, freedom and access to necessary resources. Terms commonly referred to as the isms, are specific examples of *oppression* (i.e. Racism, Sexism etc.). A simple definition of any ism is: institutional disadvantage based race, gender, class etc.

Web of Oppression: A concept used to explain the relationship and interconnectedness between isms.



Inclusion Center's Cycle of Oppression: SOCIALIZATION ⇒ INTERNALIZATION ⇒ 5 LEVELS ⇒ INSTITUTIONS ⇒



Socialization: what is taught and modeled about social identities and values (i.e. gender, race, faith etc.)

Internalization: how socialization forms values, perspectives and logic.

-standards we hold others/ourselves to (i.e. straight hair, skin color, body size, speech, accents, etc.

-inner-conflict (self image/self worth)

-beliefs (conscious/subconscious) that affect our perceptions of others (LENSES) (Paradigm)

Actualization- 5 Levels of Discrimination: steps of escalation used to act on prejudice

Institutional Discrimination: Practices and procedures are designed to give advantages to some social groups (privilege) and disadvantages to others.

-perpetuating the superiority/inferiority of social and cultural groups

-maintaining power in the hands of the privileged

Privilege: *This concept is used to explain how allies can utilize their power / access to dismantle oppression.*

- Unearned Advantage based on membership to dominate/non-target social groups.
- Access to
- Validation of being a part of the norm.
- Opportunity to
- Institutions and individuals that don't question their daily routines, behaviors, practices, etc.
- Disproportionate distribution of power and resources.
- Ignorance of
- Take for granted how to play the game (i.e. rules, maps, tools, language etc.).

Ethnocentrism (ties into the model of oppression):

- Using one's own socio-cultural lens to judge other social group practices ... placing judgment
- My values and practices are the right ones.



Allies, Social Justice: Defend the rights of others.

Social Groups: A group of people who share a common socio-cultural identity. Any group of people set apart by socially defined boundaries such as race, gender, sexual orientation, faith, age, ethnicity, ability status and /or socio-economic class. In each social group, individuals are either members of dominant / non-target groups or members of subordinate / target groups. The number of memberships an individual has to dominant groups defines their possible social power in the American society.

Social Groups	Dominant / Non-Target Group	Subordinate / Target Group	Oppression:
Ability Status	Able-body/mind	Persons with a disability	Able-ism
Faith	Christian	All other Faiths	Faith-ism
Age	Adult	Young People / Senior Citizens	Ageism
Sex	Males	Females	Sexism
Sexual Orientation	Heterosexual	L.G.B.T.	Heterosexism
Socio-Economic Class	Above Area Median Income	Below & At Area Median Income	Class-ism
Appearance	Barbie & Ken	Everyone Else	Appearance-ism
Race	White / European-American	People of Color	Racism
Language	English Speaker	Non-English Speaker	
Citizenship	Documented	Undocumented	

If you have any suggestions to make our working terminology stronger please send us your comments.

