

Abolition – the abolition movement consisted of organized efforts to do away with legalized slavery, in the United States. Emancipation was gained gradually in northern states, and slavery was abolished throughout the country by the Thirteenth Amendment to the US Constitution

Academic Language - The oral and written language used for academic purposes. AL is the “language of the discipline” used to engage students in learning and includes the means by which students develop and express content understandings.

Achievement Gap - Achievement gaps occur when one group of students (such as, students grouped by race/ethnicity, gender) outperforms another group and the difference in average scores for the two groups is statistically significant (that is, larger than the margin of error).

Acculturation – cultural exchange and change that results from sustained contact between different groups

Anthropology – the study of human and their cultures, both past and present. The field of anthropology includes archaeology, biological anthropology, cultural anthropology, linguistic anthropology, and applied anthropology

Anti-racism - An active and consistent process of change to eliminate individual, institutional and systemic racism. a conscious decision to make frequent, consistent, equitable choices daily. These choices require ongoing self-awareness and self-reflection as we move through life. In the absence of making antiracist choices, we (un)consciously uphold aspects of white supremacy, white-dominant culture, and unequal institutions and society [see Bias]

Anti-semitism – prejudice or discrimination and Jews

Assimilation – the process of change that occurs when an individual or group adopts the characteristics of the dominant culture and is fully incorporated into that culture’s social, economic, and political institutions.

Bias – The attitudes or stereotypes that affect one’s understanding, actions, and decisions in a conscious or unconscious manner (e.g. feelings about other people based on characteristics such as race, ethnicity, age and appearance)

Adultification Bias- a social or cultural stereotype that is based on how adults perceive children in the absence of knowledge of children’s behavior and verbalizations

Implicit Bias – Automatic cognitive associations or affective dispositions individuals have with different social groups

Caste System – closed, hereditary system of hierarchy, often dictated by religion and occupation; status is ascribed at birth, so that people are locked into their parents' social and economic position

Civil Rights Movement – legal and other efforts led by African Americans against racism and segregation and for the enactment of legislation ensuring their full civil and human rights. The modern Civil Rights movement dates to the mid-1950s and proceeded in earnest throughout the 1960s

Classification – the ordering of items into groups on the basis of shared attributes. Classifications are cultural inventions and different cultures develop different ways of classifying the same phenomena (e.g. colors, plants, relatives, and other people)

Color-blind Racism – A present day racial ideology that holds the belief that people, institutions and policy makers should try to ignore race in order to claim a desire to treat all persons equally but having the effect of justifying oppression. Color-blindness uses a set of ideas, phrases, and stories to discount racial oppression. Furthermore, color-blindness plays on the myth that the social realities of race and racism have all but disappeared as a factor shaping the life changes of all Americans

Critical Consciousness - Learning to perceive social, political, and economic contradictions and to take actions against the oppressive elements of reality

Critical Race Theory - Recognizes that racism is ingrained in the fabric and system of the American society. The individual racist need not exist to note that institutional racism is pervasive in the dominant culture. CRT identifies that these power structures are based on white privilege and white supremacy, which perpetuates the marginalization of people of color. CRT also rejects the traditions of liberalism and meritocracy. Legal discourse says that the law is neutral and color blind, however, CRT challenges this legal "truth" by examining liberalism and meritocracy as a vehicle for self-interest, power, and privilege.

Cultural Anthropology – the subfield of anthropology that focuses on describing and understanding human cultures, including human cultural variability (over time, throughout the world)

Cultural Competence - The ability to understand, appreciate and interact with people from cultures or belief systems different from one's own.

Cultural Construct – an idea or system of thought that is rooted in culture. It can include an invented system for classifying things or for classifying people, such as a racial system of classification

Cultural Determination – the belief that human behavior and social organization are fundamentally determined by cultural factors

Cultural Humility - Maintaining a willingness to suspend what you know, or what you think you know, about a person based on generalizations about their culture. Rather, what you learn about others' culture stems from being open to what they themselves have determined is their personal expression of their heritage and culture.

Culturally Responsive Teaching - A pedagogy that recognizes the importance of including students' cultural references in all aspects of learning. The process of using familiar cultural information and processes to scaffold learning. Emphasizes communal orientation. Focused on relationships, cognitive scaffolding, and critical social awareness

Some of the characteristics of culturally responsive teaching are:

1. Positive perspectives on parents and families
2. Communication of high expectations
3. Learning within the context of culture
4. Student-centered instruction
5. Culturally mediated instruction
6. Reshaping the curriculum
7. Teacher as facilitator

Culture – the full range of shared, learned, patterned behaviors, values, meanings, beliefs, ways of perceiving, systems of classification, and other knowledge acquired by people as members of a society; the processes or power dynamics that influence whether meanings and practices can be shared within a group or society

Culture Shock – the disorienting experience of realizing that the perspectives, behaviors and experiences of an individual, group or society are not shared by another individual, group or society

Disaggregated Data - Disaggregating data means breaking down information into smaller subpopulations. For instance, breaking data down into racial/ethnic categories. Disaggregating student data into subpopulations can help schools and communities plan appropriate programs, decide which evidence-based interventions to select (i.e. have they been evaluated with the target population), use limited resources where they are needed most, and see important trends in behavior and achievement.

Discrimination – policies and practices that harm and disadvantage a group and its members

Diversity - Includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender—the groups that most often come to mind when the term “diversity” is used—but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives and values.

Dual Language Learner - Children, age birth to five years, who are learning two or more languages; acknowledges that very young children are still actively developing their home language(s) along with an additional language.

Educational equity- Raising the achievement of all students while narrowing gaps between the highest and lowest performing students and eliminating the racial predictability and disproportionality of which student groups occupy the highest and lowest achievement categories

Emancipation – policies and practices that harm and disadvantage a group and its members

English (Language) Learner

- (1) the student, as declared by a parent or guardian uses a language other than English; and
- (2) the student is determined by a valid assessment measuring the pupil’s English language proficiency and by developmentally appropriate measures, which might include observations, teacher judgment, parent recommendations, or developmentally appropriate assessment instruments, to lack the necessary English skills to participate fully in academic classes taught in English.

Equity lens- for any program, practice, decision, or action, the impact on all students is addressed, with strategic focus on marginalized student groups

Ethnicity – an idea similar to race that groups people according to common origin or background. The term usually refers to social, cultural, religious, linguistic and other affiliations although, like race, it is sometimes linked to perceived biological markers. Ethnicity is often characterized by cultural features, such as dress, language, religion, and social organization

Ethnocentrism – the deeply felt belief that your own cultural ways are universal, natural, normal, and even superior to other cultural ways

Genetics – the study of human heredity, its mechanisms and related biological variation. Heredity may be studied at the molecular, individual (organism) or population level

Historical Trauma - Experiences—shared by communities such as genocide, slavery, forced relocation, and destruction of cultural practices—can result in cumulative emotional and psychological wounds that are carried across generations.

Immigration – the act of entering a country of which one is not a native to become a permanent resident. In the United States and elsewhere, immigration and immigration policies are often racially-charged issues

Implicit Bias - Implicit bias is a mental process that stimulates negative attitudes about people who are not members of one's own "in group." Implicit racial bias leads to discrimination against people who are not members of one's own racial group. Implicit bias affects the way that we think about "out groups" and it influences the way that we react to and interact with out group members. Implicit bias operates in what researchers call our "implicit mind," the part of the brain that we commonly call the "subconscious" or the "unconscious." This means that implicit bias can operate in an individual's mind without a conscious awareness of this process.

Individual Racism - Individual racism can include face-to-face or covert actions toward a person that intentionally express prejudice, hate or bias based on race.

***Institutional Racism** – Policies and practices in institutions or organizations that result in oppressing people of color while maintaining white supremacy regardless of the intent or consciousness of individuals in the institution.

Intelligence – the innate potential to learn and solve novel problems

Learning partnership (co-learning) - A learning partnership is a teacher-student relationship in which the teacher builds trust and becomes the student's ally in order to help the student reach a higher level of achievement.

Meritocracy – the idea that merit and individual effort, rather than one's family or social background (including race, gender, class and legacy), determine one's success, one's social and economic position. Similarly, the idea that social inequalities are the result of individual differences in merit and effort

Ethnicity – Groups that share a common identity-based ancestry, language, or culture. It is often based on religion, beliefs, and customs as well as memories of migration and colonization.

Hidden Curriculum - “includes such taken for granted components of instruction as differences in modes of social control and the regulation of relations of authority, and the valorization of certain forms of linguistic and cultural expression” (Ferguson, 2000)

Intersectionality - The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

Long-term English Learner - English language learners who have attended U.S. schools for seven years or more and have not exited from English Language Development services/programs.

Opportunity gaps – Refers to the ways in which race, ethnicity, socioeconomic status, English proficiency, community wealth, familial situations, experience of homelessness, technological proficiency or other factors contribute to or perpetuate lower educational achievement and attainment for certain groups of students. The culmination of the many inequalities that can impact people and their ability to succeed academically.

Oppression – A relationship of dominance and subordination between groups of people in which one benefits (dominant group) from the systematic abuse, exploitation, and/or injustice directed toward the other (subordinate group). Unjust or cruel exercise of authority or power.

People of Color – Refers to individuals who may identify as Black or African– American, Asian, South Asian, Middle Eastern, Pacific Islander, Latinx, Indigenous, and multiracial.

Privilege/Advantage – Unintentional advantage a person has by being a member of the dominant group in any given environment (race, class, able-bodied, gender, sexual orientation, etc.)

Race – an idea created by western Europeans following exploration across the world to account for differences among people and justify colonization, conquest, enslavement, and social hierarchy among humans. The term is used to refer to groupings of people according to common origin or background and associated with perceived biological markers. Among humans there are no races except the human race. In biology, the term has limited use, usually associated with organisms or populations that are able to interbreed. Ideas about race are culturally and socially transmitted and form the basis of racism, racial classification and often complex racial identities

Racial Classification – the practice of classifying people into distinct racial groups based on certain characteristics such as skin color or geographic region, often for the purpose of ranking them based on believed innate differences between groups

Race Consciousness - Explicit acknowledgment of the workings of race and racism in social contexts or in one's personal life. An understanding of white privilege, owning the realities of racism in our contemporary society and taking responsibility for them, is crucial.

Racial Disparity – Unequal outcomes experienced by one racial or ethnic group when compared to another racial or ethnic group (in contrast, disproportionality compares the proportion of one racial or ethnic group to the same racial or ethnic group in the population).

Racial Disproportionality – The ratio between the percentage of persons in a racial or ethnic group at a particular decision point or experiencing an event (e.g. maltreatment, incarceration, school dropouts, suspensions/expulsions, etc.) compared to the percentage of the same racial or ethnic group in the overall population.

Race Equity - requires an understanding of racism and how it impacts the lives of all citizens and especially of students of color and American Indian students. That understanding informs the need to provide these students with the correct kind and level of resources, delivered in the most appropriate manner, that may well at times differ among various student groups. A new condition for race equity brings about clear remedies for historic and present-day structural and policy barriers producing racial disparities and disparate impacts. It is not merely a value, equity is a systemic shift. Race equity is actualized fairness and justice.

Racial Identity – this concept operates at two levels: (1) self-identity or conceptualization based upon perceptions of one's race and (2) society's perception and definition of a person's race

Racialization – the process by which individuals and groups of people are viewed through a racial lens, through a culturally invented racial framework. Racialization is often referred to as racialism

Racial Profiling – the use of race (and often nationality or religion) to identify a person as a suspect or potential suspect. Racial profiling is one of the ways that racism is manifested and perpetuated

Racial Stratification – a system of stratification and inequality in which access to resources (political, economic, social) depends largely upon one's racial classification

Racism – the use of race to establish and justify a social hierarchy and system of power that privileges, preferences or advances certain individuals or groups of people usually at the expense of others.

Racism is perpetuated through both interpersonal and institutional practices. Racism is a doctrine or teaching, without scientific support, that does three things. First, it claims to find racial differences in things like character and intelligence. Second, racism asserts the superiority of one race over another or

others. Finally, it seeks to maintain that dominance through a complex system of beliefs, behaviors, use of language and policies.

Restorative Justice - A theory of justice that emphasizes repairing the harm caused by criminal behavior. It is best accomplished through cooperative processes that allow all willing stakeholders to meet, although other approaches are available when that is impossible. This can lead to transformation of people, relationships and communities.

Segregation - The separation or isolation of a race, class, or ethnic group by enforced or voluntary residence in a restricted area, by barriers to social intercourse, by separate educational facilities, or by other discriminatory means. The separation for special treatment or observation of individuals or items from a larger group.

Slavery – an extreme form of human oppression whereby an individual may “own” another person and the rights to his or her labor. In the colonial Americas, a form of racial slavery evolved that would eventually distinguish only persons of African descent as “slaves”

Social Class – a social grouping of people based on common economic and other characteristics determined by society and reflecting a social hierarchy

Sociopolitical context- Series of mutually reinforcing policies and practices across social, economic, and political domains that contribute to disparities and unequal opportunities for people of color in housing, transportation, education, and health care, to name a few.

Stereotype – the process of attributing particular traits, characteristics, behaviors or values to an entire group or category of people, who are, as a consequence, monolithically represented; includes the process of negative stereotyping

Structural Racialization- Refers to the ways in which supposedly race neutral policies and practices across social, political, and economic institutions create racialized outcomes.

Structural Racism – Systems (e.g. educational, economic, criminal justice, healthcare, etc.) that oppress people of color while maintaining white supremacy. A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time. Structural racism is not something that a few people or institutions choose to practice. Instead, it has been a feature of the social, economic and political systems in which we all exist.

Students with Limited or Interrupted Formal Education (SLIFE) - an English learner with interrupted formal education who:

1. Comes from a home where the language usually spoken is other than English, or who usually speaks a language other than English.
2. Enters school in the United States after grade 6.
3. Has at least two years less schooling than the English learner's peers.
4. Functions at least two years below expected grade level in reading and mathematics.
5. May be preliterate in the English learner's native language.

Systemic Racism - In many ways "systemic racism" and "structural racism" are synonymous. If there is a difference between the terms, it can be said to exist in the fact that a structural racism analysis pays more attention to the historical, cultural and social psychological aspects of our currently racialized society.

White Fragility - A state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate racial disequilibrium.

White Privilege – a consequence of racism in the United States that has systematically, persistently, and extensively given advantages to so-called white populations, principally of European origin, at the expense of other populations

White Supremacy – A historically based, institutionally perpetuated system of exploitation and oppression of continents, nations, and peoples of color by White peoples and nations originating from the European continent for the purpose of maintaining and defending a system of wealth, power, and advantage.