

Inclusive Conversations

Glossary of Terms:

Inclusive conversations- dialogue between two or more people of different cultural backgrounds for the purpose of fostering understanding of both others culture and lived experiences for the ultimate purpose of achieving equitable out.

Gender- attitudes, feelings, and behaviors that a given culture associates with a person's biological sex.

Gender identity- oneself sense of oneself as male, female, or someone else.

Systems of inequity- a structural imbalance system that lacks equity across all groups.

Equity- the process by which we achieve fairness, equality, and inclusion that includes reallocation of resources and implementation of policies in structures that work to eliminate historical, systemic disadvantage.

Power- system in Group access, advantage, and privilege described to one based and identity groups to which one belongs.

Inclusion- an environment where people feel valued and respected for their uniqueness and feel a sense of belonging.

Belonging- a sense of psychological safety leading to the ability to be one's authentic self without the fear of judgement.

Social identity- one sense of identity based on group membership specifically those groups that influence any given social context.

Diversity- a mix of differences and any particular studying to include but not necessarily limited to race comma religion comma ethnicity comma gender comma sexual orientation comma nationality comma age or generation comma or job function.

Subordinate Group- A group that has been traditionally and historically oppressed, excluded, or disadvantaged in society.

Grace- extending kindness to the unworthy

Forgiveness- to stop feeling angry or resentful towards someone for an offense, flaw, or mistake.

Trust- the sense that you can count on someone to have your best interest in mind.

Unconscious bias- ingrained habits of thought that when left unchecked may lead to errors in how we perceive, remember, reason, value, and make decisions especially about people.

Bias- prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.