Diversity, Equity, Inclusion and Accessibility Glossary of Terms

The purpose of the California Community Colleges is to serve all students and communities as the open access institutions of California higher education to prepare disability, and ethnic backgrounds of community college students." (Ed. Code, § 87360.) The Chancellor's Office (CO) recognizes that California Community Colleges, as open enrollment institutions, are enriched by our vastly diverse student body which should ensure our collective obligation to validate their experiences. Furthermore, all of

terms informed by the CO's DEIA Implementation Workgroup and Equal Employment Opportunity and Diversity Advisory Committee, to help system leaders engage in meaningful conversations on equitable student outcomes.

The California Community Colleges Board of Governors requires the Chancellor to adopt and publish DEIA-related guidance documents that are maintained to include current and emerging evidence-based practices. (5 Cal. Code Regs. § 53601.) This glossary is a living document and reflects the evolution of our understanding of concepts related to diversity, equity, inclusion and accessibility, to support colleges to advance the Governor's Roadmap for California Community Colleges and the Board of Governors Vision 2030.

DEIA TERMS 2024

Accessibility: The "ability to access" the functionality of a system or entity, and gain the related benefits. The degree to which a product, service, or environment is accessible by as many people as possible. Accessible design ensures both direct (unassisted) access and indirect access through assistive technology (e.g., computer screen readers). Universal design ensures that an environment can be accessed, understood, and used to the greatest extent possible by all people.[1]

Ableism: Beliefs or practices that rest on the assumption that being able-bodied is "normal" while other states of being need to be "fixed" or altered. This can result in devaluing or discriminating against people with physical, intellectual or psychiatric disabilities. Institutionalized ableism may include or take the form of un/intentional organizational barriers that result in disparate treatment of people with disabilities (PwDs).

and practices. In the context of ableism, allyship often can refer to able bodied people advocating to dismantle institutional barriers against people with disabilities[3]

Anti-Racist: A person who actively opposes racism and the unfair treatment of people based upon their race. They recognize that all racial groups are equal (i.e. there is nothing

distinguishes members of one group from another group. Culture is not static and can change over time.[7]

Cultural Change: Refers to the stages of development or new patterns of culture that occur as a response to changing societal conditions. Within an organization, cultural change is a new method of operating and a reorientation of one's role and responsibilities in the organization. Effective cultural change in an organization involves moving the organization toward a new vision or desired state. This change is influenced by many factors including effective leadership in all aspects of the change process, intentional alignment of structures, systems and policies with the new culture, ensuring staff and stakeholder participation, clear and frequent communication regarding the cultural change, obtaining feedback and evaluating progress, and managing any emotional response to the change.[8]

Cultural Competence: Is the ability to honor and respect the beliefs, language, interpersonal styles and behaviors of those receiving and providing services. Individuals practicing cultural competency have knowledge of the intersectionality of social identities and the multiple axes of oppression that people from different racial, ethnic,

Ethnicity: Is a category that identifies a social group of people on the basis of a shared culture, origins, social background, and traditions that are distinctive, maintained between generations, and lead to a sense of identity, common language or religious traditions.[14]

Ethnic Studies: An examination of the histories, experiences and cultures of various racial and ethnic groups and explores race and ethnicity in various social, cultural, historical, political and economic contexts.[15]

Equality: The condition under which every individual is treated in the same way, and is granted the same access, rights, and responsibilities, regardless of their individual differences. [16]

Equity: An approach to the distribution of resources that accounts for systematic inequalities, and provides more for those who need it most. Conversely equality indicates uniform distribution of resources among people, regardless of their need.[17]

Educational Equity Gap: The condition where there is a significant and persistent disparity in educational attainment between different groups of students.[18]

Employee Resource Group (ERG). Typically, an employer-sponsored or –recognized affinity group of those who share the interests and concerns common to those of a particular race, ethnicity, gender, or sexual orientation. ERG's at Harvard are intended to

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[14] Dein, S. (2006). Race, culture and ethnicity in minority research: A critical discussion. *Journal of Cultural Diversity*, *13*(2), 68–67.; Senior, P., & Bohpal, R. (1994). Ethnicity as a variable in epidemiological research. *British Medical Journal, 309*, 327-328.

[15] California School Boards Association. (2021, July).

build community, strengthen networks and supportive relationships, and improve the mobility and retention of diverse people.[19]

Equity-Minded: Is a model framework for identifying causes of equity gaps in outcomes and identifying actions needed to reduce them. Rather than focusing on student deficits, being equity-minded involves interpreting inequitable outcomes as a signal that practices require inquiry, evaluation, and improvement. Inequities may be reduced through changes in institutional practices, policies, culture, and routines. Equity-mindedness encompasses being (I) race conscious, (2) institutionally focused, (3) evidence based, (4) systemically aware, and (5) action oriented.[20]

Gender: Is separate from 'sex', which is the biological classification of male or female based on physiological and biological features. Gender is socially constructed roles, behavior, activities, and attributes that society considers "appropriate" for men and women. A person's gender may not necessarily correspond to their birth assigned sex or be limited to the gender binary (woman/maneii7RqR2(e)2(c)3te5())-(i)3(DC442BDCBT((f)03 Tc0 Tw5.52 0

Implicit Bias: Bias that results from the tendency to process information based on unconscious associations and feelings, even when these are contrary to one's conscious or declared beliefs. [24]

Inclusion: Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power. [25]

Intersectionality: Intersectionality describes overlapping or interdependent systems of discrimination related to age, disabilities, ethnicity, gender, geographic location, sex, socioeconomic status, sexuality, etc. In 1989, legal scholar Kimberlé Crenshaw coined the term *intersectionality* to describe how multiple forms of discrimination, power, and privilege intersect in Black women's lives, in ways that are erased when sexism and racism are treated separately (Crenshaw, 1989). Since then, the term has been expanded to describe intersecting forms of oppression and inequality emerging from structural advantages and disadvantages that shape a person's or a group's experience and social opportunities (Hankivsky, 2014; Collins & Bilge, 2020; McKinzie & Richards, 2019; Rice et al., 2019). [26]

Intergenerational Trauma: Intergenerational trauma (IGT) has been studied extensively for over 50 years (Danieli, 1998). IGT refers to the notion that psychologically traumatic events experienced during an individual's lifetime can significantly influence the well-being of their offspring. [27]

Institutional Racism: Particular and general instances of racial discrimination, inequality, exploitation, and domination in organizational or institutional contexts. While institutional racism can be overt (e.g., a firm with a formal policy of excluding applicants of a particular race), it is more often used to explain cases of disparate impact, whe(m)-3(u)-8(4)3(e)-3(q)

Microagressions: Are commonplace daily verbal, behavioral, and environmental actionsthat communicate

power has the right to make demands and expect others to comply), referent power (i.e., the perceived attractiveness and worthiness of the individual or group in power), expert power (i.e., the level of skill and knowledge held by the person or group in power) and informational power (i.e., the ability to control information). Wealth, Whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates.[36]

Prejudice: A hostile attitude or feeling toward a person solely because he or she belongs to a group to which one has assigned objectionable qualities. Prejudice refers to a preconceived judgment, opinion or attitude directed toward certain people based on their membership in a particular group. It is a set of attitudes, which supports, causes, or justifies discrimination. Prejudice is a tendency to over categorize.[37]

Privilege: Is unearned social power (set of advantages, entitlements, and benefits) accorded by the formal and informal institutions of society to the members of a dominant group (e.g., White/Caucasian people with respect to people of color, men with respect to women, heterosexuals with respect to homosexuals, the able-bodied and the disabled). Privilege tends to be invisible to those who possess it, because its absence (lack of privilege) is what calls attention to it.[38]

Race: A social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly skin color), cultural affiliation, cultural history, ethnic classification, and the social, economic and political needs of a society at a given period of time. There are no distinctive genetic characteristics that truly distinguish between groups of people. Race falsely defines human worth and social status

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for the purpose of establishing and maintaining privilege and power. Race is independent of ethnicity.

Racism (Covert):