

Beyond Diversity: Exploring Social Justice



Supplemental Informational Packet

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Definitions

Directions:

Work with your group to match the correct term with its appropriate definition. Each term will only be used once.

Word Bank:

Racism

Oppression

Heterosexism

Discrimination

Ageism

Cissexism

Ableism

Homophobia

Prejudice

Religious Oppression

Microaggressions

Sexism

Privilege

Classism

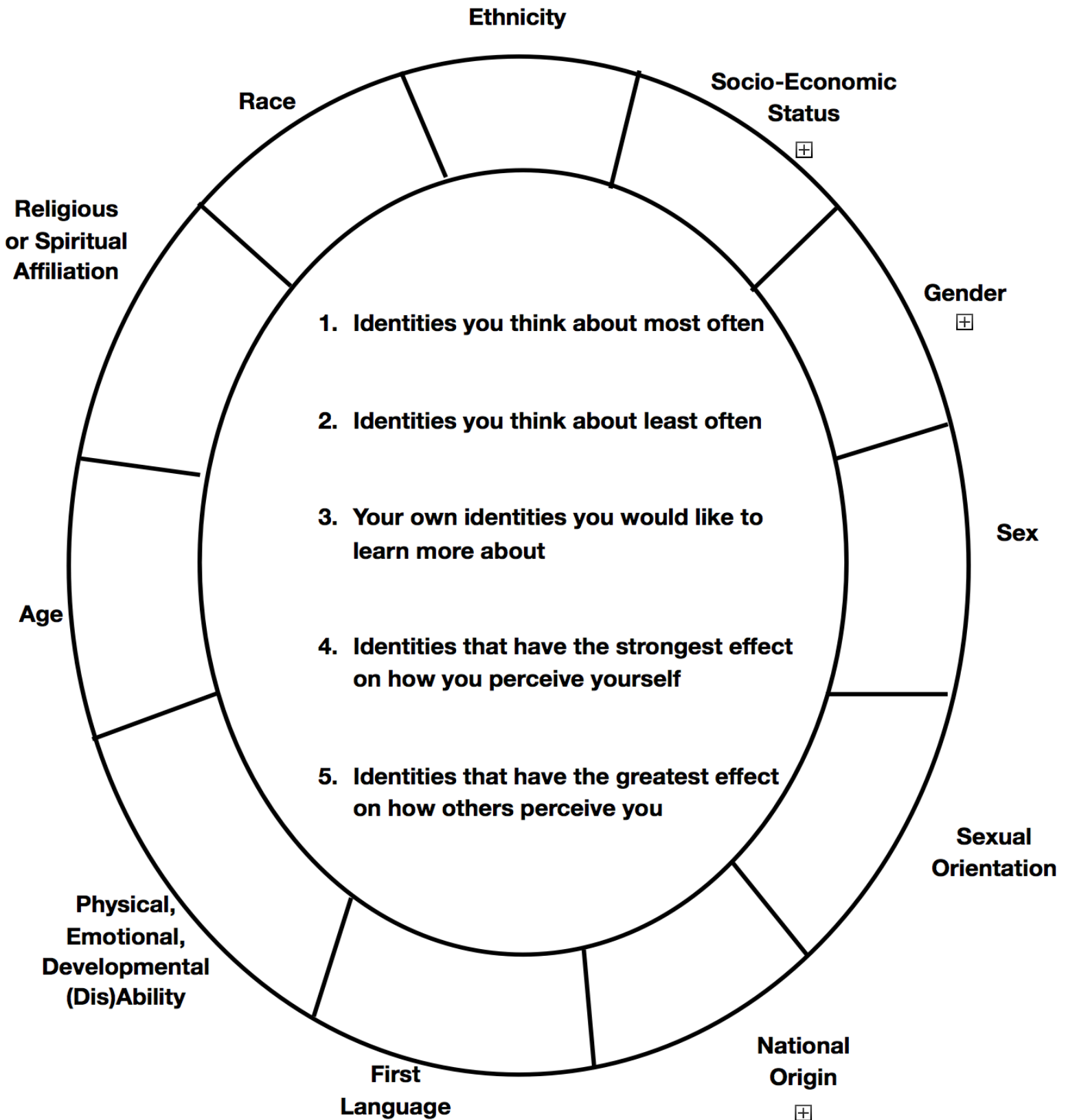
	<ul style="list-style-type: none">The systematic, institutionalized, pervasive, and routine mistreatment of individuals on the basis of their membership in groups that are disadvantaged by the imbalances in social power in society.
	<ul style="list-style-type: none">Exerting bias and bigotry based on uniform stereotypes.
	<ul style="list-style-type: none">A special right, advantage, or immunity granted or available only to a particular person or group of people.
	<ul style="list-style-type: none">A biased decision based on a prejudice against an individual group characterized by race, class, sexual orientation, age, disability, etc.
	<ul style="list-style-type: none">Brief, commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative prejudicial slights and insults toward any marginalized group.

	<ul style="list-style-type: none">• The systematic subordination of members of targeted racial groups who have relatively little social power in the United States (African Americans, Latinx, Native Americans, Asians) by members of the agent racial group who have more social power (Caucasians). The subordination is supported by actions of individuals, cultural norms and values, and the institutional structures and practices of society.
	<ul style="list-style-type: none">• The cultural, institutional, and individual set of beliefs and practices that privilege men, subordinate women, and denigrate values and practices associated with femininity.
	<ul style="list-style-type: none">• Aversion to or disapproval of physical intimacy and sexual expression between individuals of the same perceived sex; this aversion may range from mild to intense
	<ul style="list-style-type: none">• Individual, institutional, and societal-cultural beliefs and practices based on the belief that heterosexuality is the only normal and acceptable orientation.
	<ul style="list-style-type: none">• Set of acts and norms that privilege cis people and/or oppress trans people; the appeal to norms that enforce the gender binary, and gender essentialism, resulting in the oppression of gender variant, and non-binary identities.

	<ul style="list-style-type: none">• The institutional, ideological, and individual set of practices and beliefs that assign differential value to people according to their socioeconomic class and an economic system that creates excessive inequality and causes basic human needs to go unmet.
	<ul style="list-style-type: none">• Discrimination against people with disabilities in favor of people who are (perceived to be) able-bodied.
	<ul style="list-style-type: none">• The systematic mistreatment of an individual or group of individuals as a response to their religious beliefs or affiliations or lack thereof.
	<ul style="list-style-type: none">• The stereotyping, prejudice, and discrimination against people on the basis of their age.

Social Identity Wheel

(Adapted from "Voices of Discovery" Intergroup Relations Center, Arizona State University)



Inequality

Unequal access to opportunities



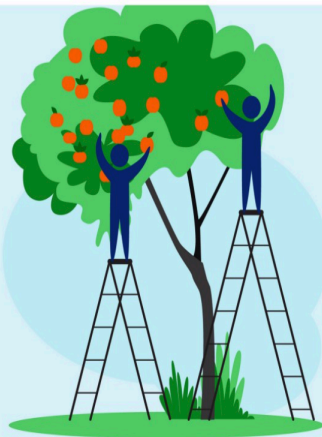
Equality?

Evenly distributed tools and assistance



Equity

Custom tools that identify and address inequality



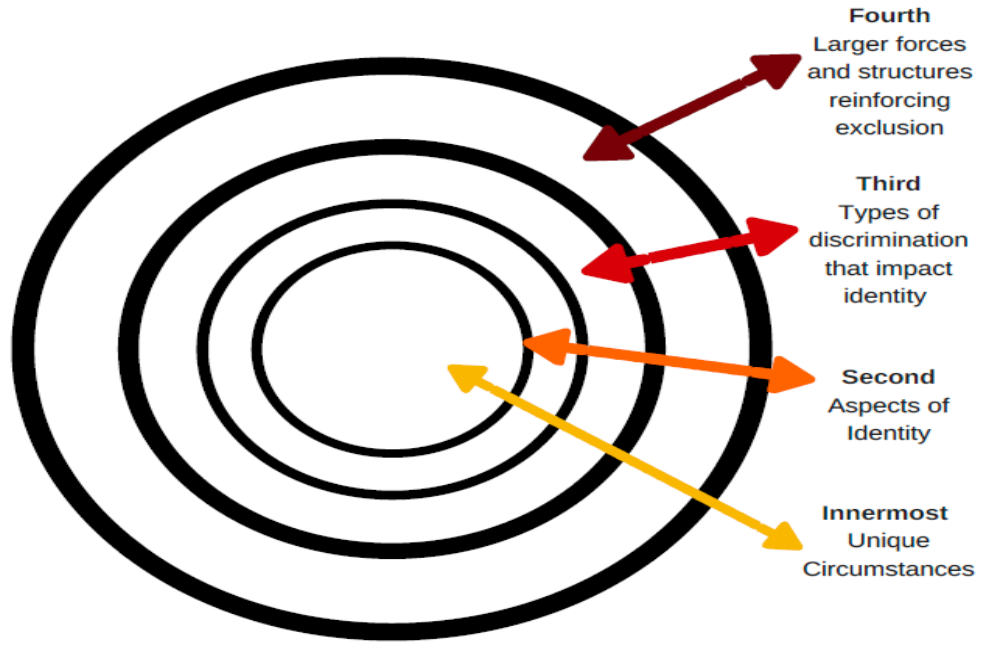
Justice

Fixing the system to offer equal access to both tools and opportunities

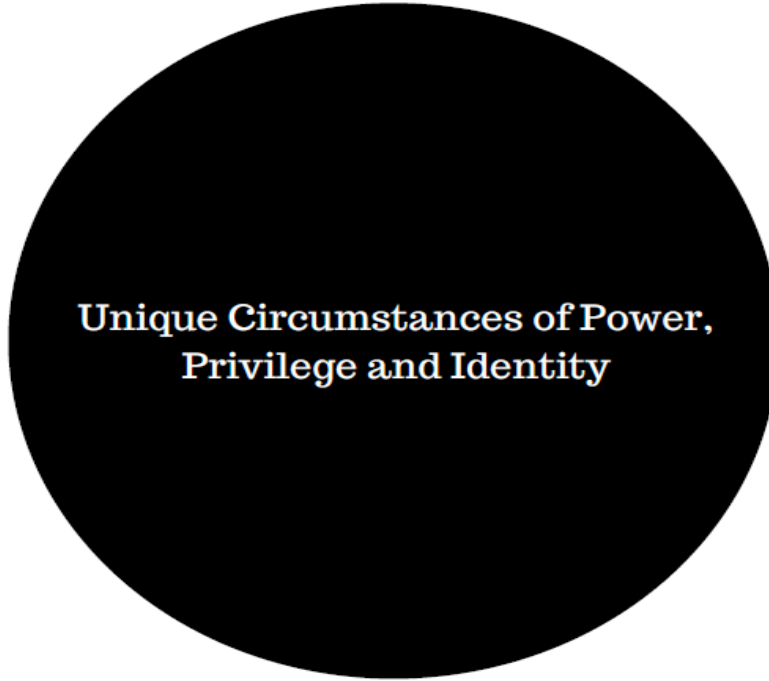


Recreated from [Tony Ruth's](#) depiction of Shel Silverstein's *The Giving Tree*

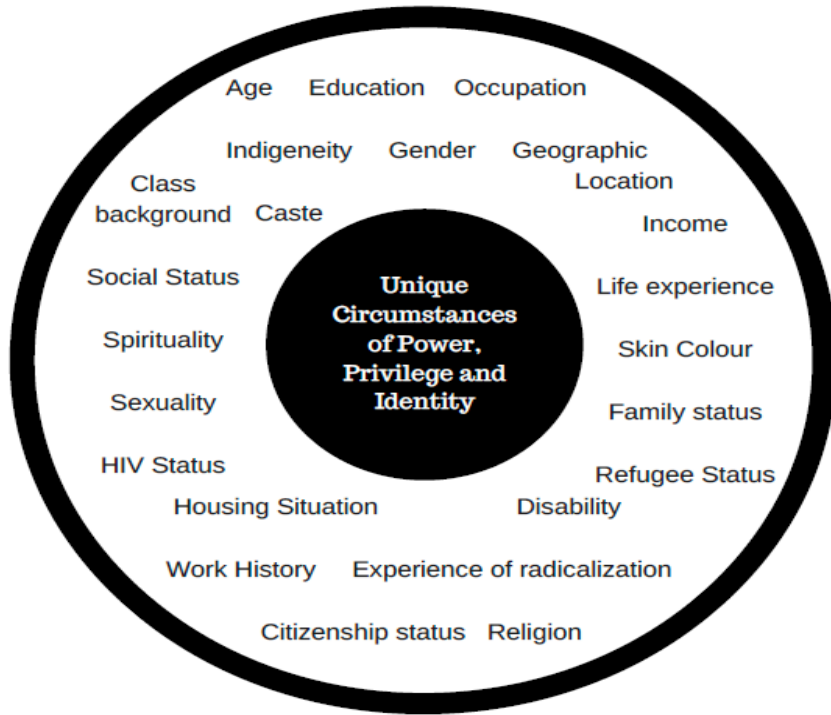
Adapted from: CRIAW / ICREF's Intersectionality wheel



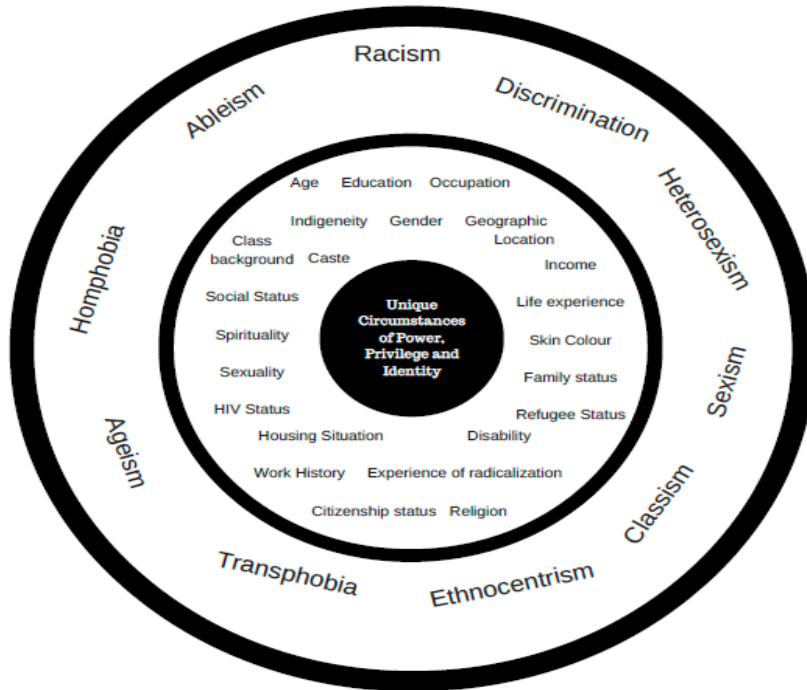
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