**Definitions**

| **Race** |  | A fluid and erroneous system of classifying human beings that was invented by Europeans, and has consistently functioned over time to concentrate power with white people and legitimize dominance over people of color. |
| --- | --- | --- |
| **Ethnicity** |  | Social groups that are based on shared history, culture, and/or connection to geographical place. |
| **Racism** |  | A web of economic, political, social, and cultural structures, actions, and beliefs that systemize an unequal distribution of privilege, resources, safety and power in favor of the dominant racial group at the expense of all other racial groups. |
| **Prejudice** |  | A baseless and usually negative attitude, held by an individual, toward members of another social group. Common features include negative feelings and stereotyped beliefs. |
| **Nationality** |  | The status of belonging to a particular nation (whether by birth or naturalization). |
| **Racial Identity**  **Development**  **Culture**  **Culturally Responsive**  **Practice**  **Implicit Bias**  **Power**  **Equality**  **Equity** |  | The interactive process through which a person navigates their understanding and feelings about their own racial group membership. This includes both the ways they are classified by other people and by social institutions and how they think of themselves.  The patterns of daily life learned consciously and unconsciously by a group of people. These patterns can be seen in language, governing practices, arts, customs, holiday celebrations, food, religion, dating rituals and clothing, to name a few.  According to Gloria Ladson-Billings it is an approach that empowers students (and families) intellectually, socially, emotionally, and politically by using cultural referents to impart knowledge, skills and attitudes. The use of cultural referents in (teaching) bridges and explains the mainstream culture, while valuing and recognizing the students (families) own culture.  Refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.  From the Latin root posse, which means to be able, having the capacity to make a difference, to have worth or value.  Treating all individuals and groups of people the same  Treatment that is fair and just |