Definitions: Providing a Common Language for Our Time of Sharing

Stereotypes refers to inflexible usually negative prejudgments held about people who are members of a particular group based on the social status of race, ethnicity, age, and/or gender. These beliefs inform the treatment of members of the group and beliefs are transferred to others designated as belonging to a group without individuation.

Prejudice is "Preconceived judgement or opinion usually based on limited information." They are categories we impose on others or thing. Race prejudice can be imposed by all. Pre-judging others based on race is an "Inescapable consequence of living in a racialized society" (Tatum, 2014, p. 127).

Discrimination is acting upon implicit biases or prejudices. Discrimination and racism are not the same.

Critical Race Theory (CRT) considers the historical context of racism and the adaptation of racism and its present manifestation in social structures and interpersonal interactions. Critical race theory "tries to understand our social situation… [And] to ascertain how society organizes itself along racial lines and hierarchies" in an effort to "transform it for the better" (Delgado & Stefancic, 2001, p. 428).

Race is a social construct in which meaning is given to superficial physical characteristics. This meaning has been utilized to classify people based on a socially constructed racial hierarchy that has no biological or genetic support for such distinctions [Miller and Garran, 2008].

Ethnicity is a social construct that refers to people or people groups who share a common history, culture, customs, and language.

Racism is a system of power and privilege which advantages some and disadvantages others... [It] "Is structured into society, not just in people's minds (Andersen & Hill Collins, 2015, p. 56). Wellman (2000) concludes, "Racism is therefore essentially a structural relationship that produces hierarchy and domination…a system of exclusion and privilege" (p. 31).

Microaggressions are the seemingly innocuous slights, minimizations that people of color experience in public and private spaces. It is the exposure to racial discrimination in the form of intentional and unintentional verbal, nonverbal and visual insults to which people of color are often exposed. Soloranzo, Ceja, and Yosso (2000) write, "And yet this subtle form of racism has a dramatic impact on the lives of African Americans" (p. 60). This type of racial oppression can also be implied about or directed towards people of color and may include exclusionary and targeted practices in public, educational and social settings. These subtle acts of racial discrimination are often considered harmless by those of agent status or majority population and can be minimized by people of color as well (Chavous, Richardson, Webb, Fonseca-Bolorin, & Leath, 2018; Davis, Dias-Bowie, Greenberg, Klukken, Pollio, Thomas, & Thompson, 2004; Soloranzo, Ceja, & Yosso, 2000).

Institutionalized Racism is the structural system of racism that is embedded in policies, practices and values that perpetuate racial inequities and harm, it is "systemic and comprehensive" (Miller & Garran, 2008, p. 65). Institutional racism is the way in which racism, a system of power and advantage based on race, is embedded and structuralized in the institutions of society and maintained (Miller & Garran, 2008; Tatum, 2014). Miller and Garran (2008) refer to it as a "web of institutional racism" because of the interconnectedness of the social systems of society and highlight the way these systems operate and perpetuate inequities based on differential treatment and outcomes based on race.

Institutional racism is the manner in which cultural and individual racialized beliefs are operative and implemented laws, legislation, policies and practices and the manner in which banking, business, education, healthcare, and the like function and perpetuate racial oppression, disparate outcomes and inequities.

Oppression is the constraint and denial of access perpetuated by those in power. "Oppression occurs when one group has more access to power and privilege than another group, and when that power and privilege is used to maintain the status quo" (David, 2014, p. 3)

Internalized Racial Oppression, most recently Internal Colonization is the psychological injury that is due specifically to reflecting upon self in a racialized society in which one is perceived negatively by the majority or dominant members of society. Internalized oppression can result from ongoing exposure to disparaging treatment by individuals and systems which advantage one group and denigrates another (Freire, 2010; Sellers, Copeland-Linder, Martin, & Lewis, 2006).

Structural Racism is the framework that maintains and propagates the systemic workings of racism and its dynamic adaptability demonstrated in and amongst institutions.