

Social Justice 101 Term Sheet

Prepared by the International Center, 2018

General Terms:

- **Diversity** - Variety in group presence based on a spectrum of demographics, cultural backgrounds, and/or beliefs.
- **Inclusion** - Intentional acts of including minority groups who may be marginalized, stigmatized, oppressed or vulnerable in any way by a society.
- **Oppression** - The cruel or unjust treatment of a person or group of people for a prolonged period of time.
- **Discrimination** - The unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, sexual orientation, gender, etc.
- **Bias** - A preference for or against someone or something, whether it is unconscious or conscious.
- **Microaggression** - An everyday exchange/comment/question that is interpreted as a sense of bias/oppression due to a person's social identities: race, gender, sexual orientation, socioeconomic status, nationality, religion and disability.
- **Intersectionality** - Looking at 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.
- **Ally** - A person from a majority/privileged social group who is willing to use their privilege to stop oppression against minority/oppressed groups of people.
- **Stereotype** - A universalist belief around a groups' behavior, looks, abilities, culture or belief system. Example: All Asians are good at math.

Racial and Cultural Identity Terms:

- **Race** - Label used to identify people based on their physical traits (Asian, White, Black, Native American, Multiracial)
- **Ethnicity** - Term used to identify a group of people with a shared cultural heritage (Irish, American, Puerto Rican, Chinese, Indian, African-American)
- **Minority** - a smaller group or category within a larger demographic. For example, international students make up 15% of students at the University of Michigan.
- **Ableism** - Discrimination or prejudice, whether intentional or unintentional, against a person with physical or mental disabilities.
- **Multiracial** - An individual that comes from more than one race. An individual whose parents are born from more than one race.
- **Multiethnic** - An individual that comes from more than one ethnicity. An individual whose parents are born from more than one ethnicity.
- **Xenophobia** - A fear, hatred or bias against foreigners.
- **Socioeconomic Status** - Classification of people based on their income level

Gender and Sexuality Terms:

- **Sex** - Label assigned at birth based on reproductive organs (male, female, intersex).
- **Intersex** - a person who is born with a variation in their anatomy, chromosomes or hormones that doesn't fit the definitions of male or female.
- **Gender/Gender Expression** - The physical manifestation of gender through clothing, hairstyles, body shape, voice, etc. This may be the same or different than the sex associated with that person.
- **Cisgender** - Someone whose gender expression is the same as their sex assigned at birth.
- **Genderqueer** - Someone whose gender expression is neither man or woman, somewhere in between man/woman, or a combination of genders.
- **Sexual Orientation** - The direction of one's sexual attraction, or lack of attraction.
- **Heterosexual**- Someone who has sexual attraction to the opposite sex. The term "straight" is also used.
- **Homosexual** - Someone who is sexually attracted to someone of the same sex.
- **Bisexual** - Someone who is attracted to both men and women.
- **Pansexual** - someone who does not limit their sexual attraction based on sex, gender, or gender expression.
- **Transgender** - Someone whose gender expression is not the same as the sex they were assigned at birth.
- **Pronoun** - Words used to identify someone's gender expression (He/She/They....). Improper use of these can be seen as a microaggression.

Campus Resources:

- [Counseling and Psychological Services](http://caps.umich.edu) (caps.umich.edu)
- [First Generation College Students](http://firstgen.studentlife.umich.edu) (firstgen.studentlife.umich.edu)
- [International Center](http://internationalcenter.umich.edu) (internationalcenter.umich.edu)
- [Multi-Ethnic Student Affairs](http://mesa.umich.edu) (mesa.umich.edu)
- [Office of Academic Multicultural Initiatives](http://oami.umich.edu) (oami.umich.edu)
- [The Program on Intergroup Relations](https://igr.umich.edu/) (https://igr.umich.edu/)
- [Sexual Assault Prevention and Awareness Center](http://sapac.umich.edu) (sapac.umich.edu)
- [Spectrum Center](http://spectrumcenter.umich.edu) (spectrumcenter.umich.edu)
- [Trotter Multicultural Center](http://trotter.umich.edu) (trotter.umich.edu)