



*As we work together to create more diverse and inclusive environments in academic veterinary medicine, it is important that we share a common understanding and lexicon regarding the many different aspects of this overarching initiative. This glossary of terms and definitions and discussions associated with diversity, equity and inclusion was created to help us all be successful. We recognize that such language is constantly evolving, and we are committed to updating this document annually.*

a belief that eliminating oppression will benefit members of

oppression. (Center for Assessment and Policy Development)

challenging the different forms of oppression. (Center for

**Affirmative Action**

Office of Federal Contract Compliance Programs (OFCCP).



## Environmental Equity

Democratic Renewal and Project Change)

believe, "People are people. We are all alike regardless of the

(Institute for Democratic Renewal and Project Change)

or more major life activities. (The Department of Justice)

do not reflect the individuality, equality or dignity of people

affiliation, language, age, gender, physical or mental abilities, sexual orientation or gender identity. (Sierra Club Employment Policy, Employee Handbook)

## Diversity

## Emotional Tax

affects BIPOC employees. (Catalyst)

Employee Resource Group (Business Resource Group)

power more equitably. (Adams, Bell and Griffin)

**Equal Employment Opportunity (EEO) • Title VII of the Civil**

## Equality

## Equity

effective opportunities to all groups. (UC Berkeley Initiative for Equity, Inclusion, and Diversity).

## ESL

for individuals for whom English is not their first or native

Bell and Griffin)

Gaslighting

Gay

Gender

Gender Identity

Gender-Neutral

attract qualified, diverse candidates.

Gender Expansive (gender non-confirming)

---

## Implicit Bias

## Internalized Racism

## Inclusive Language

example of gender inclusive language is using "police officers"

in words and actions for all people. (UC Berkeley Initiative for Equity, Inclusion, and Diversity)

## Individual Racism

epithet, or believing in the inherent superiority of Whites. (Adams, Bell and Griffin)

**Institutional Racism** • refers specifically to the ways in which

advantages for Whites and oppression and disadvantage for people from groups classified as People of Color. An example includes City sanitation department policies that concentrate

disproportionately in communities of color. (Potapchuk,

## Intent vs. Impact

actions, etc. affect or influence other people. An examination

focus, not necessarily what was intended. (Workforce Diversity Network)

Policy Forum) As coined by Kimberlé Crenshaw, it is a

identifies advantages and disadvantages that are felt by people

"-isms"

sexual orientation, language, etc. (Institute for Democratic Renewal and Project Change)

## Invisible Disability (Hidden Disability)

or hidden disability, are defined as disabilities that are not

**Latino/a**





## Racial and Ethnic Identity

biological heritage, physical appearance, cultural affiliation,  
and Grif n)

### Racial Equity

racial identity no longer influenced how one fares. Racial

race or fail to eliminate them. (Center for Assessment and  
Policy Development)

## Racism (endorsed by Dismantling Racism Training)

and subordination based on race. Penetrates every aspect

Racism = Prejudice + the POWER to implement that prejudice.  
(Exchange Project of the Peace & Development Fund)

and discrimination that systematically oppress non-Christians,

Coalition of Christians and Jews)

**Restorative Justice** • Restorative Justice is a theory of justice

communities. (Centre for Justice and Reconciliation)

## Reverse Discrimination

this term is often used by opponents of affirmative action

Supreme Court considers it to be illegal to consider race and

## Safe Space

## Sex



## Tolerance

## Transgender

Cisgender is a gender identity where an individual's self-perception of their gender matches their sex. For example,

## Two-Spirit

identifies as having both a male and a female essence or spirit. activists at an annual Native LGBTQ conference—encompasses

reconnecting to tribal traditions. (PFLAG)

## Unconscious Bias

to organize social worlds by categorizing. (UCSF, Office of Diversity & Outreach)

## Underrepresented Groups (URG)

LGBTQ+ status, and many more. The term also refers to in proportions equal to White STEM workers. (IGI Global)

Underrepresented Groups is inclusive of LGBTQ+ individuals as well as Veterans and People with Disabilities.

## Underrepresented in Veterinary Medicine (URVM)

Historically, AAVMC has identified and recognized the presence of specific historically underrepresented populations

in the United States. The specific dimensions are: gender,

We recognize that internationally, there may be broad

indigenous and/or First Nations peoples; however, there may also be continental and country specific differences in the

->A person who served in the Armed Forces of the United States during a period specified and was honorably

Forces is defined as the Army, Navy, Marine Corps, Air Force, and Coast Guard, including all components thereof, and the

## White Centering