Glossary

Diversity
Physical, social, and psychological differences between people and groups, including things like race, ethnicity, gender, ability, sexual orientation, gender identity, national origin, tribe, socioeconomic status, thinking, and communication styles

Anti-bias Youth Programming Workgroup. (August 11, 2021). Fort Vancouver Regional Library District.

Equity
When everyone can reach their highest level of health and potential for a successful life, regardless of their background and identity. Equity is when everyone has what they need to be successful, while equality is treating everyone the same. Equality seeks to promote fairness, but it can only work if everyone starts from the same place and needs the same help.

Anti-bias Youth Programming Workgroup. (August 11, 2021). Fort Vancouver Regional Library District.

Inclusion
Puts diversity into meaningful action and builds a culture of belonging, respect, and connection by actively inviting the contribution and participation of all people.

Anti-bias Youth Programming Workgroup. (August 11, 2021). Fort Vancouver Regional Library District.

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.

Kimberlé Williams Crenshaw, civil rights activist and law professor.

Oppression
The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group.

Privilege
Unearned social power (sets of advantages, entitlements, and benefits) accorded by the formal and informal institutions of society to the members of the dominant group.

Systemically Marginalized Communities
A community (defined in this instance as an identity-based community) that is pushed aside from the mainstream culture by systems, practices, behaviors, and discourses of domination that preserve the current social order. These communities include persons of color, low-income persons, women, transgender and gender nonconforming people, LGBTQ persons, people with disabilities, the religiously oppressed, and the elderly. Additional communities may be added to the list.

Adapted from Strategic Planning Development Team, "Strategic Planning Equity Lens" (2014). Resource Archive. 18.
https://pdxscholar.library.pdx.edu/strategicplan2020_resource/18

Systems of Oppression
Systems of oppression provide benefits and assets for members of specific groups. The recipient groups are referred to as dominant groups because such advantages grant impacting levels of power, privilege, and status within social, economic, and political infrastructures of a society.