

Core Concepts/ Definitions

1. **Abolition [of child welfare]** “means completely dismantling this system of “family policing” — not reforming it or replacing the current system with a new and improved system. It means ending its philosophy, design, practices and policies and building a different way of caring for families.” Dorothy Roberts, <https://www.risemagazine.org/2020/10/conversation-with-dorothy-roberts/>
2. **Anti-racism** encompasses a range of ideas and actions which are meant to counter racial prejudice, systemic racism, and the oppression of specific racial groups. Anti-racism is usually structured around conscious efforts and deliberate actions which are intended to provide equal opportunities for all people on both an individual and a systemic level.

In order to address systemic racism, simply being “not racist” isn’t enough. To quote Ibram X. Kendi, a historian and leading scholar of race and discriminatory policy in America, “The opposite of ‘racist’ isn’t ‘not racist.’ It is anti-racist.” And that requires work. Anti-racism is an ACTIVE state of mind. It’s the ACTIVE process of identifying and opposing racism.

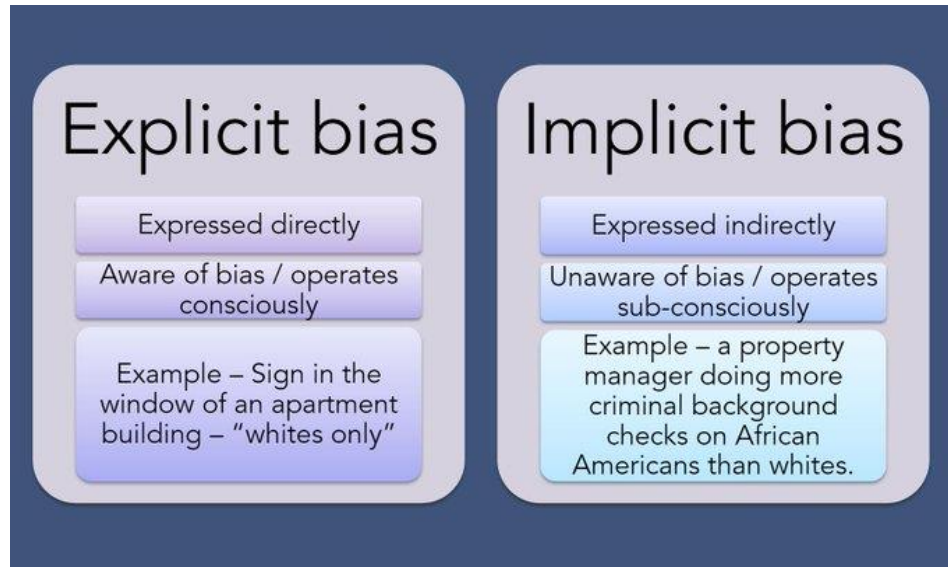
The goal of anti-racism is to challenge and disrupt racism at the individual, institutional, and structural levels and actively change the policies, behaviors, and beliefs that perpetuate racist ideas and actions. Anti-racism is the process in which we create policies, practices, and procedures to promote racial equity.

3. **Bias** is a prejudice in favor of or against one thing, person, or group compared with another usually in a way that’s considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences. Though racial bias and discrimination are well documented, biases may exist toward any social group. One’s age, gender, gender identity physical abilities, religion, sexual orientation, weight, and many other characteristics are subject to bias.
 - **Conscious bias** (also known as **explicit** bias) refers to the attitudes and beliefs about a person or group on a conscious level.
 - **Unconscious bias** (also known as **implicit** bias) Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one’s tendency to organize social worlds by categorizing.

Unconscious bias is far more prevalent than conscious prejudice and often incompatible with one’s conscious values. Certain scenarios can activate unconscious attitudes and beliefs. For example, biases may be more prevalent when multi-tasking or working under time pressure.

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- **Classism (also known as socio-economic bias)** is differential treatment based on social class or perceived social class; prejudice against poor people. The systematic assignment of characteristics of worth and ability based on social class.



4. **BIPOC** stands for Black, Indigenous, and people of color. Pronounced “bye-pock,” this is a term specific to the United States, intended to center the experiences of Black and Indigenous groups and demonstrate solidarity between communities of color. [see also, **families of color**]
5. **Courageous Conversations** encompasses dialogue that engages others in spite of interpersonal discomfort in order to challenge the assumptions, biases and accepted structures of racism.
6. **Cultural competence** refers to an ability to interact effectively with people of different cultures, particularly in the context of **human resources, non-profit organizations**, and government agencies whose employees work with person from different cultural/ethnic backgrounds.

Cultural competence comprises four components: (a) Awareness of one’s own cultural worldview, (b) Attitude towards cultural differences, (c) Knowledge of differences cultural practices and worldviews, and (d) cross-cultural skills. Developing cultural competence results in an ability to understand, communicate with, and effectively interact with people across cultures.

7. **Cultural Humility** is defined as a process of reflection and lifelong inquiry, involves self-awareness of personal and cultural biases as well as awareness and sensitivity to significant cultural issues of others. Core to the process of cultural humility is the researcher's deliberate reflection of her/his values and biases. Cultural humility can include a life-long commitment to self-critique about differences in culture and a commitment to be aware of and actively mitigate power imbalances between cultures.

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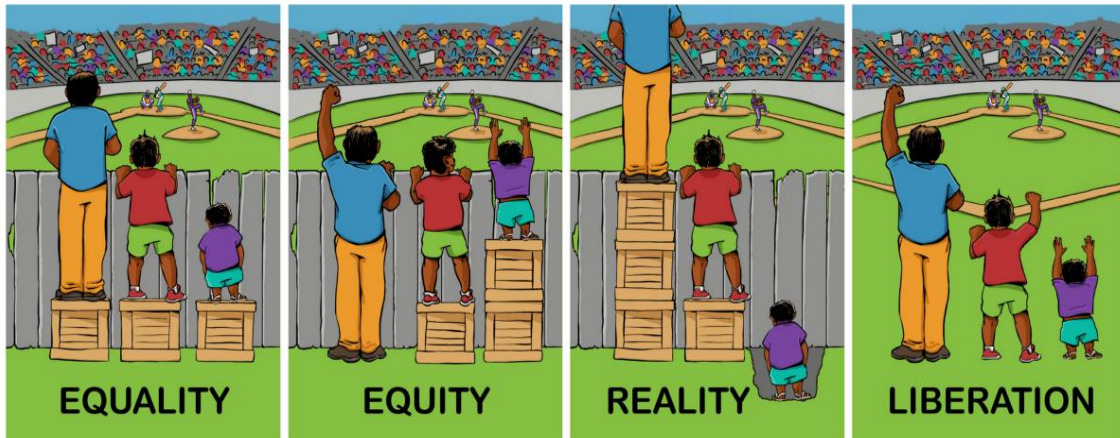
8. **Discrimination** is making distinctions on the basis of preference or prejudice. Involves any situation in which a group or individual is treated differently and sometimes unfairly based on something other than individual reason, usually their memberships in a socially distinct group or category.
9. **Disparity** describes the unequal outcomes of one racial or ethnic group as compared to outcome for another racial/ethnic group.
10. **Disproportionality** is the underrepresentation or overrepresentation of a group at a particular decision point, event, or circumstance, in comparison to the group's percentage in the total population. For example, the level to which BIPOC children are present in the child welfare system at higher rate than their presence in the general population.
11. **Diversity** is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability, or attributes, religious or ethical values system, national origin, and political beliefs. In broad terms, **diversity** is any dimension that can be used to differentiate groups and people from one another. It means respect for and appreciation of differences. But it's more than this. We all bring with us diverse perspectives, work experiences, lifestyles and cultures. The power of diversity is unleashed when we respect and value differences. Strength comes from the dedication, experience, talents, and perspectives of every employee. Diversity encompasses the range of similarities and differences each individual brings to the workplace, including but not limited to national origin, language, race, color, disability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran status, and family structures. We define workforce diversity as a collection of individual attributes that together help us pursue organizational objectives efficiently and effectively.
12. **Equity** is defined as "the state, quality or ideal of being just, impartial and fair. The concept of equity is synonymous with fairness and justice. It is helpful to think of equity as not simply a desired state of affairs or a lofty value. To be achieved and sustained, equity needs to be thought of as a structural and systemic concept. - Impartial and just treatment or behavior without favoritism or discrimination

Equity vs. Equality: What's the Difference?

Equality means each individual or group of people is given the same resources or opportunities.

Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

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13. **Ethnicity** is the set of characteristics which result in a distinctive culture that a group of people share. In the United States, ethnicity is a somewhat flexible term in meaning, but generally refers to a subset of the national culture in which people share one or more of the following characteristics: race, nationality, religion, ancestry, or language. Ethnicity sometimes refers to the group of people, as well as the culture itself.
14. **“Families of Color” and Children of Color** are terms used to refer to Blacks, Native Americans, Latinos, Asian/Pacific Islanders, and other non-white races, ethnicities, and cultures that experience disproportionality and disparities in outcomes in child welfare. The specific races ethnicities, and cultures being addressed in each individual community should be specified at the outset of this work, and this document should be modified to clearly and explicitly name these groups. [see also, **BIPOC**]
15. **Inclusion** is being valued, not being marginalized, not being the “other”. **Inclusion** is a state of being valued, respected and supported. It’s about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve his or her full potential. Inclusion should be reflected in an organization’s culture, practices and relationships that are in place to support a diverse workforce. Inclusion is the process of creating a working culture and environment that recognizes, appreciates, and effectively utilizes the talents, skills, and perspectives of every employee; uses employee skills to achieve the agency’s objectives and mission; connects each employee to the organization; and encourages collaboration, flexibility, and fairness. A set of behaviors (culture) that encourages employees to feel valued for their unique qualities and experience a sense of belonging.
16. **Internalized Racism** refers to a form of self-loathing based on the cognitive and emotional acceptance by individuals of an oppressed group of all or some aspects of the negative stereotypes.

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In a society where racial prejudice thrives in politics, communities, institutions and popular culture, it's difficult for people of color to avoid absorbing the racist messages that constantly bombard them. Thus, people of color sometimes adopt a mindset that results in self-hatred and hatred of their respective racial group. Those suffering from internalized racism, for example, may loathe the physical characteristics that make them racially distinct such as skin color, hair texture, or eye shape. Others may stereotype those from their racial group and refuse to associate with them. And some may outright identify as White.

Overall, those suffering from internalized racism buy into the notion that White people are superior to people of color. Think of it as Stockholm Syndrome in the racial sphere.

17. **LGBTQ2+** is an abbreviation that stands for: lesbian, gay, bisexual, transgender, queer (or sometimes questioning), and two-spirited. The plus-sign signifies a number of other identities, and is included to keep the abbreviation brief when written out; the full abbreviation is LGBTTTQQIAA.
18. **Prejudice** are preformed and unsubstantiated judgments or opinions about an individual or group, either favorable or unfavorable. The term often denotes an unfavorable or hostile attitude toward other people based on their memberships in another social or ethnic group. Prejudice relies on stereotypes about the group against which the prejudice is directed.
19. **Privilege** are benefits or rights provided to some but not others.
20. **Proactive messages** highlight cultural history, individual abilities and traditional cultural strengths.
21. **Protective messages** remind and prepare youth to face hostility and racism in the mainstream. Proactive and protective messages can be used to counterbalance the impact of negative messages and build awareness of injustice and give hope for the future.

[Understanding the impact of messages and learning how to differentiate between those that support or hinder our racial and ethnic identity is an important skill for all of us.]
22. **Racial & Ethnic Identity** are a complex set of thoughts, feelings and behaviors that emanate from one's membership in a particular racial or ethnic group.
23. **Racism(1)** Any attitude, or institutional practice backed up by institutional power that subordinates people because of their color. This includes the imposition of one ethnic group's culture in such a way as to withhold respect for, to demean, or to destroy the culture of other races.
24. **Racism(2)** The socially constructed system of domination that benefits one racial or ethnic group at the expense of another, based on the belief in a causal link between inherited physical traits

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and certain traits of personality, intellect or culture and, combined with it, the notion that some race are inherently superior to others.

25. **Racial Equity** is a process of eliminating racial disparities and improving outcomes for everyone. It is the intentional and continual practice of changing policies, practices, systems, and structures by prioritizing measurable change in the lives of people of color.

Distinction between Racial Equity and Racial Justice: Racial equity is the process for moving towards the vision of racial justice. Racial equity seeks measurable milestones and outcomes that can be achieved on the road to racial justice.

26. **Race Inequity** is when a person's race can predict their social, economic and political opportunities and outcomes.
27. **Racial Justice** is the systematic fair treatment of people of all races that results in equitable opportunities and outcomes for everyone. All people are able to achieve their full potential in life, regardless of race ethnicity or the community in which they live. Racial justice- or racial equity- goes beyond "anti-racism". A "racial justice" framework can move one from a reactive posture to a more powerful, proactive and even preventive approach.
28. **Stereotype** is an oversimplified, false, or generalized portrayal of a group of people. Stereotyping does not allow for exceptions or individual differences.
29. **Structural & Systemic Racism** Although systemic racism and structural racism are often used interchangeably, they have somewhat different emphasis.
- **Systemic racism** emphasizes the involvement of whole systems, and often all systems—for example, political, legal, economic, health care, school, child welfare and criminal justice systems—including the structures that uphold the systems.
 - **Structural racism** emphasizes the role of the structures (laws, policies, institutional practices, and entrenched norms) that are the systems' scaffolding.

What's an example of systemic racism?

Between 2012 and 2016, Black males convicted of a crime received sentences -- on average -- 19 percent longer than white males convicted of essentially the same crime. Perhaps Black men don't make as much money as white men and consequently cannot afford adequate legal representation. Maybe judges that hand down stricter sentences to Black men. It could be a combination of many factors. That is the point- society is structured in a way that disadvantages Black people; and it largely stems from one of the darkest stains on American history -- slavery.

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30. **White Privilege** is an institutional (rather than personal) set of benefits granted to those who, by race, resemble the people who dominate the powerful positions in our institutions. One of the primary “white” privileges is that of having greater access to power and resources than people of color do; in other words, purely on the basis of skin color doors are open to white persons that are not open to other people.

Additional Definition Sources

<https://www.racialequitytools.org/resources/fundamentals>

<https://www.naccchildlaw.org/page/race-equity-hub>