

Matching Activity

Match the terms with their definitions by drawing a connecting line.

Othering	The phenomenon that occurs when people belonging to the non-dominant group adjust or integrate their behaviors or attitudes in an attempt to be accepted into the dominant group’s culture norms either willingly or forcibly, for the sake of personal and/or professional survival, i.e. in order to gain/sustain access to the same opportunities and resources as the dominant group.
Xenophobia	The vision or existence of a community, society, or world in which race or color does not predict the amount and quality of opportunities, services, and benefits. The condition where one’s race identity has no influence on how one fares in society.
Marginalization	A pronoun that a person chooses to refer to themselves. These include, but aren’t limited to: she, her, hers, herself; he, him, his, himself; they, them, theirs, themselves; and ze, hir or zir, hirs or zirs, himself or zirsself.
Discrimination	A set of assumptions (conscious or unconscious) and practices that promote the differential or unequal treatment of people because of actual, perceived, or non-apparent disabilities.
Assimilate	A practice within a society based on principles of equality and solidarity that understand and values human rights and recognizes the dignity of every human being. Such a practice would strive to provide basic human needs and comforts to all members of the society regardless of class, race, religion or any other characteristic.
Microaggression	The fear, hatred, discomfort, or mistrust of people from other countries.
Ability privilege	Encompasses the systematically expressed prejudice on the basis of group identities or membership. It is a common set of dynamics, processes, and structures that produces marginality and persistent inequality across any of the full range of human differences. It is a strategy of the dominant culture to prevent belonging. Dimensions include, but are not limited to, religion, sex, race, ethnicity, socioeconomic status (class), disability, sexual orientation, citizenship/immigration status, and skin tone.
Disablism	Inequitable treatment of an individual or group based on their actual or perceived membership in a specific group.
Classism	The social process of relegating a particular person, groups or groups of people to an unimportant or powerless position. This use of power prevents a particular person, group, or groups of people from participating fully in decisions affecting their lived experiences, rendering them insignificant or peripheral. Some individuals identify with multiple groups that have experienced this process. People may experience further ____ as a result of their intersecting identities.
Gender Pronouns	The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.
Race Equity	Unearned benefits, rights, or advantages enjoyed by individuals who do not have or are perceived to not have a disability.
Social Justice	Oppression, prejudice, stereotyping, or discrimination based on a person’s actual or perceived class to advantage and strengthen the dominant class.

* Please note: These are *draft* definitions from the DEI Council’s Glossary of Equity-Related Terms, which has not been formally adopted yet.